

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Convention 2026



Meet Washington's Outstanding Member of the Year, Alicia!



Teaser

Subhead

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The 2026-2027 WARLCA Board: President Dave Blackmer, Vice President Estee Javinari, Secretary-Treasurer Lorrie Crow, Region 1 Committeeperson Isa Lopez, Region 2 Committeeperson Kris Skewis, Region 3 Committeeperson Delsey Reed, and Region 4 Committeeperson Dawn Anderson

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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 WARLCA members. Submission does not guarantee that the content will be published. If printed, only the author's name will accompany the content. The views and opinions expressed in such letters are those of the author and do not necessarily reflect the views or policies of the Association.

Contents

Membership Stats

New Members





DR Alicia Peterson, MOTY

By Estee Javinari, Vice President

Alicia's postal journey began May 23, 1994, when her mom told her "Get your butt to the post office, they are hiring! Get your foot in the door." The postmaster gave her an interview right off the street. From the youthful age of 19, Alicia was hired as an RCR by Teri Wickum for the Eatonville Post Office. Although she liked Alicia very much, she was worried that she would have a problem working side-by-side with Mom. Will they get along? Will they want the same weekends off? Three months later, Alicia and two other subs in the office created a study group to take the postal exam. With remarkable success, Alicia got the second highest score in that group.

In fact, they scored second, third, and fourth and ended up working in the same office.

Alicia worked a 5-1 work week, five days per week on auxiliary Route 5 and one day per week she subbed on her mom's route. She had to wait until her auxiliary route went through an official mail count to become a regular rural route. In January 1997, Alicia bid and was awarded Route 5. While working her POV route from 1994 to 2015, Alicia raised three kids. She, like many POV routes, had their highs and lows

going through seven to eight vehicles and only three of them being right hand drives. One of her last POVs was a 4-door RHD Wrangler. One summer day she got three flat tires. The first one she was able to change and get on her way. But when the second one occurred, she had to call her mom to bring her the only other spare tire she had which was a studded snow tire. By the time she reached her, the third tire went flat. An elderly man in a scooter offered to help but Alicia, feeling like a one-woman-pit-crew at the Indy 500 races, left him in

awe. His response to her, "I'd help darlin', but looks like you've got it under control."

She joined the QWL/EI team in

November 1994, the only RCA on the team. The members of the group were made up of the Postmaster, regulars from Routes 1, 2, 3, and designation 79 from the auxiliary route. The team's accomplishments included new striping for the parking lot, getting a water cooler installed and setting up deliveries for the office. They collaborated with the local school district to have a contest and have students submit ideas to paint a mural in the community. In 1997, Alicia helped create a special stamp cancellation for Mount Rainier's 100-year anniversary,

Quote

“Gateway to Paradise.” Each surrounding town held a community event leading up to an anniversary celebration with Governor Locke and completed it with a Mount Rainier cake the size of a pool table. She helped orchestrate with the NALC food drive, coordinating with emergency food programs in Tacoma and meeting with higher-level officials to figure out how to get the rural craft involved. She worked with local stores to advertise the food drive and partnered with food banks for drop-offs. It was a family event while her kids volunteered too!

She attended mail count training, booster meetings, and county meetings. Once her kids were older, she made it to her first state convention in Oak Harbor 2013. That is where she met Dawn Ayers and immediately wondered where the auxiliary was, being a former junior auxiliary member herself. She wanted more family involvement and helped advocate on bringing our auxiliary back to our conventions. Her first Western States Conference was in Seaside, Oregon, and has never missed one since. At one lunch, she snagged the last seat with national officers at the time President Jeanette Dwyer and Vice President Ronnie Stutts.

Alicia’s earliest memories come from the early 1980s watching her mom work as a carrier. She remembers climbing into her mom’s Datsun B210 station wagon with her friend after school and playing with facing slips and plastic straps. She also remembers climbing into her mail jeep and using a pillow on a spare tire to sit on.

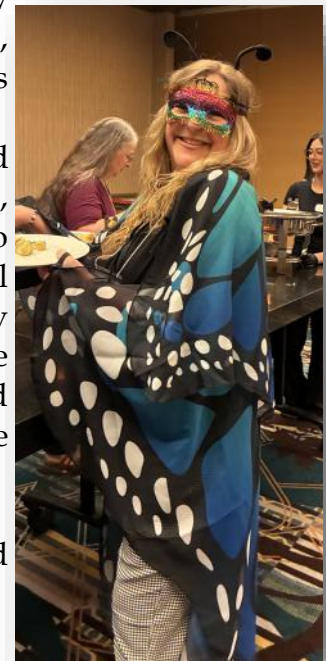
Alicia’s proudest moments come from calling carriers to tell them she successfully resolved their grievances, and they can return to work after an unjust removal.

“Nothing compares to that feeling.” Being part of a multi-generation postal family, her daughter is in her sixth year at the Postal Service, her mom worked out of the Spanaway and Eatonville offices, and her aunt worked out of the Woodinville office. Her service as a member includes terms as Region 2 Committeeperson and State Vice President, County President, Local Steward, Area Steward, Part-Time Assistant District Representative, Full-Time Assistant District Representative and her current position as the Washington & Alaska District Representative.

She credits her mentors Patrick Pitts, Joyce Patterson, Monte Hartshorn, and Renee’ Pitts for their support and encouragement, saying she would not be where she is today without them, as well as meeting her closest friends through the Postal Service and the NRLCA.

When Alicia is not devoting her time to her rural family, she enjoys spending time with her family, gardening, caring for her chickens, watching any sporting event and exploring new cities, towns, parks, and beaches as well.

For herself and for the rural craft, Alicia’s goal is to have a local steward in every office, increase membership, and improve the relationship between employees and employers.



Madam Butterfly Alicia at banquet night in Pasco



President's Annual Report

By Dawn Ayers, WARLCA President

As we end the year 2025-26 association, I would like to thank all the members of the State Board for their service to the association. As I began year two, I was able to attend the New President's Training in September. I attended all State Board meetings which were held in July and October of 2025 and January and March of 2026 and fulfilled all responsibilities associated with the office of President of the Washington Rural Letter Carriers' Association.

It was my greatest honor to present the Washington Flag during the Parade of States again this year at National Convention. I was extremely busy at convention this year as I was selected to serve on the Resolutions Committee. That commitment had me arriving on Wednesday before convention started and working almost 12 hours each day through Monday as we sifted through hundreds of submitted resolutions from each state. Our committee again gathered on Thursday and Friday as the delegation voted on those 318 resolutions.

We continued this year trying to find ways to increase membership and membership participation. We have been trying to attend every orientation possible but that has proven difficult at times. I would like to extend my thanks to Kurt Eckrem for representing the WARLCA at so many orientations this year. It is the

Association's goal to attend as many orientations as possible while maintaining our fiduciary responsibility as well. As discussed in the previous year, the Board tried to increase participation by using the Zoom platform to hold meetings. Our first instance of this was the Zoom meeting held in November, and we saw around thirty-five of our members as we discussed peak season, second trips and relief carriers working over 12 hours. I extend my thanks to our NSS as they offered their time and knowledge to help educate our membership for both meetings. Our second Zoom was held in February just before the Mini Mail Survey where the NSS again went over where to find RRECS resources and vehicle issues. Sadly, participation was not what we had hoped for but for those that did attend the Zoom meeting, we thank you for taking the time to educate yourselves. We do plan to hold more meetings like this in the future, but we need our membership to get engaged and help us by telling us what information you would like to disseminate to you. The more members we have, the more powerful our union becomes. The age old saying, "UNITED WE BARGAIN, DIVIDED WE BEG" still holds true. The higher our membership numbers means more educated members, which in turn helps everyone when it comes to holding the USPS accountable when they

violate our contract.

