

# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2025



**Welcome Home, Patrick!**

## **RRECS Disputes**

What To Do And How To Submit

## **RALLY PICS**

Protect The USPS From Privatization

## **Hello Spring!**

Tips To Tidy Up

## **Convention**

And A Cruise!

## **Labor Movement**

A Look At Our Own Fight

## **Address?**

What's In An Address?

## **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 Javinari  
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  
pac.warlca@outlook.com

### **Historian**

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

## **NRLCA Stewards**

### **District Representative**

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

### **Assistant District Representatives**

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

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

Dawn Anderson (PT)  
PO Box 72  
Benton City, WA 99320-0072  
(775) 516-2560  
**(texting not available)**  
dawn.anderson@nrlca.org

### **Area Stewards**

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

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

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

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

## Are you seeking an appointed position with the WARLCA?

Well you're in luck! We're looking for you! A full list of duties and expectations for all appointed positions can be found on our website. Please note that these are not board positions, nor are they all paid positions.

## 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 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.

## Contents

Anti-Privatization Rally	4
Welcome Home, Patrick	6
Postal Labor Reformation	7
Legislative Update	12
Sec-Treas Article	13
Financial Reports	14
Come to Bellingham!	17
Convention Registration	18
Food Drive	20
Spring Cleanup	21
Retirement Resource	22
What's In An Address?	23
Magazines Chronicled	26
RRECS Disputes	27
RRECS Dispute Form	29
Campaign Announcements	30
In Other News	31
Raffles & Contests	32
WSC Registration	34
Convention Rules	35
Ballot Timeline	36
Observers' Rules	37
Board Meeting Minutes	38
Resolution Form	44
MOTY Nomination Form	45
Membership Status	47





## Rally To Save The USPS

On Sunday, March 23, 2025, postal employees and supporters gathered at rallies around the country in an effort to put a stop to privatization of the Post Office. Here are scenes from Washington State.







WARLCA Vice President Dave Blackmer and WARLCA President Dawn Ayers attended the NRLCA rally in Washington DC while at Legislative Training on March 25, 2025.





## Meet Patrick!

By Dawn Ayers, WARLCA President

As we approach our State Convention, I would like to take the time to introduce the officer assigned to our convention and welcome him home at the same time, Patrick Pitts, our NRLCA Vice President and friend. Patrick began his postal career not as a career employee, but as a casual laborer, hired off the street in 1984 to install locks in post office boxes in the newly built Port Orchard Post Office. After that job concluded, he spoke with the postmaster about providing relief on rural routes and was hired as a rural carrier relief (RCR). More than once, he served as the leave replacement for his father. Patrick's father, Jewel Pitts, retired from the rural craft after more than 30 years with the USPS. Patrick became an RCA in 1985 and converted to a regular carrier in December of 1989. This is where he started his journey representing the rural craft as a local steward.

He later became an area steward, and by 2003, he was an assistant state steward. Patrick also served as a county unit vice president and president for the Kitsap County unit which eventually became the Peninsula County unit we all know of today. In 2005, he became senior assistant state steward for Washington State. He joined the WARLCA board in 2006 after

being elected vice president and served in that capacity until he was elected president in 2008. Patrick served as our president until 2010 when he resigned that position to serve as the Washington state steward, which was head of our state's steward system. In 2012 when the NRLCA created the National Steward System, he was appointed district representative for the Seattle and Alaska Postal Districts. That is also the year he was selected as the WARLCA Member of the Year. He was elected as executive committeeman for the NRLCA in 2018 and served the West-Pac Area until he was elected in 2023 as the NRLCA vice president where he continues to serve.

On a personal note, in 2004, Charles Alexander introduced Patrick to Renee' Cowan. That friendship grew over the years into a wonderful relationship. In 2013, Renee' was introduced to the NRLCA delegation while representing Washington in the Parade of States as Renee' Pitts and that's where the membership learned that they had been married. They continue to make their relationship work as he fulfills his duties in Virginia while she resides here providing us with her expertise as our district representative.

*He believes "The purpose of this Association is to protect and defend the rights of rural carriers and to further their interests."*



Some of Patrick's other accomplishments include creating the WARLCA website to establish more communication with the membership in 2009. Patrick has served the NRLCA as a member of the Labor Relations Special Assignment Committee, including four years of service on Steward Task Force One. Recently in his role as vice president he has sought to improve the technology used at our conventions. Everything Patrick has done throughout his 40 plus years with the

Postal Service has been in service to the rural craft. He believes "The purpose of this Association is to protect and defend the rights of rural carriers and to further their interests." Patrick pledges his efforts to this purpose in his role of Vice President of the NRLCA. Come join us at the State Convention and welcome him home.

Dawn Ayers

WARLCA State President

Correction to Dawn's last article: "They are currently paid a stipend of \$75 per day of convention (Tuesday through Friday equals \$250 300 total)"



## The Grand Bargain

By Dave Blackmer, WARLCA Vice President & Legislative Director

**Author's Note:** This is a historical article concerning the "Grand Bargain" between the United States Postal Service and the National Rural Letter Carriers' Association. While it is historical in nature, it does discuss an illegal wildcat strike in 1970 to provide historical context as to how the various Unions working within the postal system received collective bargaining and binding arbitration rights. In no manner is this article sanctioning or advocating a general or wildcat strike. Striking by federal employees of the United States Government is illegal. These are complex issues spanning over two centuries of the Post Office Department/Postal Service that cannot adequately be addressed in this not-

so-short article.

### "Race with Catastrophe" -PMG Lawrence F. O'Brian

The tumultuous times of the late 1960s and early 1970s brought about major reforms in the postal system. While the postal system was imported from Britain during the US colonial period, it officially became the United States Post Office Department by George Washington's hand February 20, 1792, that promoted a free press and put privacy safeguards in place. The other side of the proverbial coin was that the Post Office Department was under the authority of Congress and not the Executive Branch. While the US

Constitution granted Congress the power to establish post offices and post roads (Article I, Section 8, Clause 7), it unknowingly obfuscated the Post Office Department itself from making substantial changes to both the flow of mail and its workforce. These changes would result in antiquated postal practices, antiquated postal machinery along with an underpaid workforce, and too many carriers disparaged by the disrespect of postal leadership under Postmaster General Summerfield's administration of the 1950's that set the groundwork for a national logger jam.

As the Post Office Department, the postal service was under the auspices of Congress which meant a pay raise would have to ever so

slowly work itself through Congress to the President's desk. As the carriers would heartbreakingly discover, a

Presidential Veto would dash the pay raise hopes twice. A letter carrier in Worcester, Massachusetts hinted of rebellion: "Are we not entitled to partake of the American way of life? We are sick of sympathy. If only the letter carrier would realize the dormant power in his ranks. We never would accept the answer: 'They have no bread? Then let them eat cake.'"<sup>1</sup> Three months later, *The Postal Record* reported that "the average American family" earned \$5,520 per year before taxes in 1955 while the average letter carrier earned \$4,400: \$1,120 per year less.

To make matters worse, *U. S. News* and *World Report* reported that while the wages of workers in private industry had increased between \$20 and \$36 per week in the previous five years, letter carriers' wages had increased by a mere \$5.50.<sup>2</sup>

As the 1960's came into view, the Post Office Department limped along with few improvements to both facilities, management or carrier wages, and protections. As noted, only Congress could make substantial changes. The system was inept as Oklahoma Congressman Tom Steed, chairman of the subcommittee, offered the following: "... would this be a fair summary: that at the present time, as the manager of the Post Office Department,

you have no control over your workload, you have no control over the rates of revenue, you have no control over the pay rates of the

employees that you employ, you have very little control over the conditions of the service of these employees; you have virtually no control, by the nature of it, of your physical facilities and you have only a limited control, at best, over the transportation facilities that you are compelled to use — all of which adds up to a staggering amount of 'no control' in terms of the duties you have to perform."<sup>3</sup>

By the mid-1960s, management and labor were complaining and lobbying Congress about the horrendous conditions

***The fact still remains that without a rural craft union, there is no Grand Bargain for you, the employee***

<sup>1</sup>NALC. Accessed February 17, 2025. <https://www.nalc.org/about/facts-and-history/body/1950-1960.pdf>.

<sup>2</sup>Ibid.

<sup>3</sup>Towards Postal Excellence: The Report of the President's Commission on Postal Organization (Washington, DC: Government Printing Office, 1982), iii.



of the Post Office Department and the inevitable breakdown of the system. With the Cold War in full effect, the United States realized it could not afford a breakdown in its governmental postal system, allowing the Russians to exploit such an ideological invulnerability. While this was important, it underscores the ideology of the Cold War was more a catalyst for change than the substandard working conditions and wages of the employees of the Postal Service. In April 1967, President Johnson created the President's Commission on Postal Organizations. The commission of ten concluded in June 1968, "an absence of responsible management having normal operating authority." It felt that the Post Office Department operated one of the nation's largest businesses, yet it was not run as a business, primarily because its "nominal managers" did not have the authority to run it — rather, "important management decisions of the Post Office are beyond their control."<sup>4</sup>

The Commission made the following recommendations:

- That a self-supporting postal corporation owned by the federal government be created.
- That all hiring and promotions in the postal system be made on a merit-based, nonpolitical basis.
- The postal employees be transferred from the federal Civil Service to a new postal career service and that conditions of employment for non-managerial employees be determined through collective bargaining between labor and management.
- That postage rates be set by a board of

directors, after hearings by rate commissioners, subject to veto by Congress.

