

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2024



WARLCA Members at National Convention, Reno NV

Front, L-R: Patrick Pitts, Renee' Pitts, Dave Blackmer, Dawn Ayers, Lorrie Crow, Isa Lopez, Estee Javinari, Alicia Peterson
Middle: Brian Poage, Katre Milliron, Kristy McKee, Christiana Lee, Kris Skewis, Lyndee White, Suan Durgan, Becky Pike
Back: Phillip Bergman, Susie Hill, Aron Godfrey, Kristian Granish, Levi Hanson, Jim Hemrich, Kurt Eckrem

Convention

Recap of National

Christmas Pay

And Other Seasonal Exceptions

Get Ready for 2025:

WSC, State Convention, National
Convention, And Don't Forget Your
County Unit Meetings!

PSHB

Find Out More

Hey, Vets!

And Supporters! Look Inside

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Happy Veterans' Day!

You knew of the existence of the NRLCA Armed Forces Veterans Club, but did you know that Washington now also has a chapter? For more information, see page 15!

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
3. Include the following in your email:
 - Name
 - Office
 - Designation (Regular, Relief, Retired)
 - County Unit
 - Local Steward? (Yes/No)
4. You will receive a confirmation email.
5. 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. The WARCLA 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.

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National Convention Overview

By Dawn Ayers, WARLCA President

The 118th Convention of the National Rural Letter Carriers' Association was held August 27th-30th, 2024, in Reno, Nevada. There were 20 regular delegates and no alternate delegates from Washington State in attendance. Seven of those regular delegates were first timers! Unfortunately, we were entitled to 21 delegates and one paid alternate. I am pleased to report this year that we had two non-delegates in attendance, and I want to personally thank them for attending the Convention without compensation. Way to go, Jim Hemrich and Katre Milliron and thank you Katre for helping with PAC duties for our state!

While the Convention always officially begins on Tuesdays, there are events, meetings, and seminars available to the attendees on Monday and Tuesday evening as well. A wealth of knowledge is available to anyone who wants to attend the one required seminar or as many seminars as they can squeeze into their days. Informational seminars were available on legislative issues, Thrift Savings Plan (TSP), Office of Workers' Compensation Programs (OWCP), automobile insurance from National General (NRLCA vehicle insurance), rural carrier academies, health insurance programs, pre- and post-retirement, and retirement financial planning for the Federal Employee Retirement System (FERS) and a State of the Union address from the NRLCA President, Don Maston. There is also a

First Timers Seminar to go over what to expect as a first-time delegate to the National Convention that is lead by a past National Officer. The legal seminar that is always held on Monday evening turned into a first for many of us. Instead, our National Board turned the legal seminar into a rally at the City Plaza. Three bus loads of union members poured into the Plaza alongside our brothers, sisters, and siblings of the NALC and their President, Brian Renfro, along with our NRLCA President, Don Maston. We were all there to call for the passage of the "Protect Our Letter Carriers Act" which is the bipartisan bill designed to address the escalating violence faced by postal workers. News crews were present during this event, and we even made the evening news in Reno. It was an experience I was proud to take part in alongside all the Washington carriers that attended the convention.

As President of the WARLCA, I was the Delegate-at-Large for this Convention and as such, I had the honor of carrying the Washington State flag during the "Parade of States". We had the privilege of hearing PMG Louis DeJoy speak Tuesday morning. He spoke on his "Delivering for America" plan and the implementation of the new vehicles being built. Unlike last year, he did not take the time to answer any questions from the delegation. Brian Renfro, the President of the



President Dawn Ayers carries the Washington flag during the Parade of States.

NALC, was there to deliver a response after the PMG. Tuesday, being mostly a pomp and circumstance day, many awards were given on that day. I was humbled to accept the Outstanding Member of the Year Award along with the Per Capita and Aggregate Award for PAC for Washington State.

It was also my responsibility to work on a committee during the convention. President Don Maston appointed me Chair of the Wednesday Sergeant-at-Arms Committee. It was a new experience for me as I had never been on a committee at National Convention, but it seemed to go smoothly. Wednesday started off with the presentation of the William Peer Scholarship for outstanding stewards and then nominations for National Office. It was my pleasure to nominate Patrick Pitts for the position of Vice President this year. In the afternoon, we started with the meat and potatoes of convention, the constitution and resolution reports. There were few constitution changes submitted, but there were almost 400 resolutions. I was proud to see a few of our state's delegates stand up at the microphone to speak on the issues at hand. Wednesday evening was the normally scheduled banquet which brought delicious food and great company.

Thursday, we continued with constitutions and resolutions which consumed the entirety of the day. Once again, the biennial convention was brought forth and once again it did not pass. We then adjourned to ready ourselves for an evening of caucuses. As campaign manager for Pat-

rick Pitts, several Washington, Oregon, and Wyoming delegates along with myself and Patrick and Renee's family walked to each caucus so that Patrick and the other candidates could speak with each of the eleven caucus groups. It was a long and grueling night that ended close to 11 p.m. for all involved, candidates, supporters, and delegates attending the caucuses.

We woke early to call to order on Friday morning to begin the work of the day which started as always with the election of our national officers. Throughout the election process, while awaiting results, we worked on resolutions as we still had a far few to go through. The elections continued well into the afternoon until the beginning of the evening. The new NRLCA

Board consists of President, Don Maston; Vice President, Patrick Pitts; Secretary-Treasurer, Tommy Turner; Director of Labor Relations, John Adams; Director of Steward Operations,

Nicky Phillips; and Executive Committee consisting of Jeanette Dwyer, Mike Merola, Kirby Rickets, and Bethany Small. With installation of the new officers and all business completed, the colors were retired and we then adjourned the 118th National Convention. I am pleased to report that all members of our delegation fulfilled their duties with due diligence, and I thank them all for their service to the WARLCA.

For a comprehensive report of the 118th National Convention, you can visit the NRLCA website or app to find out how to request a copy of the full proceedings.

The legal seminar that is always held on Monday evening turned into a first for many of us



NRLCA members rally in support of the Protect Our Letter Carriers Act in the City Plaza in Reno.

More WARLCA Members Spotted in Reno





Info, To Be Useful, Must Be Shared

By Dave Blackmer, WARLCA Vice President & Legislative Director

Hello brothers and sisters of the NRLCA – Washington Chapter. For those who don't know me, I was elected (unopposed) to the position of Vice President of the Washington State chapter of the NRLCA. I was hired on with USPS in December of 2014 working as an RCA in Woodinville. I took the leap of faith and became a PTF on Vashon Island when the PTF position was just beginning to make a comeback in Washington. After becoming a regular on Vashon and serving for just over a year, I transferred over to Monroe where I've been ever since. I also serve as an Area Steward in Monroe and the surrounding installations. Outside of work, I spend time keeping two German Shepards in line, working on a historic preservation degree through Clatsop Community College, and learning more about American history.

I've always believed that for information to be useful, it must be shared. It becomes a collaboration of the entire membership asking questions and seeking answers for one another's benefit. While it's easy to always ask those who historically know the answers, I've found over the years researching and understanding the NRLCA contract and attending your own county union meetings will be helpful down the road. This typically comes into play when dealing with management. How many times has a poorly trained manager just made up a policy you know is probably wrong, but you didn't have the knowledge to speak up and respectfully explain the contract violation or worse, the postal violation? How many times have you heard, "this is a direct order," and thought this must be in violation of the contract

or a previous arbitrated settlement? You certainly don't have to be a steward to know the contract and explain to your manager the violation(s) involved. With knowledge comes power. When that power is applied judiciously, it garners respect from your management.

