

SATCHEL

Volume 2 of 2025



2025 OSALC Officer Positions up for Election:

The following positions will be up for election at the 2025 Oregon State Convention in Ashland Hills Resort & Convention Center. Some info about the responsibilities of the positions is also included.

President = Set up and run state convention, set up and run 2 steward colleges, set up and run a trip to DC to speak with congresspeople with all 6 LCCL's bi-yearly, assign territory to all executive board members and vice president for visitations and make sure its done, by virtue of their office shall be the paid Delegate-at-Large to the National Convention, assume the responsibility of being the Oregon Director of Education, make sure all officers perform their duties and help or assign helpers if needed, and more.

Vice President = President in the absence of the President due to any reason the President can't perform their duties, Alternate delegate for national convention, assigned an area to perform visitations on all city stations within and be available for any duties the President may ask for help with.

Secretary = Keep a correct record of the proceedings of this Association, keep an updated record of all branches in Oregon (name, number, date of affiliation and location), conduct the correspondence of this Association, draw all warrants on the treasurer ordered by the Association for all bills, maintain a web page for the State Association, and in charge of all resolutions sent to national for the National Convention and make sure they are all checked off and sent correctly.

Treasurer = Keep a correct record of the finances of this Association, receive and deposit all monies which is paid to this association, maintain and handle the bank accounts of this association, draw and print all checks for payouts and bills of the Association, and be able to pull up any financial reports needed when needed.

Assistant Secretary = Assist the secretary with all of their responsibilities when needed and assume all duties of the editor of this Association (all satchels and convention book).

Director of Retired Members = coordinate all activities of retired members, Legislative Advocate and Congressional Liaison for Retired members of the OSA, organizer for retired members and perform other duties asked by the President.

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OSA Satchel Editor
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For more information about the National Association of Letter Carriers including information about the national contract, congressional legislation, the NALC Health Benefits Plan, the Mutual Benefit Association, and the Letter Carrier Political Fund, log on to NALC.org. To stay up to date with notifications on all these issues and many other informational resources, download the NALC app.



A Rich History

Hello Brothers and Sisters. In this Satchel, we are going to be focusing on the upcoming State convention with articles about Ashland History and State convention history/experiences. For my article I am going to tell you a little about the Native Americans of the Ashland area as well as the first settlers that came after.

Ashland was originally the village of the Shasta Native American Tribe. Other nearby Native Americans were the Takelma and Latgawa tribes. In the 1850's these tribes were displaced when colonization and the Gold Rush brought thousands of Euro-Americans to their lands. Warfare, starvation, and villages being burned started shortly after. In 1853, treaties were signed, confederating these tribes and others together, which would then be referred to as the Rouge River Tribe. When the Rouge River Wars ended in 1856 these tribes were moved to the Siletz Reservation and the Grand Ronde Reservation.

The Siletz Reservation was on the coast of Oregon. Starting from the southern city of what is known now as Florence and stretching up to just south of Tillamook. The Grand Ronde Reservation was north of the Siletz Reservation. So, the "Rouge River Tribe" of the Ashland area were displaced 200 to 300 miles away from their native villages. Today, the Oregon Shakespeare Festival in Ashland acknowledges the land as the ancestral homelands of the Shasta, Takelma and Latgawa Tribes.

When drafting my article for this edition of the Satchel. I had to think back about the Oregon State Conventions that I've been to in the past. There are so many memorable events that took place over the years that I've attended that it's hard to pick out one specific event in particular.

My first state convention was in Pendleton. Not knowing exactly what to expect, I was pleasantly surprised. I was greeted by several of the people I had met in steward college and some of the instructors that taught me. Everyone was super friendly and welcoming. I was invited to wander the town for lunch with a group of delegates that I didn't even know. We all sat together and laughed like we knew each other forever. I was worried that I didn't know anyone and that I'd feel left out, but it was quite the opposite.

During the business sessions I was impressed by the way things were handled. This was my first experience with bylaws and proposals, and how the process works. There was one particular proposal that was being voted on that was a big deal to everyone. Being that this was my first convention, I wasn't sure what was happening. There was a vote, then there was a si-



In January of 1852, Robert Hargadine, Sylvester Pease, Abel Helman, Eber Emery, Jacob Emery, and James Cardwell all made donation land claims. Hargadine and Pease built the first house. Helman, Eber and Jacob Emery and Cardwell made small payments to the local Native Americans and reached agreement that they could build on the land and started to build a sawmill within a month. It was completed in June of 1852. Then they built a flour mill and completed it by 1854.

The first American child born in Ashland Hills was on January 7, 1854. He was the son of Abel and Martha Helman. They continued to have seven more children and named them Almeda Lizette, Mary Elizabeth, Martha Jane, Abe Lincoln, Benjamin Franklin, Ulysses Grant, and Otis Orange. They were strong Union supporters during the Civil War.

I'm going to end with the story about the naming of Ashland was

told by Abel Helman's granddaughter, Almeda Helman Coder. "This doesn't appear in any of the history books, but this is the story that is in my family, the Helman family. There were these men that came over from the mines down in California. The seven of them that came together, and some of them, as I said, went on, and the two Emery's that came from Ashland, Ohio Territory, and my grandfather, and a man by the name of Cardwell stayed for a while. They began to wonder what they would call the little settlement. It wasn't much of a settlement, so to settle the argument, they drew straws. They wanted to call it after Ashland, Kentucky. Well, Mr. Cardwell did. Grandfather and Mr. Emery wanted to call it after Ashland, Ohio. So, they drew these straws. Grandfather held the straws, and Mr. Emery drew the long straw, which was to be Ashland, Ohio."

In Solidarity,
Abe RedCloud

When it Feels Like Home



lent vote. It was very intense and left me realizing just how important the process is, and how important it is that each person has the chance to vote how they want to. During this convention we were voting for members of the e-Board. The e-Board? What is the e-Board? I didn't know what it was then, but later I became a member of the e-Board. I really enjoy getting out there and meeting our members and hearing what they need or what concerns they have.

I experienced my first "fun night" in Pendleton which involved karaoke and dancing. Some people really let loose! I also got to attend my first banquet. Now this was the first time that I met Kollin Luman. If you don't know Kollin, there's a good chance you will eventually. What a fun guy! Kollin introduced himself then went straight to

business. He welcomed me, said he heard that we had new leadership in our branch, and said that if ever we needed anything, let him know. "Just looking out for you. We all gotta stick together." he said. After that night, I have had the chance to really know Kollin. He has been a great source of knowledge and encouragement over the years and I'm happy to have him fighting in our corner.

I hope that all of you take the time to meet new people while you attend the conventions and training that you attend. There's nothing like going to a function and feeling like you are returning home. That's what it feels like for me now when I am reunited with my union brothers and sisters that I've met over the years. It feels like home.

In sisterly solidarity,
Lisa Fair

Across the State

Hello brothers and sisters from the great State of Oregon,

Greetings from the City of Corvallis. The theme of this Satchel was to discuss the state conventions that we have attended in the past. My first convention was when I was a CCA at the Pendleton convention. There was so much that was going on I almost felt overwhelmed.

I had several wonderful people share their stories and experience of being in the union with me and showed overwhelming support and what a union truly means. I have had the opportunity to be at every state convention since then and be part of the board. I do have to say the previous board members make the convention seem flawless but behind the



scenes it is more like ducks underwater instead of on the surface. So many people pull together to make sure that every state convention comes off without a hitch.

The best part of our conventions is the opportunity that is provided to us to interact with our fellow carriers across the state. It still amazes me to hear that the issues that are taking place in Medford are the same issues

in Corvallis and the same issues in Portland. To be able to share what has worked well for my local union and to hear what works well for others and stealing those ideas is a great benefit to everyone.

