

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2025



zoom

Into the Mini Mail Survey!

WATCH YOUR MAILBOX FOR A LOGIN INFO POSTCARD

February 8, 2025

6:00 p.m. Start Time

1-Hour Mini Mail Survey Presentation

30-Minute Q&A After

Send Your Questions Ahead of Time to the President or VP

How To Grieve

Need To File A Grievance? Start Here

Mini Mail Survey

And Important RRECS Dates

Here Comes Spring

**Read Up on How to Prepare for All
The Upcoming Events**

Solidarność

The Polish Labor Movement

ID Retirement Seminar

Special Joint Seminar with Joni

Form 10 & What It Is

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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.

Sign Up For Email Updates!

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

1. Open your email program. Or, scan the QR code with your smart phone.
2. Send an email to webmaster@warlca.org
3. Include the following in your email:
 - Name
 - Office
 - Designation (Regular, Relief, Retired)
 - County Unit
 - Local Steward? (Yes/No)
4. Once your membership is verified, you will receive a confirmation email.



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

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Membership Stats

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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
- ♦ **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 23, 2025:** Election results will be announced on Monday, June 23, 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



National Convention Needs You, But Do You Need It?

By Dawn Ayers, WARLCA President

National convention is often described as a party or vacation for anyone attending by those that have never attended. As a union member who has attended national convention since 2012, I can most certainly tell you that it is not a party or a vacation. Do we have fun while we are there? Absolutely. Is it demanding work while we are there? Again, absolutely! As per my article in the last WRC, you can see the sometimes-grueling schedule that some of us attendees keep. This past year, I was typically up at 6 a.m. to be ready for our 8:30 a.m. start time; and in bed anywhere between 10 p.m. and 12 a.m. As this was my first year attending as the newly elected WARLCA President, my duties were a bit more than most of the other delegates. Although each delegate must attend at least one seminar as assigned by the President, we try to make those assignments with an individual's preference in mind.

It is a rather simple process to get on the national delegate ballot and you will find the guidelines in our WARLCA State Constitution in Article VII

Monday is filled with seminars and training sessions, including a first timers' seminar. This seminar is designed to assist brand new convention goers to understand the ins-and-outs of what occurs during the Tuesday through Friday sessions, which are the business sessions of the convention. In addition to the Monday seminars, there are some on Tuesday evening. A banquet is held on Wednesday evening, which is optional, but usually a lot of fun where convention attendees get to have a great meal and unwind on the dance floor. Thursday evening is caucus night where there is an opportunity to meet all the candidates running for national office. Any delegate elected to attend the national convention does receive some

compensation for attending from the state association, provided they have fulfilled all their obligations. They are currently paid a stipend of \$75 per day of convention (Tuesday through Friday equals \$250 total) and mileage at twice the IRS reimbursement rate for one way travel. This is just a fancy way of saying round trip.

In 2024, we had a total of 31 people on the ballot for national convention delegate. That sounds like a sizable number, considering our state is entitled to bring one delegate for every 100 members. We should have had 20 delegates plus our delegate-at-large attending the convention in Reno. Unfortunately, we only had 19 plus the delegate-at-large in attendance which meant we were short one of our voting

constituents. There were many on the list that didn't have any idea they would get elected. When it came time to move down the list because some with more votes were not able to attend, those with lesser votes were unprepared. One solution to that problem is to make your room reservations in advance because those can usually be cancelled without a fee if you are unable to go. As an experienced convention goer, I make my room reservation as soon as the room block opens because the hotels sell out fast!

Have you ever thought "I would sure like to be a delegate to national convention, but how do I even begin?" It is a rather simple process to get on the national delegate ballot and you will find the guidelines in our WARLCA State Constitution in Article VII, however, I will break it down for you. Beginning with the November/December issue of *The National Rural Letter*

Carrier magazine and continuing until the pre-convention edition, you will find the nomination form for national convention delegate. Cut out or make a photocopy of that form; fill it out; and send it to the address provided in the same magazine. You can nominate someone else that you believe would make a great delegate to represent Washington State members or you can nominate yourself. Yes, it is perfectly acceptable to nominate yourself. Again, there is a list provided within the same pages as the form where you will send your completed nomination. Only one form can be mailed per envelope and make sure you send it to our state's PO box address. Once a nomination has been received by our state secretary, she will mail a postcard to the member that was nominated asking them to accept or decline the nomination. The nominee has the choice of doing nothing with that postcard which means they have accepted the nomination or mailing it back to the secretary after completing the instructions as to whether they want to accept the nomination or not. Once the deadline passes, there is a drawing to decide the placement of names on the ballot. Any union member has the option to observe that drawing at their own cost, as well as after when the ballots have been returned and are tabulated. The state convention is where the results for those that have been elected as a national delegate are revealed, which is just one of many reasons to attend State

Convention, but that is a different article altogether. You can check the article written by the Region 1 Committeeperson in the magazine for more information on State Convention! Once you've been elected, the State will ask for commitments from each elected delegate. From there, it's pretty straightforward. You will make your travel arrangements and in August, you will attend the convention as a representative of Washington State. Upon completion of your required duties of the convention, you receive your compensation check and file the awesome memories of the convention, whether it be your first, fifth, or twentieth! It is just that simple.

Ok, maybe it's not that simple. Typically, on your first attempt to be an elected delegate, you won't get elected to represent the members of your state. Sometimes it takes a few years to reach that goal, but don't give up!! Find that nomination form, nominate yourself or someone else, and mail it in! You will never know until you try. You could see yourself in a photo in the WRC magazine, or even the NRLCA magazine as a duly elected delegate that represented the members of our great state. I imagine that for some, the idea of attending a national convention might seem daunting, but while there are fun moments, the primary focus is on advocating for the membership and working toward the union's goals. Although it requires effort, the rewards are plentiful, both personally and for the state as a whole.



The 118th National Convention held in Reno NV in August 2024.



Solidarność Solidarity

By Dave Blackmer, WARLCA Vice President & Legislative Director

This is the first in a two-part series of the historical importance of the labor movement and unions. This edition will focus on the Union(s) or Solidarity in the former Soviet Bloc, concentrating on Poland. This essay is simplistic and recognizes the complexities of the political and social movement within the country of Poland and the world at large during the 1980s. The next edition will examine a brief history of the American Labor Movement.

The fall of the former Soviet Union can be traced back to a perfect storm in 1979 and 1980. There were always cracks in the communist ideology, but those could easily be remedied with military force and secret police, dealing in an oppressive and brutal fashion. It was the unions of Poland in the center of the storm that changed a nation from within and brought an empire to her knees. Specifically, the Lenin shipyards in Gdansk, Poland became the birthplace of Solidarity and, at first, a thorn, then a dagger, in the side of the communist regimes.

The increasing dependence of the Polish economy on Western debt financing and the election in 1978 of the Polish cardinal, Karol Wojtyla, as Pope John Paul II, emboldened worker-activists and put the Polish Communist authorities on the defensive. The immediate precipitant for the strikes that broke out in the summer of 1980 and led to the formation of *Solidarity* in August was a government decree raising meat prices. Over the next 16 months, Solidarity and the Polish government engaged in a series of confrontations and negotiations but without any clear resolution. On December 12-

13, 1981, General Wojciech Jaruzelski, first Secretary of the Polish Communist Party, ordered a massive military operation and imposed martial law. Solidarity's leaders were arrested, and the organization was driven into the underground where it remained until 1989.¹

The importance of keeping the Union movement alive during the years of Polish martial law (1981-1983) became known as *samizdat*. While we in the West enjoy freely distributed opinion pieces and speak of the ills we would like to see a government change, there were no rights in Poland or the Eastern Bloc countries for such dissident activity. Yet, the Unions of Poland were so fervent in their solidarity that clandestine networks of printing shops and distribution points were set up to get their message out. Books, periodicals, leaflets, posters, postcards, and even postage stamps were printed and widely distributed.²

The Solidarity movement had delivered a serious blow to the Communist regime, embarrassing the elites, their ideology, and economic failures, even if they paid a high price for that blow. While the men of Solidarity were arrested and imprisoned, it was the women of Solidarity that took up the mantle in their stead. It was during these years, 1981-1988, that Solidarity, while working in the shadows, continued to spread its message of economic reform and better working conditions for its members, and by extension, all Polish workers. The external pressure by the West, along with the ever-increasing decline of the Eastern Bloc, gave Solidarity an opportunity during the latter

¹ "Poland's Solidarity Movement (1980-1989)." ICNC. Last modified March 9, 2022. Accessed December 26, 2024. <https://www.nonviolent-conflict.org/polands-solidarity-movement-1980-1989/>.