### **The Postal Reorganization Act of 1970**

On March 12, 1970, after extensive hearings, the House Post Office and Civil Service Committee reported a compromise measure containing provisions similar to the commission proposals endorsed by President Nixon. The bill included a 5.4% retroactive pay raise and a system that would allow employees to reach the top of their pay grade in eight rather than 21 years. Postal employees called it too little, too late. On March 18, a work stoppage began. In reality, it was an unauthorized strike, more commonly referred to as a wildcat strike. It ultimately involved 152,000 postal employees in 671 locations. The President dispatched 23,000 members of the Armed Forces to deliver the mail described as a band-aid on a severed limb, while the unions asked Labor Secretary George Shultz to intervene.

The troops were ineffective: They never moved much mail, as shipments had been embargoed across the country, and the military units lacked the skills possessed by craft workers. Several troop workers reported that they had not been given the training necessary to understand how to sort the mail, were sabotaged by carriers who had pulled the labels off their cases when they went out on strike, or were not motivated to move the mail. In fact, many letter carriers had to leave the picket lines because they were called up to do their second job: military reservist. [the irony of participating in an illegal strike as a mail

---

<sup>4</sup>Ibid., 33.

carrier: walking off the job only to be called up as a reservist to go right back to what you had just gone on strike].<sup>5</sup>

Postmaster General Winton M. Blount agreed to negotiate when the employees returned to work. They did, and negotiations began March 25. Eight days later, the negotiating parties recommended a general wage increase of 6%, retroactive to December 27, 1969, for all federal employees. Postal workers would get an additional 8% increase if there was agreement on, and enactment of, legislation reorganizing the Post Office Department.

On April 16, 1970, after continuing negotiations, the Department and union leaders announced an agreement on a reorganization plan, which was embodied in a legislative proposal and sent to Congress by President Nixon. The plan included the following key provisions: adequate financing authority, removal of the system from politics to assure continuity of management, collective bargaining, and setting of rates by the Postal Service after an opportunity for hearings before an impartial rate panel. In addition to the 8% pay increase, the bill provided for negotiation of a new wage schedule permitting employees to reach the top of their pay grade in eight years.

On August 3, 1970, by a vote of 57 to 7, the Senate approved the conference report on House Resolution 17070, a modified version of the legislation proposed by the President. Three days later, the House of Representatives approved it. On August 12, 1970, President Nixon signed into law the most comprehensive postal legislation since the founding of the republic, the Postal

Reorganization Act.<sup>6</sup>

### United States Postal Service

With the Postal Reorganization Act, the old Post Office Department, under the authority of Congress since 1792, was transferred to the Executive Branch as an independent establishment under US Code Title 39: “The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities.”

While this brought about sweeping changes within the postal system itself, it also ushered in labor rights of substantial collective bargaining and binding arbitration. Simplistically, the “Grand Bargain” had begun. While under the old Post Office Department, government employees could not strike and lacked any substantial grievance policies to address said employees’ concerns, placing them in an untenable predicament with no recourse, the Grand Bargain changed that. Congress, for the most part, turned a blind eye to the plight of the Post Office Department and more importantly, to its employees. The new Postal Service, while reaffirming the right **not** to strike, ushered in a collective bargaining system under the National Labor Relations Board with a more robust system of grievance application. It also moved from a partisan appointment system in a strict structured government bureaucracy to a career driven merit-based

<sup>5</sup><https://www.nalc.org/news/the-postal-record/2020/march-2020/document/Strike.pdf>

<sup>6</sup>United States Statutes At Large, Volume 1, page 84 (1 Stat. 719).



system of appointments as a fortune 500 business would conduct, still with its own bureaucracy, but not to the extent when it was under the auspices of Congress.

The importance of the Postal Reorganization Act concerning labor organization and what they had at their disposal to redress grievances are laid out below:

PUBLIC LAW 91-375-AUG. 12, 1970

§ 1203. *Recognition of labor organizations*

(a) *The Postal Service shall accord exclusive recognition to a labor organization when the organization has been selected by a majority of the employees in an appropriate unit as their representative.*

(b) *Agreements and supplements in effect on the date of enactment of this section covering employees in the former Post Office Department shall continue to be recognized by the Postal Service until altered or amended pursuant to law.*

§ 1206. *Collective-bargaining agreements*

(a) *Collective-bargaining agreements between the Postal Service and bargaining representatives recognized under section 1203 of this title shall be effective for not less than 2 years.*

(b) *Collective-bargaining agreements between the Postal Service and bargaining representatives recognized under section 1203 may include any procedures for resolution by the parties of grievances and adverse actions arising under the agreement, including procedures culminating in binding third-party arbitration, or the parties may adopt any such*

*procedures by mutual agreement in the event of a dispute.*

(c) *The Postal Service and bargaining representatives recognized under section 1203 may by mutual agreement adopt procedures for the resolution of disputes or impasses arising in the negotiation of a collective-bargaining agreement.*

As a member of the NRLCA/WARLCA, your rights as a Postal Service employee are protected and forbid management to make unilateral decisions on your employment and working conditions without redress. It additionally provides for collective bargaining of a contract to improve wages and working conditions. While there are complexities found within all of this, the fact still remains that without a rural craft union, there is no Grand Bargain for you, the employee. I encourage you to better understand the importance of the grievance process, collective bargaining, and your protection of employee rights. Your participation in union activities is paramount to a strong and effective union. Complaining is easy, definitive action, while challenging, provides elucidative results.

“Nobody ever notices postmen somehow. Yet they have passions like other men and even carry large bags where a small corpse can be stowed quite easily.”

-G.K. Chesterton, author May 29, 1874 – June 14, 1936

Stay safe and look out for each other.

For more information:

NALC, <https://www.nalc.org/about/facts-and-history/body/1950-1960.pdf>.

[https://constitution.congress.gov/browse/essay/artI-S8-C7-1/ALDE\\_00001068/](https://constitution.congress.gov/browse/essay/artI-S8-C7-1/ALDE_00001068/)

<https://lhrp.georgetown.edu/collections/the-day-the-mail-stopped/>

<http://nalcbranch20.org/wp-content/uploads/2016/11/March-2014.pdf>

<https://about.usps.com/publications/pub100.pdf>

<https://youtu.be/LW-vswGJFOU?si=jgnPy38kBTsOl68R>

[https://youtu.be/Ih5\\_LYjdZXQ?si=dZhtt7mr-Gbxrb1](https://youtu.be/Ih5_LYjdZXQ?si=dZhtt7mr-Gbxrb1)

<https://youtu.be/wSKs8qlezPM?si=E4ZUeolq2bmKe6jy>

<https://www.govinfo.gov/content/pkg/STATUTE-84/pdf/STATUTE-84-Pg719.pdf>

## Legislative Update

With the change of the new 119 Congressional session at the first of the year, all bills died across the political spectrum including those concerning our membership. That's the bad news. The good news is the swiftness in which the Protect Our Letter Carriers Act was reintroduced. On February 6, 2025, Congressman Brian Fitzpatrick (R-PA) and Congressman Greg Landsman (D-OH) reintroduced the Protect Our Letter Carriers Act, H.R. 1065. Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) introduced the Senate version of the bill, S. 463. This bipartisan legislation is identical to the legislation introduced in the last Congress. It will provide the necessary resources to protect letter carriers and prosecute criminals to the fullest extent of the law. The legislation will appropriate \$1.4 billion over five years to replace arrow keys with safer electronic versions and install high security collection boxes. The legislation also requires U.S. attorneys to appoint an assistant U.S. attorney to prosecute crimes against postal employees, as well as reviews sentencing guidelines for crimes against postal employees. The NRLCA/WARLCA is proud to once again endorse this legislation, and thanks Congressman Fitzpatrick and Congressman Landsman for introducing this important bill.

Violence and crime against postal workers is not confined to urban areas alone; it impacts our rural communities as well. The NRLCA understands the importance of addressing this issue comprehensively and we are committed to standing in solidarity with our members, as well as with our sisters and brothers in the NALC/WARLCA, to stop the assault on letter carriers nationwide. We urge our members to contact your representatives in Congress and ask them to co-sponsor H.R. 1065/S. 463.

Please scan this QR code to download the NRLCA fact sheet concerning Protect Our Letter Carriers Act.







## Need To Know

By Lorrie Crow, Secretary-Treasurer

As you know, this is the beginning of the busy time for all that is the Union. Have you thought about becoming a delegate at the national convention? The first step is sending in your nomination form. It can be found in the national magazine, there is nothing wrong with nominating yourself, most do. We have been accepting national delegate nominations for a couple of months now and will continue to up to end of business May 3, 2025. All elected national delegates will receive a \$75 per day per diem payment for four days and round-trip mileage, at the current IRS rate of 70 cents per mile. Once your nomination has been received and verified, you will

*It is important that you are aware, it is your right to attend all meetings as a voting member no matter your position, ARC, RCA, regular, or retiree*

receive a postcard in the mail asking your intentions of attending. Although it is not required that you return this postcard, it is very helpful if you do. Ballots for these positions will be mailed out no later than the 28<sup>th</sup> of May, please take a moment follow the instructions and vote, these are the folks that will be representing you at the national convention.

The county annual meetings are being scheduled and notices will be sent out no later than 15 days prior to each meeting. We are all busy and making the time to attend a

county meeting can sometimes seem daunting. But this really is where it all begins. Not only do you have the chance to speak with your NSS representative (higher level steward), but you have the chance to propose and vote on resolutions and constitution changes. If there is something you want to see in our national constitution, or even our contract with the Postal Service, the county unit meetings are where it starts. Likewise for changes to the State Constitution, usually the resolutions are proposed at the county level.

