

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Convention 2025



WARLCA Announces Isa Lopez as the 2025 Outstanding Member of the Year!



State Convention!

What Did You Miss?

Constitution:

Updated at Convention

Rally Pics

Save The Post Office Rally

Annual Reports

What Has Everyone Been Up To?

Congrats, Patrick!

On Over 35 Years of Service

ICYMI:

Some Pics From WSC

WARLCA State Board & Appointed Officers

President

Dawn Ayers
32817 28th Ave S
Roy WA 98580-7606
(253) 468-2119
president@warlca.org

Vice President & Legislative Director

Dave Blackmer
PO Box 13923
Mill Creek WA 98082-1923
vice-president@warlca.org

Secretary-Treasurer

Lorrie Crow
1208A Slide Creek Rd
Colville WA 99114-8766
(509) 675-0397
secretary-treasurer@warlca.org

Region 1 Committeeperson & Webmaster

Isa Lopez
PO Box 63
Lake Stevens WA 98258-0063
(425) 417-2700
rcp1@warlca.org

Region 2 Committeeperson

Estee Javiniair
5305 NE 48th Ave
Vancouver WA 98661-7801
(808) 554-3065
rcp2@warlca.org

Region 3 Committeeperson

Delsey Reed
3709 N Greensferry Rd
Post Falls ID 38354-5968
(208) 964-0137
rcp3@warlca.org

Region 4 Committeeperson

Dawn Anderson
PO Box 72
Benton City WA 99320-0072
rcp4@warlca.org

Editor

Lisa Levitt
PO Box 792
Marysville WA 98270-0792
(425) 359-2462
warlcaeditor@outlook.com

PAC Chair

Christiana Lee
(253) 254-4495
christl647@comcast.net

Historian

Kurt Eckrem
(425) 760-6879
kurteckrem@hotmail.com

NRLCA Stewards

District Representative

Renee' Pitts
PO Box 1795
Orting WA 98360-1795
(509) 315-7012
(texting not available)
renee.pitts@nrlca.org

Assistant District Representatives

Alicia Peterson
PO Box 471
Graham WA 98338-0471
(253) 208-3344
(texting not available)
alicia.peterson@nrlca.org

Ethan Whitney
PO Box 703
Greenacres WA 99016-0703
(509) 891-2567
(texting not available)
ethan.whitney@nrlca.org

Isa Lopez
PO Box 63
Lake Stevens WA 98258-0063
(425) 760-9416
(texting not available)
isabell.lopez@nrlca.org

Area Stewards

Dawn Ayers
PO Box 573
Eatonville WA 98328-0573
(253) 468-2119
(texting not available)
dawn.ayers2@nrlca.org

Tina McCay
1541 Campbell Rd
Wapato WA 98951-9555
(509) 307-0027
(texting not available)
tina.mccay@nrlca.org

Dave Blackmer
PO Box 13923
Mill Creek WA 98082-1923
(425) 876-8501
(texting not available)
david.blackmer@nrlca.org

In Case You Missed It:

Western States Conference in Helena MT occurred after the publication of the Spring Issue. These pictures from WSC were also posted on our Facebook page. Don't follow us yet? Find us at www.facebook.com/washingtonrlca for the timely sharing of news, photos, and more!



Three of the WSC's longest-attending members are Washington's own: Charles Alexander, 30 years; Becky Wendlandt, 32 years; and Jim Hemrich, 31 years.



The WARLCA is always well represented at Western States Conference.

Content such as photos and opinion pieces may be submitted to the Editor. The method of submission is via email to warlcaeditor@outlook.com. The WARLCA Board reserves the right to edit or omit text to keep in compliance with policies and to conform to space restraints. Letters and content must be accompanied with the author's name, address, and phone number. Content will only be printed from verified NRLCA members. Submission does not guarantee that the content will be published. If printed, only the author's name will accompany the content. The views and opinions expressed in such letters are those of the author and do not necessarily reflect the views or policies of the Association.

Contents

Member of the Year	4
Annual Reports:	
President	5
Vice President/Legislative Dir.	6
Secretary-Treasurer	8
Membership Stats	9
Financial Reports	11
Region 1 Committeeperson	14
Region 2 Committeeperson	14
Region 3 Committeeperson	15
Region 4 Committeeperson	16
Editor	17
District Representative	18
ADR A. Peterson	19
ADR D. Anderson	21
ADR I. Lopez	21
ADR E. Whitney	22
Area Steward D. Ayers	23
Area Steward D. Blackmer	24
Convention Minutes	27
Rally, Convention, Banquet	49
County Officers List	54
WARLCA Constitution	56
County Corner Features	74
Thank You, Stewards!	75
When A Carrier Dies	76
New Members	78





Member of The Year

By Dave Blackmer, WARLCA Vice President & Legislative Director

Honoring Dedication, Community Spirit, and the Heartbeat of Rural America

Each year, the rural landscapes of Washington State are shaped by the dedicated individuals known as rural letter carriers. These carriers travel winding country roads in all weather, connecting isolated farms, small towns, and vast woodlands to the rest of the world. While their work may seem routine, their presence is essential for the communities they serve.

Among these devoted professionals, one is selected each year for the distinguished honor of being named the Washington Rural Letter Carriers' Association Outstanding Member of the Year. For this year, that outstanding individual is Isa Lopez. This recognition celebrates Isa's commitment and far-reaching contributions, reflecting a longstanding tradition of honoring excellence, service, and community connection.

Isa Lopez has served as the King-Snohomish secretary-treasurer for several years and was elected to the position of Region Committeeperson 1 at the 2018 state

convention, a role she continues to hold. Her dedication is evident in her many responsibilities: a former area steward, currently an on-the-job instructor, an academy instructor, a local steward, and an assistant district representative. In addition to these roles, Isa manages the WARLCA.com website as webmaster, ensuring members have access to vital information and resources.

Isa's commitment to the profession extends beyond daily duties. She has regularly attended state and national conventions since 2015, engaged in political rallies, and actively supported the NRLCA Political Action Committee (PAC).

Her exemplary service and leadership speak to the qualities celebrated by the Washington Rural Letter Carriers' Association.

Rural letter carriers are more than deliverers of mail; they bring news, foster relationships, and serve as the lifeline to residents in remote regions. Isa embodies this spirit, being a familiar and trusted presence to many in her community, and providing not just mail, but a vital human connection in an increasingly digital and sometimes isolated world.

Her dedication is evident in her many responsibilities

Amidst all her professional commitments, Isa's love for cats and family remains at the center of her life, reflecting

the personal warmth and dedication she brings to every aspect of her work and community involvement.



President's Annual Report

By Dawn Ayers, WARLCA President

As we end the 2024-25 association year, I would like to thank all the members of the State Board for their service to the association. This first year has been a learning experience as I was unable to attend the New President's Training in October due to my previously scheduled vacation to Australia. Other than missing that, I attended all State Board meetings which were held in July and October of 2024 and January and April of 2025 and fulfilled all responsibilities associated with the office of President of the Washington Rural Letter Carriers' Association.

The focus this year has been finding ways to increase membership and membership participation. We have been trying to attend every orientation possible but that has proven difficult at times. I would like to extend my thanks to Kurt Eckrem for representing the WARLCA at so many orientations this year. It is the Association's goal to attend as many as possible while maintaining our fiscal responsibility as well. The Board has been trying out different ideas to increase participation including using the Zoom platform to hold meetings. Our first instance of this was the Zoom meeting we held in February for the Mini Mail Survey.

Sadly, participation was not what we had hoped for but for those that did attend the Zoom meeting, we thank you for taking the time to educate yourselves. We do plan to hold more meetings like this in the future. The more members we have, the more powerful our union becomes. The age old saying, UNITED WE BARGAIN, DIVIDED WE BEG still holds true. The higher our membership numbers means more money from those dues to represent members and educate them as well.

I was honored to represent our Association at the Legislative Seminar March 22nd through March 26th with Vice President, Dave Blackmer. We were both first timers at this event, and I know that I learned so much about the process of contacting and speaking with either the Congressional members themselves or their aides about all Postal related legislative issues. We were able to meet with all of Washington's 10 Representatives of the House or their staff and one of the two Senators staff members. Educating and communicating with our Congressional representatives is so important for every member of our craft, especially now that they are trying to take away some of benefits. Each of us needs to stay in

constant contact with our own Representative to ensure that they keep fighting for Rural Carriers across the country. Without us, so many of our customers would be left struggling to receive medications, social security benefits and important documents.

I want to thank you for allowing me the opportunity to serve you as the WARLCA State President. Additionally, I would like to thank all the State Board members for

representing the association as well as all the County officers, appointed officers and stewards well. Your service to the association is invaluable! I always welcome your questions, comments, or ideas that you feel would help the members of this association.

Respectfully submitted for the 2025 State Convention of the Washington Rural Letter Carriers' Association.

Dawn Ayers, WARLCA State President



VP & Legislative Director's Annual Report

By Dave Blackmer, WARLCA Vice President & Legislative Director

Greetings to all the WARLCA members. This past year has been a learning curve as I settle into the job as your Vice President taking on the various tasks to keep the association strong and healthy. Much of what is done is more behind the scenes with board planning, implementation and answering questions. The following is a snapshot of what I have done the past year.

June 2024 state convention had a short board meeting scheduling out the various meeting dates and introductions of the board with both a new President and Vice President.

July 2025 all board members met in Ellensburg for four days and went over the required training for the board laying out the year's agenda. I was tasked to assist President Ayers with various projects. Of particular note was the conversion to the .org for both the WARLCA website and

Board emails. Doing this brings the association in line with both national and are mission as a statewide union.

August 2024, I attended the NRLCA national convention in Reno, NV. My first national convention was both exciting and at times confusing, learning to understand how a national convention operates. I took it all in enjoying not only the pomp and circumstance but how the national association works with all the other states to make changes and reaffirm its commitment to the rural craft.

The board met again in October of 2024 in Bellingham to get a feel and look at the Best Western and surrounding area for this year's State Convention. Much was discussed with even more work to be done before June of 2025.

Last week of January 2025 the Board met in Ellensburg working towards State

Convention and the 2025 Legislative conference with President Ayers and I would be attending.

Last full week of March 2025 President Ayers and I went to Washington DC for a four-day legislative conference. The first two days were training and guest speakers not necessarily with the postal service but those who do business with the postal service. It was informative and prepared us to meet with the Washington State Representatives, Senators and/or their staff. President Ayers and I spent two days meeting with our elected Representatives as we walked all over the Capital grounds to the respective offices.

Most representatives were receptive to the anti-privatization efforts to keep the postal service as a service and not a for-profit business. A few were more skeptical when the mention of dollars came up to provide safety both in Ekeys and protection enforcement towards postal employees. You lobby as best you can and hope your message gets through. As a side note we mostly met with staffers. I learned developing a working relationship with a staffer is the best route to go when lobbying for your particular concern. Most staffers were generally interested in hearing what is going on back home, especially with the postal service. It was a whirlwind four days but educational and for those who enjoy American history, the Capital grounds and national mall these are definite bucket list to visit. Additional information on the WARLCA legislative visit and progress can be found on the website (warlca.org).

April 2025 was the last Board meeting before the state convention as we finalized everything to be done by June. It was productive and a bit overwhelming

knowing there was still so much to accomplish in so little time. The Western State Conference was in Helena, MT this year. While it is short (day and a half) there is a wealth of pertinent information that comes out along with meeting with most of the national officers. It's exactly like I was told, WSC is a mini national convention.

May 2025 was the build up to State Convention in Bellingham this year. Putting together first timers' presentation, legislative presentation and learning parliamentary procedure. I've also taken courses on parliamentary procedure with the ambition of becoming a certified parliamentarian in a few years. I'm excited about the State Convention being so involved this year and looking forward to working with all the delegates and finding ways to improve in the next year.

May 18, 2025, has been 45 years since Mt St Helens came to life and changed Washington State. It was also the ratification informational meeting at the Double Tree Suites Hotel in Tukwila/Seattle for those fourteen of us who attended. While the information was invaluable in understanding the proposed contract, I can only state the obvious of what a misappropriation of expenditures are made for such a small group attending. I know everyone is busy and/or the location is too far to attend. Granted, our NRLCA constitution clearly states that an in-person ratification meeting must take place in every state. I just wonder if there is a smarter way in which to do so that doesn't make the cost to benefit ratio skewed against the membership. In this respect I would encourage the Washington state membership to consider supporting a change to the National Constitution to a

Zoom or different more cost-effective means to hold ratification meetings.

Stay safe and look out for each other.
Dave Blackmer Vice President and
Legislative Director - WARLCA



Secretary-Treasurer's Annual Report

By Lorrie Crow, Secretary-Treasurer

Whew! Seeing 2024 in the rear-view mirror sure was a welcome sight this year. The struggles of being under staffed remain a problem still, both state wide and nationally. It seems to get harder and harder to get people through the door that want to work and are willing to put in the hours needed. I went back and counted the hard copies of the 1187s that were entered into the National Database this year, the number I had just didn't seem to be right. But it was, I only entered 364 new members for the entire year, that is half of what we did in the previous year. Of the 364 I would estimate that at least a third, or more, have been separated or resigned. There are another 50 or so that have never even made it to the academy and I have 20 or so notifications of dues cancelations. We have several members that I would like to wholeheartedly thank though. They recruit at the orientations and at the academies, they are the biggest reason that we have the membership that we have today.

Recruiting remains one of our top priorities. In May I did an annual recruitment blitz and sent out a little over 600 recruitment letters accompanied by the

1187 form that is needed in order to join the union. The non-member retirees were not included in this mailing. Throughout the year I have continued to recruit not only new retirees, but also those that have become delinquent with their dues and carry our medical insurance. I have also attempted to recruit those carriers that were separated and then rehired as well as the newly hired nonmembers that did not sign up at orientations or the academy. I regularly review and process the NOA sent out by the National Office.

Like so many of your offices, we suffered from the lack of relief carriers this year, which meant working 6 days a week 10-14 hours a day for weeks on end. I don't think I have ever been so exhausted. Although I had to do some prioritizing and put some things off for a short period of time. I did make payroll in a timely manner and salaries were paid monthly. All tax forms, including the LM2 and form 5500, were all filed on time and all taxes were paid on time and in full. All event deposits we paid on time including all of the association's bills.

As you should all know by now,

because of a “clerical error” there was an issue with the election for National Delegates this year. After conferring with Tommy Turner, the National Secretary/Treasurer, it was clear that to ensure a fair and accurate result the election had to be redone. The new ballots were mailed on June 5, 2025, they are on a different color of paper and have a heading stating it is a revised ballot. On June 30, 2025, they will be picked up at the Ferndale Post Office at 5703 4th Ave, Ferndale WA 98248 to be tabulated. The Specifics on the time and location for tabulation will be announced at the 2025 State Convention, posted on the WARLCA website and sent out via email updates.

One of the many responsibilities of the Secretary/Treasurer is to ensure that all of the County Units file their LM4s with the DOL on time. This is a group effort and takes the cooperation of the County Officers, I am happy to report that Washington State had all of their LM4s filed in a timely manner. I filed the 990 forms for the County Units, which maintains their tax-exempt status. The Budget was updated

several times over the year; I did discover the correct filter that allows me to more easily make the necessary changes. Please make sure to review the current Budget included in this report, you will see that we are in good shape financially and have at least a year’s operating revenue in reserve.

Last January the Lynden Tribune notified us that they were shutting down their presses and would no longer be able to print the WRC for us. They recommended the Skagit Valley Herald in Mount Vernon for our printing needs. I have been working closely with Terry Fain while applying for a non-profit mailing permit and working on our printing and billing concerns.

This last year I attended all of the board meetings and was able to attend the National Convention, the Western States Conference this last April in Montana, and in February attended the National Secretary/Treasurer training in Florida.

Respectfully submitted,

Lorrie Crow

Secretary/Treasure

Membership Stats by County - June 6, 2025

County	Members	Nonmembers	Percentages
Associate Members/Other	12		
North Central 001	66	36	54.54%
Peninsula 003	191	48	25.12%
Lower Columbia 005	209	78	37.32%
Mutual 006	372	91	24.46%
Island, Skagit San Juan 010	124	39	31.45%
King Snohomish 011	406	117	27.88%
East Central 013	185	57	28.82%
Northeast 014	44	16	36.36%
Whatcom 015	125	37	29.60%
Whitman-Southeast 016	36	20	55.55%
Apple Valley 017	199	63	31.66%
Totals	1969	602	34.80%
Last Years Totals	2044	810	41.11%



Membership Totals by Class Report -

6/6/2025

CL	Totals	Dues Type
Dues Type: Cash		
1 - Regular	1	Cash
4 - Retired	24	Cash
	Total: 25	
Dues Type: Dues Withholding		
1 - Regular	1159	Dues Withholding
2 - PTF	171	Dues Withholding
4 - Retired	269	Dues Withholding
5 - Associate	12	Dues Withholding
7 - RCA	269	Dues Withholding
A - Retired Associate	1	Dues Withholding
B - Recently Retired	8	Dues Withholding
C - ARC	28	Dues Withholding
	Total: 1,917	
Dues Type: OWCP/LWOP		
1 - Regular	37	OWCP/LWOP
B - Recently Retired	1	OWCP/LWOP
	Total: 38	
Total: 1,980		

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	WARLCA TRACKING FORM FOR YEAR 2023 FOR LOST ANNUAL AND SICK LEAVE													
2	NAME	24-Jul	Aug. 24	Sept. 24	Oct. 24	Nov. 24	Dec. 24	Jan. 25	Feb. 25	Mar. 25	April. 25	May-25	Jun-25	Total
3	Lorrie Crow Total ADOP	15	6	3		7		6	16	9	10	5	13	90
4	Lorrie LWOP Days Used	11	6	3		4		6	12	8	7	4		61
5	Lorrie Lost s/l annual taken	1.5	1.5						1.5	1.5				6
6	Dawn E Ayers Total ADOP	6				5			4	2	4			21
7	Dawn E LWOP Says Used	5				4			2	2				13
8	Dawn E Lost S/l annual taken													0
9	Isa Lopez Total ADOP	5				3			4			4		16
10	Isa LWOP Days Used													0
11	Isa Lost s/l annual taken													0
12	Dave Blackmer Total ADOP	5				4			4		10	1		24
13	Dave LWOP Days Used													0
14	Dave Lost s/l annual taken													0
15	Delsey Reed Total ADOP	5				4			4	1		2		16
16	Delsey LWOP Days Used	3							2			3		8
17	Delsey Lost s/l annual taken													8
18	Dawn M Anderson Total ADOP	5				4			4		4	1		18
19	Dawn M LWOP Days Used	5				3						1		9
20	Dawn M Lost s/l & A taken													0
21	Estee Javinier Total ADOP	5		2		4			5		5			21
22	Estee LWOP Days Used	5		2		3			3		3			16
23	Estee Lost s/l & A taken													0
24	Lisa Benson total ADOP													
25	2024TOTAL ADOP DAYS PAID MONTHLY	46.00	6.00	5.00	0.00	31.00	0.00	6.00	41.00	12.00	33.00	13.00	13.00	206.00
26														
27														
28		WARLCA ANNUAL LWOP TRACKING												
29		25-Jan	25-Feb	25-Mar	25-Apr	25-May	25-Jun	25-Jul	25-Aug	25-Sep	25-Oct	25-Nov	25-Dec	TOTAL
29	Lorrie Crow	6	12	8	7	4								37
30	Dawn E Ayers		2	2										4
31	Dave Blackmer													0
32	Isa Lopez													0
33	Estee Javinier				3									3
34	Dawn M Anderson				4	1								5
35	Delsey Reel					3								3
36	TOTAL LWOP MONTHLY	6	14	10	14	8	0	0	0	0	0	0	0	0

