

# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2026



Chat With NRLCA Executive  
Committeeman for the WestPac Area, Kirby  
Ricketts, at State Convention in Pasco!



Congrats, Renee!

Enjoy Your Retirement!

State Convention!

Find Out What We're Up To

TSP Webinars

Find Out What It Is You Don't Know

Postal Architecture

Depression Era Construction

MMS Results

Dropped To An H? Read This

PRC What?

They've Been In The News, Find  
Out What Their Purpose Is

County Officers:

Attend THIS Training

Member Of The Year

Nominate An Outstanding Rural  
Carrier Who Deserves Recognition



## 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 Javiniar  
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

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

### Assistant District Representatives

Dawn Ayers PO Box 573 Eatonville WA 98328-0573 (564) 263-0698 (texting not available) dawn.ayers2@nrlca.org	Isa Lopez PO Box 63 Lake Stevens WA 98258-0063 (425) 760-9416 (texting not available) isabell.lopez@nrcla.org
----------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------

Ethan Whitney  
PO Box 703  
Greenacres WA 99016-0703  
(509) 723-5368  
(texting not available)  
ethan.whitney@nrlca.org

### Area Stewards

Dave Blackmer PO Box 13923 Mill Creek WA 98082-1923 (425) 876-8501 (texting not available) david.blackmer@nrlca.org	Tina McCay 1541 Campbell Rd Wapato WA 98951-9555 (509) 307-0027 (texting not available) tina.mccay@nrlca.org
------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------



# Washington Rural Letter CARRIERS' ASSOCIATION Election Notice

The secret election ballot for voting for WARLCA Delegates to the 2026 NRLCA National Convention will be mailed by May 20, 2026. Any eligible member (those on the database by April 25, 2026) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting the Election Committee Chair Sharlene Arras at 360-269-3411. If you request and return another ballot, only the replacement ballot will be counted.

Please note: In order for your ballot to be validated, you MUST include your name and return address information as requested on the return ballot envelope. Your name and return address information on the return ballot envelope should be legible and match the information on the mailing label of the ballot packet you have received. This will identify you as an eligible voter.

## Sign Up For Email Updates!

Need to know when the next training seminars are? Find out about upcoming political actions. Get news on contests and promotions!

### Here's how:

1. Open your email program. Or, scan the QR code with your smart phone.
2. Send an email to [webmaster@warlca.org](mailto:webmaster@warlca.org)
3. Include the following in your email:



- Name
- Office
- Designation (Regular, Relief, Retired)
- County Unit
- Local Steward? (Yes/No)

4. Once your membership is verified, you will receive a confirmation email.

Content such as photos and opinion pieces may be submitted to the Editor. The method of submission is via email to [warlcaeditor@outlook.com](mailto: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

Mini Mail Survey & More	4
Meet Kirby!	6
Postal Architecture	7
Plan to Retire	8
TSP Webinars	9
Appointed Positions	10
Rural Lifestyle	11
Officer Election Notice	12
State Convention	13
Postal Regulatory Comm.	14
Convention Registration	17
PAC Happenings	18
Convention Rules	19
Resolution Form	21
National Ballot Timeline	22
<b>Observers' Rules</b>	23
Financial Reports	25
MOTY Nomination	27
Campaigning	28
Membership Stats	30
New Members	31





## Fond Farewell, Renee!

By Renee' Pitts, District Representative

### MDD Messaging:

I have received several calls concerning the MDD set up messaging that is occurring. The issue regarding all the morning MDD messages has been addressed with USPS HQ Labor. The union has explained our position of this being an additional duty requiring compensation and HQ Labor is looking into the issue as they claim they were not aware of the new messages. Until then, carriers need to track the time each morning and file a grievance, potentially one for each pay period, if you receive them daily. Track the actual time, minutes and seconds should be recorded on your PS Form 4240 for easy tracking of your total time for each pay period.

### Mini Mail Survey (MMS) Results:

Many routes will be unfrozen with this MMS. Many of these offices lost Amazon parcels prior to the routes being adjusted and now the results

*Because the recent MMS resulted in many H routes, here is what you need to know: Guaranteed annual wage for a rural carrier*

are without 52 weeks of Amazon parcels, and the routes have dropped substantially.

First and foremost, I want to remind all of **you that the "union" did not do this!** Your local union had attempted, along with some of your managers, and argued against reducing these routes to 43K which had lost Amazon deliveries. We attempted to reach an agreement, at the local level, to only reduce these routes to 45K. We were unsuccessful. I will attempt to work with the district on a strategy to build route evaluations upwards by eliminating auxiliary routes, which would result in an additional 50 or more additional vehicles that could be placed on rural routes and then focusing on the overburdened routes that can be adjusted to

build routes.

Because the recent MMS resulted in many H routes, here is what you need to know: Guaranteed annual wage for a rural carrier. Those routes with an evaluation of 40 standard hours per week or greater at the beginning of the **guarantee period (October 4, 2025), the carrier's guaranteed annual wage is 40 standard hours per week, the carrier's guaranteed annual wage is 40 hours.** For those routes with an evaluation **below 40 standard hours per week, the carrier's guaranteed annual wage is the number of standard hours per week for the route at the beginning of the guaranteed period.** The guaranteed is paid until the end of the guaranteed period (October 2, 2026). While there

is no requirement, management should consider increasing the evaluation of the route to 40 standard hours or greater through an adjustment as soon as practicable, after

the effective date of the MMS to minimize paying the guaranteed salary for routes under 40 standard hours. If the route does not have a guaranteed salary at the beginning of the guaranteed period, there is no guaranteed salary.

PTF rural carrier whose primary assignments become J or H routes: to establish a PTF assignment, there must be at least two K routes available. Management may reassign an RCA to a primary assignment on a J or H route (therefore allowing the assignment of K route to the PTF), and/or adjust a former K route(s) back to a K route classification in accordance with applicable regulations. If management reassigns an RCA to another primary assignment, those assignments should be offered based upon the

longest continuous service in the office. If no leave replacement selects another primary assignment, management will reassign by juniority.

If the above does not result in any K routes or enough K routes to support the PTF position, management should first eliminate all auxiliary routes to increase the existing routes. They may adjust a vacant route that will not result in the elimination of the regular route (consolidation) to adjust other routes upward to provide K route assignments for the PTF. If it is not practical to adjust routes to a K classification, the PTF will not be assigned any particular routes and will be provided day-to-day assignments as needed in accordance with Article 30.2.D, G, and Q of the National Agreement.

Farewell Message:

After 32 years of service with the Postal Service, I will be retiring at the end of April. I am proud of the work accomplished and the carriers I have represented throughout my career.

I want to thank Charles Alexander for seeing **something in me that I didn't see myself when** he asked me to consider being an Assistant State Steward in 2004 and all of the other stewards I have had the privilege to be mentored by in Washington state, Patricia Alexander, Judy Peck, Joyce Patteson, Monte Hartshorn, and yes of course my husband, Patrick Pitts. Without their encouragement and support, I would never have accomplished all the success I have had in this organization or made it through all the bad times.

It is time for me to be with my family, go see **my grandchildren's football, soccer, and other** events that I have missed during my 22 years of serving the members of this association.