If you are planning on attending the state convention and receiving payment, you must be elected as a

delegate at your county meeting. You will find a copy of the state convention registration form in this edition of the WRC. If you choose to use your credit or debit card to register, please remember there is a \$3 convenience fee attached to it and that you still MUST MAIL YOUR REGISTRATION FORM TO THE SECRETARY-TREASURER. Compensation for elected delegates has gone up quite a bit this year, \$400 plus round-trip mileage up to but not to exceed 850 miles. See Article 6, Section 3, A and B. If you are new to the

rural craft and a member in good standing, it is important that you are aware, it is your right to attend all meetings as a voting member no matter your position, ARC, RCA, regular, or retiree.

Respectfully submitted

Lorrie Crow WARLCA Secretary-Treasurer

**Fun Fact: While the Pony Express did deliver mail, it was never part of the U.S. postal service.**

Contrary to popular belief, the rugged Pony Express was a trailblazing mail and

private service that took on the difficult task of bringing mail through the Wild West before the U.S. postal service got there. The Pony Express was in business for a year and a half, from April 3, 1860, to October 24, 1861. Scrappy riders—“orphans preferred,” a help-wanted ad stated—ferried letters from St. Joseph, Missouri, to San Francisco, galloping through the Great Plains, the Rockies, and the High Sierras. (Readers Digest, Daryl Chen Nov. 28, 2022)

## Notice

The secret election ballot for voting for WARLCA Delegates to the 2025 NRLCA National Convention will be mailed by Wednesday May 28, 2025. Any eligible member (those on the database by April 3, 2025) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting the Election Committee Chair. 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.

Hello,

I am excited to tell you about our Armed Forces Veterans Club. Membership is only \$5 per year. If you are a veteran, we all thank you from the bottom of our hearts for your service. If you are not a veteran, you can still join the Armed Forces Veterans Club by becoming a “Thankful Supporter”. All memberships money and any money raised goes directly to scholarships that are \$150 each. Scholarships are available to family members of an associate member or members themselves who are enrolled in a higher education program. We will be collecting donations for scholarships during every county meeting as well as our state convention. If you would like to be part of the Washington Armed Forces Veterans Club, please contact any of the board to sign up.

Christiana Lee, President: christl647@comcast.net

Susan Durgan, Vice-President: susandurgan@hotmail.com

Estee Javiniar, Secretary-Treasurer: esteeruralmail@gmail.com

**WA Rural Letter Carriers' Association**  
**Statement of Financial Position**  
As of February 28, 2025

	<u>Feb 28, 25</u>	<u>Feb 29, 24</u>	<u>% Cha...</u>
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
1010000 · Chkg - WA Trust Bank	-1,923.24	2,284.75	-184.2%
1015000 · Savings - WA Trust Bank	10,783.61	80,252.45	-86.6%
1020000 · Savings - APCU	406,542.35	255,035.02	59.4%
1030000 · Chkg - APCU	1,118.41	5,419.26	-79.4%
1220000 · CD#76 Emer Fund 4.879% 4/72025	25,740.56	24,488.04	5.1%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	81,397.54	79,075.30	2.9%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	136,271.74	130,015.45	4.8%
<b>Total Checking/Savings</b>	<u>659,930.97</u>	<u>576,570.27</u>	<u>14.5%</u>
<b>Other Current Assets</b>			
1500000 · Advance	0.00	468.44	-100.0%
<b>Total Other Current Assets</b>	<u>0.00</u>	<u>468.44</u>	<u>-100.0%</u>
<b>Total Current Assets</b>	<u>659,930.97</u>	<u>577,038.71</u>	<u>14.4%</u>
<b>TOTAL ASSETS</b>	<u><b>659,930.97</b></u>	<u><b>577,038.71</b></u>	<u><b>14.4%</b></u>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Credit Cards</b>			
2000000 · Credit Card	2,131.20	-564.06	477.8%
<b>Total Credit Cards</b>	<u>2,131.20</u>	<u>-564.06</u>	<u>477.8%</u>
<b>Other Current Liabilities</b>			
2100000 · Payroll Liabilities	68.33	75.21	-9.2%
2500000 · Retirement Plan Payable	2.57	0.00	100.0%
<b>Total Other Current Liabilities</b>	<u>70.90</u>	<u>75.21</u>	<u>-5.7%</u>
<b>Total Current Liabilities</b>	<u>2,202.10</u>	<u>-488.85</u>	<u>550.5%</u>
<b>Total Liabilities</b>	<u>2,202.10</u>	<u>-488.85</u>	<u>550.5%</u>
<b>Equity</b>			
3900000 · Net Assets	530,128.88	550,527.20	-3.7%
Net Income	127,599.99	27,000.36	372.6%
<b>Total Equity</b>	<u>657,728.87</u>	<u>577,527.56</u>	<u>13.9%</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>659,930.97</b></u>	<u><b>577,038.71</b></u>	<u><b>14.4%</b></u>



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

	Jul '24 - Feb 25	Budget	% of Budget
<b>Income</b>			
4000000 · National General Insurance	1,743.91		
4100000 · Interest / Dividends	5,783.89	8,700.00	66.5%
4200000 · Membership Dues	274,817.02	279,595.00	98.3%
4400000 · Reimbursements	2,748.29	0.00	100.0%
4500000 · Sales	62.81	4,000.00	1.6%
4600000 · Auxiliary Dues State Portion	2,037.94	0.00	100.0%
<b>Total Income</b>	<b>287,193.86</b>	<b>292,295.00</b>	<b>98.3%</b>
<b>Gross Profit</b>	<b>287,193.86</b>	<b>292,295.00</b>	<b>98.3%</b>
<b>Expense</b>			
5000000 · Accounting and Banking Fees	8,459.34	6,000.00	141.0%
5100000 · Awards & Recognition	4,232.51	5,300.00	79.9%
5300000 · Employee Benefits	4,835.02	7,000.00	69.1%
5400000 · Equipment	1,504.23	2,500.00	60.2%
5600000 · Lodging	9,855.45	18,000.00	54.8%
5700000 · National Convention	21,162.85	50,000.00	42.3%
5800000 · Office Expense	2,720.79	2,800.00	97.2%
5900000 · Payroll Taxes	6,278.54	11,000.00	57.1%
6000000 · Per Capita Dues	2,442.00	3,200.00	76.3%
6100000 · Postage	3,261.66	8,550.00	38.1%
6200000 · Printing	987.84	1,500.00	65.9%
6400000 · Rent	0.00	3,500.00	0.0%
6600000 · Salaries and Wages	61,727.91	127,800.00	48.3%
66900 · Reconciliation Discrepancies	23.71		
6700000 · State Meetings	4,822.32	121,200.00	4.0%
6701000 · State Paper	10,202.31	15,900.00	64.2%
6900000 · Telephone & Internet	1,593.49	2,000.00	79.7%
7000000 · Travel	12,312.63	21,850.00	56.4%
7100000 · Website Expenses	2,237.67	0.00	100.0%
7200000 · Western States Conference	933.60	15,900.00	5.9%
<b>Total Expense</b>	<b>159,593.87</b>	<b>424,000.00</b>	<b>37.6%</b>
<b>Net Income</b>	<b>127,599.99</b>	<b>-131,705.00</b>	<b>-96.9%</b>



## Join Us In Bellingham!

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Are you looking forward to the State Convention in Bellingham? We certainly are. This year's convention kicks off with an afternoon county officer's training Saturday June 21<sup>st</sup> at 2 p.m. Dinner will be provided to officers at no cost and other members wishing to join can register for \$15. You can look forward to our annual PAC dessert auction which will follow the dinner, where members wishing to can donate cakes, pies, cookies, or any other sweet treat they wish to bring.

Sunday June 22 is the opening of the 2025 State Convention. First-time delegates should plan to attend the first timers meeting at 8 a.m. where they will get a quick breakdown of what to expect during the next few days of convention. The official start of convention begins at 8:30 a.m. on this day but will begin at 8 a.m. on

the other two days and usually runs until 5 p.m. depending on the day's business. Our final night at convention will be the evening of June 23<sup>rd</sup> where we will enjoy a ride on the Salish Sea, a cruise that is put on by San Juan cruises located at 355 Harris Ave. in Bellingham. Board with us at 5:30 p.m. and enjoy a dinner cruise that is sure to offer

*We will enjoy a ride on the Salish Sea, a cruise that is put on by San Juan cruises*

spectacular views of the bay. Who knows, maybe we will even see a whale. Want to register now? Check out the QR code for a quick

and easy payment online just add a \$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. We hope to see you there.

Isabell Lopez, RCP 1



# WARLCA 2025 STATE CONVENTION REGISTRATION

June 22nd-24th, 2025

Best Western Plus

3985 Bennett Dr

Bellingham, WA 98225

Room rates are \$139 for Double Queen. Parking fees included. To make your reservations go to the link:

[https://www.bestwestern.com/en\\_US/book/hotel-rooms.48188.html?groupId=9F6CT1U0](https://www.bestwestern.com/en_US/book/hotel-rooms.48188.html?groupId=9F6CT1U0)

or call 360-676-7700 and use WARLCA as the booking code.

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

Block is available until it is filled, but no later than June 6, 2025.

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: \_\_\_\_\_ 25/26 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 18, 2025, (2) purchase one meal function, (not including the meet and greet), and (3) stay at the Best Western Bellingham Hotel. Note: If registration form and payment are received **after** June 5, 2025, a \$75 registration fee is **required** and **not** waived. The purchase of meal functions may **not** be guaranteed with late registration.

