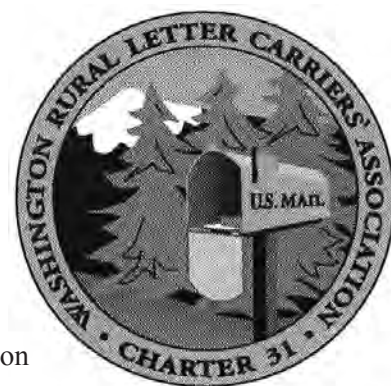


WASHINGTON RURAL CARRIER

Official Publication of the Washington Rural Letter Carriers' Association

September 2010



Where Service Begins With a Smile

SUCCESS IN SPOKANE

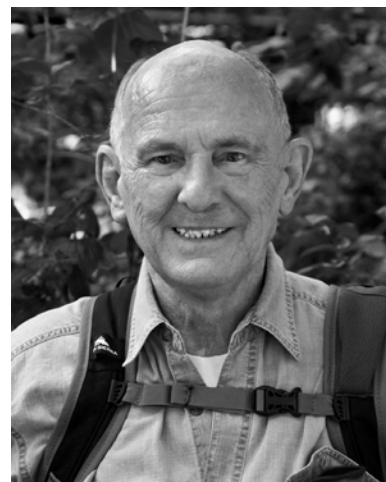
INDEX

National Convention.....	2-8
State Convention.....	9-22
Officers' Reports.....	23-33
Stewards' Reports.....	33-38
Financial Information.....	39-41
Board Minutes.....	42-45
County Officers.....	46-49
2010-2011 Constitution...	50-72
Financial Statements.....	73-76
Special Announcement.....	78
State Officers & Stewards.....	79

Ed Koschalk

2010 Member of the Year

Washington State's member of the year is Ed Koschalk, retired carrier from Liberty Lake. Ed has been an active Union member for 40 years, starting his career as an RCR after serving our country in the armed forces. He converted to an RCA and then became a regular carrier in the 1980's. Many of Ed's customers in Liberty Lake still talk about that GREAT Mailman.



Ed's involvement with the Union has seen him hold almost every office. He was a local steward as well as a county officer, District 3 Rep., State Vice President and President, served as a QWL-EI facilitator and was on the DJSC. Ed served these various positions for 20 years. He was instrumental in bringing new members to the county meetings and getting them involved in the Union. Many of the current officers and stewards have been mentored by Ed and would not be serving the WARLCA had it not been for his encouragement and support. Ed continues to attend county meetings, toting his oxygen and bringing along his wide smile, upbeat attitude and inspiring all who are present. He and wife Ann enjoy traveling. Washington State is especially proud to have Ed Koschalk be our Member of the Year.

2010 NATIONAL CONVENTION SPOKANE, WA



Shown are the Washington carriers attending the National Convention in Spokane. Not available for the photo include the Airport Hospitality Committee Monte Hartshorn, Shawn Johnson, Jim Hemrich and Jim Pease. Others not shown include Lora Needham, Vickie Carr, Sharon Bullion, Juli Goff, Janie Bourasaw, Renee Wagner, Kris Skewis, Neil Buchanan, Darline Kendall, Barb Keen, Ed Koschalk and Tammy Donaghue.

Photo by myconventionphotos.com

2010 NRLCA NATIONAL CONVENTION

Delegate-at-Large Report

The 106th convention of the National Rural Letter Carriers' Association was held August 17-20, 2010, in Spokane, Washington. What an amazing opportunity it was to show off Spokane, the gem of the Inland Northwest. Rural carriers, Auxiliary members, and Juniors from across the nation were treated to some of the best the Northwest has to offer thanks to the many members of the Washington Rural Letter Carriers' Association whose tireless efforts, hard work, and dedication contributed to the success of the convention and ancillary events.

A special thanks to Becky Wendlandt, and Cheri Freeman who, as Convention Co-Chairs were instrumental in the days, weeks, months, and even years of planning and coordination leading up to the convention. But Becky and Cheri were not alone. So many members in Washington contributed to the success of this convention that they are too numerous to mention. Please refer to the special pre-convention issue of the National Rural Carrier magazine

(May, 2010) for a complete list of committee chairs, or visit WARLCA.com. Even these committee chairs were not alone in sacrificing time and effort toward the success of the convention. Many of you, and you know who you are, were present during the days leading up to the convention and throughout the convention itself, ensuring all the details were tended to and contributing to an amazingly well-run convention.

1977 was the last time a national convention was held in Spokane. And considering how well things turned out, thanks to so many of you, I'm sure it won't be another 33 years before the nation's rural carriers once again turn their eyes toward the great state of Washington.

Thank you, each and every one for polishing the apple that is Washington State.

Patrick Pitts

Proud member of the Washington Rural Letter Carriers' Association

What It Takes to Host a National Convention

Becky Wendlandt, Chair

After five years of planning the 2010 National Convention in Spokane is over now and everyone is breathing a sigh of relief. You might be wondering what it takes to host a National Convention.

Here are the estimated stats since books are not yet closed:

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.

Just for the week and a half prior to 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.

A complete financial statement will be coming as we are closing the books and sending them to National to account for their \$1 per member advanced to us to host National Convention.

The 2010 National Convention was declared a success by many of the attendees, thanks to the hard work of every one of the 35 committee workers. Each committee member took their job and ran with it, doing whatever was needed. Long days and short nights were the norm. I personally have never been more proud of our state and my fellow workers. You all gave over 100% and made our State shine! Thank you!



Welcome to Spokane

Shawn Johnson, Committee Co-chair

I was fortunate enough to be assigned to greet rural carriers that arrived at Spokane International Airport during the 3 days prior to the opening session. My committee members and I had three long, enjoyable days making the first impressions of Spokane and Washington on our visitors.

Jim Heimrich and I pulled the late shifts, and worked from 3pm to 11:30pm from Saturday August 17 through Monday August 19. The incoming flight schedules were impacted by summer storms in the Midwest and Rocky Mountain states. Unfortunately, we did not get a dinner break on Sunday or Monday night, but the incoming passengers on those evenings had suffered much more.

Throughout the ensuing Convention, I kept running into people we had met and re-met (from previous National Conventions). Monte Hartshorn shuttled NRLCA staff and some guests to and from the airport, as well as doing an 8-hour shift at the airport. Joyce Sutherland, Jim Pease, and John Lee rounded out the airport team.

Local Tours

Mike Cammack

I am very pleased with the results of the Local Tours. First of all, working with Group Coordinators made the job extremely simple. They were very accommodating and flexible. They extended the signup period and didn't cancel tours when we didn't reach the minimum numbers. When one party missed a tour due to flight delays, they put them on another. I didn't hear any complaints about the tours themselves, but many compliments.

The major work of the committee was to distribute tickets and provide directions to the loading site for our guests. We also collected contact information for people wishing to sell unwanted tickets (very few) and people wishing to purchase tickets. Again Group Coordinators was very flexible, selling tickets up to the last minute for some tours. The system that Tammy and I developed worked smoothly through the initial rush Saturday morning and on through Monday afternoon when the last tour left. Although not all tickets were picked up, everyone who made it to the convention got their tickets and made it to the buses on time.

Special thanks to everyone who stepped up and worked at the table after Tammy was injured. You all did great jobs.

5 Years in Planning

Susie Hill, Banquet Registration Chair

It seems like yesterday when we took the stage to present Spokane to the delegates at National Convention. We danced and sang and won the bid to host the 2010 National Convention. 5 years later and the convention is now past history.

Many days were spent planning and revising plans in order to conduct the best-ever convention. And I think we did it! Becky and Cheri did a fantastic job being organized and prepared for anything that could happen. Even a last-minute concert in the park couldn't interfere with the enjoyment of the Annual Banquet and Travis Tritt. And everyone loved the little red wagons with the Washington apples. Personally I was relieved when everyone was seated at the banquet and no one was sitting in someone's lap. It was my job to assign the seating and it was like a puzzle filling everyone's wishes for their seating assignment.

I think I must have walked 5 miles a day racing from one end of the convention center to the hotel and back to the other end of the center. We served breakfast to our committee members and delivered lunch, which not only kept us all happy but provided a few minutes to trade stories and provide support to each other. A special thanks goes to Don Largent and Sam Song at Riverfront Park for their help during lunch and the Meet and Greet.

It was bittersweet when Friday arrived. The hard work was finished but we would miss spending time with old and new friends.



Hospitality Bags

Did you know there was a Green Mountain in Spokane as well as in Vermont? It was located in the Spokane Convention Center and it consisted of 2500 forest green hospitality bags, stuffed full of goodies for the attendees of the National Convention. Pencils, pens, note pads, coupons and a bottle of water from Costco were some of the items packed into the bags by a team of workers. Jaron and Brady Pitts had a race going to see who could complete the circuit in the fastest time. Donna Horn is now an honorary Washingtonian for all her help with the bags and in Santa's workshop assembling little red wagons. With so much help the bags were done with time to spare.



Information Committee

Co-chairs Edward and Brenda Ogdon

We feel we were blessed with the best committee of the convention. We were able to meet so many people from so many different states including most of the National Officers and their spouses. We were also blessed with a great group of helpers including Barb Keen who was not a delegate and paid 100% out of her own pocket just to help out at the information booth. Thank you also goes out to Amy Cabe, in charge of the Spokane information booth and to Elise Casey, Jeanette's right hand gal, for helping Ed with the flag room duties.



Meet and Greet

Renee' Cowan

First I would like to thank all of the people who helped make our meet and greet social a success.

We had an assembly line balloon system that helped us inflate and tie off who knows how many green and white balloons. After getting a jump start on the balloons we then took them out to make a path of balloons leading to the park from the surrounding hotels and throughout the park itself to allow us a way to direct the traffic to the right entrance where the meet and greet was going to be held. We received a lot of compliments on having the balloons leading the guest from their respective hotels to the park where the meet and greet was held.

A big thank you to Sam Song, food/beverage supervisor for Spokane Riverfront Park, for having the food tents up and running early and allowing us to let people get their food almost an hour before the official start of the meet and greet. Very few people waited in line because of this early start.





Big red wagon in Riverfront Park

Registration

Mariann Faulkner

Sitting at the non-delegate registration desk allowed me to greet guests and match faces to names of those preregistered. With most of the registration work done ahead of time it gave my committee plenty of time to people watch and catch up with faraway friends. Thanks to my committee for all their help but watch out for Doug and his corny jokes!

Banquet Decorations

Becky Pike, Co-Chair

Once we came up with our theme idea of having miniature Radio Flyer wagons the heat was on. After many phone calls and finally getting help from Amy Cabe at the Visitors & Convention Bureau our boxes of wagons arrived. Oh they weren't wagons yet~~just parts ready to be assembled. We had as many as 12 workers at any given time working assembly line fashion to put 150 wagons together in about 3 hours. Several people walking by the workroom made comments that it sounded like Santa's workshop with all the talking and pounding to put the wheels on. On banquet day we had another 13 workers filling

them with apples and putting them on the tables along with some confetti scattered around. As the guests arrived they all schemed to figure out where to sit at the table so they would be the lucky winner of the wagon. They lifted the table cloth, looked under chairs and checked under coffee cups for a clue. A clever Joanne figured out the winner would be the person sitting in front of the wagon handle. We had very positive comments on the decorations and the entire convention. Washington carriers came through in grand style hosting our nation's carriers and guests.

Little red wagon table decoration for Annual Banquet



2010 National Convention - Spokane Statement of Activities - Since Inception

	<u>Jul '06 - May ...</u>
Income	
Dividends APCU CD's	8,304.39
Dividends APCU Checking-Savings	1,326.34
Fund Raising Sales	3,451.55
NRLCA Advanced Funds	112,956.00
WARLCA Dues Assessment (\$1 pp)	84,403.00
Total Income	210,441.28
Expense	
Committees-National Funded	88,821.92
Committees - State Funded	800.00
Fund Raising Expenses	937.30
General Expenses	1,090.00
Total Expense	91,649.22
Net Income	<u>118,792.06</u>

2010 National Convention - Spokane Statement of Financial Position As of May 31, 2010

	<u>May 31, 10</u>
ASSETS	
Current Assets	
Checking/Savings	
APCU CD #70	17,053.06
APCU Checking	4,499.51
APCU Savings	97,883.48
Total Checking/Savings	119,436.05
Total Current Assets	119,436.05
TOTAL ASSETS	<u>119,436.05</u>
LIABILITIES & EQUITY	
Equity	
Opening Bal Equity	25.00
Previous Year(s) Carry O...	113,250.55
Net Income	6,160.50
Total Equity	119,436.05
TOTAL LIABILITIES & EQUITY	<u>119,436.05</u>



**National Convention's
Meet and Greet in Riverfront Park**

**Becky Wendlandt, Chair
and Cheri Freeman, Co-chair
of the 2010 National Convention**



Lunch Time

All the committee workers were running here and there-or sitting at a registration table-making it difficult to find time for meals. The planning committee chose to supply breakfast and lunch for the Washington workers for the week before the start of convention. The breakfast ladies started at 6:30 am setting up a buffet of fresh fruit, bagels and cream cheese, yogurt and cereal. This was a great chance to take a minute to catch up with what everyone had been doing.

At noon everyone gathered on the steps outside the Convention Center to wait for the lunch lady (no hair net so not an official lunch lady according to the teen-agers). The rumble of rolling coolers across the bridge announced the arrival of sandwiches, burgers and soft drinks. Another cooler held fresh veggies to add a crunch to lunch. Everyone took turns so the tables were covered during the lunch period. After a few minutes of sunshine and fresh air it was back to work for everyone.



The start of the Green Mountain in Spokane-2500 ditty bags need to be filled



Have cooler, will travel

Sign Up for Updates

Be informed. You can receive e-mail updates from the State Steward.

1. Open your email program. (Whatever program you normally use to send and receive email.)

2. Send an email to emailsignup@warlca.com (You can use the "copy" and "paste" function to ensure you have the correct email address.)

3. Please include the following:

Name:

Office:

Designation: (Regular, Relief, or Retired)

County Unit:

Local Steward? (Yes or No)

4. You will receive a confirmation email from emailsignup@warlca.com.

5. Once your union membership is verified you will receive confirmation from updates@warlca.com.

2010 STATE CONVENTION OVERVIEW

The 104th WARLCA State Convention was called to order at 8:30 AM on June 21, 2010 by District Four Representative Ed Odgon. Vice President Cheri Freeman gave the invocation. Presentation of colors was done by the Army Honor Guard. Ed asked that all those who served in the Armed Forces to stand and thanked them for their service. Next, Ed presented the gavel to President Patrick Pitts. Patrick welcomed all and introduced NRLCA Vice President Jeanette Dwyer, as well as the State board; Vice President Cheri Freeman, Secretary-Treasurer Becky Wendlandt, Editor Susie Hill, District One Representative Becky Pike, District Two Representative Renee' Cowan, District Three Representative Cindy Koker, District Four Representative Ed Odgon, and State Steward Joyce Patteson. Joyce then introduced the state-level stewards; Senior Assistant State Stewards Monte Hartshorn, Patrick Pitts, Cheri Freeman, and Renee' Cowan. Area steward Mariann Faulkner was introduced. Joyce asked that all local stewards stand and be recognized.

Patrick then asked that all county officers stand and be recognized, and asked that the 9 first timers and 9 retirees come forward and be recognized.

Joanne Blackburn asked for a moment of personal privilege to thank the people who helped her at last year's convention after her unexpected surgery.

Secretary-Treasurer Becky Wendlandt took roll call of officers and county delegates at large and all were present. Next was distribution of yea/nay cards. Total delegates present were 69.

The convention standing rules were read and Doug Rinehart 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.

Doug Rinehart moved to accept additional proposed constitution changes and resolutions during new business. Motion passed.

Editor and PAC Chair Susie Hill gave a PAC presentation.

Patrick read the committee assignments.