WA Rural Letter Carriers' Association
Statement of Financial Position
As of June 1, 2025

	Jun 1, 25	Jun 1, 24
ASSETS		
Current Assets		
Checking/Savings		
1010000 • Chkg - WA Trust Bank	-3,071.82	357.98
1015000 • Savings - WA Trust Bank	75,791.76	50,289.58
1020000 • Savings - APCU	361,825.78	305,583.80
1030000 • Chkg - APCU	8,719.99	2,670.01
1220000 • CD#76 Emer Fund 4.879% 4/7/2025	26,079.57	24,793.65
1240000 • CD#78 (APCU) 1.587% 6-24-2024	83,115.66	79,349.80
1250000 • CD #79 (APCU) 4.6% 3-16-2024	137,823.13	131,495.30
Total Checking/Savings	690,284.07	594,540.12
Total Current Assets	690,284.07	594,540.12
TOTAL ASSETS	690,284.07	594,540.12
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Credit Cards		
2000000 • Credit Card		
2000002 • Sec/TreasCrow	0.00	2,483.53
Total 2000000 • Credit Card	0.00	2,483.53
Total Credit Cards	0.00	2,483.53
Other Current Liabilities		
2100000 • Payroll Liabilities		
2101000 • 941 Employee FICA Tax W/H	0.00	801.30
2104000 • 940 (FUTA) Federal Unemployment	77.78	-236.92
2105000 • State Unemployment Tax	44.94	0.00
2108000 • WA Cares Act	98.48	105.41
Total 2100000 • Payroll Liabilities	221.20	669.79
2500000 • Retirement Plan Payable		
2510000 • 401K Employer's Portion	0.00	482.95
2520000 • 401K Employee's Portion	0.00	-19.33
Total 2500000 • Retirement Plan Payable	0.00	463.62
Total Other Current Liabilities	221.20	1,133.41
Total Current Liabilities	221.20	3,616.94
Total Liabilities	221.20	3,616.94
Equity		
3900000 • Net Assets	530,128.88	550,527.20
Net Income	159,933.99	40,395.98
Total Equity	690,062.87	590,923.18
TOTAL LIABILITIES & EQUITY	690,284.07	594,540.12

WA Rural Letter Carriers' Association
Statement Of Activities Previous Year Comparison
 July 1, 2024 through June 1, 2025

	Jul 1, '24 - Jun 1, 25	Jul 1, '23 - Jun 1, 24	% Change
Income			
4000000 - National General Insurance	3,481.07	0.00	100.0%
4100000 - Interest / Dividends	9,501.24	6,834.15	39.0%
4200000 - Membership Dues	358,270.28	285,766.68	25.4%
4400000 - Reimbursements	3,394.29	1,163.71	191.7%
4500000 - Sales	4,660.51	4,530.00	2.9%
4600000 - AuxiliaryDuesStatePortion	0.00	7,181.20	-100.0%
Total Income	379,307.39	305,475.74	24.2%
Gross Profit	379,307.39	305,475.74	24.2%
Expense			
5000000 - Accounting and Banking Fees	9,209.34	5,972.52	54.2%
5100000 - Awards & Recognition	4,227.06	1,604.49	163.5%
5300000 - Employee Benefits	6,123.82	6,436.29	-4.9%
5400000 - Equipment	1,566.80	924.12	69.6%
5600000 - Lodging	14,328.32	11,681.08	22.7%
5700000 - National Convention	21,162.85	50,719.95	-58.3%
5800000 - Office Expense	2,710.99	4,655.87	-41.8%
5900000 - Payroll Taxes	9,280.49	9,702.56	-4.4%
6000000 - Per Capita Dues	2,510.00	3,394.50	-26.1%
6100000 - Postage	4,429.57	7,312.57	-39.4%
6200000 - Printing	383.90	1,979.50	-80.6%
6400000 - Rent	2,804.00	942.00	197.7%
6600000 - Salaries and Wages	87,555.62	99,182.47	-11.7%
66900 - Reconciliation Discrepancies	0.00	0.01	-100.0%
6700000 - State Meetings	6,939.77	20,986.51	-66.9%
6701000 - State Paper	10,202.31	14,208.78	-28.2%
6900000 - Telephone & Internet	2,240.79	1,904.81	17.6%
7000000 - Travel	17,866.06	16,926.34	5.6%
7100000 - Website Expenses	3,198.11	199.99	1,499.1%
7200000 - Western States Conference	12,633.60	6,345.40	99.1%
Total Expense	219,373.40	265,079.76	-17.2%
Net Income	159,933.99	40,395.98	295.9%

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
 July 2024 through June 2025

	Jul '24 - Jun 25	Budget	% of Budget
Income			
4000000 · National General Insurance	3,481.07		
4100000 · Interest / Dividends	9,501.24	10,890.42	87.2%
4200000 · Membership Dues	358,270.28	280,834.88	127.6%
4400000 · Reimbursements	3,394.29	0.00	100.0%
4500000 · Sales	4,811.39	4,000.00	120.3%
4600000 · AuxiliaryDuesStatePortion	0.00	0.00	0.0%
Total Income	379,458.27	295,725.28	128.3%
Gross Profit	379,458.27	295,725.28	128.3%
Expense			
5000000 · Accounting and Banking Fees	9,209.34	6,005.00	153.4%
5100000 · Awards & Recognition	4,227.06	5,300.00	79.8%
5300000 · Employee Benefits	6,123.82	7,538.37	81.2%
5400000 · Equipment	1,566.80	2,500.00	62.7%
5600000 · Lodging	14,328.32	18,000.00	79.6%
5700000 · National Convention	21,162.85	50,000.00	42.3%
5800000 · Office Expense	2,710.99	2,800.00	96.8%
5900000 · Payroll Taxes	9,410.07	12,481.43	75.4%
6000000 · Per Capita Dues	2,510.00	3,200.00	78.4%
6100000 · Postage	4,429.57	8,587.60	51.6%
6200000 · Printing	383.90	1,927.34	19.9%
6400000 · Rent	2,804.00	6,044.00	46.4%
6600000 · Salaries and Wages	83,049.57	135,298.31	61.4%
6700000 · State Meetings	4,939.77	99,945.37	4.9%
6701000 · State Paper	10,202.31	15,900.00	64.2%
6900000 · Telephone & Internet	2,240.79	2,000.00	112.0%
7000000 · Travel	17,333.54	21,982.17	78.9%
7100000 · Website Expenses	2,237.67	5,700.00	39.3%
7200000 · Western States Conference	12,633.60	15,940.00	79.3%
Total Expense	211,503.97	421,149.59	50.2%
Net Income	167,954.30	-125,424.31	-133.9%



RCP1's Annual Report

By Isabella Lopez, Region 1 Committeeperson & Webmaster

During this time as your Region 1 Committeeperson I have attended all in person meetings in July, October, January and April. One of my duties is to attend the regions assigned county units which include my own K-S County, Whatcom County and Island Skagit San Juan County. During the meetings I update the counties with upcoming dates and if the County unit does not have a legislative liaison, I bring information for members to be informed on important legislative issues. Other duties

include reporting to the board how a county unit meeting went and being available for assistance during those meetings.

This year's 2025 State Convention will take place in Bellingham, which I have been tasked with organizing. We hope this turns out to be a wonderful convention that has been years in the making.

Respectfully submitted,
Isa Lopez RCP 1



RCP2's Annual Report

By Estee Javinari, Region 2 Committeeperson

At the 2024 State Convention in Spokane, I was there helping the state board with setting up and disassembling the convention hall, I did my best to provide a supportive roll and followed instructions from experienced board members. All the years I have attended state convention. Spokane of 2024 was the first year we were able to persuade the women of the WARLCA Nancy Granish and Christiana Lee veterans of Mutual Counties, for the presentation of colors. I

was honored to put together the memorial presentation. With the loss of a co-worker/friend, it is beyond words and if I helped others adjust to the loss, I'm glad to have done it.

I was able to attend the 2024 National Convention in Reno, Nevada. I attended the State of the Union presentation, Rural Carriers' Benefit Plan seminar, Lady Carriers' Club meeting, and Armed Forces Veterans Club. Where I learned we did not have a charter in Washington State. With

the help of Christiana Lee of Mutual Counties and Susan Durgan of Peninsula Counties we were able to get the rest of Washington's delegation to join the club and help create our charter in Washington State. I attended a rally at City Plaza for Protect the Letter Carrier's. Caucus night I was able to walk with other WARLCA

members and Oregon rural carriers with Patrick Pitts for his election.

I have completed all required articles for the WRC. Attended all board meetings. I was in attendance for the mini mail survey RREC's zoom meeting in February. I attended all but one of Region Two counties and annual meetings. I align my hunt for



RCP3's Annual Report

By Delsey Reed, Region 3 Committeeperson

My year started out with the State convention in Spokane last June. I did not get in on picking the hotel as that had already been booked by the time I was elected. I helped plan the banquet and I believe most had a great time and enjoyed the entertainment that was there. I picked out speaker gifts, in room gifts, met with local businesses to get items for our ditty bags, and learned to make my way around Spokane (I am from Post Falls, Idaho remember) all while keeping our budget in mind. I am grateful for the help and guidance of our board members and others as I navigated my first time of coordinating State convention 2024.

I attended all county unit meetings in my region: East Central, North Central, North East. We ran into a little snafu with North Central county, trying to get their nominees for State convention elected, but our awesome board members quickly figured out what had to be

done and we got it accomplished. I have

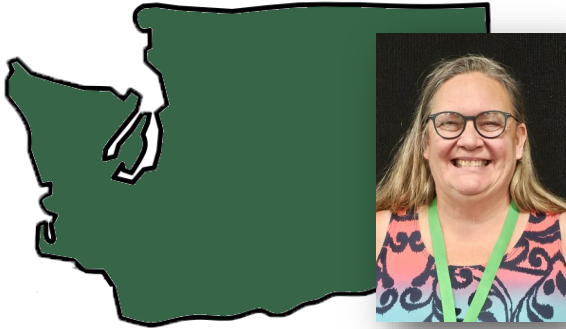
put a lot of miles on my vehicle this year, but I love driving and going to the county meetings so its all good.

I tried to attend the orientations whenever possible but unfortunately on our side of the state there seems to be a shortage of new hires, most times there were only 1 or 2 new hires in the rural craft so I was unable to attend. I actually enjoy going to speak to new hires and sharing with them everything our union has to offer.

I attended our board meetings in July, October, January but was unable to attend in April, due to supporting my husband at his function out of town, however I was able to "attend" one day via phone.

Respectfully submitted,

Delsey Reed Region 3 committee person



RCP4's Annual Report

By Dawn Anderson, Region 4 Committeeperson

My first year of WARLCA Board Member started out being elected for Regional Committee Person region 4 at the State Convention in Spokane 2024. I have been learning a lot of what's expected being a Regional Committee Persons responsibility.

I attended all the WARLCA Board

Meetings July 2024, October 2024, January 2025, and April 2025 as well as my Regional County Meetings—Apple Valley and Whitmen SE.

I have been working on getting the State Convention set up for 2026.

Thank you Dawn Anderson RCP4



Editor's Annual Report

By Lisa Levitt, Editor

As we draw the 2024-2025 Association year to a close, we reflect on the business conducted to further the interests of Washington rural carriers. I am always cognizant of the faith you put in me as your editor, as this responsibility does not come lightly. It is a job I take great pride in and find enormous purpose in. This year saw my 10th year as your State Editor, a position that is dear to my heart. The year also brought some significant changes to our little corner of the country for our Association.

First, we'll start with the State Convention in Spokane. We saw a changing of the guard, so to speak, with the

retirement of long-time WARLCA President Kurt Eckrem and taking over leadership was Dawn Ayers. With the close of Convention, I was again appointed as the editor and I would continue to fulfill all the duties required of this assignment. On a personal note, while attendance to state and national conventions and Western States Conference are not required of the editor, I always try to go. This year, however, I was unable to stay for the duration of the state convention and chose not to attend the national convention as it was the week before my wedding (hence the name change this year!). I was able to attend WSC in Helena back in April though.

As you know, the WARLCA publishes four issues per year. I'm sure you noticed that our most recent, the Spring issue, looks a little different. Our long-time publishing partner made the decision to permanently shut down their web press, requiring us to change companies and begin anew. I'd love to hear feedback from our members regarding anything to do with our publication and your comments are always welcome. I am always open to new ideas and highly encourage your participation in

YOUR publication, whether that be through comments or ideas emailed to me, formal letters to the editor, news from your county unit to be featured in the County Corner, classifieds such as requests for mutual transfer or vehicle sales, or through photo submissions. Our mission through our publication has always been to share knowledge, as knowledge is priceless. Our paper, however, does come with a price. Below is a breakdown of the year's expenses for the magazine.

2024-2025 Association Year, Publication Costs

	Convention 24	Fall 2024	Winter 2025	Spring 2025	Year End Total
# of Pages	64	32	40	48	184
Printing	\$2,419.17	\$1,296.29	\$1,941.60	\$1,800.78	\$7,457.84
Postage	\$1,334.39	\$1,134.35	\$1,142.01	\$1,585.21	\$5,195.96
Handling	\$328.47	\$223.92	\$282.11	\$153.19	\$987.69
Total Costs	\$4,082.03	\$2,654.56	\$3,365.72	\$3,539.18	\$13,641.49

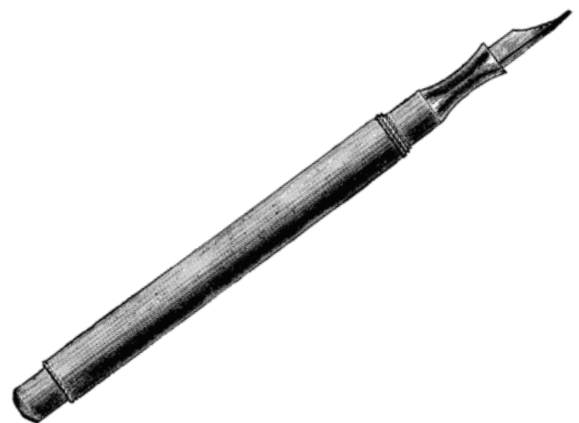
Currently, our budget for the magazine is set to \$15,900.00 per year. The costs for this year's publications totaled \$13,641.49, coming in under budget by \$2,258.51. All of this information can also be gleaned from the Statement of Activities report printed in every issue of *Washington Rural Carrier*. At the close of the union year, with regards to compensation for editor duties, I received a salary of \$425 for each publication, no ADOP, and no mileage reimbursement, per diems, or overnight accommodations.

I would also like to take a moment to remember past editor, Doug Rinehart. Doug served as the editor before me, stepping down from the position at the close of the 2015 State Convention, the same year he was selected as WARLCA Outstanding Member of the Year. Doug passed away in November 2024 and his loss was felt deeply by the WARLCA

community.

It is my sincere hope that your investment in my passion, skills, and time has yielded a worthy dividend. It has certainly been an honor to put my skills to work for YOU. My inbox is always open and I love to hear from you.

Respectfully and humbly,
Lisa (Benson) Levitt





District Rep's Annual Report

By Renee' Pitts, District Representative

Annual Report Renee' Pitts District Representative - Washington / Alaska

July 1, 2024 – June 30, 2025

This Association year I participated in multiple meetings with the USPS Washington District Manager, Labor Relations specialist, and Workforce Planning specialist, in person or via zoom.

Various tasks performed were emails; phone calls; database and calendar/scheduling updates; scanning and e-filing documents; labeling files and filing documents; correspondence; meeting preparation; Step 1 and Step 2 grievance meetings, grievance appeals, county unit meetings, local steward certification training; enhancement trainings, an arbitration witness and all administrative duties in accordance with the National Steward System.

I conducted labor/management meetings. I continue to have oversight of all academies and selecting new trainers with the district Learning, Development and Diversity, with the goal in making sure that we have quality rural carrier academies and that each new hire has good training experience.

The following is a breakdown of some of my steward activities:

- 114 Investigative Interviews
- Informal Step 1 Discussions
- Step 1 Meetings
- Step 2 Meetings
- Step 2 Appeals
- 44,767 minutes on either the phone or in zoom meetings with carriers, stewards and/or Postal Service Management
- Multiple Labor/Management meetings in local and district offices
- Conducted required Local Stewards Enhancement training.
- Local Steward Certification training
- Assigned speaker for multiple County Unit meetings.

Lastly, I want to thank all the Local Stewards in the Washington district for your hard work. I appreciate your tireless effort to support the carriers in your offices, to hold your managers accountable when violations occur and develop grievance files at the local level with the cost solely placed on the Postal Service. This not only saves the National Rural Letter Carriers' Association but places the financial burden on the office for violating the Postal Service's own policies, handbooks, and manuals. As you continue to develop your skills and knowledge as local stewards, the efforts are apparent when your grievance files are received by the DR/ADRs. Thank you for your hard work!

In closing, it has been an honor and privilege serving the members of the rural craft in the Washington / Alaska Districts. I look forward to the 2025-2026 Association Year. Thank you for allowing me to continue

representing the rural carriers in the Washington/Alaska Districts as District Representative.

Respectfully Submitted,

Renee' Pitts

Annual Reports From Washington's NSS Stewards

Annual Report

Alicia Peterson

Assistant District Representative- Washington District

July 1, 2024 – June 30, 2025

This has been a year of more challenges as the Postal Service managers have continued to violate the Agreement between the United States Postal Service and the National Rural Letter Carriers' Association. It never ceases to amaze me that they have an expectation that rural carriers are never supposed to become ill but are expected to work six and seven days a week as they continue to fail to provide sufficient staffing and to retain the staff they do have. There is also the continued misuse of Article 16.5 and emergency procedures and managers forgetting the basic principle that discipline be corrective in nature rather than punitive. These employer violations continue to overwhelm the stewards and have led to a plethora of investigative interviews and discipline being issued. Add in inept managers botching route adjustments and the grievance load increases steadily.

