

The Washington State

LETTER CARRIER



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LOBBY 2019: WE ARE BACK!

President Brian Wiggins

We are home but our work is not complete. Our goal is 100% participation from our Representatives. We have some missing out on supporting our most important messages. Our specific messages this year are these: **House Resolution 23 – Continue Door-to-Door Delivery**, **House Resolution 33 – Anti privatization of USPS**, **House Resolution 54 – Keep Six-day Delivery**.

I have made this trip across the country many times; this was one of the busiest times I have seen on Capitol Hill. A morning commute by train from the hotel across the Potomac River, information in brief from our national Legislative Department and a walking tour for the “first time lobbyists;” Toby, Holly and Brittany, filled Day One and gave them a taste of the walking-filled days coming soon. Day Two focused our energy on our scheduled meetings and had us all running in every direction. This day had an active morning with speeches and votes for most of our reps, which created the need to reschedule all of the morning meetings into the afternoon. Six meetings in a

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2019 WSALC STATE CONVENTION



**BRANCH 852
YAKIMA MERGED
HOP TO IT**

OUTSTANDING SERVICE AWARD NOMINATIONS

Jack Hayes

Outstanding Service Award Chair

Nominations are due for the Outstanding Service Award to be presented at the upcoming State Convention. The rules are simple. The nominee must be a member who is actively involved in service to our union and in community affairs.

If you have previously submitted a name and that person was not chosen, it is time to update your nomination to keep it current.

Please send nominations to :

Jack Hayes
OSA Chair
4002 226th Place SW
Mountlake Terrace, WA. 98043

You may also present your nomination at Convention.

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Next Letter Carrier Deadline:
June 1, 2019

WSALC INFORMATION 24/7
at your website: <wsalc.org>

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three-hour window was work but we pulled it together. Day Three was not short of action with Senator Cantwell to start the day, congressional meetings on the hour, every hour and Senator Murray to close out the day.

Oregon State (OSALC) President Ricky Horton and I are pretty good friends, so we started having our two delegations close out the trip with a joint dinner. This year I selected Hill Country Barbeque. They were hungry and tired, we all had plenty to eat and share. It's always great to wrap up the work with good food and swapping stories with our "family from Oregon" about our adventures.

Thank-you (!) to our team: WSALC Vice President Richard Johnson, Br. 2038 Kent / Brad Robinson, Br. 450 Northsound / Al Floyd, Br. 351 Olympia / Mark Myers, Garrett Scott, Ed Johnson and Rick Horner, Br. 79 Seattle / Carol Mesford and Jim Hubbard, Br. 130 Tacoma / Brittany Slavin and Holly Curatolo, Br. 1104 Vancouver / Toby Swank, Br. 736 Walla Walla / Jim Munns, Br. 852 Yakima.

Notable results of the hard work of the lobby team: Representatives DelBene (WA-1), Larsen (WA-2) Kilmer (WA-6) and Heck (WA-10) are signed on as co-sponsors to all three of the resolutions we need to pass in this session of Congress. Congressman Smith (WA-9) as of this writing is co-sponsoring Anti Privatization (H. Res 33). Bipartisan support comes from Congresswoman Herrera Beutler (WA-3) with her supporting Six-day Delivery (H. Res 54) and Door-to-Door Delivery (H. Res 23).

We are not done with our work. With your help, we can get the needed support that will move these measures through committee and onto the floor for a vote. Lofty goal? I don't think so. Do you want a working wage? How about a contract supporting all that we have today as benefits? Me? I want a great retirement! I know this doesn't happen by itself, a little sweat equity is good for the soul...

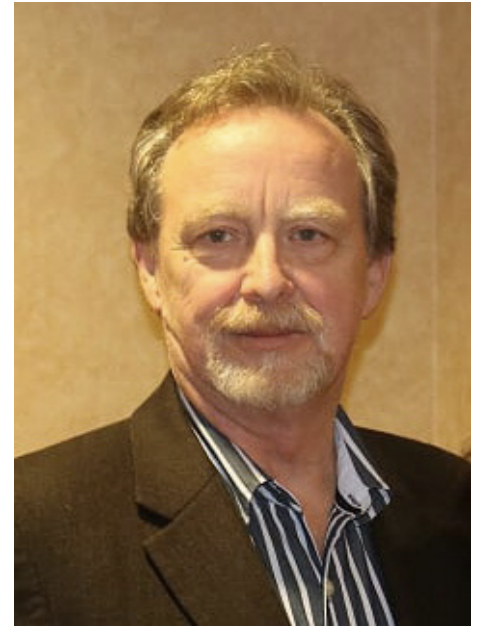
Make your call to your Representative. Special attention to the Districts I have listed below as missing out on the action; Districts Four (4), Five (5), Seven (7) and Eight (8).