The training that is provided at the state conventions has been a constant give and take to find the best options that work for everyone around the state. If you have any suggestions of training that you would like to see in the future please reach out to the board members so we can share your views when we discuss training topics that will be held at our conventions.

In solidarity
David

My First Convention

Hello again! As you read this, we are approaching our annual State Convention in Ashland, hosted by Branch 1433. For those that are unaware, the Oregon State Association has a convention every year where branches from across the state send delegates to represent them in discussing and conducting the business of the State Association. Where the convention is held, and which branch is hosting, changes every year. This year will be my 6th State Convention. My first was held in 2018 in Pendleton, then 2019 in Portland, then... uh... some stuff happened, then 2022 in Springfield, followed by Lincoln City (which was put on by Branch 347 in Salem) in 2023, and last year's convention in Seaside. Each convention is always unique, but the one that sticks out for me is still my first.

In 2018 I had only been with the Postal Service and the NALC for just under 2



years, and at the time of the Convention in April I had been an alternate steward for only a few months. But I was still excited to take this opportunity to travel to a part of our state I had never been to, and to find out what it meant to go to a State Convention.

The first day we started off with a guest speaker: Then-President Fred Rolando! He spoke for most of the morning, updating us on various things going on nationally with the Union and the Postal Service. It was extremely fun and interesting to get to see our National Presi-

dent speak to such a small group of people (a little over 100 total).

That convention also featured a... spirited... debate over moving the State Convention to be biannual instead of annual. It was my first time experiencing such a heated debate, as I had only started going to union meetings about a year and a half ago and none of ours so far had been so lively.

I didn't know what to expect after my first convention, but I didn't walk away disappointed or deterred. I kept going to conventions, and plan to keep going to many more, and make many more memories at each one.

Until Next Time,
Casey

State Convention is coming soon to an Oregon Town



Near the California-Oregon border lies the city of Ashland Oregon. Since we are having our State Convention there at the beginning of April It is worth dipping a bit into Ashland's history. Ashland's founders named the town after their two hometowns, also named Ashland, well, it was originally named Ashland Mills. The town was named because of the 1852 lumber mill and the 1854 flour mill, both built along Mill Creek (now Ashland Creek). When the town was formally incorporated with the State of Oregon on October 13, 1874, the name was shortened to Ashland. Although it was noted as being founded in 1874 it was occupied for years before by the Shasta People.

In 1886 electricity was introduced to the ever-growing town. The town's first electricity generator was built near the entrance to Lithia Park and the original charge was \$1 a light bulb a month. It's worth noting that there was a tumultuous history of struggle for ownership of electricity in Ashland for well over one hundred years!

Lithia Park is a beautiful park that is also known to the ghost-chasing community. If you visit Lithia Park just make sure you don't go alone. Lithia Park is said to be haunted by three major ghosts and many others. The three major being:

Greetings fellow carriers, Looking back over the last 27 years, I often think about past state conventions that I have attended, and I would like to share one of them with you. My first convention was at Kah Nee Tah at the Warm Springs Indian Reservation outside of Madras Oregon. As we started the convention, we were greeted by the OSA president and after all the opening ceremonies, we were introduced to then National President William Young. I sat and listened to him and watched how no one in the room was holding any side conversations or getting up to get water or coffee. I

It was wonderful to see someone who was able to hold everyone's attention. This was very motivating for me as I was just starting out as a union representative. The convention was, I think, one of the most important ones I have attended. It showed me what being a union representative is all about and how we should all work together to accomplish the same goal. What is that goal? The goal that all letter carriers, regardless of the size of their branch should always be represented to the best of

A young girl reportedly killed there over one hundred years ago. Before most of the ghost started their haunting The Oregon Shakespeare Festival was founded in 1935 by Angus L. Bowmer and has been a big contribution to the culture of the city.

The festival offers matinee and evening performances of a wide range of classic and contemporary plays not limited to Shakespeare. During the Festival, between five and eleven plays are offered in daily rotation six days a week in its three theaters.

Angus L. Bowmer retired in 1971, and leadership has passed down from hand to hand since then. After many decades of success the Festival opened the 2020 season on February 28 with performances of A Midsummer Night's Dream, and a few other new selections that have been performed since. This festival has outlived wars, fires and still flourished through

Looking Back



our ability, and there should not be any division when it comes to representation. I know that not all branches represent carriers the same due to different situations that arise, but the bottom line is that we all represent by the same contract. The other things I learned are that it is OK to agree to disagree over differences, resolutions, by laws, etc. As long as we remain solidified in the belief that we are all doing the same job.

Many members I think have lost sight of the real reason we have state conventions and attempt to push through their own political desires, which is their

covid lock-down. If you get a chance come and check it out! The festival kicks into full swing around May.

Another cool fact about Ashland is its geography made it a perfect place to link Portland Oregon to San Francisco Ca via the rail system. The arrival of the Oregon and California Railroad in the late 1880s triggered significant growth and development in Ashland. The city became a transportation hub, connecting various surrounding communities. The timber industry flourished during this time, with several mills operating in the area. Ashland quickly transformed into a bustling town, attracting settlers from all walks of life.

One of the highlights of Ashland is its beautifully preserved historic downtown. I can't wait to take a walk downtown to see, firsthand, the Victorian-era buildings housing boutique shops, art galleries, and restaurants.

The iconic Ashland Springs Hotel, built in 1925, stands as a testament to the city's rich heritage and offers a glimpse into its illustrious past.

Hasta Luego!

-Brandon

right, and President Emeritus William Young was very adamant about it. He shared that although we don't always get what we want, we should always come out of every convention closer together and in support of one another.

I know that this article might upset some of you, but over the last few years, I have noticed that there are too many resolutions brought before the convention that have nothing to do with Letter Carrier's wages, working conditions, health, safety to list a few. Let's all get back to working together to make being a letter carrier better all around and not focus on issues that have nothing to do with letter carriers. Our focus should always be about LETTER CARRIERS and nothing else.

In Union Solidarity
Tony Christensen
Director of Retirees

Looking Back

For 120 years, the Oregon State Association Convention has been hosted by various Branches in different cities throughout the State. Our Branch 347 was lucky enough to still have ledgers filled with meeting notes from 1906. As a Leadership Academy project, I transcribed the handwritten notes of each ledger to make an easier to read version for our members. Here are some following excerpts that had an impact then and continue through today from voting who to send, how much to pay delegates and even slices of the Legislation that Letter Carriers were dealing with at the time. 8/14/1906 2 delegates and two alternates were chosen to go to the State Convention in Salem.

3/13/1907 Communication from the Oregon State President was read and told members to send thankyou cards to the Oregon members in Congress for aid given to the Post office Bill (which was a modest pay increase). 6/8/1909 Elected delegates for State Convention in Eugene and giving them \$4.00 to spend on the trip. 2/4/1916 House Bill 6915 relating to retirement was discussed. Delegates for State Convention in Oregon City chosen and given sixty-five cents for car fare. 10/17/1916 Discussions of pay for substitutes who delivered while carriers were attending State Convention. 8/14/1944 A member enjoyed his first convention away from home and



stated all members should attend these conventions sometime or other. It was reported as a smaller convent due to war conditions. 6/11/1945 Proposed Resolutions typed up to be taken to Albany State Convention: 1. Send a resolution to the Postal Record to shorten the printed memorial to show just the members name and Branch number. 2. Send a resolution to Congress about support on HR 2948. (Note: The original copies of these resolutions are in the 1945 Branch meeting book.) 7/9/1945 All resolutions were adopted by the Convention held in Albany and it was a very satisfactory Convention. 6/7/1963 Salem Branch will be hosting the 1964 State Convention on April 17-19 at the Marion Hotel. 3/16/1970 Motioned and carried to send fourteen delegates to the State Convention

in Portland and give them \$50.00 each. 3/23/1970 Special meeting called due to the Wildcat Work stoppage. Combined Postal employees from the clerks and mail handlers' unions along with Branch 347 members were in attendance.