Washington is in good hands, Alicia Peterson will be the new District Representative and she has a great team to assist her. I want to thank her and our team, Isa Lopez, Ethan Whitney, Dawn Ayers, Dave Blackmer, and Tina McCay. It has been a pleasure working with you all and having you as part of my team. Thank you for all your assistance and support throughout the years we have worked together and I have enjoyed

watching you grow into your position and **enjoyed working with you all and can't wait to** see what happens in the future.

As I transition into retirement, I want to remind everyone that you are the union. Local stewards and representatives are fellow carriers who volunteer their time to enforce the contract and assist when management violations occur. They do not create these issues—they work to resolve them.

This work involves significant personal sacrifice, often with little recognition. I encourage carriers to acknowledge and support those who advocate on their behalf. Little things like saying thank you go a long way and unfortunately, it is something we do not hear very often. We need to thank the people who help us and show up for us, because the negativity is overwhelming and I fear if this trend continues, what will happen to all of you in the Washington district.

Respectfully submitted,

Renee' Pitts





## Meet Kirby!

By Dawn Ayers, WARLCA President

As with every year, our State Convention—scheduled for June 14–16 at the Red Lion Hotel Pasco—will feature a National Officer in attendance to provide updates on developments within the union and the Postal Service. This year, we are pleased to welcome Kirby Ricketts, Executive Committeeman for the Western-Pacific Area.

Kirby, a resident of Missouri, was elected to the National Rural Letter Carriers' Association Board at the 117th National Convention in Grand Rapids, Michigan, on August 18, 2023, to serve a four-year term as executive committeeman. He previously served as the

nonresident officer (NRO) for the Central Area and was assigned to the Western/Pacific Area following the 2025 convention.

Kirby began his postal career in 1986 as the first RCA hired at the Trenton, Missouri Post Office, a role he held for 17 years. He is currently assigned to Route 5. His union service began in

1992, holding positions as both local and area steward before accepting a part-time ADR position in 2013, serving the Mid-America and Gateway

Districts. He advanced to full-time ADR in 2016, Gateway District Representative in 2020, and later KSMO District Representative following district realignment. In addition to these roles, he has served as 2nd District Committeeman for the MORLCA Board, on the tellers committee, and as a member of Task Force 2.

Kirby is married to his wife of 39 years, Leona. They have two children, Amanda and Derek, and three granddaughters: Emma, Nola, and Stella. In his spare time, he loves to fish whenever he gets the chance.

We encourage you to attend the State Convention in June, either as an elected delegate or guest, to meet Kirby Ricketts. Attendees may also have the opportunity to dine with him at the Monday banquet by winning a spot through the PAC raffle. For more details on convention activities, refer to articles in this publication, visit [WARLCA.com](http://WARLCA.com), or contact your region committeeperson. We look forward to seeing you in Pasco.

*We encourage you to attend the State Convention in June ... to meet Kirby Ricketts*



Spring on the horizon, a CBU overlooks Union Slough towards the Olympic Mountains



## Depression Architecture

By Dave Blackmer, WARLCA Vice President & Legislative Director

The architecture of the United States Post Office Department during the Great Depression years.

I wouldn't expect many to make the correlation between architecture and the Great Depression. Next time you are looking at a pre-Second World War postal installation, take a step back and look at the architectural design. Many installations were built during the Depression years as a means to keep men working while also upgrading from pre-turn of the century buildings. Every member of Congress wanted a new post office in their district to at least show their constituents they were working on something during the tumultuous years of the Depression. Congress opened up the purse and allocated more than \$44 million to build more than 400 new post offices.

While they were "cookie-cutter" buildings, they did have the facades grand enough to portray the neo-classical, faux colonial, and art deco styles while operating within a governmental framework of function and frugality. What affectionally became known as "Starved Classical", they lacked the massive porticos and opulent exterior embellishments as a cost cutting measure to provide function as an operating government building. Many of these "Starved Classicals"

*They did have the facades grand enough to portray the neo-classical, faux colonial, and art deco styles*

replaced buildings that had seen far better days built during the previous century. To many hamlets, a new post office was instantly the newest and fanciest building in the town of which the populace was proud to call their own.

When each installation opened, it was received as the "crown jewel" of the community. In other words, the dedication of a new post office was a big deal. Cachet post office covers and decorative stamped envelopes designed to celebrate the new opening were a cheap, albeit effective, means of commemorating the event. In 1939, the local newspaper in Weldon, NC, reported on the opening of the town's newest addition. "The new Post Office Building is a beautiful structure, modern in every respect," the paper said. "The citizens of Weldon have received the new building with just pride."



Weldon NC, built 1939, faux colonial



Old Snohomish PO (now city hall), built 1937, faux colonial



Construction of old Snohomish Post Office c.1937 (sign reads: This project being constructed under the control of the TREASURY DEPARTMENT public building branch PROCUREMENT DIVISION)



University Station Seattle, built 1936/37, art deco



Sedro-Woolley, built 1937, neo-classical



## Plan To Retire Someday

By Isa Lopez, Region 1 Committeeperson & Webmaster

It's never too early to start planning your retirement. With that in mind, here is a little bit of information you might find helpful. While it is not in depth, it may give you a basic understanding of what you can expect and how to prepare yourself for when you retire.

If you became a postal employee after January 1, 1987, you fall under Federal Employee Retirement System (FERS). Our retirement benefits come from three sources: Basic Benefit

Plan, TSP, and Social Security.

**“The Basic Benefit and Social Security parts of FERS require you to pay your share each pay period. Your agency withholds the cost of the Basic Benefit and Social Security from your pay as payroll deductions. Your agency pays its part too. Then, after you retire, you receive annuity payments each month for the rest of your life.”**



# Thrift Savings Plan Webinars

Learn from work, home, or on-the-go!

## FREE WEBINARS

Join the TSP Training Team from the Federal Retirement Thrift Investment Board for engaging presentations on the TSP topics that matter most to you.

Ideal for all federal employees, uniformed service members, agency/service representatives, military financial educators, and anyone else who is interested in learning about the TSP. All times listed are Eastern Time.

All Webinars will be conducted on Tuesday and Thursday of the first three weeks of the month.

*\*Webinar sessions do not require registration.*

## WEBINAR SCHEDULE

### January, March, May, July, September, November

#### Tuesday

- 1st week TSP Contributions
- 2nd week TSP Death Benefits: Beneficiary
- 3rd week TSP Investments

#### Thursday

- TSP Distributions
- TSP Death Benefits: Participant
- Intro To TSP

### February, April, June, August, October, December

#### Tuesday

- 1st Week TSP Contributions
- 2nd Week TSP Loans
- 3rd Week TSP Investments

#### Thursday

- TSP Distributions
- TSP In Service Withdrawals
- Intro to TSP

Participants can only join TSP webinars and courses via the "attend" links on our website.



Select the session you would like to attend at the time of the session at [tsp.gov/webinars](https://tsp.gov/webinars)

FERS Basic Annuity Formula	
Age	Formula
Under Age 62 at Separation for Retirement, OR Age 62 or Older With Less Than 20 Years of Service	1 percent of your high-3 average salary for each year of service
Age 62 or Older at Separation With 20 or More Years of Service	1.1 percent of your high-3 average salary for each year of service

Your annuity is calculated based on your length of service and your high three salary, which is the highest average basic pay you earned during any three consecutive years of service.