Congressman Dan Newhouse (WA-4) – (202) 225 – 5816
 Congresswoman Cathy McMorris Rodgers (WA-5) (202) 225 - 2006
 Congresswoman Pramila Jayapal (WA-7) - (202) 225 - 3106
 Congresswoman Dr. Kim Schrier (WA-8) – (202) 225 -7761

See you in the fight!

The 27th annual Letter Carriers' Stamp Out Hunger® Food Drive is coming up May 11th!

Photo credits this issue: Brian Wiggins, Rick Horner



OSA

Rick Horner, Branch 79

At the Washington State Association of Letter Carriers 2018 State Convention in Walla Walla, I was honored to receive the Outstanding Service Award from the Washington State Association of Letter Carriers. I've attended many state conventions over the years and one of the highlights has always been who would receive the OSA. I've watched in awe as brothers and sisters I greatly admired for their outstanding service to their branch, state association and community were so recognized and honored. I am pleased and very humbled to be included among their ranks. During my career, it has been my great pleasure to serve the members of Branch 79 and the Washington State Association. You still have time to write a nominating letter for a member of the association that you think should be recognized at the 2019 Convention this May in Yakima. Contact your Branch President for help with the process. Again, thank you so much.

STORMING THE HILL

Tenth District LCCL Carol Mesford

Hundreds of Letter Carriers from across the country invaded Capitol Hill in the last week of February. Swarming the tunnels under the House and Senate buildings in “the other Washington”, we met with our Representatives and Senators to discuss four issues essential to a vital public Postal Service: 1) 6-day mail delivery, 2) door delivery to households and businesses, 3) restoring service standards to July 1, 2012 levels (local overnight delivery of regular mail) and 4) anti-privatization. By asking our Representatives to cosponsor House Resolutions 23, 33, 54 and 60, we obtain commitments to these important issues, should a Postal Reform bill be introduced. In other words, if the proposed bill said USPS would force people and businesses to take delivery out of a cluster box or that USPS would do away with Saturday mail delivery (or Tuesday!), that bill would not fly. In the 115th Congress, we had bipartisan majorities in the House on all four and on the anti-privatization resolution in the Senate. In the newly minted 116th Congress, we are making good progress towards that goal. A majority of cosponsors in the House of Representatives is 218 or just over half of the 435 seats therein. There are ten Congressional Districts in the state of Washington.

I am the LCCL or Letter Carrier Congressional Liaison for District 10 in our state. I live in Spanaway, so my Representative is Congressman Denny Heck. Denny’s district also covers Puyallup, Lacey, Olympia, Lakewood, Shelton, part of Pierce and much of Thurston Counties. Districts are redrawn to reflect census data, so with 7.4 million people in Washington, there are more or less than 740,000 people in each district. As all letter carriers are well aware, there are housing booms on some routes and others are fairly static, so districts will be redrawn with data from the 2020 US Census.

Out of our ten Representatives, seven have cosigned some or all of our Resolutions. Because I have been in frequent contact with Emily Kolano, Denny Heck’s new Legislative Assistant in DC, Congressman Heck had cosigned all four of the House Resolutions before we even got to DC. Emily is much more accessible than the guy she replaced. I have been educating Emily on postal issues through emails and finally got to meet her when we went to Congressman Heck’s office in DC. Denny even came by to say “hello” and give me a hug. Denny talked with Teauna Young’s daughter Ceauna about college and then left Emily and us to hammer out the details. Unfortunately we were crammed into a small space and didn’t get a photo



Carol and her posse

with Denny, but we also visited with Congressman Derek Kilmer (WA-6) in the Capitol and got to stand in front of a painting of George Washington. In the photo are letter carriers Mark Myers, Jim Hubbard, Congressman Kilmer and myself. I always tease Derek about Denny having to pick up his socks, because they room together in DC.

Get to know *your* Representative. They work for *you*!



Actually not Derek Kilmer's errant sock but “vintage” Bernie Sanders hosery worn by Toby Swank of Branch 736.

SPEAKING UP

Holly Curatolo, Branch 1104

I received a phone call from WSALC President Brian Wiggins to ask if I would be interested in going on the Washington State Lobby Trip to Washington D.C. I agreed happily. One thing that I'm passionate about is politics. I always have been as far as I can remember.

Growing up in a childhood that dragged me around all of the western states, I was able to see first hand how politics affected people. I worked at jobs that were in the private sector and were right-to-work. I also had worked in one union job before, but it was an unpleasant experience. I always told myself that I never wanted to be part of a union again. Little did I know...

I came to the Post Office because the hours that I worked at my previous job prevented me from seeing my family. I also wanted something that gave me the assurance of an actual career. Once I was here, I kept to myself and watched what the union was doing for the carriers. It was mesmerizing. I went to Shop Steward College, and everything clicked. I knew that this is what I wanted to do. I found a calling.

Many trainings and conventions later, I realized how politics affects our union and the people I work with and care about. Also, that it would directly affect my family; the same reason I had left the private sector.