They all agreed to go on record this date as supporting the efforts of our National Officers in ending the work stoppage and negotiating a satisfactory solution to the postal workers' demands. 5/8/2013 Congress has blocked the postmaster general Donahoe's attempt to take us to 5-day delivery. Contact your congressperson and tell them to support all bills that pertain to the Postal Service. Hope you enjoyed reading this blast from the past! Find out how you can be a part of history in the making, by attending a State Convention. This will be my 9th State Convention. I'm looking forward to attending many more in the future and hoping to see you there along with me!

In Sisterly Solidarity,
Val

Bringing Shakespeare to the masses

ASHLAND'S FOUNDING IS HOMESTEADERS COMING TOGETHER TO FORM FARM COMMUNITIES WHICH WAS THE REGION'S ECONOMIC BASE UNTIL GOLD BOOMTOWNS BEGAN TO OVERTAKE IT (1850S-1870S). ASHLAND BECAME A LUMBER & MILL TOWN (1870S-1950S). NOW ONLY ONE MILL REMAINS. THE ASHLAND COMMUNITY TURNED TO TOURISM AND EVENTS TO SURVIVE. BY THE 1990S, COMBINING WINTER SPORTS AND SUMMER SHAKESPEARE, ASHLAND HAD BECOME A HIGH-END, SLIGHTLY GENTRIFIED, TOURIST TOWN. EVERY SUMMER SEASON ABOUT 400,000 PEOPLE FLOCK TO ASHLAND EACH YEAR FOR SHAKESPEARE AND BRING THIRTY-TWO MILLION INTO THE COMMUNITY.

PEOPLE FLOCKED TO ASHLAND FOR DECADES BEFORE THE SHAKESPEARE FESTIVAL FOR A RICH HISTORY OF SPEAKING EVENTS AND ENGAGEMENT IN SOUTHERN OREGON. YOU CAN'T TALK ABOUT THEATRE OR EVEN SHAKESPEARE IN ASHLAND WITHOUT THE CHAUTAUQUA MOVEMENT. IN THE MID-1870S A POPULIST PROGRESSIVE MOVEMENT STARTED IN NEW YORK AS SUNDAY SCHOOL TRAININGS THAT SLOW-BURNED THROUGH AMERICA AND THE AMERICAN WEST UNTIL THE 1930S. SPEAKERS, PREACHERS, PERFORMERS, LECTURERS, BOUGHT MUSIC, PERFORMANCES, AND MANIFESTOS TO ASHLAND.

ASHLAND WAS THE FIRST TO HAVE SHAKESPEARE, THANKS TO THE WORK OF ANGUS BOWMER. BOWMER WANTED TO RECREATE HIS EXPERIENCES OF THEATRE ACTING AT UNIVERSITY. HE PARTICIPATED IN



PRODUCTIONS OF LOVE'S LABOR LOST AND OTHERS. DIRECTOR BEN I. PAYNE, A BRITISH ADVOCATE FOR ELIZABETHAN SHAKESPEARE, WHICH LIT THAT FIRE IN HIM. IN 1935,

THE SHAKESPEARE FESTIVAL WAS BORN OF A CHAUTAUQUA POP-UP STAGE REFORGED TO RESEMBLE AN ELIZABETHAN HALF-TIMBERED BUILDING. IT WAS DEFINITELY NOT THE GLOBE, BUT IT WAS EVOCATIVE ENOUGH. BOWMER STARTED WITH TWO PLAYS AND BY HIS DEATH IN 1979 THE FESTIVAL HAD PERFORMED EVERY WORK OF SHAKESPEARE'S CANON. TWICE. 90 YEARS LATER, THE OREGON SHAKESPEARE FESTIVAL TOOK OVER A 4-ACRE COMPLEX NEXT TO LITHIA PARK. THREE FULL THEATRES, MULTIPLE OTHER STAGES, GARDENS, GIFT SHOPS, AND COSTUME SHOPS. WHILE STATE BUSINESS AND LEARNING ARE THE FOCUS OF CONVENTION, YOU MAY STILL CATCH SOME SHAKESPEARE

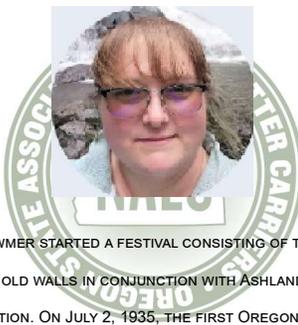
WITH YOUR TIME IN ASHLAND.

ON THURSDAY AT 1:30 PM, FRIDAY AT 8:00 PM, AND SUNDAY AT 1:30 PM YOU CAN CATCH SHAKESPEARE'S JULIUS CAESAR BROUGHT TO AUDIENCES BY THE UPSTART CROW COLLECTIVE WITH ITS CAST OF FEMALE AND NON-BINARY PLAYERS. AN ELIZABETHAN TAKE ON CLASSICAL HISTORY, IT TELLS BRIEF THE RISE AND FALL OF GAIUS JULIUS CAESAR.\

IF THAT ISN'T FOR YOU, THERE ARE SOME LESS CLASSICALLY SHAKESPEAREAN PLAYS ON THE STAGE: FAT HAM A MODERNIZED RE-TELLING OF HAMLET: A STORY OF A QUEER BLACK KID LIVING IN THE SOUTH AT A FAMILY BBQ. THURSDAY AT 1:30PM, AND SUNDAY AT 1:30PM. ON THURSDAY AT 8:00 PM YOU CAN CATCH OSCAR WILDE'S IMPORTANCE OF BEING ERNEST. A FARCICAL COMEDY OF ERRORS THAT HAS BEEN SPUN INTO THE COLONIAL MELTING POT OF THE MALAY PENINSULA. AND FINALLY, SATURDAY AT 8:00 PM YOU CAN CATCH AUGUST WILSON'S JITNEY. A DRAMA ABOUT THE LIVES OF 1970S BLACK CAB DRIVERS AND THE TRAGEDIES OF THEIR LIVES.

-SCOTT

Looking Back



ANOTHER YEAR HAS PASSED AND WE ARE QUICKLY COMING UP ON THE NEXT STATE CONVENTION IN BEAUTIFUL ASHLAND. EACH TIME I GO TO A NEW CITY, I ENJOY WALKING AROUND AND TAKING IN THE SITES BEFORE WE DELVE INTO OUR CLASSES AND BUSINESS MATTERS. I LOVE LEARNING ABOUT HISTORY AND WHAT MADE THE CITY THE WAY IT IS TODAY. ONE OF THE THINGS I FIND INTERESTING ABOUT ASHLAND IS THE SHAKESPEARE FESTIVAL HISTORY.

THE OREGON SHAKESPEARE FESTIVAL GOES BACK ALL THE WAY TO THE CHAUTAUQUA MOVEMENT IN THE LATE 19TH CENTURY. IT BROUGHT CULTURE AND ENTERTAINMENT TO THE RURAL AREAS, PRIMARILY ACROSS THE MIDWEST. THE CHAUTAUQUA MOVEMENT CONSISTED OF TRAVELING TENT SHOWS THAT PLAYED MUSIC, GAVE LECTURES, AND SPOKE OF CULTURAL EXPERIENCES THROUGH DIFFERENT FORMS OF ENTERTAINMENT. IN 1893, THE FIRST CHAUTAUQUA BUILDING WAS BUILT, AND ENLARGED IN 1905 TO HOUSE 1500 PEOPLE.