CREDENTIALS

Ed Ogdon – Board Representative, Sharon Madison– Chair, Katre Milliron, Kristine Skewis

FINANCE

Patrick Pitts – Board Representative, John Lee – Chair, Janie Walla, Tammy Donaghue

CONSTITUTION

Patrick Pitts – Board Representative, Monte Hartshorn – Chair, Mariann Faulkner, Jeff Taylor

AUDITING

Becky Wendlandt – Board Representative, Shirley Smith – Chair, Andrew Shea, Janelle Mee

RESOLUTIONS

Cheri Freeman – Board Representative, Jim Hemrich – Chair, Janice Sisley, Dawn Ayers

WASHINGTON RURAL CARRIER

Susie Hill – Board Representative, Jill Howard – Chair, Colleen Headley, Jessica Addis

NOMINATING

Becky Pike – Board Representative, Dee Ann Williams – Chair, Sherry Holcomb, Jan Frymire

MILEAGE & PER DIEM

Renee' Cowan – Board Representative, Jeff Foote – Chair, Bev Crow, Shawn Johnson

MINUTES

Becky Wendlandt – Board Representative, Noretta Stritzke – Chair, Taralee Mohr-Hill, Karin Taylor

MEDIA

Becky Wendlandt – Board Representative, Joyce Patteson – Chair, Doug Rinehart, Carol Ogden

TELLERS (1) (Tabulate National Delegate Ballots)

Susie Hill – Board Representative, Mike Cammack – Chair, Jim Pease, Mary Kay York, Carolyn Ellison, Carol Nichols, Barbara Schmitt

TELLERS (2) (Tabulate Election / Other Ballots)

Cindy Koker – Board Representative, Sharon Bullion – Chair, Cathy Allman, Renee' Wagner, Karen Crombie, Vicki Carr, Joyce Sutherland, Norma Holznagel, Kristian Granish, Luana Anderson-Lubchuk, Annalyce Bishop, Terry Nordlund, Steve Higgins, David Ray, Marlene Hagedorn

SERGEANT-AT-ARMS

Becky Pike – Board Representative, Joanne Blackburn – Chair, Donna Roakes, Melvin Walker, Lora Needham

HOSPITALITY

Cheri Freeman – Board Representative, Mitch Freeman – Chair, David Wood, Kathy Beebe

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.

Patrick reported that the Officers Reports were in the delegates' ditty bags. Becky Pike reported that

her District One Representative Officers report should be corrected to read that she attended all but one annual county meeting.

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 Two Representative Renee' Cowan informed the delegates about the 2011 State Convention to be held at the Inn at Gig Harbor. Hotel rates are \$99 single/double. The dates for the 2011 state convention will be June 27, 28, and 29, 2011.

District Three Representative Cindy Koker informed the delegates about the 2012 State Convention to be held at the Red Lion Inn in Wenatchee on June 24, 25, and 26, 2012.

District One Representative Becky Pike said the 2013 state convention was still in the planning stages and asked for suggestions from the delegates for a location in District One.

2010 National Convention Chairs Becky Wendlandt and Cheri Freeman updated the delegates about the August 17,18,19, and 20, 2010 National Convention in Spokane. Banquet Entertainment will be Travis Tritt. National will hold OWCP, retirement, thrift savings, RCBP health insurance, and ad hoc trainers seminars. All are open to all members. The Sunday Meet and Greet will be held in Riverfront Park with the Air National Guard Jazz Band performing, as well as the historic mail planes doing a fly-by. The 2010 committees will be meeting Tuesday afternoon for a tour of the convention site.

After a break the convention was called back to order at 10 AM and Becky did roll call of state officers and county delegates at large, with 69 present.

NRLCA Vice President Jeanette Dwyer spoke on current issues and upcoming contract negotiations. Jeanette reported that \$1,400,000 was awarded to 215 RCAs and the NRLCA for violation of the TRC/RCA percentage.

After a lunch break the afternoon session was called to order by WARLCA President Patrick Pitts at 1:10 PM. Becky did roll call and those officers/delegates present were 68.

NRLCA Vice President Jeanette Dwyer continued her presentation. Jeanette covered rural job bidding, FFS, etc. Next was the question and answer session where the delegates asked questions and either Jeanette or the WARLCA officers answered them. The Monday session was adjourned at 3:10 PM for committees to be able to work and for the county officers banquet/training in the evening. Yea/Nay cards were collected.

Tuesday morning, June 22, 2010, session was called to order by President Patrick Pitts at 8 AM after a Junior presentation and WARLCA memorial. Becky called roll call and distribution of yea/nay cards to 68 officer/delegates.

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	2
	Tammy Donaghue, Delegate-at-large			
003	Peninsula	166	34	4
	Doug Rinehart, Delegate-at-large			
005	Lower Columbia	207	42	5
	Kathleen Beebe, Delegate-at-large			
006	Mutual	342	69	1
	Dawn Ayers, Delegate-at-large			
010	Island, Skagit, San Juan	114	24	5
	Carolyn Odgen, Delegate-at-large			
011	King, Snohomish	385	78	13

	Mariann Faulkner, Delegate-at-large			
012	South East	28	7	4
	Carol Nichols, Delegate-at-large			
013	East Central	177	36	7
	John Lee, Delegate-at-large			
014	North East	53	12	5
	Jill Howard, Delegate-at-large			
015	Whatcom	94	20	5
	Shirley Smith, Delegate-at-large			
016	Whitman, Asotin	36	8	1
	Jim Hemrich, Delegate-at-large			
017	Apple	182	37	7
	Donna Roakes, Delegate-at-large			

Total for Counties: 1863 384 69

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 one committee gave their final report. A total of 422 ballots were cast. Two were declared invalid for voting for more than 20.

<u>DELEGATE ORDER</u>	<u>NAME</u>	<u>TOTAL VOTES</u>
1	Patrick Pitts	257
2	Rebecca (Becky) Wendlandt	252
3	Charles Alexander	222
4	Patricia Alexander	217
5	Becky Pike	199
6	Renee' Cowan	192
7	Joyce Patteson	186
8	Cheryl (Cheri) Freeman	165
9	Mariann Faulkner	133
10	Monte Hartshorn	129
11	Joanne Blackburn	128
12	Shawn Johnson	121
13	Nola Two Feathers	121
14	Ed Ogdon	121
15	Cindy Koker	119
16	John Lee	117
17	Janie Walla	115

18	Joyce Sutherland	114
19	Jim Hemrich	109
20	Vickie Carr	90
21	Colleen Headley	87
22	Jeff Foote	86
23	Dawn Ayers	84
24	Janice Sisley	83
25	Donna Roakes	79
26	Shirley Smith	77
27	Jan Frymire	59
28	Kristine Skewis	50
29	Taralee Hill-Mohr	50
30	Lora Needham	43
31	Sharon Bullion	37
32	Katre Milliron	35

Monte Hartshorn asked for a moment of personal privilege to apologize for a misunderstanding. The nominating committee gave the following report. The committee moved that the report be accepted. Motion passed.

President: Patrick Pitts

Vice President: Cheri Freeman

Secretary-Treasurer: Becky Wendlandt

Editor: Susie Hill

District Two Representative: Renee' Cowan

District Four Representative: Ed Ogdon and Donna Roakes.

The Washington Rural Carrier committee gave their report as follows:

After reviewing the needs of the newspaper with Editor Susie Hill, her wages for producing each issue and office costs, we are proposing that no changes need currently be made. The Editor is currently paid \$375.00 per issue and \$75.00 Office Rent per issue. We propose that the Editor continue to be paid at that rate. The only recommendation we have at this time is that the Editor and State Board continue to look for a printer for the paper whose printing format would better serve the needs of the Editor and the WRC while working within the budget of the WRC.

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

The auditing committee gave their report as follows:

The audit committee looked over bank accounts, check entries, 990 forms, ING forms, and LM forms. The ledgers and forms were all in order and very well organized. We have a great secretary. The committee moved that the report be accepted. Motion passed.

Becky Wendlandt and Cheri Freeman gave an update on the 2010 National Convention committee meeting agenda. County Officers list was handed out.

NRLCA Vice President Jeanette Dwyer announced that President Don Cantriel will be testifying before Congress concerning future of the Postal Service. Jeanette updated the delegates on LLVs, right hand drive vehicles, EMA, Rural Reach, health insurance, and the cost of putting on a National Convention

every year is over 1.8 million dollars.

After a break, Becky took roll call of officers and delegates with 68 present.

The finance committee gave their preliminary report. (See final report)

The mileage and per diem committee gave their final report. Total of 67 paid delegates; \$28,239.58 with a cap set at \$27,000.00, leaving a 4.39% reduction in reimbursement.

Donna Roakes moved that Dave Reppe, who had to go home due to illness, be paid round trip mileage and 1/3 of the convention allowance as a stipend. Motion passed. The committee moved the amended report be accepted and the motion passed.

The constitution committee gave their final report. The committee moved to dispense with the reading of the current language. Motion passed. The committee chair reported that some of the constitution changes were addressing the same issue and/or duplicates and the committee would point out which ones. The entire report is printed here for clarity. The constitutions started with page 2, here after referred to as number.

#4 (#2 and #3 alike) Article V Section 1.A The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, ~~Editor of the WASHINGTON RURAL CARRIER~~, and four (4) District Representatives who shall be elected at the State Convention and serve one (1) year, except the District ~~Representative and~~ Secretary-Treasurer, ~~and Editor~~, who shall serve two (2) years, or until their successors are elected and installed. Proviso: This takes effect immediately upon passage. The committee moved for adoption. Becky Wendlandt moved to take out the proviso and motion passed. **Passed as amended.**

#5 (#6 alike) Article V Section 2 A.3 At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the *Editor of the Washington Rural Carrier*, Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and have the authority to fill any vacancies therein during the recess. 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, terminate the incumbent State Steward and nominate a replacement. The committee moved for adoption. Lora Needham moved to amend by substituting President for he/she. President Pitts called the motion out of order. Vicki Carr moved to amend to take effect at the end of current elected editor's term, and amendment failed. Shawn Johnson moved to amend to take effect immediately upon passage, and amendment failed. Back to main motion. **Passed**

David Wood moved to consider all that are alike. Motion failed for lack of 2nd.

#11 (#9 and #10 alike) Article VIII 1.1 There shall be a Board of Control (herein referred to as the Board) consisting of President, Vice President, Secretary-Treasurer, ~~Editor~~, and four (4) District Representatives. The committee moved for adoption. **Passed.**

Becky Wendlandt moved to reconsider a vote previously taken on #11. **Motion Failed.**

#7 (#8 alike) Article V Section 2 C.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, ~~Editor~~, State Steward, and all District Representatives review the payments and supporting documents on a quarterly basis. The committee moved for adoption. **Passed**

#12 Article V, 3. C BE IT RESOLVED: Strike paragraph C and re-letter remaining paragraphs. The committee moved for adoption. **Passed**

#13 Article IV, 1. E BE IT RESOLVED: Strike paragraph E and re-letter remaining paragraph. The committee moved for adoption. **Passed**

#14 (#15 alike) Article X, 1. A Section 1. Selection and Compensation of Stewards. A. The State President, in conjunction with the Board, shall recommend to the WARLCA the ELECTED member that the WARLCA would like to have appointed as State Steward. His/her service shall be ELECTED ANNUALLY OR until terminated by the State President, in conjunction with the Board, or National President, or by resignation. The committee moved for adoption. Donna Roakes moved it be tabled. President Pitts called it out of order. **Motion Failed.**

#16 Not brought forward since #14 and #15 failed

#18 Article V, 5.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 by the Finance Committee at State Convention~~, will be reimbursed. *The State Steward, Assistant State Steward, Area Stewards, Secretary, and President shall be required to maintain a log of time spent serving the WARLCA while performing their duties. The log will record meetings, communications including phone calls, travel time and topics discussed. All logs will be available at state convention and reviewed by the financial committee.* The committee moved for adoption. **Motion Failed.**

#19 Article V.4.A The elected and appointed WARLCA State Officers salaries shall be decided at each State Convention with the exception of the full time employees whose compensation package shall be determined by the WARLCA Board. B. No Member of the WARLCA shall receive both a monthly Salary and Full Time Wage compensation. The committee moved for adoption. **Motion Failed.**

#20 Article X.1. C, D, & E C. The appointed WARLCA State Officers that shall receive a salary are the State Steward, Senior Assistant State Steward, Assistant State Steward, and Area Steward. The appointed WARLCA State Officers' salaries who are not full time shall be decided at each State Convention. D. The State Steward shall be a full time employee of this Association. The total compensation package shall be determined by the ~~WARLCA Board Finance Committee as approved at State Convention~~. E. The State Steward's base salary shall not be less than the current annual salary for an evaluated route of forty-six (46) hours are Step 12. F. *No member of the WARLCA shall receive both a monthly Salary and Full Time Wage compensation.* The committee moved for adoption. **Motion Failed**

#21 (#22 and #23 alike) Article X. 4.A The elected and appointed WARLCA State Officers salaries shall be decided at each State Convention ~~with the exception of the full time employees whose compensation package shall be determined by the WARLCA Board and fully presented to the Finance Committee at State Convention for Approval~~. The committee moved for adoption. **Motion Failed.**

#24 Article VI. 6. A The WARLCA shall pay round trip mileage at 33 cents a mile, plus tolls and/or ferry fees, by the most cost effective route to each county credentialed *regular* delegate who ~~attends all 3 days of the State Convention~~ *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. The committee moved for adoption. **Passed**

#25 Article VI.6. A and B The WARLCA shall pay a State Convention allowance of \$250 to each county credentialed *regular* delegate who ~~attends all 3 days of the State Convention~~, fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution. The committee moved for adoption. **Passed**

#26 was not considered due to passing #24 and #25.

Doug Rinehart moved to suspend the rules to address #31. Motion Passed.

#31 Article VI.2. 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. 3. *In the event a delegate is unable to fulfill these requirements due to an illness or emergency (defined as unforeseen, unexpected, and not likely to recur), said delegate or designee shall immediately inform the County Delegate-at-Large of the specific circumstances.* The committee moved for adoption. **Motion Failed.**

#27 Article VI.6. New D *If a county credentialed regular state delegate becomes injured, ill, or has an emergency substantial life change to due to no fault of their own they will be reimbursed per diem at a pro-rated amount and the full mileage rate.* The committee moved for adoption.

Janice Sisley moved to add after no fault of their own *the convention body will decide if* and after rate on a case by case basis. Amendment Failed. Back to main motion. **Motion Failed**

#28 (#29 alike) Article VI, 3.B The WARLCA shall pay a State Convention allowance of \$250 \$300 to each county credentialed regular delegate who attends all 3 days of the State Convention. The committee moved for adoption. **Motion Failed.**

#32 Article X.2.B *The Each* 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. 3. *Submitting a report of the State Convention at his/her county meeting during the upcoming year.* 4. *The Each* county credentialed State Paid Delegate-at-Large is *additionally* 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.* The committee moved for adoption. **Motion Failed.**

#33 Article VI.6.A The WARLCA shall pay round trip mileage at 33 cents a mile, capped at 750 (850) miles plus tolls and/or ferry fees, by the most cost effective route to each county credentialed regular delegate who attends all 3 days of the State Convention, 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. Doug Rinehart moved to amend the 750 miles to 850 miles. Amendment Passed. **Motion Passed As Amended.**

#34 Article V, Section 2 A. President 3. At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Auto Insurance Director, Provident Guild Director, Political Action Committee Director, *Webmaster*, and have the authority to fill any vacancies therein during the recess. 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, terminate the incumbent State Steward and nominate a replacement. The committee moved for adoption. **Passed.**

#35 Article V.5.E All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA. *When two or more WARLCA Officers are travelling in the same POV on the same trip, mileage shall be reimbursed to one Officer only.* The committee moved for adoption. **Motion Failed.**

#36 Article V. 2. D Add—3. *It shall be the duty of the Executive Committee members or designee to attend their own county meeting and at least one meeting of each county within their district.* 4. *District Representatives will not be paid to attend their own county meeting and will only be paid mileage to attend other county meetings within their district.* The committee moved for adoption. Donna Roakes moved to amend by adding or designee after members. Amendment Passed. **Amended Motion Failed.**

#37 Article III.3.1 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. *Activities assigned to the QWL/EI process by agreement of the NRLCA and USPS are not considered management functions.* Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association *and the QWL/EI process*, 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. The committee moved for adoption. **Passed.**

#38 (#39 alike) Article III.5.D “*The annual assessment that currently is funding the NRLCA/WARLCA auxiliary, also 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. Becky Wendlandt moved to amend by adding “*The annual assessment that currently is funding the NRLCA/WARLCA auxiliary, also known as the family plan, and the affiliation will end.*” to the front. Amendment Passed. Janelle Mee moved to postpone indefinitely. Motion Failed. Vote on amended motion. **Passed as amended.**

During the constitution committee’s report a break was taken for lunch. The meeting began at 1:30 PM. Roll call for officers and delegates with 68 present.

Clayton Evans, a 41 year member addressed the delegates and thanked them for their courtesy and kindness.

The convention adjourned at 2:30 AM for the 2010 National Convention committee members to meet and then attend a barbeque in the park.

The meeting was called to order by President Patrick Pitts on Wednesday, June 23, 2010 at 8 AM. Becky did roll call of officers and delegate with 68 present.