² "The Solidarity and the Fall of the Iron Curtain - Google Arts & Culture." Google. Google, n.d. Accessed December 27, 2024. <https://artsandculture.google.com/story/8QVxyKwgtoFXIA>.

half of the 1980s. During these years, the Communist government was well aware that it had neither the internal power nor the outside legitimacy to implement any substantive economic reforms. By the end of 1988, with a rising number of strikes and protests, and general economic malaise among the Polish population, the Communist government was ready to re-engage with Solidarity.³

With its self-limiting philosophy of nonviolent struggle and the support of the Catholic Church, Solidarity was now in a position to consider the offer of negotiations and accept a compact transition, even though that meant a preservation of the economic and social status of the ruling elites.⁴ While not ideal, it

While there were many factors that brought about the fall of the Soviet Union ... Solidarity, the unions that rose internally, was a major factor

was a recognition that Solidarity was on par with the Communist government. The government, now approving or not, had to formally recognize Solidarity not only as a social movement in Poland, but also as a legitimate union. The result became an opposition to the long-established Communist regime's one-party system. From February to April 1989, an agreement was reached to hold free and fair elections to a packed parliament in June of 1989. This election brought a decisive victory for Solidarity. In August of 1989, the Eastern Bloc had its first noncommunist prime minister, Tadeusz

Mazowiecki. The mandate of the election brought implementation of wide ranging economic and social reforms to stabilize Poland.

While there were many factors that brought about the fall of the Soviet Union and the Iron Curtain, Solidarity, the unions that rose internally, was a major factor standing up against the ideology of Communism and the Soviet Empire. Solidarity spread from Poland eastward. The minor satellite states began to take up their own versions of Solidarity to bring about change for the workers of their respective countries. As the pressure from the West, the

Vatican, and oppressed persons yearning for freedom increased, Solidarity amongst the Unions would reveal the cracks in the Eastern Bloc and the Soviet

Union leading to its eventual collapse.

As the country embarked on a traditional restoration, the name was changed to the Republic of Poland with free-market reforms and free elections not held since post war 1945. In a classic twist of irony, the election would yield Lech Walesa as the Republic of Poland's new President. Lech Walesa was the leader of the Gdansk shipyard strike and Solidarity during the tumultuous years of the 1980s.

=====

In solidarity, look out for each other.

For further reading on Polish Solidarity:

Polish Revolution

Ash, Timothy Garton. *Polish Revolution*. United Kingdom: HarperCollins Publishers Limited, 1998.

Poland, Solidarity, Walesa

Dobbs, Michael R.; Karol, K. S.; Trevisan, Dessa. *Poland, Solidarity, Walesa*. United Kingdom: Elsevier Science, 2013.

Solidarity's Secret - The Women Who Defeated Communism in Poland

Penn, Shana. *Solidarity's Secret - The Women Who Defeated Communism in Poland*. United States: University of Michigan Press, 2005.

³ Ibid., Poland's Solidarity Movement

⁴ Ibid.

Legislative Update



With the new 119th session of Congress coming back from recess, everything starts anew. The bills the membership had hoped to become law died in the 118th session. It may seem unfair, being so close, but fortunately or unfortunately depending on how you see it, that is our political system. That doesn't mean the dead bills can't be reintroduced, in fact the NRLCA will work tirelessly to reintroduce those bills that positively affect the craft and shepherd them through to become law. Yes, it's a long and arduous process that at times leaves one heartbroken. Nevertheless, it is hard work that makes the victory much sweeter.

Your WARLCA is committed to continuing the work of the previous session to represent you, the members, to our elected members of Congress and impart the importance of the various bills that affect us. Specifically, H.R. 7629/ S. 4356 "Protect our Letter Carriers Act". While all the sponsored bills of the last session are important, I believe this bill is paramount to all crafts within USPS. As a reminder of the bill, *appropriates \$1.4 billion to modernize the arrow key with a new electronic version, as well as review the sentencing guidelines of crimes against postal employees, and appoint an assistant U.S attorney with the responsibility of prosecuting crimes against postal employees.*

The newly elected members of Congress for Washington for the 119th session are:

Michael Baumgartner - R for the 5th Congressional District

Emily Randall - D for the 6th Congressional

District

It is the hope that both Congressional officials will support the many bills protecting and strengthening our craft.

As a reminder the past cosponsors of Protect our Letter Carriers Act:

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

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

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

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

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

Along with the two new members, the two other members from the previous session we as a membership need to contact and convince are:

Marie Gluesenkamp Perez - D of the 3rd Congressional District.

Dan Newhouse - R of the 4th Congressional District.

I would encourage all members to contact your member of Congress respective of the congressional district you live in and introduce yourself and the importance of the various bills our craft would like to see into law. I would hope the previous cosponsors would enthusiastically recommit their support for the 119th session while the new members will see their support as a win-win for the American public and the various carrier crafts.

Stay safe and look out for each other. You are important.



Judd

By Lorrie Crow, Secretary-Treasurer

Let me tell you a story about an RCA named Judd. He worked extra hard just to keep his family fed. Then one day he took a corner too fast. Next thing he knew, the ground came up and totaled his new rig. Now Judd wasn't worried, he had full coverage on this rig and knew they would take good care of him. "Denied, Denied, Denied," is what they said. You've had the wrong coverage and there is nothing you can do.

Now there really is not an RCA named Judd; nor did he have a family. But there was a young man that is reflected in this scenario.

This young man was a good carrier and planned to make this a career. So, after he had passed his probation period he went out and bought himself a nice right hand drive vehicle. Not brand new but financed. It was only a couple of weeks later that he took a corner covered in gravel a bit too fast and ended up in a ditch, totaling his car. And although he was led to believe that the insurance he had was adequate for the job, since he had nothing in writing or a disclaimer from his insurance agent, the damage to the vehicle was not covered, leaving him with payments on a vehicle that could not be driven. Because of this he sadly could not afford to purchase another vehicle and ended up resigning.

This type of situation may not happen often, but it can and does happen. If like me, you are in an office or on a route where you must use your POV (privately owned vehicle), it is imperative that you make sure that you are carrying the right type of insurance. Talk to your insurance agent and let them know that you are using your

personal vehicle to carry mail and make sure they understand the Federal Tort Claims Act and how it affects you as the insured. Many insurance companies will require you to purchase a business or commercial insurance policy. We all want to save money wherever possible so please make sure to check out all of your options including the NRLCA Insurance Marketplace for a free quote by calling 1-888-325-7727.

If like me, you are in an office or on a route where you must use your POV, it is imperative that you make sure that you are carrying the right type of insurance

Respectfully submitted,
Lorrie Crow WARLCA
Secretary-Treasurer

Fun Fact: Hope in the mail. In 1958 Harry Winston donated the

Hope diamond to the Smithsonian Institution. With his years of experience in shipping jewelry all over the world, Winston sent the diamond via Registered Mail with the Post Office Department. The diamond was placed in a box, wrapped in brown paper, and sent by Registered Mail from New York in a railway post office train car. In Washington, it was picked up by a postal carrier and driven to the National Museum of Natural History. The price paid for shipping the gem, valued at \$1 million at the time, was \$145.29, most of that for package insurance.

Information found on <https://facts.usps.com/fun/>

WA Rural Letter Carriers' Association
Statement of Financial Position
As of December 31, 2024

	<u>Dec 31, 24</u>	<u>Dec 31, 23</u>	<u>% Chan...</u>
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	7,153.46	7,337.22	-2.5%
1015000 · Savings - WA Trust Bank	20,919.06	90,191.47	-76.8%
1020000 · Savings - APCU	328,502.26	186,033.79	76.6%
1030000 · Chkg - APCU	8,170.99	7,369.14	10.9%
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%
Total Checking/Savings	608,155.61	524,510.41	16.0%
Other Current Assets			
1500000 · Advance	0.00	468.44	-100.0%
Total Other Current Assets	0.00	468.44	-100.0%
Total Current Assets	608,155.61	524,978.85	15.8%
TOTAL ASSETS	608,155.61	524,978.85	15.8%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2000000 · Credit Card	-189.62	764.04	-124.8%
Total Credit Cards	-189.62	764.04	-124.8%
Other Current Liabilities			
2100000 · Payroll Liabilities	319.88	519.49	-38.4%
Total Other Current Liabilities	319.88	519.49	-38.4%
Total Current Liabilities	130.26	1,283.53	-89.9%
Total Liabilities	130.26	1,283.53	-89.9%
Equity			
3900000 · Net Assets	530,128.88	550,527.20	-3.7%
Net Income	77,896.47	-26,831.88	390.3%
Total Equity	608,025.35	523,695.32	16.1%
TOTAL LIABILITIES & EQUITY	608,155.61	524,978.85	15.8%