A DOME-COVERED STRUCTURE WAS BUILT IN PLACE OF THE CHAUTAUQUA BUILDING IN 1917, BUT IT FELL DUE TO DISUSE IN THE 1920S WHEN THE MOVEMENT DIED OUT. IN 1933, THE DOME WAS TORN DOWN. YOU CAN STILL SEE THE ORIGINAL CEMENT WALLS STANDING.

ANGUS L. BOWMER STARTED A FESTIVAL CONSISTING OF TWO PLAYS WITHIN THESE OLD WALLS IN CONJUNCTION WITH ASHLAND'S 4TH OF JULY CELEBRATION. ON JULY 2, 1935, THE FIRST OREGON SHAKESPEARE FESTIVAL STARTED WITH THE PRODUCTION OF TWELFTH NIGHT. THIS YEAR, THEY ARE CELEBRATING THEIR 90TH ANNIVERSARY. PLAYS WILL BE HELD STARTING IN MARCH THROUGH OCTOBER. ANY OF THEIR PLAYS ARE A MUST-SEE IF YOU GET THE CHANCE TO SEE ONE.

THE NEIGHBORING TOWN OF MEDFORD HAS SOME INTERESTING HISTORY AS WELL. DURING WWII, MEDFORD BECAME A MAIL DROP HUB DUE TO CAMP WHITE, A MILITARY TRAINING CAMP NEARBY. FIVE DAYS AFTER THE ATTACK ON PEARL HARBOR, CONGRESS STARTED THE TRANSFORMATION OF THE AGATE DESERT INTO WHITE CAMP. IT HOUSED 40,000 PEOPLE, MAKING IT THE SECOND LARGEST CITY IN OREGON AT THE TIME.

SINCE CAMP WHITE WAS SO CLOSE TO MEDFORD, MEDFORD'S POST OFFICE SAW A LARGE VOLUME OF MILITARY MAIL. THIS WAS ONE OF THE FIRST LOCATIONS TO EXPERIENCE LARGE-SCALE MAIL DROPS RELATED TO WWII. DUE TO THE LARGE VOLUME OF MILITARY MAIL, MEDFORD'S AIRPORT BECAME A HUB FOR AIR MAIL DELIVERY. THIS ALLOWED THEM TO QUICKLY DELIVER MAIL TO AND FROM THE TROOPS.

THIS AIRPORT WAS KNOWN AS MEDFORD FIELD WHEN IT OPENED IN 1922. AFTER CAMP WHITE TOOK OVER, IT WAS CHANGED TO MEDFORD AAF. IN 1995, THE AIRPORT WAS GIVEN INTERNATIONAL STATUS AND RENAMED ROGUE VALLEY INTERNATIONAL-MEDFORD AIRPORT. SOMETIMES VINTAGE AIRCRAFT WILL FLY IN AND LAND AT THIS AIRPORT AND REMAIN ON DISPLAY FOR TOURING BEFORE EVENTUALLY MOVING TO OTHER FIELDS FOR TOURING.

EACH YEAR WHEN WE VISIT ANOTHER CITY FOR THE STATE CONVENTION, TAKE A LITTLE TIME TO EXPLORE THE CITY YOU ARE IN. YOU NEVER KNOW WHAT YOU MAY DISCOVER ABOUT IT.

IN SOLIDARITY,
TIFFANY MILLER

Fruits of Our Labor

My parents moved to Medford a few years ago, so every time I visit, they show me around and we sample the food and wine options. In the pioneer days the Billings family brought pear seeds to Ashland. The warm days and cool nights make the Rogue Valley an ideal climate for pears. Rogue Valley growers set the standard for the quality of Bosc and Comice pears, which are the two main varieties grown today. Harry and David is one of the most famous companies in this area as well as Oregon. I'm sure you are familiar with the heavy fruit boxes we deliver every holiday season. Here's an excerpt from their website with info about them. Who are Harry and David's father, Samuel Rosenberg, purchased 240 acres of prime farmland in the Rogue Valley of Southern Oregon. Harry and David had both studied agricultural science at Cornell University, and they applied their knowledge and green thumbs to those orchards with incredible results. The brothers successfully marketed this wonderful fruit to high-end sellers across the United States and Europe in the 1920s.

Another great company is the Rogue Creamery. They have been around since 1933. Here's some interesting facts about them. "It's not often a business can fulfill its mission – but that's exactly what Rogue Creamery



did in 2019 when its organic Rogue River Blue was crowned World Champion at the World Cheese Awards in Bergamo, Italy. This was the first time an American-made cheese had ever received this top international honor. In 2020, the Oregon state legislature recognized Rogue Creamery with SCR 204, a measure that officially congratulates the creamery for its "extraordinary achievement" and notes its "distinctive and prominent place in the history, culture, and economy of southern Oregon. Their blue cheese has flavors of brandy, vanilla, fig and truffle. The taste is unique to the area because of the rich grass and clover that grows along the rogue river. The cheese is wrapped in Syrah grape leaves and soaked in pear spirits contributing to its rich flavor. The creamery also offers guided tours

during the week and has a small store you can visit. When my parents and I go, we get grilled cheese sandwiches. They're amazing! Oregon has some of the finest wine country in the world and the Rogue Valley is one of the main regions to participate in. Again, the mellow climate is ideal for a wide variety of grapes, such as Cabernets, Pinot Noir and Tempranillo.

My favorite winery is called Hummingbird estate and has gorgeous views of Mt. McLoughlin, and the surrounding hills planted with grape vines. Lastly one of the most famous parts of Ashland's history is the lithium water. In 1907 lithium water was discovered at Emigrant Creek several miles to the East. Mineral water and lithium spas became a health fad until they fizzled in the 1920s. If you visit Lithia Park, there is a fountain in the town square where you can taste the amazing mineral water. Hopefully, the lithium will cure any of your melancholy or depression. As stewards and letter carriers we can always use the mental boost!

Best,
Theresa

State Conventions always bring a smile to my face.

IT SEEMS LIKE JUST YESTERDAY I WAS ATTENDING A STATE CONVENTION HOSTED BY THE SALEM BRANCH, BACK IN 2012. THAT CONVENTION STICKS OUT TO ME FOR MANY REASONS. IT WASN'T JUST ANY CONVENTION; IT WAS THE ONE WHERE I WAS ELECTED TO THE STATE BOARD FOR THE FIRST TIME. I HAD ACCOMPANIED OUR THEN BRANCH PRESIDENT, JEFF CALIVA, ON A FEW OF HIS OFFICE VISITATIONS. JEFF DID NOT TO RUN FOR THE STATE BOARD POSITION AGAIN, WHICH LEFT AN OPPORTUNITY FOR SOMEONE ELSE TO STEP UP. THAT SOMEONE TURNED OUT TO BE ME.

AT THE TIME, I WAS NEARING THE COMPLETION OF MY REGIONAL STEWARD CLASSES AND WAS STARTING TO BUILD MANY MEANINGFUL CONNECTIONS WITH FELLOW BROTHERS AND SISTERS FROM ACROSS THE STATE. THE PROCESS OF MEETING AND LEARNING FROM PEOPLE WITH SIMILAR GOALS AND VALUES GAVE ME AN INCREDIBLE SENSE OF COMMUNITY.