After that phone call with Wiggins I couldn't wait to see what this lobby trip was all about. It was more than I could have ever imagined. I was in constant awe. I couldn't wait to learn from others and see the interactions they had with our congress people. Everyone had his or her own styles in speaking.

For our very first meeting Brittany Slavin, Brian Wiggins and I went to meet with our congressperson, Jaime Herrera Beutler from District 3. Brian gave us the encouragement and room to run the meeting. Representative Herrera Beutler, Brittany and I have the same place that we call home, Vancouver. She has always been on the side of carriers. We spoke about home, about the local carriers, and thanked her for signing on two resolutions, H. Res 23 and 54. Brittany spoke about meeting with Congresswoman Herrera Beutler's assistant, Piper. Brittany asked if she would be willing to sign on to H. Res 33, since she had signed on last year. She agreed!

After this lobby trip, I can really talk about things a union member can do to help their fellow carriers. Imagine what we could do if we all used our voice. I am still entranced with politics, but now I have an even better reason to be.

BEING HEARD

Third District LCCL Brittany Erin Slavin

In February, I had the privilege to attend our national lobby trip with other members of the NALC from Washington State. We began our journey on Sunday, February 24th. While traveling via van to Crystal City, Virginia, State President Brian Wiggins gave us the rundown of what we were to expect during our time in Washington DC. I was slightly nervous, as this was my first time delivering the NALC's message to Capitol Hill.

On Monday morning, we all rode the Metro into the heart of Washington DC and arrived at NALC headquarters. Eddie Morgan, National Legislative and Political Organizer, briefed us on our talking points that we needed to focus on during our meetings with local congressional representatives. There were letter carriers from across our nation representing the individual states that attended the briefing with us.

On Tuesday, we finally got to meet with our congressional representatives. The first meeting I was able to attend was with Congresswoman Jamie Herrera Beutler, my representative from the 3rd District of Washington. Brian Wiggins and Vancouver Branch 1104 President Holly Curatolo were part of the meeting as well. Representative Herrera Beutler was very well versed on our cause. She had already co-sponsored on two of the four resolutions that we were there to speak about. H. Res 33 is the resolution that focuses on the solvency of the Postal Service, and opposes any measures to privatize our industry. Jamie pledged her support and assured us that she would become a cosponsor. The meeting was a success.

On Wednesday, we were able to meet with Representative Adam Smith (WA-9). He praised our union for our activism on Capitol Hill. He also pledged his support for our cause. On Thursday we met with aides from Senators Maria Cantwell and Patty Murray's offices. Both meetings went well.

All in all, I felt like the trip was a huge success. Our congressional representatives were more than willing to meet with us and hear our message. I felt that we were very well received, and I am very grateful that I was given this opportunity to represent our letter carriers of the NALC. I cannot tell you how impressed I was by the dedication and professionalism of my fellow delegates to the Lobby Trip. Their hard work and dedication, led by your State President Brian Wiggins, in improving the lives of hard working letter carriers is an impressive thing to be a part of. I urge all of you to get involved and support the cause of all letter carriers.

PROPOSED CHANGES TO THE WSALC BYLAWS FOR CONSIDERATION AT THE 2019 CONVENTION

#1 PROPOSED CHANGE TO ARTICLE 8, SECTION 1

Change the last two sentences of Article 8 Section 1.

Change “The President shall receive a salary, other than allowable expenses, a per annum salary equal to twenty (20) days City Carrier Grade 1, Step O pay, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.”

By deleting “other than allowable expenses, a per annum salary equal to twenty (20) days City Carrier Grade 1, Step O pay, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.”

Change by Adding “equal to forty (40) hours per quarter at City Carrier Step O pay, the hourly rate to be determined on July 1 of each year.”

The Above Article will then read,

“The President shall receive a salary equal to forty (40) hours per quarter at City Carrier Step O pay, the hourly rate to be determined on July 1 of each year.”

Presented by the Executive Council at the regular meeting on February 8, 2019

#2 PROPOSED CHANGE TO ARTICLE 8, SECTION 2

Article 8,Section 2 now reads:

Vice President

Section 2.The Vice-President shall preside in the absence of the President,as well as in any case involving the death,resignation, disqualification, refusal or neglect of the President to discharge the duties of the President's office until an election can be held. The Vice-president shall perform such duties as the President may require. The Vice-President shall assist in the organizing efforts throughout the State.

Change by adding a salary.

The Vice-President shall receive,other than allowable expenses, quarterly salary equal to four (4) hours at the Full Time City Letter Carrier, Table 1,City Carrier Schedule, Step O pay, the hourly rate to be determined on July 1 of each year.

Article 8,Section 2 would then read:

Section 2.The Vice-President shall preside in the absence of the President,as well as in any case involving the death, resignation, disqualification, ~~refusal~~ or neglect of the President to discharge the duties of the President's office until an election can be held. The Vice-president shall perform such duties as the President may require. The Vice-President shall assist in the organizing efforts throughout the State.The Vice-President shall receive,a quarterly salary equal to four {4} hours at the Full Time City Letter Carrier, Table 1,City Carrier Schedule, Step O pay,the hourly rate to be determined on July 1 of each year.