Along with most of your WARLCA State Board, I attended the Western States Conference in Henderson, Nevada in mid-April. Seventeen members from Washington State attended in total.

I was honored to represent our Association at the Legislative Seminar April 25th through April 30th with Vice President, Dave Blackmer. As it was our second time at this event, we knew so much about the process of contacting and speaking with either the Congressional member themselves or their aides about all Postal-related legislative issues. We were able to meet with all of Washington's 10 Representatives of the House or their staff and both Senators staff members. We were fortunate to have District 8's Representative Kim Schrier meet with us, and Senator Maria Cantwell joined us for our meeting. Educating and communicating with our Congressional representatives is so important for every member of our craft, especially now that they are trying to take

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

I want to thank you for allowing me the opportunity to serve you as the WARLCA State President. It has been my privilege. Additionally, I would like to thank all the State Board members for representing the association as well as all the County officers, appointed officers, and stewards well. Your service to the association is invaluable! Your State Board always welcomes your questions, comments, or any ideas that you feel would help the members of this association.

Respectfully submitted for the 2026 State Convention of the Washington Rural Letter Carriers' Association.

Dawn Ayers, WARLCA State President



VP & Legislative Director's Annual Report

By Dave Blackmer, WARLCA Vice President & Legislative Director

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

snapshot of what I have done the past year.

June 2025 after a successful state convention in Bellingham a short board meeting was conducted scheduling out the various meeting dates and goals for the forthcoming year.

July 2025 all board members met in Ellensburg for four days and went over the

required training for the board laying out the year's agenda. I was tasked to assist President Ayers with various projects.

August 2025, I attended the NRLCA national convention in Orlando, FL. Having a better idea of what was expected I continued to work throughout the convention with state delegate attendance and miscellaneous tasks.

The board met again in October of 2025 in Pasco to get a feel and look at the Red Lion Hotel and surrounding area for this year's State Convention. Much was discussed with even more work to be done before June of 2026.

Last week of January 2026 the Board met in Ellensburg working towards State Convention and the 2026 Legislative conference with President Ayers and I would be attending.

Last week of March 2026 the Board met to finalize the 2026 state convention and discuss the final preparations that would need to be finished. I recently discovered how to make a digital signage board that I will present outside the main hall for delegates to observe the day's agenda.

Last full week of April 2026 President Ayers and I went to Washington DC for a four-day legislative conference. The first two days were training and guest speakers not necessarily with the postal service but those who do business with the postal service. It was informative and prepared us to meet with the Washington State Representatives, Senators and/or their staff. President Ayers and I spent two days meeting with our Washington State elected Representatives as we walked all over the Capital grounds to the respective offices.

We met personally with Senator Maria

Cantwell and Kim Schrier along with staffers of the respective congressional districts. All those who we met with were very concerned with the viability of the Postal Service and the various bills that have been sponsored. While there will always be work to do with our congressional representatives, a majority support the men and women of the Postal Service even if they do not explicitly state so.

Additional information on the WARLCA legislative visit and progress can be found on the website (warlca.org). May 2026 was the build up to State Convention in Pasco. I assembled first timers' presentation,

legislative presentation, learning parliamentary procedure and planned out the convention "Game Night". Stay safe and look out for each other.

Dave Blackmer
Vice President and Legislative Director -
WRLCA



Vice President Dave Blackmer and RCP 4 Dawn Anderson as the Game Night cohosts at State Convention banquet night in Pasco.



Secretary-Treasurer's Annual Report

By Lorrie Crow, Secretary-Treasurer

Membership:

As of June 5, 2026, I have entered 262 New Members into the Data Base of those 70 have separated. Since July we have had 17 members successfully cancel their membership, and another 6 sent their request to cancel but missed their anniversary date. Throughout the year I have continually sent out recruitment letters accompanied by the form 1187. These have

been from a complete non-member recruitment mailing, New Retiree recruitment mailings, New Hire recruitment mailings, and monthly mailings from the Notice of Action Reports. Out of the several hundred recruitment letters that I have personally sent out, only 58 have been returned requesting to be a member. As of this date I have sent 41 New Membership remits to the National Office.

Membership Totals by Class Report

CL	Totals
1 - Regular	1213
2 - PTF	190
4 - Retired	295
5 - Associate	12
7 - RCA	217
A - Retired Associate	1
B - Recently Retired	9
C - ARC	25
1 - Regular OWCP	31
Total	1993

Non-Member Totals by DES

DES Code	Totals
70-5 ARC	152
71 - Regular	252
76 - PTF	88
78 - RCA	154
79 - RCA AUX RT	12
Total:	658

Member and Non-Member Totals by County

County	Members	Non-Members	% of Non Mbrs to Mbrs
Associate Members	5	0	
North Central WA 001	71	17	23.94%
Peninsula 003	189	36	19.05%
Lower Columbia 005	219	44	20.09%
Mutual 006	375	55	14.67%
Island, Skagit, San Juan 010	124	27	21.77%
King, Snohomish 011	403	87	21.59%
East Central WA 013	184	39	21.20%
North East WA 014	42	9	21.43%
Whatcom 015	123	32	26.02%
Whitman-Southeast 016	47	9	19.15%
Apple Valley 017	211	65	30.81%

In this past 25/26 Association year I carried out the following tasks:

- ⇒Recruitment of all nonmembers, and recently retired members.
- ⇒Ran the Nature of Action (NOA) notices monthly and sent recruitment letters to those that were not already members, with a focus on the many carriers that became PTFs and regular carriers. Made sure that the updates were entered into the database for location, class and membership status.
- ⇒Contacted those members that had not had dues started (ever) and asked them to resubmit an 1187 form so that we could start the dues process.
- ⇒Did the cash-pay billing and entered those payments into the database.
- ⇒Entered 1187s into the database and sent the associated remits to the National office.
- ⇒Followed up on the new memberships to ensure that dues had started.
- ⇒Entered a change of address in the database whenever I was aware of any changes.
- ⇒Sent the county officers the information they would need to complete their LM4s.
- ⇒Paid County Officers a stipend for completing their LM4s in a timely manner and attending their county meetings.
- ⇒Verified with the DOL that all LM4s were in fact filed.
- ⇒Sent the County Secretary/Treasurers and emailed the County Presidents information on planning and running their Annual Meetings
- ⇒Drafted, printed and mailed County Meeting Notices. Some counties prefer to draft their own notices and do the mailing themselves, and some will send

me what they have drafted, and I will then print and mail them.