The constitution committee continued their report. The committee moved that they be dismissed. Motion passed.

After a break, Becky did the roll call of officers and delegates and 68 were present.

Ed Koschalk was announced as the member of the year. Ed is a 40 year member of the WARLCA and held almost every position on the county and state level.

The Resolutions Committee gave their report. It is printed here in its entirety for clarification.

1. Non-Binding. Found in EL-902; Article 17, Section 2.C.1 and 4. Whereas; The USPS compensates only a local steward for grievance handling at Steps 1 and 2; Therefore be it resolved that the USPS shall provide equivalent compensation to the Union’s certified representative (local, area, assistant state steward, or state steward) for grievance handling at Steps 1 and 2. Reason For Change: To provide employer compensation to the Union representative for Steps 1 and 2 grievance handling in the absence of a local steward. **PASSED AT THE DROP OF THE GAVEL**

2. Non-Binding. Whereas; There has been concern over printing non-binding (advisory) resolutions in the national magazine; Therefore be it resolved that any non-binding resolution passed at National Convention shall not be printed in future issues of *The National Rural Letter Carrier* magazine if the resolution language may be prejudicial to the position of the NRLCA during future contract bargaining in the opinion of the National Board, or NRLCA legal counsel, or the NRLCA national contract bargaining team. Reason For Change: To ensure that the bargaining position of the NRLCA is protected with respect to advisory resolutions passed by the delegates which could be used against the NRLCA by the USPS if printed in our national magazine. **PASSED AT THE DROP OF THE GAVEL**

3. Binding to the WARLCA State Board. Whereas; State Constitution changes adopted by the delegates may need designation, punctuation, cross-reference, and/or other corrections; Therefore be it resolved that the WARLCA State Secretary-Treasurer, with approval of the State Board, be authorized to correct article and section designations, punctuation, cross-references, and to make such other technical and conforming changes as may be necessary upon adoption of the WARLCA Constitution changes, as long as such corrections may not result in a change of meaning or intent. Reason For Change: To allow such corrections to the WARLCA State Constitution to be made as provided for in Robert’s Rules of Order (§57, pp 579-580). The committee moved to adopt. **PASSED**

4. Non-Binding. Found in EL 902; Article 9, Section 2.C.3.b Whereas; Article 9.2.C.3.b states that an additional allowance to evaluated time for unusual conditions or special services not reflected in the latest evaluation may be authorized only when the carrier’s actual work time exceeds the current

evaluated time for the route; Therefore be it resolved that an additional allowance to evaluated time for unusual conditions, special services, or required duties not reflected in the latest evaluation may be authorized regardless of whether the carrier's actual work time does or does not exceed the current evaluated time for the route. Reason For Change: As evaluated routes are an incentive-based pay system, compensation adjustments for additional conditions, services, or duties not accounted for in the route's latest mail count should not be contingent upon the carrier working in excess of the current route evaluation. **PASSED AT THE DROP OF THE GAVEL**

5. Non-Binding. Found in PO 603 Section 524 Whereas; Rural carriers are not paid for the time needed for additional duties during a rural route inspection; Therefore be it resolved that rural craft employees shall be compensated thirty (30) minutes additional pay (8127 or 1314A) when delivering a route during a rural route inspection. Reason For Change: To compensate carriers for the additional time and duties required during a rural route inspection. **PASSED AT THE DROP OF THE GAVEL**

6. Non-Binding. Found in EL902 Article 9 Section 2.C.3.7.b(1) and PO 603 Section 533.11 Whereas; It is management policy to conduct pre-count conferences and high option election meetings 'off the clock'; Therefore be it resolved that rural craft employees shall be compensated additional pay (8127 or 1314A) for the greater of twenty (20) minutes or actual time required for attending pre-count conferences; Be it further resolved that rural carriers be compensated additional pay (8127) for actual time required for any high option election meetings with management. Reason For Change: To compensate carriers for the additional time required for pre-count conferences and high option election meetings with management which are not accounted for in our route evaluation. **PASSED AT THE DROP OF THE GAVEL**

7. Binding to the WARLCA State Board. Whereas; A portion of member's dues were allocated for expenses related to the 2010 National Convention in Spokane and; Whereas; Not all of those dedicated funds may be expended. Therefore be it resolved unused WARLCA member's dues which were allocated for expenses related to the 2010 National Convention in Spokane, but have not been allocated or expended by the close of the 2010 National convention shall be placed in the WARLCA general fund. Reason For Change: To provide authority for the WARLCA Board to place the unused, dedicated funds in the WARLCA general fund. **PASSED AT THE DROP OF THE GAVEL**

8. Non-Binding. Found in Cagnoli Letter (10-12-93) and Gamble Letter (12-7-94) Whereas; LLV's do not get the gas mileage on rural routes that they did on city routes, Therefore be it resolved that the NRLCA negotiate for more vehicle fuel ups. Reason For Change: Carriers are not paid for the number of times they are required to refuel the LLV! The committee moved to adopt. **PASSED**

9. Binding. Whereas; State Convention delegates are expected to attend all business sessions during State Convention to be compensated; Therefore be it resolved that any State Convention delegate that experiences a medical or family emergency rendering the delegate unable to attend all business sessions, said delegate would receive compensation at a pro rated rate reflecting business sessions attended at State Convention. Reason For Change: To allow for unforeseen medical and family emergencies, so that a delegate can still receive a portion of state expense voucher towards business sessions attended. The committee moved to adopt. **The committee choose not to move this resolution forward.**

10. Non-Binding. Whereas; The current version of the IMD Scanner software does not clearly identify which scanned items required a signature for delivery; Therefore be it resolved the next update of the IMD Scanner software shall revise the "Review Entries" screen to indicate by each item whether a signature was required. Reason For Change: To make it easier for carriers and managers alike to determine which items are to be credited in columns 15 (Non-Signature Scan Items) and 8 (Accountable Mail Signature Item) during a mail count. The committee moved to adopt. **FAILED**

11. Binding Whereas; The WARLCA Finance Committee proposes door prizes to the delegates to vote on, and Whereas; The door prizes going to district meetings is not helping to encourage more members to attend and Whereas; The door prizes going to State Convention is excessive for the goal of encouraging delegates to return timely to the meeting after breaks,

2009 Finance Committee's Recommendations for Door Prize Allowance:

\$300.00 State Convention	\$150.00 for District One	\$150.00 for District Two
\$100.00 for District Three	\$100.00 for District Four	

Therefore be it resolved that there be no more door prizes for district meetings. ~~and that \$30 be sent by the State Sec/Treas with the annual county packet to each 12 counties to be used as cash door prizes at their annual meeting, and that the door prize going for State Convention be \$200.00.~~ Reason For Change: To encourage members to attend their county meeting and also be fiscally responsible for the amount spent on door prizes. The committee moved for adoption. Monte Hartshorn moved to insert period after meetings and strike remaining language. Amendment passed. **PASSED AS AMENDED.**

12. Non-Binding. Whereas; The USPS may reduce the cell sizes on a carrier's edit sheet and then take away casing equipment from the route; Therefore be it resolved that the carrier have the ability to determine and maintain the cell sizes on the edit sheet and the case to accommodate the volume of mail that each address on the route receives. Reason For Change: So that all mail can be properly cased in a orderly timely manner for each customer on the route. **PASSED AT THE DROP OF THE GAVEL**

13. Non-Binding. Whereas; The USPS is no longer placing names on the case labels for new customers moving into an address; Therefore be it resolved that the names of new customers are placed on the case labels with the corresponding address. Reason For Change: So that the delivery of mail will remain timely and accurate to the current residents at an address. **RESOLUTION ALREADY PASSED AT PREVIOUS NATIONAL CONVENTION**

14. Non-Binding. Whereas; 3821 time is not given for signing back in for an arrow key when you have no signature mail for that day. Therefore be it resolved 3821 time credit should be given for an arrow key when you sign back in for it by notating "arrow key returned in the registered articles nos. column" whether you have other signature mail or not. Reason For Change: Since we are accountable by signing out for the arrow key we should be allowed to sign back in for it or not be required to sign out for it if we have no signature mail for that day. The committee moved for adoption. **FAILED**

15. Non-Binding. Whereas; the energy cost of e-mailing you holiday greetings, downloading pictures or paying your bills on line can add up to exceed the cost of the stamp. Therefore be it resolved that the public be made aware of the cost per minute of usage of their home computer, printer, monitor and other related devices compared to the cost of the stamp. Reason For Change: To get public support. The committee moved for adoption. **FAILED**

The resolutions committee moved to be dismissed. Motion passed.

The Finance Committee gave their report.

We, the members of the Finance Committee at the 2010 State Convention in Spokane, WA, have the following recommendations to submit to the delegates for consideration:

1. Dues Recommendations: 10/11 Membership (July 1, 2010 through June 30, 2011) **NO CHANGES**

2. Mileage, Hotel Expense, and Food per Diem: **NO CHANGES**

Current: 2009 - 2010

\$ 0.55 per mile (IRS Rate)

\$ 30.00 per day Food Per Diem w/overnight stay

Actual Expense for Lodging

Proposed: 2010 – 2011

\$ 0.55 per mile (IRS Rate)

\$30.00 per day Food Per Diem w/overnight

Actual Expense for Lodging

3. Door Prize Allowance: THE FINANCE COMMITTEE RECOMMENDS THE ELIMINATION ALL ALLOWANCES FOR DOOR PRIZES

4. Finance Committee Recommendations on Money Returned To County Unit: 10/11 Membership

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) L/M report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made

available to State Secretary as needed prior to convention, (4) no additional pay given to state delegates from county funds, (5) must have at least one delegate attend the previous year's state convention, and (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 years' county books, with the date and location where they were audited on it, and signed by the county officers. **NO CHANGE**

5. Finance Committee Salary Recommendations: 10/11 Membership Year

Part Time Officers/Stewards:

Senior Assistant State Steward:	\$ 375.00	Month	\$ 4,500.00	Year
Assistant State Stewards:	\$ 300.00	Month	\$ 3,600.00	Year
Area Stewards:	\$ 50.00	Month	\$ 600.00	Year
Secretary/Treasurer:	\$ 425.00	Month	\$ 5,100.00	Year
Editor:	\$ 375.00	per Issue	\$ 1,125.00	for 3 Papers
Board Members (not stewards)	\$ 50.00	Month	\$ 600.00	Year

6. Other Finance Committee Recommendations:

1. The finance committee recommends the delegation adopt the following proposed constitution change: Page 33
2. The finance committee recommends the delegation NOT adopt the following proposed constitution and resolution change: Page 19, Page 20, Resolution #11
3. The finance committee asks you to give consideration to the low attendance of the district meetings when addressing pages 12 and 13.

The Finance Committee moved that the report be accepted and the motion passed.

After lunch, the convention reconvened at 1 PM and PAC chair Susie Hill gave the latest update. King Snohomish raised the most money and Peninsula raised the most per capita. Becky did roll call for officers and delegates and 68 were present.

President Patrick asked for constitutions from the floor. There were none. He then called for resolutions from the floor and there was one:

1. Whereas she has provided dedicated service to this union. And she is not only a mentor, but also has been a friend to many union members in times of need and celebration. Be it resolved that the delegates of the 2010 WARLCA State Convention acknowledge Judi Peck, affirming that we send her our thoughts, hopes, prayers and sincere thanks. Intent: Acknowledging Judi Peck for her service to this union. Charles Alexander moved to adopt. **Unanimously Passed**

Elections were held next starting with President. Vice President Cheri Freeman called for any more nominations. Seeing none, the nominations were closed and Charles Alexander moved that the secretary cast a unanimous ballot for Patrick Pitts for 10/11 WARLCA President.

President Patrick Pitts called for any more nominations for Vice President. Donna Roakes nominated Karin Taylor. Nominations were closed. After a short speech from both nominees the vote was taken by secret ballot. Total of 68 votes were casted. Cheri Freeman received 43 and Karin Taylor received 25. Cheri Freeman is the 10/11 WARLCA Vice President.

President Patrick Pitts called for any more nominations for secretary-treasurer. Seeing none, the nominations were closed and Charles Alexander moved that the president cast a unanimous ballot for Becky Wendlandt for 10/11 WARLCA Secretary-Treasurer.

President Patrick Pitts called for any more nominations for editor. Dee Ann Williams nominated Janie Walla. Nominations were closed. After a short speech from both nominees the vote was taken by secret ballot. Total of 67 votes were casted. Susie Hill received 43 and Janie Walla received 24. Susie Hill is the 10/11 WARLCA Editor.

President Patrick Pitts called for any more nominations for District Two representative. Seeing none the nominations were closed. Charles Alexander moved that the secretary/treasurer cast a unanimous ballot for Renee' Cowan for 10/11 WARLCA District Two Representative.

President Patrick Pitts called for any more nominations for District Four representative. Seeing none, nominations were closed. After a short speech from both nominees the vote was taken by secret ballot. Total of 67 votes were casted. Ed Ogdon received 58 and Donna Roakes received 9. Ed Ogdon is the 10/11 WARLCA District Four Representative.

NRLCA Vice President Jeanette Dwyer asked that the 2010 National Convention Delegates take an oath to represent the membership at the 2010 National Convention. Jeanette then installed the 10/11 WARLCA board.

Doug Rinehart moved to dismiss all the remaining committees and motion passed. Committees were dismissed. The delegate checks were distributed.

WARLCA Vice President Cheri Freeman gave the benediction and the colors were retired.

The 104th WARLCA annual convention was adjourned at 3:45 PM.

**41 year
member
Clayton Evans
and NRLCA
Vice President
Jeanette Dwyer**





**Sunday's
Informational Meeting
at State Convention**

**Welcome to the First
Timers!**



**General Session in
Spokane**

**Left and right: Tellers
Committees meet**



**Center: President Pitts
raises money for PAC**



**PATRICK PITTS
PRESIDENT'S REPORT**

(And Senior Assistant State Steward Report)

Before addressing issues of concern and importance to the members of our Association, allow me a moment to address the required formalities. During the 2009-2010 Association year, I have attended all Board meetings and fulfilled all responsibilities associated with the office of President. In addition, I attended as many District and County Unit meetings as time and circumstances allowed. As Senior Assistant State Steward, I adjudicated all grievances presented to or filed by myself. Additionally, I fielded phone calls, answered email, and responded to correspondence from concerned carriers. I have fulfilled all duties assigned me by the State Steward, or expected of me by virtue of the position, to the best of my ability.

5-Day Delivery

Perhaps the most important development in recent rural carrier history is the Postal Service's push for 5-day delivery of the mail; eliminating Saturday delivery. This one issue has the potential to have the greatest single impact on not only our craft, but the Postal Service itself. There are many ancillary issues which surround the topic of 5-day delivery with the greatest initial impact to our craft being the elimination of 45,000 – 50,000 leave replacements. Not only would we lose these valuable, hard-working employee's who perform, arguably, the most difficult job in the rural craft, but it would become instantly more difficult for our regular carriers to secure vacation time. It is already difficult for many regular carriers to get a leave request approved due to the unavailability of a leave replacement but a loss of that many relief carriers would only serve to compound the problem.

Should the Postal Service be allowed to eliminate Saturday delivery there is no doubt that some other entity would step in to fill the void. There are any number of companies and businesses, not to mention mail recipients that rely on and need Saturday delivery. If the Postal Service does not continue to fill that need another already existing company, or a newly formed business will provide

the needed service. Those businesses that need Saturday delivery will not only rely on the new delivery service for their Saturday delivery, but will most likely move all of their business to our new-found competitor. This will result in a substantial loss in revenue for the Postal Service which, in turn, would necessitate a raise in postage rates to make up for the lost revenue. Tradition holds that an increase in postage rates results in a loss of mail volume further compounding the problem. Some have identified this as a potential death-spiral for the Postal Service; one from which we may never be able to recover.