Saturday June 21, 2025: County Officers Training 2 PM to 5 PM

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

Saturday June 21, 2025: County Officers Dinner 5 PM to 6 PM Open to all

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

Cost \$15 per person No charge for County Officers

Saturday June 21, 2025: Meet and Greet from 6 PM to 8 PM

Cost \$5.00 per person (under age 4 is free). Beverage Service Provided

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

Sunday June 22, 2025: First Timers to Convention Meeting at 8 AM

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

Sunday June 22, 2025: FIRST DAY OF CONVENTION STARTS AT 8:30 AM

No food functions

Monday June 23, 2025: SECOND DAY OF CONVENTION STARTS AT 8 AM

Monday June 23, 2025: Dinner Cruise 5:30 PM Limited space, register early.

Chicken Dinner includes Tuscan Herb Roasted Chicken, Harvest Vegetable Rice Pilaf, Broccoli Salad, Dinner Rolls with Butter and a Triple Berry Crumble Dessert. Everything is vegetarian other than the chicken.

Cost \$45.00 per person

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

Tuesday June 24, 2025: THIRD 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 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



# 2025 Bellingham State Convention



## Best Western

3985 Bennett Drive,  
Bellingham,  
Washington 98225-1027

June 22-24

\$139/night

### Hotel Amenities

- Complimentary Breakfast
- Outdoor pool, heated
- 24hr exercise facility
- Laundromat
- 24hr Business Center
- Free Parking



### Hotel Amenities

- Truck Parking
- Airport car, 24 hrs. free, runs on demand, 5-mile radius
- Contact the hotel if you are at the terminal, for pickup

### Room Amenities

- Coffee maker
- Microwave
- Hairdryer
- Refrigerator
- In Room Safe
- Pet Friendly (contact hotel for details)



## Annual Letter Carriers' Food Drive

By Estee Javinari, Region 2 Committeeperson

This year's annual food drive will be May 10th, 2025, like always, the second Saturday in May. For over 30 years, on this day mail carriers endure a dual duty, sometimes triple duty, day of work. Not only to deliver that day's mail to consumers, but to retrieve bags of donated nonperishable foods along their routes. Did you know the first food drive was not in May but in October of 1991? Although it was only held in ten cities, this program turned out to be remarkable success. By May 1993, the program was reconstructed so that at least one NALC office with carriers participated in the food drive. Last year, over 43 million pounds of food were collected.

Although rural carriers' participation is voluntary, volunteering can be a gratifying feeling knowing you helped your community. For those who participate in food drive, please be sure to check with your postmaster or NALC food drive coordinator when to distribute food drive notice cards, larger flyers for businesses, and/or bags. Double check with the NALC food drive coordination if there will be a drop-off site for food if your vehicle gets full before you are able to return to the

office.

Picking up a bag of food may seem easy enough. Do not be overreaching for bags that are obviously out of reach. Some donators are generous and really fill that bag up. Extra tubs work great for the rollaway cans of beans and glass jars. However, if you can get a few extra bags to double bag also works well.

Let us be safe out there and have a great Food Drive 2025!

Respectfully submitted,  
Estee Javinari, Region 2  
Committeeperson

*Although rural carriers' participation is voluntary, volunteering can be a gratifying feeling*





## Hello Spring!

By Delsey Reed, Region 3 Committeeperson

With the onset of spring, thoughts of spring cleaning are on top of my mind. I enjoy decluttering all the winter items that never fail to stack up during the colder months. This also has me “spring cleaning” my route/case.

With the ground thawing and trees and shrubs thinking of blooming, it’s a great time to be making a list of mailboxes that need to be fixed and trees or shrubs that can be trimmed back. This is a great time of year to replace those posts that are getting wobbly or have been hit during the winter months, also to fix those doors that have been damaged. Don’t forget about those parcel lockers and maybe getting some WD-40 sprayed into those key slots so the keys turn more freely. I believe my customers would rather replace posts and trim tree limbs or bushes back earlier than later, especially before they get into the thick of summer activities and vacations.

By the end of March, I also start placing those dryer sheets into places where the bees like to nest. Once temperatures reach 50 degrees that is when bees start to fly so make this spring the year you get out in front of those bees and do some

preventative maintenance. Included in this, I also make sure my first aid kit that I carry to my route has been restocked with Band-Aids, antibiotic ointment, and something for bee stings and bites.

Also on my spring cleaning list is doing the labels on my case. I like to wipe the dust off my shelves and go through all of the papers that have accumulated during the last 10 months and decide what needs to be held on to and what can be trashed. I really

enjoy going into my case when everything has been refreshed, cleaned, and updated. Keep in mind, the ones that run our routes for

us when we go to our conventions/vacations have more chance of success when they are not having to decipher what is going on with our labels. They need to be legible and clean and in the order that our routes are delivered.

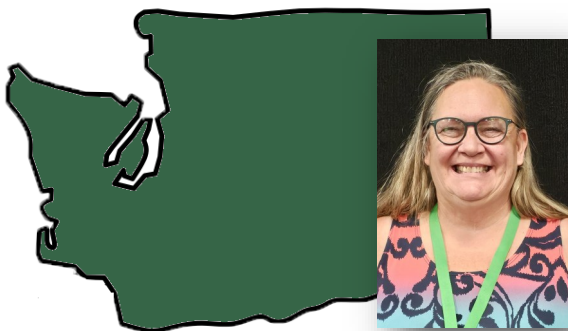
Hope this helps declutter your work environment and happy spring cleaning!

Respectfully,

Delsey Reed Region 3 Committeeperson

*Hope this helps declutter your work environment and happy spring cleaning!*





## My Retirement

By Dawn Anderson, Region 4 Committeeperson

Well, I wanted to tell you about my experience with the process of retiring, but I can't really start until May 2025. But, first, I looked up when I can retire. Under FERS, USPS employees can retire with an immediate annuity at age 62 with a minimum five years of service, age 60 with 20 years, the minimum retirement age (MRA) with 30 years, or MRA with 10 years (with a reduced annuity). I will be 62 in November and have over five years of regular service. I plan on retiring November 30, 2025, so I will be

requesting my retirement paperwork around May 26, 2025. I don't have much more to tell you about my retirement journey other than the best place to start is NRLCA which offers a free retirement specialist, John Embleton, to assist members with retirement related questions and paperwork. You can reach him on the NRLCA website for the number. Until next time, happy retirement

*The best place to start is NRLCA which offers a free retirement specialist, John Embleton, to assist members with retirement related questions*

Dawn Anderson RCP4

		FERS ELIGIBILITY	
		If you were born	Your MRA is
Age 57 or MRA	+	30 Years of Service	
		Before 1948	55
		In 1948	55 and 2 months
		In 1949	55 and 4 months
		In 1950	55 and 6 months
		In 1951	55 and 8 months
		In 1952	55 and 10 months
		In 1953-1964	56
		In 1965	56 and 2 months
		In 1966	56 and 4 months
		In 1967	56 and 6 months
		In 1968	56 and 8 months
		In 1969	56 and 10 months
		In 1970 and after	57
Age 60	+	20 Years of Service	
Age 62	+	5 Years of Service	



## What's In An Address?

By Lisa Levitt, Editor

The address: a description identifying a specific location on a map. With over 165 million addresses, both residential and business, in our domestic purview, we know how important a correct address is for efficient delivery. But what's actually in the address itself? The numbers and names represent a physical location, but what do they actually mean? Did you know that the street's name may tell you which direction it runs? To understand the complexity of an address, let's take a look at how the business of addressing a letter has changed over the centuries.

Beginning with colonial post, addresses were exceedingly simple: merely just name and city as seen in this photo of a letter from Benjamin Franklin to the widow of a friend of his. It is addressed simply "To Mrs. Hopkinson at Philadelphia". Locations

were often identified by nearby landmarks, building names, or businesses, as street names and house numbers would not be widely established until the 1850s.

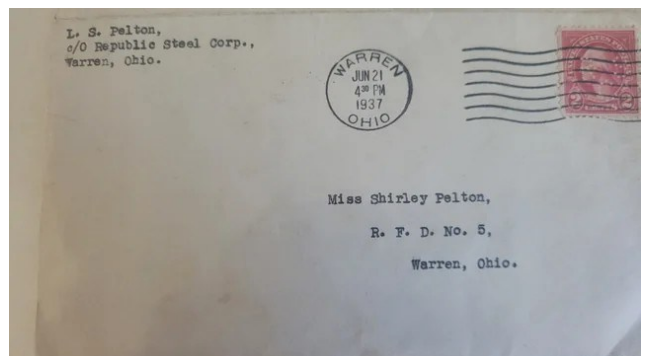


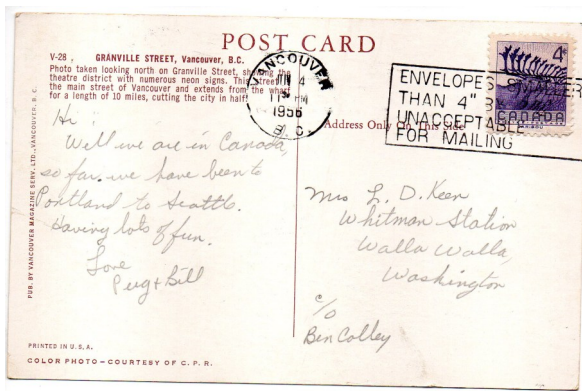
A card from 1909 addressed simply Name, City, State.

With the establishment of Rural Free Delivery in 1896, rural routes brought mail to people outside of the metropolitan locations. These routes had a unique addressing method of their own in order to identify locations far outside the city limits, as shown below. It was simply "RFD, box



Photo courtesy of the Smithsonian National Postal Museum.