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

	Jul '24 - Jun 25	Budget	% of Budget
Income			
4100000 · Interest / Dividends	7,523.39	10,890.42	69.1%
4200000 · Membership Dues	178,425.84	280,834.86	63.5%
4400000 · Reimbursements	2,005.60	0.00	100.0%
4500000 · Sales	0.00	4,000.00	0.0%
4600000 · AuxiliaryDuesStatePortion	2,037.94	0.00	100.0%
Total Income	189,992.77	295,725.28	64.2%
Gross Profit	189,992.77	295,725.28	64.2%
Expense			
5000000 · Accounting and Banking Fees	5,139.00	6,005.00	85.6%
5100000 · Awards & Recognition	4,227.06	5,300.00	79.8%
5300000 · Employee Benefits	3,498.63	7,538.37	46.4%
5400000 · Equipment	1,440.15	2,500.00	57.6%
5600000 · Lodging	6,911.22	18,000.00	38.4%
5700000 · National Convention	21,162.85	50,000.00	42.3%
5800000 · Office Expense	1,086.79	2,872.83	37.8%
5900000 · Payroll Taxes	4,641.19	12,481.43	37.2%
6000000 · Per Capita Dues	1,273.00	3,200.00	39.8%
6100000 · Postage	1,969.75	8,589.71	22.9%
6200000 · Printing	202.91	1,927.34	10.5%
6400000 · Rent	0.00	6,044.00	0.0%
6600000 · Salaries and Wages	40,324.69	139,411.67	28.9%
6700000 · State Meetings	1,202.07	170,515.71	0.7%
6701000 · State Paper	6,836.59	15,900.00	43.0%
6900000 · Telephone & Internet	1,055.23	2,000.00	52.8%
7000000 · Travel	8,180.73	22,622.17	36.2%
7100000 · Website Expenses	1,198.28	0.00	100.0%
7200000 · Western States Conference	0.00	15,940.00	0.0%
Total Expense	110,350.14	490,848.23	22.5%
Net Income	79,642.63	-195,122.95	-40.8%



2025 State Convention

By Isabella Lopez, Region 1 Committeeperson & Webmaster

The 2025 State Convention is just a few months away but now is the time to start gearing up for it. In order to be a state convention delegate, every person interested needs to go to their annual county unit meeting or let a county unit officer in your county know in writing of your desire to be nominated. Meetings usually take place in March or April, depending on your county unit. Members who attend their annual meeting can nominate themselves as delegates. Members who attend the meeting usually cast three votes and the delegate that gets the highest vote is the delegate at large. Just don't forget to vote for yourself.

Just because you are elected to be a state convention delegate does not mean you have to attend convention. Even if you don't think you will be able to attend you should always put your name in. Members who are not a state convention delegate are not eligible to receive the \$400 allowance or mileage reimbursement.

Duties of state convention delegates include attending all business sessions of the State Convention which lasts three days. During business sessions, you will hear from a variety of speakers that include your NSS representatives and even a national officer. Voting on resolutions or constitutions changes that have come out of the various county units are

presented and, depending on how delegates vote, will sometimes be allowed to be presented on the state convention floor. This is where your voice is heard.

You will also be voting on next year's state officers. These are the people who represent you, so carefully consider all the candidates and what they represent. You can find out which positions are up for re-election. Interested in becoming a state board officer? You can nominate yourself or a fellow delegate for any position that is up for re-election.

You will also be assigned to serve on a committee. Each committee has a different task that they are assigned, from auditing the financials of

the State Association, to serving on the tellers committee who helps with voting, each committee is vital to our convention. In order to be eligible for the allowance, you must attend all business sessions and complete your duties which include going to a county unit meeting and giving a brief summary of what you learned at the state convention. Don't miss out on your opportunity to be a part of the 2025 State Convention in Bellingham on June 22-24 and check back to see what great things we have planned to make this the best convention yet.

Even if you don't think you will be able to attend you should always put your name in



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)



EAP is 4 U!

By Estee Javinir, Region 2 Committeeperson

"Get Connected to The Service That Makes the Most Sense For You" -EAP

The hustle and bustle of the holiday rush is behind us, working six, eight, 10, even 12-hour shifts in the rain, in the snow, and in the dark. You think "yes, I made it through another crazy holiday season". Now you are ready to move forward with the hopes that mail and parcel volume will recede and you will start to feel a somewhat "normal" flow of mail. Will you get back on track and catch-up with the demands of life outside of the post office? For those who think this may seem overwhelming to deal with, the USPS has a program that may guide you through all trials of life.

Employee Assistance Program or EAP is a service that is FREE and available for all members of your household. This assistance program is a guide in helping you in sort through life's ups and downs whether they be at workplace conflicts, stress management, anxiety, feeling overwhelmed. From gambling, substance abuse services, or marital discord. EAP is designed for short-term counseling.

To get started, call **800-327-4968** (8 0 0 - E A P - 4 Y O U) **WWW.EAP4YOU.COM** TTY: **877-492-7341**. The Washington District's EAP consultant is Kris Zarrello. She can be reached directly at **253-859-4387** or **KZarrello@ndbh.com**

If you feel you don't want to speak to someone just yet or just want more information, **www.EAP4YOU.com** is a great place

to get it with drop down tabs for services, resources, suicide prevention, veterans & military, monthly focus, and advisory committee. Under the "Resources" tab, you will find that the "Health Resource Library" is a great place to start. Search specific topics, take health assessments, and 200+ easy and delicious recipes. You will also see the featured topic of the month.

EAP does not have to be all about the negative stresses in life. Becoming a new parent is all kinds of emotional stress itself. Remember

EAP does not have to be all about the negative stresses in life ... Remember, EAP is there 4 YOU

EAP is there for you too. Trying to be a healthier version of yourself, dieting fitness, and nutrition. EAP also provides calculators for home buying,

budgeting, investing, and more. However and for whatever reason you need some help because you feel overwhelmed, remember EAP is there 4 YOU.

Respectfully submitted,
Estee Javinir
RCP2





Spring Events Coming Up

By Delsey Reed, Region 3 Committeeperson

Hope everyone has had a chance to catch their breath and enjoy the fact that we made it through another holiday season! Now that it's behind us, here are some dates and activities coming up this spring and summer that we all need to prepare for and get our leave papers submitted. First, we all need to be watching for our annual county meetings notices so we can become delegates to go to state convention and have record breaking attendance in Bellingham.

Next on the calendar is Western States Conference April 16-18 in Helena, Montana. I attended last year's WSC in Colorado and I was not disappointed. I loved the smaller conference feel, and I learned so much. It is a chance to see most (if not all) of the national board members in a much smaller environment than at national convention. There were several presentations by the national committee members and we were allowed to ask questions. Also the opportunities of getting to know other members in nearby states and compare what is going on in their areas with

ours cannot be discounted. This is hard to accomplish (although not impossible) at national convention. Helena is within easy driving distance, especially if there are several attendees ridesharing. It's also an easy flight there and the Best Western Hotel offers a free shuttle from the Helena airport.

Please consider becoming a delegate to our state convention in Bellingham on June 22-24.

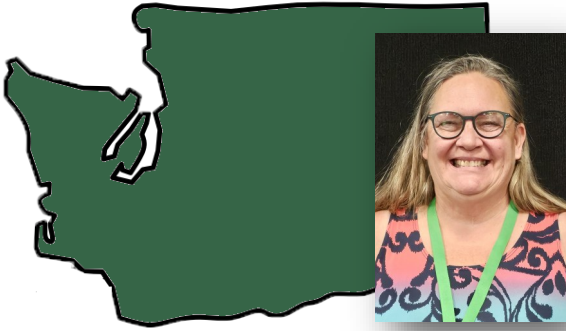
There is a meet and greet planned along with an officers luncheon and an evening seminar. Come meet people across the state and see what you can learn!

Consider reaching out to another person and bring them along to a county meeting and get them involved. If they are not a union member, we can sign them up at the door of the county meeting. It will take all of us reaching out to someone else to get them involved. The more we members we have, the more our voices can be heard. Let's make this a year to accomplish great things. Happy New Year!

Delsey Reed RCP3

*Consider reaching out to another person
and bring them along to a county
meeting and get them involved*

We must share news from our long time printing company, the *Lynden Tribune*, of the decision to close their doors in February. Thank you to them for their partnership in producing this magazine. We are grateful for their many years of service to the WARLCA. Beginning with the next issue, we will work with a new company to continue to bring your Union news to you.



Mini Mail Survey

By Dawn Anderson, Region 4 Committeeperson

Hello, fellow carriers. Let's talk about the Mini Mail Survey.