The other part to your retirement involves Thrift Savings Plan (TSP). The Postal Service automatically sets up our accounts for us when we become career employees. As a regular carrier or PTF, you can contribute to your TSP, and the post office will match up to 4%, dollar for dollar for the first 3% and 50 cents per dollar for the next 2%. Since a good chunk of your retirement comes from your TSP, you can educate yourself by visiting TSP.gov which has a learning portal that offers

*Your annuity is calculated based on your length of service and your high three salary*

live webinars as well as one hour recorded videos with topics on TSP contributions, investment funds, loans, in-service withdrawals, distributions, death benefits, and Roth. A full list of the webinars can be found on <https://tsp.gov/online-learning/>

The information listed above is basic information, for more detailed information you can visit <https://www.opm.gov/retirement-center/fers-information/> You may also find information on retirement, FERS and/or TSP, by attending a national convention or Western States Conference as there are sometimes seminars scheduled.

Sources: TSP.gov, OPM.gov



## Appointed Positions

By Estee Javinari, Region 2 Committeeperson

**“I now call this meeting to order.”** That is how your county president begins each session. Beside them, you will find the vice president and the secretary-treasurer, pen in hand, ready to record the minutes. While these roles are essential, other appointed positions are equally vital to our members. These roles ensure the state board has the best information possible and are open to all members of the Washington Rural Letter Carriers’ Association in good standing.

We have positions that do not require your attention all year long such as Rural Carrier Benefit Plan Representative whose busy time would be during open season in the fall for selecting or updating your health insurance. The RCBP Rep should be up to date with the latest premiums. The historian is just that: preserving our history, our story, important historical documents, and interesting facts about our craft.

Then we have those appointed positions that

you hear at each county meeting, PAC chair, webmaster, and editor. Like historian, the editor is self-explanatory: the one who oversees putting the WRC magazine together. Editors are required to do the layout, proofreading, adhering to labor publication labor law, and following the standard operating procedures for editors. With the power of technology today, we have integrated a webmaster position. The webmaster is responsible for getting information to members who follow WARLCA on Facebook, who sign up to receive email updates, and administrator for the warlca.org website. PAC chair is a demanding position, responsible for educating our members of important legislative issues to our rural craft, solicit items and cash for donations, writing receipts to contributing members, identifying

members whose contributions achieves a new level, and managing the PAC table at our state convention.

While these appointed positions are catered at the state level, you are more likely to find a PAC chair or a legislative liaison within the local county unit. Our success as an organization depends on the dedication of members like you. Whether you have a knack for technology or a passion for advocacy, there is a place for you in leadership. If you are interested in any of these positions, please contact the state president, your region committeeperson, or your local county unit board member for more information. How to apply is on page 26 of this issue.

*Whether you have a knack for technology or a passion for advocacy, there is a place for you in leadership*

Respectfully submitted,  
Estee Javiniar



## A Day (Or Two) In My Life

By Delsey Reed, Region 3 Committeeperson

A Day (or Two) in My Life: Where Rural Delivery Meets Family Farming

Before Dawn: The First Shift

The coffee starts brewing while I let the dogs out. **Then it's straight into farm work:**

- pulling half-gallon jars from the dishwasher,
- checking chickens and gathering eggs,
- making sure the chicks' heat lamp is working,
- topping off water for the non-milking cows.

**By the time the dogs are fed and I've grabbed my coffee, I'm heading to the milking room with clean jars in hand. Milking takes about 30 minutes. Cleaning equipment and refilling the**

**grain bin takes another 30. Then it's off to the farmstand to collect empty jars, go back to the house to feed the garage cats, load dirty jars into the dishwasher, make breakfast, and pack a second container of coffee for work.**

**It's 7:30 a.m. I'm walking into the post office by 8:00.**

On the Route: The Second Shift

**By 10:00, I'm usually heading out to deliver my route. Weather, mail volume, and the unpredictable nature of rural delivery decide how the day goes. Most days I'm back by 2:00 p.m. and home by 2:30.**

**People sometimes think rural carriers "just drive around," but anyone who's done this job knows better. We navigate long distances, rough**

roads, heavy parcels, and constant time pressure — all while being the only postal face many rural communities ever see.

**And we do it with pride. But pride doesn't protect your body, your time, or your job. That's what the union is for.**

Afternoon: Back to the Farm

**Once I'm home, the farm work starts right back up. On this particular day, I needed to clean the calf's area and help get hay out to three different pastures. That means gates, containers, lifting, hauling — the kind of physical labor that doesn't care how many miles I drove earlier.**

Later, my granddaughters came by. They love helping collect eggs or carrying milk to the farmstand. Sometimes we bake, sometimes we craft, sometimes we celebrate a birthday. Those moments are the heart of the day — the reminder of why we work so hard.

*Reed Family Farm is exactly what it sounds like: a family effort. And being a rural carrier is the same — a community effort, a union effort*

Evening: The Third Shift

Evenings follow a familiar rhythm: gather eggs, bring in empty jars, wash jars, make dinner, feed dogs, eat, then settle in for farm and dairy bookkeeping.

**It's a full life. A good life. But it's also a life that leaves very little room for error, illness, or unfair treatment.**

**"Days Off" — If You Can Call Them That**

As a high-option H route carrier, my only days off are Sundays and holidays. Those are the days I clean barns, chicken coops, and the house. I plan the week, schedule vet visits, arrange feed

store trips, and coordinate hay deliveries.

Honestly, I lose track of what day it is. Holidays sneak up on me. My coworkers usually have to remind me.

**And that's exactly why rural carriers need a strong union. Because when your life is this packed, you can't afford to fight management battles alone. You can't afford to lose pay over miscounted evaluations. You can't afford to be pushed beyond safe limits.**

**Union protection isn't a luxury — it's survival.**

A Family Business, A Union Family

One of my daughters and her family live with us, and they share the dairy and milking duties. They take over when my husband and I travel or when I have state board responsibilities. Another daughter lives in North Carolina with her husband and their six-month-old son, and I try to visit every few months.

Reed Family Farm is exactly what it sounds like: a family effort. And being a rural carrier is the same — a community effort, a union effort. **We don't do any of this alone. We shouldn't have to. That's why I'm proud to be union. Because when you're balancing two full-time worlds — the farm and the route — you need people who have your back.**

And in the union, we do.

Sincerely,

Delsey Reed RCP 3

## WARLCA Officer Positions Up For Election at State Convention:

President — 2-year Term

Secretary-Treasurer — 2-year Term

Region 2 Committeeperson — 2-year Term

Region 4 Committeeperson — 2-year Term



## 2026 State Convention


By Dawn Anderson, Region 4 Committeeperson

Are you totally stoked about the upcoming State Convention in Pasco WA? We are beyond excited. This year's convention kicks off with the afternoon county officers training on Saturday, June 13th at 10:00 AM - 4:00 PM, an amazing opportunity to level up. Lunch will be provided to county officers at no cost. You can look forward to our annual PAC dessert auction, which is from 6pm-8pm, where members wishing to participate can donate cakes, pies, cookies, or other sweet treats they wish to bring, sharing the sweetness of the community. Sunday, June 14th marks the opening of the 2026 State Convention, a super big deal. First-time delegates should plan to attend the first timers meeting at 8:00 AM, where they will receive a comprehensive overview of what to expect during the next few days of the convention, empowering them for success. The official start of the convention begins at 8:30 AM. Additionally, enjoy the Fun Family

*Enjoy the Fun Family Game Night along with costume contest with the theme "Let's Make a Deal" come dressed in your best costume*

Game Night along with costume contest with the theme "Let's Make a Deal" come dressed in your best costume and win a prize, unleashing your creativity. Register now? Check out the QR code for a quick easy online payment, just add \$3 convenience fee to the amount or write a check; either way you wish to pay, clip out your registration form, and mail it in, taking the first step towards an unforgettable experience. We look forward to seeing you there.