Arming yourself and those you work with with contract knowledge can become an important bulwark against management obfuscations and/or ignorance. What sounds like a golden idea to management may have negative consequences for you and your office. Work with management and educate them in the workings of the rural craft. Many managers who come from the city or clerk craft never truly understand the uniqueness of the rural craft. Most rural craft carriers understand the benefits of working under evaluation and think to themselves, "why would I go into management to work more and get paid

With knowledge comes power. When that power is applied judiciously, it garners respect from your management.

the same or less?" The numbers don't add up. So many of us stay in the craft and in so doing, begin to understand better the way it operates even if management doesn't. It then becomes our responsibility collectively to help guide and educate our respective managers and newer rural employees on the intricacies of the craft. Hence, information, to be useful, must be shared.

I look forward to speaking with you about your concerns and victories. Stay safe and look out for each other.

Aut viam inveniam aut faciam – I shall either find a way or make one.

Dave Blackmer

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

	Jul '24 - Jun 25	Budget	% of Budget
Income			
4100000 · Interest / Dividends	2,880.62	10,890.42	26.5%
4200000 · Membership Dues	94,031.95	280,834.86	33.5%
4400000 · Reimbursements	2,005.60	0.00	100.0%
4500000 · Sales	0.00	4,000.00	0.0%
4600000 · AuxiliaryDuesStatePortion	2,037.94	0.00	100.0%
Total Income	100,956.11	295,725.28	34.1%
Gross Profit	100,956.11	295,725.28	34.1%
Expense			
5000000 · Accounting and Banking Fees	1,439.00	6,005.00	24.0%
5100000 · Awards & Recognition	3,917.06	5,300.00	73.9%
5300000 · Employee Benefits	2,732.03	7,538.37	36.2%
5400000 · Equipment	802.64	2,500.00	32.1%
5600000 · Lodging	3,637.49	18,000.00	20.2%
5700000 · National Convention	21,162.85	50,000.00	42.3%
5800000 · Office Expense	608.35	2,872.83	21.2%
5900000 · Payroll Taxes	2,417.18	12,481.43	19.4%
6000000 · Per Capita Dues	544.00	3,200.00	17.0%
6100000 · Postage	1,943.75	8,589.71	22.6%
6200000 · Printing	121.37	1,927.34	6.3%
6400000 · Rent	0.00	6,044.00	0.0%
6600000 · Salaries and Wages	24,845.72	139,411.67	17.8%
6700000 · State Meetings	1,020.07	170,515.71	0.6%
6701000 · State Paper	4,182.03	15,900.00	26.3%
6900000 · Telephone & Internet	696.65	2,000.00	34.8%
7000000 · Travel	4,214.37	22,622.17	18.6%
7100000 · Website Expenses	1,198.28	0.00	100.0%
7200000 · Western States Conference	0.00	15,940.00	0.0%
Total Expense	75,482.84	490,848.23	15.4%
Net Income	25,473.27	-195,122.95	-13.1%

WA Rural Letter Carriers' Association
Statement of Financial Position
As of September 30, 2024

	Sep 30, 24	Sep 30, 23	% Chan...
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	6,691.51	2,545.81	162.8%
1015000 · Savings - WA Trust Bank	41,480.26	120,110.55	-65.5%
1020000 · Savings - APCU	274,220.07	145,983.55	87.8%
1030000 · Chkg - APCU	138.19	3,673.35	-96.2%
1220000 · CD#76 Emer Fund 4.879% 4/7/2025	25,419.82	24,182.90	5.1%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	80,528.66	78,798.74	2.2%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	134,654.80	128,549.82	4.8%
Total Checking/Savings	563,133.31	503,844.72	11.8%
Total Current Assets	563,133.31	503,844.72	11.8%
TOTAL ASSETS	563,133.31	503,844.72	11.8%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2000000 · Credit Card	2,360.35	1,511.65	56.1%
Total Credit Cards	2,360.35	1,511.65	56.1%
Other Current Liabilities			
2100000 · Payroll Liabilities	488.94	1,223.88	-60.1%
2500000 · Retirement Plan Payable	0.00	30.00	-100.0%
Total Other Current Liabilities	488.94	1,253.88	-61.0%
Total Current Liabilities	2,849.29	2,765.53	3.0%
Total Liabilities	2,849.29	2,765.53	3.0%
Equity			
3900000 · Net Assets	530,128.88	550,527.20	-3.7%
Net Income	30,155.14	-49,448.01	161.0%
Total Equity	560,284.02	501,079.19	11.8%
TOTAL LIABILITIES & EQUITY	563,133.31	503,844.72	11.8%

INDEPENDENT ACCOUNTANTS REVIEW REPORT

To the Board of Directors of
Washington Rural Letter Carriers' Association

I have reviewed the accompanying financial statements of Washington Rural Letter Carriers' Association (a nonprofit Organization), which comprise the statements of assets, liabilities, and net assets - cash basis as of June 30, 2023 and June 30, 2022, and the related statements of revenues, expenses, and other changes in net assets - cash basis for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, I do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis of accounting; this includes determining that the cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Accountant's Responsibility

My responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require me to perform procedures to obtain limited assurance as a basis for reporting whether I am aware of any material modifications that should be made to the financial statements for them to be in accordance with the cash basis of accounting. I believe that the results of my procedures provide a reasonable basis for my conclusion.

I am required to be independent of Washington Rural Letter Carriers' Association and to meet my other ethical responsibilities, in accordance with the relevant ethical requirements related to my review.

Accountant's Conclusion

Based on my reviews, I am not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with the cash basis of accounting.

Supplementary Information

The accompanying supplementary Schedule of Functional Expenses is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements. The supplementary information has been subjected to the review procedures applied in my review of the basic financial statements. I am not aware of any material modifications that should be made to the supplementary information. I have not audited the supplementary information and do not express an opinion on such information.

Basis of Accounting

I draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared in accordance with the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. My conclusion is not modified with respect to this matter.

Paul Taggart CPA PLLC

Everett, Washington
September 3, 2024

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS - CASH BASIS
JUNE 30, 2023 AND 2022

	ASSETS	
	2023	2022
CURRENT ASSET - Cash	\$ 554,114	\$ 599,703
TOTAL ASSETS	\$ 554,114	\$ 599,703
LIABILITIES AND NET ASSETS		
NET ASSETS - Unrestricted	\$ 554,114	\$ 599,703
TOTAL LIABILITIES AND NET ASSETS	\$ 554,114	\$ 599,703

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

STATEMENTS OF REVENUES, EXPENSES AND OTHER CHANGES IN NET ASSETS - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

	2023		2022	
	Amount	Percent	Amount	Percent
UNRESTRICTED NET ASSETS:				
Revenues:				
Membership dues and assessments	\$ 268,914	98.0 %	\$ 308,237	98.7 %
Interest income	5,493	2.0	4,053	1.3
Total revenues	274,407	100.0	312,290	100.0
Expenses:				
Program Services:				
Conventions and meetings	131,445	47.9	56,279	18.0
Salaries and wages	119,565	43.6	94,884	30.4
Postage and shipping	6,323	2.3	7,190	2.3
Mileage/transportation	14,611	5.3	9,428	3.0
Taxes - payroll	10,584	3.9	8,660	2.8
Printing	13,451	4.9	13,761	4.4
Retirement plans	5,231	1.9	4,655	1.5
Office and communication	7,667	2.8	9,376	3.0
Membership recruitment	1,071	0.4	9,268	3.0
Equipment fund	40	-	4,529	1.5
Total program services	309,988	113.0	218,030	69.9
Support Services:				
Management and general	7,739	2.8	11,858	3.8
Unallocated dues paid to affiliates	2,269	0.8	2,175	0.7
Total support services	10,008	3.6	14,033	4.5
Total expenses	319,996	116.6	232,063	74.4
CHANGE IN NET ASSETS	(45,589)	(16.6) %	80,227	25.6 %
NET ASSETS, beginning of year	599,703		519,476	
NET ASSETS, end of year	\$ 554,114		\$ 599,703	

See accompanying notes and independent accountant's review report.