So, what is the importance of the mini mail survey? The mail survey helps determine our route evaluation and it happens twice a year. This accounts for about 6% of the route's evaluation. These typically occur in the spring and fall (TBD) with a 12-day mail survey in the middle.

The upcoming survey, or MMS as it's often referred to, will occur 02/22/25 through 03/07/25.

You will need to have all your DPM/LTM up to date, because it will close on 03/07/25 and no

added information will be allowed for this survey. Hopefully, you have been updating it monthly, as previously advised.

Only random letters and flats, walking distances, PARS labels, and recurring miscellaneous activity not captured by the automated standards are measured during a mini mail survey.

Visit the NRLCA website or app for information and training resources to get the most out of this mini mail survey and RRECS itself.

Dawn Anderson
Region 4 Committeeperson

You will need to have all your DPM/LTM up to date, because it will close on 03/07/25

RRECS Mini Mail Survey Important Dates

Complete By:	Action:
02/08/2025 – 03/14/2025	Delivery Units enter Office Walk, Route Settings and Daily Volume data into the Rural Management Support System (RMSS) web application
02/22/2025	A 12-day Mini Mail Survey of stated items begins on all rural routes
02/22/2025 – 03/07/2025	Data entry must be made daily by COB for all routes
03/07/2025	DPM / LTM Mapping Deadline Date. No mapping changes will be reflected post this date in Eval 5
03/14/2025	All Mini Mail Survey entries to include Office Walk, Route Settings and Daily Volume must be finalized by 17:00 CT. No additional changes will be accepted post this date.
03/29/2025	Print and distribute 4241A's and 4241M's
04/05/2025	Effective date of the RRECS Evaluation; Update the Rural Carrier schedules in RMSS Scheduling tool URL: https://blue.usps.gov/delret/L3do/rural/timekeeping/rural_schedule_tool_v19.1.01.xlsx



Six Triple Eight

By Lisa Levitt, Editor

With the winter weather tightly closed around us like an icy fist, now is a good time to hunker down indoors with a cozy blanket and a riveting movie. Perhaps I can give you a good suggestion! New on Netflix in December is a military historical drama, *The Six Triple Eight*. This film is based on the true story of the 6888th Central Postal Directory Battalion, as told through the eyes of Miss Lena Derriecott. In case you do not recall recent previous articles* about the 6888th, they were the first and only all Black women battalion deployed during World War II.

Lead by Major Charity Adams, these ladies had been handed a seemingly impossible task: to sort and deliver a 26-month backlog of military post. Other troops had tried and failed to complete the task, and as such, they were expected to fail as well, but they would not be intimidated. Instead, they immediately set to work, turning the schoolhouse they'd been assigned to into a post office and barracks, and establishing their own method to organize the mail and packages. Rats had infested the hangars where the mail had been stored, eating and damaging the contents of mail. The conditions were poor: in addition to fighting off the rats, it was dark, damp, and cold. Much of the mail was decaying or the addresses were illegible. Many of the women used their personal experience from civilian life to assist in the daunting task of reassembling destroyed mail.

Despite having the expectation of failure, as well as only a six-month window in which to attack the task, the ladies of the 6888th prevailed, and in record time, too. They sorted and

delivered 17 million pieces in a mere three months, even though their efforts would not be recognized for years to come. Most recently, in 2021, the 855 women of the 6888th were posthumously awarded with the Congressional Gold Medal. Only four of women lived to receive it, including Lena Derriecott. Lena died on January 18, 2024, just nine days shy of her 100th birthday.

The Six Triple Eight tells the harrowing tale of the rigors of war, heartbreak, loss, victory, and of course, some postal history, and I highly recommend giving it your time.

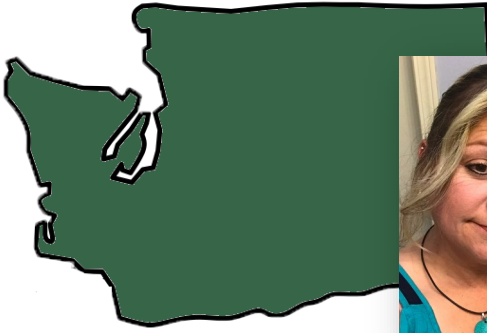
*Did you know that you can view archives of *The Washington Rural Carrier* on our website? Visit [https://](https://www.warlca.com/WRC.html)

www.warlca.com/WRC.html to browse the archives. The previous issues I referred to are found in the Fall 2020 and Winter 2021 issues.

This film is based on the true story of the 6888th Central Postal Directory Battalion

Image courtesy of Netflix, *The Six Triple Eight*





Meet Christiana!

By Christiana Lee, PAC Chair

Hello, let me introduce myself.

I am Christiana Lee, your new PAC Chair. I am an Army veteran and a rural carrier who takes pride in my job. As we move into 2025, pat yourselves on the back, as have all just survived another tough Christmas season. Now that all the hustle and bustle of the season over, we must continue to work towards our PAC goal for this year of \$25,000. You can contribute by being a sustaining donor by signing up via EFT for a once-a-month donation through your checking account or through a payroll deduction. You will find the forms for both options online at <https://www.warlca.com/PAC2.html>. You can also contribute by donating items for PAC for our

You can also contribute by donating items for PAC for our silent auctions

silent auctions. In our raffle zone this year, we have a chance to win a one-night stay at the Best Western Plus, Bellingham (must be used during State Convention 2025) no better way to learn about the union than to show up and be part of the postal voice. We are also giving away a Cool

Dat AZZ cooling seat to beat the heat on those hot summer days. Tickets are one for \$5 or five for \$20 and these tickets can be purchased at your annual county

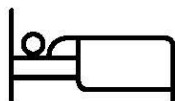
meetings through your Region Committeeperson or you can contact me. We have a lot of things in store for this year for PAC so let's get this party started. You can contact me at christl647@comcast.net

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





The Grievance Procedure & You

By Renee' Pitts, District Representative

Provided below is general information related to the grievance/arbitration procedure as provided for in Article 15 of the National Agreement between the United States Postal Service and the National Rural Letter Carriers' Association. This is not intended to be, nor should it be considered, all-inclusive information. Rural craft employees should consult the National Agreement and/or contact their steward or Union representative as appropriate concerning the proper application of the grievance procedure.

A grievance is defined, in Article 15, Section 2 of the National Agreement (contract) as *"a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment."* In simple terms, a grievance is nothing more than a dispute, difference, disagreement or complaint. Of course, the complaint or difference of opinion must be related to wages, hours, and/or conditions of employment, but as long as a related complaint or disagreement exists, a potential grievance exists.

Many carriers and managers believe that if a difference of opinion or disagreement exists, it's the job of the appropriate steward to resolve the issue but, according to the contract, in most situations, that's not the case. Article 15, Section 3 of **the contract places the initial responsibility for attempting to resolve the issue on the employee**. The cited article states in relevant part *"Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee ... has learned or may reasonably have been expected to have learned of its cause."* In general, the employee who has an issue (which falls under the definition of a grievance as identified above) is

the one responsible for discussing the matter with their supervisor. It bears repeating, and emphasizing, that this "discussion" must occur within 14 days of the date the employee learned, or may reasonably have been expected to have learned of the cause of the dispute, difference, disagreement or complaint.

This is commonly referred to as an "informal discussion" or a "discussion" (potentially initiating a grievance) and it is just that; it is a discussion between the employee and the immediate supervisor where the employee identifies the issue (the dispute, difference, disagreement, or complaint) and the supervisor provides a response to the employee's concern. The employee and the supervisor discuss the issue in an attempt to reach resolution to the concern. Now you, as the employee, are not necessarily "on your own" in all of this. Article 15, Section 3 also states *"The employee may be accompanied by the steward or a Union representative, if the employee so desires."* The decision to have a steward or Union representative present at this discussion is entirely up to you, the employee. Management cannot deny you this right; and the Union will not.

It is advisable that you discuss the issue with your steward or Union representative prior to having this discussion with your supervisor. Your steward or Union representative has received training in determining whether an issue fits the contractual definition of a grievance, and whether there is merit to the grievance based on not only the contract, but relevant handbooks, manuals, and USPS policies.

Now, back to the "discussion" with your supervisor; if you are able to resolve the issue

with your supervisor, it is strongly advised that any settlement agreement, or agreement between you and the supervisor settling the issue, be in writing and signed by both parties. It is also important to provide a copy of the settlement agreement to your steward or Union representative. Keep in mind that any settlement agreement cannot be a "sweetheart deal", nor can it violate the contract or the contractual rights of any other employee.