Presented by Branch 130 Tacoma, WA at the regular branch meeting on 7 March 2019.

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*Bylaws from Page 6***#3 PROPOSED CHANGE TO ARTICLE 8, SECTION 3**

Change the last two sentences of Article 8 Section 3:

Change “The Secretary/Treasurer shall receive, other than allowable expenses, a per annum salary equal to twelve (12) days at City Carrier Grade 1, Step O pay, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.”

By deleting “other than allowable expenses, a per annum salary equal to twelve (12) days at City Carrier Grade 1, Step O pay, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.”

And adding, “a salary equal to twenty-four (24) hours per quarter at City Carrier Step O pay, the hourly rate to be determined on July 1 of each year.”

The Above Article will then read.

“The Secretary/Treasurer shall receive a salary equal to twenty-four (24) hours per quarter at City Carrier Step O pay, the hourly rate to be determined on July 1 of each year.”

Presented by the Executive Council at the regular meeting on February 8th 2019.

#4 PROPOSED CHANGE TO ARTICLE 8, SECTION 5

Article 8, Section 5 now reads:

Executive Board

Section 5. The Executive Board shall have charge of the property of this Association. They shall direct the investment of the funds of this Association. They shall designate depositories in which the Secretary/Treasurer deposits all Association funds received. They shall examine all bills, approve the same if found correct, and keep a correct account of all bills audited. The Executive Board shall constitute the Committee on By-Laws. They shall act as Trustees of the Association and in every way carry out the interests of this Association.

Change by adding,

Each member of the Executive Board shall receive, other than allowable expenses, a quarterly salary equal to four (4) hours at the Full Time City Letter Carrier, Table 1, City Carrier Schedule, Step O pay, the hourly rate to be determined on July 1 of each year.

Article 8, Section 5 will then read:

Executive Board

Section 5. The Executive Board shall have charge of the property of this Association. They shall direct the investment of the funds of this Association. They shall designate depositories in which the Secretary/Treasurer deposits all Association funds received. They shall examine all bills, approve the same if found correct, and keep a correct account of all bills audited. The Executive Board shall constitute the Committee on By-Laws. They shall act as Trustees of the Association and in every way carry out the interests of this Association. Each member of the Executive Board shall

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receive, a quarterly salary equal to four (4) hours at the Full Time City Letter Carrier, Table 1, City Carrier Schedule, Step O pay, the hourly rate to be determined on July 1 of each year.

Presented by Branch 130 Tacoma, WA at the regular branch meeting on 7 March 2019.

#5 PROPOSED CHANGE TO ARTICLE 8, SECTION 5

Change Article 8 Section 5 currently reads:

Section 5. The Executive Board shall have charge of the property of this Association. They shall direct the investment of the funds of this Association. They shall designate depositories in which the Secretary/Treasurer deposits all Association funds received. They shall examine all bills, approve the same if found correct, and keep a correct account of all bills audited. The Executive Board shall constitute the Committee on By-Laws. They shall act as Trustees of this Association and in every way carry out the interests of this Association.

By adding:

Each member of the Executive Board shall receive eight (8) hours pay per quarter, the rate to be determined on July 1 of each year at City Carrier Step O pay.

Article 8 Section 5 will now read:

Section 5. The Executive Board shall have charge of the property of this Association. They shall direct the investment of the funds of this Association. They shall designate depositories in which the Secretary/Treasurer deposits all Association funds received. They shall examine all bills, approve the same if found correct, and keep a correct account of all bills audited. The Executive Board shall constitute the Committee on By-Laws. They shall act as Trustees of this Association and in every way carry out the interests of this Association. Each member of the Executive Board shall receive eight (8) hours pay per quarter, the rate to be determined on July 1 of each year at City Carrier Step O pay.

Presented by Branch 2038 Kent, WA at the regular branch meeting on 14 March 2019.

#6 PROPOSED CHANGE TO ARTICLE 8, SECTION 7

Change the last two sentences of Article 8 Section 7.

Change "The Director of Education shall act as coordinator between the National and State Associations in arranging seminars and training schools on State, District and Branch Levels. The Director of Education or their designee shall normally attend Regional Assemblies and/or training sessions. The Director of Education shall receive, other than allowable expenses a salary equal to twelve (12) days at City Carrier Grade 1, Step O pay, the hourly rate to be determined on July 1 of each year."

By deleting " , other than allowable expenses a salary equal to twelve (12) days at City Carrier Grade 1, Step O pay, the hourly rate to be determined on July 1 of each year."

Change by adding "a salary equal to twenty-four (24) hours per quarter at City Carrier Step O pay, the hourly rate to be determined on July 1 of each year."