See accompanying notes and independent accountant's review report.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

NATURE OF ASSOCIATION

Washington Rural Letter Carriers' Association (the Association) is a Washington not-for-profit corporation. The Association is a labor union organized for the benefit of its members and operates in the state of Washington. The Association engages in the following activities: lobbying, which includes dealings with the executive and legislative branches of federal, state, and local governments to advance the passage or defeat of existing or potential laws or the promulgation or any other action with respect to rules or regulations; representative, which includes membership recruitment; and union administration activities, which includes nominating and electing union officers, holding regular membership meetings, participating in intermediate and national meetings, administering trusteeships and administering apprenticeship and member education programs.

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting - The Association's policy is to prepare the financial statements using the cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. Under the cash basis of accounting, revenues are recognized when received rather than when earned, and expenses are recognized when cash is disbursed rather than when the obligation is incurred. The cash basis differs from generally accepted accounting principles primarily because the effects of outstanding dues and obligations unpaid at the date of the financial statements are not reflected in the financial statements.

Estimates - Management uses estimates and assumptions in preparing the financial statements. Those estimates and assumptions affect certain reported amounts and disclosures, including those allocated to functional expenses. Actual results could differ from those estimates.

Property and depreciation - The Association expenses property and equipment in the year it is purchased. Accordingly, there is no provision for depreciation expense in these financial statements.

Revenues - The Association receives revenues to fund its activities primarily by collecting annual dues from its membership. The Association earns interest on its savings and money market accounts.

Income taxes - The association is a not-for-profit corporation and therefore is exempt from federal income taxes on its exempt function income under Section 501(c)(5) of the Internal Revenue Code and is classified by the Internal Revenue Service as other than a private foundation.

Uncertain tax positions - Management has determined that the Association does not have any uncertain tax positions and associated unrecognized benefits that materially impact the financial statements or related disclosures. Since tax matters are subject to some degree of uncertainty, there can be no assurance that the Association's tax returns will not be challenged by the taxing authorities and that the Association will not be subject to additional tax, penalties, and interest as a result of such challenge. Generally, the Association's tax returns remain open for three tax years for federal income tax examination.

Allocation of functional expenses - The costs of providing various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited. The Association uses guidance provided by the Department of Labor in making these allocations.

See independent accountant's review report.

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WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

NOTE 2. CONCENTRATIONS AND CREDIT RISK

The Association has adopted FASB ASC 275-10-50, which requires disclosure of vulnerable concentrations of exposed risk.

The Association maintains its primary cash accounts in two financial institutions in which the balances at times may exceed the amounts insured by the Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Association (NCUA) up to \$250,000. At June 30, 2023 and 2022, the Association's uninsured balances were \$233,730 and 336,659, respectively.

Revenues generated from membership dues and assessments accounted for 98% and 98.7% of total revenues for the years ended June 30, 2023 and 2022, respectively. This concentration of revenues makes the Association dependent on its affiliation with the National Association of Rural Letter Carriers' Association. The Association is required to comply with the standards and rules of the National Rural Letter Carriers' Association in order to maintain its relationship with its affiliate.

NOTE 3. RETIREMENT PLANS

The Association has a 401(k) plan for its employees. The plan became effective on July 1, 1999. The maximum matching contribution is 5% of employee's compensation. The Association paid total contributions of \$6,245 and \$6,099 during the years ended June 30, 2023 and 2022, respectively.

NOTE 4. RELATED PARTY TRANSACTIONS

The Association is affiliated with the National Rural Letter Carriers' Association. As part of the agreement, the Association pays a portion of the membership dues it collects in cash to the National Rural Letter Carriers' Association. The Association paid \$2,131 and \$2,175 in per capita dues to this related party during the years ended June 30, 2023 and 2022 respectively.

The Association is affiliated with various local counties and a regional conference. The Association paid \$138 and \$0 in per capita dues to these related parties during the years ended June 30, 2023 and 2022, respectively.

NOTE 5. SUBSEQUENT EVENTS

In accordance with FASB ASC Topic 855, the Association evaluated subsequent events through September 3, 2024, the date these financial statements were available to be issued. There were no material subsequent events that required recognition or additional disclosure in these financial statements.

See independent accountant's review report.

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WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION**SUPPLEMENTARY SCHEDULE OF FUNCTIONAL EXPENSES - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2023**

	Program Services				Support Services			2023 Totals
	Lobbying	Representatives	Union Administration	Total Program Services	Management and General	Unallocated Dues Paid to Affiliates	Total Support Services	
Accounting and legal	\$ -	\$ -	\$ -	\$ -	\$ 5,880		\$ 5,880	\$ 5,880
Conventions and meetings	3,217	1,825	126,403	131,445			-	131,445
Equipment fund			40	40			-	40
Mileage/Transportation	445	904	13,262	14,611			-	14,611
Membership recruitment		1,049	22	1,071			-	1,071
Office and communication		170	7,497	7,667			-	7,667
Per-capita Counties				-		138	138	138
Per-capita National				-		2,131	2,131	2,131
Per-capita other				-	845		845	845
Postage and shipping		312	6,011	6,323			-	6,323
Printing			13,451	13,451			-	13,451
Retirement plans	39	99	5,093	5,231	1,014		1,014	6,245
Salaries and wages	773	2,357	116,435	119,565			-	119,565
Taxes - payroll	-	-	10,584	10,584	-	-	-	10,584
Totals	\$ 4,474	\$ 6,716	\$ 298,798	\$ 309,988	\$ 7,739	\$ 2,269	\$ 10,008	\$ 319,996

See independent accountant's review report.

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WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION**SUPPLEMENTARY SCHEDULE OF FUNCTIONAL EXPENSES - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2022**

	Program Services				Support Services			2022 Totals
	Lobbying	Representatives	Union Administration	Total Program Services	Management and General	Unallocated Dues Paid to Affiliates	Total Support Services	
Accounting and legal	\$ -	\$ -	\$ -	\$ -	\$ 3,005		\$ 3,005	\$ 3,005
Conventions and meetings		6,525	49,754	56,279	7,409		7,409	63,688
Equipment fund			4,529	4,529			-	4,529
Mileage/Transportation	8	2,693	6,727	9,428			-	9,428
Membership recruitment		8,780	488	9,268			-	9,268
Office and communication		89	9,287	9,376			-	9,376
Per-capita National				-		2,175	2,175	2,175
Postage and shipping	105	608	6,477	7,190			-	7,190
Printing	5,110		8,651	13,761			-	13,761
Retirement plans	8	230	4,417	4,655	1,444		1,444	6,099
Salaries and wages	150	4,603	90,131	94,884			-	94,884
Taxes - payroll	14	420	8,226	8,660	-	-	-	8,660
Totals	\$ 5,395	\$ 23,948	\$ 188,687	\$ 218,030	\$ 11,858	\$ 2,175	\$ 14,033	\$ 232,063

See independent accountant's review report.