It is clear that the Postal Service is facing financial difficulties, in part due to a reduction in mail volume resultant from a declining economy. And there can be no doubt that the rural craft has shouldered their share of the burden in the form of declining evaluations and consolidation of routes. What the Postal Service seems to be failing to recognize is that the collection, transportation and delivery of the mail is the core function of the Postal Service. While the past several years have seen a reduction in the number of craft employees there has actually been an increase in the percentage of upper-level managers. NRLCA President Don Cantriel put it very succinctly in a letter he wrote to the Postmaster General on April 1, 2010. *"We ask that you first look internally for change. We continue to believe that the Postal Service is top heavy. There are too many managers who do nothing but manage other managers. We think the Postal Service should consider the reduction of positions that have nothing to do with the collection, transportation, or delivery of mail, instead of eliminating the positions that actually carry out the core mission of the Postal Service, **delivering the mail to the American public.**"*

Currently, the issue of 5-day delivery is in the hands of the Postal Regulatory Commission (PRC). *"The Commission has developed a disciplined schedule to ensure a timely, thorough review of the Postal Service's proposal,"* said Chairman Ruth Y. Goldway. *"Our process will provide multiple opportunities for the public to be heard and for all the facts to be considered before the Commission issues its Advisory Opinion."* The Commission has

held field hearings in Las Vegas, NV; Sacramento, CA; Dallas, TX; and Memphis, TN. During June, hearings will be held in Chicago, IL; Rapid City, SD; and Buffalo, NY. The PRC has established its procedural schedule which concludes with the filing of reply briefs as late as October 12, 2010. The Regulatory Commission upon conclusion of the procedural schedule will then issue an advisory opinion.

The final decision on allowing the Postal Service to eliminate Saturday delivery rests with our Congressional Representatives. House Resolution 173, (H.Res.173) states in part ***“That it is the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.”*** At the time of writing this report there are nearly 200 U.S. Representatives that have signed-on as co-sponsors to House Resolution 173. 218 is the number needed for adoption. While adoption does not create new law, it would send a very strong message that lawmakers oppose the elimination of Saturday delivery. All members of the rural craft, their family and friends are encouraged to contact their legislative representatives and encourage them to support continued 6-day delivery.

Legislative

The preceding information provides an excellent opportunity to transition directly into legislative issues of concern to rural craft members. During the month of May, 2010, Vice President Cheri Freeman and I were privileged to attend the NRLCA Legislative Seminar in Washington D.C. There, we attended two days of intensive training on the issues of concern to rural carriers followed by two days of visits to Congressional Representatives and Senators and/or their staff on Capitol Hill. We petitioned each of our Congressmen/women and both Senators, either directly, or through their respective staff, to endorse and support legislation deemed of a benefit to rural carriers and their families. At the forefront of our discussions was the issue of 5-day delivery and, since I discussed this issue in some detail already, suffice it to say that we are adamantly opposed to any reduction in service to the American public, especially the rural

communities we serve.

At most all of the meetings we held with our legislative representatives we were questioned as to what alternatives existed to provide the necessary financial relief to the Postal Service. And, thanks to the intensive training provided by our NRLCA legislative staff, the answer was readily available. In 2006 legislation was passed which included a requirement that the Postal Service pre-fund future retiree health care benefits. Keep in mind that this has nothing whatsoever to do with current retirees but those Postal Service employees who will retire sometime in the future. The 2006 legislation set up a pre-payment schedule which requires the Postal Service to place in excess of \$5 billion per year into a fund to provide for future retiree health care benefits. In 2006, when the funding schedule was being negotiated and established, the funding level was somewhat more realistic than it turned out to be in the declining economy. Today, the funding level is impossible to maintain. Some relief was provided when the 2009 payment was reduced to \$1.4 billion (as opposed to \$5.4 billion) but the \$4 billion was simply deferred and will become due in the future.

It is important to note that no other governmental entity or major corporation is required to pre-fund their future retiree health care benefits at the level established by the 2006 legislation. In fact, of the companies that make up the Fortune 1000, 2/3rds of those companies do not pre-fund future retiree health care benefits at all. Of the 1/3rd that do pre-fund at any level, the average pre-funding is only 30% of the anticipated financial obligation; a level that the Postal Service has already surpassed. The Postal Service currently has in excess of \$34 billion set aside to provide for future retiree health care benefits. According to the Government Accountability Office (GAO) this is sufficient to fund retiree health care benefits for the next 15-20 years.

If the onerous burden of pre-funding future retiree health care benefits were removed from the shoulder of the Postal Service there would be no need to move to a 5-day delivery environment. In fact, without this financially crippling obligation the Postal Service would have weathered the

economic downturn; even posting a surplus during several of the years that have passed since the 2006 legislation was enacted.

In addition to the financial issues discussed above, the Office of Inspector General (OIG) issued a report which revealed that the Postal Service was overcharged an unbelievable \$75 billion for pension liabilities; liabilities which should have been borne by the Treasury Department. Should this overpayment be restored to the Postal Service, it would create a pension surplus that could be transferred to the health benefit fund. The transferred amount would fully meet all of the Postal Service's accrued retiree health care liabilities and eliminate the need for the required annual payments of more than \$5 billion; again, removing the perceived necessity to move to 5-day delivery.

Do Not Mail legislation, previously blocked at the state-level, has once again reared its ugly head. The organizations which have been the driving force behind the Do Not Mail movement have refocused their efforts at the City Council level. Recently the Seattle City Council passed a resolution calling upon the state legislature to enact Do Not Mail legislation despite vocal and adamant objections raised by the WARLCA and others. Fortunately, the Spokane City Council recognized the ill-advised nature of such legislation and voted overwhelmingly against a similar resolution.

Our National office and the State Association remain vigilant in opposition to introduced or proposed Do Not Mail legislation and stand ready to educate those who stand in need of education.

Membership

WARLCA Secretary/Treasure Becky Wendlandt will be able to provide more detailed information as it relates to membership in Washington State, but I did want provide an overview of membership information as it relates to route and territory growth/decline.

Between 2005 and 2010 there has been a 14% decrease in the letter carrier craft (city); a 28%

decrease in the clerk craft; and a 10% decrease in the mail-handler craft. With that said, the rural craft has actually experienced a 1% growth over the same time-period. Although we have experienced a slight growth in our craft, membership is down nearly 3,300 members (as compared to the same period last year). This is due, in part to a reduction in the number of routes compared to the same period last year. We are still seeing a substantial number of routes being consolidated which, in normal times would be put up for bid once a carrier retires. Interestingly, and troubling, is the decrease in the number of routes nationwide even though there has been an increase in the number of delivery points. There was a national recruitment effort during January/February of 2010. Approximately 9,000 recruitment packets were sent out resulting in some 500 new members.

The National office has been working on database issues which have made it difficult for state secretaries to obtain current and accurate employee/membership information. This, in turn, makes recruitment at the state-level problematic.

There is a financial nexus between route and membership growth and the revenue of our Association. One would think that the level of grievance activity would correspond closely with our membership level. Unfortunately, that is not the case. We continue to see a steady increase in the level of grievance activity, related to both disciplinary action and those grievances related to violation(s) of our National Agreement (contractual). Along with the increase in grievance activity, comes the financial responsibility of our Association to adjudicate those grievances. Under the Duty of Fair Representation (DFR) we are required to provide full representation without regard to Union membership.

I encourage all members, in every office, in every corner of the State to work with those non-members in their local office and encourage them to step up, do what's right, and join the only organization recognized by the Postal Service as their exclusive bargaining representative. Additionally, if you have a new-hire in your office please pass that information on to our secretary/treasurer so proper

recruitment efforts can be made. Our strength as an Association comes from you, the member, and as we grow in members so grows our strength.

Labor Relations

Joyce Patteson, State Steward will be able to provide information related to grievance activity during this past Association year within Washington State, but I wanted to share with you some alarming information recently shared with state presidents and vice-presidents by our national office.

In 2005 there were 972 grievances handled at Step 3 of the Grievance/Arbitration procedure. In 2006 there were 937. 2007 saw an alarming increase to 1,044 grievances at Step 3 and an incredible jump to 1,435 in 2009. In the first 9 months of the 2010 Association year there have been 1,214, on pace to exceed 1,600 for 2010.

As of May, 2010, there were 37 rural cases pending at Step 4; compared to the NALC's 14 pending Step 4 cases. Accompanying the increase in grievance activity is the financial responsibility of our Association related to processing and adjudicating these grievances.

Also of substantial import to our craft are the upcoming contract negotiations. As you are most likely aware, our current contract with the Postal Service expires at midnight on November 20, 2010. Contract negotiations are scheduled to begin on September 13, 2010 and much of the necessary groundwork was accomplished in preparation for the 2006 contract negotiations. Our national officers have been, and will be building on the earlier work and will be well-prepared heading into the upcoming negotiations.

There can be no doubt that this will be a difficult contract to negotiate. The Postal Service will undoubtedly be looking to reduce our benefit package as well as potentially attempting to reduce or eliminate our cost of living increases (COLA). The percentage we pay of our health insurance premium will likely be a target, as well as an attempt on the part of the Postal Service to block any general wage increase or increase in equipment maintenance allowance (EMA).

Mail Count

The Postal Service, for the February/March 2010 National Mail Count decided at the Headquarters level not to opt-in rural routes en masse; instead, they left the decision to opt-in routes to the individual Areas and Districts. The Seattle District, which comprises the majority of Washington State, did not do a mass opt-in of rural routes; instead identified select routes in individual offices to include in the count.

Nationwide 44% of rural routes were included in the count due to either management or the assigned carrier opting in. The national average of route hours before the 2010 count was 44.16 hours. The national average after the count was 44.16 hours. Although it appears that there was a slight increase in work-hours as a direct result of an increase in mail volume nationwide, the increase was not sufficient to move the national average of route hours higher. Anecdotal information coming from various sources throughout Washington indicates that most routes that counted either held their evaluation or increased slightly.

Until we have a new contract, there will be no further national mail counts with the exception of special mail counts unless the parties at the national level agree to conduct a count.

In closing, I want to personally thank each of you who have demonstrated your dedication to this Association, shown your sense of responsibility to yourself and others by your attendance at the various meetings and trainings, and I implore all members to commit today to fuller participation. We, along with all those who collect, distribute, move and deliver the nation's mail ARE the United States Postal Service. We bring dedication, devotion and professionalism to the table and we must stand united and demand we be treated accordingly. It is important that each and every one of us do our part to ensure and demand we be treated with dignity, respect and fairness.

I encourage all members of the Washington Rural Letter Carriers' Association to make every effort to be in attendance at their respective meetings; to

take advantage of training opportunities provided by your State Board; to exercise your right to have your voice heard as a delegate to your State Convention; and, to solicit membership and participation from those members of our rural carrier family that you come into contact with on a day-to-day basis.

A heart-felt “thank you” to the members of the WARLCA State Board, County Officers, Stewards, and members of our Association. As always, I welcome your questions, comments, and expressions of concern.

CHERI FREEMAN
VICE PRESIDENT’S REPORT
 (And Senior Assistant State Steward Report)

Here is a short synopsis of the current issues as presented at the President and Vice President Legislative Seminar in May. Your President and I talked to Legislative Assistants or Chief of Staff for every Washington Representative and Senator and used the following facts to support our aversion to 5 Day Delivery. Please continue to contact your Representatives about these vital issues concerning our jobs.

5 Day Delivery:

- Going to 5 day delivery could very well be the end of the rural craft. We will lose 45-50,000 jobs. Most of these will be relief carriers. If the language is deleted in the Appropriations Bill to require 6 day delivery, management could reduce delivery days even more.
- Mailers pay our salaries. 40% of businesses polled say they cannot adapt to 5 day delivery and will switch to another delivery method if the Postal Service goes to 5 day. These businesses include E-bay which alone paid 1.7 billion in postage last year. Mail order pharmacies, financial institutions, newspapers and produce shippers are also included in this 40%.

- In the 70’s the USPS decided that 1st class letters were our bread and butter and thus gave away parcel service. UPS was born.
- In the 80’s the USPS decided that overnight service was not going to be a part of our business plan. Fed Ex was created.
- If we give up Sat. delivery and major mailers want that service, another business will step in and fill the void.
- There is a chance this could lead to end of the USPS monopoly of the mail box. If we’re not using it on Sat. why can’t another service use it on that day? If another service can use it one day a week why not more? If other businesses are allowed to deliver to the mailbox they will want the lucrative urban areas which currently subsidize the less profitable rural areas.
- It’s a slippery slope we don’t want to go down!

Solutions:

- Congress needs to either reschedule or rescind the yearly pre-payment for future retirement health benefits which costs the Postal Service approximately 4.2 billion per year.
- The USPS has \$34 billion currently in this fund and is presently funded at a 38% level.
- The Fortune 1000 companies were polled and 2/3’s do no funding for pre-payment for retiree health benefits. 1/3 do have a fund for that purpose but the average is funded at a 28% level. The USPS already exceeds that level.
- The OIG (Office of Inspector General) recently reported the USPS over paid \$75 billion into the CSRS fund. If OPM is not able to return those funds to USPS immediately, they could put

a portion into a bond type of security that would be payable in the future to finish funding the future retiree health benefits.

- If the need to make yearly pre-payment was rescinded or rescheduled (with the monies owed by OPM) the Postal Service would be operating in the black and there would be no need to reduce service to 5 days.

HR 173 - Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.

- Currently this is the only legislation introduced into Congress concerning 5 day delivery. As of May 20, 2010 the Washington Representatives who have signed on to this bill are:

Rick Larsen, Jay Inslee and Jim McDermott

If you do not see the name of your representative it's time to write them a letter requesting that they sign on and co-sponsor this bill!

Jobs:

- In 2008 USPS employed over 800,000 people nationwide. Currently the USPS employs fewer than 600,000. The Postal Service has already had a huge reduction in force.

Do Not Mail:

- Do Not Mail Legislation is being pushed at City Council meetings all over the state. Seattle has already passed a recommendation to the legislature to pass Do Not Mail Legislation.
- The Postal Service needs 3 pieces of standard mail to equal one piece of 1st. class mail. Without business mail we have no job.

- Paper products and related businesses (including USPS) account for a trillion dollars in the US economy.
- The paper industry plants 4 trees for every tree that is cut for paper.
- If private forest owners can't sell their trees and replant they will often develop their land into another subdivision. Which scenario is greener?
- The paper industry recovers 65% of the paper used. Electronic waste is a much bigger problem.
- States do not realize the money liability for overseeing a mandated Do Not Mail Registry. Taxes must be raised or services reduced to pay for the operation of the registry.
- Small business owners would be hurt the most since this is their primary method of advertizing.

The rural craft sits at a cross road of epic proportions and the general membership seems indifferent to the ramifications it presents to our jobs. Attendance at county meetings is at the lowest I've seen in my career. This is the time when we should be actively working to be informed on the issues, participating in writing campaigns to Congress, most importantly, standing together to fight for our jobs! If there is a new hire RCA in your office or any non-member, it is time to recruit them. Bring them to a county meeting with you. Let all Rural Carriers stand united as one Union for the benefit of all.

For the steward part of my duties I have handled 55 grievances this year. I met on 3 that went to step 2 and were settled, 31 were settled at step 1, and 11 were withdrawn after the grievances were investigated and found to be without merit or reduced to a discussion. I am currently handling 10 grievances that are still in the investigation stage. I have been in attendance at approximately 20 Investigative Interviews and have had 15 reduced to an official discussion. I taught Count School for

the Spokane area this January and was a presenter at the Informational Meeting last Fall.

In addition, I have had the pleasure to work with many of you on the 2010 National Convention. I especially want to thank Becky Wendlandt for time, knowledge and encouragement she has given me as we have worked together on this convention. A big thank you to all the WARLCA members that are working or will be working on the convention!

SUSIE HILL EDITOR'S REPORT

Once again another year has passed faster than the speed of light. It seems like we were just awarded the 2010 National Convention and the five years since that time is history. Becky and Cheri have spent many hours planning for the best national convention ever and many of us have been privileged to help. It's been a lot of work and frustration but we've had some fun along with the work.

I've completed my assignments as Editor and PAC chair. I attended the Editor's and Pac Chair Seminars at National Convention, all board meetings, several area and county meetings and Western States Conference in Denver.

I ask that everyone contact their members of Congress to express the concerns over the possibility of 5-day delivery. This is one area where your PAC dollars help but personal contact is necessary too. The biggest PAC success has been the FERS sick leave provision.

My best to everyone.

BECKY WENDLANDT SECRETARY-TREASURER'S REPORT

Greetings Fellow Members of the WARLCA. Here is my annual report of 09/10 WARLCA Year and some stats from previous years.

MEMBERSHIP:

We now have 1876 members (including 13 associate members). Last year at this time we had 1949 members, so we are down 73 members! This is due to the USPS not hiring in the Western Area and Seattle District, although other USPS areas are hiring. There are also problems in the National database which make it difficult and frustrating to recruit new members. Out of the 1876 members, 1842 are on dues withholding and 34 are on a annual cash pay basis.

The total breakdown is as follows: 1029 regulars, 23 PTFs, 532 reliefs, 279 retired, and 13 associate members.