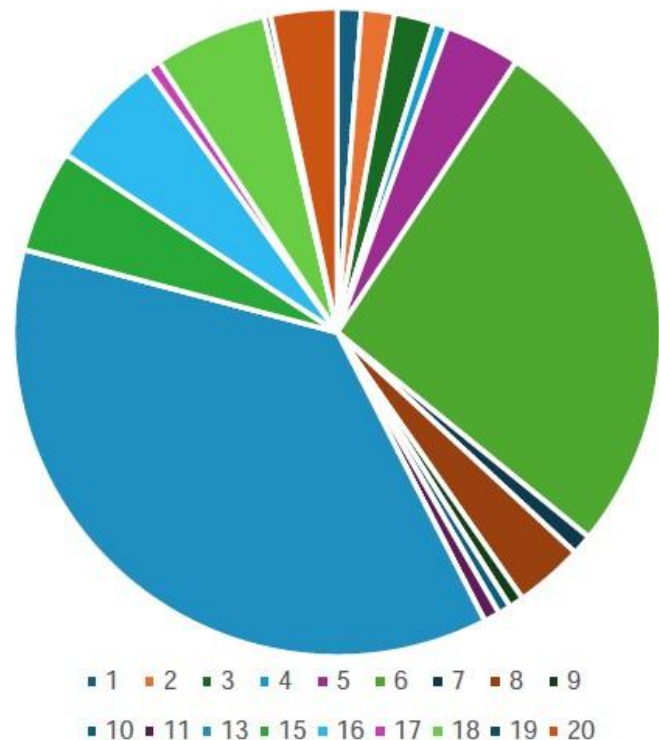
- ⇒Participated in the County Officer training that the State Board provided.
- ⇒Attend the annual state S/T training that the National Board provides, and the new annual Combined S/T and Presidents training.
- ⇒I had the opportunity to attend a workshop put on by the Department of Labor which focused
 - ⇒specifically on nonprofits and unions.
- ⇒Attended and participated in all board meetings.
- ⇒Updated the Board Policy and equipment list, ground rules and any other publication as needed when changes were decided on during the board meetings.
- ⇒Provided financial statements and meeting minutes for the WRC Publication. Including sending a
 - ⇒mailing list to the printers for every issue.
- ⇒Paid the bi-monthly payrolls and monthly salaries of Board Members.
- ⇒Paid the associated payroll taxes with each payroll completed, and any invoices or bills that I received.
- ⇒Reconciled the Bank accounts, closed the monthly books and sent them to the Accountant for review.
- ⇒Reviewed and paid all quarterly payroll tax returns. Reviewed and submitted Forms 5500 for Voya, form 990, and IRS yearly reports.
- ⇒Filed the 990EZ forms for all of the WARLCA counties.
- ⇒Completed or worked on any tasks assigned by the board.
- ⇒Assisted in the development of the 2026 officers training at state convention.

We still follow the same review practices that were set out with the previous S/T Becky Wendlandt. All payroll and expense vouchers are emailed to the entire board and reviewed on Saturday after the end of the pay period. This allows time for any corrections that need to be made prior to payroll being done on the following Monday. At the beginning of every month the finances (quick books) are sent to an outside Accountant for review. Vouchers are then reviewed again with the bank statement and financial reports at every

board meeting. They are again reviewed by the Auditing Committee and the State Convention. The use of a Credit Card was introduced 3 years ago; these statements are included in the monthly voucher envelopes. The credit card statements like the bank statement are reconciled monthly and paid in full. The years books are then reviewed by an independent CPA at the end of the Association year, his report is included in the binders and folder for the Auditing Committee

- 1 Fees
- 2 Awards & Recognition
- 3 Employee Benefits
- 4 Equipment
- 5 Lodging
- 6 National Convention
- 7 Office Expense
- 8 Payroll Taxes
- 9 Per Capita Dues
- 10 Postage
- 11 Printing
- 13 Salaries and Wages
- 15 State Meetings
- 16 State Paper
- 17 Telephone & Internet
- 18 Travel
- 19 Website Expenses
- Western States
- 20 Conference

25/26 WARLCA Expenses



Just a quick visual of where our money goes.

WA Rural Letter Carriers' Association
Statement Of Activities Previous Year Comparison

July 1, 2025 through June 5, 2026

		Jul 1, '25 -Jun 5, 26	Jul 1, '24 -Jun 5, 25	% Change
Income				
4000000	• National General Insurance	21,615.91	0.00	100.0%
4100000	• Interest / Dividends	7,837.53	8,642.18	-9.3%
4200000	• Membership Dues	379,606.28	359,953.31	5.5%
4400000	• Reimbursements	1,816.61	3,394.29	-46.5%
4500000	• Sales	3,046.55	4,811.39	-36.7%
4600000	• AuxiliaryDuesStatePortion	0.00	1,798.04	-100.0%
Total Income		413,922.88	378,599.21	9.3%
Gross Profit		413,922.88	378,599.21	9.3%
Expense				
5000000	• Accounting and Banking Fees	3,847.50	9,298.24	-58.6%
5100000	• Awards & Recognition	5,320.20	4,227.06	25.9%
5300000	• Employee Benefits	6,388.80	6,123.82	4.3%
5400000	• Equipment	2,411.99	1,707.19	41.3%
5600000	• Lodging	12,156.36	14,328.32	-15.2%
5700000	• National Convention	86,097.80	21,162.85	306.8%
5800000	• Office Expense	3,278.32	5,147.90	-36.3%
5900000	• Payroll Taxes	11,132.77	9,011.04	23.6%
6000000	• Per Capita Dues	2,361.00	2,510.00	-5.9%
6100000	• Postage	2,038.05	7,327.64	-72.2%
6200000	• Printing	2,587.46	3,870.16	-33.1%
6400000	• Rent	0.00	2,804.00	-100.0%
6600000	• Salaries and Wages	118,635.14	87,555.62	35.5%
66900	• Reconciliation Discrepancies	0.00	-11.59	100.0%
6700000	• State Meetings	16,590.80	11,144.82	48.9%
6701000	• State Paper	18,827.76	10,202.31	84.5%
6900000	• Telephone & Internet	2,218.95	2,240.79	-1.0%
7000000	• Travel	18,275.77	17,927.94	1.9%
7100000	• Website Expenses	1,028.69	3,198.11	-67.8%
7200000	• Western States Conference	10,722.50	12,633.60	-15.1%
Total Expense		323,919.86	232,409.82	39.4%
Net Income		90,003.02	146,189.39	-38.4%

WA Rural Letter Carriers' Association
Statement of Financial Position
As of June 5, 2026