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2025 State Convention

By Isabella Lopez, Region 1 Committeeperson & Webmaster

It has been 21 years since the last time a State Convention was held in Bellingham and we hope to make it a memorable one. Join us June 22-24, 2025 at Best Western, 3985 Bennet Dr. Hotel amenities include a complimentary breakfast, outdoor heated pool, 24 hr. exercise facility, business center, laundromat, truck parking, and a shuttle that runs within a five-mile radius of the hotel. Room amenities include an in-room coffee



maker, microwave, hairdryer, refrigerator, room safe, and best of all, it is pet-friendly (contact the hotel for details). Room rates start at \$139/night. Enjoy all the attractions nearby after a long day at the convention by visiting historic Fairhaven with its many restaurants and shops. Explore 175 acres of wooded trails that wind through Sehome Hill Arboretum and visit the observation tower for a panoramic view of Bellingham

Bay. Or take a scenic drive among towering trees and spectacular views along the Mount Baker highway. Put your leave slips in, mark your calendars, and join us for a fantastic 2025 State Convention!





Armed Forces Veterans' Club

By Estee Javinier, Region 2 Committeeperson

Be part of Washington's Armed Forces Veterans' Club. No, you do not have to be a veteran or have any connections to the military. You will be known as a "thankful supporter". Membership is paid to AFVC and is only \$5 per year. The Armed Forces Veterans' Club presents many \$150 value scholarships to family members of an associate member of the AFVC. At the Reno National Convention, Washington went from having just a few members to having a full charter. Our goal with the Washington AFVC will be to collect donations for

scholarships and have our veterans responsible for handling the Colors during our state convention.

If you would like to be part of the Washington Armed Forces Veterans' Club, please contact President Christiana Lee at chrisl647@comcast.net, Vice President Susan Durgan at susandurgan@hotmail.com, or Secretary-Treasurer Estee Javinier at esteeruralmail@gmail.com.

You do not have to be a veteran or have any connections to the military

County Corner

Some good news out of the East Vancouver DCU!

Safe Driver Awards go to: Barbie A. 30 years, Mike T. 30 years, Roger I. 26 years, Chang Y. 26 years, Shelly R. 25 years, Judy P. 22 years, Sosefina S. 20 years

Zero Unscheduled Absences in The Last 365 Days: Judy P., Barbie A., Sosefina S., Shelly M., Jesse H., Chang Y., Vince M., Natalie S.

Over 1,000 hours of earned SL: Shelly R., Ryan P.

Zero Unscheduled Absences in The Last 365 Days and Over 1,000 of earned SL: Ryan P.



Cheryl A., Judy P., Shelly R., Shelly M., and Sosefina S.



Roger I., Barbie A., Mike T.



November 5th Deadline!

By Delsey Reed, Region 3 Committeeperson

This is going to be short and sweet and will pertain to every one of you,
PLEASE VOTE!

If you are like me, I sometimes get so busy dealing with everyone else's election mail that I actually forget to vote. I live in a state where we do not have mail-in ballots unless we vote absentee, and I know how easy it can be to shuffle that ballot aside thinking you have plenty of time to turn that in at some point. Please don't put it off. We are all so lucky to live in this country and have a right to vote for

all of our representatives, I don't care who you vote for or why, even if you are interested in who gets a city council position, mayor, sheriff, or the President of the United States. We all need

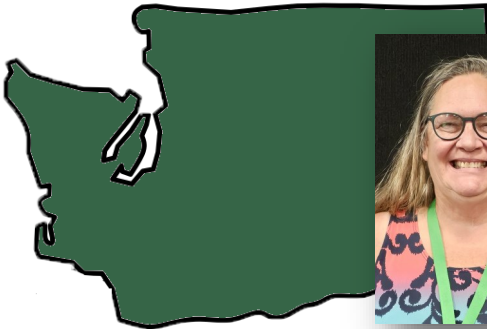
to take this moment in time and let our voices be heard-even if it's one vote at a time.

PLEASE VOTE!

Every vote matters
Sincerely,

*We all need to take this moment in time
and let our voices be heard-even
if it's one vote at a time.*

Delsey Reed
Region 3 Committeeperson



Meet Dawn!

By Dawn Anderson, Region 4 Committeeperson

Hello all members, my name is Dawn Anderson. I'm a wife and mother of six grown children and a lot of grandkids and a great-granddaughter. Also, I'm the new RCP4 (Region Committeeperson 4) for Washington State, I'm also a part-time ADR (Assistant District Representative) for National Rural Letter Carriers' Association, and a full-time rural carrier in Benton City WA. Yes, my plate is full, but I have a passion for helping my fellow rural letter carriers to a fair

representation in the post office and better understanding of our contract between USPS and NRLCA.

*I have a passion for helping my fellow
rural letter carriers to a fair
representation and better
understanding of our contract.*

Just a little information to the wise, please vote, please go to your county meeting, please attend State and National Conventions. Your questions and

votes count, YOU MATTER.

Thank You,
Dawn Anderson



Legislative Update Fall 2024

By Dave Blackmer, WARLCA Vice President & Legislative Director

H.R. 7629/ S. 4356: "Protect Our Letter Carriers Act" H.R. 7629/S. 4356 appropriates \$1.4 billion to modernize the arrow key with a new electronic version, as well as review the sentencing guidelines of crimes against postal employees and appoint an assistant U.S. attorney with the responsibility of prosecuting crimes against postal employees.

By far, one of the most important legislative bills to affect our craft. As of October 5, 2024, Washington State is one of the leaders per capita in the nation with five of the 10 legislative district representatives cosponsoring the bill.

Thank you to:

Rep. DelBene, Suzan K. [D-WA-1] 04/05/2024

Rep. Smith, Adam [D-WA-9] 05/15/2024

Rep. Strickland, Marilyn [D-WA-10] 06/13/2024

Rep. Schrier, Kim [D-WA-8] 09/16/2024

Rep. Larsen, Rick [D-WA-2] 09/17/2024

I've reached out to the following Representatives but have not heard back yet:

Rep. Jayapal, Pramila (7D), Rep. Kilmer, Derek (6D), Rep. Rodgers, Cathy (5D), Rep. Newhouse, Dan (4D) and Rep. Perez, Marie (3D).

The upcoming elections will change the political landscape as some Representatives are not running or may lose their seat. It's not necessarily starting over but again educating the incoming Representatives with the importance of this Act and the work we do for the American people. When the dust settles, the new Representatives sworn in and the WARLCA will work to get those not yet cosponsors of the Bill signed on with a thank you to those that support us. If you live in one of the legislative districts of the Representative that has yet to sign, please take a few moments to write them and let them know the importance of this bill. You can find your representative district and Representative at: <https://www.house.gov/representatives/find-your-representative>, or run a search of, "find your congressional district".

Take a moment and read the bill printed below. While we do our best not to be victims of crime delivering on our respective routes, this Bill, when it becomes law, will provide significant protection for both the rural and city craft.

Stay safe out there and look out for each other.

H. R. 7629

SECTION 1. Short title.

This Act may be cited as the "Protect Our Letter Carriers Act of 2024".

SEC. 2. Sense of Congress.