Card from 1956 utilizing the simple address format, Name, Prominent Landmark, City, State.

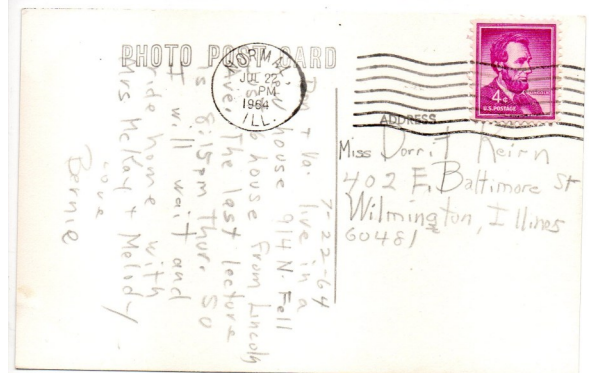
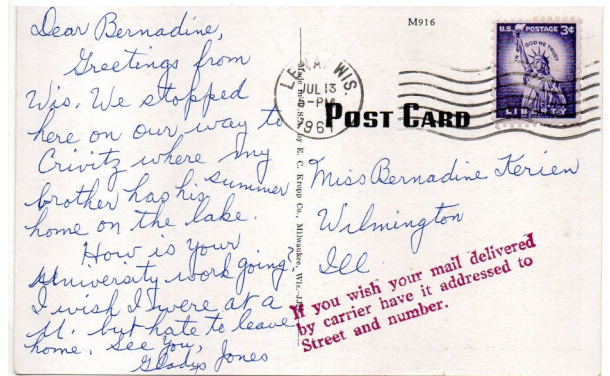
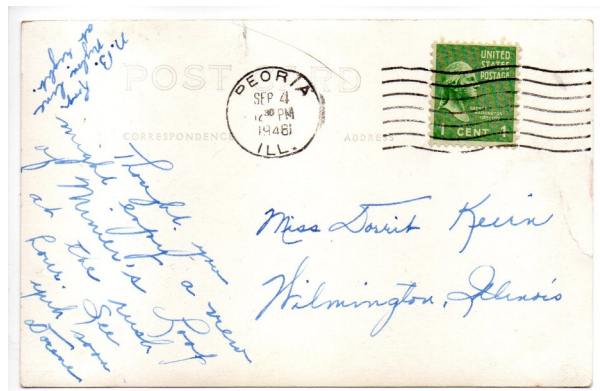
number, city, state", however per USPS Publication 28 Chapter 2, this format has now been updated to "RR (route number), BOX ##, CITY STATE". In many rural areas, a simplified address format like these were still used until as late as the mid-20<sup>th</sup> Century.

Growth and expansion required modernization and in 1856, an ordinance known as the Philadelphia System was developed by John Mascher that would set guidelines for how houses were numbered and streets were named. It gave consistency to addressing locations which became necessary as postal needs increased. One could argue that it was the Postal Service that became the catalyst for the development of a clear and concise address format, especially in metropolitan areas.



Cancellation from 1925 in New York City instructing the use of street and number.

The Philadelphia System was a decimal system of numbering which was perfected in, you guessed it, Philadelphia. The city



In this series of cards to members of the Keirn family, you can see the evolution of the address occur between 1948 to 1964, complete with a rubber stamp in 1961 requiring the use of street and number.

was already a pioneer of the grid iron setup of street layout and Mascher's system was devised by numbering the blocks from east to west with the beginning digits of the number being the numerical cross street on their eastern intersection. These were numbered from one to 99 between city blocks, jumping 100 with each successive block, with even numbers on one side and



odd on the other. This meant that an address of 1234 Main Street was most likely going to be found between 12<sup>th</sup> and 13<sup>th</sup> and 10234 Main Street would likely be between 102<sup>nd</sup> and 103<sup>rd</sup>. This system worked well with a grid setup, but once outside the neatly lined rows of streets and cross streets, it became more difficult. While the exact practices of numbering may vary by location, they usually follow a similar rule to the Philadelphia System. The “zero axes” may be a selected arterial thoroughfare, with the numbering beginning at this point, or the numbering may be done on a distance-based formula, with increases in the decimal system calculated for every mile from the zero axes.

Additionally, a particular name of the road may indicate which direction it runs, it’s not completely random. Many city developers do follow some general guidelines, however these also may vary by location. For example, generally speaking, in a grid pattern layout, streets will run east-west and avenues run north-south. Cities may vary, but typically thoroughways named “street” will run one direction and those named “avenue” will run the other. There are more street names, like “court”,

“place”, “drive”, etc. and these names indicate that they are a smaller section deriving from a major road, with “place” and “court” typically ending with a cul-de-sac or dead end.

As expansion continued at exorbitant rates, there arose a need for an even more concise method of defining locations. On July 1 1963, the ZIP Code was implemented. ZIP, or Zone Improvement Plan, Codes were devised as a way to expediate the sortation process, with each 5-digit code representing different regions of the country, broken up even further with the +4. But that’s a whole article of its own for another time!

In summary, addresses contain several important pieces of information: the house number, which identifies the nearest cross street as well as its sequence number on the street; the name of the street it’s located on, with the category of roadway type (St., Pl., Ave., etc.) potentially identifying which direction it runs and how major of thoroughway it may be; and also the city, state, and region of the country. So what’s in an address? A lot more than you might think!

*So what’s in an address? A lot more than you might think!*

#### References and Additional Reading:

<https://philadelphiaencyclopedia.org/essays/street-numbering/>

[https://en.wikipedia.org/wiki/House\\_numbering](https://en.wikipedia.org/wiki/House_numbering)

<https://www.rd.com/article/difference-between-streets-roads-avenues/>

[https://blogs.loc.gov/inside\\_adams/2013/06/zip-a-dee-doo-dah-the-zip-code-is-50/](https://blogs.loc.gov/inside_adams/2013/06/zip-a-dee-doo-dah-the-zip-code-is-50/)



## Our Association History Chronicled

By Kurt Eckrem, Historian

The WARLCA State Board recently authorized me to take on the project of digitizing the Association's collection of the *Washington Rural Postman* and *Washington Rural Carrier* papers. Our Editor had begun the task a couple of years ago, but with the large number of issues in our collection, she wasn't able to dedicate the time necessary to complete the project. With 4-5 papers per year dating back to 1955, several years of which were printed on mimeograph paper, and many of the issues requiring page by page scanning, you can imagine the time involved.

Recognizing the importance of these papers that chronicle the history of our Association, a few

***If you have any WARLCA historical items you would like to donate, or allow us to document, please contact the Board members listed at the front of this paper.***

years ago the Board decided to purchase protective plastic sleeves and 3-ring binders, and we organized them and arranged them in chronological order. Many of the older papers may be the only ones in existence, and we wanted to preserve them. With this current project, I decided to start with the oldest issues first, and work my way up to the more recent issues that hadn't already been scanned. What I found the hardest part was constantly reminding myself not to start reading any of the articles as I went

through the papers, which when I did, would invariably make me lose my place in scanning them. Some of the papers had tough-to-remove staples, some had folded or creased pages, and those issues that had bound pages were very difficult to lay flat enough on the scanner screen to scan well. A few issues had been printed in a newspaper format, one issue was a tri-fold newsletter, and a few of the convention issues were over 100 pages long. All in all, I dedicated four full days to the project, and you can now look at the papers on our website, [warlca.com](http://warlca.com).

If you do take the time to read through these older papers, you will see how our

Association officers and stewards dealt with many of the same problems and concerns we face today. The prospect of privatizing the Post Office is nothing new, and our union has confronted that issue many times in the past. Insufficient pay, contractual violations by management, bullying and harassment, and difficult contract negotiations are all recurring themes throughout our history, and we can learn a lot from the actions our predecessors have taken. It is said that history repeats itself, and that is very

apparent when you read about our past.

There are still some gaps in our collections, not only of past issues of our state paper, but also other things like state convention programs, photos, and other records. If you have any WARLCA

historical items you would like to donate, or allow us to document, please contact the Board members listed at the front of this paper.

In solidarity, Kurt



## RRECS Disputes

By Renee' Pitts, District Representative

You have just finished with the mini mail survey and the new RRECS evaluations are effective on April 05, 2025.

Nothing has changed and the most important thing concerning your RRECS system is what you should be doing. Every rural carrier must pay close attention to accurately recording the 24 required scans (not six according to management). Many of those scans directly affect our evaluations. The time between "StartLoadVeh" and "EndLoadVeh" is an actual time that is averaged over 52 weeks and

is a part of our evaluation. The time between "Return2DU" and "ClockOut" is similarly actual time that is added to our evaluations. Making sure to clean up our routes, our throwbacks, updating our edit books, doing our CLASS labels, and updating the mapping are all being done after our return from your route. We must all pay special attention to making sure that we record any sets of box-holders and WSS,

not in your DPS, that our routes receive by using the hotkey to record these mail items. WSS and box-holders automatically record 100% coverage factor credit for all your boxes. Without a box-holder or WSS mailing, RRECS will only give us box credit for those mailboxes that we serve that day.

**Disputes:** The Rural Route Evaluation Dispute Process is used to address disputes where the assigned carrier has identified

potential errors. Local management and the carrier should discuss and work together to submit the necessary

documentation needed to resolve the issue.

Any carrier disputing an item must know the following information. First, there is only one dispute per issue per form. The form indicates only one item at issue per form, but we continue to receive multiple issues on a single form. Recently, the labor relations specialists we are meeting with have been allowing us to address these disputes, but technically these disputes

**MAKE SURE YOUR DISPUTE IS MET ON BY  
PROVIDING YOUR DISPUTE FORM TO THE  
DISTRICT REPRESENTATIVE!!**

should be returned even if we would be able to resolve them. If you want to ensure that your dispute is heard for a resolution, you must utilize one form per issue.