	<u>Jun 5, 26</u>	<u>Jun 5, 25</u>	<u>% Chan...</u>
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	3,653.03	-2,153.31	269.7%
1015000 · Savings - WA Trust Bank	7,386.67	75,791.76	-90.3%
1020000 · Savings - APCU	435,350.16	361,825.78	20.3%
1030000 · Chkg - APCU	7,844.80	8,808.99	-11.0%
1220000 · CD#76 Emer Fund 4.879% 4/7/2025	27,015.52	26,079.57	3.6%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	85,834.51	82,256.60	4.4%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	143,311.47	137,823.13	4.0%
Total Checking/Savings	<u>710,396.16</u>	<u>690,432.52</u>	<u>2.9%</u>
Total Current Assets	<u>710,396.16</u>	<u>690,432.52</u>	<u>2.9%</u>
TOTAL ASSETS	<u>710,396.16</u>	<u>690,432.52</u>	<u>2.9%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2000000 · Credit Card	<u>0.00</u>	<u>12,605.09</u>	<u>-100.0%</u>
Total Credit Cards	<u>0.00</u>	<u>12,605.09</u>	<u>-100.0%</u>
Other Current Liabilities			
2100000 · Payroll Liabilities	316.63	-275.96	214.7%
2500000 · Retirement Plan Payable	0.00	-252.82	100.0%
2600000 · Nat Auxiliary Dues	<u>0.00</u>	<u>2,037.94</u>	<u>-100.0%</u>
Total Other Current Liabilities	<u>316.63</u>	<u>1,509.16</u>	<u>-79.0%</u>
Total Current Liabilities	<u>316.63</u>	<u>14,114.25</u>	<u>-97.8%</u>
Total Liabilities	<u>316.63</u>	<u>14,114.25</u>	<u>-97.8%</u>
Equity			
3900000 · Net Assets	620,076.51	530,128.88	17.0%
Net Income	<u>90,003.02</u>	<u>146,189.39</u>	<u>-38.4%</u>
Total Equity	<u>710,079.53</u>	<u>676,318.27</u>	<u>5.0%</u>
TOTAL LIABILITIES & EQUITY	<u>710,396.16</u>	<u>690,432.52</u>	<u>2.9%</u>

WARLCA TRACKING FORM FOR ACCOCIATION YEAR 2025-2026 FOR ADOP AND L.A. & S.L.															
NAME	25-Jul	Aug. 25	Sept 25	Oct25	Nov. 25	Dec. 25	Jan. 26	Feb26	Mar. 26	April. 26	May-26	Jun-26	Total		
Lorrie Crow Total ADOP	20	9	10	12	8	7	8	14	11	8	13	7	127		
Lorrie LWOP Days Used													0		
Lorrie Lost s/l annual taken													0		
Dawn E Ayers Total ADOP	12		5	4			1	4		4	7		37		
Dawn E LWOP days Used	3		5	2				3		1.0	4		18		
Dawn E Lost S/l annual taken						2							2		
Isa Lopez Total ADOP	9			4				4		4			21		
Isa LWOP Days Used													0		
Isa Lost s/l annual taken													0		
Dave Blackmer Total ADOP	8			4				4		4	6		26		
Dave LWOP Days Used										0			0		
Dave Lost s/l annual taken										0			0		
Delsey Reed Total ADOP	9			4				4		4	1		22		
Delsey LWOP Days Used	2			2						3			7		
Delsey Lost s/l annual taken													0		
Dawn M Anderson Total ADOP	8			3				4		4			19		
Dawn M LWOP Days Used	7			3									10		
Dawn M Lost s/l & A taken						1							1		
Estee Javinlar Total ADOP	8			4	1			4	1	4			22		
Estee LWOP Days Used										3			3		
Estee Lost s/l & A taken													0		
Lisa Benson total ADOP															
2024 TOTAL ADOP DAYS PAID MONTHLY	74.00	9.00	15.00	35.00	9.00	7.00	9.00	38.00	12.00	32.00	27.00	7.00	274.00		
WARLCA ANNUAL LWOP TRACKING FOR THE 2026 CALANDER YEAR															
	26-Jan	26-Feb	26-Mar	26-Apr	26-May	26-Jun	26-Jul	26-Aug	26-Sep	26-Oct	26-Nov	26-Dec	TOTAL		
Lorrie Crow (Retired)	0	0	0	0	0								0		
Dawn E Ayers	2	4	0	1	4								11		
Dave Blackmer	0	0	0	0	0								0		
Isa Lopez	0	0	0	0	0								0		
Estee Javinlar	0	0	0	3	0								3		
Dawn M Anderson (Retired)	0	0	0	0	0								0		
Delsey Reed	0	3	0	3	0								6		
TOTAL LWOP MONTHLY	2	7	0	7	4	0	0	0	0	0	0	0	0		

It has been an interesting year for me with the many learning opportunities I have had, I have had the time to incorporate many things into my daily duties, making some minor yet vital changes that have proven to be time saving, which in turn is a savings for the association financially as well.

Respectfully Submitted

Lorrie Crow WARLCA Secretary/
Treasurer



A peek behind the curtain: Chaos unfolds on the board room table as work is underway for the 2026 Convention to cap off a busy Association year.



RCP1 & Webmaster's Annual Report

By Isabella Lopez, Region 1 Committeeperson & Webmaster

The end of last year State Convention was my first time hosting as the previous one that would have fallen in my region had been canceled due to covid. This was a tremendous learning experience and will help me as I begin to look for venues to host our 2029 State Convention in Region 1. Since then, I have attended all county meetings assigned to my position in Whatcom, Island-Skagit-San Juan and King-Snohomish County. Part of my duties in attending the various county unit meetings included bringing members information about legislative issues as well as the latest PAC drawings set to take place during the next state convention. I am also tasked with updating the membership with important

dates to remember such as the zoom informational and the upcoming county officers training.

In addition to my duties at the county unit meetings, I am also tasked with writing an article for each issue of the WRC where I do my best to bring the membership articles that are informational and related to work or work life. I also attended all State board meetings.

As one of my assigned positions as State webmaster I am also tasked with updating pictures on the website, updating information, sending out email updates when required and occasionally posting information on Facebook.

Respectfully Submitted, Isa Lopez



RCP2's Annual Report

By Estee Javiniar, Region 2 Committeeperson

Well, how do you top a wonderful dinner cruise in Bellingham Bay? You get everyone excited for a game night themed convention in Pasco for Washington 2026. In the meantime, from June 2025 to May 2026, I have fulfilled my duties as Region 2 Committeeperson. Attending all board

meetings. I was in attendance for the informational meetings held via ZOOM. Attended county meetings from Vancouver to Lacey to Sequim tracking over 1100 miles. Requiring me to stay overnight on two separate occasions. Drafting all required articles for the WRC

this past year has me while keeping them relatable has become a consistent theme in my work. Open Season in the Fall, EAP in the Winter, and Food Drive in the Spring issues. All which are available on the warlca.com website to re-read.

Outside my board duties but still as an active member I attended National Convention 2025 in Florida and Western States Conference 2026 in Nevada. I was also able to represent the rural carrier's union alongside our fellow brothers and sisters from other postal unions in a

nationwide rally March 2025. As well as our own rally held in June 2026 in Bellingham.

One duty that may or may not be directly related to being a board member but is an honor to do. Creating the memorial honoring our carriers that have passed away for our State Convention. It is a meaningful way to recognize their dedication, service, and lasting impact they made within our union family.

Thank you, and I hope to see everyone at Great Wolf Lodge in 2027.

Respectfully submitted, Estee Javinian



RCP3 & NGIC Rep's Annual Report

By Delsey Reed, Region 3 Committeeperson & NGIC Rep

Here we are, another year down and headed into convention season.

This has been a year of adjustments for me as I wrangle my schedule to accommodate family time, work time, farm time and board duties/time. At times, I wasn't sure I was going to be able to accommodate everyone, but I just couldn't see giving up any of these, I made it work!