It is the sense of the Congress that —

- (1) United States Postal Service letter carriers must be protected from acts of violence; and
- (2) the Attorney General should vigorously prosecute any case of assault against a postal employee.

SEC. 3. Funds to upgrade collection boxes.

There is authorized to be appropriated \$1,400,000,000 for each of fiscal years 2025 through 2029 to the United States Postal Service to carry out, as determined by the United States Postal Service —

- (1) the installation of high security collection boxes; and

(2) the replacement of older versions of the universal mailbox key, also known as the arrow key, with electronic versions.

SEC. 4. Coordination of prosecution of offenses against the United States Postal Service.

(a) In general. — Section 542 of title 28, United States Code, is amended by adding at the end the following:

“(c) The Attorney General shall, in consultation with the United States attorney for the district, appoint in each judicial district an assistant United States attorney with principal responsibility in the district to coordinate and supervise the investigation and prosecution of alleged offenses committed —

“(1) in violation of chapter 83 of title 18;

“(2) in violation of sections 2115, 2116, or 2117 of title 18; or

“(3) against a carrier or person entrusted with the mail and having custody thereof, in violation of section 111 of title 18.”.

(b) Deadline for compliance. — The Attorney General shall comply with section 542(c) of title 28, United States Code, not later than 1 year after the date of the enactment of this Act.

SEC. 5. Sentencing guidelines with respect to robbery against a postal employee.

Not later than May 1 following the first year that begins after the date of the enactment of this Act, the United States Sentencing Commission shall amend the sentencing guidelines and policy statements promulgated under section 994 of title 28, United States Code, to provide that the assault or robbery of a postal employee, including conduct committed during the immediate flight after the commission of such an assault or robbery if the conduct creates a substantial risk of serious bodily injury, shall be treated in the same manner as the assault of a law enforcement officer.



Dear Representative [Name]:

I am writing as a rural carrier and constituent of your district to voice my strong support for H.R. 7629, the Protect Our Letter Carriers Act, cosponsoring this very important legislation. H.R. 7629, a bipartisan bill introduced by Congressman Fitzpatrick and Congressman Landsman, would provide the necessary resources needed to protect our dedicated letter carriers by addressing the rise in crimes against us, and making sure criminals are fully punished under the law.

There have been more than 2,000 crimes against postal employees since 2020. Despite the U.S. Postal Service's implementation of Project Safe Delivery last year, which has resulted in hundreds of arrests, letter carriers still experienced a rise in robberies in 2023. And the number of letter carriers who were injured almost doubled. Even worse, weapons are being used in most of the robberies committed against letter carriers.

The Protect Our Letter Carriers Act provides \$1.4 billion annually from fiscal years 2025-2029 for the installation of high security collection boxes. It will also provide for the replacement of the arrow key with a new electronic version. Often in the crimes against letter carriers, it is the arrow key the letter carrier is robbed for to allow the criminal to gain access to collection boxes or to sell on the black market. In addition, the bill will appoint an assistant U.S. attorney with the responsibility to supervise the investigation and prosecution of alleged offenses against postal employees. Finally, the bill calls for sentencing guidelines to be amended so that any assault or crime against a letter carrier receives a more severe sentence recommendation.

Please support H.R. 7629 so that letter carriers can feel safe while delivering their routes. We need your help to make sure any crime against a postal employee sees the criminal prosecuted to the fullest extent of the law. By cosponsoring this legislation, you will help deter criminals who want to target letter carriers by making sure they receive more severe penalties.

Thank you for your dedication and attention to this issue. Please feel free to contact me if you have any questions or concerns about my request.

Sincerely,

[Your Name]



Special Seasonal Exceptions

By Renee' Pitts, District Representative

Christmas Pay Procedures

The 2024 Christmas period for rural carriers begins Saturday, December 7, 2024, and ends as specified in the Employer's Christmas Postal Bulletin (Article 9.2.K.1). The end of the Christmas period identified in the Postal Bulletin has not been released as of the writing of this article. During this period, certain timekeeping and pay rules apply and rural craft employees should become familiar with Article 9.2.K of the National Agreement and the wealth of information related to Christmas pay procedures available on the NRLCA website.

While FLSA (Fair Labor Standards Act) overtime, payment at the overtime rate for hours worked in excess of 12 hours/day or 56 hours/week is payable throughout the year, Christmas overtime is only payable during the Christmas period. During the designated period, regular carriers are paid Christmas overtime under two circumstances. The first is when a regular carrier provides Christmas assistance on their route. If a regular carrier provides assistance on his/her route, on his/her relief day, those hours are entered in the "Xmas Assist Work Hours" block on PS Form 1314, but those hours are not included in the "Actual Weekly Hours" block. The second is when a carrier exceeds the weekly evaluated hours on his/her route. Be mindful, this is specific to the weekly evaluated hours of the route, not the daily hours. A carrier may exceed the daily evaluated hours of the route and might not be entitled to overtime compensation. During the Christmas period, a regular carrier who exceeds the weekly evaluated hours of the route is paid at the overtime rate for all hours in excess of the weekly evaluation.

The overtime rate for regular carriers (those covered under Section 7(b)(2) of the Fair Labor

Standards Act in accordance with Article 9.2.A) is 150% of the carrier's regular rate. Rural Carrier Associates (RCA, Designation 74, 78, and 79), Rural Carrier Reliefs (RCR, Designation 75), and Part-Time Flexible Rural Carriers (PTF, Designation 76) are only entitled to FLSA overtime. FLSA overtime is paid for hours worked in excess of 40 in a week.

For those replacement carriers serving an auxiliary route, compensation is provided at the hourly rate for actual hours worked during the Christmas period and are not paid based on the evaluation of the route. Overtime is paid only when the carrier exceeds 40 hours for the week.

As always, rural craft employees should become familiar with the pay provisions that apply during the Christmas period to ensure they are being compensated correctly. Additional information concerning holiday pay procedures and the Christmas period is usually available on the "What's New" page of the NRLCA website (nrlca.org) and is normally printed in the December issue of the *National Rural Letter Carrier* magazine.

Guarantee Period and X Days

During the period that starts with the beginning of the guarantee period (October 5, 2024) through the end of the designated Christmas period (not released as of the writing of this article), a regular rural carrier who works their relief day and is entitled to an X day, MUST be given the X day (as scheduled by the Employer) within the same pay period in which the relief day was worked. If the X Day is not taken within the same pay period, the carrier will be compensated for the day (100% of the carrier's daily rate of pay) in lieu of the X Day (See Article 9.2.C.5.j).

Regular rural carriers (and managers responsible for scheduling) are prohibited from sched-

uling a previously earned X Day (an X Day earned prior to October 5, 2024) until after the end of the Christmas period. This period (from the start of the guarantee period through the end of the Christmas period) is not included when counting the twelve (12) weeks in which an X Day must be received.

Over the years, it has become evident there are managers who are not conversant with the contract and methods handbook, Series M-38, Management of Rural Delivery Services. Disturbing, to say the least because the Transmittal Letter for the M-38, Section 1 titled Explanation provides the following: 1) “The handbook includes guidelines and requirements for standard operating procedures, day-to-day supervision, administration, ... of rural delivery routes.” 2) “This handbook provides the basis for the efficient operation of all rural delivery services.” And 3) “All managers with responsibility for the supervision or administration of rural delivery service must review this handbook and become thoroughly familiar with its provisions...”