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The Above Article will then read,

“The Director of Education shall act as coordinator between the National and State Associations in arranging seminars and training schools on State, District and Branch Levels. The Director of Education or their designee shall normally attend Regional Assemblies and/or training sessions. The Director of Education shall receive a salary equal to twenty-four (24) hours per quarter at City Carrier Step O pay, the hourly rate to be determined on July 1 of each year.”

Presented by the Executive Council at the regular meeting on February 8, 2019

#7 PROPOSED CHANGE TO ARTICLE 8, SECTION 8C

Change Article 8 Section 8C

Change “The Editor shall receive 8 hours pay per issue. The hourly rate to be determined on July 1 of each year at the City Carrier Grade 1, Step O pay.”

By deleting, “Grade 1”

The Above Article will then read,

“The Editor shall receive 8 hours pay per issue. The hourly rate to be determined on July 1 of each year at the City Carrier Step O pay.”

Presented by the Executive Council at the regular meeting on February 8, 2019

#8 PROPOSED CHANGE TO ARTICLE 8, SECTION 8C

Duties of Officers

Editor of the Washington State Letter Carrier

Article 8, Section 8C now reads:

Section 8C. The Editor shall receive 8 hours pay per issue. The hourly rate to be determined on July 1 of each year at the City Carrier Grade 1, Step O pay.

Change Section 8C by deleting the words “Grade 1” and rearranging the sentence structure to conform to other officer salary structure.

Section 8C would then read:

Section 8C. The Editor shall receive, per issue, a salary equal to eight (8) hours at City Carrier Step O pay, the hourly rate to be determined on July 1 of each year.

Submitted by: Branch 79, Seattle, Washington Passed at a branch meeting: March 13, 2019

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#9 PROPOSED CHANGE TO ARTICLE 8, SECTION 10

Change the last sentence of Article 8 Section 10

Change “The Director of Media shall receive 12 hours pay per quarter the hourly rate to be determined on July 1 of each year at the City Carrier Grade one (1) step O pay.”

By deleting, “12 hours pay per quarter the hourly rate to be determined on July 1 of each year at the City Carrier Grade one (1) step O pay.”

Change by adding, “a salary of 12 hour per quarter at city carrier step O Pay the hourly rate to be determined on July 1 of each year.”

The Above Article will then read,

“The Director of Media shall receive a salary of (12) hour per quarter at city carrier step O Pay the hourly rate to be determined on July 1 of each year.

Presented by the Executive Council at the regular meeting on February 8, 2019

#10 PROPOSED CHANGE TO ARTICLE 8, SECTION 13B

Change Article 8 Section 13B

Change “Section 13B. The Legislative Chair shall be empowered to contact, instruct and coordinate the activities of the Legislative Chairs of the various member Branches of the Washington State Association.”

By adding, “legislative”, and by adding, “or their designees”

The Above Article will then read,

“Section 13B. The Legislative Chair shall be empowered to contact, instruct and coordinate the legislative activities of the Legislative Chairs or the designee of the various member Branches of the Washington State Association.”

Presented by the Executive Council at the regular meeting on February 8, 2019

#11 PROPOSED CHANGE TO ARTICLE 10, SECTION 3

Change Article 10 Section 3

Change “ By the direction of the President and approval of the Executive Board, mileage, per diem, and lodging shall be provided State Officers to carry out the duties and requirements of their offices in promoting the welfare and business of this Association and shall be paid for each day present at Convention while in session and/ or duration of each business trip. Registration fees shall be paid directly by the Secretary/Treasurer.”

Change by adding, “allowable expenses,” and, change the word “and” after Association to the word “This”

The Above Article will then read,

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By the direction of the President and approval of the Executive Board, mileage, per diem, allowable expenses, and lodging shall be provided State Officers to carry out the duties and requirements of their offices in promoting the welfare and business of this Association. This shall be paid for each day present at Convention while in session and/or duration of each business trip. Registration fees shall be paid directly by the Secretary/Treasurer.”

Presented by the Executive Council at the regular meeting on February 8, 2019

#12 PROPOSED CHANGE TO ARTICLE 14, SECTION 4

Article 14

Amendments

Change Article 14 by adding new Section 4 as follows:

Section 4 would then read:

Section 4. The Secretary/Treasurer shall submit all proposed by-law amendments passed at the WSALC Convention to the NALC Board of Laws within sixty (60) days after the adjournment of convention. The Secretary/Treasurer will cause to have printed updated by-laws and send one copy to each branch no later than December 1st following each WSALC convention.