During this association year, I have traveled 3,522 miles in my personal vehicle and another 4,244 in a rental car. I had 21 stays overnight which includes attending the combined Regional Steward Training in Las Vegas. I handled approximately 1,100 phone calls and approximately 85 Zoom meetings. I completed new local steward certification training with 16 new stewards, however 6 of those have already resigned from the position. While I am always able to assist any local steward, I currently am assigned 15 local stewards to mentor.

This year I attended my first arbitration hearing for a removal, which consisted of several Zoom meetings in preparation for the hearing. District Representative Renee' Pitts did an excellent job handling the grievance throughout steps 1 & 2 and up to the step 3 appeal which led to a favorable outcome and the grievant was returned to work.

I attended 6 local county unit meetings this year. I also attended two State Board meetings telephonically and one in-person session post State Convention. I attended National Convention in Reno, Western States Conference in Helena, and the State Convention in

Bellingham. I attended three “Rural America Relies on the Postal Service” rallies, one in Reno at the National Convention, one in Puyallup on March 23rd and again in Bellingham on June 22nd. I was one of a small handful of members attending the contract ratification meeting in Seatac on May 18th. I was invited by Washington District Manager Trent McNeal to attend the District Safety Symposium with District Representative Renee’ Pitts on March 27th in Seattle, which was a great opportunity to show managers that safety is important to the NRLCA.

Over the course of the year, I have handled grievances at step 1 and 2, that resulted in over \$92,082.10 in monetary awards back in the hands of rural carriers.

Below is a breakdown of my other steward activity;

87 Investigative Interviews

63 Individual Contractual Grievances

29 Disciplinary Grievances- 4 Removals Rescinded

17 Class Action Grievances

60 Grievances Settled at Step 1

39 Grievances Settled at Step 2

1 Notice of Removal Grievance Appealed to Step 3 and remanded to Step 2 to be held in Abeyance pending Arbitration

I want to thank Executive Committeewoman Jeanette Dwyer and the National Board for allowing me the opportunity to serve in my position and for the tools and training you provide. I also want to express my deepest appreciation for the guidance and support of District Representative Renee’ Pitts. There is no way to measure the abundance of knowledge and experience Renee’ has shared with myself and our team. I also want to thank the rest of the team ADR Isabell Lopez, ADR Ethan Whitney, Area Stewards Dawn Ayers, David Blackmer and Tina McCay, it is a pleasure to work with all of you for the betterment of the lives of rural carriers. To the 34 Local and Chief Stewards, THANK YOU! Your hard work and dedication have not gone unnoticed. You have some of the toughest jobs in the steward system and it is more important than ever to make the employer financially responsible for the cost when they violate the National Agreement.

Respectfully Submitted,

Alicia Peterson

Annual Report 2024-2025

I have attended all the Training needed

I have settled all the grievances that was entrusted in me.

I have fulfilled all my obligation as an ADR

PDI

Grievances

State Convention

ADR Training

My contract will not be renewed as ADR so I sent in a letter stating that I would like to continue being the Local Union Steward until my retirement.

Dawn Anderson

Annual Report

Isabella Lopez

Assistant District Representative

July 1 2024-June 30, 2025

This association year was my first full year as an ADR and the workload has increased compared to last year. Most of the areas assigned to me covers Whatcom, Island-Skagit San Juan and a portion of Snohomish County. To date I have attended 51 pre-disciplinary interviews, many of which resulted in grievances. Of those grievances that were filed 39 were settled at step 1.

23 grievances were appealed to step 2 and closed; 11 were appealed to step 3. 19 grievances were of a contractual nature while 15 were disciplinary grievances, two of which were notice of removals with both carriers successfully returned to their jobs.

In addition to working grievances, I have also answered calls and emails from carriers, entered grievance information on the database and trained several new local stewards with at least one more to take place before the end of next month.

In addition to handling grievances, I have also attended several local county unit meetings throughout the year. These meetings required a topic of discussion followed by Q&A.

I would like to thank DR Renee' Pitts and ADR Alicia Peterson for giving wonderful advice and a different perspective when looking at particularly hard to work grievances. I would also like to thank the NRLCA Board for giving me the opportunity to continue serving as an NRLCA Assistant District Representative.

Respectfully submitted,

Isabella Lopez

**Annual Report
Ethan Whitney
Assistant District Representative**

I began this year as a PTF and Area Steward for Spokane. Shortly after bidding onto a route and becoming a regular rural carrier, I accepted the position of Assistant District Representative. I consider it the highest compliment that the National Steward System has the confidence in my abilities to offer me such an opportunity. My only hope is that I prove to the membership their confidence is not misplaced.

I will provide a quantitative description of my progress as a steward for Eastern Washington. First however, I consider my greatest accomplishment to be the relationships I have made with both carriers and management. I work to make myself available to the membership as much as possible. I see it as a fundamental responsibility that I advise and educate carriers in a timely manner, and it is a mutually beneficial relationship. I need carriers that will be my eyes and ears in the offices I am responsible for. Additionally, I endeavor to convince management of the uniqueness of our craft, and at the same time build an appreciation for that uniqueness. Perhaps management would say different, but thus far I feel successful in this endeavor.

In this association year, I adjudicated 44 total grievances. Of those grievances, 6 required appeal to Step Two. At that level, 1 has been settled, 2 are being held in abeyance, and 1 was remanded back to me where it was sustained; the rest remain appealed at Step Two. Disciplinary grievances have been time consuming. Of my total grievances, 11 were disciplinary, and 3 of those required appeal. Of the discipline that was settled at Step One, 4 were rescinded and the rest were reduced by over half of their retention period. My contractual grievances resulted in a total of \$18,634.81 in awards to carriers. As of writing, I have taken a total of 19 LWOP days for association business. I drove a total of 1,360 miles in my POV, and attended 15 PDIs.

As an ADR, I am eagerly anticipating the ability to represent carriers at Step Two of the grievance process. This will be yet another chance for me to learn from representative Renee' Pitts. I genuinely hope Mrs. Pitts understands the value I accredit to working with her. Similarly, I encourage the local and area stewards assigned to me to reach out for assistance no matter how large or small. We are a union; we work best when we do so in unison. It is a privilege to work with and represent you all.

Respectfully submitted,

Ethan E. Whitney
Assistant District Representative
Washington District

Area Steward Report for 2024-2025:

Effective October of 2024, I was appointed to the position of Area Steward. My assigned offices included Auburn, Buckley, Eatonville, Enumclaw, Gig Harbor, Milton, Olympia S&DC, Rainier, Spanaway Main and the Bethel Office, Sumner, Toledo, and Yelm. The local steward in the Bonney Lake office resigned and I was then assigned to that office, and a local steward was elected in Eatonville so that office was removed from my duties. As of May 2025, a new local steward was elected to the Gig Harbor office but has yet to be trained so I continue to serve as the Area Steward until he is certified. I have been trying to recruit local stewards in each office I have been in to pass the cost on to the USPS. From October 2024 until June 30th, 2025, I conducted approximately forty investigative interviews. Of those investigations, only a handful were conducted telephonically. All the others were in person interviews. On average, I take two days a week of LWOP for steward duties and I have traveled over 1500 miles.

Across all those offices there have been twenty-four grievances. Eleven of them were contractual, nine were disciplinary and four were class action grievances. One of the disciplinary grievances was a removal which was settled at Step 1 with full back pay totaling over \$9000.00. I have also attended one Day of Reflection meeting. There were five grievances that I appealed to Step 2.

In addition to working with carriers on their grievances and representing them in investigative interviews, I have answered numerous calls and emails every week from carriers in all the offices I am assigned. I have also attended the training necessary to maintain my certification as well. I would like to extend my thanks to District Representative Renee' Pitts and Assistant District Representative Alicia Peterson for the guidance and different perspectives given when working on particularly hard grievances.

Respectfully submitted,
Dawn Ayers
NRLCA Area Steward

2024 - 2025 NRLCA Area Steward Report June 16, 2025

Area Steward Dave Blackmer serving the installations of:

Bainbridge Island, Bellevue Annex, Carnation, Duvall, Fall City, Gold Bar, Leavenworth, Monroe, North Bend, Ravensdale, Sultan, Suquamish & Vashon.

July 2024

- Contract Violation of removing U-Carts from postal installation sent to step 2. Awarded to the Union at Step 2 settlement.
- Answered various contractual questions from assigned office carriers.

August 2024

- Two Emergency Placements. Both carriers were in minor one person vehicle accidents, management deemed both met the Emergency Placement criteria without ever stating what the criteria was other than the carriers were in an accident. Management saw the error of the improper usage of the Emergency Placement process without due process to the carriers. Both Emergency Placement grievances were sent to step 2 and settled.
- One discipline grievance. Par for the course management overcharged on the discipline with a seven-day suspension. Discipline was grieved with a settlement of a Letter of Warning held in abeyance for six months provided the carrier was not involved in an adjudicated at fault accident.
- Answered various contractual questions from assigned office carriers.

September 2024

- Carrier injured finger closing mailbox. It was conducted without discipline.
- Carrier II concerning four sick days taken over several months. No discipline issued.
- Answered various contractual questions from assigned office carriers.

October 2024

- Day of Reflection from a fourteen-day paper suspension meeting with carrier and PM.
- Fourteen Day paper suspension settled to a Letter of Warning.
- Discussion with PM settled a carrier/management dispute concerning LLV backing (using scanner as a means of discipline).
- Answered various contractual questions from assigned office carriers.

November 2024

- Carrier was placed on Emergency Placement for a vehicle/pedestrian accident. Pedestrian was walking on the wrong side of the roadway on a blind turn. The carrier was unable to see the pedestrian as dusk was approaching. The pedestrian was taken to hospital and released the next day. Police investigated the accident and DID NOT issue any infractions or charges against the carrier. Police determined the pedestrian was most likely at fault providing their investigation to management. Management continued its practice of placing

carriers involved in any accident regardless of the facts shown on Emergency Placement. The Carrier was on EP for approximately 30 days. An II was conducted with the carrier. I continued to point out to management the just cause violation of the EP during the II.

- Answered various contractual questions from assigned office carriers

December 2024

- II concerning scanning integrity. No discipline issued.
- II concerning the accident of deer ramming into Metris. No disciplined issue.
- II concerning attendance. No disciplined issued.
- Discipline issued concerning November vehicle/pedestrian accident. Step 1 grievance was settled into a seven-day paper suspension. While I continued to push for no discipline or a Letter of Warning, Grievant was eager to return to work and was willing to take a seven-day paper suspension.
- II concerning “Red Lining” or parcel scanning before carrier leaves tour of duty. No disciplined issued.
- •Answered various contractual questions from assigned office carriers

January 2025

- II concerning attendance.
- II concerning attendance.
- II concerning an accident.
- II concerning attendance.
- •Answered various contractual questions from assigned office carriers

February 2025

- Seven-day paper suspension concerning attendance. Discipline was denied at step 1, sent to step 2.
- Seven-day paper suspension concerning accident. Management requested a time extension. Extension granted. Management never responded to step 1 grievance even with the 30-day time extension. Request for Information was submitted to management went unanswered. Step 2 grievance was completed, sent to the District Representative with zero input by Management.

March 2025

- Answered various contractual questions from assigned office carriers

April 2025

- II concerning attendance.
- II concerning attendance.
- Installation has an RCA that has not reported to work since late November 2024. Management has sent several II letters via certified mail to RCA that have gone unanswered. Management gave RCA a final opportunity to meet for an II on Tuesday April 15, 2025. RCA

texted management stating they were on OWCP and would not be attending the scheduled II. Management had begun removal proceedings. RCA has not contacted me concerning representation. RCA eventually decided to resign before removal.

- II concerning AWOL/LWOP issue.
- II AWOL issue.
- II concerning Emergency Placement and driver safety. EP was rescinded after two days. Carrier retrained to drivers' safety training by PM.
- II concerning a non-injury personal accident while delivering mail to a home.
- Answered various contractual questions from assigned office carriers.

May 2025

- II concerning a minor on the job injury to Grievant while delivering a parcel (Carrier continued to deliver and complete route). Management decided to issue a Letter of Warning for the Carrier injury. Letter of Warning was grieved with Carrier made whole at the Step 2 process.
- II concerning Carrier outside the Metris vehicle while the engine was running. Carrier received a 7-day paper suspension. Resolution of grievance waiting at Step 2.
- II concerning Carrier attendance. 7-day paper suspension issued. The Union is waiting for management to return to work in order to discuss the Step 1 grievance. Time extensions were signed.
- Carrier grieved denied annual leave. Management conceded at the Step 2 level to allow Carrier the requested time off.
- Answered various contractual questions from assigned office carriers.

June 2025

- II concerning drug paraphernalia found in LLV. **OIG involved in investigation.** Results of II, any discipline and grievance pending. Carrier was placed into Emergency Placement that was not contested.
- Answered various contractual questions from assigned office carriers and management.

Respectfully submitted,

Dave Blackmer



Rural America Relies on the Postal Service rally at the Mount Baker Station on July 22, 2025.

Minutes of the 2025 WARLCA State Convention

DAY 1, JUNE 22, 2025

The 117th annual WARLCA State Convention was called to order by convention chair and Region 1 Committeeperson Isa Lopez. She made a few announcements, and Philip Bergman came forward to give the invocation. Al Cortez and Jeff Taylor presented the colors, after which Isa led the delegation in the Pledge of Allegiance. She next presented the gavel to President Dawn Ayers who gave her opening remarks. We then proceeded with group recognition and photos, including veterans/active military, retirees, first timers, stewards, past and present state officers, current county officers, delegates-at-large, academy instructors, OJI trainers, and relief carriers. Secretary-Treasurer Lorrie Crow proceeded with the roll call of officers. Roll call of officers was then done with all officers present.

President Dawn explained the proceedings to the delegation. YEA/NAY cards were distributed to the delegates, after which the roll call of delegates was done.

Roll Call of Delegates:

North Central – 2

Peninsula – 4

Lower Columbia – 7

Mutual – 11

Island Skagit San Juan – 5

King Snohomish – 9

East Central – 6

Northeast – 3

Whatcom – 6

Whitman – Southeast – 1

Apple – 4

There was some clarification required on the correct number of seated delegates. Due to a couple of late registrations, there was some confusion. Final numbers will be given by the Credentials Committee in their report.

Renee' Pitts, Mutual, made a motion to suspend the reading of the standing rules. The motion was second and passed with the required 2/3 majority. The standing rules were not read to the delegation. Jim Hemrich, Whitman-Southeast, made a motion to add language to Standing Rule 13. "The extended time shall be divided equally between those speaking for and those speaking against". The motion received a second. Jim Hemrich then made a motion to amend the proposed language to add "as equally as possible". The motion to amend was seconded and passed with no debate. Back to the original amendment, there was no further debate, and the motion passed. The language "The extended time shall be divided as equally as possible between those speaking for and those speaking against" was added to Standing Rule 13. The delegation then voted to accept the Convention Standing Rules as amended. They were as follows:

CONVENTION STANDING RULES:

GENERAL

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

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

Rule 3. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state their name, whether they are a delegate or a non-delegate, and their county affiliation. Non-delegates may be recognized and allowed to speak at the discretion of the Chair. **All those speaking before the chair shall address only the chair and no member(s) of the delegation.** Only seated delegates shall be allowed to make motions, vote on issues before the assembly, and object to unanimous consent.

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

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

VOTING

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

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

DEBATE

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

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

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

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

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

Rule 13. The limit on total time may be extended on any resolution by a majority vote. **The extended time shall be divided as equally as possible between those speaking for and those speaking against.**

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

RESOLUTIONS

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

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

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

CAMPAIGNING

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

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

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

RULES

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



Delegates at the 117th WARLCA State Convention

Philip Bergman, Whatcom, moved to accept resolutions and constitution changes from the floor during new business. The motion was second and passed with no debate.

State PAC Chair Christiana Lee gave a presentation on PAC. She spoke about the various PAC fundraisers and also spoke about the Armed Forces Veterans' Club, recognizing the members present. The

fundraising goal for the convention was \$8,000.

President Dawn Ayers next went over committee assignments. Several additions and modifications were made to the assignments. She made an announcement that a physical address and any ferry tolls needed to be given to the Credentials Committee so that the Mileage and Per Diem Committee would be able to calculate

mileage correctly. Committee meeting locations were then decided and given to the delegates.

Renee' Pitts, Mutual, made a motion to suspend the reading of the officers' reports. President Dawn Ayers noted that it was already in the standing rules to not read the reports, and the motion was withdrawn. Dawn let the delegation know that they were welcome to come to board with any questions regarding the reports.

The Election Committee came forward. Chair Sharlene Arras introduced the members of the committee David Hamilton, Tammy Packard, and Rena Wise. Sharlene explained that the Elections Committee report was not ready due to issues with the election itself, as well as explaining the election procedures. Secretary-Treasurer Lorrie Crow will explain the election issues later in the morning. Dawn answered a question from a delegate. After a few clarifications the convention went on break. The convention was called to order with all officers and delegates present.

USPS Washington District Manager Trent McNeal gave a presentation to the delegation. Trent spoke about his role as well as issues facing the Postal Service and rural carriers. He specifically spoke about privatization, noting that the incoming Postmaster General does not want to privatize currently. He also noted that at this time, implementation of the Delivering for America Plan was to be continued. He also spoke about changes to service standards, cost savings, and revenue generation. Trent answered a few questions from the delegation. Lastly, Trent presented Patrick Pitts with a 35-year service pin. Isa presented Trent with a thank you gift.

Secretary-Treasurer Lorrie Crow came



Washington District Manager Trent McNeal (right) presents NRLCA Vice President Patrick Pitts (left) his service award and pin for 35 years of employment with the USPS.

forward to explain the national delegate election rerun and procedure. She explained the cause of the issue was that two of the numbers on the return PO box were transposed and how it was resolved. Following consultation with the National Secretary-Treasurer Tommy Turner, it was determined that the election had to be rerun. She went over the additional costs to the association. There were no questions. Dawn also noted that a Ferndale carrier brought the available ballots out to the convention and the procedures to keep those ballots secure. A question was asked about closing the original PO boxes in Bellingham. The ballots received from the first election will be sealed and held for a year. Becky Wendlandt, past Secretary-

Treasurer, noted that these things happen and shared her personal experience. Due to these issues, the election committee will meet after the close of the convention. The results will be posted on the website, and delegates notified no later than July 1st.

President Dawn Ayers introduced National Vice President Patrick Pitts, and he began his presentation to the delegation. He spoke about his background and a few personal anecdotes before diving into the presentation. He also spoke about safety and shared some photos of the memorial plaques in the national office. He continued with rural route data and statistics. His presentation will be continued later. He was presented with a thank you gift. A few announcements were made, and the convention broke for lunch.