There are some managers, when pressuring carriers to maintain “the schedule” who point out section 222.1 of the M-38 which states in part “Managers will assure that carriers normally leave to serve their routes no later than 20 minutes after the scheduled departure time.”, and they ignore the word normally. They also fail to consider the statement contained in that same section that says “An exception will be made when preferential mail cannot be cased and strapped out by the end of the 20 minutes leeway.”

If we have one manager out there who is unduly pressuring carriers related to maintaining “the schedule,” even to the point of threatening discipline or other adverse action, we have one too many. Not only should managers recognize the inherent fluctuation in actual workhours vs “evaluated” work hours, but they should also look inward and see if they are doing everything within their power to assist the carriers under their supervision in maintaining their assigned

schedule to the extent possible.

What’s old, undue pressure on carriers related to maintaining the assigned schedule, is new again. And we recommend rural carriers and stewards be mindful of the following conditions and situations:

1. Schedules must be realistic and based on receipt and availability of mail, as well as the route evaluation and other related service conditions.
2. Management may schedule you, or you may request, to report earlier on days when the mail volume is greater than normal in order to maintain a regularly scheduled leave time.
3. Management **should not** hold you accountable to your scheduled leave time when they do not allow you to report earlier on heavy mail days.
4. Managers **must** make an exception to the 20-minute leeway when preferential mail cannot be cased and strapped out (pulled down) within the 20-minute leeway.
5. Management **should** level the workload by utilizing the proper curtailment procedures for non-preferential mail.
6. Management **should** realize and understand that the actual time (Leave, Return, and End Tour) can be expected to vary from day-to-day and week-to-week due to cyclical changes in mail volume, changes in the mail mix, and changes in the dispatch of mail to the office, etc.
7. Managers **must not** unduly pressure carriers related to maintaining their assigned schedule.
8. Carriers **must not** allow themselves to be pressured to hurry to the point they become unsafe.

Rural carriers who are subject to improper, incomplete, and/or insufficient management should discuss this issue with their local manager and, if unable to resolve the situation, contact the assigned steward for the office for advice, guidance, and assistance.

There are managers who are not conversant with the contract and methods handbook, Series M-38, Management of Rural Delivery Services

OPEN SEASON November 11, 2024 – December 9, 2024 **Effective January 1, 2025**

Let's welcome Open Season. Now is the time to make sure you have your login and passwords ahead of time. This time around will be different, and you'll want to make sure you have access to LiteBlue with MyHR, PostalEASE, and the new system will require you to have a login.gov account.

Our Federal Employee Health Benefit, FEHB, will have a program: Postal Service Health Benefit Plan, PSHBP, administered by OPM. If you are not part of the Rural Carrier Benefit Plan, you may need to re-apply for insurance. Check OPM.gov website for details. If you do not select an insurance plan, PSHBP will automatically put you in a comparable insurance plan.

Questions?? Call the PSHB Navigator Help Line at 833-712-7742

Visit keepingposted.org click "Health Benefits", then "Postal Service Health Benefits (PSHB) Program". In the Resources box there is a Guide to Understanding the PSHB Program as well as videos and fact sheets.

TEXT "PSHBP" to 39369 for information, updates, and Zoom meetings.

Watch the mail for pertinent information. Read our NRLCA magazine and visit our websites for updates.

Rural Carrier Benefit Plan WILL be transferred automatically if you are already enrolled. Below are a few changes that you may want to keep an eye on.

- New codes when signing up or changing status:
 - ⇒79 A = Self
 - ⇒79 B = Self +1
 - ⇒79 C = Family (please note this plan is cheaper than +1 plan, might want to adjust if you are looking to save some \$\$\$)
- New ID cards
- Removed Payflex/Inspira card and moved to Aetna Wellness Fund program with the same concept
- Added wellness incentives for tracking physical activity and participating in a coaching program for GLP-1 weight loss drugs

**MAKE SURE YOUR ADDRESS IS UP TO DATE WITH THE UNION, HRSSC,
AND OPM**

NEW FEDERAL EMPLOYEES HEALTH BENEFIT PROGRAM

From the NRLCA Insurance Department

The Postal Service Health Benefits (PSHB) Program is a new, separate health insurance program within the Federal Employees Health Benefits (FEHB) Program that will provide coverage to eligible United States Postal Service (USPS) employees, annuitants, and their family members effective January 1, 2025. PSHB plan coverage begins January 1, 2025, and Postal Service employees and annuitants can enroll during the 2024 Federal Benefits Open Season from November 11 through December 9, 2024.

The PSHB program will have no impact on Postal Service employees' and annuitants' dental, vision, life insurance, Flexible Spending Account, or long-term care coverage. In the initial year of PSHB enrollment, Postal Service employees and annuitants who are enrolled in FEHB coverage dur-

ing the 2024 plan year will be automatically enrolled in a PSHB plan that is the same as or similar to their 2024 FEHB plan, to the extent one is offered. Current RCBP members will automatically be enrolled in RCBP for the 2025 plan year. However, we encourage everyone to verify this in the enrollment platform during open season.

Postal Service employees and annuitants can make PSHB plan selections and enroll during the 2024 Open Season through a new enrollment platform, the Postal Service Health Benefits System (PSHBS). The PSHBS will be used specifically for health benefits enrollment and will require a login.gov account. Visit login.gov for more information for how to set up an account. Information on how to login and enroll will be provided to employees and annuitants before the 2024 Open Season period. Alternate methods of enrollment for the PSHB Program will also be provided.

We expect OPM to release 2025 rates in the beginning of October. Be sure to keep an eye out for future mailings announcing the 2025 RCBP premiums, as well as NRLCA's website (www.nrlca.org), NRLCA social media, RCBP's public website (www.rcbphealth.com) and OPM's website (www.opm.gov).

If you are not enrolled in the Rural Carrier Benefit Plan (RCBP), we encourage you to compare the premiums and benefits to your current health plan. In some cases, you could save a lot of money and/or improve the health benefits you receive!



WARLCA BOARD MEETING ELLENSBURG, WASHINGTON JULY 14th-18th, 2024

Meeting was called to order at 1:47 p.m. with President: Dawn Ayers, Vice President: Dave Blackmer, Secretary-Treasurer: Lorrie Crow, RCP1: Isa Lopez, RCP2: Estee Javinier, RCP3: Delsey Reed, RCP4: Dawn Anderson present. Ground rules were read in whole and with a few changes approved. Minutes from the previous board meeting were reviewed and approved.

Assigned and appointed positions to be as follows:

Editor – Lisa (Benson) Levitt

Historian – Kurt Eckrem

Legislative Director – Dave Blackmer

PAC Director – Stella Fazzino

Webmaster – Isa Lopez

The board policy was read in whole and with some changes approved.

Meeting was adjourned at 5:05PM

Monday July 15, 2024, meeting called to order 8 a.m. with all on attendance. Training on the State Officers' Resource Manual finished with all question scenarios answered.

PAC: Dawn will be transferring all of her stuff to Stella soon, (last weekend of July). Dawn will send Stella's contact information to the board. The national PAC office is in a transition process currently. RCPs should discuss appointed positions, explain what PAC is, should have raffle tickets, PAC receipts, use envelopes for the different raffles, encourage members to sign up for sustaining donors. Dawn made copies of different reference material for RCPs. Different ideas for PAC contests were discussed, a quilt of using old NRLCA T-shirts was a popular one.