In 09/10 year as of May 31, 2010, we had 5 members cancel their dues (not including associate members), 11 deceased, and over 50 separated. We have over 29 new members. National has been working on the National database the entire 09/10 dues year. I have not been able to recruit members from the new hires because of not knowing who they are unless someone from their office tells me. National did do one mailing which got us a few new 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 nationwide 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 11 mo 1876 members
 (Seattle and Western Area not hiring / Nat Database down)
 The total of associate members (we have 13) will not go towards membership totals when calculating delegate strength to the National Convention. Last year we qualified for 20 delegates but this year it looks like we may only qualify for 19 delegates unless we can keep over 1850 rural craft members.

MEMBERSHIP STATS FOR 2010 WRLCA STATE CONVENTION

As of June 11, 2010 excluding the 13 associate members

District One:

<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND, SKAGIT, SAN JUAN #010	114
KING, SNOHOMISH (KS) #01	385
WHATCOM # 015	94
<u>Total for District One:</u>	593

District Two:

PENNISULA #003	166
LOWER COLUMBIA #005	207
MUTUAL # 006	342
<u>Total for District Two:</u>	715

District Three:

NORTH CENTRAL #001	79
EAST CENTRAL #013	177
NORTHEAST #014	53
<u>Total for District Three:</u>	309

District Four:

SOUTHEAST #012	28
WHITMAN, ASOTIN, #016	36
APPLE #017	182
<u>Total for District Four:</u>	246

Total for State:

1863

FINANCES:

The board is constantly trying to keep the budget down while still completing our main responsibility, which is the Duty of Fair Representation. With the always increasing number of grievances due to the present work climate in the USPS, it has been a challenge. Now with the merging of Spokane District into Seattle District, as well as the increase pressure put on the carriers with mail counts and micro-managing the rural craft, we are seeing more grievance activity. As rural carriers we have always been proud of our service to our customers, but the latest and greatest rules coming down has even made that a challenge. Somewhere along the way the USPS has forgotten that our customers should come first. Making numbers that have nothing to do with customer service is not the way to do it. Whoever dreamed up the RDSOP never asked a carrier if it would work. The whole atmosphere of someone who has never carried mail telling us that the carriers don't know how to do their job is a slap to all of us (and I have been carrying mail for 30 years). It just shows that common sense has been

dropped for stupidity.

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

Profit and Loss for last 11 years

98/99 Year:	Loss of \$ 1,460
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
11 month balance as of May 31 2010	
	Gain of \$16,185

This does not include June, which has State Convention expenses; I am estimating that we will have a loss of \$15,000 to \$25,000. Although we will be at a loss, the numbers of steward grievances and activity has increased at "historic levels" in WA (quote from Joey Johnson at Western States Conference). I am very proud of the entire board, who has worked diligently to make sure the finances are in order and the members are well served! The stewards have also squeezed in more time out of their evenings to take care of phone calls and grievances. We owe all of them a big thank you for their service!

Included with this report are the WARLCA Statement of Financial Position and WARLCA Statement

of Activities, along with an ADOP tracking for 11 months of the 09/10 year.

**2010 NATIONAL CONVENTION
IN SPOKANE:**

As of May 31, 2010 we have \$119,436 in our 2010 National Convention account at APCU from WARLCA fund raising, dues assessment which has been discontinued, and National paying WARLCA \$.50 a member as advanced funds for 2010 National Convention. We are right on schedule with planning the 2010 National Convention. The board has kept right on top of all that is happening for the 2010 National Convention as each board member is a chair on a committee. We have also combined committee members on different committees so that we are not paying out mileage for duties just on one committee. While in the beginning we expected to need more committee members, not having the country store and Riverfront Park providing food service and servers for the Meet and Greet; we have not needed as many people who offered their services. We have a great State with members that are willing to serve and I really appreciate being part of that! Susie Hill and Cindy Koker have given so much of their time and talents towards the 2010 National Convention and I don't want it to go unnoticed. THANK YOU BOTH! Please plan to attend as much as you can as it is a chance in a lifetime to visit in person with the top officials on retirement, thrift savings, OWCP, Insurance, etc.

I have included a 2010 National Convention Statement of Financial Position and Statement of Activities with this report.

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. The very best to you and yours!

**BECKY PIKE
DISTRICT ONE REPRESENTATIVE'S
REPORT**

As your District 1 Representative, I have attended most of your county meetings and all of your annual county meetings. Each county adopted their new Constitution in 2009 to be in compliance with the WARLCA and NRLCA constitutions. Please ask for a copy from your county secretary and read it so you know what it covers.

As a board member, I hope those attending the Monday evening officers' dinner/training at state convention learn from the information given. Everyone is welcome to attend the dinner/training. Part of the training this year will be a mock meeting and participation is encouraged. Thank you for attending your convention. I'll see you at your next county meeting.

**RENEE' COWAN
DISTRICT TWO REPRESENTATIVE'S
REPORT**

(And Senior Assistant State Steward Report)

It is hard to believe two years have come and will be gone by the end of this year's convention. Time sure goes by fast!!

With this being the year we are hosting the 106th National Convention in Spokane it has been a very busy year.

It has been a privilege to represent the rural carriers in District Two on the board again this past association year. 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 attended and presided at the District Two meeting held in

Puyallup and attended the District One meeting as well.

I provided the members in District Two with information at their county meetings on upcoming dates and events for our 2009-2010 Association year and I hope the members found this to be useful information.

Your Board reviewed many contract bids for upcoming meetings and we have selected The Inn at Gig Harbor for our 2011 State Convention, June 27, 28 and 29th. If you look, this is the week after Father's Day!!!!

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.

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 seems to be increasing every year. I would love to tell you this is due to rural carriers becoming informed and learning what their rights are but this only accounts for some of my case load.

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.

Remember that things are uncertain right now with the Postal Service and if we know our job and do it in accordance with handbook PO 603 we shouldn't encounter any problems, if we do, it is harder for management to discipline us if we are doing our job as outlined by the manuals.

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.

**CINDY KOKER
DISTRICT THREE REPRESENTATIVE'S
REPORT**

Hello Members of the WARLCA, I am in my second year as district three representative and hope I have served you well. I am always trying to learn what my duties and responsibilities are to you so I have spent some time reading various articles and manuals to help me become more proficient in my position.

Writing articles, supporting and promoting membership, compliance with the DOL and IRS, becoming familiar with our guidelines and policies, attending meetings and conventions and becoming a valued member of the board are the areas I have been concentrating on for the last year. We have also devoted numerous hours to the upcoming State and National Conventions. Please let me know how to serve you.

**ED OGDON
DISTRICT FOUR REPRESENTATIVE'S
REPORT**

I have been your District 4 Representative for almost 2 years now. It has been a very interesting yet hard time for the Union and your Board. I am proud you elected me and trusted me to represent you on the Board. Even though the Board worked

well together, (with no major fist fights breaking out), I was surprised at the number of times we did not see eye to eye on things, sometimes having very opposing ideas. When we could not agree on something we would take a vote, agree to support the majority, then, move on. We were also able to respect each other and not attack the other person when opposing views were presented. How refreshing that was! I urge you to support the Board as it is a lot of work and stress and extra time out of their personal lives.

**JOYCE PATTESON
STATE STEWARD'S REPORT**

Another year has come and gone. Unbelievable!! It seems like only yesterday when I was writing my first annual report as your State Steward. Again, I appreciate the opportunity to serve in this position.

This year has been fraught with challenges to many of us—not the least of which is consolidation of vacant routes. If you've experienced this in your office, then you know first-hand of what I speak. Anytime a rural route has become vacant it has been considered for consolidation. In most cases, the route was consolidated rather than posted for bid and awarded much to the chagrin of RCAs who may have been working for several years waiting to become a regular carrier. Unfortunately, the National Agreement does allow for consolidations to take place. The language has been there for many years but it's only now that we have actually had to deal with the consequences in our corner of the country. It would be a hard enough pill to swallow in and of itself if the only downfall was the fact that the hard-working RCA waiting so long to become a career employee suddenly had the rug pulled out from under him/her, but the reality is that none of the consolidations have been done correctly. Therefore, this has been one more issue with which we deal in the grievance process.

When management does a consolidation, it is all done by computer at the Seattle District office. It's kind of a neat program in theory because all of the routes as they are prior to the consolidation are

showing in the program. Management personnel can just run their mouse cursor over a street and the computer will tell them how many deliveries there are on that street. The fact is though, that while this is all great in theory, it isn't perfect by any means. In order to be done correctly, local management still has their share of legwork to do. That seems to be where the ball is dropped the most. The computer program doesn't tell what side of the street the boxes are on, it doesn't indicate that part of more than one street is delivered to a NDCBU, etc. Management is simply relying on the computer generated data and generating the new 4241As based on that data.

Most of the consolidation issues deal with the fact that there has been no correct 4003s generated as a result of the consolidation. In order to do that, management needs to figure out the line of travel for the consolidation, measure the proposed line of travel, ensure that there are no other issues such as whether or not box placement is a factor, etc. If local management would take responsibility and make certain these issues were taken care of, many of the grievances now in the system likely wouldn't have been filed. To be fair, in most cases, local management hasn't been given the opportunity to deal with the issues correctly. They've simply had their consolidation meeting, either in person at the District office or via net meeting, where they watch District personnel run the computer program for a couple of hours, and then informed that the route consolidation is finished and what date it will take effect.

Since management has the contractual right to consolidate a route other than the vacant route, that opens up an even larger can of worms which I won't go into here. Just please understand that if you are in an office where you anticipate a rural route vacancy, don't assume that the route will be posted as management will look into every possibility for consolidation first. Rural carriers still have the right to give written input into a consolidation and/or route adjustment so make certain you participate in that process and provide management with logical comments and keep a copy of those comments.

Management doesn't have to follow them, but they are supposed to take them into consideration. If the consolidation turns out to be problematic, your logical written input is great documentation for the grievance process.

Another huge issue that has impacted our craft as of late is the new bidding process. If you anticipate a situation in your office that involves rural carriers bidding on one or more routes, it's imperative that you have an excellent understanding of the process as it is completely different from what we've been used to all these years. There are certain procedures to follow and the bottom line is that if mistakes are made, there's no going back. During the week of April 26th, rural carriers in all offices were to have received a standup regarding the new process with the opportunity to ask questions. To the best of our knowledge, this didn't happen and I have yet to receive an answer as to why. When something happens of this importance that has the potential for a negative impact should errors occur, you would think that management would want us to be as educated as possible. The fact is that even in the few offices where the information was provided, it was not correct. If there is a potential for a bidding situation in your office, please contact me and I will be happy to at least provide you with the information that was to be given by management, and make an attempt to answer your questions.

There is still a huge opportunity for Local Stewards in the state of Washington. Currently, we have 45 that are active. Since there are approximately 220 offices with rural delivery, including branches and/or stations, we don't even have one-fourth of the coverage to which we're entitled. When you consider that a Local Steward's time investigating and/or processing grievances, representing carriers during investigative interviews, serving on safety committees, having Labor/Management meetings, or any other time spent functioning as a steward within the office is compensated by the Postal Service, our state association could potentially save a considerable amount of money if more people would volunteer to become elected as a Local Steward in their office. For those of you are

Local Stewards, thank you from the bottom of my heart. You truly are the backbone of the steward system because you are on the frontlines dealing with management on a day-to-day basis.

As for the rest of the steward system, we still have the same fantastic Sr. Asst State Stewards as last year—Renee' Cowan, Cheri Freeman, Monte Hartshorn, and Patrick Pitts. I would now like to take the opportunity to thank them for their tireless work ethic and considerable amount of time spent representing the members in our state.

For the last six months, we have also had two Area Stewards—Mariann Faulkner and Tony Lott. Mariann represents the carriers in eleven offices in the NW corner of the state, and Tony represents carriers in six offices in the peninsula area. Both of them have done a tremendous job and basically hit the ground running. I would also like to thank them for their time spent researching issues, processing grievances, representing carriers in investigative interviews, and all other steward duties for the carriers in the offices they represent. Area Stewards are an appointed position and may serve up to twenty offices with no assigned Local Steward. They fulfill the same duties in their offices as a Local Steward would as far as representation and/or processing grievances.

The grievance activity has not slowed down since last year and I don't believe this would come as a shock to anyone. Unfortunately, along with the increase, it seems the issues are becoming more complex—especially with all of the route consolidation issues. There has also been an increase in the amount of letters of demand being issued to carriers that deal with on-the-job injuries and whether or not the carriers were either placed into a protected pay status, or taken out of the protected pay status at the appropriate times. Some of these letters of demand are in the amounts of thousands of dollars that the Postal Service is seeking to have reimbursed. If a carrier receives a letter of demand, it is recommended that a grievance is filed. As long as a grievance is live in the process, the Postal Service can make no claim on an employee. This allows for a steward to have time to investigate and determine whether a

debt actually exists and if so, whether the amount is correct.

Now for the statistics—

Grievances appealed to Step 3:

2005-2006 = 16

2006-2007 = 15

2007-2008 = 20

2008-2009 = 16 + 1 re-appeal

2009-2010 = 37—record year!

Grievances settled at Step 2:

2007-2008 = 36

2008-2009 = 55

2009-2010 = 65

As you can see, this was a record year for Step 3 appeals out of our state. My records only go back as far as August of 2004, but from then until the end of June, 2005, there were only 5. The files this year ranged in number of pages from 25 to 554 with the average number being 158. That's a lot of paper—not to mention toner and time. Of the 37 appealed, only 8 were disciplinary in nature.

Discipline continues to be issued to rural carrier employees at an alarming rate. Unfortunately, we've discovered that a lot of discipline has been issued to rural carriers this year that has gone unnoticed as the carriers chose not to file a grievance or even contact a steward. Please, if you are aware of someone in your office that has received discipline recently, or has had an investigative interview without representation present, give them my contact information and tell them to contact me. As long as there is live discipline in a rural employee's file, they are subject to more at a higher level.

There were 4 grievances filed directly at Step 3 by Don Maston, the NRLCA Executive Committeeman for our area. The issues involved were mark up credit for the A-Z separations during a mail count; instructions to management regarding additional procedures and/or instructions to rural carriers in order to avoid Christmas overtime; involving the order in which rural carriers may case mail; management's requirement to take DPS directly to

the street; and management's requirement to take boxholders directly to the street. To my knowledge, these 4 grievances represent the most ever filed in one year by any Executive Committeeman against the Seattle District. Thank you, Don.

There are currently 4 grievances open at Step 4 from our state a couple of which could have a huge impact on the rural craft nationwide. One concerns the wearing of shoulder harnesses in LLVs any time the vehicle is in motion, and the other is a route consolidation issue.

There was approximately \$60,000 awarded to rural carriers in our state due to grievance settlements at Step 2 and 3, and this figure is a low estimate. In addition, there was approximately \$15,000 in rescinded debts for letters of demand issued to rural carriers by the Postal Service.

Another piece of good news for us in Washington is that we have had one CDS route converted to rural delivery, and one development currently being delivered on a CDS route that will be converted to rural.

While we know that there is a possibility of five-day delivery, and that the Postal Service does have some budgetary issues, we can't afford to have an attitude that the sky is falling. We must continue to hold the Postal Service accountable for adherence to the National Agreement. If they would hold up their end of the bargain when it comes to our contractual rights, they wouldn't be spending so much money on the grievance process. It's difficult to pay attention to their complaints of budgetary deficits when they continue to blatantly disregard the contract.

**MONTE HARTSHORN
SENIOR ASSISTANT STATE STEWARD'S
REPORT**

I would first like to take this opportunity to thank the membership of the Washington Rural Letter Carriers' Association for the privilege of serving as a state-level steward. I have been well supplied with the means and the training to represent rural

carriers in the state of Washington. The eleven years that I have served this association have been both a blessing and a challenge.

I represent carriers in southwest Washington, mainly the 985 and 986 zip codes. There has been the usual mix of contractual and disciplinary issues this year, but it seems to be strongly tinged with the corporate "panic" that the Postal Service has been exhibiting the past two years or so. There have been occasions when management has been made aware that they are doing the wrong thing, warned a second time and just gone ahead and done what they wanted. Then, after grievances, had to spend more time and resources to do what should have been done in the first place.

The top topics this year seem to be questions about 5-day delivery (my crystal ball is still clouded on this issue), consolidation of rural routes, and carriers not following management's instructions. A lot of issues/grievances could have been prevented with management being trained (they're not) and carriers being aware of their rights and responsibilities (not even 10% of the membership attend meetings and ask questions). I continue to tell carriers that management is not required to look out for them; it is our responsibility to know "*the rules of the game*".

Again, I want to thank you for the opportunity to serve. I am proud to be a Senior Assistant State Steward from Washington. We truly have one of the best steward systems in the nation.