But what if you weren't able to resolve the issue? Language in Article 15, Section 3, provides for this possibility, stating *"If no resolution is reached during such discussion, (the "discussion" identified above) the supervisor shall promptly annotate a joint Step 1 grievance form, indicating briefly the issue and the date of the initial discussion, which constitutes the Step 1 filing date. The grievance will then be considered further by the installation head or designee and the steward or a union representative."* It's important to note that some managers, who may be unfamiliar with the grievance procedure, may have no idea that a grievance has been initiated. It is recommended that you conclude a discussion where no resolution was reached with "please consider my previous discussion of this unresolved issue as the initiation of a grievance" or "I am hereby filing a grievance on the issue we just discussed and were unable to resolve."

The joint Step 1 grievance form mentioned above is PS Form 8191; it is a Postal Service form, and your local manager should have a copy of the form available, management can locate the form on their computer under USPS forms. Once the grievance form is annotated by your supervisor (only sections 1-4 are completed after the discussion), you should immediately make contact with the appropriate steward so they can begin preparations for the next step of the grievance/arbitration procedure. This is important as your steward or Union representative only has ten (10) days to complete the Step 1 process including, but not limited to

research, investigation, interviewing witnesses, and meeting with the installation head or designee, unless both parties mutually agree to extend that 10-day window.

The general policy related to grievances is codified in Article 15, Section 1, and in reading that particular section, one could break the information down to the following bullet points:

- Grievances should be handled based on the principle of resolving the grievance at the lowest possible level.
- Grievances should be handled in an expeditious manner.
- At Step 1, both parties should ensure that all facts and issues are identified and considered.
- If a grievance advances beyond Step 1 both parties are responsible for ensuring all facts, issues and documentation are provided to the appropriate officials at the next higher level of the grievance procedure.
- T h e U n i o n representative has full authority to settle or withdraw the grievance in whole or in part.
- T h e E m p l o y e r representative has full authority to grant, settle, or deny the grievance in whole or in part.

The grievance/arbitration procedure can be viewed as an avenue for resolving issues in your local office. A grievance is not some elaborate event, only to be employed in the most extreme of circumstances, but a way of identifying, addressing, and resolving a dispute, difference, disagreement or complaint related to wages, hours, and/or conditions of employment.

As mentioned in the beginning, this is not intended to be, nor should it be considered all-inclusive information concerning grievances. Rural craft employees should review the National Agreement and consult with their steward or Union representative as appropriate concerning the proper application of the grievance/arbitration procedure.

In general, the employee who has an issue is the one responsible for discussing the matter with their supervisor



UNITED STATES
POSTAL SERVICE[®]

USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last, first, middle initial)		1b. Grievant's EIN (Employee Identification Number)	
1c. Grievant's Title, Designation Code, and Route No.		1d. Telephone No. (Include area code)	
1e. Grievant's Mailing Address			
2a. Post Office	2b. Branch/Station	2c. Telephone No. (Include area code)	
3a. Date of Incident	3b. Date of Step 1 Discussion with Supervisor (Filing date)	3c. Was Grievance Timely? (Explain)	
4. Issue (Complaint)			
5. Contract Provisions (Articles at issue)			
6. Full, Detailed Statement of Undisputed Facts (Attachments, as necessary)			
7. Management's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)			
8. Management Contentions			
9. Union's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)			
10. Union Contentions			
11. Remedy Sought by the Union			
12a. Disposition (Check one) <input type="checkbox"/> Settled <input type="checkbox"/> Denied <input type="checkbox"/> Withdrawn <input type="checkbox"/> Sustained <input type="checkbox"/> Other (Specify)		12b. Date of Disposition	
13. Signature of Installation Head or Designee and Telephone No.		14. Signature of Union Step 1 Official and Telephone No.	

Instructions

Item	Explanation
1a.	Self-explanatory.
1b.	Enter Grievant's Employee Identification Number (EIN). Do not enter SSN.
1c.	Self-explanatory.
1d.	Self-explanatory.
1e.	Self-explanatory.
2a.	Self-explanatory.
2b.	Self-explanatory.
2c.	Self-explanatory.
3a.	Enter the date when the event causing the grievance occurred or when the employee or union first became aware of the event.
3b.	Enter the date the employee and supervisor discussed the grievance pursuant to Article 15.3 Step 1a.
3c.	Indicate if time limits have been extended in the space designated. (Explain). A timely grievance is one that does not exceed 14 days between item 3a and 3b, unless the parties have extended time limits.
4.	Enter a statement in the form of a question. Examples: Was there just cause for the letter of warning dated 2/15/96 issued to the grievant for unsatisfactory work performance? Did management violate Article 30.2.G when the grievant was denied the auxiliary route assignment on 2/15/96?
5.	Manager and/or Steward Annotate any contractual or handbook provisions involved in the grievance.
6.	Manager and/or Steward List all relevant facts not in dispute.
7.	Manager List any facts in dispute based on your understanding of the facts.
8.	Manager Provide concise, descriptive statements to support management's position and reason for denying the grievance.
9.	Steward List any facts in dispute based on your understanding of the facts.
10.	Steward Provide concise, descriptive statements to support the union's position for the grievance.
11.	Steward Provide a specific statement of the remedy the union is requesting. Do not list any settlement offers on this form.
12a.	Manager Check the appropriate box.
12b.	Manager Self-explanatory.
13.	Manager Sign and give telephone number.
14.	Steward Sign and give telephone number.



Make Them Pay!

By Alicia Peterson, Assistant District Representative

Are you a rural carrier feeling the same fatigue and frustration about the issues in your office? Then why not consider becoming a local steward? The constitutional authority for local stewards can be found in Article IX Section 7. Any Bargaining Unit Member, with the exception of ARCs, may be elected as a local steward.

Local steward elections require a written notification to all members at least 15 days before the date of the election and are elected by a majority of members in the local office. If your office has 50 or more rural craft employees, then there can be a chief steward AND a local steward!

Local stewards assist any rural craft employee who feels aggrieved and if an employee desires, may accompany the grievant during any discussion with management. A local steward represents all rural carriers in your office. Local stewards hold quarterly meetings with management to discuss issues of concern in the office and address those concerns before they even become grievances. The best part about having a local steward in your office is that the EMPLOYER must pay the price for the time spent in grievance handling including investigations, interviews and meetings with the Employer. Regular carrier stewards keep a "Z" time tracking sheet for time spent for all duties performed as a local steward and are granted a paid day off once eight hours of "Z" time is accumulated. This is just like it is when a carrier accumulates "O" time for

The best part about having a local steward in your office is that the EMPLOYER must pay the price for the time spent in grievance handling

breaking down in a vintage LLV. If a local steward is a relief carrier, then they are compensated on a PS 1234 (green card). If a local steward is unreasonably delayed, they may receive auxiliary assistance.

When an area steward, assistant district representative, or the district representative must go into an office to represent a rural carrier, the cost falls on our Association. We will represent all rural craft employees regardless, but why not MAKE MANAGEMENT PAY? Let's save our membership dues for the big stuff, like fighting for pay and benefit increases.

Upon being elected, local stewards receive two days of intensive training and are compensated by our association. The assistant district representatives and district representative mentor local stewards and assist you with handling grievances or provide you with assistance in providing documents, if needed, to attempt to resolve issues to avoid a grievance. We are a team that is here to support you along the way.

When you're tired of the things management does or doesn't do, consider being the voice of the Union in your local office. You may not be interested, but you may see someone in your office that has the passion to help right the wrongs. Post a Form 10 and call for a local steward election and nominate yourself or that bright shiny star in the office today and MAKE THEM PAY!

Application for Steward Certification

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Date _____ Post Office (MAIN) _____
 Station or Branch _____ Finance Number _____
 Postmaster/Station Manager's Name (LFM) _____
 Mailing Address of Post Office _____ State _____ Zip Code _____
 Number of Rural Routes at this Office _____ PO Phone _____ PO Fax _____
 Name of Rural Carrier Steward (LFM) _____
 Employee ID Number _____ Home Phone _____
 Steward Phone _____ Cell Phone _____ Fax _____
 Mailing Address _____
 City _____ State _____ Zip Code _____
 e-mail _____

This is to certify that the above named rural carrier has been elected as the RURAL CARRIER STEWARD to represent the rural letter carrier craft of employees in labor-management relations at the above named Post Office. It is understood that this representative upon successful completion of the NRLCA Training Course will be certified in accordance with Article IX Section 4.B.3 and 4 of the NRLCA Constitution. This representative will serve until; the next called election, the position becomes vacant, the incumbent Local Steward retires, or when two-thirds of the members submit a petition to conduct a steward election to the District Representative for approval in accordance with Article IX Section 7.B.1 of the NRLCA Constitution.