I attended last year's State convention in Bellingham which was a great time! We then had our first board meeting in July in Ellensburg. Then on to National convention in Orlando, Florida.

I also attended all other board meetings in Pasco and Ellensburg. I helped plan the ZOOM informational meeting and submitted all articles for the WRC on time. I am also the NGIC representative and do ZOOM meetings once/month (if my

schedule allows) with Linda Foran and the other states' NGIC representatives.

I attended 2 of my 3 county unit meetings but was unable to attend North East's as I had a death in the family and had to travel 10 hours for funeral services. With the help of our State Secretary-Treasurer, Lorrie Crow it was covered.

This past year I was unable to attend any orientations due to my route being reduced to an H route, so have been working 6 days/week. I have really missed being able to do that.

I just want to say a big "THANK YOU" to Dawn Ayers for the energy, support, and creativity she has brought as President to our board. You will be missed.

Respectfully submitted, Delsey Reed
RCP3



RCP4's Annual Report

By Dawn Anderson, Region 4 Committeeperson

What a wonderful year it was 2025-May of 2026. This year I'm hosting the 2026 State Convention in Pasco WA., very excited and nerves at the same time. I have since retired from the Post Office and no longer a Local Steward, but still a member of our Union and working hard to make a difference. I have attended all my annual meetings for Apple Valley and Whitmen SE, I also attending all

my State Boardings meetings as well as Zoom meetings. I'm hoping to make a difference as a board member for my county offices, and I hope to see some new members as well as current members. Remember we are only strong in numbers, so invite a coworker to the convention I guarantee you will learn a lot and have some fun too.

Dawn Anderson RCP4



Editor's Annual Report

By Lisa Levitt, Editor

The 2025-2026 Association year was a milestone year for me as I have now served for 10 years as your State Editor (10-year Service Certificate pictured at right). I wear many hats within our association, but this one is especially dear to my heart. As you may know, I have a history in publishing, having also served as the editor of my high school yearbook. I then went on to college pursuing a degree in graphic design, with the intent of eventually finding my way into desktop publication. In a way, serving as your State Editor is a poetic combination of two of my vocational passions.

With the most recent issue of our state

publication, you may have noticed some big changes. After working with a printing company out of Mount Vernon for a year following the closure of Lynden Print Co.'s web press, we decided the product quality they provided just wasn't good enough for

our members' expectations. I spent the vast majority of the year researching print companies, requesting bids, and following up. I finally came across Lithtex NW out of



Bellingham. Based on our spring issue, I am very pleased with the publication they produce and am excited to work with them in the future. Quality often comes with a higher cost associated with it, and in this case, it is no different.

I love to hear feedback from our members regarding anything to do with our publication and your comments are always welcome. I am always open to new ideas and highly encourage your participation in YOUR publication, whether

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

Publication Costs for the 2025-2026 Year

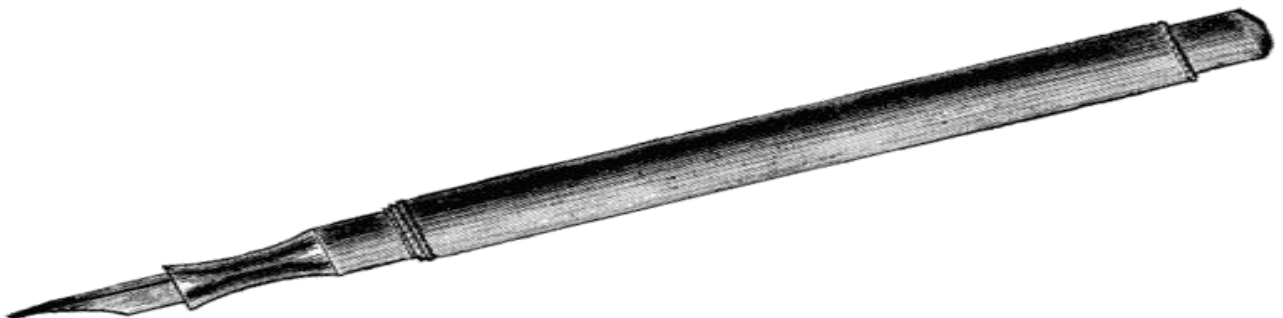
	Convention 2025	Fall 2025	Winter 2026	Spring 2026	Year End Total
# of Copies	2,027	1,995	1,994	2,000	8,016
# of Pages	80	40	40	40	200
Printing	\$2,450.00	\$1,628.00	\$1,792.60	\$4,538.00	\$10,408.60
Postage	\$1,949.55	\$1,843.58	\$1,839.44	\$1,292.99	\$6,925.56
Handling/Tax	\$389.76	\$436.65	\$154.23	\$412.96	\$1,393.60
Total Costs	\$4,789.31	\$3,908.23	\$3,786.27	\$6,243.95	\$18,727.76

Currently, our budget for the magazine is set to \$17,000.00 per year. The costs for this year's publications totaled \$18,727.76, going over budget by \$1,727.76. All of this information can also be gleaned from the Statement of Activities report printed in every issue of *Washington Rural Carrier*. At the close of the union year, with regards to compensation for editor duties, I received a salary of \$425 for each publication, no

ADOP, and no mileage reimbursement, per diems, or overnight accommodations.

It is my sincere hope that your investment in my passion, skills, and time has yielded a worthy dividend. It has certainly been an honor to put my skills to work for YOU.

Lisa Levitt
WARLCA Editor



Annual Reports From the NSS

Alicia Peterson, AK/WA District Representative

Alicia Peterson

District Representative, Washington & Alaska Districts

July 1, 2025 – June 30, 2026

My tenure as District Representative began in early May following the retirement of Renee' Pitts, making this association year relatively short but exceptionally busy and rewarding.

During this reporting period, I traveled 2,164 miles in my personal vehicle and an additional 1,612 miles in a rental vehicle. I completed 11 overnight stays, including attendance at the Regional Steward Training in Las Vegas. Throughout the year, I handled approximately 1,300 phone calls and participated in roughly 101 Zoom meetings.

I completed a New Local Steward Certification Training for two new stewards and conducted a Local Steward Enhancement Training in Tacoma. In addition, I assisted Assistant District Representatives Ethan Whitney and Dawn Ayers with Enhancement Trainings.

In November 2025, I met with Labor Relations regarding MMS disputes and worked alongside District Representative Renee' Pitts to resolve 39 disputes. In May 2026, I again met with Labor Relations and handled an additional 100 disputes. I attended two Labor-Management meetings with the Washington District Manager and am currently working to reschedule a meeting with the Alaska District Manager after two previous cancellations.

Throughout the year, I attended several local county unit meetings and participated telephonically in three State Board meetings. I also attended the National Convention in Orlando, Western States Conference in Henderson, and the State Convention in Pasco.

Over the course of the year, I handled grievances at Steps 1 and 2 that resulted in approximately **\$100,000 in monetary awards** being returned to rural carriers. In addition, I secured a **back-pay settlement exceeding \$49,000** for a carrier who was wrongfully separated from employment.