Every dispute must also have the current PS Form 4241A and PS Form 4241M. This is another item continually being omitted from the dispute files. If the dispute file does not contain the 4241A, the parties have no way of adding to the route evaluation, without it your dispute could technically be returned even if the dispute would normally be credited to your route evaluation. We cannot add time to your route without first knowing the standard hours for the route and other data on the form needed to process any disputes.

The dispute process form clearly states that “This form and appropriate documentation are to be forwarded to the District Manager Labor Relations and the NRLCA District Representative” with a deadline date for submission. If you want to make sure your dispute is filed with all the relevant documents, you must send your file to me and do not rely on management to make sure they send it. Also, if you cannot read what was printed on your documentation, we cannot read your documentation so make sure that you provide good quality copies for the file. Management can put more toner in their printer to make sure the parties at the next level can resolve your issue. This is a joint process!

Every dispute, I am asked what is happening with their dispute and there was no record of either myself or labor receiving one for the route because carriers have faith that management is going to do it. Now we know the form states that management

sends the file to labor, but the form also states you will send your file to me.

**MAKE SURE YOUR DISPUTE IS MET ON BY PROVIDING YOUR DISPUTE FORM TO THE DISTRICT REPRESENTATIVE!!**

NRLCA District Representative

Renee’ Pitts

P.O. Box 1795

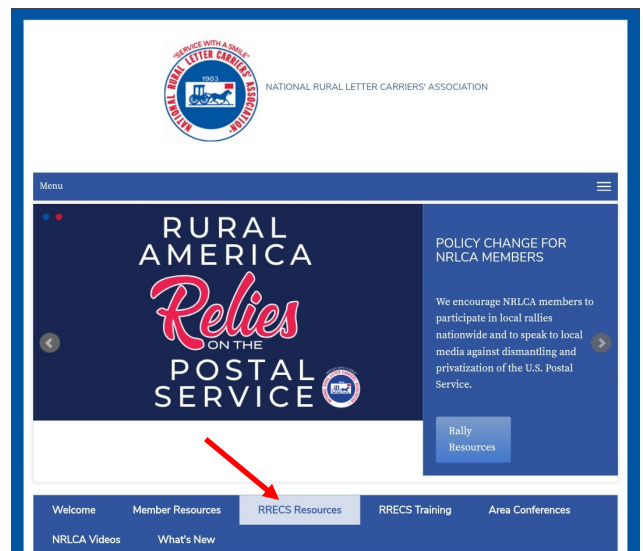
Orting, WA. 98360-1795

Lastly, I encourage you to visit the NRLCA website. All the things you should know you will find on the RRECS resource tab on the website’s home page. For a successful dispute, you need to know what documents that disputed item needs to have included, and the NRLCA has a cheat sheet for this purpose, use it. In addition, if you are challenging the route mileage and the Line of Travel Manager (LTM) does not reflect the correct mileage you will need to request an official route re-measurement to provide accurate mileage data for the parties for the actual mileage to be corrected by the parties.

*Education is power!*

Renee’ Pitts

NRLCA District Representative





## **RURAL ROUTE EVALUATION DISPUTE FORM**

USE SEPARATE SHEET FOR  
EACH DISPUTED ITEM

DATE: \_\_\_\_\_

Carrier Name: \_\_\_\_\_

Route #: \_\_\_\_\_

Management Official: \_\_\_\_\_

Title: \_\_\_\_\_

Carrier Phone: \_\_\_\_\_

Office Phone: \_\_\_\_\_

Installation: \_\_\_\_\_

Finance Number: \_\_\_\_\_

Effective Date of Evaluation: \_\_\_\_\_

Zip Code: \_\_\_\_\_

Instructions: When the assigned carrier has identified potential errors on PS Form 4241-A, the below information will be completed by the carrier and a local management representative. Upon completion, forward this form with all relevant documents for District review.

1. In Dispute (PS Form 4241-A Field): \_\_\_\_\_

2. Carrier's Reason For Dispute:

---

---

---

---

---

3. Management's Response To Dispute:

---

---

---

---

---

4. Supporting Documentation (List and Attach Copies):

---

---

---

---

Carrier Initials and Date:

Manager Initials and Date:

---

---

**NOTE: THE ABOVE INFORMATION IS TO BE COMPLETED BY THE CARRIER AND INSTALLATION HEAD OR DESIGNEE. THIS FORM AND APPROPRIATE DOCUMENTATION ARE TO BE FORWARDED TO THE DISTRICT MANAGER LABOR RELATIONS AND THE NRLCA DISTRICT REPRESENTATIVE NO LATER THAN APRIL 18, 2025. ELECTRONIC SUBMISSIONS ARE ACCEPTABLE.**

# CAMPAIGNING

A decorative graphic featuring a wide red ribbon with white stars, flowing across the page. It is surrounded by numerous blue and white stars of various sizes, creating a patriotic, campaign-themed background.

## REELECT DAVE BLACKMER FOR WARLCA VICE PRESIDENT

Greetings fellow carriers. This last year as your Vice President has been a learning curve as well as pushing ideas I have for a more streamlined association. This has been a transition period to a more digital approach. In particular, I've advocated and worked on:

1. Zoom meetings statewide to include more member participation.
2. Aligning the board emails to a .org to fit in with our non-profit status along with an easier email transition as old board members leave and new ones enter.
3. Set up the online payment portal for the State Convention to make it easier to register.
4. Assembled the "intermission slides" for this year's convention.
5. Sought new avenues to get more members involved.
6. Attend NRLCA Convention as a Delegate.
7. Attended NRLCA Legislative Conference in Washington DC to advocate for the association with our elected members of Congress.
8. Writing historical articles in the WARLCA magazine to show you where we've come from and the shoulders of great men and women we stand on.

I again, ask for your support and vote this 2025 State Convention to continue to serve this great association as your Vice President.

Stay safe and look out for each other.

Dave

Hello WARLCA Members! Many of you may know me by my new name, but maybe some of you don't. My name is Lisa Levitt, formerly Benson. I have served this association for over a decade in various roles, most notably as your current Editor since June 2015; I have also served as a local steward since April 2018; as King-Snohomish County Unit vice president and current president, both for many years; and one term as your WARLCA Vice President. I have attended every state convention since 2012, all but one Western States Conference since 2014, and all but two national conventions since 2015. I took a couple of years off from Union functions to get married and enjoy being married, but now that life is settling in, I am looking forward to serving YOU again. I humbly ask that you once again put your trust in me to represent you at the 119th National Convention. I have been a long time around the game, hoping to reenter with a new name: please elect Lisa Levitt to represent you at the National Convention!

The Lady Carriers' Club is proud to announce our annual scholarship for graduate studies for 2025. The amount and number of scholarships awarded will be determined by the members of the Lady Carriers' Club at the National Convention. Winners will be selected at the business meeting to be held on Monday of the convention. This scholarship honors the pioneering efforts of Ms. Georgiana Peet-Miller and the lady carriers attending the 43rd National Convention in 1946; at that time most rural carriers were male. Six lady carriers met for tea and sodas and formed the Lady Carriers' Club. This group holds an annual luncheon on Tuesday at the host



city of the National Convention. The purpose of this group is fraternal and is not political in nature. The club established the scholarship in 1995, and the first \$500 scholarship was awarded in 1996. The scholarship is awarded to deserving individuals that meet the criteria set by the Lady Carriers' Club. Please see the National Magazine for scholarship information and applications. Anyone wishing to donate to the scholarship fund may send to: NRLCA Lady Carriers' Club, c/o Kathy Short, Secretary-Treasurer, 1934 Merry Oaks Railton Rd., Smiths Grove, KY 42171

## **Notice of 2025 State Convention and Election of Officers:**

The Annual State Convention of the Washington Rural Letter Carriers' Association (WARLCA) will officially begin on Sunday, June 22, 2025, at 8:30 AM, and adjourn at the close of business on Tuesday, June 24th, 2025. The State Convention will be held at the Best Western Plus Bellingham Airport Hotel, 3985 Bennett Drive, Bellingham WA 98225. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers' presentations, and other business that may be brought forth to the delegates.

The following officers will be elected:

Vice-President - Two-Year Term

Region One Committeeperson - Two-Year Term

Region Three Committeeperson - Two-Year Term

There will also be elections to fill vacancies if any of the other officer positions become vacant during the State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

This notification fulfills the requirements of pertinent labor laws issued by the Department of Labor, United States Government.

### 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



### Convention Meet and Greet Dessert Auction

Bring your

favorite

homemade or store-bought dessert to our fun-filled dessert auction at the meet and greet! All proceeds go towards PAC.

### Silent Auction

As usual, we will be doing our silent auction items at the State Convention. Just like last year, there will be a prize for the best themed basket brought in by County or individual, so please be with your County units and design a basket that no one will be able to resist!





**WARLCA  
STATE CONVENTION**

# 2025 PHOTO CONTEST

***SHOW YOUR BEST PHOTOWORK  
AND GET A CHANCE TO BE PUBLISHED ON THE FRONT COVER  
OF THE STATE CONVENTION PROGRAM***

**ENTRY →**  
**REQUIREMENTS:**

**SUBMISSION  
DEADLINE:  
MAY 13**

**EMAIL YOUR  
ENTRIES TO:  
[webmaster@warlca.org](mailto:webmaster@warlca.org)**

- PHOTOS MUST BE NO LESS THAN 1200 X 600 DPI. PORTRAIT ORIENTATION, ORIGINAL PHOTOS.
- SELECTION COMMITTEE WILL PICK OUT THE BEST THREE PHOTOS.
- PRIZES FOR FIRST, SECOND AND THIRD PLACE.