WRC: Proposed timelines for the WRC publication are as follows:

Fall Issue – to print by October 25, 2024

Winter Issue – to print by January 26, 2025

Spring issue – to print by March 26, 2025.

Lorrie suggested having a picture contest for the cover of the 2025 Convention Program. It was agreed that it was worth trying. It was agreed by all that we should have a backup editor, RCP1 Isa Lopez has agreed to do it and will

set up a time that she can sit down with the Editor Lisa (Benson) Levitt for training on the program. Dawn had talked to the Lynden paper about putting an insert in the paper including different information to try to get more people involved, using a heavier paper stock or different colors of paper. She will follow up with them and discuss it with Lisa.

2024 State Convention processes were reviewed. We are happy to report that we had 13 first timers.

2024 National Convention: Because the convention is in Reno, NV this year, it was agreed that a cap would not be necessary. Dawn would like copies of the commitment letters for the 2025 delegates sent to the entire board. There was confusion on how, who, and when the next delegate in line to be a paid delegate should be notified.

2025 State Convention: Will be at Best Western Plus Bellingham, they do not have a restaurant, Isa has shared with the board some of our other banquet and food options. The possible theme for this year would be Pirates, including another costume contest. Because of unforeseen difficulties and last-minute cancellations, it was agreed that we should try to keep the presentation of the flags within the association and ask for volunteers prior to convention. Changing the state officers' elections process was discussed, it was suggested that we use the same method that national uses. The only difference being that it would only include the number of seated delegates, not the number of possible delegates.

Meeting Adjourned at 5:30 p.m.

Tuesday July 16th meeting called to order at 8:00 a.m.

The location of the 2026 and 2027 Conventions has yet to be determined.

It was agreed that Kurt Eckrem will continue to attend the orientations on the west side of the state and Delsey Reed RCP3 will attend the Spokane Area orientations. Currently there is no one available to cover the Vancouver area.

Region Committee person reports were made. The list of handouts for county meetings was reviewed. Apple Valley has shown an interest in having a second meeting. They would also like to split Apple County into two county units.

The equipment list was reviewed and updated. It was suggested that the association have an administrator to oversee and sign the computers in and out to new board members. It was with consensus that VP Dave Blackmer and Sec-Treas Lorrie Crow be the administrators.

It is with consensus that the Sec-Treas purchase a camera for the association and purchase bank bags and pens through Wild Rose Graphics.

Future board meetings will be: October 27-30 at Best Western Plus Bellingham, January 26-29 at Hampton Inn Ellensburg, and April 6-9 at Hampton Inn Ellensburg.

The board reviewed how to fill out the expense and payroll vouchers, Lorrie expressed that she would like to only receive a printout of Google maps and not the turn-by-turn directions.

Dawn sent out an email to all county officers requesting feedback on topics and the need to have a county officers training. She only received one response, Lorrie suggested calling the county officers directly in lieu of sending emails and asking what they would like to have as training topics. No decision was made on scheduling the county officers training.

The process of scheduling and submitting information for county meetings was reviewed and agreed that RCPs would discuss it with their county unit officers. Lorrie asked if any member did not receive a meeting notice that they contact her to verify addresses.

Meeting was adjourned at 5:13 p.m.

Wednesday July 17th Meeting called to order at 8:05 a.m.

Started to review the budget until 9:00 a.m. when we broke to speak with DR Renee Pitts.

Returned to budget review. It was by majority vote that the Western States stipend will be increased to \$650 per person. Isa Lopez and Lor-

rie Crow voted yes for an increase to \$600. Budget was completed.

It was agreed by consensus that we will continue to send the Alaska member the WRC.

Credit card: Lorrie and Isa will make sure her webmaster software programs have the corporate CC attached to them. Lorrie will also purchase McAfee from Costco and send invites to join to all board members to install it on all of the association computers. Isa did an explanation of how the programming on the webpage works and what are some of the difficulties of programming. While on the site, Isa made some of the known changes that needed to be made.

A letter was drafted and approved by the board for the President Dawn Ayers to send via email to all county officers regarding training topics.

The new Auxiliary officers are President Kristina Karsten and Secretary-Treasurer Valorie Hamilton. The existing Monte Hartshorn Scholarship account will have all of its funds transferred over to the Auxiliary and the WARLCA account will be closed.

With board consensus all board member email accounts have been established through GoDaddy allowing the transfer of accounts to newly elected board members easily. Isa Lopez, Dave Blackmer, and Lorrie Crow were all installed as account administrators.

Meeting adjourned at 5:00pm

Thursday July 18th meeting called to order at 8:00 a.m.

Payroll vouchers were reviewed. It was agreed that Lorrie Crow and Dawn Ayers would be the VOYA trustees.

Dawn Ayers received an email from Renee Pitts regarding the ADRs speaking as the RCP at their county meetings. The NSS does not pay the ADRs for attending their own county meetings but would be willing to pay for alternating meetings.

President Ayers would like to start sending the first timers cards after each state convention.

Meeting was adjourned at 9:35 a.m.

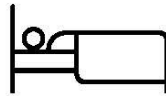


One Nights Stay or Melting Away!

Win a night at the Best Western Plus, Bellingham!

(Must be used during State Convention 2025)

\$5.00 for 1 ticket or 5 tickets for \$20.00



Cool Dat AZZ!

Win a cooling seat for your LLV!

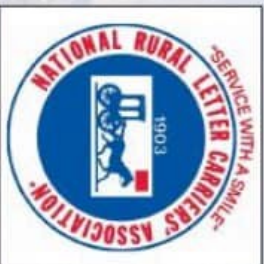
\$5.00 for 1 ticket or 5 tickets for \$20.00



JOIN US IN HELENA!

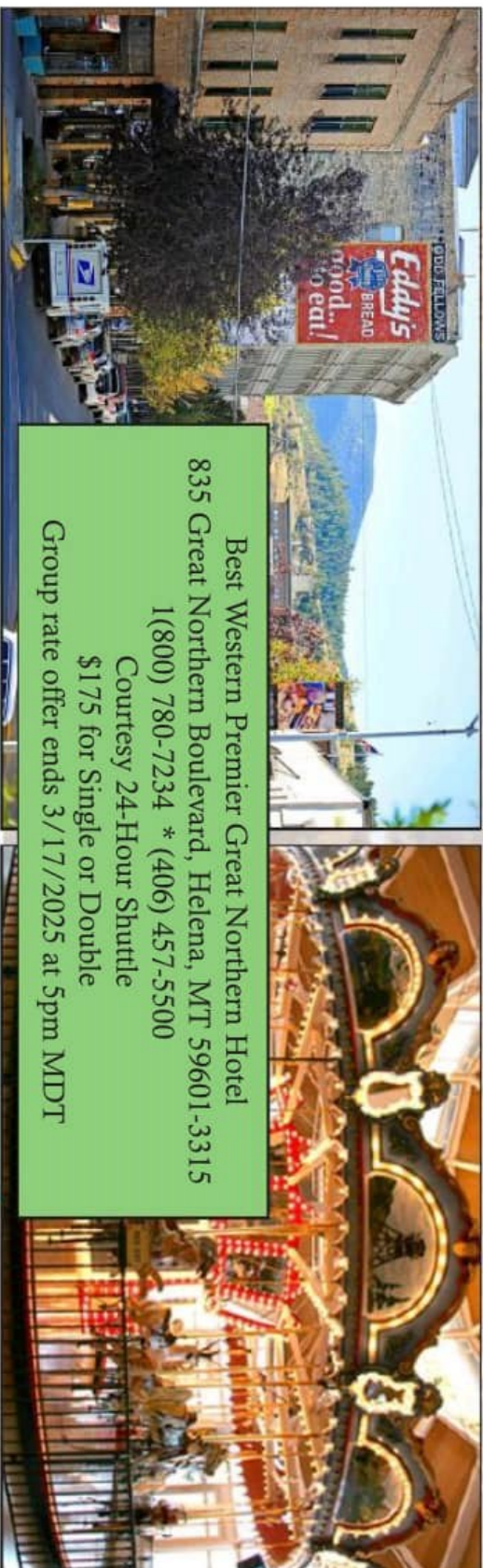
FOR WESTERN STATES 2025

Helena is the capital of Montana at an elevation of 4,058 ft. Visit the Helena International Airport (HLN) website for flight and rental car information at www.helenairport.com and view the visitor guide and other information at www.helenamt.com