Steward Activity Summary

- 80 Investigative Interviews
- 40 Individual Contractual Grievances
- 23 Disciplinary Grievances
- 7 Class Action Grievances
- 42 Grievances Settled at Step 1
- 30 Grievances Settled at Step 2
- 1 Step 3 Appeal

I would like to thank Executive Committeeman Kirby Ricketts and the National Board for the opportunity to serve in this position, as well as for the tools, resources, and training they provide.

I also want to express my deepest appreciation to newly retired District Representative Renee' Pitts for her guidance, mentorship, and unwavering support. There is simply no way to measure the wealth of knowledge and experience Renee' shared with me and our entire team. As I have stepped into this role, I have gained an even greater appreciation for the tremendous work she performed throughout her career to improve the lives and working conditions of rural carriers.

During her final months as District Representative, Renee' dedicated countless hours to mentoring me and preparing me to assume this position. While I often feel that I will never be able to fill her shoes, I am incredibly grateful for the foundation she provided. The external drive she entrusted to me, containing more than 30 years of steward knowledge and experience, is an invaluable gift that I will continue to rely on throughout my career.

Congratulations on your well-earned retirement, Renee'. Thank you for being my mentor, my colleague, and my forever friend.

I would also like to thank the rest of our team. Assistant District Representatives Isabell Lopez, Ethan Whitney, and Dawn Ayers have been outstanding partners, and I know I can always count on their support and dedication.

To Area Stewards David Blackmer, Jennifer Berg, Wendy Milianta-Peterson, and Lisa Levitt, it is a pleasure to work alongside each of you and witness your commitment to learning, growth, and service to our members.

A special thank you goes to Area Steward Tina McCay as she approaches retirement. Tina served an area that was often difficult to cover and met every challenge with professionalism and determination. Her retirement is truly well deserved.

Finally, to our 35 Local and Chief Stewards: **Thank you.** Your hard work, dedication, and commitment have not gone unnoticed. You hold some of the most demanding positions within the steward system, and your efforts are essential to protecting our members and enforcing the National Agreement. Now more than ever, it is important that we hold the employer accountable and ensure there is a financial consequence when contractual violations occur. Every office is entitled to a local steward and by having a local steward in every office we are able to circumvent problems and protect contractual rights and workplace fairness. Contact me for more information.

Respectfully Submitted,

Alicia Peterson

District Representative

Washington & Alaska Districts

Dawn Ayers, Assistant District Representative

Annual Report – Dawn Ayers

Assistant District Representative, Washington/Alaska District July 1, 2025 – June 30, 2026

The 2025–2026 association year marked a period of significant growth and expanded responsibility in my service to the Washington/Alaska District. I began the year as an Area Steward representing fourteen offices and, in mid-January, was appointed Part-Time Assistant District Representative. On June 27, 2026, I transitioned into the Full-Time ADR role. My assigned territory extended from Auburn, Buckley, and Enumclaw and throughout southwest Washington totaling 203 routes.

Throughout the year, I traveled **3,259 miles** in service of our members—conducting grievance investigations, attending Step 1 meetings, and providing both initial and enhancement training for stewards. I had the privilege of delivering Local Steward Enhancement Training to four current stewards and Local Steward Certification Training to three newly elected stewards. In addition, I spent **95 hours** on the phone with carriers and management and responded to countless emails to ensure timely support and representation.

Within my assigned offices, I represented carriers in **72 investigative interviews**, conducted **three Day of Reflection meetings**, and processed **45 grievances**. These included:

- **5** Letters of Warning
- **3** Seven-day paper suspensions
- **4** Fourteen-day paper suspensions
- **2** Removals
- **1** Emergency Placement
- **2** Class-action grievances
- **15** Disciplinary grievances
- **28** Contractual grievances

Of these, **five** were appealed to Step 2 and **one** to Step 3. My advocacy resulted in **\$124,225.04** in monetary settlements for our members.

This year, I attended one county unit meeting as an ADR, all of my local county unit meetings, and represented our state at National Convention in Orlando, Western States Conference in Henderson, and State Convention in Pasco. I also participated in nearly a dozen Zoom meetings with WestPac NRO Kirby Ricketts, where we reviewed scenarios, discussed challenges, and strengthened our collective steward skillset.

As an Assistant District Representative, I am responsible for supporting the local stewards assigned to me by the District Representative. I am currently mentoring **ten** local stewards and look forward to welcoming more. Strong local representation not only protects our carriers—it reinforces the USPS's financial accountability when violations of the National Agreement occur, which remains far too frequent.

I want to express my sincere appreciation to Executive Committeeman Kirby Ricketts and the National Board for entrusting me with the role of Full-Time ADR. I look forward to working alongside District Representative Alicia Peterson and continuing to serve our association with ADRs Isa Lopez and Ethan Whitney, as well as Area Stewards Dave Blackmer, Tina McKay, Jennifer Berg, Wendy Milantia-Peterson, and Lisa Levitt.

To all local stewards across Washington: **thank you.** Your commitment to your offices, your coworkers, and this craft is invaluable. Steward work is often thankless, but please know that your District Representative, ADRs, and Area Stewards deeply appreciate your dedication and resilience.

Finally, I extend my heartfelt gratitude to former District Representative Renée Pitts. Since you “twisted my arm” in 2008 to become the Sumner local steward, you have been a mentor, supporter, and friend. Your leadership has shaped stewards across Washington and beyond. Enjoy your well-earned retirement.

Respectfully submitted, Dawn Ayers

Isabell Lopez, Assistant District Representative

My contract with the NRLCA was renewed for the 2025/2026 fiscal year as an Assistant District Representative. The area that I cover includes all of Whatcom County as there are no assigned stewards in that area, offices of Island-Skagit-San Juan who do not have an assigned area or local steward present and a few offices in King and Snohomish County. I have attended a total of 58 pre-disciplinary interviews both in person and over the phone. I have handled a total of 46 contractual grievances, 30 disciplinary grievances and 10 class actions. I currently have 13 open at step 1 and 4 at step 2. I have appealed 3 grievances to step 3 two of which were notice of removals.

Among my other duties I have answered phone calls from various offices and attended county unit meetings as the NSS representative providing information and answering questions. I have also trained several local stewards and, with the assistance of Renee Pitts, presented the required local steward enhancement training. In addition, to providing training for others I have also received training myself November of 2025 and when I am able to, I attend zoom meetings provided by the executive committeeman Kirby Ricketts. I would like to thank retired District Representative Renee Pitts for providing me with support and guidance throughout the year and our new District Representative Alicia Peterson for answering my calls and giving me advice and a different perspective when I get stuck on the hard grievances. I would also like to express my appreciation for all the local stewards, both new and ones that have been around a while. Without them our jobs would be infinitely more difficult as they are the eyes and ears will sometimes pass along new and developing information.

Respectfully submitted,

Isa Lopez

Ethan Whitney, Assistant District Representative

Assoc. Year 25/26 – Annual Report

My tenure with the NRLCA seems to be ever changing. In my previous annual report, I had recently bid onto my first regular route, and traveled to the National Office to be certified as an Assistant District Representative. Here I am now in a full time ADR position appointed to the Washington-Alaska district and the Idaho-Montana-Oregon district. A year ago, I hoped to prove to the membership that the confidence of the NSS was not misplaced in me. Below will follow a quantitative summary for the membership to consider in this respect.