 **Prizes for the  
best 3 entries**

***One photo entry  
per member***

***Question?  
Contact - State Board Member***

Made with PosterMyWall.com



## 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**

## **WARLCA 2025 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).

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.

---

## **2025 National Delegate Ballot Timeline and Notification**

Here is the timeline for those wanting to be on the ballot for delegate to the 2025 National Convention.

- ♦ **May 3, 2025:** Nominations must be received at PO Box 262, Colville, WA 99114-9998. Any nominations received after this date will be sent back as the post office box closed. A member of the 2025 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](http://nrlca.org).
- ♦ **May 21, 2025:** A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.
- ♦ **May 3, 2025:** 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 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.

- ♦ **May 3, 2025-May 9, 2025:** 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 28, 2025:** The ballot mailing will be completed by this date.
- ♦ **June 13 or 14, 2025:** Two members of the 2025 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 Bellingham Post Office 3150 Orleans St, Bellingham WA 98226. 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 21, 2025:** Two or more members of the 2025 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 Bellingham Post Office 3150 Orleans St Bellingham WA 98226 in the morning and will close both PO boxes. Ballots will be tabulated by the 2025 Election Committee as soon as they return from the Bellingham Post Office, in a meeting room at the 2025 State Convention hotel, the Best Western Plus Bellingham Airport Hotel 3985 Bennett Dr, Bellingham WA 98225-1027. Candidates, or their designee, can observe. All observers must first check with the 2025 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 21, 2025, will be returned to the sender by the Post Office as PO box closed.
- ♦ **June 22, 2025:** Election results will be announced on Sunday, June 22, 2025 by the Election Committee at the 2025 State Convention at the Best Western Plus Bellingham Airport Hotel 3985 Bennett Dr, Bellingham WA 98225-1027.

If you have any questions please contact Lorrie Crow, WARLCA Secretary-Treasurer  
1208A Slide Creek Rd., Colville, WA 99114-8766

Phone: (509) 685-9624 Email: [secretary-treasurer@warlca.org](mailto:secretary-treasurer@warlca.org)

## **RULES FOR OBSERVERS**

### **In The Election of Officers And National Delegates For The WARLCA**

1. Each observer must identify themselves to the election officials, sign the observer log sheet, and indicate which candidate they are representing. An observer should notify election officials if they are scheduled to be replaced by another observer. A candidate may select themselves, or select another person, to be their designated observer.
2. In mail-in ballot elections, election officials must allow candidates to have observers present 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.

3. While present during the collection of the voted ballots or in the tally area, each observer must wear a badge provided by the election officials clearly marked as "OBSERVER" if requested to do so.
4. 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 voter, and lodging protests with election officials as appropriate.
5. 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.
6. Observers should be allowed to adequately monitor the election process but not compromise, or give the appearance of compromising, the secrecy of the ballot.
7. 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.
8. 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.
9. Prior to the start of the ballot verification and tally, the election officials will review the counting procedure and voiding rules with observers.
10. Observers may be requested to sign a Ballot Tally Certification at the end of the ballot tally process.

Date: June 21, 2025

Location: Best Western, Bellingham

3985 Bennett Drive, Bellingham

---

## **WARLCA BOARD MEETING**

**Hampton Inn**

**Ellensburg, WASHINGTON**

**January 26<sup>th</sup>-29<sup>th</sup> 2025**

### **Sunday, January 26 2025**

The meeting was called to order at 1:04 p.m. with Lorrie and Delsey not in attendance. Lorrie was delayed by 35 minutes. When she arrived, the other Board members were working on raffle tickets for the massage drawing. Dave Blackmer did the name draw. Lyndee White was the winner of the drawing. Patrick Pitts name was drawn for one massage. Dawn phoned

Lyndee to let her know that she won the drawing and will let us know which she wants.

President Dawn Ayers, VP Dave Blackmer, S-T Lorrie Crow, RCP1 Isa Lopez, RCP2 Estee Javinari, RCP3 Delsey Reed, and RCP4 Dawn Anderson were all in attendance.

**Ground Rules Review** Ground rules were read by the secretary-treasurer, no

changes made.

### **Minutes from the last Board Meeting**

Minutes were reviewed and approved. Dawn brought up the fact that anything that is sent to the editor for the paper needs to go to the board for review first. The last board meeting minutes were sent to both at the same time, Dawn E did acknowledge that this happened because of scheduling issues with the S/T.

### **Assignments/Appointments**

PAC Chair: Dawn E needs to meet with Christiana to handoff supplies. Christiana will be having surgery sometime in the near future and was concerned that she may not be able to carry out her duties as PAC Chair. Christiana would like to have her phone number listed on the letterhead.

Editor: Dawn E will talk with Lisa about a backup editor and Lisa will get together with Isa to show her how to do the publishing program. Dawn also brought up the hyphenation issue and it will be changed in the next paper.

**Board Policy Review** Reviewing the board policy was started and will be continued later in the meeting.

**Secretary-Treasurer Report** Reviewed and updated the task report.

**National Convention** We are currently looking for a different collapsible flagpole, the one purchased previously doesn't have enough height options. It might be possible to cut down the lower piece of the pole making it the right height. Assign mentors for first timers? Dawn would like to assign mentors for the National Convention. Resolution for Per Diem for seminars on Mondays: Dawn E brought up the idea of paying per diem for those members attending Monday seminars and will be submitting a resolution at her county

meeting. Veterans Club and Lady Carriers Club: Isa would like to add a cutout in the WRC for becoming members of the Armed Forces and Lady Carriers Club.

Meeting adjourned at 5:25 p.m.

### **Monday, January 27, 2025**

Meeting called to order at 8:02 a.m. with all board members in attendance.

**Convention 2025** Flag presentation, schedule two AFVC members, Estee will contact members that are military veterans about presenting and retiring the flags for convention. Speakers? Requested Patrick, Auxiliary? Patrick Pitts was requested to be our speaker. Dawn has reached out to the Auxiliary to see about a speaker, she is still waiting for word back. We still only have two Auxiliary officers. Dawn would like to invite Lesa Routh-Halcomb (Aux. President). Dawn will reach out to Trent and/or Quincy from USPS to see if either would come, she will also invite NARF and EAP-rep Khris Zarrello. Speaker gifts/cap: We will use the coffee mugs from last year that were ordered and didn't arrive in time. A cap was set for \$25 per person, two room gifts capped at \$50. Memorial: Estee will do the memorial again this year, she would like to get photos from family or friends of the deceased to do a slide show. Banquet: The banquet budget will be capped at \$5,100, that includes the cost of the boat and up to attendees for meals. It was recommended that we bring binoculars. Delegate Pay: The delegate pay is capped at \$56,000. Saturday Meet and Greet: Dawn will contact Christiana to see if she would like to continue with the desert auction. Charge \$5, we will provide beverages. Saturday County officers Training? Mock meeting? Making Resolutions/Constitution

Ideas: we can do training on resolutions/constitution changes, outline what their duties are specifically. The county officers' training will take place on Saturday from 2-5 p.m. with compensation of \$100. If the county officer is not attending the convention, then they will also be compensated for round trip mileage. We will offer dinner from 5-6 p.m., free for the county officers and open to everyone with a \$15 charge. Registration: The registration was updated and will include a QR code for accessing the credit card payment method. When using the CC payment method, the members will still have to either mail or email the completed registration form to the state secretary-treasurer. Elections (procedure, tellers committee): It was agreed that we change the voting process to mimic the national convention. Instructions for the tellers committee will include the new duties that need to occur during the breakout period for the preparation of voting. Dawn E will explain the new process at convention prior to voting. First timers meeting, new game, prizes: Dave has some ideas on what he would like to do with the first timers. It was agreed that we would like to ask for volunteers of mentors for first timers starting at the annual meetings and then again at state convention. It was also agreed that all board members will be at the first timers meeting at 8 a.m. for introductions. Officers lunch food will be capped at \$2,500, with a total cap at \$5,000. Photo Contest: It was agreed that we will promote the photo contest for the cover of the program for state convention.

1. original photo
2. deadline May 13, 2025

3. high resolution of 1200 pixels or more and 600 dpi
4. it may be edited for formatting
5. portrait orientation
6. the winners' picture will be on cover of the state convention program
7. prizes will be awarded for 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> places.
8. Sent to the webmaster@warlca.org

Letters of Commitment issued at State Convention: Lorrie will have the letters of commitment at the state convention ready to hand out and be collected prior to the close of business.

Broke for lunch at 12:15 p.m. Called to order at 1:17 p.m.

2026 State Convention (Region 4): Dawn M. has requested information from four hotels and heard back from three. Locations? Courtyard Richland, Red Lion Kennewick Columbia Center, Richland Riverfront Hotel.

2027 State Convention (Region 2) Will be held at the Great Wolf Lodge. The contract was sent to the Board, it was signed by Dawn E and returned. Auxiliary: Valorie Hamilton S-T, Kristina Carsten, Dawn E sent an email to the WARLCA Auxiliary board regarding guest speakers, Valorie has been trying to get things together but has not had much contact with the national Auxiliary and is feeling a little lost. Lorrie resent the affiliation agreement again to the Board, Dawn E will finalize the details on it and send it to the Auxiliary Board for signing.