THE RELATIONSHIPS I FORMED DURING THAT PERIOD REMAIN SOME OF THE MOST IMPORTANT IN MY JOURNEY WITHIN THE UNION. IT FELT LIKE SUCH A REWARDING EXPERIENCE TO KNOW THAT OTHERS SAW POTENTIAL IN ME AND WERE WILLING TO GIVE ME THE CHANCE TO STEP UP AND MAKE A DIFFERENCE AT THE STATE LEVEL. IT WAS ONE OF THE FEW TIMES DURING MY TIME IN THE UNION WHEN I TRULY FELT THAT PEOPLE WERE RECOGNIZING THE EXTRA HOURS I WAS PUTTING IN—TIME THAT WAS FOCUSED NOT JUST ON MY



PERSONAL GROWTH, BUT ON HELPING MY BROTHERS AND SISTERS IN ANY WAY I COULD.

THIS EXPERIENCE WOULD LAY THE FOUNDATION FOR MANY MORE OPPORTUNITIES WITHIN THE UNION. IT GAVE ME THE CONFIDENCE TO RUN FOR OTHER OFFICES, NEW CHALLENGES, AND ORGANIZE EVENTS SUCH AS MDA FUNDRAISERS. IT WAS AS IF STEPPING OUT OF MY COMFORT ZONE AND TAKING ON THAT FIRST LEADERSHIP ROLE GAVE ME A NEW PERSPECTIVE ON WHAT I COULD CONTRIBUTE. IT SHOWED ME THAT THE ONLY LIMITS ARE THE ONES I PLACE ON MYSELF.

THIS IS WHY I ENCOURAGE EVERYONE TO ATTEND AS MANY STATE CONVENTIONS AS POSSIBLE. THESE GATHERINGS

OFFER SO MUCH MORE THAN JUST BUSINESS MEETINGS—THEY PROVIDE OPPORTUNITIES TO GAIN EXPERIENCE, TO GROW, AND TO CONNECT WITH OTHERS WHO SHARE YOUR PASSION. WHETHER IT'S ATTENDING A CLASS, HEARING FROM A KEYNOTE SPEAKER, OR SIMPLY HAVING A CONVERSATION WITH A FELLOW UNION MEMBER, THERE IS ALWAYS SOMETHING VALUABLE TO TAKE AWAY. YOU MIGHT LEAVE WITH NEW KNOWLEDGE OR IDEAS THAT WILL PROPEL YOU TO GET MORE INVOLVED AT THE STATE OR NATIONAL LEVEL. MOST

YOU'LL WALK AWAY WITH A SMILE ON YOUR FACE WHEN YOU REFLECT ON THE BROTHERS AND SISTERS WHO HELPED YOU ALONG THE WAY. STATE CONVENTIONS ARE OPPORTUNITIES TO SHAPE YOUR FUTURE, THEY ARE PLACES WHERE BONDS ARE FORMED, LEADERSHIP IS NURTURED, AND MOMENTS OF GROWTH HAPPEN THAT CAN CHANGE THE COURSE OF YOUR INVOLVEMENT IN WAYS YOU NEVER IMAGINED. SO, I URGE ALL OF YOU TO MAKE THE MOST OF THESE MOMENTS. YOU NEVER KNOW WHEN THEY MIGHT IGNITE THE COURAGE TO TAKE THE NEXT STEP IN YOUR JOURNEY.

-TJ

Portland:

What: Branch 82 MDA Labor Bowl

Price: \$60 a person (goal is \$100 a person) (includes shoes, bowling, pizza, and drinks)

When: Sunday May 18th

Where: Kingpins 3550 SE 92nd Ave, Portland, OR, 97266

Time: Registration 9:30am – 10:30am, bowling 10:30am – 12:30pm

Theme: Costumes from your favorite musical

Prizes: Top Men's, Top Women's, biggest fundraiser, best costume, lowest score



We have all 32 lanes reserved in the bowling alley, so assemble a 5-person team, call Abe RedCloud at 831-331-0798 and I'll reserve a lane for you. Have less than 5 bowlers? That's ok, just let me know and I'll add other individuals to your lane to make that 5-person team. Let's bowl in solidarity and make a difference for MDA!

Albany:

Join us for a fun and rewarding day at the Carriers for MDA Disc Golf Tournament benefiting the Muscular Dystrophy Association! Hosted by Branch 959 Albany and the Disc Club of Albany, this exciting event will take place on June 8th, 2025. Whether you're a seasoned disc golfer or a first timer, all are welcome to participate. The cost to play is just \$20 for youth and \$25 for adults, and each entry includes one disc, which must be used for the 9-hole round. This is a great opportunity to show your support for a fantastic cause while enjoying a day of friendly competition. If you're interested in playing or would like to sponsor a youth or tee sign, please reach out to T.J. Sanders. We hope to see you there!

2025 PROPOSED BY-LAW CHANGES

BOLD WORDS = ADDITIONAL LANGUAGE
STRIKE OUT WORDS (~~STRIKEOUT~~) = REMOVED LANGUAGE

Bylaw Proposal from 2024 which was tabled.

Article IV

Section 1. ~~The revenue shall be derived from Per Capita Dues equal to a letter carrier's hourly pay, Grade 1 Level G~~ **The dues of the Association shall be equal to 1 hour of pay at Grade 1, Step G, of the Letter Carrier pay scale (Table 1) per annum,** which shall be deducted from each bi-weekly paycheck. This dues amount shall increase with each increase in the letter carrier pay. The State Association may forgive any/all dues raises when recommended by the Executive Board. Each Retired member and Retired Associate member shall pay Two Dollars and Forty cents (\$2.40) per annum, (subject to change through the By-Law amendment process), payable semi-annually on January 1st and July 1st or by annuity deduction based on the National Per Capita list

Bylaw Proposal #1- Approved to bring to the convention by the executive board

ARTICLE VIII DUTIES OF OFFICERS PRESIDENT

Section 1. The President shall preside at all meetings of this Association and enforce all laws thereof. They shall fill all vacancies occasioned by death or otherwise, with persons duly qualified, until the next regular election is held. They shall sign all documents and papers that require their signature to properly authenticate them. They shall appoint at each regular meeting a Credential Committee of three (3) which committee shall at once proceed to discharge its duties; an Audit committee of three (3) to examine at once the books of the **Secretary-Treasurer**; a Mileage Committee of three (3); a Rules committee of three (3); a Resolutions committee of three (3); an Election committee of three (3); a Memorial committee of two (2) and a Sergeant-at-Arms. At the close of each meeting, they shall appoint such other committees as directed by the Convention and shall have power to fill all vacancies occurring in any appointments or elective office during recess. Their correspondence with Branches, when practicable, shall be conducted through the **Secretary-Treasurer**. They shall submit at the regular meeting of this Association a written report of all their official acts during their term of office, and they shall perform such other duties as the laws, rules, and usages of this Association may require.

Section 1b. They shall, together with the **Secretary-Treasurer**, sign and file with the Secretary of Labor on behalf of the State Association, the annual financial report required by Public Law.

Section 1c. In conjunction with the **Secretary-Treasurer**, the President shall sign for limited but necessary purchases on a credit card issued by an Oregon-based, non-profit institution, such as a credit union. Receipts and payments for such purchases shall be maintained and made available to the Audit Committee.