Dawn Anderson RCP4



**Get Information**

RSVP to Secretary -Treasurer by **May 22, 2026** to:  
 Email: [Secretary-Treasurer@warica.org](mailto:Secretary-Treasurer@warica.org)  
 Phone: 509-685-9624


## County Officers Training

**June 13th 2026**

- 10am- 4:00pm
- Lunch Provided
- Hotel night provided for Officers traveling more than 150 miles from your home address
- Plus one day of pay at \$340.44

**Red Lion Hotel Pasco Airport & Conference Center**

2525 N. 20th Ave.  
Pasco, WA.99301





## Postal Regulatory Commission

By Lisa Levitt, Editor

A gentleman recently came into my humble post office located at the 98270 station and attempted to mail a letter with an old stamp on it. The denomination on the stamp was only 5 cents, but he asserted that it was worth so much more than that and ergo, it should be enough to **cover today's current postage rate. When the** clerk informed him that with the denomination on the stamp, being only 5 cents, would be the only amount the postage was credited as, he was confused and became irate. Apparently, this particular stamp in question was a commemorative Benjamin Franklin stamp and was worth several hundred dollars. One clerk googled it and found a listing on eBay for \$2,900! **So, if it's worth so much to collectors, why isn't it** worth that much as postage? The answer to this is in how postage rates are established by the governing body called the Postal Regulatory Commission (PRC).

*Rates are based on several factors, mostly the cost to deliver, but also including regulatory limits ..., mail characteristics, and system sustainability*

lower cost per letter and sparse routes have fewer with a higher cost per letter. The PRC looks at all these data points showing the cost per delivery point, cost per route, and cost per

will likely see an increase in the July reevaluation. Rates are based on several factors, mostly the cost to deliver, but also including regulatory limits (PRC also ensures that our pricing is fair in the market), mail characteristics, and system sustainability.

Zooming in, what this means is that the USPS has a massive cost model they use to justify rates. One of the most driving factors of this model is carrier routes. Specifically, carrier labor (route data, time standards), transportation costs, and processing costs. **Now let's put it** under the microscope. Delivery point density is a huge input to this cost model. How many addresses does the route serve per mile? Dense routes have more mail delivered per mile and a piece. Our daily life as a carrier is exactly the **data model they're looking at.**

When establishing the costs for these aforementioned points, they also look at the time standards for the mail mix and delivery methods used and as we all know, those standards came from the RRECS engineered time standards and our automated systems which capture these data points. In addition to the cost per piece, it is then further broken down by the mail mix. Letters are cheap to process with automation, but more expensive to deliver (we still stop at every box **every day whether it's one letter or 20), whereas** packages are more expensive to process but often more profitable per stop. Meaning, a stop

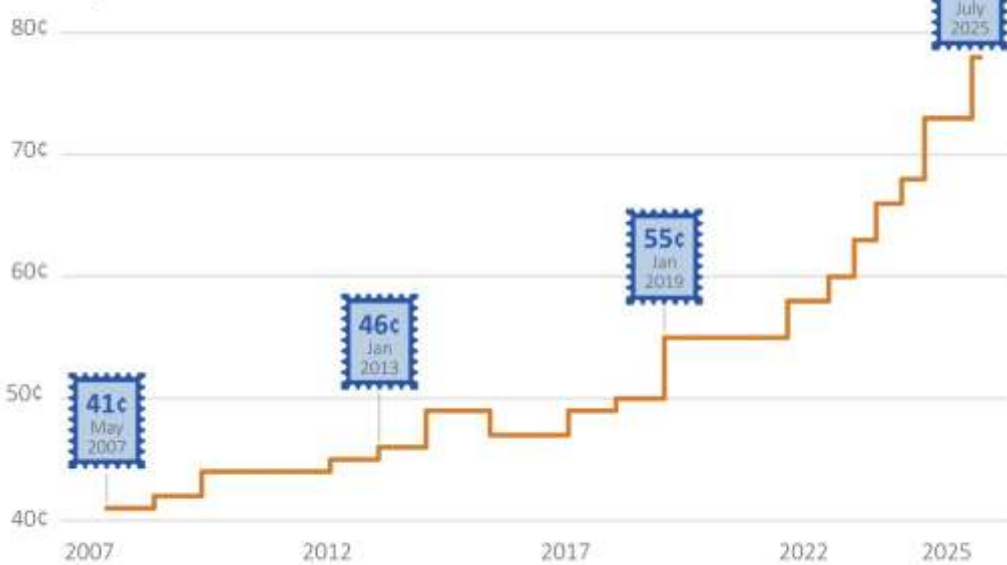
with one letter is the same basic cost as if they have more letters, but it then becomes profitable when there is a package for the same stop. When considering First Class postage rate increases, the PRC looks at whether the cost of the letter covers its attributable costs (the cost to bring it to the customer) and if it is also contributing to institutional costs (the cost of operating the business).

As we're all painfully aware, First Class mail volume has dropped exorbitantly since its peak in 2006. We see less letters, but far more parcels. The change in this mix requires more and more addresses to keep route time stable, with fewer letters per address, this leads to higher delivery costs per letter, which leads to USPS requesting a rate increase, and in recent years, the PRC approves them. As you can see, postage rates have climbed quite a lot in the last two decades.

Recently, a news report was published in which Postmaster General David Steiner claims that the Postal Service will reach insolvency by February, at which time it will be unable to pay its vendors and employees. As a not-for-profit entity of the federal government, all of our funding comes from the sale of postal services and products and some taxpayer-funded support from the Postal Service Reform Act of 2022.

It was also very recently announced that the USPS and Amazon have reached a deal to the tune of one billion parcels. The previous contract with Amazon is set to expire in October of this year. With declining mail rates, will this new deal be enough to save our encumbered agency? Will the PRC respond in kind with a rate hike to help mitigate the imbalance? We will see what happens with the July reevaluation.