Since my last report, I logged over 11,000 minutes on the phone with carriers and managers. I traveled in a combination of my personal vehicle and rental vehicles for over 6,000 miles to the over 36 different Post Offices I am assigned to. This includes traveling to attend 4 different county unit meetings, 3 Day of Reflection meetings, 44 Pre-Disciplinary Interviews, and 2 Local Steward Enhancement Trainings for 11 local stewards, as well as certifying 2 new local stewards.

My grievance activity was composed of 56 Step One meetings and 13 Step Two meetings. As of writing, I have yet to be forced to appeal a grievance to Step Three, and as a result, each of the removals assigned to me, I have defended successfully. The contractual grievances I adjudicated resulted in over \$45,000 in monetary awards to carriers. Of course, not included in this summary is the number of issues that were resolved at the discussion level.

I am pleased to be taking on delegated responsibilities from District Representative Alicia Peterson, which includes the mentoring of the numerous local stewards in Eastern Washington and various other administrative tasks. DR Peterson has created an excellent and diverse team of stewards; I am immensely proud to be included.

Perhaps the most significant contribution I must make to this report is my gratitude to the craft and the association. I miss my route and my office; it was a joy to serve my community in our distinctive way. However, I draw a truly fulfilling satisfaction from being able to educate and assist carriers as an ADR. The variety of people, places and cases all create a unique experience I certainly never predicted that I would be privileged with.

Respectfully submitted,

Ethan E. Whitney
Assistant District Representative

Jennifer Berg, Area Steward
2026 Annual Report-Berg

I am Jennifer Berg newly assigned Area Steward to the offices of Woodland, Castle Rock, La Center, Longview and Kelso since May 16, 2026. I have represented rural carrier for one PDI so far and visited my assigned offices to ensure the union bulletin boards are available and display current information. I've spoken to carriers in some of my assigned offices and listened to their concerns. I traveled a total of 78 miles in my personal car.

I have been a local steward in Woodland since November 2024. My representation in Woodland over this association year consisted of representing carriers for 1 PDI, 1 step 1 discussion, 1 settled grievance, 6 labor management discussions.

I have attended Local Steward Enhancement Training and participated in 6 Zoom meetings/trainings. I look forward to my new position and working with the carriers in the offices I have been assigned.

Jennifer Berg

Dave Blackmer, Area Steward

2025 - 2026 NRLCA Area Steward Report

Area Steward Dave Blackmer serving the installations of:

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

July 2025

- Three 7-Day paper suspension. Three Step 1 settlements with management.
- Multiple Investigative Interviews.
- Answered various contractual questions from assigned office carriers.

August 2025

- One Investigative Interview.
- One Step 1 settlement with management reduced to a 7-day paper suspension.
- Answered various contractual questions from assigned office carriers.

September 2025

- Attendance Investigative Interview for two careers, no discipline.
- Answered various contractual questions from assigned office carriers.

October 2025

- 14-day paper suspension grievance settlement to Letter of Warning.
- Answered various contractual questions from assigned office carriers.

November 2025

- Answered various contractual questions from assigned office carriers.

December 2025

- Six attendance Investigative Interviews – no further action taken.
- Answered various contractual questions from assigned office carriers •Answered various contractual questions from assigned office carriers

January 2026

- Six attendance Investigative Interviews – no action taken.
- •Answered various contractual questions from assigned office carriers

February 2026

- One Investigative Interview concerning a motor vehicle accident.
- Answered various contractual questions from assigned office carriers.

March 2026

- Two Investigative Interviews concerning scanning integrity.
- Answered various contractual questions from assigned office carriers

April 2026

- Answered various contractual questions from assigned office carriers.

May 2026

- Two contractual grievances concerning RDWL.
- Answered various contractual questions from assigned office carriers.

June 2028

- Three IIs concerning attendance and scanning integrity.
- Answered various contractual questions from assigned office carriers and management.

Respectfully submitted,

Dave Blackmer

Lisa Levitt, Area Steward
Annual Report June 30, 2026
NRLCA Area Steward

My name is Lisa Levitt and I am the Chief Steward for the Marysville offices, first elected as a local steward in November of 2017 and certified in April 2018. In June of 2020, I was appointed as the Chief Steward. In May of 2026, I accepted the position of Area Steward, effective June 13, 2026. I have been assigned to the following offices: Anacortes, Bow, Burlington, and La Conner in addition to the Marysville Main and Marysville Carrier Annex offices. Other than a few phone calls, I've not yet had any grievance activity, but am looking forward to working with my offices. I am grateful for this opportunity.

Respectfully and humbly,

Lisa M. Levitt

NRLCA Area Steward
Washington District

Tina McCay Area Steward

Wow! What a year!

Remember the old cartoon Tom and Jerry? The cat would chase the mouse. Meanwhile, the mouse would do his best to survive the cat. At times when the mouse would be desperate for help, he would run to the bulldog. Yes, I am that bulldog. Or at least it seems that way for now. Just as the cartoon was complete chaos from one scene to another, my area here in Central Southern Washington has seemed a bit chaotic this past year. My area covers 14 offices here in the valley and it's been a learning experience for Managers, Postmasters and myself alike. Many of the Offices here are without Postmasters and are therefore covered by OIC's who need to prove their worth in an effort to become a Postmaster, so I've had multiple workplace environment grievances, with two of them going up to Step 2 appeals. There have also been several GATZ settlements to the tune of almost \$4000 between two different offices, around 30 investigative interviews, three class action grievances, countless phone calls and thousands of miles of traveling. But I don't have any complaints.

I love my region. I love my carriers and I do my best to help them as I'm sure the rest of you do for those you serve. As we begin a new year with even more new changes to our RRECS system, let's not lose heart. Though I feel like that stupid bulldog at times, I know I am doing good work and that I am needed by the Carriers I represent. May I encourage my fellow representatives to stay strong as well.

Tina McCay

Area Steward

Wendy Milianta Peterson, Area Steward

Annual Report

Wendy Milianta Peterson

Area Steward – Washington District

July 1, 2025 – June 30, 2026

I serve as the Chief Steward for the Issaquah Post Office, representing carriers on 42 routes. Since July 1, 2025, I have attended a Local Steward Enhancement Training and participated in ten Zoom meetings hosted by National Officers and invited guests. During this reporting period, I represented carriers in Issaquah for 27 PDIs, 4 Step 1 grievances, and 2 Step 2 appeals. I also continue to hold regular labor-management meetings with the Postmaster and Supervisors in my office.

On May 16, 2026, I accepted an Area Steward position and was assigned the Milton, Ravensdale, and Auburn Post Offices. Since stepping into this role, I have attended two ADR/Area Steward open-mic Zoom meetings, two Steward Circle Zoom meetings with the District Representative, and a New Area Steward Zoom training. As my assignment is still new, I have not yet had additional activity in these offices, but I look forward to supporting and representing the carriers in each location.

Respectfully submitted,

Wendy Milianta Peterson

NRLCA Area Steward Washington District



CPA's Independent Review

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

I have reviewed the accompanying financial statements of Washington Rural Letter Carriers' Association (a nonprofit Organization), which comprise the statements of assets, liabilities, and net assets - cash basis as of June 30, 2025 and June 30, 2024, the related statements of revenues, expenses, and other changes in net assets - cash basis, the related statements of cash flows – cash basis for the years then ended and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, I do not express such an opinion.