2025 PROPOSED BY-LAW CHANGES (CONTINUED)

SECRETARY-TREASURER

Section 3. ~~The Secretary shall keep a correct record of the proceedings of this Association. They~~ **Secretary-Treasurer** shall read or cause to be read all communications, reports, etc., ~~and attest all orders drawn on the Treasurer.~~ They shall draw all warrants ~~on the Treasurer,~~ ordered by the Association and signed by the President for money in payment of bills that have been approved by the Executive Board. They shall conduct the correspondence of this Association. They shall keep a correct record of the name, number, date of affiliation and location of each Branch of this Association. ~~They shall maintain a web page for the State Association.~~ They shall perform such other duties as the laws, rules, and usages of this Association may require, and shall deliver to their successor in office or to this Association all property of this Association in their possession at the expiration of their term of office, or upon an earlier termination thereof. **They shall give a good and sufficient Bond for the faithful performance of their duties in an amount to comply with current Department of Labor Requirements, which Bond must be approved and deposited with the Executive Board of this Association. This Association shall pay the premium of said Bond.**

Section 3a. The Secretary-Treasurer shall receive all monies, which may be paid to this Association, giving their receipt thereof. They shall deposit all monies received by them in depositories designated by the Executive Board and approved by the President. Such deposits shall be in the name of the Oregon State Association, National Association of Letter Carriers. They shall keep a true and correct amount of all money received and paid out belonging to this Association, and shall at the end of their term, or when called upon by the executive Board, account for and deliver to this Association or their successor in office all monies, books, papers, securities, and other property of this Association that may come into their hands that have not been previously and lawfully disposed of.

Section 3b. When sending Resolutions to the National Headquarters of the NALC, to be presented at the next Biennial Convention, the Secretary-Treasurer shall enclose a check-off list in duplicate. They shall request that the Resolutions be checked against the list and a copy returned to them. They shall enclose the check-off list with copies of the resolutions that they send to the Delegate-at-Large before each National Convention.

Section 3c. Payments of such warrants as may be drawn on them shall be made in such manner as prescribed by the Executive Board.

Section 3d. The Secretary-Treasurer shall be authorized to sign checks, on warrants signed by the President on current accounts payable, such as: Phone, Secretary and Newsletter Supplies, Postage, Equipment Repair, etc. In addition, in conjunction with the President, the Secretary-Treasurer shall sign for limited but necessary purchases with a credit card issued by an Oregon-based, non-profit institution, such as a credit union. Receipts and payments for such purchases shall be maintained and made available to the Audit Committee.

Section 3e. The Secretary-Treasurer shall be authorized to sign checks on warrants signed by the President and approved by the Executive Board, on operational accounts payable, such as: Officer, Convention, Executive Board meeting expenses and all purchases of new equipment, etc.

Section 3**f.** For their expenses, the Secretary-Treasurer shall receive the sum of Two Hundred dollars (\$200.00) per annum, other than allowable expenses.

Section 3**g.** When needed and with the approval of the Executive Board, the Secretary-Treasurer, or their designee, shall

2025 PROPOSED BY-LAW CHANGES (CONTINUED)

be allowed ten (10) days of salary per year for conducting the business of this Association.

TREASURER

~~Section 4. The Treasurer shall keep a correct record of the finances of this Association. They shall perform such other duties as the laws, rules, and usages of this Association may require, and shall deliver to their successor in office or to this Association all property of this Association in their possession at the expiration of their term of office, or upon an earlier termination thereof. They shall give a good and sufficient Bond for the faithful performance of their duties in an amount to comply with current Department of Labor Requirements, which Bond must be approved and deposited with the Executive Board of this Association. This Association shall pay the premium of said Bond.~~

~~Section 4a. The Treasurer shall receive all monies, which may be paid to this Association, giving their receipt thereof. They shall deposit all monies received by them in depositories designated by the Executive Board and approved by the President. Such deposits shall be in the name of the Oregon State Association, National Association of Letter Carriers. They shall keep a true and correct amount of all money received and paid out belonging to this Association, and shall at the end of their term, or when called upon by the executive Board, account for and deliver to this Association or their successor in office all monies, books, papers, securities, and other property of this Association that may come into their hands that have not been previously and lawfully disposed of.~~

~~Section 4b. For their expenses, the Treasurer shall receive the sum of Two Hundred dollars (\$200.00) per annum, other than allowable expenses.~~

~~Section 4c. Payments of such warrants as may be drawn on them shall be made in such manner as prescribed by the Executive Board.~~

~~Section 4d. Treasurer shall be authorized to sign checks, on warrants signed by the President on current accounts payable, such as: Phone, Secretary and Newsletter Supplies, Postage, Equipment Repair, etc. In addition, in conjunction with the President, the Treasurer shall sign for limited but necessary purchases with a credit card issued by an Oregon-based, non-profit institution, such as a credit union. Receipts and payments for such purchases shall be maintained and made available to the Audit Committee.~~

~~Section 4e. The Treasurer shall be authorized to sign checks on warrants signed by the President and approved by the Executive Board, on operational accounts payable, such as: Officer, Convention, Executive Board meeting expenses and all purchases of new equipment, etc.~~

~~Section 4f. When needed and with the approval of the Executive Board, the Treasurer, or their designee, shall be allowed ten (10) days of salary per year for conducting the business of this Association.~~

ASSISTANT RECORDING SECRETARY

~~Section 5 4. The Assistant Recording Secretary shall assist the Secretary in keeping a current correct record of the proceedings of this Association. They shall assist in the reading of all communications, reports, etc. They shall maintain a web page for the State Association, and shall perform such other duties as the President or Secretary so directs. Upon receipt from the Secretary-Treasurer, they shall cause Resolutions, By-Laws changes, Rules, Minutes and Officer Reports to be printed in book form and mailed to Branches thirty (30) days prior to Convention.~~

2025 PROPOSED BY-LAW CHANGES (CONTINUED)

~~Section 5a. The Assistant Secretary shall in case of death, resignation, disqualification, refusal or neglect of the Secretary to discharge the duties of their office, the Assistant Secretary shall then perform all the duties incumbent upon the Secretary until the next regular election is held.~~

~~Section 5b~~ **4a.** For their expenses, the ~~Assistant~~ **Recording** Secretary shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

~~Section 5c~~ **4b.** The ~~Assistant~~ **Recording** Secretary shall assume the duties of Editor of the Oregon State Newsletter. When needed and with the approval of the Executive Board, the ~~Assistant~~ **Recording** Secretary, or their designee, shall be allowed ten (10) days of salary per year for conducting the business of this Association.

EXECUTIVE BOARD

~~Section 6-5.~~ The Executive Board shall have charge of all property of this Association. They shall approve and hold the Bonds of Bonded Officers. They shall direct the payments of the funds of this Association. They shall designate depositories in which the **Secretary-Treasurer** shall deposit all funds of this Association received by them. They shall examine all bills, approve the same if found correct, and keep a correct account of all bills audited. In conduction with the President, they shall have general supervision and control of this Association during recess. They shall act as Trustees of this Association and in every way carry out the interests of this Association.

~~Section 6-5a.~~ The elected Executive Board of this Association shall consist of Five (5) members. The term of Office will be for a Two (2) year period. By virtue of their Office, the President, Vice President, ~~Secretary-Treasurer, Treasurer, Assistant~~ **Recording** Secretary, and Director of Retired Members shall be known as ex officio members of the Executive Board.

~~Section 6 5b.~~ All formal action of the Executive Board or Standing Committees during recess shall be recorded by the ~~Secretary-Treasurer~~, signed by a majority of the Board or of such Committees and be reported to the membership in the next issue of any existing State publication following formal action by the Executive Board or Standing Committee. The Executive Board shall constitute the Committee on By-Laws.

~~Section 6-5c.~~ The Executive Council, NALC shall act on Disqualification, Refusal or Neglect as per Article 10 of the Constitution of the National Association of Letter Carriers.

~~Section 6-5d.~~ For their expenses, the Chairman of the Board shall receive the sum of One Hundred Fifty dollars (\$150.00) per annum, other than allowable expenses.