**TONY LOTT
AREA STEWARD'S REPORT**

WARLCA members, State Convention Delegates, WARLCA State Board Officers and State-level Stewards, this is my annual report of grievance activity and service as an Area Steward during fiscal year 2009-2010. Effective December 29, 2009 I was certified and appointed as an Area Steward by WARLCA State Steward Joyce Patteson upon the recommendation of WARLCA State President

Patrick Pitts in conjunction with the State Board and State Steward. This is a 6-month appointment ending June 30, 2010.

The rural carrier offices to which I was assigned as an Area Steward were Gig Harbor, Port Orchard, Poulsbo, Sequim, Silverdale and Vashon. These six offices are within the assigned area of representation of Senior Assistant State Steward Patrick Pitts and total approximately 168 bargaining rural craft employees.

During my appointment I have met with and discussed contractual and disciplinary grievance and Labor-Management issues with the Postmasters and/or supervisors of each of my assigned rural offices with the exception of Vashon. It was additionally my distinct privilege and responsibility to discuss the varied issues of concern of the rural carriers of my assigned offices who contacted me. One of the most fulfilling results I find as an Area Steward is learning that a rural carrier has been able to successfully resolve a potential grievance issue with their supervisor after receiving additional advice or guidance relating to their issue.

From December 29, 2009 to the present I have processed 7 formal grievances at the Step 1 level. All 7 processed grievances have been settled at Step 1. Of these 7 grievances, 3 were disciplinary in nature and in each case the level of discipline was reduced. Of the remaining 4 contractual grievances, in each settlement management was required to adhere to the contractual language at issue and the grievant(s) were made whole as would be appropriate. None of the grievances which I have processed have been appealed to Step 2.

Scheduled Investigative Interviews, Step 1 Meetings and Discussions, grievance interviews, Labor-Management meetings, and associated grievance handling have resulted in 8 days of ADOP reimbursement during my appointment period. Likewise, the WARLCA has provided me reimbursement for necessary business travel mileage to my assigned offices for representation of assigned carriers along with other appropriate

steward-related expense reimbursement under Board policy as approved by the State Steward.

I would like to thank Senior Assistant State Steward Patrick Pitts and State Steward Joyce Patteson for their continuing support, guidance, and advice. Their knowledge, experience and help has been invaluable as I have endeavored to provide my best efforts possible under the Duty of Fair Representation to all of the rural carriers of my assigned offices. I would also thank State Secretary-Treasurer Becky Wendlandt for her administrative help and guidance. Additionally, I thank the State Board for this opportunity to provide service to my fellow rural carriers. I thank all of the rural carriers of my assigned offices who have contacted me with their concerns for their commitment in providing relevant information and documentation about their issues and taking the time to become more knowledgeable about their contract.

Last, and most importantly, I would take this opportunity to thank my wife, Sheila, and my son, Tony Jr. for their support and forbearance of the additional time this position sometimes requires in order to provide the level of representation and grievance preparation my fellow rural carriers deserve.

MARIANN FAULKER AREA STEWARD'S 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 is from January 2, 2010 thru June 30 2010 of the 2009-2010 fiscal year.

The offices I am assigned to represent are Anacortes, Burlington, Everett Main and Annex, Everson, Freeland, Friday Harbor, La Conner, Lynden, Monroe, Oak Harbor, Sedro Woolley, and Stanwood where I am the elected local steward. These offices are in the assigned area of Senior Assistant State Steward Patrick Pitts and total approximately 152 carriers.

During my appointment I have introduced myself to all carriers I was assigned to by letter, enclosing my

card with my contact information and a Weingarten Rights card. I have attended the steward training course and was able to attend two of the three county unit meetings of the offices I represent.

From January 2, 2010, to the present I have handled 10 grievances, of the 10 grievances 8 were contractual and 2 were discipline. One contractual and one discipline grievance were appealed to Step 2. The 7 grievances settled and/or sustained all required management to adhere to the contract and make the carriers whole. The 1 discipline grievance was rescinded and expunged from the record. I have met with postmasters, supervisors and carriers in many of my offices; I have not had the opportunity or the need to visit Freeland, Friday Harbor, La Conner or Lynden, although the Lynden carriers know me from other USPS activities.

Investigative Interviews, Labor Management meetings, Step 1 meetings and discussions, grievance preparation and Step 2 Appeals have resulted in 9

LWOP and 8 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 an enriching and rewarding experience. I was given excellent assistance and guidance by our State Steward Joyce Patteson, Senior – _Assistant State Steward Patrick Pitts, and Senior Assistant State Steward Renee' Cowan. 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 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.



State level and area stewards at State Convention

Washington Rural Letter Carriers' Association
Statement of Activities - Previous Year Comparison
 July 2009 through May 2010

	Jul '09 - May 10	Jul '08 - May 09	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	489,418.76	503,031.68	-2.7%
410000 · National General Insurance-GM...	19,137.62	25,092.00	-23.7%
420000 · Reimbursements & Refunds	62,788.88	35,129.82	78.7%
Total Income	571,345.26	563,253.50	1.4%
Expense			
500000 · Per Capita Expenses	6,273.08	39,486.51	-84.1%
520000 · Meetings and Conventions	66,820.56	78,915.52	-15.3%
530000 · Equipment Expense	2,039.67	4,022.11	-49.3%
550000 · Other Expenses	96,728.18	50,953.70	89.8%
610PA · President - P. Alexander	0.00	434.76	-100.0%
610PP · President - P. Pitts	6,469.87	7,823.82	-17.3%
620CF · Vice President - C. Freeman	9,697.94	7,292.86	33.0%
620PP · Vice President P Pitts	0.00	1,900.19	-100.0%
630RW · Sec/Treas. - R. Wendlandt	23,792.69	50,282.78	-52.7%
631RW · Full Time Sec-Tres -R.Wendlandt	43,691.27	0.00	100.0%
640SH · Editor - Susie Hill	7,640.28	3,687.64	107.2%
645000 · Washington Rural Carrier (WRC)	4,037.94	5,377.90	-24.9%
650RP · District 1 - R. Pike	5,375.84	4,064.66	32.3%
660RC · District 2 - R Cowan	2,983.87	3,406.28	-12.4%
670CK · District 3 - C. Koker	5,158.77	4,246.37	21.5%
680EO · District 4 - E. Ogdon	3,391.37	3,617.77	-6.3%
693DS · Retired Rep - D Schrup	0.00	777.15	-100.0%
700000 · Steward Training Expenses	12,334.57	11,108.94	11.0%
700CA · State Steward - C. Alexander	0.00	9,890.69	-100.0%
700JP · Full Time State Stew-J.Patteson	81,656.28	40,848.80	99.9%
701PP · Full Time Assistant-P. Pitts	54,636.78	0.00	100.0%
702CF · Full Time Assistant -C. Freeman	33,545.34	0.00	100.0%
740MH · Senior Asst Stew - M. Hartshorn	12,801.61	13,845.97	-7.5%
750PA · Senior Asst Stew - P. Alexander	0.00	9,688.67	-100.0%
770JP · Senior Asst Stew - J. Patteson	0.00	22,017.46	-100.0%
780PP · Senior Asst Stew - P. Pitts	9,148.36	46,334.38	-80.3%
791RC · Senior Asst Stew - R. Cowan	43,463.58	35,389.58	22.8%
792CF · Senior Asst Stew - C. Freeman	17,375.34	31,336.59	-44.6%
872 · Area Steward - A. Lott	3,841.23	0.00	100.0%
873 · Area Steward - M. Faulkner	4,040.99	0.00	100.0%
880LS · Local Steward	320.19	276.02	16.0%
Total Expense	557,265.60	487,027.12	14.4%
Net Ordinary Income	14,079.66	76,226.38	-81.5%
Other Income/Expense			
Other Income			
450000 · Interest Income	2,106.28	3,801.35	-44.6%
Total Other Income	2,106.28	3,801.35	-44.6%
Net Other Income	2,106.28	3,801.35	-44.6%
Net Income	16,185.94	80,027.73	-79.8%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of May 31, 2010

	<u>May 31, 10</u>	<u>May 31, 09</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	16,642.15	7,875.04	111.3%
102000 · Svgs - APCU	81,617.53	114,311.58	-28.6%
103000 · Chkg - Atlanta Postal Credit Un	537.59	2,486.17	-78.4%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	29,752.78	29,086.47	2.3%
143000 · C.D.#73 APCU-12 mo (2-8-07)	28,668.27	28,016.42	2.3%
Total Checking/Savings	<u>157,218.32</u>	<u>181,775.68</u>	<u>-13.5%</u>
Total Current Assets	<u>157,218.32</u>	<u>181,775.68</u>	<u>-13.5%</u>
TOTAL ASSETS	<u>157,218.32</u>	<u>181,775.68</u>	<u>-13.5%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities			
210100 · 941 Employee FICA Tax W/H	-2,893.41	-3,000.00	3.6%
220000 · Full Time Employee Liabilities			
220100 · Full Time Life Insurance	644.21	380.38	69.4%
220200 · Full Time FERS Liability	5,454.18	1,706.32	219.7%
220300 · Full Time Health Insurance	10,096.97	2,800.20	260.6%
220400 · Full Time Thrift Savings	0.10	0.00	100.0%
220500 · Full Time Accrued Annual & S/L			
220501 · Joyce Patteson Accrued A/SL	12,140.86	0.00	100.0%
220502 · Patrick Pitts Accrued A/SL	4,836.09	0.00	100.0%
Total 220500 · Full Time Accrued Annual &...	<u>16,976.95</u>	<u>0.00</u>	<u>100.0%</u>
Total 220000 · Full Time Employee Liabilities	<u>33,172.41</u>	<u>4,886.90</u>	<u>578.8%</u>
Total 210000 · Payroll Liabilities	<u>30,279.00</u>	<u>1,886.90</u>	<u>1,504.7%</u>
Total Other Current Liabilities	<u>30,279.00</u>	<u>1,886.90</u>	<u>1,504.7%</u>
Total Current Liabilities	<u>30,279.00</u>	<u>1,886.90</u>	<u>1,504.7%</u>
Total Liabilities	<u>30,279.00</u>	<u>1,886.90</u>	<u>1,504.7%</u>
Equity			
390000 · Net Assets	110,753.38	99,861.05	10.9%
Net Income	16,185.94	80,027.73	-79.8%
Total Equity	<u>126,939.32</u>	<u>179,888.78</u>	<u>-29.4%</u>
TOTAL LIABILITIES & EQUITY	<u>157,218.32</u>	<u>181,775.68</u>	<u>-13.5%</u>

**JUNE 19, 2010 MINUTES FROM WARLCA
BOARD MEETING
Red Lion Inn at the Park, Spokane, WA**

MEMBERS IN ATTENDANCE: Patrick Pitts, President; Cheri Freeman, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Renee' Cowan, District Two; Cindy Koker, District Three; Ed Ogdon, District Four; and Joyce Patteson, State Steward arrived at 1 PM.

AGENDA:

Welcome, Positive Go Around, and Review Agenda

Ground Rules

Minutes and Task Reports

Board Policy

2010 State Convention in Spokane

Member of the Year

State Steward Report

State Secretary-Treasurer Report

2010 National Convention

Board Meeting Dates

President Patrick called the meeting to order at 8:00 AM. After a brief positive go around, we reviewed the agenda.

Ground Rules:

The reading of the ground rules was waived by consensus.

Minutes and Tasks Report:

The minutes from the March 29-31, 2010 meeting were read and approved. Each task was reported out and those not completed will be added to the tasks report from this meeting

Board Policy:

The board reviewed portions of the board policy that concerned the upcoming State Convention. Consensus that the State Editor and State Steward will be attending the County Officers Training on Monday night and do not have to pay for dinner.

2010 National Convention in Spokane:

The board toured the Convention Center with NRLCA Vice President Jeanette Dwyer.

State Steward Report:

Joyce reported that we have 46 local stewards as of now. Joyce reviewed a couple of offices that had route consolidations.

The board reached consensus to extend Mariann as area steward for another 6 months. Tony is not able to extend as this time due to family obligations.

State Secretary-Treasurer Report:

Becky updated the board on membership (down 78 members from last year) and finances. The board also reviewed the vouchers.

State Convention 2010:

Patrick reviewed the county officer training June 21, 2010. Holding a good or bad meeting. The board reviewed the committee assignments, program, and banquet information.

Member of the Year applications were reviewed and Ed Koschalk was chosen.

Patrick moved that the state convention delegate cap be set at \$27,000. it was 2nd and after discussion it was passed.

Board Meetings Dates:

- **FIRST BOARD MEETING FOR 10/11 YEAR:** The first board meeting will be July 25, 2010 from 1 to 6, July 26, 2010 from 8:30 to 5:30, and July 27 from 8:30 to 12:30 at the Best Western in Ellensburg, WA. Travel will be the morning of July 25 and afternoon of July 27.

The board meeting ended at 4 PM on June 19, 2010.

Respectfully Submitted to the Board,

Becky Wendlandt

**JULY 25-28, 2010 MINUTES FROM
WARLCA BOARD MEETING**
Best Western, Ellensburg, WA

MEMBERS IN ATTENDANCE: Patrick Pitts, President; Cheri Freeman, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Renee' Cowan, District Two; Cindy Koker, District Three; Ed Ogdon, District Four; and Joyce Patteson, State Steward (left Sunday afternoon)

President Patrick called the meeting to order at 1:10 PM. After a brief positive go around, we reviewed the agenda.

Ground Rules: The ground rules were read and approved.

Minutes and Tasks Report: The minutes from the March 29-31, 2010 meeting were read and approved. Each task was reported out and those not completed will be added to the tasks report from this meeting.

Correspondence: Correspondence concerning National Convention was discussed under National Convention.

Board Policy: The board reviewed the complete board policy and made changes. The updated board policy with changes will be sent to all board members for approval.

State Steward Report: Joyce handed out the State Steward report and reviewed the grievance issues currently being worked on.

Appointments for 10/11 Year: The board approved the following appointments:
Shawn Johnson was appointed to the Seattle EAP advisory committee.
Monte Hartshorn was appointed to the Portland EAP advisory committee.
Renee' Cowan was appointed as GMAC Representative
Becky Wendlandt was appointed as RCBP Representative
Cindy Koker was appointed as Provident Guild Representative
Ed Ogdon was appointed as Historian
Susie Hill was appointed as PAC Chair
The Board held two Executive sessions, totaling approximately 3 hours. Because of the potential

conflict of interest, Patrick recused himself from the discussion and voting on both the State Steward appointment, and the decision of the Board to have Patrick remain as President for the time being. Patrick Pitts was appointed as State Steward.

State Secretary-Treasurer Report:

- **Membership:** We are currently at 1869 with 14 associates that don't count towards our delegate strength at National Convention. That leaves us with 1855 total. If we lose 6 more (which we will in the next 2 pay periods more than likely, that will drop us to 1849. That gives us 19 delegates, not 20. At 19 the cost would be \$8,937.55 with Vickie Carr being the first alternate. Consensus to have a membership recruitment drive from now until the first day of 2011 State Convention. All non-member regular carriers signing the 1187 dues withholding form will receive a \$100 savings bond. Any member who recruits a non member (regular or relief) to join will have their name put in for a drawing for a \$100 savings bond for each non member they recruit, as long as the 1187 dues form or note with the form shows their name as recruited by.
- **State Convention Recap:** We need to have the audit/storage/tellers room close to or next to the main meeting room. That way the committees could meet and use the printer/copier and still be near the meeting room. We also need 2 laptops for the media, one recording and one for LCD.
- **Finances:** We need to forecast ADOP usage every month for future use. The financial statement is sent out each month, along with the ADOP usage. Consensus to have Renee' go full time for 6 pay periods starting PP 19 August 28 and ending PP24 November 19th, 2010.
- **Update on July Database Training in DC:** Database is still a work in process. Total membership numbers are off. Company was working on it as we reported errors. It will not be as user friendly as the old one but will work and do all the functions when completed.
- **Constitution Proposed Changes:** Suggest

that we need to put the full time salary in the constitution like we have for part time. This can be proposed from a county for next year's state convention.

- Weingarten Cards: Consensus to purchase half of what was ordered last time.
- Letterhead: Consensus to purchase 5,000 copies of the letterhead from Printing Services.
- Equipment List: The board reviewed the equipment list.
- Confidentiality Statement and Written Conflict of Interest: The board signed the written conflict of interest for the 09/10 year and also the confidentiality statement for the 10/11 year.

Budget: Planning for the 2010 – 2011 Association Year:

State Level Steward Summit: October 3, 2010 travel to Las Vegas and meet October 3 in the afternoon. Meeting all day October 4th for the steward summit and combined with National Regional Training in Las Vegas that starts October 5th.