Submitted by: Branch 79, Seattle, Washington Passed at a branch meeting: March 13, 2019

KEVIN AND JAMES GET "CRABBY"

Executive Board Member Kevin Ernest

On February 24th, James Maskell and I went to the Washington Democrats Crab Feed. We were treated to a crab dinner and heard from many of our elected officials including all of our Democrat representatives. Besides the good food (can't go wrong with Dungeness), the thing that struck me the most was that nearly half of the people in attendance were union members. One thing that each speaker kept mentioning was that it was the “grass-roots” activists that helped get him or her elected. Representative Kim Shrier said that her campaign had knocked on nearly one million doors. That means that someone from her campaign went to each of her constituents about four times. The boots on the ground got her elected. Now, we have a representative from Washington’s 8th Congressional District that is signed on to our postal legislative efforts. Elections matter. It's kind of cliché at this point, but it doesn't change the fact that if we don't keep working on these issues and getting candidates elected that support our postal issues, then the things that we care about will go away.



Kevin with Representative
Derek Kilmer (WA-6)

So, beyond just voting, contributing money or asking our elected representatives to support carrier-friendly legislation, how do we help protect our jobs and our families' future?

We can help elect other friendly candidates to House or Senate seats by volunteering to work on campaigns. This might include making phone calls, knocking on doors, helping mail literature or in many other ways. It is virtually certain that there is such a race near you anywhere in Washington State, and that they will need help in the next few weeks.

This work is sometimes challenging but always rewarding. You might be amazed how welcome a dependable letter carrier type would be! Just be sure you are off-the-clock and out of uniform when doing partisan political volunteer work to comply with federal and postal regulations. There is specific advice about this topic on the NALC website under *Government Affairs/Letter Carriers and the Hatch Act* or you can contact the National Business Agent's office (see Page 2).



As a member of the NALC, there are several easy ways to give to the Letter Carrier Political Fund:

- 1. Payroll deduction:** Contribute automatically, using PostalEase (either online or by phone) to set up an allotment deduction from your USPS paycheck.
- 2. Direct bank withdrawal:** You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account
- 3. Annuity deduction:** Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity.

If you need any help getting signed up, please fill out the form on the website at *Government Affairs/Political/LCPF* (only need your name, email, phone and branch number) and NALC will contact you to assist you in signing up to contribute.

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

MINUTES OF THE STATE OFFICERS MEETING DOUBLETREE SEATAC HOTEL FEBRUARY 8 - 10, 2019

Secretary / Treasurer Maleah Smitham

Meeting was called to order by President Brian Wiggins at 4:15 pm, roll call of officers, Sharlene Bowes was excused, Sharee Eschenbacher was not excused; and Ray Johnson was stuck in traffic.

Reading of the previous minutes, minutes were approved as printed.

Officer's reports were given:

Brian Wiggins: Nov – Br 791 general membership meeting, Everett

Nov 11 – Retirement party Bob James, Everett

Nov 29 – Dec 1 – National Election Committee appeal, Washington DC

Jan 29 – Auxiliary 202 Luncheon, Tacoma

Jan – Br 130 Tacoma installation, Tacoma

Jan 12 – Br 736 Walla Walla installation, Walla Walla

Jan 20 – Br 351 Olympia installation, Shelton

Jan 21 – Br 852 visit / Route adjustment training, Yakima

James Maskell: I inventoried the Sec. Treasurer's storage unit on Nov. 4th, attended Regional at Skamania lodge Oct. 22nd-26th, and did the e-board audit on Feb. 8th followed by the executive council meeting through Feb. 10th

Brandon Wilson - Since our last meeting in October 2018 I updated some parts of the website, including a new page I am working on for the 2019 lobby trip to Washington D.C. The Web page will have our issues that we will be speaking on to our Congress people, including who is attending and from which district. I also attended all of our local meetings for Branch 1528. Outside of our union, I also assisted with a local Dental Hygienist group on organizing and contacting their local representatives on getting them to sign onto their issues. I shared with them some of the strategies that our union uses so well to get laws passed in their favor.

Kevin Ernest: So far, I've really enjoyed being on the Executive Board for the state association. I was able to visit Anacortes at the end of November and Lynden at the beginning of December. Both offices were dealing with massive overtime issues, which seemed like a common theme throughout the state this last season. In January, I was

able to visit Snohomish Branch 791, which happened to be the legend, Bob James' last meeting as president. I want to extend congratulations to him for his retirement and to Michelle Decker for taking over the ship. I hope to be able to visit more offices of branch 791 in the near future. I also attended Regional Assembly as well as labor council functions and on a totally unrelated note, my marriage is going great! Almost 8 months!

Michael Poff - In October did an office visit to Pullman, November did an office visit to Moses Lake. January 3rd, 17th and 28th held a meeting for the MDA bowl-a-thon, which is February 24th. January 12th went to Walla Walla installation dinner and on January 19th got installed as the recording secretary for branch 442. February I attended Moses Lake general meeting.