~~Section 6 5e.~~ For their expenses, each Executive Board member shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

~~Section 6 5f.~~ When needed and with the approval of the Executive Board, the Chairperson of the Executive Board, or their designee, shall be allowed five (5) days salary per year for conducting the business of this Association.

2025 PROPOSED BY-LAW CHANGES (CONTINUED)

Section ~~6~~ 5g. When needed, and with the approval of the Executive Board, each Executive Board Member (excluding the Chairperson), or their designee, shall be allowed two (2) days of salary per year for conducting the business of this Association.

DIRECTOR OF RETIRED MEMBERS

Section ~~7~~ 6. The Director of Retired members shall be elected by the members of the Oregon State Association of Letter Carriers who are in good standing with the Association.

Section ~~7~~ 6a. The Director of retired members duties shall be to coordinate all activities of the retired members, and they shall be Legislative Advocate, and the congressional Liaison for the Retired members of the Oregon State Association. They shall be the organizer for the Retired members of the Oregon State Association, shall be under direct supervision of the President, and shall perform other duties as may be assigned to them from time to time by the President.

Section ~~7~~ 6b. For their expenses, the Director of Retirees shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

OFFICERS ANNUAL REPORTS

Section ~~8~~ 7. All State Officers are required to submit to the Secretary, sixty (60) days prior to the State Convention, their Annual Officers Report, so that they may be placed in the minutes booklet. Such reports will be prepared in book form by the State Officer assigned this duty and mailed to each Branch thirty (30) days before Convention.

Bylaw Proposal #2- Approved to bring to the convention by the executive board

ARTICLE V REPRESENTATION AND VOTE

Section 3. Election of delegates shall be made no later than December of the year preceding the Convention year. No less than forty-five (45) days before each election, the Secretary-~~Treasurer~~ shall mail to every member notice of the election, stating the Offices for which election shall be had and the time, place and manner for nominations and election. For the purposes of this provision, the requirement that notices be mailed may be satisfied by publication of the notice in the Postal Record or in State or Branch publications that are mailed to the last known address of the member.

Section 5. Each delegate in attendance shall be entitled to one (1) vote for each office or position to be filled. Any remaining votes to which a Branch is entitled shall be divided first, in whole votes, equally among those delegates, each pro rata. Those delegates then may select one of their number to cast the remainder of the votes to which the Branch is entitled. That delegate must be certified, in writing, to cast such votes by their Branch ~~Secretary. Or~~ **Secretary or** Chair of the Branch delegation, and such certification must be provided to the Secretary-~~Treasurer~~ of the State Association. All delegates must cast all votes, to which they are entitled, by secret ballot. Each ballot shall be enclosed in an envelope bearing the branch number of the delegate casting that ballot.

Section 8. Upon receipt of the convention call, individual branches sending delegates will verify their delegates by sending

2025 PROPOSED BY-LAW CHANGES (CONTINUED)

a list of all delegates to the host branch. Instructions will be included with the convention call for making the appropriate reservations for housing and meals. The host branch will coordinate the delegate list with the Secretary-**Treasurer**, who will provide a final copy to the host branch no less than seven days prior to the beginning of the convention. The same list will be presented to the credentials committee upon arrival at the convention.

Bylaw Proposal #3- Approved to bring to the convention by the executive board

ARTICLE III MEETINGS

Section 1. This Association shall meet at least once each year at such time and place as may be decided upon a majority vote at a previous session unless conditions should arise which require a change in the date and place decided upon or designated, when the President and Executive Board shall have authority to make such change of time and place and report same through the Secretary-**Treasurer**. The regular meeting of this Association shall be annually.

Section 2. Special meetings shall be called by the President upon the written request of not less than one-half of the Branches that are in good standing and representing not less than one-fourth of the membership of this Association. The Secretary-**Treasurer** shall notify, by letter, each Branch entitled to representation in this Association stating the object of the call. This meeting shall transact no business than that stated in the call.

Section 3. The Secretary-**Treasurer** shall mail notices of all meetings at least thirty (30) days previous to the time of the meeting, requesting information on the number to be in attendance for the banquet and reservations, and in case of special meetings, the business to be transacted.

Bylaw Proposal #4- Approved to bring to the convention by the executive board

ARTICLE XVIII EDUCATION FUND

Section 1. An Educational Fund shall be ~~budgeted~~ **established** for the purpose of ~~holding~~ **aiding branches in attending** educational seminars throughout the State. ~~Such seminars shall be supplemental to educational seminars sponsored by the National Business Agent.~~ **Funding for the Education Fund shall be by method established by the Executive Board, provided that such method is consistent with Article 1, Section 2, of the Constitution for the Government of State Associations.**

Section 2. The Education Fund shall be used by the President of the Oregon State Association or their designee, with the approval of the Executive Board, **only for the promotion of such seminars purposes stated above.**

Bylaw Proposal #5- Approved to bring to the convention by the executive board

ARTICLE VI OFFICERS

Section 1. Any regular member ~~whose Branch is~~ in good standing shall be eligible to any office of this Association, except the

2025 PROPOSED BY-LAW CHANGES (CONTINUED)

Director of Retired Members, who shall be a retired member.

Bylaw Proposal #6- Approved to bring to the convention by the executive board
ARTICLE IX

COMMITTEES AND OTHER POSITIONS

COMMITTEE ON AUDIT

Section 4. The Committee on Audit shall examine the books and accounts of the **Secretary-Treasurer** and report to the Association in Convention assembled immediately after the reports of Credential Committee.

RESOLUTION COMMITTEE

Section 6a. Branches submitting Resolutions and By-Law Changes shall mail original copy to the State Secretary-**Treasurer** in sufficient time to reach them at least ninety (90) days prior to the State Convention. The State Secretary-**Treasurer** shall cause same to be prepared in book form and mailed to Branches thirty (30) days before Convention. Resolutions endorsed by Delegates from at least three (3) Branches with ten (10) signatures may be presented to the Secretary-**Treasurer** no later than the conclusion of the Noon lunch break on the first (1) day of the Convention session for action during that Convention.

Bylaw Proposal #7- Approved to bring to the convention by the executive board
ARTICLE VI
OFFICERS

Section 2. At all meetings of the State Officers called by the President, with approval of the Executive Board, where mileage and per diem is paid, minutes shall be kept by the **Recording** Secretary, a resume of which shall be published in the State newsletter in the issue following such meeting.

Bylaw Proposal #8- Approved to bring to the convention by the executive board
ARTICLE XII
REFERENDUM

Section 1. Any action of this Association, in Convention assembled, which shall have been protested in writing, signed by ten (10) Branches in good standing in this Association and filed with the Secretary-**Treasurer** of this Association shall, within thirty (30) days be submitted by them to all Branches in good standing in this Association for referendum vote. Two-thirds (2/3) of the votes cast shall be necessary to rescind such protested action.

Bylaw Proposal #9- Approved to bring to the convention by the executive board
ARTICLE III

Section 4.

~~Twenty-five (25)~~ **Fifty (50)** delegates representing at least ~~ten (10)~~ **seven (7)** branches shall constitute a quorum for the transac-

2025 PROPOSED BY-LAW CHANGES (CONTINUED)

tion of business, but less than that number may adjourn to meet at some future specified time.

Bylaw Proposal #10-Approved to bring to the convention by the executive board ARTICLE V

Section 8.

Upon receipt of the convention call, individual branches sending delegates will verify their delegates by sending a list of all delegates to the host branch **and the state secretary.**

Section 8a.