### Stamp Price Increases Since 2007



Sources: United States Postal Service

Postal Regulatory Commission

Edit: It was announced on April 9<sup>th</sup> that the PRC had approved a rate increase to become effective on July 12. The new rates will be as follows:

Product	Current prices	Planned prices
Letters (1 ounce)	78 cents	82 cents
Letters (metered 1 ounce)	74 cents	78 cents
Domestic postcards	61 cents	65 cents
International postcards	\$1.70	\$1.75
International letter (1 ounce)	\$1.70	\$1.75

# 2026 WARLCA State Convention

**June 14-16th 2026**

**Red Lion Hotel Pasco Airport**

**2525 N. 20th Ave, Pasco, WA. 99301 509-547-0701**

**Register before May 12th, 2026**

**Use Group Code WRLC0612 When Registering**

**[redlion.com/pasco](http://redlion.com/pasco)**

**All Credentialed Delegates Will Receive a \$400 Stipend  
Plus, Round Trip Mileage.**



**Room Rates are \$130.00 for King or Double Queen**

**Amenities Includes:**

**Hot Buffet Breakfast/Complimentary Shuttle Service to and from  
Airport/Free Wi-fi/Flat screen TV Mini Fridge/Microwave**

**Free Parking/Pet Friendly 🐕 🐈**

**Saturday Meet n Greet with Dessert Auction!**

*(See the PAC flyer for details)*

**Monday night post banquet fun is**

**Family Game Night!**

**Come dressed Let's Make a Deal style to win big cash prizes,  
minus the cash! Your votes will decide the winners.**

**WARLCA 2026 STATE CONVENTION REGISTRATION**

**June 14-16, 2026**

**Red Lion Hotel Pasco Airport**

**2525 N 25<sup>th</sup> Ave**

**Pasco WA, 99301**

Room rates are \$130 for Double Queen or King. Parking fees included. To make your reservations go to the link: [Redlion.com/pasco](http://Redlion.com/pasco) or by phone 509-547-0704 use group code **WRLC0612**

Note: WARLCA room block is open to State Convention attendees only.

Block is available until it is filled, but no later than May 13, 2026.

NAME: \_\_\_\_\_ 1<sup>ST</sup> TIME ATTENDING? \_\_\_\_\_

PHYSICAL STREET ADDRESS: \_\_\_\_\_ PO BOX # \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

PHONE: \_\_\_\_\_ Staying at Convention Hotel? Yes/No \_\_\_\_\_ of nights \_\_\_\_\_ Under What Name? \_\_\_\_\_

Post office where you work: \_\_\_\_\_ Will you be using ferry or tolls to drive to convention? Yes/No \_\_\_\_\_

County Unit you are from: \_\_\_\_\_ 26/27 County Officer? \_\_\_\_\_ If Yes, What Position? \_\_\_\_\_

There is a \$75.00 fee per delegate for registration; however, the fee will be **waived if all three of the following requirements are met: (1) registration form and payment is received in the office of the State Secretary-Treasurer by May 15, 2026, (2) purchase one meal function, (not including the meet and greet), and (3) stay at the Red Lion Hotel Pasco Airport.** Note: If registration form and payment are received **after** May 15, 2026, a \$75 registration fee is required and not waived. The purchase of meal functions may **not** be guaranteed with late registration.

Saturday June 13, 2026: County Officers Training 10AM-4PM  
Lunch included

# attending \_\_\_\_\_

Saturday June 13, 2026: Meet and Greet from 6 PM to 8 PM  
Cost \$5.00 per person (under age 4 is free). Beverage Service Provided  
PAC Dessert Auction

# attending \_\_\_\_\_ \$ \_\_\_\_\_

Sunday June 14, 2026: First Timers to Convention Meeting at 8 AM

# attending \_\_\_\_\_

Sunday June 14, 2026: FIRST DAY OF CONVENTION STARTS AT 8:30 AM

Sunday June 14, 2026: COUNTY OFFICERS APPERCIATION LUNCH 12PM-1PM  
Cost \$15 Build your own burger buffet. (Beef or Chicken patties, french-fries, cookies)

# attending \_\_\_\_\_ \$ \_\_\_\_\_

Monday June 15, 2026: SECOND DAY OF CONVENTION STARTS AT 8 AM

Monday June 15, 2026: BANQUET AND GAMES TO FOLLOW  
Cost \$35.00 per person Smoked BBQ tri-tip, roasted yonnoise potatoes, sauteed veggies,  
Tuscan Baci rolls and assorted desserts.

#attending \_\_\_\_\_ \$ \_\_\_\_\_

Tuesday June 16, 2026: LAST DAY OF CONVENTION STARTS AT 8 a.m.

No food functions

If using Credit Card payment, there is a mandatory \$3 convenience fee.

\$ \_\_\_\_\_

Total Enclosed \$ \_\_\_\_\_

**CHECK HERE IF NOT ATTENDING THE FULL CONVENTION** (If checked, you will not receive a delegate check)

Register Via QR Code or

Pay by check, payable to: [WARLCA](http://WARLCA) and send it to 1208A Slide Creek Rd, Colville WA 99114

If you are paying online, please remember **you must** send a copy of your registration form to [secretary-treasurer@WARLCA.org](mailto:secretary-treasurer@WARLCA.org) or via mail to the above address. **Note: If you find you are unable to attend, please contact Lorrie Crow at [secretary-treasurer@WARLCA.org](mailto:secretary-treasurer@WARLCA.org) to ensure we have the correct number of meals ahead of time.**



Scan to Pay

# PAC HAPPENINGS

## Win a Room Night!

Win a room night at the PASCO Red Lion Hotel.

(Only good for your stay during convention dates June 14<sup>th</sup>-16<sup>th</sup>, 2026)

Raffle tickets are  
1 for \$5 or 5 for \$20



## Who wants a massage?

Win a handheld massage gun.

Raffle tickets are  
1 for \$5 or 5 for \$20



## Silent Auction at State Convention!

As in past years, PAC wants your silent auction items! Get together with your county unit, your office or even just your own to create a one-of-a-kind basket or something unique. All donations benefit PAC! The best basket (as decided by our national officer in attendance) will receive a special prize.

Please bring all your donations directly to State Convention in June 2026.

Cannot wait to see what your creativity brings!

## Meet and Greet!

Meet and greet your fellow carriers at our Dessert Auction!

Bring your favorite homemade or store-bought sweets. Proceeds will benefit NRLCA PAC. Prizes for items receiving the highest bid.



## WARLCA 2026 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 it 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).**

*Note: AIP (American Institute of Parliamentarians) uses common nomenclature the assembly historically uses, i.e., "Call the Question" and "Division of a Question" or simply "Division" that Robert's Rules of Order does not.*

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 either 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.

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-thirds vote of the delegates.

---

## Western States Conference 2026 in Henderson NV



WARLCA members at WSC, left to right: Ethan Whitney, Becky Wendlandt, Alicia Peterson, Renee Pitts, Patrick Pitts, Estee Javinari, Debby Aumack, David Hamilton, Isa Lopez, Lorrie Crow, Dave Blackmer, Lisa Levitt, Kris Skewis, Christiana Lee, Jim Hemrich, Charles Alexander, Dawn Ayers

### WARLCA RESOLUTION FORM

**CHECK APPROPRIATE BOX**

- BINDING**
- NON-BINDING**

The following Resolution was adopted on the (Date) \_\_\_\_\_ Meeting of the (County) \_\_\_\_\_ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee at the (Year) \_\_\_\_\_ State Convention for consideration and appropriate action.