The convention was called back to order and Wendy Averett from EAP was introduced to the delegation. After playing a song, she talked about the importance of having a good outlook on life and doing our best to live our best life – make ourselves happy. She also talked about her own personal journey as an example. She spoke about suicide prevention and noted that suicides within the Postal Service are up significantly compared to last year. She reminded everyone to take care of themselves! Everyone was encouraged to reach out EAP if they need to do so. Isa presented Wendy with a thank you gift.

President Dawn introduced Steven Roy from the National Active and Retired Federal Employees (NARFE). He spoke about the purpose of NARFE and the benefits of being a member. He also shared a video message from Mary Alice Binder of NARFE. Isa presented Steven with a thank you gift. The next two speakers were

moved to Monday due to scheduling conflicts.

NSS District Representative Renee' Pitts came forward to give her presentation on the steward system and safety. She gave current steward system statistics. She spoke about the importance of mapping and explained how to take the mapping facilitator training. She also reiterated the importance of working safely and making sure we are wearing our seat belts. She also gave a presentation on how to become an academy trainer. Lastly, she took questions from the delegates. Isa presented Renee' with a thank you gift and President Ayers then addressed a question regarding member participation.



NRLCA District Representative
Renee Pitts

Reports on future state conventions were presented by Region Committeepersons 4, 2, and 3. The 2026 convention will tentatively be at the Red Lion Pasco June 15th-17th. In 2027, it will be at Great Wolf Lodge in Grand Mound, June

13th-15th. For 2028, nothing had been set yet but RCP3 Delsey Reed asked the delegates for ideas. With the reports finished, there were a few announcements, and the convention adjourned for committee work.

Committee work at Convention is how the union conducts its business for the year. We depend on YOU to help us fill these committees and continue our mission to serve the members of the WARLCA! Please join us for Convention next year, and every year!



The Election Committee tabulates the ballots sent in to determine our delegates to National Convention.



The Finance Committee reviews the budget, accounts payable, and overall financial standing of the Association, making recommendations as they see fit.

The Seargent-at-Arms Committee helps keep order including timekeeping, distribution of reports, and maintaining order.



The Auditing Committee reviews and audits the Association's expenses.



JUNE 23, 2025

The convention was called to order with all officers and delegates present. King-Snohomish initially reported nine delegates, but correction was given that all 10 were present.

Vice President Dave Blackmer gave a legislative PowerPoint presentation. He talked about the legislative conference they attended in Washington DC and their

experience speaking with our Representatives. He also spoke about the current legislative issues affecting rural carriers. He stressed the importance of us contacting our Representatives and gave some good talking points. He lastly gave some links to interesting articles related to privatization.

PAC Chair Christiana Lee came forward to give a PAC update. At that time, we had

raised \$1,683.97. She encouraged people to keep bidding on the silent auction items.

The Credentials Committee was called forward to give their final report. Chair Susan Durgan introduced the members of her committee, Jim Hemrich and Kristian Granish, and explained the purpose of the

committee. Jim Hemrich read the report to the delegation, giving delegate counts and naming the Delegates-at-Large for each county unit. Kristian Granish noted the two guests, one non-delegate, and the national officer were also present.

CREDENTIALS COMMITTEE REPORT:

#	COUNTY NAME	DELEGATE-AT-LARGE	TOTAL MEMBERS	TOTAL POSSIBLE VOTES & DELEGATES	TOTAL DELEGATES SEATED
001	North Central	Benjamin Domschot	66	14	2
003	Peninsula	Susan Durgan	191	39	4
005	Lower Columbia	Jenifer Berg	209	43	7
006	Mutual	Kris Skewis	372	75	11
010	Island-Skagit-San Juan	Rena Wise	124	26	5
011	King-Snohomish	Bee Lee	406	82	10
013	East Central	Delsey Reed	185	38	7
014	Northeast	Ben Rochon	44	10	3
015	Whatcom	Tammy Packard	125	26	6
016	Whitman-Southeast	Jim Hemrich	36	8	1
017	Apple Valley	Joseph Hendrix	199	41	4
	Total for Counties:		1,969	402	60

The Mileage and Per Diem Committee was called forward to give their preliminary report. Chair Bryan Potter introduced the members of the committee, Sherry Cortez and Jeff Taylor, and explained that all delegates must attend the entire convention to receive payment. He also explained how the mileage was calculated. All delegates were encouraged to review the report and let them know of any corrections.

The Finance Committee was called forward to give their preliminary report. Chair Al Cortez introduced the members of the committee, James Arvin, Shira Latch,

and Carol Marchand. The committee noted that constitution change #1 would result in added costs to the state association and recommended taking into consideration the number of individuals required to attend Monday sessions at national convention. They also noted that constitution change #2 would change payouts for responsibilities at state convention and recommended assigning a monetary value to daily sessions to make the costs clearer. There were no major discrepancies noted in the financial reports. The final report will be given on Tuesday morning.

The Nominating Committee came

forward to give their report. Chair Renee' Pitts introduced the members of the committee, Duane Johnson and Sharlene Arras, and presented their report. The nominations were as follows:

Vice President, 2-year term: **Dave Blackmer**

RCP1, 2-year term: **Isa Lopez**

RCP3, 2-year term: **Delsey Reed**

Renee' noted that nominations would be accepted from the floor on Tuesday morning during elections. She moved that the nominating committee be dismissed with our thanks. The committee was dismissed without objection.

The Auditing Committee was called forward to give their report. Chair Lyndee

White introduced the members of the committee, Benjamin Rochon, Dina Bliznyuk, Alicia Peterson, and Ethan Whitney, and presented the report. Each member of the committee chose a specific month at random to review. The committee noted several concerns and made a number of recommendations. After presenting the report, the committee made a motion to dismiss the committee with our thanks. Kurt Eckrem, King-Snohomish, asked that printed copies of the report be made available to the delegates. The consensus was that the delegates wanted the copies, so the committee was not to be dismissed until the copies were provided.

AUDITING COMMITTEE REPORT:

The committee recommends that the board policy be changed regarding the requirement to provide a map with their vouchers. Further, only a PS 3971 should be attached with the voucher, but that PS form should be supplied with the voucher.

Every 3 months president and treasurer exchange documents for the president to verify against the bank statement. Exchange of a hard copy should be prioritized. Any handwritten additions and corrections to a fiscal document should be initialed by two members of the board.

We recommend that the committee be provided with office materials, such as sticky notes and flags, to assist in processing the documents.

All voucher reviewed should be completed prior to the convention. Five months of voucher reviews were incomplete during this committee.

Additional notes from the committee are:

The recommendation of the previous committee was to find a new CPA. This committee determined that the cause is no longer an issue. Further, an alternative CPA was not feasible.

It is a concern of the committee, the number of voided checks, handwritten corrections to vouchers and statements, and the missing check numbers – these constitute a trend of errors in our review.

March, August, October, November, and January were the months that were actually reviewed. They were chosen at random and assigned to committee members at random.

To prepare for unforeseen circumstances, the committee recommends further planning to ensure continuity of service by the board. For example, the committee considered the combination to the association's safe.

The Communications Committee was called forward to present their report. Chair

Angela Thelen introduced the committee members, Dawn Kiehn and Daniel Mellott,

then gave the report. The committee looked at the *Washington Rural Carrier*, email updates, and website. They found most items satisfactory but made a few recommendations. They felt more

membership engagement was needed. Angela Thelen moved that the report be accepted, and the committee be dismissed with our thanks. They were dismissed without objection.

COMMUNICATIONS COMMITTEE REPORT:

Website: *Some words on the website not displaying properly on mobile devices. Recent news needed to be updated on the new contract. Photos of stewards should be updated. The site is easy to navigate, under forms and documents some words overlapped on mobile devices.*

Magazine: *Overall good, no recommendations.*

Social media: *Suggest increasing followers with more engagement. Look into creating a poll.*

Email Updates: *No recommendations.*

Finances: *The difference in increase due to staggering subscriptions could be lower next year. Idea of having to share subscriptions.*

Lisa Levitt, King Snohomish and WRC editor, asked that anyone interested in submitting pictures to the WRC email her at the editor's email address.

Dawn introduced Lesa Routh-Holcomb of the National Auxiliary to the delegation. She told everyone about the great trip to the Spark Museum the previous day and spoke about the purpose of the Auxiliary. She recognized Alicia Peterson as a past Juniors President and talked about her daughter's experiences and how they helped her in her adult life. She also talked about the Juniors activities planned for National Convention and scholarships. She next spoke about "The Cure Starts Now" and stressed how common skin cancer is for rural carriers. Lastly, she shared the fundraising items with the delegation and explained how to donate directly.

Vice President Dave Blackmer made a few announcements. Kurt Eckrem, King-Snohomish, asked if the Auditing Committee could be called back forward in order to dismiss them. Jim Hemrich, Whitman-Southeast, asked a question regarding vouchers. Both the committee

and Dawn gave clarification. Charles Alexander, Whatcom, asked the committee to clarify the last paragraph of the report regarding unforeseen circumstances. Both the committee and Dawn gave clarification on this issue as well. Renee' Pitts asked where the "In Case of Emergency" forms were located, and the question was answered. Becky Wendlandt, East Central, asked if the ICE forms were emailed to the board members, and the answer was no. After the questions were finished, the committee was dismissed with our thanks. The convention went on a short break.

The convention was called back to order, with all officers and all but one Mutual delegate present. Mutual's 11th delegate was present within 10 minutes.

NRLCA Vice President Patrick Pitts came forward to continue with his presentation. Topics covered today included carrier demographics, RRECS statistics, labor relations statistics, national level grievances, legislative issues, membership, financial statistics, the National Steward System, impact of natural disasters, and the Postal Employees Relief

Fund (PERF), Rural Carrier Benefit Plan (RCBP), and national convention. He ended the presentation by thanking rural carriers for all that they do. Patrick then answered questions from the delegation on various issues.

The Constitution Committee was called forward to present their report. Chair Curtis Carstens introduced Aron Godfrey and Maricel Pearson. Dawn clarified that

constitution changes will go into effect at the end of the convention. Committee Chair Curtis Carstens went over the voting procedures. He made a motion to dispense with the reading of the current language. There was some confusion and discussion on the intent of the motion. After discussion, the motion was passed and only the new language and intent was to be read.

CONSTITUTION CHANGES:

PROPOSED CONSTITUTION CHANGE #1: **FAILED**

Article VII, Section 4, Paragraph A

Be it Resolved:

(Add 1.) The WARLCA Shall...

*(NEW) 2. Any delegate required **by the state president** to attend a seminar on the Monday preceding National Convention shall be entitled to a per diem of \$75.00 **for those not being paid by national.***

Dawn Ayers, Mutual, made a motion to amend the language to read “(NEW) 2. Any delegate required to attend a seminar on the Monday preceding National Convention shall be entitled to a per diem of \$75.00 **for those not being paid by National.**” The motion to amend was seconded. Becky Wendlandt, East Central, moved to amend the amendment which was ruled out of order. There was some confusion on discussion of the main motion and the amendment. The amendment was passed after discussion.

Becky Wendlandt, East Central, made a motion to amend the proposed language to read “...required **by the state president**

to...”. The amendment was passed after extensive discussion, some of which was not related to the amendment.

Final amended language read “(NEW) 2. Any delegate required **by the state president** to attend a seminar on the Monday preceding National Convention shall be entitled to a per diem of \$75.00 **for those not being paid by National.**” After extensive discussion, as well as clarification on whether it was truly new language (it was) clarification was made on time limits. After extensive discussion as well as several points of order, the amended constitution change was eventually voted on and it failed.

CONSTITUTION CHANGE #2: **NOT CONSIDERED**

Article VI, Section 2 & 3, Paragraph A & B & C

Be it Resolved:

That county credentialed delegates who do not meet their delegate responsibilities be paid a reduced allowance for responsibilities met. That compensation should mirror the constitutional language for state paid national delegates. Article VI, Section 3, Paragraph B should be changed,

after existing language, to read “If a county credentialed delegate does not meet their delegate responsibilities by being late more than 30 minutes to required functions, their compensation shall be reduced by 25% for each function that they miss entirely or are late in their attendance. The compensable functions of the state convention shall be one each daily session (for a total of 3) and their committee assignment.” In addition, Article VI, Section 2, Paragraph B.2 and C.2 should be amended to read: “Registered prior to the first report of the credentials committee.”

Renee’ Pitts, Mutual, brought up a point discussion, it was ruled out of order and of order due to the change addressing two there was no objection. This change was not different sections at the same time. After considered.

CONSTITUTION CHANGE #3: NOT CONSIDERED

Article IV, Section 2, Paragraph D

Be it Resolved:

D. Each County Unit at their annual meeting shall elect their delegates to the State Convention by ballot in all cases where there is more than one candidate for each delegate position.

Those members who are unable to attend their county unit meeting can notify their county officer in advance and/or another county member attending the county meeting that they would like to be a delegate to the State Convention as per their County Constitution. The member’s name will be submitted on the nomination list and one absentee vote will be entered on behalf of the member wanting to be a delegate by the county officers. This vote will be added to the credentialed list of county delegates to State Convention submitted by the County Secretary/Treasurer.

Delegates will be listed in accordance with the number of votes received. The delegate receiving the most votes will be the Delegate-at-Large. In the event of a tie, the position will be determined by random drawing of names then listed in the order drawn; except for the Delegate-at-Large position, which would then be decided by another ballot.

E. No delegate can be seated from any county unit without properly signed credentials and current membership dues paid. Each delegate shall be seated with the County Unit the delegate was elected in.

This Constitution Change was ruled out of order as the new language would have resulted in a Department of Labor violation. There was no objection and the change was not considered. The committee was then dismissed with our thanks. Isa Lopez presented some information to the delegates about the dinner cruise and after a few announcements, the convention adjourned for lunch at 12:01 p.m.

The convention was called back to order

at 1:05 p.m. All officers and delegates were present within 15 minutes. PAC Chair Christiana Lee introduced the PAC Committee members Debby Aumack, Jennifer Johnson, Katre Milliron, and Taralee Mohr and presented their report. Christiana moved to accept the report. A question was asked about per capita versus national. The motion to accept the report passed.

PAC COMMITTEE REPORT:

The committee recommends the removal of all old handbooks. There is one included from 2019. Also include additional copies of the instructions. We only had 3 copies but had 6 people on our team.

Our instructions state we should review past donations and remits but there were none provided to review.

The Resolutions Committee came considered.

forward. Chair Emily Hull introduced the members of the committee Jennifer Berg and Kurt Eckrem. She then went over the voting procedures. The amended language of Rule 13 was omitted in the reading, and clarification was given. Resolutions #7 and #8 were improperly submitted on New Hampshire state resolution forms and the chair made the decision not to consider them. Becky Wendlandt, East Central, challenged the decision of the chair. The motion was not debatable, and the delegates voted to sustain the decision of the chair. Resolutions 7 and 8 were not

There was a brief discussion about making sure that the votes of the committee standing behind the chair were counted. Resolution #3 was also ruled as improperly submitted due to the lack of the county unit secretary-treasurer's signature. This decision of the chair was also challenged, however the delegates voted to sustain the decision of the chair. Resolution 3 was not considered. Lastly, there was some discussion of the top lines of Resolution #1 not being properly filled out, however it was decided to proceed with the reading of that resolution.

RESOLUTIONS:

Submitted by Mutual:

PROPOSED RESOLUTION #1 – PASSED by drop of the gavel

***Whereas:** During peak season it is sometimes difficult to find route coverage for an area steward or a part time Assistant District Representative; and taking LWOP during the Christmas overtime period negatively impacts a regular carriers pay...*

***Be it Resolved:** The National Board will work to negotiate an automatic grievance extension during Peak season like what's in place for grievance extensions during National convention.*

***Intent of / Reason for Change:** It is difficult to get route coverage during peak season because of the lack of leave replacements. Additionally, it is unfair to part time stewards that are required to take LWOP to provide representation as it negatively impacts their pay during peak season. Taking LWOP during peak season typically results in a carrier working long hours on their route for free.*

PROPOSED RESOLUTION #2 – FAILED after extensive debate

***Whereas:** The WARLCA has sent multiple meeting notices for the same meeting either containing mistakes or misinformation and/or failed to mail meeting notices timely.*

***Be it Resolved:** Any board member whose errors have a financial impact on WARLCA funds will be published in each WRC as a separate box with the amount of the cost associated with the error.*

Intent of / Reason for Change: Transparency: WARLCA members should be notified and aware of any membership money being utilized unnecessarily for mistakes created by an elected official. The voting members should be aware of the additional costs created by the members of the board to be able to make sound voting choices, knowing all the facts during elections of WARLCA board members.

This resolution was objected to by Lorrie Crow, Northeast. There was extensive debate, with debate time being extended by 1:30 for each side speaking as per amended Standing Rule 13. Clarification was given that the amendment to Rule 13 took effect immediately after adoption at the beginning of convention. After debate, this resolution failed.

Submitted by North Central:

PROPOSED RESOLUTION #3 – **IMPROPERLY SUBMITTED – Ruled out of order**

Whereas: We presently do not get credit to dismount for parcels that we place in customer's supplied private tubs, boxes and lockboxes.

Be it Resolved: That a credit be given to carriers for dismount and package deliveries to customer's personally provided tubs, boxes and parcels are delivered to.

Intent of / Reason for Change: To properly compensate carriers for the dismount deliveries that are required to deliver to the personal tubs, boxes and lockboxes.

This resolution was ruled improperly submitted by the chair as it lacked the county unit secretary-treasurer's signature. This resolution was not considered.

Submitted by Island-Skagit-San Juan:

PROPOSED RESOLUTION #4 – **PASSED by drop of the gavel**

Whereas: N/A

Be it Resolved: Carriers would be able to access remotely a forward book for addresses, and in real time make changes for mistakes made by the customer or carrier, be able to remove forwards that are no longer needed

Intent of / Reason for Change: Forwards were added to scanner over 180 days that allowed being able to see forwards without the use of a written card

PROPOSED RESOLUTION #5 – **FAILED after debate**

Whereas: RRECS mini mail surveys are conducted every six months and evaluations potentially change

Be it Resolved: Route evaluations utilizing the RRECS Program shall only be update once per year following the second mini mail survey.

Intent of / Reason for Change: Under current RRECS carriers are being adversely affected. Evaluations and salaries potentially changing every six months. This is causing undue stress and financial hardships in major decisions like home purchases. Carriers are seeking more stability.

This resolution was objected to by Renee' Pitts, Mutual. It failed after debate.

Submitted by King-Snohomish County:

PROPOSED RESOLUTION #6 – **FAILED after debate**

Whereas: Volunteering to work on Sundays or other routes does not provide a guarantee or entitlement to work these assignments.

Be it Resolved: Volunteering to work on Sundays, Holidays, or on other routes be offered via seniority on a rotating basis.

Intent of / Reason for Change: Management does not have a fair way of offering OT equally. Carriers receive OT when carriers work other routes leading to management playing favorites.