Branches will mail a check for registration fees and send with the delegate list to the State Treasurer. When the State Secretary receives confirmation that registration payment was received by the treasurer, they will contact the paying branch of how to make appropriate reservations for housing and meals. ~~Instructions will be included with the convention call for making the appropriate reservations for housing and meals.~~

Section 8b.

The host branch will coordinate the delegate list with the State Secretary, who will provide a final copy to the host branch no less than seven days prior to the beginning of the convention. The same list will be presented to the credentials committee upon arrival at the convention. **If the host branch asks for help or can't do registration, the state can/may take over the process, which will be voted on by the executive board on how that will be done.**

Bylaw Proposal #11- Approved to bring to the convention by the executive board ARTICLE VII NOMINATIONS and ELECTIONS

Section 1.

Nominations and elections shall take place in the off-year of the National Convention for all elected Offices except the Five (5) Executive Board **and the Two (2) alternate Delegate-at-Large** positions, which will take place on the opposing year. Nominations shall be held between 10:30 A.M. and Noon on the first day of the Convention. Elections shall be held on the Second day as the first order of business. The installation of Officers shall take place prior to adjournment.

Bylaw Proposal #12- Approved to bring to the convention by the executive board ARTICLE VII NOMINATIONS and ELECTIONS

Section 4.

The elective officers of this Association shall be elected ~~of to~~ and hold office for the term of two (2) years, **or until a successor is appointed or elected and fills the office.**

Bylaw Proposal #13- Approved to bring to the convention by the executive board ARTICLE VIII

Section 2b.

The Vice President, by virtue of their office, in office at the time of the National Convention shall be ~~the Alternate~~ **an unpaid Delegate-at-Large** to the National Convention. They shall also be the alternate Delegate to the National and Northwest Regional Assemblies or Rap Sessions.

2025 PROPOSED BY-LAW CHANGES (CONTINUED)

Bylaw Proposal #14- Approved to bring to the convention by the executive board

ARTICLE VIII EXECUTIVE BOARD

Section 6a.

The elected Executive Board of this Association shall consist of Five (5) members. The term of Office will be for a Two (2) year period, **or until a successor is appointed or elected and fills the office**. By virtue of their Office, the President, Secretary, and Treasurer shall be known as ex-officio members of the Executive Board.

Bylaw Proposal #15- Approved to bring to the convention by the executive board

ARTICLE VIII

Section 6g.

When needed, and with the approval of the Executive Board, each Executive Board Member (excluding the Chairperson), or their designee, shall be allowed ~~two (2)~~ **Five (5)** days of salary per year for conducting the business of this Association, for which they will receive compensation equal to grade 1 Level O; Letter Carrier pay.

Bylaw Proposal #16- Approved to bring to the convention by the executive board

ARTICLE IX DELEGATE-AT-LARGE

Section 3.

There shall be Two (2) Delegate-at-Large positions for the OSALC. One shall be the President and the 2nd is the Vice President. The alternate Delegate-at-Large position for both will be elected. The duties of the **two (2)** Delegate-at-Large, shall be to represent this Association and ~~promotes~~ **promote** its welfare at meetings of the National Association and report back to this Association at its annual meeting.

Section 3a.

The **President's position as a** Delegate-at-Large, shall be allowed round trip air fare from their hometown to the ~~Con-
vention~~ **Convention** City by the most direct route. They may also be allowed such other expenses as the Convention may direct.

STATE CONVENTION:

Have you registered for the state convention yet? If not, please do so asap so we can make the proper calculations for all delegates attending. Soft deadline to register for the convention is Friday, March 7th.

MDA GOLF TOURNAMENT:

Convention weekend will begin with a golf tournament on Thursday, April 3rd in the afternoon supporting MDA. It will be at Oak Knoll Golf Course in Ashland. 2pm start time and the entry fee is \$50. Breakdown is \$28 for golf/cart, \$20 to MDA, \$2 to prizes. Please plan to pay with cash or check for the \$20 MDA portion. To claim your spot, contact Dolores Howlan at (503) 720-4529 or Brian Bradley (541) 221-0270. The deadline to let them know if you're playing is by Wednesday, March 26th.

Minutes from OSALC Board Meeting

Board Meeting 2-1-2025 held at the Sky Camp Conference Center

Abe RedCloud brings the meeting to order at 6:02 pm

Roll Call

President-Abe RedCloud Vice-President-Lisa Fair

Treasurer-Casey English Secretary-David Bauer

Asst Secretary- Brandon McCabe Director of Retirees-Tony Christensen

Chair Executive-Val Castillo Executive Board-Theresa Dunas

Executive Board-TJ Sanders Executive Board-Scott Menzer (VIA Zoom)

Executive Board-Tiffany Miller (VIA Zoom)

1. Steward College-Discussed cost 15 people to year one and year three versus cost of

Motion for Theresa to make next year's steward college costs at \$650 per person. Seconded by TJ.

Motion passed

Discussed feedback forms and convention feedback forms.

2. Budget-

Discussed proposed budget.

Motion by Bauer-Accept the budget as amended. Val-Seconded and motion carries.

Motion Passed

3. State Convention-

Motion by English-To make proceeds from the silent auction to support the auxiliary to get them back up and running. If the funds are not used within proper guidelines within two years the funds will be turned over to the education fund. Theresa-Seconded. Discussion by the Board. Motion passes.

4. Satchel-

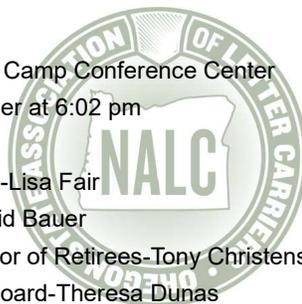
Satchel issues will be in February, May, and September.

5. Miscellaneous Topics-

Discussion occurred

Meeting concludes at 8:09 pm

Recorded by Secretary Bauer



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 NALC 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.





Why join NWPCU?

NW PRIORITY CREDIT UNION is owned by its membership. That means members can count on...



LOW LOAN RATES, HIGH DEPOSIT RATES

NWPCU delivers its earnings back to you in the form of lower rates on loans and higher rates on deposits.



FREE CHECKING ACCOUNT

Your checking account is totally free. And you can use your no-annual-fee Visa debit card at 30,000 free CO-OP Network ATMs nationwide.



PERSONAL SERVICE

We take great care to help you plan and achieve your financial goals, whether you're eight or eighty!



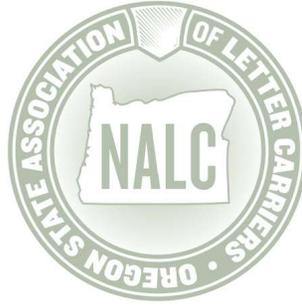
OUR #1 PRIORITY IS YOU!

MILWAUKIE | SE PORTLAND | BEAVERTON
PORTLAND P&DC | VANCOUVER

503-760-5304 | 800-331-0968

www.nwprioritycu.org





Oregon State Association

PO Box 15023

Salem OR 97309

facebook page: <http://www.facebook.com/share/3ywpFEF4PnvKja/?mibextid=K35XfP> or

search: Oregon State Association of Letter Carriers

Oregon Letter Carriers: Building a Life of Significance

CHANGE SERVICE REQUESTED

UPCOMING EVENTS FOR NALC

STEWARD COLLEGE YEAR 3

Being held at Sky Camp

83930 Peninsula Rd

Fall Creek OR 97438

March 8th - 12th 2025

NALC NATIONAL CONVENTION 2026

Being held in Los Angeles, CA for 2026.

August 3rd through 7th.

OREGON STATE CONVENTION 2025

Being held in Medford Oregon

April 4th - 5th

Ashland Hills Hotel and Suites