**ISSUES**

Check one:

- |                                               |                                           |                                              |
|-----------------------------------------------|-------------------------------------------|----------------------------------------------|
| <input type="checkbox"/> AUTOMATION           | <input type="checkbox"/> MINI MAIL SURVEY | <input type="checkbox"/> VEHICLE             |
| <input type="checkbox"/> BENEFITS             | <input type="checkbox"/> RELIEF DAY       | <input type="checkbox"/> WORK RULES          |
| <input type="checkbox"/> EMA                  | <input type="checkbox"/> RETIREMENT       | <input type="checkbox"/> OTHER               |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY           | <input type="checkbox"/> WARLCA CONSTITUTION |
| <input type="checkbox"/> LEAVE REPLACEMENTS   | <input type="checkbox"/> RRECS            | <input type="checkbox"/> NRLCA CONSTITUTION  |

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;  
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:  
By: (a) Name of Document \_\_\_\_\_  
(b) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_
- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

**WHEREAS:**

**BE IT RESOLVED:**

**INTENT OF / REASON FOR CHANGE:**

Signature \_\_\_\_\_ (County Secretary)

Date Sent to State Sec/Treas \_\_\_\_\_

## 2026 National Delegate Ballot Timeline and Notification

Here is the timeline for those wanting to be on the ballot as a delegate to the 2026 National Convention.

April 25, 2026: Nominations must be received at PO Box 185, Colville, WA 99114-9998. Any nominations received after this date will be sent back as the post office box closed. A member of the 2026 Election Committee, with the State Secretary-Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary-Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the December, January, February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at nrlca.org.

April 25, 2026: A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.

April 25, 2026: A drawing of names for placement on the ballot will be held at 10 a.m. in the lobby of the Colville Post Office. Two committee members whose names are not on the ballot will be doing the drawing, with the State Secretary-Treasurer observing. Candidates, or their designee, can observe.

April 28 - May 4, 2026: The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Colville Post Office, 204 S Oak Street Colville, WA 99114. Candidates, or their designee, can observe.

May 20, 2026: The ballot mailing will be completed by this date.

May 29 or 30, 2026: Two members of the 2026 Election Committee, whose names are not on the ballot and who have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Downtown Pasco Post Office at 3500 W. Court St Pasco, WA 99301. They will determine if a correct address can be found and resend the ballot again in a separate envelope. Candidates, or their designee, can observe.

June 13, 2026: Two or more members of the 2026 Election Committee, again whose names are not on the ballot and who have been appointed by the WARLCA President, will pick up all ballots at the Downtown Pasco Post Office at 3500 W Court St Pasco, WA 99301 in the morning and will close both PO boxes. Ballots will be tabulated by the 2026 Election Committee as soon as they return from the Downtown Pasco Post Office in a meeting room at the 2026 State Convention hotel, the Red Lion Hotel Pasco Airport, 2525 N 20<sup>th</sup> Ave, Pasco WA 99301. Candidates, or their designee, can observe. All observers must first check with the 2026 Election Committee Chair and read and sign an Observers Rules and Sign-in Sheet. Any ballots that arrive after the final sweep of the post office box on June 13, 2026, will be returned to the sender by the Post Office as PO box closed.

June 14, 2026: Election results will be announced on Monday, June 14, 2026, by the Election Committee at the 2026 State Convention at the Red Lion Hotel Pasco Airport, 2525 N 20<sup>th</sup> Ave, Pasco WA 99301

If you have any questions please contact Lorrie Crow, WARLCA Secretary-Treasurer

1208A Slide Creek Rd., Colville, WA 99114-8766

Phone: (509) 675-0397 Email: secretary-treasurer@warlca.org

## Rules for Observers



- All candidates have the right to have an observer at the polls and at the counting of the ballots. If there is more than one polling place, the candidate may have an observer at each location. If ballots are being counted at more than one location or at more than one table at a single location, a candidate is entitled to as many observers as necessary to observe the actual counting of ballots.
- In mail ballot elections, election officials must allow candidates to have observers present when the ballot envelopes are stuffed, labeled, and mailed and during any visits to the post office to pick up and re-mail ballot packages which were returned undelivered. Observers must also be allowed to accompany election officials when the returned ballots are picked up from the post office, transported to the tally location, reviewed for eligibility, and counted.
- An observer is not required to be a member of the union unless the union's constitution requires an observer to be a member. Likewise, a candidate may serve as his or her own observer unless prohibited by the union's constitution and bylaws, election rules, or past practice.
- Observers do not have the right to interfere with or disrupt the conduct of the election. Their role is limited to observing the election process, asking procedural questions, challenging the eligibility of any individual voters, and lodging protests with election officials as appropriate.
- Observers should be allowed to adequately monitor the election process but not compromise, or give the appearance of compromising, the secrecy of the ballot.
- Observers may not wear campaign buttons, stickers, or other campaign apparel, distribute literature, or engage in campaign activities inside the polling place, including conversations about candidates or the election campaign.
- Observers do not have the right to count or handle the ballots in any way but must be allowed to observe the counting closely enough to verify the accuracy of the tally.

**WA Rural Letter Carriers' Association**  
**Statement of Financial Position**  
As of March 31, 2026

	Mar 31, 26	Mar 31, 25	% Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
1010000 · Chkg - WA Trust Bank	742.47	103,358.78	-99.3%
1015000 · Savings - WA Trust Bank	135,624.60	783.78	17,203.9%
1020000 · Savings - APCU	281,729.56	286,635.36	-1.7%
1030000 · Chkg - APCU	6,225.62	16,175.11	-61.5%
1220000 · CD#76 Emer Fund 4.879% 4/7/2025	27,015.52	26,058.25	3.7%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	85,834.51	82,256.60	4.4%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	143,311.47	137,823.13	4.0%
<b>Total Checking/Savings</b>	680,483.75	653,091.01	4.2%
<b>Total Current Assets</b>	680,483.75	653,091.01	4.2%
<b>TOTAL ASSETS</b>	<b>680,483.75</b>	<b>653,091.01</b>	<b>4.2%</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Credit Cards</b>			
2000000 · Credit Card	0.00	3,994.59	-100.0%
<b>Total Credit Cards</b>	0.00	3,994.59	-100.0%
<b>Other Current Liabilities</b>			
2100000 · Payroll Liabilities	735.19	742.26	-1.0%
2600000 · Nat Auxiliary Dues	0.00	2,037.94	-100.0%
<b>Total Other Current Liabilities</b>	735.19	2,780.20	-73.6%
<b>Total Current Liabilities</b>	735.19	6,774.79	-89.2%
<b>Total Liabilities</b>	735.19	6,774.79	-89.2%
<b>Equity</b>			
3900000 · Net Assets	620,076.51	530,128.88	17.0%
Net Income	59,672.05	116,187.34	-48.6%
<b>Total Equity</b>	679,748.56	646,316.22	5.2%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>680,483.75</b>	<b>653,091.01</b>	<b>4.2%</b>

**WA Rural Letter Carriers' Association**  
**Statement of Activities - Compared to Budget**  
**July 2025 through March 2026**