This resolution was objected to by Isa Lopez, King-Snohomish. The original maker of this resolution asked for it to be withdrawn, however that was ruled out of order. This resolution failed after the maker gave their explanation for wanting to withdraw it.

No County Unit Specified:

PROPOSED RESOLUTION #7 – **IMPROPERLY SUBMITTED - Ruled out of order**

Whereas: The National Board is in charge of scheduling trainings for state officers

Be it Resolved: That State Secretary/Treasurers will have an in person training nationally once a year but not limited to once if needed.

Intent of / Reason for Change: In person trainings have been discontinued for a number of years due to several circumstances. This will establish a schedule for this important training to take place annually. This will continue to insure that our state Secretary/Treasurers will get the training and guidance timely.

This resolution was improperly submitted on a New Hampshire state resolution form and had no county unit listed or county unit secretary-treasurer's signature. It was ruled out of order together with Resolution #8, which appeared to be identical to Resolution #7. That decision was challenged, however the delegates voted to sustain the decision of the chair. It was not considered.

PROPOSED RESOLUTION #8 – **IMPROPERLY SUBMITTED - Ruled out of order**

Submitted by Whatcom County:

PROPOSED RESOLUTION #9 – **PASSED by drop of the gavel**

Whereas: None

Be it Resolved: That information obtained via Geotags/Telematics, being the sole evidence obtained, shall not be sufficient grounds for issuing discipline against a carrier.

Intent of / Reason for Change: Technology glitches and malfunctions, and carriers should not be disciplined when an uncorroborated event by a potentially malfunctioning device is logged

PROPOSED RESOLUTION #10 – **PASSED by drop of the gavel**

Whereas: None

Be it Resolved: That information obtained by Geotags/Telematics, being the sole evidence obtained, shall not be sufficient grounds to conduct an investigative interview against a carrier

Intent of / Reason for Change: *Technology malfunctions and glitches frequently, and a carrier should not be subject to a predisciplinary hearing based solely on a logged event by a device that may be on the fritz*

PROPOSED RESOLUTION #11 - **FAILED** after debate

Whereas: None

Be it Resolved: *That information obtained by Geotags/Telematics, being the sole evidence obtained, shall not be sufficient grounds to place a carrier on emergency placement or any such unpaid status.*

Intent of / Reason for Change: *Technology glitches and fails all the time, and carriers should not be held liable solely on a piece of technology that could have malfunctioned.*

This resolution was objected to by Renee' Pitts, Mutual. After debate and division being called for a standing vote, the resolution failed. Kurt Eckrem, King-Snohomish, made a motion to reconsider the vote on Resolution #11. The motion was seconded but failed. Kurt then requested a point of personal privilege and noted some inconsistency in the way people voted on 9, 10, and 11. Committee Chair Emily Hull made a motion to dismiss the Resolutions Committee. The motion passed and the committee was dismissed with our thanks.

Jeff Taylor, East Central, asked for a point of personal privilege, speaking briefly about his experience with NARFE. Becky Pike, Whatcom, asked a question on the differing resolution forms, which were addressed. Dave Blackmer made a few announcements and questions, and the convention went on a short break.

The convention was called to order with all officers and delegates present. An announcement was made about cruise tickets.

Steven Roy of NARFE came back up to speak. He spoke about the attempts of the current administration to eliminate official time and attempts to break the federal employee unions. NARFE is supporting the

efforts of the federal government unions. He also spoke about the importance of having working relationships with both Senators and Representatives. He noted he would be speaking to them soon about the issues.

Christiana Lee gave a PAC update. Total raised at that time was \$3,227.21.

The Mileage and Per Diem Committee was called forward to give their final report. Chair Bryan Potter presented the report. A few modifications were made and errors corrected. Bryan moved that the report be accepted, which received a second. Renee' Pitts asked that her name be added back on as a national-paid delegate. A few other questions were asked of the committee. Bryan then moved for the committee to be dismissed. The motion was second and passed. The committee was then dismissed with our thanks.



WARLCA President Dawn Ayers

2025 MILEAGE AND PER DIEM REPORT:

NAME	MILES	MILEAGE	TOLL/ FERRY	PER DIEM	TOTAL	TITLE
Alexander, Charles	15.4	\$10.78		\$400	\$410.78	Delegate
Anderson, Dawn	596	\$417.20		\$400	\$817.20	Region Committeeperson 4
Arras, Sharlene	376	\$263.20		\$400	\$663.20	Delegate
Arvin, James	684	\$478.80		\$400	\$878.80	Delegate
Aumack, Debby	434	\$303.80		\$400	\$703.80	Delegate
Ayers, Dawn	298	\$208.60		\$400	\$608.60	President
Berg, Jennifer	458	\$320.60		\$400	\$720.60	Delegate-at-Large
Bergman, Philip	13.4	\$9.38		\$400	\$409.38	Delegate
Blackmer, Dave	154	\$107.80		\$400	\$507.80	Vice President
Bliznyuk, Dina	15	\$10.50		\$400	\$410.50	Delegate
Carstens, Curtis	390	\$273.00		\$400	\$673.00	Delegate
Cortez, Al	332	\$232.40	\$4.50	\$400	\$636.90	Delegate
Cortez, Sherry	332	\$232.40	\$4.50	\$400	\$636.90	Delegate
Crow, Lorrie	660	\$462.00		\$400	\$862.00	Secretary-Treasurer
Domschot, Benjamin	452	\$316.40		\$400	\$716.40	Delegate-at-Large
Durgan, Susan	244	\$170.80	\$18.20	\$400	\$589.00	Delegate-at-Large
Eckrem, Kurt	150	\$105.00		\$400	\$505.00	Delegate
Fernandes, Ruthann	64	\$44.80		\$400	\$444.80	Delegate
Folk, James	316	\$221.20		\$400	\$621.20	Delegate
Foster, Chris	246	\$172.20		\$400	\$572.20	Delegate
Godfrey, Aron	474	\$331.80		\$400	\$731.80	Delegate
Granish, Nancy	294	\$205.80		\$400	\$605.80	Delegate
Granish, Kristian	300	\$210.00		\$400	\$610.00	Delegate
Greer, Todd	718	\$502.60		\$400	\$902.60	Delegate
Hamilton, David	38	\$26.60		\$400	\$426.60	Delegate
Hemrich, Jim	696	\$487.20		\$400	\$887.20	Delegate-at-Large
Hendrix, Joseph	618	\$432.60		\$400	\$832.60	Delegate-at-Large
Hull, Emily	294	\$205.80		\$400	\$605.80	Delegate
Javiniar, Estee	518	\$362.60		\$400	\$762.60	Region Committeeperson 2
Johnson, Jennifer	112	\$78.40		\$400	\$478.40	Delegate
Johnson, Duane	112	\$78.40		\$400	\$478.40	Delegate
Kiehn, Dawn	64	\$44.80		\$400	\$444.80	Delegate

Washington Rural Carrier — Convention 2025

Latch, Shira	704	\$492.80		\$400	\$892.80	Delegate
Lee, Christiana	296	\$207.20		\$400	\$607.20	PAC Chair
Lee, Bee	204	\$142.80		\$400	\$542.80	Delegate-at-Large
Levitt, Lisa	110	\$77.00		\$400	\$477.00	Delegate
Lopez, Isa	132	\$92.40		\$400	\$492.40	Region Committeeperson 1
Marchand, Carol	208	\$145.60	\$46.40	\$400	\$592.00	Delegate
Mellott, Daniel	340	\$238.00	\$36.40	\$400	\$674.40	Delegate
Milliron, Katre	452	\$316.40		\$400	\$716.40	Delegate
Mohr, Taralee	134	\$93.80	\$5.00*	\$400	\$498.80	Delegate
Muresan, Magda	516	\$361.20		\$400	\$761.20	Delegate
Packard, Tammy	9.2	\$6.44		\$400	\$406.44	Delegate-at-Large
Pearson, Maricel	518	\$362.60		\$400	\$762.60	Delegate
Peterson, Alicia	274	\$191.80		\$400	\$591.80	Delegate
Pike, Becky	22	\$15.40		\$400	\$415.40	Delegate
Pitts, Renee'						District Rep. – National Paid
Poage, Brian	460	\$322.00		\$400	\$722.00	Delegate
Potter, Bryan	112	\$78.40		\$400	\$478.40	Delegate
Reed, Delsey	734	\$513.80		\$400	\$913.80	Region Committeeperson 3
Rochon, Benjamin	636	\$445.20		\$400	\$845.20	Delegate-at-Large
Skewis, Kris	316	\$221.20		\$400	\$621.20	Delegate-at-Large
Supinski, Valarie	100	\$70.00		\$400	\$470.00	Delegate
Taylor, Jeff	712	\$498.40		\$400	\$898.40	Delegate
Thelen, Angela	106	\$74.20		\$400	\$474.20	Delegate
Walker, Melvin	436	\$305.20		\$400	\$705.20	Delegate
Wendlandt, Becky	718	\$502.60		\$400	\$902.60	Delegate
White, Lyndee	674	\$471.80		\$400	\$871.80	Delegate
Whitney, Ethan	704	\$492.80		\$400	\$892.80	Delegate
Wise, Rena	62	\$43.40		\$400	\$443.40	Delegate-at-Large
TOTAL		\$14,109.90	\$115.00	\$23,600.00	\$37,824.90	

As of the convention, the current IRS mileage rate was \$0.70. * Denotes that Taralee Mohr received a refund of \$5.00 for a registration fee overpayment.

RCP3 Delsey Reed gave a short presentation on NGIC Insurance, as the intended Zoom call did not work out. Delsey read Linda Foran's message out, noting that she was quoting Linda directly and not speaking for the WARLCA.

The Finance Committee came forward to present their final report. There were no changes. Chair Al Cortez moved that the final report be accepted. The motion was second and passed. The committee then moved to be dismissed, which was also second and passed. The committee was dismissed with our thanks.

The State Auxiliary Secretary-Treasurer came forward to speak about the State Auxiliary. She asked for everyone's support! There was no further business for Monday, so the convention adjourned for the evening at 3:04 p.m.

JUNE 24, 2025

The convention was called to order at 8:00 a.m. with the officers and delegates present. Christiana Lee gave a PAC update. Total at the time was \$3,509.21. She announced raffle winners and made a few other PAC announcements. George Holcomb from Colorado (and husband of Lesa Routh-Holcomb of the national auxiliary) spoke about the Pioneer Retirement Club, sharing a few anecdotes. He noted that we need to really make some extraordinary efforts to get through the issues we are currently facing.

Vice President Dave Blackmer presented the member of the year award to Isa Lopez. He talked about her many contributions to the craft. Isa thanked everyone. Lisa Levitt, King-Snohomish, asked for a point of personal privilege, asking everyone who took photos at the banquet the previous night to please send them to her. Next were resolutions and constitution changes from the floor.

CONSTITUTION CHANGE FROM THE FLOOR:

CONSTITUTION CHANGE FROM THE FLOOR #1 - **FAILED** after debate

Article VI Meetings, Section 2 Delegates, Paragraph D

Whereas: *D. Each County Unit at their annual meeting shall elect their delegates to state convention by ballot in all cases where there is more than one candidate for each delegate position.*

Be it Resolved: *D. Each County Unit at their annual meeting shall elect their delegates to the State Convention by ballot in all cases where there is more than one candidate for each delegate position.*

New Language to be added to the end of D:

Any member unable to attend their county unit meeting can notify their county officer in advance, and/or another county member attending the county meeting, that they would like to be a delegate to the State Convention as per their County Constitution. The county member unable to attend the county meeting may also submit a campaign announcement to be read at the county meeting.

Intent of / Reason for Change: *To make it clear in the WARLCA Constitution the procedure for county members who can't attend their county meeting to be put on the ballot for delegate to*

State Convention. Any member can have family or work commitments that prohibit their attendance at the county meeting, yet want to be a delegate. In the history of the WARLCA no county unit has ever reached its full delegate strength, and the more members who get involved as convention delegates, the more likely it will be that they will want to continue their union involvement and encourage others to become involved.

This constitution change was presented by Charles Alexander, Whatcom. Kurt Eckrem, King-Snohomish, moved to extend speaker time for five minutes, which was seconded and passed. This constitution change failed after extended debate and a standing vote.

RESOLUTION FROM THE FLOOR

RESOLUTION FROM THE FLOOR #1 – FAILED after debate

Whereas: *Volunteering on Sundays or other routes does not provide a guarantee or entitlement to work these assignments*

Be it Resolved: *The National Office consider adding language that volunteering to work on other routes or Sundays be offered on a rotating basis*

Intent of / Reason for Change: *Management does not have a fair way of offering this work equally. Management tends to play favorites when offering the additional work.*

This resolution was presented by Isa Lopez, King-Snohomish. Renee' Pitts, Mutual, had a parliamentary inquiry, noting that this could not be binding to the national board. Renee' made a motion to amend the resolution from binding to non-binding, which was seconded and passed. The resolution failed after debate.

Several delegates then asked for a point of personal privilege. Becky Wendlandt, East Central, spoke about the history behind our state logo as well as the importance of cancer screenings, RCBP's cancer coverage, and her personal experiences with them. Dawn Ayers, Mutual, spoke about the Lady Carrier's Club and the Georgiana Peet-Miller Scholarship. Jennifer Johnson, King-Snohomish, spoke about the great experience she had at the convention and was very appreciative of the county officers training. She wants to encourage new people to come and be involved. Come up

and speak! Vice President Dave Blacker also encouraged everyone to try to bring in new people from their office. The convention went on a short break at 8:47 a.m. to allow the delegates to check out of their rooms, being called back to order at 9:02 a.m. All officers and delegates were present. Officer elections began. Dawn went over the standing rules regarding elections.

Vice President, 2-year term

Dave Blackmer

There were no other nominations for Vice President. Dawn cast a unanimous ballot without objection. Dave thanked the delegates.

Region Committeeperson 1, 2-year term

Isabella Lopez

There were no other nominations for RCP1. Dawn cast a unanimous ballot without objection. Isa thanked the delegates.

Region Committeeperson 3, 2-year term

Delsey Reed

There were no other nominations for RCP3. Dawn cast a unanimous ballot without objection. Delsey thanked the delegates.

Kurt Eckrem, King-Snohomish, addressed the delegates as the state historian. He told the delegates that the “Mail Hawk” device was actually invented here by a carrier out of Okanogan and went over some of the history of it.

Estee Javinari asked for a point of personal privilege, speaking about the Armed Forces Veterans Club.

Becky Wendlandt, East Central, asked if we could have a historical section in the WRC. Dawn noted that they are working on it.

Christiana Lee gave a final PAC update. Before the live auctions, the total raised was \$5,402.21. The remaining raffle items were passed out to the winners. Dawn reminded everyone to keep giving the board feedback, so they know what the carriers would like to see. Christiana then auctioned off the two glass items donated by Kristy McKee. The first bird feeder went to Estee Javinari for \$220. The second bird feeder went to Brian Poage for \$160. The flower sculpture went to Angelea Thelen for \$214. An “NRLCA Proud Union Home” sign, signed by the national board, went to Dawn Ayers for \$150.

Dawn recognized the Tellers Committee for all of their election prep work, even though there were only unanimous elections this year.

Kurt Eckrem, King-Snohomish, made a motion to dismiss all standing committees. The motion was second, passed and all committees were dismissed with our thanks. Delegates-at-Large collected YEA/NAY cards and turned them in to the state Secretary-Treasurer. The 2025-26 State Officers were installed by NRLCA Vice President Patrick Pitts. Kurt Eckrem, King-Snohomish, asked about the Election Committee for national delegate elections. Dawn explained that the committee will be recalled the following week to tabulate the results and that the results would be put on the website, convention issue of the WRC, and that delegates elected would be notified. Christiana Lee gave a final PAC total of \$6,147.21. The colors were then retired. Each delegate-at-large was called up to return the YEA/NAY cards for their county units and delegate checks were distributed.

The 2025 State Convention was adjourned at 9:51 a.m.

JUNE 30th

The Election Committee, Sharlene Arras Committee Chair, David Hamilton, Tammy Packard, and Rena Wise, met at the convention site Best West Plus Hotel on June 30, 2025, and proceeded to the Ferndale Post Office to collect the ballots and close the post office boxes, returning to the Best Western Plus Hotel to tabulate the votes. Below is the report of the 2025 Election Committee and the election results.

ELECTION COMMITTEE REPORT:

The Election Committee reconvened this morning at 9:00 am to meet in the Maplewood Boardroom to go over the rules and regulations of our duties. Committee members included Sharlene Arras, David Hamilton, Tammy Packard, and Rena Wise.

Board member, Dawn Ayers started with us and signed her confidentiality statement for all observers. Dawn Ayers drove Sharlene Arras and Tammy Packard to the Ferndale Post Office to

pick up all ballots and the returned ballots. Sharlene confirmed all ballots collected and confirmed with the Postmaster and box section clerk all mail for PO Boxes were delivered. All DPS mail not put up was checked. Tammy was in possession of the tub and collection of ballots as Dawn and Sharlene were closing out PO Box 1940 and PO Box 1950. Dawn Ayers also submitted two Change of Address forms from the Post Office Boxes to the State Secretary address. The purpose of the change of address was for any ballots returned after the date to be received are returned to our board.

Sharlene and Dawn arrived Sunday, June 29, 2025, to be available to start the duties promptly Monday morning with the rest of the Election Committee. In transparency, Dawn and Sharlene were in separate rooms so the ballots received on June 22, 2025, were not in the “presence” of a National Convention Delegate nominee.

While Sharlene and Tammy went to the Ferndale Post Office, David and Rena stayed in the Boardroom to begin the count of the first election run of Bellingham ballots. Upon Sharlene and Tammy’s return, they recounted the ballots to confirm the first count by David and Rena. The committee tallied the Bellingham ballots collected by Isa Lopez and Lorrie Crow on Wednesday, June 25, 2025. That total came to 247. One post card that went to “Current resident” and one mis-sort to wrong PO Box that was remailed.

Ferndale Ballots

Total of 246

44 Returned:

1 Refused

IA 3

NSN 2

NMR 1

VAC 1

ANK 5

UTF 18

There were 13 ballots sent out that were returned because of NO address.

The verification of sender being a union member was difficult at times due to illegible writing on return address.

We also came across ballots with NO Return address which nullifies the vote.

One ballot had written their concern of providing a return address on the outer envelope not keeping vote secret. No name was provided to verify membership so that nullified the ballot.

Thank you for your patience with the Election Committee. Congratulations to all who are able to represent us at National.

We move to dismiss the 2025 Election Committee with your Thanks.