Signatures of those appearing below confirm the selection of the above named rural carrier as Local Steward for the rural carrier craft.
 ONLY DUES PAYING MEMBERS IN GOOD STANDING ARE ELIGIBLE TO SIGN BELOW OR BE SELECTED AS STEWARD.

Signatures of Rural Carriers¹

Route No. ²	REGULAR	LEAVE REPLACEMENT
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____
5	_____	_____
6	_____	_____
7	_____	_____
8	_____	_____
9	_____	_____
10	_____	_____

¹ If additional space for signatures is needed, attach a separate sheet.

² Indicate Vacant Routes.

I accept the responsibilities of the position of steward for the rural carrier craft for the above Post Office.

Signature of Steward

Print Name of Steward

District Representative Use Only - Do Not Write In This Space

Date Trained / Certified _____

Date PM / Steward Notified _____

Signature of District Representative

The affixing of the signature of the District Representative
will serve to validate this document

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Local Steward Election Call

A Local Steward Election is called for the _____ Post Office.

**This election will be held on _____
at _____**

Location _____

**THIS NOTICE MUST BE POSTED AT LEAST 15 DAYS
PRIOR TO THE ELECTION DATE**

Date of Posting _____

In accordance with the Constitution of the National Rural Letter Carriers' Association Article IX, Section 7, this notice hereby constitutes written notification to all NRLCA members that an election shall be held for the position of a Local Steward in their office. Failure of members to exercise this right will result in the local office being assigned representation in accordance with the Constitution of the National Rural Letter Carriers' Association.

The selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carriers' Association. Local Steward Elections will be conducted in the month of July of every fourth year (i.e.; 2016, 2020, 2024 etc.) unless the incumbent Local Steward is unopposed.

The Steward shall serve until a successor is elected and certified or until he or she resigns. An election may be called any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval a Local Steward may be re-elected to the position.

Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an installation, including stations and/or branches, a Chief Steward will be elected by the NRLCA members of said office.

Re: Article IX Sections 7.B.1, 2, & 3 of the NRLCA Constitution

Nominations will be accepted at the time of election and any dues paying members of the National Rural Letter Carriers' Association with the exception of Assistant Rural Carrier (ARC-Des 70-5) can announce his/her intention to be a candidate by signing below:

1. _____

2. _____

3. _____

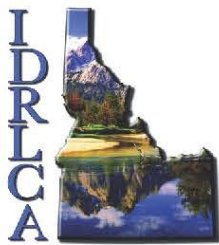
(Print name)

1. _____

2. _____

3. _____

(Sign name)



June 8, 2025 in Worley, ID
6:00 p.m. at the Coeur d'Alene Casino

Understanding your Postal Benefits & Retirement Planning

Joni Montroy, former HR Specialist with the USPS in Rochester NY, will be presenting a seminar to help Rural Carriers understand our current benefits and what we need to know when planning for our postal retirement.

Topics in this seminar will give us an understanding of

- \$ Eligibility and computation of annuity (pension)
- \$ Survivor benefit election options
- \$ How to read paystubs
- \$ How creditable service is determined
- \$ How temporary service (RCA/RCR/military time) could add time
- \$ Understanding the "High Three" average salary computation

She will explain what we should know about our:

- 🎟 Health benefits and Life insurance
- 🎟 Sick and annual leave
- 🎟 FSA and Thrift Savings

KEY **RETIREMENT SOLUTIONS**

Joni Montroy is self-employed and the owner of Key Retirement Solutions which specializes in individual consulting and form preparation for postal and federal employees to retire.



Cost of Seminar is \$20. Sign up soon as space is limited.

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

POST OFFICE: _____

RCA/PTF/REG: _____

Make checks payable to IDRLCA and send with this form to State Secretary
Lori Bennett, 306 N Dakota Ave. Fruitland, ID 83619



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

CAMPAIGNING

A decorative graphic featuring a red banner with white stars and stripes, set against a background of blue and white stars. The banner is curved and appears to be part of a larger design.

Rules

1. Campaigning is only allowed in a specific issue of the *Washington Rural Carrier* and at meetings where the meeting notices state "Campaigning will be allowed". However, if a Board member is being reimbursed to be at any meeting, they are not allowed to campaign, except at State Convention.
2. Campaigning in the *Washington Rural Carrier* will be unedited, limited to maximum 250 words, text only, may be modified by the Editor to fit the paper's format, and must be submitted by the member running for the position. Preferred method of submission is via email to warlcaeditor@outlook.com. Submissions must be received by March 19, 2025 for inclusion in the Spring 2025 issue of the *Washington Rural Carrier*.
3. No appointed or elected officers shall include campaign announcements in their officer reports including the intent to run for re-election or for any other position. The Editor shall be responsible for ensuring compliance. Reports are not to include candidate endorsements.
4. The WARLCA Secretary-Treasurer's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is 10 cents plus \$15 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA Secretary-Treasurer. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.
5. Due to privacy issues, the membership list is not available as public information. Any state-wide membership campaign mailing must be sent to the Secretary-Treasurer as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the Secretary-Treasurer or designee for a fee of \$300.00.

WARLCA Board Meeting Best Western Plus Bellingham Airport Hotel 3985 Bennett Drive, Bellingham

Sunday October 27: Meeting called to order at 2:15 p.m. with President Dawn Ayers, VP Dave Blackmer, S-T Lorrie Crow, RCP1 Isa Lopez, RCP2 Estee Javiniar, RCP3 Delsey Reed, and RCP4 Dawn Anderson in attendance. Ground rules were approved without changes. Minutes were reviewed and approved. We are

once again able to refer rural carriers to National General and Delsey Reed agreed to be the NGI representative. Stella Fazzino has stepped down at the PAC Chair and Christiana Lee will now be the PAC Chair with Katre Milliron as PAC Co-Chair. Susie Hill won and donated her Cool Dat Azz seat back to PAC. It is possible that there

will be another (slightly used) chair donated. The board policy was reviewed and with a few changes approved. The task report was reviewed and updated.

Meeting adjourned at 4:50 p.m.

Monday October 28, 2024: Meeting called to order at 8:02 a.m. with all in attendance.

National Convention Recap: Dawn talked about attending the PNW Eagle Fest during convention. She also brought up the fact that some of the delegates felt as though they were being left out of different activities. The board discussed ideas of how to get information out to the delegates on the different activities and meetings they can sign up for or attend if interested. The Pacific Northwest Eagle Fest being one. The flag poles purchased for national convention last year ended up being too short and it was agreed that we either need to continue using the old one or purchase another set. Estee talked about the Armed Forces Veterans Club. It is a \$5 membership fee; you don't have to be a military vet or on active duty to be a member, the membership year is from July -June. It was agreed that we would put a notice in the WRC on how members can sign up for it. Washington has started a new chapter with: Christiana Lee as President, Susan Durgan as VP, and Estee Javiniar as S-T. Any member can join the Lady Carriers Club, they offer after graduate scholarships. There is always a luncheon at national conventions, the last year's price was \$25, that price includes the annual renewal fee of \$10. We had several delegates that weren't able to attend this last year, allowing for several upgrades and a special thank you to those that attended as non-paid delegates.

Academy Supplies: We need a list of locations and instructors and who needs what supplies. The recruitment booklets are provided by the national office.

2025 State Convention: Estee will oversee the memorial again in 2025. Dawn would like to duplicate the national voting procedure for officer elections, eliminating the need for a separate room for voting and could continue with the business at hand. Different ideas were discussed on how to pass out the ballot papers.

We will continue discussing this at the next board meeting. Lorrie let everyone know that the PO Box was rented for the nominations. A photo contest was discussed for the cover of the state convention program with the following rules: original pictures taken and submitted by the end of March for the cover of the State agenda.

1. original photo
2. deadline March 31st
3. good resolutions high pixels 300 dpi
4. 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 1st, 2nd, and 3rd places.

Adjourned for lunch at 12:00. Meeting called to order at 1:02 PM with all in attendance.

Secretary-Treasurer has been unable to get time off for her S-T position. Grievances and 120-day letter have been filed. The amount of time needed for this position was discussed including what the duties are, what is done under the heading of salary and what falls under a day of pay was also discussed. It was agreed that President Ayers would come and spend a day with S-T Crow at her home office.

There was a problem with the Peninsula meeting notices. Lorrie said she mailed them out in a timely manner, but they never showed up in anyone's mailbox. It is unknown what happened.

WRC: Deadlines for the WRC submission to the printer will be: Winter issue=January 26, Spring issue=March 26.

2026 Convention: Region 4 Dawn Anderson is currently looking for venues in Wenatchee or the Tri Cities areas including Pasco.