For more information contact
Aaron Stieg, Western Area Vice President
406-579-7131 aastieg@yahoo.com

You will be near downtown Helena within walking distance of Last Chance Gulch and its boutiques and shops, the Great Northern Carousel, and Exploration Works. Or, bring your bathing suit to relax in nearby Broadwater Hot Springs.



Best Western Premier Great Northern Hotel
835 Great Northern Boulevard, Helena, MT 59601-3315
1(800) 780-7234 * (406) 457-5500
Courtesy 24-Hour Shuttle
\$175 for Single or Double
Group rate offer ends 3/17/2025 at 5pm MDT

Last Chance Gulch Downtown

APRIL 16-18, 2025

Great Northern Carousel



2025 Western States Conference April 16-18, 2025

Best Western Premier Great Northern Hotel
835 Great Northern Boulevard, Helena, MT 59601-3315
1(800) 780-7234 * (406) 457-5500
Courtesy 24-Hour Shuttle * Free Parking
\$175/night + tax for Single or Double
Cancellations must be 24 hours in advance
Group rate offer ends 3/17/2025 at 5pm MDT

Conference Registration

Registration Fee is \$75/Person (\$85/Person after March 10th)
Includes Breaks, Lunch on Thursday, and Seminars

Number of People _____ Total \$ _____

PLEASE PRINT:

Name(s): _____

Address: _____

City/State/Zip: _____ Phone: _____

Email(s) _____

Enclose check payable to MTRLCA for total amount.

Add late fee of \$10.00 after March 10, 2025

Mail to ATTN: MTRLCA PO Box 30161, Billings MT 59107-0161

**Questions, contact Aaron Stieg at (406) 579-7131 or email
aastieg@yahoo.com**

Revised 4/25/2023
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.

\$35.35 for Regulars and PTF \$12.46 for Relief and ARC

LOC #	STATE
	WA
DATE	REMIT #

Lorrie Crow

WARLCA

, STATE SECRETARY

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 S. CROW
WARLCA STATE SECRETARY-TREASURER
1208A SLIDE CREEK RD
COLVILLE, WA 99114

Recruiter EIN:

Name:

Address:

WARLCA Membership Statistics



*In fond remembrance of the
following rural carriers who have
left us:*

*Barbara Keen
Jason Walker*

*The WARLCA Membership wishes
to honor them for their dedication
to our Union and the Rural Craft.*

Member Totals by Class		Nonmember Totals by Class	
Regular	1,124	70-5 — ARC	192
PTF	164	71 — Regular	189
Retired	258	74 — RCA VAC RT	3
Associate	7	76 — PTF	61
RCA	290	78 — RCA	191
Recently Retired	13	79 — RCA AUX RT	8
ARC	43	Total	544
OWCP/LWOP	38		
Cash-Paid	24		
Total	1,961		

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	O	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK	MARJORIE	A	50	5/30/2019

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 an article and picture in a future issue of the WRC.

Please Welcome Our New Members!

BENTON CITY	GUSTAVO	A	VELASQUEZ	78 - RCA
BRUSH PRAIRIE	LANDON		DONACA	78 - RCA
BURLINGTON	GEOFFREY		HANER	78 - RCA
CENTRALIA	GAGE	M	RICE	78 - RCA
EVERETT	PAUL		NICHOLSON	78 - RCA
GOLDENDALE	DAWN	M	BURLOCK	78 - RCA
ISSAQUAH	JIM	E	BONTER JR	78 - RCA
ISSAQUAH	JACOB		GROSSMAN	78 - RCA
ISSAQUAH	THI	H	NGUYEN	78 - RCA
LA CENTER	ZARA	O	MUSIC	78 - RCA
LANGLEY	DUANE	L	WEST JR	78 - RCA
LOPEZ ISLAND	PAUL	D	PHILLIPS	78 - RCA
MAPLE FALLS	JOHN	D	MCOMBER	78 - RCA
MARYSVILLE	NICK	V	COLLINS	78 - RCA
MONROE	SHEILA	A	BIRCHALL	78 - RCA
PASCO	KEVIN	T	KING JR	78 - RCA
PASCO	KYLIE	E	SANTOS I	78 - RCA
RAYMOND	STEPHEN	A	WILKES	78 - RCA
RIDGEFIELD	RYAN	A	EDWARDS	70-5 ARC
ROY	KELLI	J	WHEELER	78 - RCA
SNOHOMISH	THOMAS	E	GREENE	76 - PTF
STANWOOD	SAMANTHA		LENKER	78 - RCA
SUMAS	LAYTON	W	COCHRAN	78 - RCA
VANCOUVER	JOSH		CRANE	78 - RCA
VANCOUVER	DANIEL		RICE	78 - RCA
WINLOCK	NICKOLAS	C	SMITH	78 - RCA
WOODINVILLE	JINPYO		HONG	78 - RCA

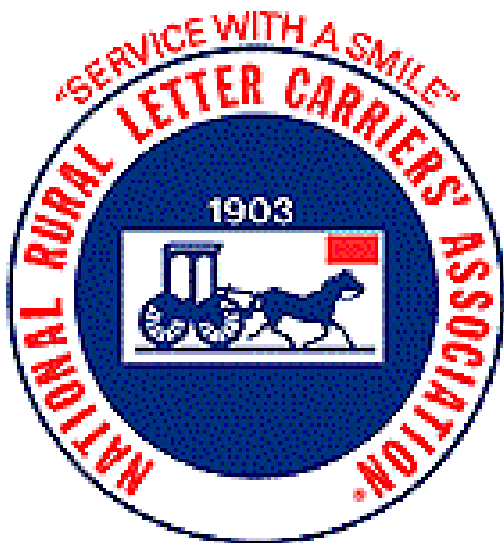


Washington Rural Carrier
1208A Slide Creek Rd
Colville WA 99114-8766

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

Non Profit Org.
U.S. Postage Paid
Lynden, WA
Permit #20

Change Service Requested



Upcoming Dates to Remember

Oct 27-30 2024: Board Meeting, Bellingham WA
Nov 11-Dec 9 2024: Open Season
Dec 7-27 2024: Christmas Overtime Period
Jan 1 2025: PSHB Plans Effective
Jan 11 2025: New Leave Year Begins
Jan 26-29 2025: Board Meeting, Ellensburg WA
Mar 6-9 2025: Board Meeting, Ellensburg WA
Apr 16-18 2025: Western States Conference, Helena MT
Jun 22-24 2025: State Convention, Bellingham WA
Aug 19-22 2025: National Convention, Orlando FL



www.warlca.com



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