	Jul '25 - Mar 26	Budget	% of Budget
<b>Income</b>			
4000000 · National General Insurance	16,403.87		
4100000 · Interest / Dividends	7,833.37	22,630.00	34.6%
4200000 · Membership Dues	289,677.72	359,195.00	80.6%
4400000 · Reimbursements	1,928.93	233.02	827.8%
4500000 · Sales	401.80	5,000.00	8.0%
<b>Total Income</b>	<b>316,245.69</b>	<b>387,058.02</b>	<b>81.7%</b>
<b>Gross Profit</b>	<b>316,245.69</b>	<b>387,058.02</b>	<b>81.7%</b>
<b>Expense</b>			
5000000 · Accounting and Banking Fees	3,397.50	9,000.00	37.8%
5100000 · Awards & Recognition	5,320.20	10,000.00	53.2%
5300000 · Employee Benefits	4,622.13	7,000.00	66.0%
5400000 · Equipment	1,978.03	3,900.00	50.7%
5600000 · Lodging	12,010.27	16,600.00	72.4%
5700000 · National Convention	86,097.80	102,900.00	83.7%
5800000 · Office Expense	1,587.91	1,800.00	88.2%
5900000 · Payroll Taxes	8,826.29	12,500.00	70.6%
6000000 · Per Capita Dues	1,273.00	3,400.00	37.4%
6100000 · Postage	1,101.96	8,024.75	13.7%
6200000 · Printing	627.67	2,500.00	25.1%
6400000 · Rent	0.00	3,000.00	0.0%
6600000 · Salaries and Wages	90,375.88	136,342.70	66.3%
66900 · Reconciliation Discrepancies	36.28		
6700000 · State Meetings	10,399.60	91,431.39	11.4%
6701000 · State Paper	12,583.81	17,000.00	74.0%
6900000 · Telephone & Internet	1,660.14	2,270.00	73.1%
7000000 · Travel	12,077.58	16,186.20	74.6%
7095000 · WARLCA Auxilliary	596.40		
7100000 · Website Expenses	1,028.69	700.00	147.0%
7200000 · Western States Conference	972.50	15,950.00	6.1%
<b>Total Expense</b>	<b>256,573.64</b>	<b>460,505.04</b>	<b>55.7%</b>
<b>Net Income</b>	<b>59,672.05</b>	<b>-73,447.02</b>	<b>-81.2%</b>

NAME	WARLCA TRACKING FORM FOR YEAR 2026 FOR LOST ANNUAL AND SICK LEAVE												Total
	25-Jul	Aug. 25	Sept. 25	Oct.25	Nov. 25	Dec. 25	Jan. 26	Feb.26	Mar. 26	April. 26	May-26	Jun-26	
Lorrie Crow Total ADOP	20	9	10	12	8	7	8	14	11	8			107
Lorrie LWOP Days Used	0		0										0
Lorrie Lost s/l annual taken	0		0										0
Dawn E Ayers Total ADOP	12		5	4			1	4		4			30
Dawn E LWOP days Used	3		5	2				3		1.0			14
Dawn E Lost S/l annual taken						2							2
Isa Lopez Total ADOP	9			4				4		4			21
Isa LWOP Days Used	0												0
Isa Lost s/l annual taken													0
Dave Blackmer Total ADOP	8			4				4		4			20
Dave LWOP Days Used	0									0			0
Dave Lost s/l annual taken										0			0
Delsey Reed Total ADOP	9			4				4		4			21
Delsey LWOP Days Used	2			2						3			7
Delsey Lost s/l annual taken													7
Dawn M Anderson Total ADOP	8			3				4		4			19
Dawn M LWOP Days Used	7			3									10
Dawn M Lost s/l & A taken						1							1
Estee Javinlar Total ADOP	8			4	1			4	1	4			22
Estee LWOP Days Used	0									3			3
Estee Lost s/l & A taken													0
Lisa Levitt Total ADOP													
2024TOTAL ADOP DAYS PAID MONTHLY	74.00	9.00	15.00	35.00	9.00	7.00	9.00	38.00	12.00	32.00	0.00	0.00	240.00

Recently I had the opportunity to attend a joint training for the State Presidents and Secretary Treasurers, one of the many topics that came up was our State Publications and what should go into them and what we probably shouldn't be publishing. To my surprise, the board meeting minutes are one of the topics that they felt we should not be publishing. I presented this information to the Board, and it was agreed that we will no longer be publishing the Board Meeting Minutes in each publication. The Minutes, like all information, are available to you by request.

Respectfully  
Lorrie Crow



**ALL WARLCA MEMBERS:**

Now accepting resumes for:

- Historian**
- PAC Chair**
- Webmaster**
- WRC Editor**

The WARLCA is accepting resumes for the above positions. Please email [president@warlca.org](mailto:president@warlca.org) with your resume for the interested position.

All resumes must be submitted no later than June 16, 2026.



## MEMBER OF THE YEAR NOMINATION FORM

NAME: \_\_\_\_\_

PLEASE GIVE A RESUME OF THE ACCOMPLISHMENTS OF THE ABOVE NAMED NOMINEE (you can continue on the back side if you need more space):

---



---



---



---



---



---



---



---



---



---



---



---



---



---



---



---

PLEASE DESCRIBE ANY OTHER SERVICE, SUCH AS CIVIC AND COMMUNITY ACTIVITIES THE ABOVE NAMED NOMINEE PARTICIPATES IN WHICH REFLECT FAVORABLY UPON THE RURAL CRAFT AND THE USPS.

---



---



---



---



---

**\*\*\*PLEASE SUBMIT THIS FORM TO  
Vice President: Dave Blackmer PO Box 13923 Mill Creek WA 98082**

**NO LATER THAN MAY 31, 2026  
14 DAYS PRIOR TO THE CONVENING OF THE STATE CONVENTION**

**Eligibility:**

1. Any member of the Association may be nominated as a candidate for the Member of the Year Award.
2. State Association Officers should not be arbitrarily selected for the Award, not should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office, and thus, may be worthy of selection.
3. Nominations may be made directly from the membership.
4. Local, county, or district units may select candidates.

**Method of Selection:**

1. Selection Committee will be all Board members not nominated for the Member of the Year Award.
2. Nominations for Member of the Year should be postmarked no later than 14 days prior to the opening of State Convention but received no later than the beginning of the Board meeting preceding State Convention.
3. Nominations must be sent to the Vice-President of the Association
4. Decision is to be made at the Board meeting prior to State Convention.
5. Recipient must receive more than 50% majority of votes cast.

**Criteria for Selection:**

1. The primary consideration of the selection committee shall be:
  - a. The service rendered by the candidate to the NRLCA.
  - b. Attendance and participation in local, state and national meetings.
  - c. Willingness to accept responsibilities and dedication in performing those duties.
  - d. Fraternal attitude to others in the rural carrier craft.
2. The Selection Committee should consider, as a secondary matter, other service such as civic and community activities which reflect favorably upon the rural craft and the USPS.