Respectfully submitted,

Sharlene Arras, David Hamilton, Tammy Packard, Rena Wise

DELEGATE ORDER	NAME	TOTAL VOTES
1	Renee' Pitts	131
2	Alicia Peterson	101
3	Isabella Lopez	100
4	Dawn Ayers	98
5	Rebecca Wendlandt	91
6	Lorrie Crow	88
7	Rebecca Pike	83
8	Charles Alexander	76
9	Levi Hanson	74
10	Estee Javinier	71
11	Delsey Reed	66
12	David Blackmer*	63
13	Philip Bergman*	63
14	Jeffrey Taylor*	63
15	Alfonso Cortez Jr*	63
16	Kristian Granish~	62
17	James Hemrich~	62
18	Christiana Lee	61
19	Sherry Cortez	60
20	Susan Durgan	59
21	Susie Hill	58
22	Kristine Skewis~	57
23	Taralee Mohr~	57
24	Lisa Levitt	54

25	Aron Godfrey	51
26	Todd Greer	49
27	Lyndee White*	43
28	Emily Hull*	43
29	Jennifer Berg*	43
30	Katre Milliron	42
31	Christopher Foster	39
32	Wendy MiliantaPeterson	38
33	Deborah Aumack	33
34	Carol Marchand	32

In the event of a tie, positions were determined by a tiebreaker. * Denotes tiebreaker done by a random drawing of names. ~ Denotes tiebreaker done by coin toss. All ties were broken by the proper protocol and all results were verified and documented.



Another shot from the rally on June 22, 2025 in Bellingham.



STOP PRIVATIZATION, PROTECT THE USPS



Group Recognition at Convention



County Units' Delegates-At-Large



Leave replacements at Convention



First timers to WARLCA Convention



Academy Instructors



Retirees



On-The-Job Instructors



Past & present WARLCA
Board Members



Veterans & Active
Military



Your 2025-2026 WARLCA
State Board: President Dawn
Ayers, Vice President Dave
Blackmer, Secretary-
Treasurer Lorrie Crow, RCP1
Isa Lopez, RCP2 Estee
Javinari, RCP3 Delsey Reed,
and RCP4 Dawn Anderson

Banquet Night Aboard the Salish Express

A nautical-themed night of gaiety



Sherry & Al Cortez



Lord & Lady Hamilton



"Wilson", Delsey Reed, Jeff Taylor, Todd Greer, Ethan Whitney



Salish Express, the evening's pleasure vessel



Captain Patrick & Renee Pitts



WIIIIIIIIILSOOOOOOOOON



Christiana Lee, James Folk, and Dawn Ayers



Maricel Peterson and Jennifer Berg



Dinner, amazing views, costumes, and fun!

WARLCA COUNTY OFFICERS LIST

2025-2026 Year

001 NORTH CENTRAL Region 3

PRESIDENT: Katre Milliron
Phone: (253) 227-5622
Email: katremilliron@gmail.com

VICE PRES: Ben Domschot
Phone (360) 951-9146
Email: BDomschot@gmail.com

SEC-TREAS: Carole Hansen
Phone: (509) 687-5077
Email: dellandcarole@yahoo.com

003 PENINSULA Region 2

PRESIDENT: Susan Durgan
Phone: (360) 797-4396
Email: susandurgan@hotmail.com

VICE PRES: Al Cortez Jr
Phone: (360) 620-1839
Email: atezraiders71@gmail.com

SEC-TREAS: Sherry Cortez
Phone: (360) 621-3409
Email: shertez23@gmail.com

005 LOWER COLIMBIA Region 2

PRESIDENT: Aron Godfrey
Phone: (360) 431-9644
Email: arongodfrey73@gmail.com

VICE PRES: Debbie Aumack
Phone: (360) 485-7509
Email: debbyaumack@gmail.com

SEC-TREAS: Estee Javinari
Phone: (808) 554-3065
Email: esteeruralmail@gmail.com

006 MUTUAL Region 2

PRESIDENT: James Folk
Phone: (360) 790-4960
Email: lionelmpc@comcast.net

VICE PRES: Christiana Lee
Phone: (253) 254-4495
Email: christl64@comcast.net

SEC-TREAS: Kris Skewis
Phone: (360) 790-0957
Email: iamamailer@aol.com

010 ISLAND-SKAGIT-SAN JUAN Region 1

PRESIDENT: Valarie Supinski
Phone: (253) 549-5326
Email: ms.valarie@gmail.com

VICE PRES: Rena Wise
Phone: (360) 391-6307
Email: renamarie1077@yahoo.com

SEC-TREAS: Dionne Taylor
Phone: (360) 720-1393
Email: dionne331@gmail.com

011 KING-SNOHOMISH (KS) Region 1

PRESIDENT: Lisa Levitt
Phone: (425) 359-2462
Email: k-s_countyrlca@comcast.net

VICE PRES: Duane Johnson
Phone: (360) 913-5946
Email: endofthetailbunnies@yahoo.com

SEC-TREAS: Isabella Lopez
Phone: (425) 417-2700
Email: isarlopez@hotmail.com

013 EAST CENTRAL Region 3

PRESIDENT: Ethan Whitney
Phone: (509) 891-2567
Email: ethan.whitney@nrlca.org

VICE PRES: James Arvin
Phone: (509) 995-8278
Email: jamesarvin77@hotmail.com

SEC-TREAS: Lyndee White
Phone: (541) 852-2626
Email: lyndeemb@yahoo.com

014 NORTH EAST Region 3

PRESIDENT: Ben Rochon
Phone: (509) 563-9625
Email: benrochon1980@gmail.com

VICE PRES: Laura Martin
Phone: (509) 680-1691
Email: laura.martin.wrlca@gmail.com

VICE PRES: Jason Walters
Phone: (509) 386-8404
Email: jhwmagnum@gmail.com

SEC-TREAS: Shira Latch
Phone: (509) 936-3816
Email: ds.latch@gmail.com

SEC-TREAS: Jim Hemrich
Phone: (509) 595-5980
Email: rljim@stjohncable.com

015 WHATCOM Region 1

PRESIDENT: Philip Bergman
Phone: (360) 201-3873
Email: succotash.54@yahoo.com

VICE PRES: Dina Bliznyuk
Phone: (360) 224-2810
Email: dinabliznyuk@yahoo.com

SEC-TREAS: David Hamilton
Phone: (360) 392-8326
Email: aoeoltd@hotmail.com

016 WHITMAN-SOUTHEAST Region 4

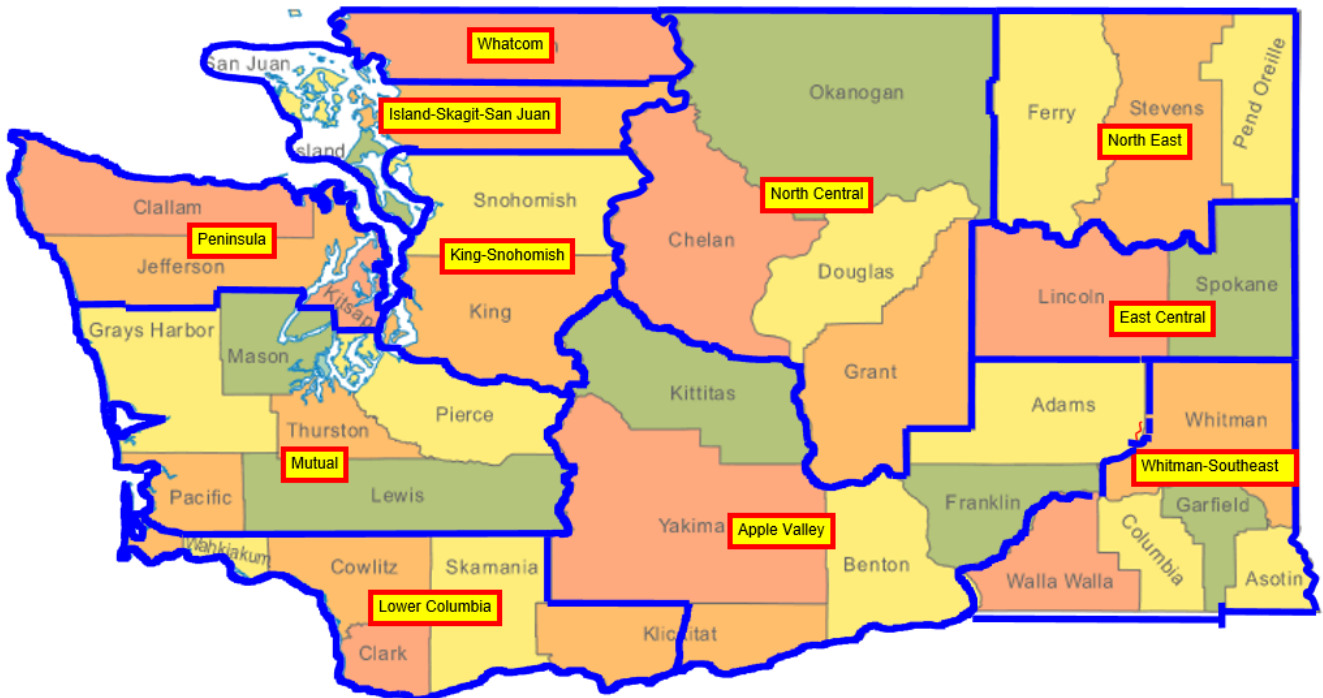
PRESIDENT: Sarah Townsend
Phone: (509) 386 3288
Email: saraht@pocketinet.com

017 APPLE VALLEY Region 4

PRESIDENT: Curtis Carstens
Phone: (509) 307-8727
Email: pffawg7@yahoo.com

VICE PRES: Teresa Lockbeam
Phone: (509) 225-0201
Email: mtasm05@msn.com

SEC-TREAS: Katie Peterson
Phone: (509) 834-0094
Email: horsewoman320@yahoo.com



**WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION**



CONSTITUTION

July 1, 2025, to June 30, 2026 (25/26 Year)

**Updated at the June 22-23-24, 2025
State Convention
Bellingham WA**

ARTICLE I Name

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

ARTICLE II Purpose

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

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

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

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

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

ARTICLE III Members

Section 1. Member in Good Standing.

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

Section 2. Classifications

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

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

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

B. Retired Member. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for

one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National office.

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

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

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

Section 3. Restrictions.

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

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

Section 4. Affiliation.

Members in good standing shall have the option of being a member of the County Unit and Region in which he/she resides or in the County Unit and Region representing the office from which the route emanates. The member must provide in writing prior to the start of the fiscal year to the State Secretary that member's desire to be in a different county unit. A Retired Carrier shall have the option of being a member of the County Unit and Region in which he/she resides or in the County Unit and Region where previously employed as a regular rural carrier, at time of retirement.

Section 5. Dues.

- A. The revenues of the WARLCA shall be derived from per capita dues.
- B. The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.
- C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a 35-hour route at Step A from Table One of the current rural carriers evaluated schedule in effect. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be reduced by a flat amount of \$53.00 for the 2022-2023 year. The State per capita dues for substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary rural carriers shall be 35% of the regular carriers' State per capita dues for the 2022-2023 year, including the reduction, as calculated above. The State per capita dues for retirees shall be a set rate of

\$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar. The portion of the State per capita dues to be distributed to the County Units and other special funds shall be decided at each State Convention.

D. Family Plan:

1. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.
 - a. Regular Rural Carriers; \$4.00
 - b. Part-Time Flexible Rural Carriers; \$4.00
 - c. Substitute Rural Carriers; \$4.00
 - d. Rural Carrier Associates; \$4.00
 - e. Rural Carrier Reliefs; \$4.00
 - f. Assistant Rural Carriers; \$4.00
 - g. Auxiliary Rural Carriers; \$4.00
 - h. Retired Rural Carriers; \$4.00
2. Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro-rata from the total defined dues amount by the NRLCA and remitted to the National Auxiliary quarterly.
3. Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.
4. Should the Washington State Auxiliary cease to exist the State Auxiliary identified per capita shall default to the State Association until such time that it can be stopped.

Section 6. Membership Year.

- A. The membership and fiscal year of the WARLCA shall be from July 1 to June 30.
- B. The fiscal year of the County Units and Region Associations shall be from July 1 to June 30.

Section 7. Discipline.

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

Section 8. Magazine.

Members in good standing shall receive each issue of *The Washington Rural Carrier*.

Section 9. Standards of Conduct for the Association and its Members.

- A. Maintain democratic procedures and practices.
- B. Ensure members' rights to participation in the affairs of the Association through periodic elections, fair and equal treatment under the governing rules and due process in any disciplinary proceedings.
- C. Prevent discrimination on the basis of race, color, age, gender, religion, creed, national origin or disability, or on the basis of marital, economic, social or political status.

- D. Maintain the fiscal integrity of the Association.
- E. Prohibit business or financial interests on the part of its officers and agents which conflict with their duty to the Association.

ARTICLE IV Subordinate Units

Section 1. Subordinate Units.

- A. Charters shall be granted County Units upon members' application and payment of one (1) year's dues for each member. The amount of dues shall be specified in WARLCA Constitution ARTICLE III.
- B. The County Unit or Region Association is subordinate to the WARLCA. Likewise, the WARLCA is subordinate to the NRLCA.
- C. All County Unit Constitutions shall be in harmony with the State and National Constitution.
- D. Region and County Associations
REGION ONE (1) shall be composed of the County Units of: ISLAND-SKAGIT-SAN JUAN (Island, Skagit and San Juan Counties); K-S (King and Snohomish Counties); WHATCOM (Whatcom County).

REGION TWO (2) shall be composed of the County Units of: PENINSULA (Clallam, Jefferson, and Kitsap Counties); LOWER COLUMBIA (Clark, Skamania, Cowlitz, Wahkiakum, and the 986 offices of Pacific and Klickitat Counties); MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis, and the non 986 offices of Pacific Counties).

REGION THREE (3) shall be composed of the County Units of: NORTH CENTRAL WASHINGTON (Chelan, Douglas, Grant, and Okanogan Counties); NORTHEAST WASHINGTON (Stevens, Ferry, and Pend Oreille Counties); EAST CENTRAL WASHINGTON (Lincoln and Spokane Counties).

REGION FOUR (4) shall be composed of the County Units of: WHITMAN-SOUTHEAST (Whitman, Asotin, Walla Walla, Columbia, and Garfield Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).
- E. Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designated by statute. The County Secretary will notify all County members, their Region Committeeperson, State Secretary, and State President at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such constitutional changes as their needs may suggest, and such laws must harmonize with this code of laws.
- F. Secretaries of the County Units shall remit to the State Secretary-Treasurer within fifteen (15) days of their receipt, all monies for per capita dues. County secretaries shall also inform the State Secretary-Treasurer of any changes in membership (such as change of address, resigned, or deceased) in a timely manner.

Section 2. Stipend.

- A. Each County President, Vice President, and Secretary-Treasurer in attendance at their County Unit meeting shall receive compensation of \$25.00 each if they so choose, except for any meeting which the Officer campaigned for any elected or appointed position.
- B. Maximum times an Officer shall be compensated will not exceed four (4) per year per County Officer.

- C. The State Secretary-Treasurer will pay the County Unit Officers upon receipt of the meeting minutes and sign-in sheet.
- D. Each County President and Secretary-Treasurer will receive compensation of \$25.00 each for completing their county LM online by July 30 of the fiscal year just ended.

Section 3. Annual Report.

- A. Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. The original is to be sent to the State Secretary with proper endorsement by the County President and the County Secretary. Also, each County Secretary shall submit the names of the newly elected County Officers to the State Secretary.
- B. The County Secretary, when submitting resolutions and proposed changes to the Constitution to the State Secretary, shall submit them in the proper form as follows: Make a copy of each resolution and proposed change to the Constitution, preferably typewritten, following the form provided by the State Secretary-Treasurer, and state whether it is a resolution or a proposed change to the Constitution.

Section 4. Trusteeship.

A. Purpose.

The State Board may place any subordinate unit in trusteeship for any of the following reasons:

1. To uphold the principles of this Constitution.
2. To prevent or correct corruption or financial mismanagement.
3. To ensure performance of collective bargaining agreements or duties of a bargaining representative.
4. To restore democratic procedures.
5. To otherwise carry out the objectives of the Association.

B. Authority.

The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in such capacity for the duration of the trusteeship.

C. Hearing.

A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the Unit in Trusteeship or from the State Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.

D. Termination.

The affected subordinate unit may petition the State Board to terminate the trusteeship at six-month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.

ARTICLE V Officers and Appointees

Section 1. Officers.

- A. The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons who shall be elected at the State Convention and serve two (2) years, or until their successors are elected and installed. Proviso: The election of the Vice President at the 2018 State Convention be for a one-year term, and thereafter the term of the Vice President shall be a two-year term, beginning with the election at the 2019 State Convention.
- B. There shall be an Executive Committee consisting of the four (4) Region Committeepersons.
- C. The term of the officers of the WARLCA shall be from the time of installation to the installation of their successors.
- D. Any officer of the WARLCA who shall be separated from the rural service through no fault of his/her own, as determined by the Board, shall hold office until the next State Convention of the WARLCA.

Section 2. Duties.

- A. President
 - 1. The President shall preside at all meetings of the WARLCA and of the Board and enforce all laws thereof. He/She shall sign all papers and documents that require his/her signature to properly authenticate them.
 - 2. His/Her decisions upon all questions of law shall be final during the recess of the WARLCA. He/She shall report all such decisions to the WARLCA at its State Convention for approval or rejection. Such decisions, when approved or revised by the WARLCA, shall have all the effect and force of the general laws of the WARLCA.
 - 3. At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Editor of the Washington Rural Carrier, Provident Guild Director, Political Action Committee Director, and Webmaster, and have the authority to fill any vacancies therein during the recess.
 - 4. He/She shall fill all vacancies pro temp caused in any way in the Board of the WARLCA subject to the approval of the remaining members of the Board.
 - 5. He/She shall have power to grant charters and, in conjunction with the Secretary, issue them during the interim between State Conventions of the WARLCA. He/She shall perform other duties as the Constitution requires.
- B. Vice President

The Vice President shall preside in the absence of the President, and in the case of death, resignation, disqualification, refusal, or neglect of the President to discharge the duties of his/her office, the Vice President shall become the President and serve until such time as his/her successor shall be duly elected and installed.
- C. Secretary-Treasurer
 - 1. The Secretary-Treasurer shall keep a correct record of the proceedings of the WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the WASHINGTON RURAL CARRIER, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WARLCA, including a statement of the membership of same.
 - 2. He/She shall conduct the correspondence of the WARLCA, keep a record, and submit same when demanded by the Board.
 - 3. He/She shall have charge of the seal, books, papers, and documents belonging to the WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party or parties receiving same.
 - 4. He/She shall keep a true and correct account between the WARLCA and the County Units.
 - 5. He/She shall perform all the duties of the Treasurer as are required by this office.