2027 Convention: Region 2 Estee Javiniar has been in contact with several different hotels including the Marriot-Tacoma, Holiday Inn-Tacoma, Red Lion-Olympia, and the Great Wolf Lodge has reached out to her and seems to really want our business.

Accepting credit card payments for state convention was discussed. It was by consensus that we start accepting credit card payments through our GoDaddy account. Lorrie Crow

stated that she was not comfortable with this decision without further information.

A shredder was purchased through Costco for the S-T office while the board was in session.

Meeting was adjourned at 5:19 p.m.

Tuesday October 29: Meeting called to order at 8:07a.m. with all in attendance.

Legislative: Nothing to report on or update. The legislative seminar for 2025 will be March 22-26 at the Hyatt Regency in DC. President Ayers and VP Blackmer will attend.

Kurt Eckrem joined the meeting at 9 a.m. Kurt would like to continue digitizing the WRCs and Postmans, there are about 130 that have not been done. He estimates that it would take about 25 minutes a piece, approximately four days of ADOP. The idea of using part of his day when doing orientations was discussed. Kurt was asked if he would like to write historical articles.

It was agreed that Kurt would continue to attend the Seattle and Tacoma orientation. The NRLCA has put out a script for orientations. Everyone doing the orientations should use the same script, Kurt will send Dawn Anderson a copy of the script he uses. There is a new scheduler for orientations, Michael Jacobs. He is now sending them to both Dawn and Lorrie, Dawn will be forwarding these out to Delsey. Kurt is still going to get the notices sent to him. Dawn will try to find someone to cover Tacoma for week two since there are two scheduled at the same time on that day. Delsey will still do the Spokane orientations. Yakima orientations still doesn't have anyone to cover them, Dawn will ask Joyce Patteson about covering that one. Vancouver needs someone that is willing to cover, Dawn will continue to look for willing retirees to see if one would be willing.

Offices are not releasing academy instructors for Olympia and Vancouver at this time backlogging the schedules.

Kurt passed out a NARFE schedule on health fairs and we will post it on both FB and the website.

All monies collected for the Monte Hartshorn Memorial Fund have been transferred to the WARLCA Auxiliary and the account has been closed. All donations should now be sent to the

Auxiliary Secretary-Treasurer Valorie Hamilton. Valorie Hamilton is working with Cathy Hartshorn on the scholarship and getting it up and running.

Region Committeeperson Reports:

What should be included in their report to the board was discussed with the following as a guideline.

Date and location of meeting

How many attending.

Officers by name in attendance

Name of NSS in attendance and subject discussed.

PAC donations \$ only

Number of resolutions submitted.

Results of elections.

Anything out of normal that might have happened (i.e. meeting became hostile).

Apple Valley would like to split into two different counties and Curtis Carstens has agreed to help with the process.

What is needed or should be handed out at county meetings was reviewed.

What every RCP should be covering at county meetings was also discussed: PAC, dates of state and national conventions, EAP, member of the year, how to contact your congressperson.

Providing snacks or reimbursing the county officers for providing snacks was discussed for the smaller counties that have difficulties in getting members to attend.

A lot of times, the Teamsters' halls are a good place to have meetings at no cost, NALC offices might also be an option.

Broke for lunch at 12:00, and meeting called to order at 1:14 p.m. with all in attendance.

Still looking for a camera for the photography committee. Dawn M sent a couple of recommendations from her daughter.

Reviewed where we are on LWOP and are under the estimated time.

There has been feedback from members that there isn't enough time spent with the union presentation and Q and A at county meetings, potentially too much time spent on county reports. It was suggested that a time limit be placed on delegate reports.

The question was raised: at the annual

meetings should we hand out a questionnaire to the newly elected county officers asking what they would like to have training on and include a list of suggestions. The S-T can include three of these questionnaires in the annual meeting packets. It was discussed that we put a county officer training together prior to the state convention, possibly doing a mock meeting and then break outs for the three specific positions. We will revisit this in the spring meeting.

There has been an issue with getting a correct PAC report, several months of donations and some names are missing. We are expecting to get a corrected report by Thursday October 31st, this is causing a delay in the ability of the board to do the massage chair drawing. It was by consensus that the drawing be done at the next board meeting in order to avoid any appearance of impropriety.

Meeting adjourned at 5:03 p.m. and meeting called to order at 8:03 a.m. with all in attendance.

The board has looked into and decided to

start taking CC payments for state convention registration, it will be set up and finalized at the next board meeting.

Isa has been on top of getting things posted on Facebook and the website, in the future we will be sending emails to the board and Isa and Lisa on stuff we want to post. Dawn asked that Lisa and Isa try to include a folder file for the Facebook page.

How do we get more members involved? Dawn would like to try doing an insert or different paper stock for one or two pages in the paper. Bring your meeting notice to your next county unit meeting to be entered into a statewide drawing for a prize. Bring a friend to the meeting and get a second entry. These are ideas presented at the meeting and will be discussed further at the next meeting.

Meeting adjourned at 10:30

Respectfully submitted

Secretary-Treasurer Lorrie Crow

APPLICATION FOR 50- or 60-YEAR AWARDS

To qualify for a 50 or 60-Year Award you must presently be a member of the NRLCA and have been a member for all or the major portion of 50 years. Applicant may have served 50 or 60 years as a rural letter carrier, OR a combination of 50 or 60 years as a rural carrier and a retired carrier.

NAME OF PERSON PROPOSED FOR AWARD: _____

DATE OF APPOINTMENT AS A RURAL CARRIER: _____

DATE OF RETIREMENT: _____

PRESENT ADDRESS: _____

PRESENT PHONE: _____

COMMENTS: _____

(The applicant may submit this application, or someone designated to complete the application for the applicant. Please sign below to certify the above information to be correct.

(Signature)

Return this form to the State Secretary below:
WARLCA Secretary-Treasurer
1208A Slide Creek Rd
Colville, WA 99114

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 a.m., 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.

RULES FOR OBSERVERS

In the Election of Officers and National Delegates for the WARLCA

1. Each observer should identify himself/herself to the election officials, sign the observer log, and indicate which candidate he or she represents. An observer should notify election officials if he or she is scheduled to be replaced by another observer. A candidate may select themselves or some other person to be their designated observer.
2. While present during the collection of the voted ballots or in the tally area, each observer should wear a badge provided by election officials clearly marked "Observer" if requested to do so.
3. Election officials will meet with the observers to discuss the verification and tally rules as follows. Observers, accompanied by election officials, may inspect the area in which the ballots are to be tabulated prior to the start of the voted ballot verification and tabulation process.
4. Observers must not campaign in the ballot collection or tabulation area in any way. They may not wear buttons or other campaign apparel, distribute campaign material, or engage in conversations with voters about candidates or the election campaign.
5. Observers should remain in the area(s) approved by election officials where they are able to see the voter tabulation process.
6. Observers may not roam around the tabulation area or disrupt the tabulation process in any way. They should direct any questions or report any problems directly to the committee chair as soon as possible so that any necessary corrective actions can be taken.
7. Observers may challenge the eligibility of any voter by clearly specifying the basis for the objection to election officials. (For example, "I challenge the eligibility of Voter X because he is a new employee who has not yet paid dues.")
8. During the tally of ballots, observers may challenge the accuracy of the way votes are read from marked ballots and recorded on tally sheets and should state any objection to election officials as soon as possible so that any necessary corrective action can be taken.
9. Observers may not touch or handle ballots at any time or interfere with the tally process.
10. Prior to the start of the ballot verification and tally, the election officials will review the counting procedures with observers including voiding rules.
11. Observers will be requested to sign a Ballot Tally Certification at the end of the ballot tally process.

WARLCA COUNTY CONSTITUTION CHANGE

The following Constitution change was submitted at the (date) _____ Meeting of the
(County) _____ Rural Letter Carriers' Association. If adopted, the County
Secretary/Treasurer will update the County Constitution appropriately, and then send the complete updated
County Constitution to the State Secretary/Treasurer.