Maleah Smitham – Since our meeting in October, I worked with the 2 Trustees to inventory the Secretary/Treasurer property, on November 4th. Attended Region 2 RAP session in Skamania. I fixed the issues we were having with the Website by having to get in contact with Domain Host. I attended the Pierce County Labor Council Meeting and Holiday Dinner in December. I ran for and was re-elected as Branch 130's President. I have attended Puyallup's branch meeting and invited their new stewards to Branch 130's steward meeting/training. I also attended the Puyallup Holiday Party at the Emerald Queen. In December and January the Quick Books were reviewed by the accountant. During this time, we had the Branch 130 and Aux 202 Installation Dinner and Eric Berg Award Presentation. I received the books back with some corrections, in accordance with the by-laws I am in the process of getting the "Convention Call" out. I had to work quickly to get the W2/W3's processed and payroll out. Next on the agenda is to have the LM3's reviewed and corrected. Some personal issues kept me from doing office visits to Bremerton and Seattle Branches.

F. David Dugan - 12/29/18 Attended Aux 202 Holiday Dinner in Tacoma; 12/12/18 Attended Pierce County Labor

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Council holiday dinner; 1/5/19 attended Branch 130 Tacoma Installation Dinner, 11/4/18 Did an inventory of state property 1/20/19 attended Olympia Branch 351 installation Holiday and Retired Banquet, 2/6/19 Attended Olympia Branch 351 meeting also installed their branch recording secretary, 1/30/19 to 1/31/19 WLC Legislation Lobby Trip

Brooks Bennett – Since our October meeting I produced the Special Election Edition October newsletter, which was well received according to several comments. While on a trip to Hood River we stopped at the Regional Assembly to hear Fred Rolando's address. I was assigned to assist Port Angeles Branch 1906 with poorly conducted route inspections. Six visits so far, with grievances probably going to Sep B. The published November 15th deadline for our December newsletter came and went with absolutely no submissions, despite our substantial discussion at the October meeting. This resulted in no newsletter, which was frankly pretty depressing. The February newsletter is almost ready now with Convention and scholarship information. The next deadline will be March 10th for officers and LCCLs, March 20th for bylaw proposals. I appreciate Maleah continuing to visit Branch 1484 and will try to get there before convention. I have been appointed as Region 2 Food Drive coordinator; let me know if any of your branches have either problems or brilliant ideas.

Legislative - WA State Democrats will be having a Crab Feed February 24th; Kevin Ernest and James Maskell will be attending on behalf of the WA State Association of Letter Carriers.

We are in the 116th Congress, HR 23, 33, 54 and 60 are the resolutions important to us as Letter Carriers. Brian spoke of the resolutions that the NALC are in favor of and how many Washington State Representatives are signed on to them.

DC Lobby Trip: The State will be taking 7 people, Brian, Ray, Brad Robinson, Al Floyd, Toby Swank, Brittney Slavin, and Holly Cuarto. Jim Munns, Carol Mesford, Jim Hubbard, Mark Meyers, Ed Johnson, Rick Horner and Garrett Scott will be attending. The schedule is: Sunday flying to Baltimore and then driving to DC. Delegation will be staying in Alexandria, VA. Monday will meet at Headquarters in Hutchins hall for discussion and training. There will be new Activist orientation on Tuesday along with a mini RAP session. We will be missing someone from the 2nd and the 6th otherwise we have all districts covered.

Meeting was recessed at 6:14

Saturday February 9, 2019

Meeting called to order at 9:01

Ray Johnson (gave his officers report). - I attended Regional RAP and all my branch meetings. I attended Spokane Branch 442 Installation Dinner.

State Organizing is 91.7 percent as of December. There doesn't seem to be any certain area that is lacking in organizing. The bigger branches seem to have a harder time keeping up with the CCAs that are transferring and leaving. Their numbers may be skewed. Organizer discussion was held on the delay of information being sent back to the branches. Suggestion that organizers be given branch addresses and they can mail the branch information directly to the branch instead of it going thru the Regional Office. Brian will speak with the Regional Office about this. There will be no Statewide Training this year.

After a short break we started on the Proposed By-law changes:

Memorial Scholarship Program - Trustees recommended to add spouse to the eligible applicants. Discussion - the board talked about the correct way to change the applicant eligibility. The recommendation should come from the Memorial Scholarship Committee. The trustees would make a recommendation to the memorial scholarship committee instead of trying to address this as a bylaw proposal.

Stopped for lunch at 12 to 12:30

Bylaw amendments were considered.

Article 8 Section 10 proposed change to rate of pay mechanism for Director of Media failed twice, was revised and passed. (Passed version is printed in this newsletter.)

Article 8, Section 8C (Passed version is printed in this newsletter.)

Article 8, Section 1 (Passed version is printed in this newsletter.)

Article 8, Section 3 (Passed version is printed in this newsletter.)

Article 8, Section 7 proposed change to rate of pay mechanism for Director of Education was tabled.

Article 8, Section 5 proposed change establishing compensation for the Executive Board was tabled.

Article 8 Section 13B (Passed version is printed in this newsletter.)

Article 1 Section 2 proposed change regarding authority for seminars and training schools on State and Branch levels financed by the NALC and directed by the National Business agent failed.

Break.

Motion to send flowers up to \$80 for Lew Drass and Sharlene Bowes failed.