6. He/She shall receive all monies due the WARLCA and shall deposit all monies in a convenient depository; such deposits to be made in the name of the "Washington Rural Letter Carriers' Association" and any interest thereon shall be credited to the funds of the WARLCA.
 7. The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, and all Region Committee persons review the payments and supporting documents on a quarterly basis.
 8. The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings as directed by the State Board, and the cost shall be paid out of the treasury of the WARLCA.
 9. He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA's funds as shown by his/her books.
 10. After the close of each State Convention, the Secretary shall send the appropriate resolutions to the National Secretary-Treasurer, keeping a copy on file.
 11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty-five (25) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to the National Convention in accordance with Article VII (National Convention Delegates) of the Constitution of the WARLCA.
 12. He/She will notify all members, at least fifteen (15) days prior to the opening of the State Convention, of the time and place, the nominating and election procedures, and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.
 13. He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These ballots should be placed in envelopes marked to indicate for which election they were used.
 14. The Secretary shall have the Constitution printed in the Convention issue of the WASHINGTON RURAL CARRIER, which will be mailed to all members.
- D. Executive Committee
1. The Executive Committee, or a majority of them, shall act as Trustees of the WARLCA, and in conjunction with the President, have general supervision and control of the WARLCA.
 2. It shall be the duty of the Executive Committee members to aid in keeping carriers in their particular Regions interested in WARLCA work and in keeping up the membership of their Regions. They shall perform such other duties as the WARLCA may, from time to time, direct.
 3. It shall be the duty of the Executive Committee members to search out future Convention sites in their Region and to work with the board on establishing a Convention site contract for said Convention. They are also to enlist Convention committee members to help assist them in holding the Convention in the appropriate Convention year for their Region.
- E. Editor
1. The Editor shall publish issues of the WASHINGTON RURAL CARRIER as instructed by the State Board. Also, the State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.
 2. The Editor shall mail each issue of the WASHINGTON RURAL CARRIER to all members of the WARLCA and will be reimbursed for all expenses incurred in publication and mailing.
- F. At each State Convention, a report in writing must be rendered by each State Officer and the report then placed on file by the State Secretary.
- G. Each State Officer and Appointed Officer will submit a proposed budget for the operating expenses of their office for the coming fiscal year to the Board for approval.

Section 3. Election.

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

- B. To be elected an officer of the WARLCA, one must be a dues paying member of the craft and is ineligible for election if dues are in arrears.
- C. The nomination of officers shall be made by a Nominating Committee of three (3): one (1) of whom shall be selected by the President, one (1) by the Vice President, and these two (2) so chosen shall select the third member. This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the Committee, the President shall state, "Are there any other nominations?" If so, then the names of the additional nominees shall be added to the list.
- D. The election of officers shall be by majority vote, and write-in votes shall not be considered valid. Election shall be by ballot when there is more than one nominee for the same office. When there are more than two nominees for the same office, the one receiving the least number of votes on the third ballot and on each succeeding ballot shall be dropped, until election is accomplished. When there is only one nominee for an office and nominations have been closed, the President or Secretary-Treasurer shall declare that the nominee is elected.
- E. The installation of officers shall take place immediately before adjournment.

Section 4. Salaries.

- A. The elected WARLCA State Officers' salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal work day.
President: \$200 Month
Vice President: \$100 Month
Secretary Treasurer: \$350 Month
Region Committeepersons: \$100 Month
- B. Salary for the editor will be determined, per issue of the WRC, by the State Board.

Section 5. Expenses.

- A. All elected and appointed state officers of the WARLCA shall be reimbursed for all office expenses for representing the WARLCA. Actual expenses, as defined in Board policy, will be reimbursed. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents.
- B. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, on Table One of the current salary schedule, or their route evaluation, whichever is higher, for all elected and appointed State Officers. Association Day of Pay (ADOP) will not be compensated to attend the State Convention, National Convention, or Western States Conference while they are in session, but may be authorized by the Board for other required business or trainings.
- C. WARLCA employees, once meeting the requirements, will be eligible and receive the WARLCA VOYA retirement plan. All elected and appointed State Officers that are full time for the WARLCA will have their Postal Benefits and Retirement funded and administered by the WARLCA in the same manner as the USPS does for Thrift Savings, FERS, Health Insurance, Life Insurance, Annual and Sick Leave.
- D. All lost sick and annual leave days will be compensated at a 44K, step 12, on Table One of the current salary schedule, or their route evaluation, whichever is higher, at the time of loss except for the full-time employees, who will be paid out their accrued annual and sick leave upon completion of full time.
- E. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA.
- F. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required.

- G. All elected and appointed State Officers will be reimbursed \$40 food per diem while on travel status, and an overnight stay is required.
- H. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate.
- I. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance if possible, and be submitted on a voucher with supporting documents.

Section 6. Removal.

In case of neglect of duty or violation of this Constitution on the part of any officer in the WARLCA or subordinate Unit thereof, in the interim of State Conventions, the Board shall have the power to suspend such officer after a fair hearing and subject to appeals as listed in NRLCA Constitution, Article X Appeals, Section 1. State.

- A. No officer or appointee may be disciplined or discharged except for Just Cause unless the position is eliminated.

Section 7. Association Property.

At the expiration of their term of office, or upon an earlier termination thereof, they shall turn over to the WARLCA or their successors, all books, papers, and other property they may have in their possession belonging to the WARLCA.

ARTICLE VI

Meetings

Section 1. State Convention.

- A. The WARLCA shall meet annually (herein referred to as the State Convention) on a date and place assigned to Regions on a rotation basis in the following order: Region One, Region Four, Region Two, Region Three. If for any reason the date or place so assigned shall be undesirable or for reasons deemed advisable by a majority of the State Officers, the Board shall have the authority to change said date or place or set up a date and place by giving official notice to the County secretaries not less than sixty (60) days before the new date.
- B. If due to war or other conditions that would make it impossible or impractical to hold a State Convention, the Board shall have the authority to postpone the State Convention to a date and place suitable to the needs of the Association by giving the official notice as provided in Section 1 of this Article.

Section 2. Delegates.

- A. Each County Unit shall be entitled to representation in this Association by one Delegate-at-Large. Each County Unit is also entitled to one delegate for each (5) members or major fraction thereof of its own members, based on the current membership year. Each credentialed and seated delegate is entitled to one vote.
- B. The county credentialed State Paid Delegate to State Convention is responsible for the following:
 - 1. Specific assignments to a committee as notified by the State President.
 - 2. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.
- C. The county credentialed State Paid Delegate-at-Large is responsible for the following:
 - 1. Specific assignment to a committee as notified by the State President.
 - 2. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.

3. Receiving the ballots and Voting Cards for his/her delegation and for returning them at the conclusion of each business session.
 4. Verifying his/her county delegates' attendance at the beginning of each business session.
 5. Reporting any discrepancies in his/her county delegates' attendance to the State President and Mileage and Per Diem Committee as soon as possible.
 6. Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.
- D. Each County Unit at their annual meeting shall elect their delegates to the State Convention by ballot in all cases where there is more than one candidate for each delegate position. Delegates will be listed in accordance with the number of votes received. The delegate receiving the most votes will be the Delegate-at-Large. In the event of tie, the position will be determined by random drawing of names then listed in order drawn; except for the Delegate-at-large position, which would be decided by another ballot.
- E. No delegate can be seated from any County Unit without properly signed credentials and current membership dues paid. Each delegate shall be seated with the County Unit that the delegate was elected in.
- F. Delegate positions vacant at the time of the State Convention may not be filled by a vote of the delegates present from the subject County Unit or Region or from other County Units or Regions, or delegates at the State Convention.

Section 3. Compensation for State Delegates.

- A. The WARLCA shall pay round trip mileage at the IRS rate, capped at 850 miles plus tolls and/or ferry fees, by the most cost effective route to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with Section 3.C of Article VI of the WARLCA Constitution concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.
- B. The WARLCA shall pay a State Convention allowance of \$400 to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with Section 3.C of Article VI of the WARLCA Constitution concerning mileage and allowance.
- C. The Board will set a total dollar cap at the first budget Board meeting of the year for the following State Convention allowance and mileage expense reimbursement. If the number of county credentialed regular delegates' reimbursement for State Convention allowance and mileage exceeds that set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap.

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

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

Section 6. Order of Business.

- A. Order of Business
1. Call to Order
 2. Invocation
 3. Presentation of Colors
 4. Recite the Pledge of Allegiance
 5. Roll Call of Officers
 6. Vote on Convention Standing Rules

7. Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business
8. Name Members of Committees
9. Report of Credentials Committee
10. Report of Officers
11. Report of Standing Committees
12. Report of the one-year future State Convention
13. Report of the two-year future State Convention
14. Report of the three-year future State Convention
15. Report of Special Committees
16. Call for Unfinished Business
17. Call for New Business
18. Election of Officers
19. Installation of Officers
20. Retirement of Colors
21. Adjournment

- B. On the first day of the State Convention, the President will ask the elected convention delegates to decide by voting if they want to hear resolutions and proposed Constitution changes from the floor during new business. The Resolutions Committee and Constitution Committee will only be responsible for Resolutions and proposed Constitution changes that have been submitted and passed by county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. If the delegation decides to hear Resolutions and proposed Constitution changes from the floor during new business, then the delegate who is submitting it must use the proper form, have enough copies for all elected delegates, and submit them to the Vice President by the close of business the second day of the convention.
- C. A ballot vote can be called for by a simple majority vote of the delegates present at the State Convention.

Section 7. Special Meetings.

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

ARTICLE VII National Convention Delegates

Section 1. Eligibility.

- A. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30th of the Association year just ended.
- B. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such “good standing” status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.
- C. A member who accepts or acts at any time in any capacity normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as a delegate.

Section 2. Nomination.

- A. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the designated post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the

name and address of the member making the nomination, and may include self-nomination. The nominating ballot shall be published in the February, March, April and May issues of The National Rural Letter Carrier.

- B. Nominations must be received in the designated post office box at least 50 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

Section 3. Election.

- A. A member must be on the rolls at least 50 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.
- B. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.
- C. The State Secretary shall cause the ballot to be mailed to eligible members at least 25 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.
- D. An envelope marked "Ballot" shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked "Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.
- E. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots and report the results at the State Convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.
- F. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates. In the event of tie, the position will be determined by random drawing of names then listed in order drawn.
- G. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received.
- H. The State Secretary shall prepare and send credentials to the National Secretary-Treasurer for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention. The credentials shall be embossed with the state's seal to verify authenticity.
- I. Delegate-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.

Section 4. Compensation of State-Paid National Delegates.

- A. The WARLCA will pay all regular credentialed delegates to National Convention that are not reimbursed by National, the same way and rate that National reimburses, up to a total dollar cap decided by the WARLCA board at the first board meeting of the year. The WARLCA will pay the first alternate delegate, in order of votes received, the full normal pay of regular credentialed State-paid delegates. Such State-paid alternate delegate shall have the same responsibilities as set forth for regular credentialed State-paid delegates. If the reimbursement amount for both regular credentialed and alternate delegates exceed the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar. If a State-paid delegate does not meet his/her delegate's responsibilities, except for NRLCA National Steward System business, their compensation shall be reduced by 10% for each missed function after 30 minutes. The compensable functions of the National Convention shall be one each daily morning and afternoon session, and one seminar, and the Western States Caucus, excepting that attendance to the WSC function shall not be required if participating in the election campaign of a WARLCA member for National Office with notification to the Delegate-at-Large by the candidate.

- B. Paid delegates to the National Convention are required to give a report of said Convention at their county meeting before the next year's State Convention. Paid delegates are to attend all association general sessions at the National Convention with the following permitted exceptions upon the approval of the National Delegate-at-Large:
 - 1. Specific assignments to a committee
 - 2. Required to man a booth
 - 3. Illness
- C. The Delegate-at-Large shall be responsible for the following:
 - 1. Polling delegates for their preferences for the seminar they wish to attend, and then ensuring at least one delegate covers each of the sessions.
 - 2. Taking roll of the delegates at the beginning of each general session.
 - 3. Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.
 - 4. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.
 - 5. Collecting the ballots for his/her delegation and returning the ballots to the National Tellers Committee after his/her National delegates have voted.
 - 6. Submitting a single report to the State Board for publication in the WASHINGTON RURAL CARRIER.

ARTICLE VIII State Board

Section 1. Members. There shall be a Board of Control (herein referred to as the Board) consisting of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons.

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

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

Section 4: Record of Votes. A record of each WARLCA Board member's vote on board decisions at board meetings and via e-mail will be kept on file and published in the WRC, except for those made during executive sessions.

ARTICLE IX Committees

Section 1. Appointment.

- A. Previous to the first day of each State Convention, the President shall appoint from the list of regularly elected delegates, then in the hands of the Secretary-Treasurer, the following committees: Credentials, Tellers, Constitution, Resolutions, Finances, Auditing, Mileage and Per Diem, **Communications**, PAC, Media, Minutes, Hospitality, and Sergeant-at-Arms. He/She shall be responsible that a Nominating Committee be appointed according to Article V, Section 3.D of the Constitution of the WARLCA. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.
- B. The President can, if necessary, ask any committees to meet prior to State Convention. These persons should be credentialed delegates to the Convention but are not required to be, as delegate elections may not have occurred at the time of selection. The President can, if necessary, authorize a stipend of \$75 or ADOP, plus mileage, hotel costs, and food per diem expenses to any/all delegates serving on these committees for each additional day that they are asked to meet prior to State Convention.

Section 2. Duties.

- A. The Committee on Credentials shall examine the credentials of all delegates to the State Convention. They shall also back up and assist the Tellers Committee, when voting on the issues on the floor at the State Convention requires the use of a 2nd Tellers Committee.
- B. The report of the Credentials Committee shall be given not later than ten (10:00) a.m. on the second day of the State Convention. All delegates shall be seated by the passing of the report of the Credentials Committee.
- C. The Committee on Audit shall examine the books of the Secretary-Treasurer, as well as the reports of the County Units, and shall report to the WARLCA when called upon.
- D. The Committee on Mileage and Per Diem shall make up a listing of delegates and/or elected and appointed officers who are entitled to receive mileage and per diem as per the WARLCA Constitution. The listing shall show the name, title (Delegate-at-Large or State-Paid County delegate, elected, or appointed officer), mileage, and per diem due for each person.
- E. The duties of the Committee on Constitution shall be: To examine all changes proposed for amending or changing the Constitution that have been passed and submitted by the county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. They may examine and correct, when called upon, propose laws governing County Units or Region Associations so that they will not conflict with the National or State Constitutions.
- F. The duties of the Committee on Resolutions shall be to examine all proposed resolutions passed and submitted by the county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility, and present same to the elected delegates, identifying them as binding (and to whom) or non binding. The Resolutions Committee can also propose any courtesy resolutions they deem necessary and present same to the elected delegates at State Convention.
- G. The duties of the Tellers Committee shall be: To total the results of paper count voting on the floor. If the Tellers Committee is off the floor, then the Credentials Committee will act as a backup to the Tellers Committee concerning paper count voting on the floor.
- H. The duties of the Finance Committee shall be: 1) To review the financial condition of the WARLCA, and recommend any changes, if necessary, 2) To review the proposed changes to the Constitution and binding resolutions to the State Board that would affect finances and make recommendations, if necessary, 3) To review funding of county units, food per diem rates, and hotel reimbursement and make recommendations.
- I. The duties of the Communications Committee shall be: To review the expenses and publications of the following and make suggestions for future publications and communications.
 - 1. WASHINGTON RURAL CARRIER
 - 2. WARLCA.com website
 - 3. E-mail Updates from the WARLCA.com website
 - 4. WARLCA social media
- J. The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the Convention delegates.
- K. The duties of the Convention Media Committee are to present the proposed resolutions and constitution changes to the delegates on the LCD projector as well as any reports and/or presentations. Another duty shall be photography of different portions of the proceeding.
- L. The duties of the Minutes Committee are to audio record the State Convention and keep a written record of the business sessions, as well as an overview of the speakers.
- M. The duties of the Hospitality Committee are to write thank you notes to the speakers and guests and to make sure the meeting room and sound system are set up prior to each meeting, as well as securing the room and WARLCA

equipment during breaks and upon adjournment each evening. At the end of convention, the Hospitality Committee will assist break down of WARLCA equipment and load out.

- N. The duties of the Sergeant-at-Arms are to facilitate the recess, as well as the use of the stopwatches during proposed resolutions and constitution changes.
- O. The Duties of the PAC Committee are to help out at the PAC table during State Convention and to review past donations and remits to NRLCA. After talking to the PAC Chair, the committee can make suggestions as part of their report.
- P. The duties of all other committees shall be those usual to such committees, and they shall report when called upon.

ARTICLE X Appeals

Section 1. State

- A. A member aggrieved by any action of a state association and/or officer shall have the right to appeal to the State Board.
 - 5. Appeals must be filed and mail individually, in writing and be filed with the State President via first class mail within 30 days of having knowledge of said action.
 - 6. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.
 - 7. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days from receipt of said letter to respond in writing and provide documentation to the State President via first class mail.
 - 8. The State Board shall review the Charging Party's letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.
- B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.
 - 1. This appeal must be in writing and be filed with the President of the National Association via first class mail within 30 days of receipt of the State Board's decision.
 - 2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
 - 3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.
- C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.

1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.
3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

Section 2. National

- A. A member aggrieved by any action of the National Association or Officer, representative or steward thereof shall have the right to appeal directly to the National Board.

1. Appeals must be filed and mailed individually, in writing, and be filed with the National President via first class mail within 30 days of having knowledge of said action.
2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition, and if necessary, request that the Charging Party provide a letter outlining the specific charge and any relief sought. The letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the National Board's request.
3. Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
4. Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission's report is before the National Board. The National Board shall render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
5. Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.

- B. A Party not satisfied with a decision rendered by the National Board shall have the right to appeal to the next National Convention.

1. The appeal must be in writing and be filed with the National President via first class mail within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, shall be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
2. Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.
3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

Section 3. Administration

At every level of appeal, members shall be afforded the rights of due process and the right to appeal an adverse decision to the next level. The National Board shall have full authority to intervene to protect the members of this Association. Correspondence shall be by certified mail, return receipt requested. Timeliness shall be determined by postmark. Costs of the state investigation and action shall be borne by the state association; costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No legal proceeding may be initiated until the appeal procedures provided herein have been exhausted.

ARTICLE XI
Parliamentary Authority

The rules contained in the current edition of ROBERT'S RULES OF ORDER NEWLY REVISED shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with the State and National Constitution and any special rules of order the WARLCA may adopt.

ARTICLE XII
Amendment of Constitution

The Constitution shall take effect immediately upon adoption.

This State Constitution shall be in harmony with the National Constitution. The county Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this Constitution which conflicts with any Federal or State Law, regulation, or ordinance shall be inoperative as to those jurisdictions in which said Federal or State Law, regulation, or ordinance is in force.

Constitution amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and can only be amended by submitting the amendment in writing at a State Convention and shall require a two-thirds vote to amend.