# CAMPAIGNING



## Rules

1. Campaigning is only allowed in the Spring issue of the *Washington Rural Carrier* and at meetings where the meeting notices state "Campaigning for State or National Delegate and State Officer Positions". However, if a Board Member or County Officer is being reimbursed to be at any County Meeting, they are only allowed to campaign for County Officer positions.
2. Campaigning in the *Washington Rural Carrier* will be unedited, limited to maximum 250 words, text only, and may be modified by the Editor to fit the paper's format, and must be submitted by the member running for the position. Preferred method of submission is via email to [warlcaeditor@outlook.com](mailto:warlcaeditor@outlook.com). Submissions must be received by March 29, 2026 for inclusion in the Spring 2026 issue of the *Washington Rural Carrier*.
3. No appointed or elected officers shall include campaign announcements in their officer reports including the intent to run for re-election or for any other position. The Editor shall be responsible to ensure compliance. Reports are not to include candidate endorsements.
4. The WARLCA Secretary-Treasurer's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is .10 cents plus a \$15 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA Secretary-Treasurer. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.
5. Due to privacy issues, the membership list is not available as public information. Any state-wide membership campaign mailing must be sent to the Secretary-Treasurer as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the Secretary-Treasurer or designee for a fee of \$300.00

(None submitted)

Revised 8/1/2025

NRLCA Form 1187

Revised 4/25/2024  
NRLCA Form 1187

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

RURAL CARRIER CLASSIFICATION			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regular	PTF	Relief	ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME	FIRSTNAME	MI
----------	-----------	----

MAILING ADDRESS — INCLUDING APT# IF APPLICABLE	CITY	STATE	ZIP CODE+4
------------------------------------------------	------	-------	------------

EMAIL ADDRESS

POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCENO.
------------------------------------	--------------------------	-------------------------

**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

## Notice anything different?

We're trying some new print options! If you like these changes, let me know! Other comments or suggestions? I always welcome all feedback, positive and negative. Shoot me an email at [warlcaeditor@outlook.com](mailto:warlcaeditor@outlook.com)

I look forward to hearing from you,

Lisa Levitt, WARLCA Editor



## WARLCA Membership Status



### Congratulations Retirees!

My M Banh, Pasco  
Dawn M De Leon, Quincy  
Sandra L Judd, Vancouver  
Evelyn McCall-Sterett, Wilbur  
Joseluis Meza, Grandview  
Brian P Reidy, Seattle  
Viktor I Savchuk, Pasco  
Kelly K Theden, Buckley  
Maureen K Wilson, Republic

### Do You Know Someone Who Deserves The Membership Longevity Award?

Have you reached the 50 year mark yet? We honor all those members who have reached 50 years and 60 years as a member in the WARLCA/NRLCA. If you think you have or are near, please contact the State Secretary-Treasurer for the official form. You will receive recognition from NRLCA and be featured in an article and picture in a future issue of the *Washington Rural Carrier*.

Please Welcome Our New Members!

CALEB	R	ACTON	78 - RCA	7 - RCA	ARLINGTON
DARRIN	C	SUN	78 - RCA	7 - RCA	AUBURN
TIFFANY		BRITAIN	78 - RCA	7 - RCA	BOW
CODY	T	BENDER	78 - RCA	7 - RCA	BREMERTON
RENEE	M	KAMEJE	78 - RCA	7 - RCA	BREMERTON
SARAH	J	PITZEL	78 - RCA	7 - RCA	BURLINGTON
COLE	E	NICHOLS	70-5 ARC	C - ARC	CASTLE ROCK
GRIFFIN	E	MEADOWS	78 - RCA	7 - RCA	COLVILLE
EVI	R	MORDHA	78 - RCA	7 - RCA	EPHRATA
AOIFE	G	VIRAY	78 - RCA	7 - RCA	EVERETT
MICHAEL	R	PLEAS	76 - PTF	2 - PTF	EVERSON
LORENE	N	MATTINGLEY	71 - Regular	1 - Regular	FERNDALE
ASHLY		FARMER	76 - PTF	2 - PTF	GIG HARBOR
NICHOLAS	J	HAMILTON	78 - RCA	7 - RCA	GOLD BAR
MORGAN	A	HART	78 - RCA	7 - RCA	GREENACRES
ROBERT	M	MOWER	78 - RCA	7 - RCA	KENT
GAVYN	M	BAIRD	78 - RCA	7 - RCA	LAKE STEVENS
JARROD		MURLEY	76 - PTF	2 - PTF	LAKE STEVENS
JULIA	A	PENNEY	70-5 ARC	C - ARC	LAKE STEVENS
KARLY	A	MACAULAY	78 - RCA	7 - RCA	LAKE STEVENS
ARIANA	S	ANCHETA	78 - RCA	7 - RCA	MARYSVILLE
JAYDEN		BARRUS	78 - RCA	7 - RCA	MARYSVILLE
KINGSTON	K	EARLL	78 - RCA	7 - RCA	MARYSVILLE
MISTY	A	DANIELS	78 - RCA	7 - RCA	OAK HARBOR
ANDREW		HARDING	78 - RCA	7 - RCA	OLYMPIA
WILLIAM	D	KELLEY JR	70-5 ARC	C - ARC	OLYMPIA
SCOTT		WORLEY	78 - RCA	7 - RCA	OTIS ORCHARDS
JEFFERSON		ROBISON	78 - RCA	7 - RCA	PASCO
ERICA	D	SIRES	78 - RCA	7 - RCA	PORT ORCHARD
CONNOR	L	WILLIAMS	78 - RCA	7 - RCA	POULSBO
RICHARD	J	PATA	78 - RCA	7 - RCA	POULSBO
BOHDEN	M	MITTS	78 - RCA	7 - RCA	PUYALLUP
SCOTT		SIPE	78 - RCA	7 - RCA	RAVENSDALE
SABRINA	H	CALDEIRA	78 - RCA	7 - RCA	REDMOND
KENNETH	D	FRANCIS	78 - RCA	7 - RCA	ROY
RALPH	A	CHAMPION	78 - RCA	7 - RCA	SEQUIM
ALEX		NUTT	78 - RCA	7 - RCA	SHELTON
ALLISON		BEKENY	71 - Regular	1 - Regular	SILVERDALE
AMY	J	NELSON	71 - Regular	1 - Regular	SILVERDALE
STEVEN		BROWNE	70-5 ARC	C - ARC	SILVERDALE
AUSTIN	C	SWETZ	78 - RCA	7 - RCA	SNOHOMISH
DAVID		CHADWICK	78 - RCA	7 - RCA	SNOHOMISH
TRISTAN	J	CHANNY	78 - RCA	7 - RCA	SNOHOMISH
JESSALYN	L	TRENT	78 - RCA	7 - RCA	SPOKANE
JUSTIN		DUTLER	76 - PTF	2 - PTF	SPOKANE
KERRY	L	MILLIKEN	78 - RCA	7 - RCA	SPOKANE
ALEXANDER	R	MCHUGH	78 - RCA	7 - RCA	STANWOOD
BECKY	S	THOMAS	78 - RCA	7 - RCA	STANWOOD
JOEL		ANDERS	78 - RCA	7 - RCA	STANWOOD
ETHAN		STEENSMA	78 - RCA	7 - RCA	SULTAN
GUY	H	CHASE	78 - RCA	7 - RCA	SULTAN
AMANDA	D	SNAVELY	78 - RCA	7 - RCA	SUMNER
KAYLA	N	KLAUDA	71 - Regular	1 - Regular	WAUNA
DUSTIN		MORRIS	78 - RCA	7 - RCA	YELM

**THANK YOU!**  
for joining us!

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

- May 9 2026: Letter Carriers' Food Drive
- Jun 14-16 2026: State Convention, Pasco WA
- Jul 1 2026: National Postal Workers Day
- Aug 18-21 2026: National Convention, Grapevine TX
- Sep 15 2026: Rural Carrier Remembrance Day
- Oct 2 2026: New Guarantee Year Begins
- Nov 9-Dec 14 2026: PSHB Open Season



[www.warlca.com](http://www.warlca.com)



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