Spring Informational Meeting: The spring informational meeting will be in the Seattle/Tacoma/Issaquah area for 80 people theatre style on March 27, 2011 from 1 PM to 4 PM.

Board Meetings: The fall board meeting will be October 16, 2010 and starting at 1 PM, October 17, 2010 from 8:30 AM to 5:30 PM and October 18, 2010 from 8:30 AM to 12:30 PM. Susie will not attending. Location will be Best Western in Ellensburg, WA. Contract has been signed by Patrick.

The spring board meeting will be in conjunction with the Spring Informational Meeting on March 27, 2011 in the Seattle/Tacoma/Issaquah area. Board meeting will be March 28, 2011 from 8:30 AM to 5:30 PM, March 29, 2011 from 8:30 AM to 5:30 PM, and March 30, 2011 from 8:30 AM to 12:30 PM.

The pre-convention board meeting will be Sunday, June 25, 2011 from 8:30 AM to 5:30 PM at Gig Harbor Inn.

Mail Count Training Meetings: As of now only mail counts will be special counts and training will be held as needed.

Washington Rural Carrier:

Next Issue: Convention Issue: Articles due to Susie by September 10, 2010. Sent to printer by September 15, 2010. Contents: Convention Overview, 2 financial statements, constitution, member of the year, Patrick's transition article, pictures of state convention, Upcoming Dates, List of County Officers, List of State Officers and Stewards, Recruitment Offer, Patrick's report of National Convention, and Board meeting overview.

January 2011 Paper: Articles due to Susie by January 10, 2011 and sent to printer by January 20, 2011.

Contents: Articles by officers, campaign notice, financial report, board meeting overview, welcome to new members and goodbye to old friends, 50 year member forms, state convention registration, resolutions form, county constitution form, upcoming dates, western states, member of the year, listing of steward area of assignments, and listing of local stewards.

April 2011 Paper: Articles due to Susie by March 1, 2011 and sent to printer March 8, 2011

Contents: County meeting schedule, National officer biography, state officer articles, financial report, board meeting overview, new members, goodbye old members, convention registration, information on 2011 national convention, campaign notices, convention call notice, election of officers, agenda for state convention program, member of the year, and list of topics on Sunday Informational Meeting.

State Convention 2010 Recap: Congratulations to District 4 Representative Ed Ogdon and all for an outstanding convention! Memorial was excellent and Cheri and Ed will plan it again for 2011.

The board approved the minutes/overview of State Convention 2010 with correction of Becky Pike's report by adding "all but one annual".

2010 National Convention in Spokane:

The board did not put a dollar cap on delegate pay. Susie moved that the 2010 National Convention Account pay Becky W \$500.00 for the use of her house for the past 3 years for committee members to stay overnight and meet (no overnight stay/hotel

was charged to the 2010 National Convention account). Motion passed.

Becky and Cheri updated the board on 2010 National Convention Planning and Committees:

Gifts: The board voted on the following gifts:

Amy - \$100 gift certificate for River Park Square
Jeanette and Elise - Engraved plaque with photo by Charles

All National Officers and Employees for their room - small lunch sack with "Organic Elk Poop from Becky's Mountain Home" inside and label on outside saying "Welcome to Spokane". It would be around 30 small brown bags, stapled on the top, with a label on it. We can use bridge mix, malted milk balls or milk duds.

State Convention 2011: Contract is signed for Gig Harbor Inn on June 27, 28, 29, 2011 for state convention and Saturday, June 25 for a board meeting. Sunday, June 26 will be for informational presentations.

The board put a \$30,000 dollar cap on state convention delegate pay.

State Convention 2012: The board decided to sign the contract for the Red Lion in Wenatchee for the following dates (shorten convention by one day);
Saturday June 23, 2012 board meeting
Sunday June 24, 2012 for informational meetings and presentation by National Officer and other speakers, possible social in the evening or county officers training

Monday June 25, 2012 start business session of convention

Monday, June 25, 2010 county officers training in the evening or the banquet

Tuesday June 26, 2010 finish business session 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, one 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.

State Convention 2013: State Convention 2013 will be in District One. Becky Pike will be checking out locations.

County Units: Consensus to charge 35 cents a card for State to do the county meeting notice upon request

if the county has funds to pay for it.

Website: Discussion on Patrick putting a form on the website to have members sign up for E mail updates, as well as adding a historian tab.

ING: The board held the annual meeting for ING and decided to keep the same trustees.

Area Stewards: Consensus to have Mariann continue as area steward for another 6 month appointment. Consensus to ask Jeff Taylor if he would like to be an area steward for a 6 month appointment starting September, 2010.

Vouchers: The board reviewed the vouchers and the administrative issues on what each board member would be charging for this board meeting as well as future meetings.

The board ended at 11 AM on July 28, 2010.

Becky Wendlandt

AUGUST 12, 2010 MINUTES FROM WARLCA BOARD SPECIAL MEETING Doubletree Hotel, Spokane, WA

MEMBERS IN ATTENDANCE: Patrick Pitts, President and State Steward; Cheri Freeman, V. President; Becky Wendlandt, Secretary/Treasurer; Becky Pike, Dist. One; Renee' Cowan, Dist. Two; Cindy Koker, Dist. Three; and Ed Ogdon, Dist. Four. A special meeting was called on August 12, 2010 at 7 PM at the Doubletree Hotel. President Pitts gave his resignation letter as President effective August 21, 2010. The board reviewed Robert's Rules guidelines and appointed Cheri, currently Vice President, as President and Becky Pike, currently senior executive district representative, as Vice President. Susie Hill, having served a number of years as a Board member, and being a member residing within District 1 has been selected to fill the District 1 position. All appointments were effective as of August 21, 2010 and appointed until elections at 2011 State Convention. Patrick was asked to update the WARLCA website and order letterhead. Susie was asked to include the information in the next issue of the WRC.

Becky Wendlandt made a motion to pay Jaron and Brady Pitts for 2 days stipend each for working on the 2010 National Convention and Nicole Cowan for 1 day stipend for working on the 2010 National Convention. Motion passed. Meeting adjourned at 8 PM.

WRLCA COUNTY OFFICERS LIST

2010 – 2011 Dues Year

001 NORTH CENTRAL WASHINGTON COUNTY**DISTRICT 3**

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

VICE-PRESIDENT: April Castle
New 10/11 Year Phone: (509) 630-2330
E Mail: aprildooley84@yahoo.com

SECRETARY/TREASURER: Mike Cammack
Phone: (509) 784-1548
E Mail: macamma@verizon.net

003 PENINSULA COUNTIES**DISTRICT 2**

PRESIDENT: David Wood
New 10/11 Year Phone: (360) 457-5175
E Mail: davewood@tfon.com

VICE-PRESIDENT: Krysta Johnson
New 10/11 Year Phone: (360) 908-0234

SECRETARY/TREASURER: Doug Rinehart
Phone: (360) 440-0889
E Mail: dugeditor@wavecable.com

005 LOWER COLUMBIA COUNTY**DISTRICT 2**

PRESIDENT: Edith Brannon
New 10/11 Year Phone: (360) 263-5572
E Mail: farmfam@tds.net

VICE-PRESIDENT: Kathy Beebe
New 10/11 Year Phone: (360) 600-3585
E Mail: ruralbrat@live.com

SECRETARY/TREASURER: Janelle Mee
New 10/11 Year Phone: (360) 687-5470
E Mail: lookoutitsmee@yahoo.com

006 MUTUAL COUNTY

DISTRICT 2

PRESIDENT: Joanne Blackburn
Phone: (253) 846-3778
E Mail: jojo_Rt06@msn.com

VICE-PRESIDENT: Sharon Madison
Phone: (253) 200-1055
E Mail: sharonbmad@gmail.com

SECRETARY/TREASURER: Dawn Ayers
New 10/11 Year Phone: (253) 468-2119
E Mail: cayers1@comcast.net

010 ISLAND, SKAGIT, SAN JUAN COUNTY

DISTRICT 1

PRESIDENT: Andrew Shea
Phone: (360) 579-3669

VICE-PRESIDENT: Carolyn Ellison
New 10/11 Phone: (360) 914-1205

SECRETARY/TREASURER: Jessica Addis
Phone: (360) 720-9456
E mail: rdetilludie@comcast.net

011 KING, SNOHOMISH (KS) COUNTY

DISTRICT 1

PRESIDENT: Janie Walla
Phone: (425) 308-7305
E Mail: thewallas@juno.com

VICE-PRESIDENT: Taralee Mohr-Hill
New 10/11 Year Phone: (425) 238-4316
E Mail: taralee101@yahoo.com

SECRETARY/TREASURER: Colleen Headley
Phone: (360) 563-5259
E: mail: crae2@frontier.net

012 SOUTH EAST WASHINGTON COUNTY**DISTRICT 4**

PRESIDENT: Pat Aichele
Phone: (509) 525-9508

VICE-PRESIDENT: Adena Avery
Phone: (509) 382-4142
E Mail: ranchero@bmi.net

SECRETARY/TREASURER: Carol Nichols
Phone: (509) 529-3145
E Mail: nichols066@msn.com

013 EAST CENTRAL WASHINGTON COUNTY**DISTRICT 3**

PRESIDENT: John Lee
Phone: (509) 939-4546
E Mail: JLEE99207@aol.com

VICE-PRESIDENT: Jeff Taylor
New 10/11
Phone: (509) 921-9337
E Mail: JLTSGTUSMC1@msn.com

SECRETARY/TREASURER: Cindy Koker
Phone: (509) 928-5025 Cell: (509) 869-2799
E Mail: ciko509@aol.com

014 NORTH EAST WASHINGTON COUNTY**DISTRICT 3**

PRESIDENT: Jill Howard
Phone: (509) 684-4557
E Mail: jillho@msn.com

VICE-PRESIDENT: Lynda Toulou
Phone: Unlisted
E Mail: lst2lu@hotmail.com

SECRETARY/TREASURER: William Allen
Phone: (509) 935-8779
E Mail: sago@theofficenet.com

015 WHATCOM COUNTY**DISTRICT 1**

PRESIDENT: Shirley Smith
Phone: (360) 398-1726
E Mail: shirley.smith82@verizon.net

VICE-PRESIDENT: Bonnie Lagerwey
Phone: (360) 354-3606
E Mail: BDL69@comcast.net

SECRETARY/TREASURER: Joyce Sutherland
Phone: (360) 676-8125
E Mail: Josuthe@comcast.net

016 WHITMAN, ASOTIN COUNTY**DISTRICT 4**

PRESIDENT: Billie Shinall
Phone: (509) 334-3074
E Mail: bshinall@hotmail.com

VICE-PRESIDENT: Judy Sitton
Phone: (509) 648-3607
E Mail: jandj@stjohncable.com

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

017 APPLE VALLEY COUNTY**DISTRICT 4**

PRESIDENT: Annalyce Bishop
New 10/11 Year
Phone: (509) 483-2684
E Mail: snwht7dwfs@yahoo.com

VICE-PRESIDENT: Donna Roakes
New 10/11 Year
(509) 783-2044
E Mail: FEMAILTOO@aol.com

SECRETARY/TREASURER: Beverly Crow
Phone: (509) 967-2787
E Mail: Twynky1955@msn.com

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

CONSTITUTION

July 1, 2010 to June 30, 2011 (10/11 Year)

**Updated at the June 21-23, 2010 State Convention
Spokane, WA**

Table of Contents

ARTICLE 1 NAME	3
ARTICLE II PURPOSE	3
ARTICLE III MEMBERS	3
SECTION 1. MEMBER IN GOOD STANDING	3
SECTION 2. CLASSIFICATIONS	3
SECTION 3. RESTRICTIONS	4
SECTION 4. AFFILIATION	4
SECTION 5. DUES	4
SECTION 6. MEMBERSHIP YEAR	5
SECTION 7. DISCIPLINE	5
ARTICLE IV SUBORDINATE UNITS	5
SECTION 1. SUBORDINATE UNITS	5
SECTION 2. ANNUAL REPORT	6
SECTION 3. TRUSTEESHIP	7
ARTICLE V OFFICERS AND APPOINTEES	7
SECTION 1. OFFICERS	7
SECTION 2. DUTIES	7
SECTION 3. ELECTION	9
SECTION 4. SALARIES	9
SECTION 5. EXPENSES	10
SECTION 6. REMOVAL	10
SECTION 7. ASSOCIATION PROPERTY	10

ARTICLE VI MEETINGS	10
SECTION 1. STATE CONVENTION.....	10
SECTION 2. DELEGATES.....	11
SECTION 3. COMPENSATION FOR STATE DELEGATES.....	11
SECTION 4. STATE OFFICERS.....	12
SECTION 5. QUORUM.....	12
SECTION 6. ORDER OF BUSINESS.....	12
SECTION 7. SPECIAL MEETINGS.....	12
ARTICLE VII NATIONAL CONVENTION DELEGATES	13
SECTION 1. ELIGIBILITY.....	13
SECTION 2. NOMINATION.....	13
SECTION 3. ELECTION.....	13
SECTION 4. COMPENSATION OF STATE-PAID NATIONAL DELEGATES.....	14
ARTICLE VIII STATE BOARD	15
SECTION 1. MEMBERS.....	15
SECTION 2. DUTIES.....	15
SECTION 3. MEETINGS.....	15
ARTICLE IX COMMITTEES	15
SECTION 1. APPOINTMENT.....	15
SECTION 2. DUTIES.....	15
ARTICLE X STEWARD SYSTEM	16
SECTION 1. SELECTION AND COMPENSATION OF STEWARDS.....	16
SECTION 2. DUTIES AND RESPONSIBILITIES OF STEWARDS.....	17
ARTICLE XI APPEALS	18
SECTION 1. STATE.....	18
SECTION 2. NATIONAL.....	18
SECTION 3. ADMINISTRATION.....	19
ARTICLE XII PARLIAMENTARY AUTHORITY	19
ARTICLE XIII AMENDMENT OF CONSTITUTION	19

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, the Convention Fund, 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, Convention Fund, 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 or District Constitution and Bylaws shall be in harmony with the National and State 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 other Bylaws 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. 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. 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, terminate the incumbent State Steward and nominate a replacement.
 - 4. He/She shall fill all vacancies pro tem caused in any way in the Board of the WARLCA subject to the approval of the remaining members of the Board.
 - 5. He/She shall have power to grant charters and, in conjunction with the Secretary, issue them during the interim between State Conventions of the WARLCA. He/She shall perform other duties as the Constitution require.
- 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 shall be decided at each State Convention with the exception of the full time employees whose compensation package shall be determined by the WARLCA Board.

Section 5. Expenses.

- A. All elected and appointed state officers of the WARLCA shall be reimbursed for all office expenses for representing the WARLCA. Actual expenses, as defined in Board policy, will be reimbursed.
- B. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents.
- C. 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 full time employees, for all days used for authorized business of the WARLCA. 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.
- D. All lost sick and annual leave days will be compensated at a 44K, step 12, or their route evaluation, whichever is higher, at the time of loss.
- 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.

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 discontinue the State Convention entirely 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 in 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 in

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 tape 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 and Compensation 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 appointed WARLCA State Officers that shall receive a salary are the State Steward, Senior Assistant State Steward, Assistant State Steward, and Area Steward. The appointed WARLCA State Officers' salaries who are not full time shall be decided at each State Convention.
- D. The State Steward shall be a full time employee of this Association. The total compensation package shall be determined by the WARLCA Board.
- E. The State Steward's base salary shall not be less than the current annual salary for an evaluated route of forty-six (46) hours at Step 12.

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 to amend.