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Motion to spend up to \$80 for a flower bouquet for Sharlene passed.

Budget

Motion to take \$4000 from our checking account and move into the "savings" account at the Credit union to be used for and establish a National Convention Fund passed.

Recessed at 10:15 pm for the evening, reconvene at 8:00 am tomorrow

Sunday February 10, 2019

Called to order by Brian Wiggins at 8:17 am.

Discussion on the dues structure and how we figure our dues calls for 15% of National Dues, we do not need a by-law change for our dues structure.

After review of the budget, we had a motion and 2nd to accept the budget as printed and present it to the body at convention which passed.

Returned to the by-laws that were tabled yesterday. Article 8, Section 7 (Passed version is printed in this newsletter.)

Article 10, Section 3 (Passed version is printed in this newsletter.)

Article 8, Section 5 was withdrawn.

Break to check out of hotel.

Returned to meeting and discussed:

Web page – Brandon is working with TJ & Jim about advertising for Yakima Convention. Also working on the lobby trip information and will be sharing photos/fact sheets as he gets them. Brandon will also update upcoming training with information shared by Regional Office.

Newsletter – Brooks recommend Katie Schlilaty as newsletter assistant editor. Discussion was had and Brian appointed her as assistant newsletter editor. Discussion was held on mailing lists, using CASS and updating the information, and using NCOA for address changes and keeping the mailing list up to date. The Secretary/Treasurer will keep the mailing list. Brandon has experience in working with these types of files and believes we can combine files and have updated information. Brooks will get together with Maleah for all proposed by-law changes to be published in this newsletter edition.

Convention activities – Kickball on Friday evening, Luncheon / banquet menu prices have not been finalized.

Trustee Group Report – Books not in order, check numbers were in the wrong place. Reflected in quick books and

the check number(s) were wrong. Checks for credit cards were missing some receipts, missing approving signatures. Discussion – question was asked why the books were called out of order. Most was due to issues that could be fixed on the spot. The checks out of number sequence is not a reason to call the books out of order. Trustees recommended a need for the Secretary/Treasurer to be more diligent with the order of checks when printing them. Trustees called for short recess. They returned and stated that "The audit begins with when the books are handed to the trustees and everything should be fixed prior to them being handed to the trustees and they report on what they see, not what we can fix."

The trustees could find the books in order once the changes were made. After some more discussion on the books, the trustees decided that their report to the body would be that the books were not in order, because the changes had not been made.

Next meeting will be the 15th of May at 8 am for vice president and secretary/treasurer, trustees at noon to review 3 months of books; the Council will meet at 4:30. Thursday will begin at 8 am until noon. May break for anyone to golf; reconvene on Thursday evening at 6:00.

Brandon will look into getting something for the Executive Council to present as a prize to the Golf Tournament. Brandon and Michael were dismissed to catch their flight.

Brian called a stop for the Trustees to go over the book issues with the Secretary/Treasurer. Everyone left the room except the Executive Board and Secretary/Treasurer. Maleah explained to the trustees how calling the books out of order reflected on the Secretary/treasurer and not on the parties that failed to present receipts or provide signatures. The trustees stated that their job was to review the books when presented to them and not assist in fixing minor issues. Trustees started a discussion on whether the Executive Council should have credit cards if receipts cannot be kept properly. Maleah left the room.

Brian Wiggins - Trustees were instructed to stay until the books were in order to their satisfaction. Trustees received necessary documents to declare the books to be in order to their satisfaction.

Reconvened, meeting was **adjourned** at 2:15 pm.

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SHOULD SPOUSES BE INCLUDED IN THE SCHOLARSHIP?

Executive Board Member Kevin Ernest

Currently, the WSALC scholarship is open to any son, daughter, grandchild or dependent of an active, retired or deceased Letter Carrier. They must also be a high school senior or a recent graduate. The question is; should we include "spouse" in the qualification for the scholarship? I believe that we should. The main reason is that we have a lot of younger people working at the post office. Many of these people are married to someone their own age that may have recently graduated from high school. By including "spouse" we would open up an opportunity for a growing population of our membership. By keeping the phrase "recent graduate" we keep the heart and intention of the scholarship, but incorporate a way to help our younger members and their families. I hope the Scholarship Committee will consider this recommendation for the future.

I look forward to seeing many of you at convention in May!

DONATIONS WANTED FOR CONVENTION SILENT AUCTION!

The Silent Auction at WSALC convention serves as a fun and festive fund-raiser for the Auxiliary, the Washington State Band and MDA. Benefit your favorite cause by bringing an interesting item to donate!

Important NALC Dates

NALC Food Drive, @ your post office May 11, 2019
WA State Convention, Yakima May 17-19, 2019
Regional Shop Steward College, Gold Bar September 8-12, 2019
Regional Assembly, Missoula MT September 29-October 4, 2019
WA State Convention, Bellingham May 14-17, 2020

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