County Corner

Features highlights from happenings around our state

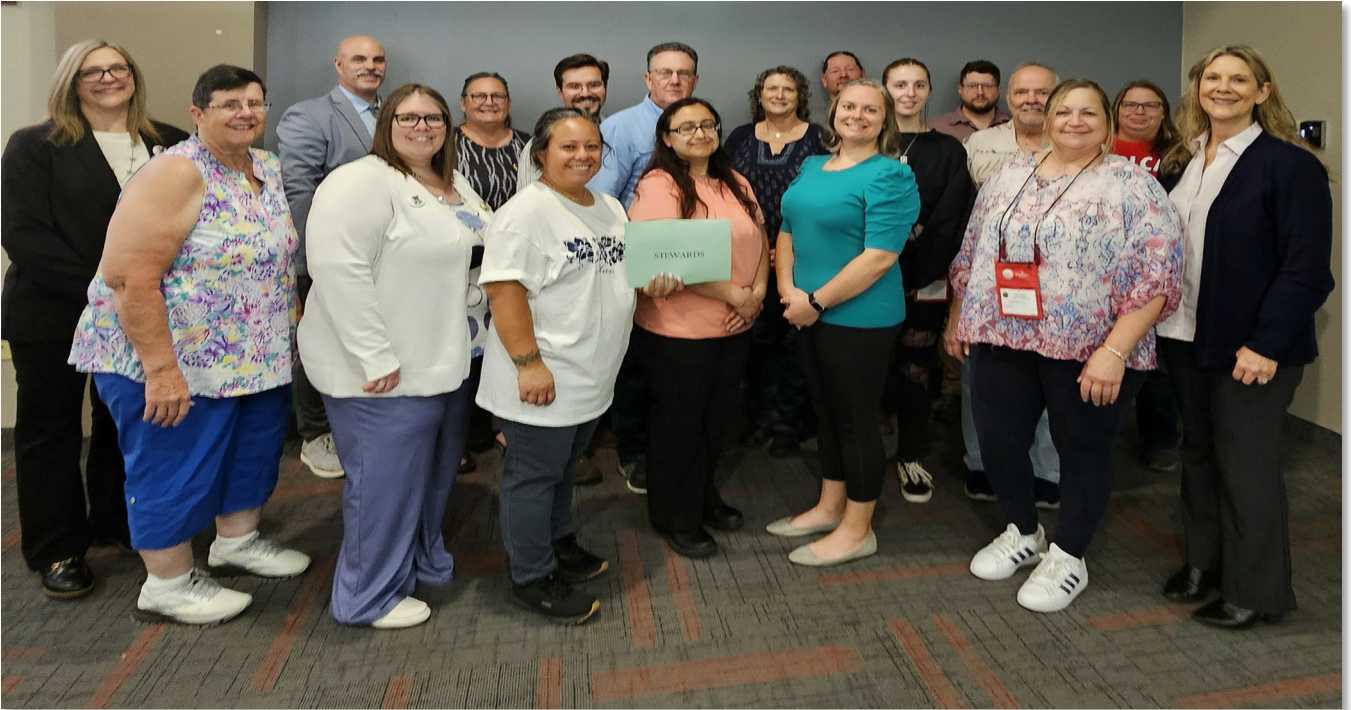


Above: Sedro-Woolley, Mount Vernon, Oak Harbor, and Burlington rural and city carriers showing their postal pride at the 2025 Sedro-Wooley Loggerodeo 4th of July Grand Parade.



Left: Janet Norton of East Vancouver receives recognition for 30 years of service. Way to go, Janet!

Thank You, Stewards!



Left to right: Alicia Peterson, Katre Milliron, Dave Blackmer, Dawn Ayers, Delsey Reed, Estee Javiniar, Ethan Whitney, ?, Isa Lopez, Tammy Packard, James Arven, Lisa Levitt, Emily Hull, Bryan Potter, Jeff Taylor, Christiana Lee, ?, Renee Pitts

STEWARD APPRECIATION WEEK IS OCTOBER 19-25!

Step up and become a local steward!

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

Local stewards are paid by the Postal Service for all their time while performing their NRLCA representational duties including investigating and processing grievances. Local stewards are the bedrock of our National Steward System and make our dues go farther. The NRLCA compensates local stewards for all necessary training. Read more about being a local steward in Alicia Peterson's article in the Winter 2025 issue (pages 23-25), found on our website.

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

What to Do When an Active Rural Letter Carrier Dies...

- Notify the employee's immediate supervisor/postmaster.
- Notify Human Resources Shared Service Center (HRSSC) at 1-877-477-3273, Option 5.
 - HRSSC will advise about any benefits payable and how to apply for them. It will assist in completing the application for death benefits under the employee's retirement system, the claim for death benefits—Federal Employees' Group Life Insurance (FGLI), and the claim for unpaid compensation.
 - Application for Death Benefits:
 - (CSRS) SF 2800 **OR**
 - (FERS) SF 3104 and SF 3104B
 - Claim of Designated Beneficiary for Unpaid Compensation, SF 1153
 - Claim for Unpaid Compensation, No Designated Beneficiary, SF 155
 - Claim for Benefits, Federal Employees Group Life Insurance, FE 6
- Notify the Thrift Savings Plan (TSP) at 1-877-968-3778.
- Notify the secretary-treasurer of the National Rural Letter Carriers' Association and the state secretary of the state RLCA, where the deceased was a member.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000. Spouses may be entitled to VA death benefits and assistance.
- If the deceased has retired from military service, notify the commanding officer of the nearest military installation.
- Notify the Social Security Administration at 1-800-772-1213 or the local office.
- Notify banks, postal credit unions, and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.).
 - If the employee had an NRLCA Life Insurance policy, contact NRLCA at 1630 Duke St., Alexandria, VA 22314.
 - If the employee had health insurance through the Rural Carrier Health Benefit Plan, call the insurance department at 703-684-5552.
 - If the employee had health insurance through a different Postal Service Health Benefits (PSHB) plan, call the number on the back of the insurance card.
- Health insurance coverage for a surviving spouse and dependent children continues if the employee had family coverage at the time of death, and a monthly survivor annuity is payable.
 - If the employee had home and/or automobile Insurance with National General Insurance, contact NGIC at PO Box 3199, Winston-Salem, NC 27102-3199. Tel: 1-855-752-8477
 - If a Provident Guild member, write Secretary-Treasurer, P.O. Box 105, Minster, OH 45865-0105.
- Notify the postmaster, employees, and State Association of the time and place of the memorial service.
- Obtain a sufficient number of death certificates from your funeral director. They can advise on how many are needed.
- Give the supervisor/postmaster any items belonging to the Postal Service.
- If the cause of death is due to a job-related injury, the Office of Workers' Compensation Programs (OWCP) will pay up to \$1,000 in burial and administrative expenses, minus any amount the VA pays.
- In the case of a job-related death, the survivor may also apply for an annuity from the OWCP. They may then choose the higher amount, but there are precautions that you need to discuss with personnel on this subject.
- As a surviving spouse, you are eligible to continue receiving the NRLCA magazine. Contact your state RLCA secretary to see if the state association pays for subscriptions. If it does not, you can mail a check for \$20 to the NRLCA to continue receiving the magazine.

What to Do When a Retired Rural Letter Carrier Dies...

- Notify the Office of Personnel Management (OPM). Report the death of a deceased annuitant immediately in **ONE** of the following ways:
 - Go to rsreporting.opm.gov, "Report an Annuitant Death," or login to servicesonline.opm.gov. This will take you to an online form to complete and submit.
 - Call OPM at 1-888-767-6738
 - Write to OPM and include the following information: Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address, and phone number.Mail to:
Office of Personnel Management
Attention: Survivor Processing Section
PO Box 45
Boyers, PA 16017-0045
 - If the deceased has retired from military service, notify the commanding officer of the nearest military installation.
 - Notify the Social Security Administration at 1-800-772-1213 or the local office.
 - Notify banks, postal credit unions, and other financial institutions.
 - Notify insurance companies (life, health, home, automobile, etc.).
 - If the employee had an NRLCA Life Insurance policy, contact NRLCA at 1630 Duke St., Alexandria, VA 22314.
 - If the employee had health insurance through the Rural Carrier Benefit Plan, call the insurance department at 703-684-5552.
 - If the employee had health insurance through a different Postal Service Health Benefits (PSHB) plan, call the number on the back of the insurance card.
- Health insurance coverage for a surviving spouse and dependent children continues if the employee had family coverage at the time of death, and a monthly survivor annuity is payable.
- If the employee had home and/or automobile Insurance with National General Insurance, contact NGIC at PO Box 3199, Winston-Salem, NC 27102-3199. Tel: 1-855-752-8477
 - If a Provident Guild member, write Secretary-Treasurer, P.O. Box 105, Minster, OH 45865-0105.
- Survivor annuities are not paid automatically. They must be applied for.**
- Once the death of an annuitant has been reported, OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor.
 - Application for Death Benefits:
 - (CSRS) SF 2800 OR
 - (FERS) SF 3104 and SF 3104B
 - Claim for Benefits, Federal Employees Group Life Insurance, FE 6
 - Notify the bank where annuity payments are deposited and any other financial institutions. OPM will reclaim any annuity payments deposited after the date of death.
 - Notify the Thrift Savings Plan (TSP) at 1-877-968-3778.
 - Notify the secretary-treasurer of the National Rural Letter Carriers' Association and the state secretary of the state RLCA, where the deceased was a member.
 - If the deceased was a veteran, notify Veterans Affairs at 1-800-827-1000. Spouses may be entitled to VA death benefits and assistance.
 - Notify the postmaster and State Association of the time and place of the memorial service.
 - Obtain a sufficient number of death certificates from your funeral director. They can advise on how many are needed.
 - As a surviving spouse, you are eligible to continue receiving the NRLCA magazine. Contact your state RLCA secretary to see if the state association pays for subscriptions. If it does not, you can mail a check for \$20 to the NRLCA to continue receiving the magazine.

Please Welcome Our New Members!

ANACORTES	RAABE	TODD	LONGVIEW	HOLMES	DOUGLAS	PROSSER	ORDAZ	ARIEL
BATTLE GROUND	RICE	LAURA	LONGVIEW	JABLONSKI	MEGAN	REPUBLIC	HARRIS I	JOSEPH
BATTLE GROUND	COSTA	JOHN	LYNDEN	RUTHERFORD	AMARA	ROY	SMITH	HILLORIE
BURLINGTON	BJORKLUND	NEVA	LYNDEN	ZMOLEK	AMANDA	SEATTLE	TA	KEVIN
CAMAS	SILVA	DYLAN	MARYSVILLE	ZILLMAN JR	JAMES	SEQUIM	DAVILA	JUAN
CAMAS	PEDROZA ARELLAN	JOCELYN	MARYSVILLE	WASHINGTON	MARK	SHELTON	MIZELL	HUNTER
CARNATION	RICHARDSON	WILLIAM	MARYSVILLE	DULLUM	RAMON	SILVERDALE	BURKE	CLAUDE
CASTLE ROCK	SMITH	NICHOLAS	MARYSVILLE	HAMILTON	EVAN	SNOHOMISH	GREENE	KIMBERLY
CASTLE ROCK	EDDY	CHRIS	MARYSVILLE	VANDERLINDEN	PAUL	SPANAWAY	THORNE I	JAMES
CASTLE ROCK	KEETON	SARA	MEAD	NELSON	TABB	SPANAWAY	SAMPSON	SHANE
CATHLAMET	LAROUCHE	JASON	MILTON	BENNETT	RICHARD	SPOKANE	POWELL	TRAVIS
CENTRALIA	THORNTON	KRISTOPHER	MOSES LAKE	WESTON	TREVOR	SPOKANE	BIGGS	JASON
CHEHALIS	ALLMAND	MARK	MOSES LAKE	MARTINEZ	JUAN JAY	STANWOOD	HANSEN	JAYLEN
DEER PARK	MURPHY	SEAN	MOSES LAKE	EVANS	DAVID	STANWOOD	AMOS	TRAVIS
DEER PARK	HARRISON	ZACHARY	NORTH BEND	LOW	JAY	STANWOOD	ADAMS	ANDREW
DUVALL	KIRCHHOFFER DUN	JASON	OAK HARBOR	ANDERSON	KONDWANI	STANWOOD	EVANS	JAKE
ELLENSBURG	BURRESS	JOSHUA	OCEAN PARK	MCCOY	ELSIE	STANWOOD	HENDRICKSON	CLAYTON
ELMA	GIESSEN II	DOUGLAS	OLYMPIA	DENNIS	KOBE	SUMAS	BROCK	STEVEN
ENUMCLAW	KENYON	BRANDY	OLYMPIA	MWINYI	DAVID	SUMNER	BENNINGTON I	GABRIEL
EVERETT	KIMBER	PATRICK	OLYMPIA	WURL	TANYA	SUNNYSIDE	BASA	MAURO
EVERETT	DUNLOP	OLIVIA	OLYMPIA	SAMOA	MASON	SUQUAMISH	AVILA	IRMA
EVERETT	RUBLE	RACHAEL	OLYMPIA	ONG	TONG	SUQUAMISH	KAHLVIK	BECKY
FERNDALE	BATH	JAGDEEP	OLYMPIA	PENCE-SOQUI	JACOB	EGGLESTON	LAUREN	LAUREN
FERNDALE	DEOL	RAMANDEEP	OLYMPIA	MANGLONA	RHEA	TOLEDO	KENDALL	STEVEN
FERNDALE	BARBER	JASEN	OLYMPIA	VEGA	KRISTIE	TONASKET	BROWN	RHAIN
FREELAND	ANDERSON	DEREK	OLYMPIA	SMITH	JAMILAH	TOPPENISH	PISTORESI	SCOTT
GIG HARBOR	ADAIR	CRYSTAL	OLYMPIA	GONZALES	NORBERT	VANCOUVER	KUSAK	JORDAN
GRAHAM	FITZGERALD	ALEX	OLYMPIA	TURNER	JOSHUA	VANCOUVER	CHATEL	ERIN
GRANDVIEW	MARTIN	JACOB	OLYMPIA	RAMAKKA	CHRISTOPHER	VANCOUVER	JAHN	JEREMY
GREENACRES	PETTIS	JUSTIN JAY	ORTING	HAWES	KEVIN	VERADALE	COPELAND	KARA
ISSAQUAH	MOSTROM	ANGELA	PASCO	SINTOS	MIGUELITO	WALLA WALLA	ORTIZ	CALEB
ISSAQUAH	HOU	XIN	PASCO	GARZA	ZACKAREY	WAUNA	SULLIVAN	CASEY
ISSAQUAH	WATSON	GARRETT	PASCO	FRANZOZA	ANTHONY	WENATCHEE	HANS	LACIE
ISSAQUAH	WAH	PHILLIP	PASCO	HIGBY	ANDREA	WENATCHEE	MORROW	NICHOLAS
KENT	WIX	AARON	PASCO	SMITH	JEREMY	WINLOCK	BARRIOS	RUDY
KENT	KIM	PIL HWAN	PASCO	HETTINGER	DYLAN	WINTHROP	WILLIAMS	JERMEY
KENT	BRAXTON	ASHLI	PASCO	THIEL	COURTNI	WOODINVILLE	JOHANSEN	JEN AI
KENT	AFSHAR	DAVOOD	PASCO	BECKER STCLAIRE	KYLE	WOODINVILLE	MARSHALL	CRAIG
KENT	WILLIAMS	CALEB	PASCO	VANCE	TILLMAN	WOODLAND	RYAN	SINDY
LA CENTER	KUMEROW	KAREN	PASCO	HANCHOR	MIQUELA	YACOLT	THOMPSON	TRAVIS
LAKE STEVENS	HANSEN	BAILEY	PASCO	BALLARD	CHRISTINE	YAKIMA	GUTIERREZ	EVA
LAKE STEVENS	JOHNSON	STEPHAN	PORT ANGELES	LOPEZ I	MOSES	YAKIMA	WORTHINGTON	DAVID
LAKE STEVENS	HALL	STEFANIE	PORT ANGELES	BEST	SHANNON	YAKIMA	GARZA	JESSICA
LANGLEY	TALAVERA	DOMINIC	PORT ANGELES	ENGEL	EULALIA	YELM	MULGADO	ASHLEY
LANGLEY	BROWNE	DENNIS	PORT ANGELES	FRENCH	CHRISTOPHER	YELM	NAYLOR	PERRY
LONG BEACH	KRUGER	SUZANNA	PORT ORCHARD	JOHANSEN	TIMOTHY			
LONG BEACH	GARDNER	GRANT	POULSBO	REED	GLENN			

Revised 8/1/2025
NRLCA Form 1187

**UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES**

**RURAL CARRIER
CLASSIFICATION**

☐

Regular

☐

PTF

☐

Relief

☐

ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME

FIRSTNAME

MI

MAILING ADDRESS — INCLUDING APT# IF APPLICABLE

CITY

STATE

ZIPCODE+4

EMAIL ADDRESS

POSTAL INSTALLATION WHERE EMPLOYED

ZIP CODE OF INSTALLATION

INSTALLATION FINANCE NO.

SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **National Rural Letter Carriers' Association**, from any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

EMPLOYEE SIGNATURE

DATE

PHONE

SECTION B- FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

I hereby certify that the dues of this organization for the above-named member, for the applicable designation, are currently established at \$_____ per pay period.

\$35.42 for Regulars and PTF \$12.50 for Relief and ARC

LOC #	STATE
	WA
DATE	REMIT #

Lorrie Crow WARLCA, STATE SECRETARY-TREASURER

SECTION C- FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE

SEND TO:

LORRIE CROW
WARLCA SECRETARY-TREASURER
1208A SLIDE CREEK RD
COLVILLE WA 99114-8766

Recruiter EIN:

Name:

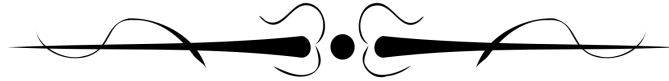
Address:

Washington Rural Carrier
1208A Slide Creek Rd
Colville WA 99114-8766

Address change? Please let your State
Secretary-Treasurer know to keep your
WARLCA and NRLCA magazines coming!

Non Profit Org.
U.S. Postage Paid
Mount Vernon, WA
Permit #34

Change Service Requested



Special Delivery For:



Upcoming Dates to Remember

Aug 19-22 2025: National Convention, Orlando FL
Aug 22-Sep 5 2025: Mini Mail Survey
Sep 12-26 2025: RDWL & Sun/Hol Volunteer Lists Posted
Sep 15 2025: Rural Carrier Remembrance Day
Oct 4 2025: New Guarantee Year; RRECS 6 Evaluations Effective;
RDWL & Sun/Hol Volunteer Lists Effective
Oct 12-15 2025: WARLCA Board Meeting, Pasco WA
Oct 19-25 2025: Steward Appreciation Week



www.warlca.com



[washingtonnrlca](https://www.facebook.com/washingtonnrlca)