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of June 30, 2010

	Jun 30, 10	Jun 30, 09	% Change
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	7,546.46	23,549.33	-68.0%
102000 · Svgs - APCU	3,673.61	26,629.21	-86.2%
103000 · Chkg - Atlanta Postal Credit Un	542.53	2,499.42	-78.3%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	29,965.60	29,086.47	3.0%
143000 · C.D.#73 APCU-12 mo (2-8-07)	28,817.17	28,016.42	2.9%
Total Checking/Savings	70,545.37	109,780.85	-35.7%
Total Current Assets	70,545.37	109,780.85	-35.7%
TOTAL ASSETS	70,545.37	109,780.85	-35.7%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities			
210100 · 941 Employee FICA Tax W/H	-5,593.42	-3,000.00	-86.5%
210400 · 940 (FUTA) Federal Unemployment	101.52	44.36	128.9%
210500 · State Unemployment Tax	771.62	271.24	184.5%
210600 · Labor and Industries Tax	695.35	568.07	22.4%
220000 · Full Time Employee Liabilities			
220100 · Full Time Life Insurance	157.06	129.26	21.5%
220200 · Full Time FERS Liability	1,069.20	580.60	84.2%
220300 · Full Time Health Insurance	2,191.12	433.94	404.9%
220400 · Full Time Thrift Savings	0.10	0.00	100.0%
220500 · Full Time Accrued Annual & S/L			
220501 · Joyce Patteson Accrued A/SL	12,876.66	0.00	100.0%
220502 · Patrick Pitts Accrued A/SL	5,526.97	0.00	100.0%
Total 220500 · Full Time Accrued Annual &...	18,403.63	0.00	100.0%
Total 220000 · Full Time Employee Liabilities	21,821.11	1,143.80	1,807.8%
Total 210000 · Payroll Liabilities	17,796.18	-972.53	1,929.9%
Total Other Current Liabilities	17,796.18	-972.53	1,929.9%
Total Current Liabilities	17,796.18	-972.53	1,929.9%
Total Liabilities	17,796.18	-972.53	1,929.9%
Equity			
390000 · Net Assets	110,753.38	99,861.05	10.9%
Net Income	-58,004.19	10,892.33	-632.5%
Total Equity	52,749.19	110,753.38	-52.4%
TOTAL LIABILITIES & EQUITY	70,545.37	109,780.85	-35.7%

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

July 2009 through June 2010

	Jul '09 - Jun 10	Jul '08 - Jun 09	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	494,073.08	504,519.92	-2.1%
410000 · National General Insurance-GM...	19,137.62	25,092.00	-23.7%
420000 · Reimbursements & Refunds	73,132.93	50,909.96	43.7%
Total Income	586,343.63	580,521.88	1.0%
Expense			
500000 · Per Capita Expenses	7,938.08	40,794.51	-80.5%
520000 · Meetings and Conventions	108,336.88	123,711.70	-12.4%
530000 · Equipment Expense	2,174.78	4,022.11	-45.9%
550000 · Other Expenses	104,986.99	56,685.97	85.2%
610PA · President - P. Alexander	0.00	434.76	-100.0%
610PP · President - P. Pitts	8,542.50	9,300.29	-8.2%
620CF · Vice President - C. Freeman	11,828.13	9,394.00	25.9%
620PP · Vice President P Pitts	0.00	1,900.19	-100.0%
630RW · Sec/Treas. - R. Wendlandt	30,269.05	55,467.71	-45.4%
631RW · Full Time Sec-Tres -R.Wendlandt	43,691.27	0.00	100.0%
640SH · Editor - Susie Hill	9,815.59	3,822.64	156.8%
645000 · Washington Rural Carrier (WRC)	4,037.94	5,377.90	-24.9%
650RP · District 1 - R. Pike	6,056.42	4,781.11	26.7%
660RC · District 2 - R Cowan	3,444.45	3,860.58	-10.8%
670CK · District 3 - C. Koker	6,303.90	4,962.82	27.0%
680EO · District 4 - E. Ogdon	4,001.95	4,269.91	-6.3%
693DS · Retired Rep - D Schrup	0.00	927.15	-100.0%
700000 · Steward Training Expenses	12,334.57	15,123.02	-18.4%
700CA · State Steward - C. Alexander	0.00	9,890.69	-100.0%
700JP · Full Time State Stew-J.Patteson	89,464.66	46,817.97	91.1%
701PP · Full Time Assistant-P. Pitts	58,182.52	0.00	100.0%
702CF · Full Time Assistant -C. Freeman	33,545.34	0.00	100.0%
740MH · Senior Asst Stew - M. Hartshorn	13,994.14	14,527.06	-3.7%
750PA · Senior Asst Stew - P. Alexander	0.00	9,688.67	-100.0%
770JP · Senior Asst Stew - J. Patteson	0.00	22,017.46	-100.0%
780PP · Senior Asst Stew - P. Pitts	9,148.36	51,942.42	-82.4%
791RC · Senior Asst Stew - R. Cowan	48,034.99	40,039.25	20.0%
792CF · Senior Asst Stew - C. Freeman	20,780.13	33,869.60	-38.7%
872 · Area Steward - A. Lott	4,427.26	0.00	100.0%
873 · Area Steward - M. Faulkner	5,399.09	0.00	100.0%
880LS · Local Steward	320.19	276.02	16.0%
Total Expense	647,059.18	573,905.51	12.8%
Net Ordinary Income	-60,715.55	6,616.37	-1,017.7%
Other Income/Expense			
Other Income			
450000 · Interest Income	2,711.36	4,275.96	-36.6%
Total Other Income	2,711.36	4,275.96	-36.6%
Net Other Income	2,711.36	4,275.96	-36.6%
Net Income	-58,004.19	10,892.33	-632.5%

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

July through August 2010

	Jul - Aug 10	Jul - Aug 09	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	112,445.24	111,960.74	0.4%
410000 · National General Insurance-GM...	5,028.32	5,865.68	-14.3%
420000 · Reimbursements & Refunds	6,800.00	6,951.71	-2.2%
Total Income	124,273.56	124,778.13	-0.4%
Expense			
500000 · Per Capita Expenses	153.00	459.00	-66.7%
520000 · Meetings and Conventions	18,386.49	46,637.52	-60.6%
530000 · Equipment Expense	1,854.47	715.21	159.3%
550000 · Other Expenses	18,984.80	10,108.29	87.8%
610PP · President - P. Pitts	2,105.40	1,362.90	54.5%
620CF · Vice President - C. Freeman	4,720.96	3,099.60	52.3%
630RW · Sec/Treas. - R. Wendlandt	12,977.44	9,973.74	30.1%
631RW · Full Time Sec-Tres -R.Wendlandt	0.00	250.00	-100.0%
640SH · Editor - Susie Hill	3,458.21	1,035.00	234.1%
650RP · District 1 - R. Pike	2,337.90	1,170.75	99.7%
660RC · District 2 - R Cowan	2,763.48	1,224.00	125.8%
670CK · District 3 - C. Koker	3,754.64	1,546.48	142.8%
680EO · District 4 - E. Ogdon	2,533.19	1,086.90	133.1%
700000 · Steward Training Expenses	1,413.45	150.00	842.3%
700JP · Full Time State Stew-J.Patteson	11,803.43	11,155.96	5.8%
700PP · Full Time State Stew - P. Pitts	2,625.50	0.00	100.0%
701PP · Full Time Assistant-P. Pitts	9,460.14	225.00	4,104.5%
740MH · Senior Asst Stew - M. Hartshorn	2,276.20	1,522.47	49.5%
780PP · Senior Asst Stew - P. Pitts	0.00	9,148.36	-100.0%
791RC · Senior Asst Stew - R. Cowan	6,617.00	7,856.86	-15.8%
792CF · Senior Asst Stew - C. Freeman	3,965.22	5,414.81	-26.8%
873MF · Area Steward - M. Faulkner	232.78	0.00	100.0%
880LS · Local Steward	0.00	15.70	-100.0%
Total Expense	112,423.70	114,158.55	-1.5%
Net Ordinary Income	11,849.86	10,619.58	11.6%
Other Income/Expense			
Other Income			
450000 · Interest Income	85.14	358.48	-76.3%
Total Other Income	85.14	358.48	-76.3%
Net Other Income	85.14	358.48	-76.3%
Net Income	11,935.00	10,978.06	8.7%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of August 31, 2010

	<u>Aug 31, 10</u>	<u>Aug 31, 09</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	10,015.09	7,908.13	26.6%
102000 · Svgs - APCU	5,803.51	56,325.73	-89.7%
103000 · Chkg - Atlanta Postal Credit Un	553.37	2,513.10	-78.0%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	30,038.45	29,191.84	2.9%
143000 · C.D.#73 APCU-12 mo (2-8-07)	28,817.17	28,250.06	2.0%
Total Checking/Savings	<u>75,227.59</u>	<u>124,188.86</u>	<u>-39.4%</u>
Total Current Assets	<u>75,227.59</u>	<u>124,188.86</u>	<u>-39.4%</u>
TOTAL ASSETS	<u>75,227.59</u>	<u>124,188.86</u>	<u>-39.4%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities			
210100 · 941 Employee FICA Tax W/H	-7,704.68	-3,048.66	-152.7%
220000 · Full Time Employee Liabilities			
220100 · Full Time Life Insurance	549.71	387.78	41.8%
220200 · Full Time FERS Liability	3,742.20	1,741.80	114.9%
220300 · Full Time Health Insurance	7,668.92	3,376.50	127.1%
220500 · Full Time Accrued Annual & S/L			
220502 · Patrick Pitts Accrued A/SL	6,410.88	0.00	100.0%
Total 220500 · Full Time Accrued Annual &...	<u>6,410.88</u>	<u>0.00</u>	<u>100.0%</u>
Total 220000 · Full Time Employee Liabilities	<u>18,371.71</u>	<u>5,506.08</u>	<u>233.7%</u>
Total 210000 · Payroll Liabilities	<u>10,667.03</u>	<u>2,457.42</u>	<u>334.1%</u>
Total Other Current Liabilities	<u>10,667.03</u>	<u>2,457.42</u>	<u>334.1%</u>
Total Current Liabilities	<u>10,667.03</u>	<u>2,457.42</u>	<u>334.1%</u>
Total Liabilities	<u>10,667.03</u>	<u>2,457.42</u>	<u>334.1%</u>
Equity			
390000 · Net Assets	52,625.56	110,753.38	-52.5%
Net Income	<u>11,935.00</u>	<u>10,978.06</u>	<u>8.7%</u>
Total Equity	<u>64,560.56</u>	<u>121,731.44</u>	<u>-47.0%</u>
TOTAL LIABILITIES & EQUITY	<u>75,227.59</u>	<u>124,188.86</u>	<u>-39.4%</u>

News from your Provident Guild Representative

Cindy Koker

Hello all future Provident Guild members! After attending the Provident Guild meeting at the National Rural Letter Carriers' Convention in Spokane this year I am happy to give you the opportunity to join this fraternal organization that was created and is operated by rural carriers for all members of the NRLCA and their auxiliary spouses.

You may join at any level regardless of age classification as long as you are under the age of 56 or under the age for the class. You will always remain a member as long as you keep your annual dues of \$10-\$50 current even if you leave postal employment. There is a \$2 entry fee.

The payout upon the death of the member can range from \$1000-\$5000 depending on the original class you enrolled in, with 30% being available immediately. Upon a death you will need to notify the secretary of the Provident Guild at the address listed on the bottom of your last dues receipt within 60 days. If the death occurs in June the claim needs to be in their hands by July 30th or no benefit will be paid in either case. You will need to include a copy of the death certificate. If you need help contact me.

Benefits do not decrease as you grow older. This is a bargain for today's market. You do not need a physical and you will not be cancelled at age 65. Please contact me or look for an application at your local meetings to join this very special non-profit fraternal organization.

PAC Says Thanks!

Susie Hill

The new PAC year started at National Convention so it's time to set our goals for another great year. Last year's goal was to reach \$10,000 for our state's contribution to fund. With everyone's help we did it! But now, how do we top that? The answer is with

each and every member contributing. We can reach the top with your help. An easy way to do that is to sign up for payroll deduction or an automatic withdrawal from your checking account. How painless would it be to have \$5 or \$10 a month deducted from your bank account and sent to PAC? Most of us probably wouldn't notice the difference but it would make a big difference to the PAC fund. Remember, this is a form of job insurance. Our legislative team is working with Congress to save 6-day delivery, stop the do not mail initiatives and protect other benefits we enjoy.

This year we have several prizes for contributors. For every \$20 you donate you will receive an entry in the \$100 cash drawing. For those signed up for monthly contributions there will be a drawing for \$50. We will also have matted rural carrier scenes done by a carrier artist from Kentucky.

I hope to see you at a meeting soon so bring cash or your check book. I don't twist arms (I don't want any lawsuits) but I'm good at sob stories. Please, donate now and donate often. Together we can make a loud statement to Congress.

If you're interested in signing up for an automatic payment please contact me. My information is listed on the inside back page.

You're Appreciated

I want to thank everyone who helped me after my fall at the National Convention. I appreciate those who donated to a fund to help me during my recovery. Your kind thoughts and prayers have been an encouragement.

My ribs are slowly healing; being inactive is the hardest part of recovery. It will be a few more weeks but I'm looking forward to getting back to my route.

Thank you again. Tammy Donaghue

IMPORTANT ANNOUNCEMENT

Elected and Appointed Officer Positions

The State Board of the Washington Rural Letter Carriers' Association met July 25-28, 2010. The Board requested Patrick Pitts assume the duties and responsibilities of State Steward for the WARLCA. The NRLCA National Board has since approved the request, and Patrick was certified by the National Office as the State Steward effective July 31, 2010.

WARLCA President Patrick Pitts called a special meeting of the State Board on August 12, 2010, while the entirety of the Board was present in Spokane, Washington, in preparation for the National Convention. At this meeting, due to the overriding necessity to ensure adequate time is available to uphold the duty of fair representation and fulfill the duties associated with the office of State Steward, President Pitts requested that the State Board accept his resignation from the office of President of the WARLCA. The State Board accepted the resignation effective August 21, 2010.

Article V, Section 2.B of the WARLCA Constitution states: *"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."*

In accordance with the WARLCA Constitution, on August 21, 2010, Vice-President Cheri Freeman became the President and will serve until such time as her successor is duly elected and installed. This, in turn, caused the Vice-President position to become vacant.

Article V, Section 2.A.4 of the WARLCA Constitution, in addressing the duties of the President states: *"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."*

In accordance with the WARLCA Constitution, Becky Pike, as the most senior member of the Executive Committee (a committee established by the Constitution and comprised of the four District Representatives) was appointed to the office of Vice-President of the WARLCA pro tem. This, in turn, caused the District 1 position to become vacant.

In accordance with the article identified above, Susie Hill, having served the past several years as a Board member, eliminating the need for a transitional period, and being a member residing within District 1, was appointed to the office of District 1 Representative of the WARLCA pro tem.

The WARLCA State Board thanks you in advance for your support of these officers in their new positions.

STATE OFFICERS AND STEWARDS

PRESIDENT

Senior Assistant State Steward

Cheri Freeman
603 West Clay Ave.
Chewelah, WA 99109-9113
509-675-1350
Fax 509-935-6685
cherirose99109@hotmail.com

VICE PRESIDENT

Rebecca Pike
PO Box 427
Lynden, WA 98264-0427
360-933-4899
rpikes@comcast.net

SECRETARY-TREASURER
Rural Carrier Health Insurance

Rebecca Wendlandt
2811 N Chase Lane
Liberty Lake, WA 99019-5002
509-710-7840
Fax 509-926-9522
rebeccawen@icehouse.net

EDITOR

DISTRICT 1

REPRESENTATIVE

Political Action Committee
(PAC)

Susie Hill
PO Box 93
Vashon, WA 98070-0093
206-463-3339
s.k.hill@comcast.net

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
crazyuptightmom@comcast.net

DISTRICT 3

REPRESENTATIVE

Provident Guild
Representative

Cindy Koker
3502 N Park Rd
Spokane, WA 99212-1509
509-928-5025
Cell 509-869-2799
ciko509@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 9898360-1746
Phone and Fax 360-620-6235
McCormickmailman@aol.com

SENIOR ASSISTANT STATE
STEWARDS

Joyce Patteson
385 Tibbling Road
Selah, WA 98942-9253
509-698-6308
Fax 509-698-3015
jodonpat@fairpoint.net

SENIOR ASSISTANT STATE
STEWARDS

Monte Hartshorn
141 Alder St NE
Castle Rock, WA 98611-9040
360-442-0623
Fax 360-274-4676
postalmhbear@msn.com

AREA STEWARDS

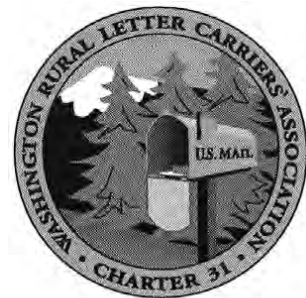
Mariann Faulkner
7702 284th St NW
Stanwood, WA 98292-9500
425-308-1163
marifaulkner@wavecable.net

Jeff Taylor
20923 E. Trent Av
Otis Orchards, WA 99027-8201
509-921-9337
JLTSGTUSMC1@msn.com

Washington Rural Carrier
PO Box 93
Vashon, WA 98070-0093

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WASHINGTON RURAL CARRIER



Where Service Begins With a Smile

IMPORTANT ANNOUNCEMENT

See page 78

**You can receive e-mail updates from the State
Steward. For details go to WARLCA.com.**