The following procedures are suggested for effectively presenting county-adopted Constitution Changes:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format.
- 3) Formatting instructions:
 - (a) Font - Times New Roman; Font Size - 11
 - (b) New Language **BOLD**; ~~Omitted Language Strike Through~~
 - (c) Article _____ Section _____ Paragraph _____

Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading)

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Adopted? (circle one) Yes or No

Signature _____ Date _____
County Secretary

This form to be kept for two years by County Secretary/Treasurer

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:

☐ AUTOMATION

☐ BENEFITS

☐ EMA

☐ GRIEVANCE PROCEDURES

☐ LEAVE REPLACEMENTS

☐ MAILCOUNT

☐ RELIEF DAY

☐ RETIREMENT

☐ SALARY

☐ TIME STANDARDS

☐ VEHICLE

☐ WORK RULES

☐ OTHER

☐ WARLCA CONSTITUTION

☐ 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

Eligibility:

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

Method of Selection:

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

Criteria for Selection:

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

MEMBER OF THE YEAR NOMINATION FORM

NAME: _____

PLEASE GIVE A RESUME OF THE ACCOMPLISHMENTS OF THE ABOVE
NAMED NOMINEE:

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 THE VICE-PRESIDENT NO LATER ***
THAN FOURTEEN (14) DAYS PRIOR TO THE CONVENING OF THE STATE CONVENTION
Vice President Dave Blackmer - PO Box 13923 Mill Creek WA 98082.

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

ZIP CODE+4

EMAIL ADDRESS

POSTAL INSTALLATION WHERE EMPLOYED

ZIP CODE OF INSTALLATION

INSTALLATION FINANCE NO.

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

EMPLOYEE SIGNATURE

DATE

PHONE

SECTION B - FOR USE BY STATE ASSOCIATION**R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

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

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

LOC #	STATE
	WA
DATE	REMIT #

Lorrie Crow

WARLCA

, STATE SECRETARY

SECTION C - FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE

Send to:

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

Recruiter EIN:

Name:

Address:

WARLCA Membership Statistics



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

*Deania Guy
Doug Rinehart*

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,120	70-5 — ARC	176
PTF	194	71 — Regular	203
Retired	257	76 — PTF	73
Associate	7	78 — RCA	169
RCA	245	79 — RCA AUX RT	8
Recently Retired	10	Total	629
ARC	38		
OWCP/LWOP	38		
Cash-Paid	27		
Total	1,936		

Membership Longevity Awards

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

Congratulations Retirees!

Patricia L Bickford, Stanwood
Adrienne C Davis, Vancouver
Kelly M Dunlap, Stevenson
Meey Y Fong, Seattle
Valerie A Korsberg, Dayton
Rod E Lafrance, Greenacres
Denae L Murphy, Brush Prairie
Edgar C Ramos, Gig Harbor
Roberta L Sherman, Goldendale
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 WRC.

Please Welcome Our New Members!

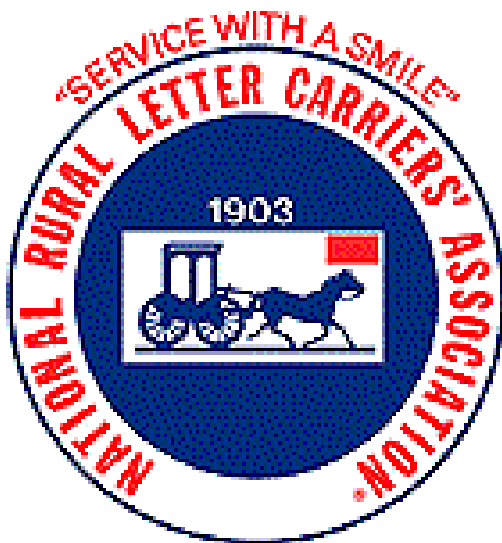
7 - RCA	ABERDEEN	ATWELL	ALEJANDRO	7 - RCA	OAK HARBOR	MUMPER	COLE
2 - PTF	ARLINGTON	BRADFORD	GARRETT	C - ARC	OCEAN PARK	FLETCHER	LISA
7 - RCA	ARLINGTON	CRAIG	CHRISTOPHER	7 - RCA	OKANOAGAN	JAMISON	JOSHUA
7 - RCA	ARLINGTON	HEENEY	KELSEY	7 - RCA	OLYMPIA	LERUD	CHRISTOPHER
7 - RCA	BATTLE GROUND	DAVIDSON	GABRIELLA	7 - RCA	OLYMPIA	GUERRERO	COLLEEN
7 - RCA	BRUSH PRAIRIE	WALLWAY	CELESTE	7 - RCA	OLYMPIA	WEISINGER	SUSANA
7 - RCA	BUCKLEY	KIM	CHARLES	7 - RCA	OMAK	MACNEILL	LEAH
7 - RCA	BUCKLEY	REYES	DIEGO	7 - RCA	PALOUSE	RHEINER	ETHAN
7 - RCA	CASTLEROCK	BACKSTROM	CHARITY	2 - PTF	PASCO	HENDRIX	JOSEPH
7 - RCA	CASTLEROCK	HAERTLING	ALLYSON	7 - RCA	PASCO	SANTOS I	KYLIE
7 - RCA	CHATTAROY	HUST	RACHEL	2 - PTF	PASCO	YATES	TIMOTHY
7 - RCA	CHENEY	TANGVALD	CHRISTIAN	C - ARC	PASCO	RACICOT	AARON
7 - RCA	COLVILLE	WARD	WILLIE	C - ARC	PASCO	TOMPKINS	WILLIAM
7 - RCA	ELMA	HIEBER	STEVEN	2 - PTF	PASCO	COATES	LORINDA
1 - Regular	FORKS	CHAPMAN	ANDREW	7 - RCA	PORT ANGELES	HUXTABLE	JULIAN
7 - RCA	FORKS	WHIDDEN	ISAAC	7 - RCA	PORT ORCHARD	BOWLING	RAYMOND
7 - RCA	FREELAND	JOHNSON	JAMES	2 - PTF	PORT ORCHARD	JOHNSON	DANIEL
7 - RCA	GIG HARBOR	ROSS	BENJAMIN	C - ARC	POULSBO	DUCHARME	CAROL
7 - RCA	GOLDENDALE	SOULE	CHRISTOPHER	7 - RCA	PROSSER	KLIPFEL	KYLE
7 - RCA	GOLDENDALE	WINTER	SONNY	7 - RCA	PULLMAN	PORTER	DESEE
7 - RCA	GRAHAM	SIMPER	TRENTON	7 - RCA	PUYALLUP	CLANCY	CHARLES
7 - RCA	GREENACRES	OXFORD I	ELIZABETH	7 - RCA	RIDGEFIELD	SPRAGUE	CHRISTOPHER
2 - PTF	ISSAQUAH	MCCLURE	JAMIE	7 - RCA	SELAH	VANDERSCHAAF	HEATHER
2 - PTF	ISSAQUAH	NAVA	BERNICE	7 - RCA	SEQUIM	CLARK	JAYSON
2 - PTF	KENT	IRWIN	SPENCER	2 - PTF	SNOHOMISH	PALMER	CALEB
2 - PTF	KENT	JOLLY	BRADY	7 - RCA	SPANAWAY	BORJA	KAYLAMARIE
2 - PTF	KENT	DAVIDSON	LONI	2 - PTF	SPOKANE	FAWCETT	AMANDA
2 - PTF	KENT	SIMPSON	DUSTIN	2 - PTF	STANWOOD	CULLUP	JAMISON
7 - RCA	KETTLE FALLS	HEIMBIGNER	ROBERT	7 - RCA	SUMNER	CANON	SHANNON
7 - RCA	LAKE STEVENS	SINGH	HARMANPREET	C - ARC	SUMNER	OSBORN	GARRETT
2 - PTF	LAKE STEVENS	YANG	SKY	7 - RCA	TACOMA	LOBDELL	JARED
7 - RCA	LAKE STEVENS	KUMEROW	KAREN	7 - RCA	VANCOUVER	LINN	ANDREA
7 - RCA	LAKEBAY	KOPECKI	GRANT	7 - RCA	WASHOUGAL	LEIGHTON	JOSHUA
7 - RCA	MANSON	TORRES	JAVIER	7 - RCA	WOODINVILLE	MCBRIDE	BENJAMIN
2 - PTF	MARYSVILLE	HOLODNICK	ANDREA	C - ARC	YAKIMA	RUIZ	EVELINA
7 - RCA	MEDICAL LAKE	ROSE	RICHARD	7 - RCA	YAKIMA	MINCHACA	JULIO
7 - RCA	MONROE	CARHART	AUBREY	7 - RCA	YAKIMA	MARQUEZ	ADRIAN
7 - RCA	MOUNT VERNON	FERNANDES	RUTHANN	7 - RCA	YELM	FROST	JESSICA
C - ARC	NEWPORT	PHILLIPS	ALEXIS	2 - PTF	YELM	TRULL	HEAVEN
7 - RCA	NORTH BEND	TWEEDALE	MARTIN	7 - RCA	YELM	WEISDEPP	ANNE

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Upcoming Dates to Remember

Feb 8 2025: Zoom Meeting RE: Mini Mail Survey
Feb 22-Mar 7 2025: Mini Mail Survey
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 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



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