**Secretary's Duties** Leave issues? How's it going? Lorrie now has a sub and has been able to get time off, she is working on getting caught up. Requesting ADOP: Dawn E reminded the board that we are



supposed to request any days of LWOP needed for official Board duties. Stamp log: Lorrie expressed her feelings about having to keep a log for stamps and how she found it insulting. After discussion it was agreed by consensus that the S-T will include a stamp inventory on the front of the monthly voucher envelopes. Lorrie ordered 50 pocket calendars 30 of which she is sending to Kurt for orientations. Lower Columbia notices: The first notice sent had the wrong date, the second one was sent out immediately and was received in a timely manner. Both notices were sent to the entire board for review prior to printing. Schedule day for Lorrie and Dawn E: April 10<sup>th</sup>, the day after the April board meeting, Dawn E will spend the day at the Secretary-Treasurer's home office to get some understanding of what at least the payroll process is. Western States cap: The cap for Western States is set at \$15,000.

**GoDaddy Payments** The credit card payment was set up through GoDaddy and ready for use. Dawn E ran her card to ensure that it was working properly. It charged the association the processing fee instead of her. Dave is working on that; it will most likely mean that we will have to raise the cost for paying for the functions when using a credit card. We will wait one week to ensure that the charges are being processed. The QR code will be added to the registration form and to Facebook and warlca.com page.

Jim Hemrick joined us at 3:30 p.m.

**WRC Spring Issue** Articles to the board on the 9<sup>th</sup>. Articles suggestions for March issue:

Dave - second part of his last article, plus legislative.

Isa - Convention information, and events.

Dawn E- Introduction of national Officer.

Lorrie - State Convention compensation.

Jim asked us to include the deadline for sending in your national delegate form in.

Estee - food drive

Dawn M - retirement - include John Embleton retirement liaison

Delsey - spring cleanup

Kurt - historian articles

Resumes for positions: Editor, webmaster, PAC, Chaplin

County Corner...advertise. Dawn E asked that the RCPs bring up the county corner and that it is available to all members.

**Legislative** Legislative seminar will be March 22-27, 2025. Dawn E will book flights for both her and Dave using the WARLCA credit card. Website up to date? Isa continues to work on updates as often as she can.

Meeting adjourned at 5:00 PM

## **TUESDAY January 28<sup>th</sup>, 2025**

Meeting called to order at 8:12 a.m.

### **Orientations**

Seattle and Tacoma by Kurt/Dawn? Kurt will continue to do the orientations, except for those that are both scheduled on Mondays (every other week) Either Isa or Dawn E will try to attend one on those days. We are still trying to find backup people for these days as well. Tacoma is handing out some information along with an old letter from Kurt explaining that we were unable to attend the orientation. Dawn is working on drafting a new letter.

Spokane: Delsey will continue to attend

as often as she can, she has had some issues with the instructors giving her a hard time when she is a couple of minutes late. She has explained that she is going to orientation after running her route.

Yakima: Dawn has asked Joyce Patterson if she was interested in doing orientations, it isn't going to work with what she already has scheduled. Dawn will continue to try to find someone for that location. Lorrie asked if we should advertise in the WRC asking if any retirees or active members would be interested in doing Orientations. It pays \$75 plus round-trip mileage.

Vancouver: We are in the same situation for the Vancouver area, finding it difficult to find anyone willing to do the orientations.

New scheduler issues: Dawn E wasn't getting the information on the orientations but has been able to work it out with Grace Coldsnow and is now getting the notice of orientation locations and times.

Script... The script Dawn E has is a little outdated and page numbers don't line up with the new hire booklets. Kurt Eckrem had provided Dawn E with a letter he had drafted to be handed out to the new hires at the academy when we didn't have anyone to attend. She is currently drafting a new letter.

**Academy Supplies** Lorrie will order four more boxes of booklets, send Isa some bank bags, Delsey pens, order new NSS cards, Weingarten cards, order badge sleeves. Dawn E, Isa, Delsey all need to supplies.

The board took a break at this allowing Dawn E time to go to the PO to mail the Zoom meeting notices.

## **Region Committeeperson Reports**

Region 1: Island Skagit has scheduled their annual meeting for March, Whatcom has contacted Isa about availability, KS will be in Everett, hopefully at about the same time as Whatcom for the convenience of scheduling the NSS rep.

Region 2: Lower Columbia just had a meeting, Mutual's will be held the 16<sup>th</sup> of February. Estee has reminded Peninsula about scheduling meetings.

Region 3: Delsey has reached out to Northeast, North Central has scheduled theirs for March 16<sup>th</sup>. East Central has had problems with contacting their President for several months (Jacqui Barney), Dawn E has sent Jacqui a Certified letter, and it was returned as unclaimed.

Region 4: Dawn M will reach out to Apple Valley and Whitman Southeast about scheduling their meetings. Jim might join us again today and Dawn M will talk to him about scheduling his meeting then.

Dawn E reminded the RCP to encourage the county officers to make phone calls to remind members of their upcoming Annual meeting.

Does everyone have what they need? Dawn M might need a copy of the oath of office script.

## **Vouchers**

Timely submission: Everyone is aware that vouchers are due and should be sent to the Sec-Treas by Sunday at 9 p.m. at the end of each pay period.

We are ahead of schedule at this time, so we took 60 minutes to finish reviewing the vouchers.

**Board Meetings (Date/Location)** State Secretary-Treasurer training will be in Orlando Florida February 9-13, 2025, Lorrie

will be attending. The spring board meeting will be at the Hampton Inn in Ellensburg April 6-9, 2025. There is a possibility that Delsey will have to miss part of the April board meeting. Legislative seminar, the president and VP will be attending in DC on March 22-26, 2025. July board meeting has a tentative date of July 13-17, 2025.

Broke for lunch at 11:35 a.m. Called to order at 12:55 p.m.

### **DR Visit via phone**

Steward recruitment at Convention: Dave thought it would be nice to be able to try to do some kind of recruitment for local stewards with an explanation of what the positions entail. Possibly during Renee's presentation during the business session. Dawn E ask if it would be possible for Renee and Alica to do a seminar on Sunday evening instead of Saturday. One hour with a ½ hour Q and A. The board members will ask the members at their county meetings what the members would like to hear about and provide recommendations to Renee at the next board meeting.

Academy trainers: The NSS has provided Dawn E with a list of local stewards and DR Pitts is alright with us sharing it with only those doing orientations to provide the information of who their local steward might be to the new hires.

For the Zoom meeting in February, Isa and Alicia will monitor the chat questions and group them into topics. Some answers might be able to be answered via the email update list, promoting the members to sign up for both the WARLCA and the NSS email updates.

**Historian** Digitizing, four days of ADOP? The board unanimously elected

give Kurt four days of ADOP for digitizing past magazines.

**ZOOM Meeting** The board reviewed the different types of accounts available through Zoom and found that the cost of upgrading was prohibitive. Lorrie isn't sure that she will be off work and home in time for the February 8<sup>th</sup> Zoom meeting, so the board ran a mock meeting in order that the other board members are familiar with the ins and outs of running a meeting. The board members also took advantage of this time to address any programming issues that occurred with any of the association computers and run upgrades on those that needed it.

Meeting adjourned at 5:29 p.m.

### **WEDNESDAY January 29<sup>th</sup>, 2025**

Meeting called to order at 8:00 a.m.

It was discussed whether or not we would want to do an in-person or Zoom meeting for informational and/or ratification meetings. Isa will develop a questionnaire and the board will provide Isa with possible questions by Feb 12 and developed by the Feb 26. A QR code will be added to the annual meeting notices.

The website was visited by the board and looked for what needs to be updated, changed and or added to the website.

**Brainstorming** How do we get more people involved? Several ideas were discussed on how to get more people involved, including doing a complete mailing that includes both members and nonmembers, and including nonmembers in a Zoom meeting.

The Board Policy was revisited and with some minor changes approved.

Meeting Adjourned at 10:35 a.m.

## 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"/> MAILCOUNT      | <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"/> TIME STANDARDS | <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 \_\_\_\_\_



## 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  
WARLCA Vice President David Blackmer, PO Box 13923, Mill Creek, WA 98082  
NO LATER THAN 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, nor 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 (address above)
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.

Revised 4/25/2024  
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
	<b>WA</b>
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 Status

Member Totals by Class		Nonmember Totals by Class	
Regular	1,149	70-5 — ARC	180
PTF	180	71 — Regular	216
Retired	265	76 — PTF	64
Associate	8	78 — RCA	175
RCA	266	79 — RCA AUX RT	9
Recently Retired	6	<b>Total</b>	<b>644</b>
ARC	42		
OWCP/LWOP	40		
Cash-Paid	27		
<b>Total</b>	<b>1,983</b>		

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

*Vickie Carr  
Derrick Winn*

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

### Congratulations Retirees!

Edith M Brannon, Ridgefield  
Diane L Corwin, Spanaway  
Regina E Erion, Centralia  
Stella G Fazzino, Yelm  
Meey Y Fong, Seattle  
Denae L Murphy, Brush Prairie  
Jaymie J Tiffany, Greenacres



### 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 *Washington Rural Carrier*.

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

**Apr 5 2025:** New Evaluations Effective  
**Apr 12-25 2025:** RDWL & Sun/Holiday Volunteer Lists Posted  
**Apr 16-18 2025:** Western States Conference, Helena MT  
**May 3 2025:** National Delegate Nomination Deadline  
**May 10 2025:** Letter Carriers' Food Drive  
**Jun 22-24 2025:** State Convention, Bellingham WA  
**Aug 19-22 2025:** National Convention, Orlando FL  
**Sep 15 2025:** Rural Carrier Remembrance Day  
**Oct 19-25 2025:** Steward Appreciation Week



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



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