Management's Responsibility for the Financial Statements

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

Accountant's Responsibility

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

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

Accountant's Conclusion

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

Supplementary Information

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

Basis of Accounting

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

Tul J. J. CRA PLLC

Everett, Washington
June 8, 2026

WARLCA's 118th State Convention **Red Lion Hotel 2525 N. 20th AVE. Pasco, WA 99301** **June 14-15-16, 2026**

June 14, 2026

At 8:30 a.m., Region Committeeperson 4 Dawn Anderson called the 118th WARLCA State Convention to order. She introduced Vice President Dave Blackmer who presented the invocation. Armed Forces Veterans Joe Hendrix and Jeffrey Taylor presented the colors followed by the pledge of allegiance. President Dawn Ayers welcomed all the delegates mentioning this was the second time we have visited Pasco. Secretary- Treasurer Lorrie Crow did the roll call of officers; all were present. The motion was made to waive the reading of the convention standing rules, the motion passed. Christiana Lee, Political Action Committee (PAC) Chair presented an update, \$1,100 was raised at Saturday night's dessert auction. She encouraged everyone to visit the PAC donation tables and visit the Armed Forces Veterans Club booth. President Ayers introduced Mayor of Pasco, Charles Grimm, who spoke to the delegation and welcomed the delegates to Pasco. He shared his personal experience with rural carriers and ended his speech by



Veterans Joe Hendrix and Mel Walker
with the Colors.

thanking the delegates for visiting his city. Pasco's Driver Safety Instructor James Bohnstengal spoke about safety issues

regarding the new NGDV (Next Generation Delivery Vehicle), James brought a NGDV to the convention site for the delegates to explore. A motion was made to hear proposed resolutions and constitution changes from the floor. The motion passed. A motion by Hemrich was made to waive

the reading of the Elected and Appointed State Officers' annual reports, the motion was ruled out of order, standing rule 5 waives the reading of reports.

The Elections Committee gave their report: 180 ballots were received, seven were voided due to no return address, one ballot voided due to written note on ballot, two with only return address no name included. There were four ties and after notifying the members involved in the tie, they were decided by the toss of a coin. The Elections Committee urged delegates to update their address and any name changes with the State Secretary-Treasurer.



Convention attendees get a chance to explore the new NGDV truck.

2026 WARLCA National Delegate Tally

- | | |
|----------------------------|-----------------------------|
| 1) Pitts, Renee - 101 | 15) Alexander, Charles - 63 |
| 2) Ayers, Dawn - 91 | 16) Skewis, Kristine - 60 |
| 3) Crow, Lorrie - 88 | 17) Durgan, Susan - 59 |
| 4) Lopez, Isabel - 88 | 18) Aumack, Deborah - 59 |
| 5) Peterson, Alicia - 85 | 19) Cortez, Alfonso - 58 |
| 6) Wendlandt, Rebecca - 82 | 20) Blackmer, David - 57 |
| 7) Cortez, Sherry - 76 | 21) Granish, Kristian - 55 |
| 8) Javiniar, Estee - 70 | 22) Hill, Susie - 54 |
| 9) Pike, Rebecca - 69 | 23) Greer, Todd - 53 |
| 10) Taylor, Jeffrey - 68 | 24) Bergman, Philip - 52 |
| 11) Reed, Delsey - 68 | 25) Whitney, Ethan - 48 |
| 12) Levitt, Lisa - 67 | 26) Stewart, Jack - 47 |
| 13) Lee, Christiana - 67 | 27) Hemrich, James - 45 |
| 14) Hanson, Levi - 65 | 28) Eckrem, Kurt - 20 |

Broke for 10 minutes and returned at 10:44 a.m. President Ayers explained the changes in this year's distribution of Yea/Nay cards. Delegate Wendlandt had a point of order, stating that the new procedure for distribution of Yea/Nay cards interferes

with the duties of the delegate-at-large responsibilities as lined out in the constitution. It was recommended the Vice President draft a resolution to change the constitution to reflect the change in the process and delegate-at-large

responsibilities for future conventions.

Roll call was taken by Secretary-Treasurer Crow: President-present, Vice President-present, Secretary-Treasurer-present, Region 1 Committeeperson-present, Region 2 Committeeperson-present, Region 3 Committeeperson-present, Region 4 Committeeperson-present.

<u>County</u>	<u># of delegates</u>
North Central	2
Peninsula	3
Lower Columbia	4
Mutual	11
Island-Skagit-San Juan	2
King-Snohomish	9
East Central	7
Northeast	4
Whatcom	5
Whitman-Southeast	2
Apple Valley	5

The Region Committeepersons presented gave their convention reports for 2027, 2028, 2029 conventions. There was discussion about changing the month of the convention to May or even April. Region 2 Committeeperson Estee Javinari presented details of the 2027 convention located in Grand Mound at the Great Wolf Lodge. June 13-15 \$179/night. At this time there is no available information for the 2028 and 2029 state conventions. The national delegate commitment letters were handed out to those in attendance by the Secretary-Treasurer.

Vice President Blackmer gave his legislative presentation explaining the current House and Senate bills and who

supported each one. He also talked about his and President Ayers' trip to DC to visit with our Legislators.

Adjourned for lunch at 11:35 a.m., meeting called to order at 1:01 p.m. followed by roll call with all present. Mary Alice Binder from National Active & Retired Federal Employees (NARFE) spoke about this organization's purpose and encouraged everyone to become members. Linda Foran from National General Insurance Company (NGIC) joined us via Zoom and encouraged members to get an updated quote for rural carriers' auto insurance. Crystal Lawroski from CVS Health also joined us via Zoom, she encouraged delegates to look into the programs offered by the (RCBP) Rural Carrier Benefit Plan and discussed the benefits that are unique to this plan. Newly appointed District Representative Alicia Peterson introduced herself and expressed her goal to have local steward for each office throughout the state. She also discussed some of the positives and negatives of RRECS. The WARLCA State Board presented recognition awards to the County Officers.



Jim Hemrich was given special recognition for his *30 YEARS* of service to the WARLCA as his county unit's secretary-treasurer.

Adjourned at 2:12 p.m. for committee work to proceed.

June 15, 2026

Meeting called to order at 8:02 a.m. followed by a roll call with all present. Christiana Lee provided a PAC update - current total is \$1,266 raised for PAC. Ian Chittle from EAP spoke on the many programs that EAP provides and explained that the programs are available to all USPS employees and their families at no cost and how to contact them at www.eap4you.com. He described various techniques on reducing mental and physical stress.

The NRLCA Auxiliary secretary Mary

Kappenman explained the purpose of auxiliary and how to get involved with your family. This year's non-profit humanitarian project focuses on Bananas Foster which supports children in the foster care system. The president of Washington State Auxiliary spoke and advocated the Monte Hartshorn scholarship. Mary also installed newly appointed Auxiliary officers.

The Credentials Committee gave their report for the 2026 WARLCA State Convention. Estee Javinier (Board Rep) Credentials Chair: Kristian Granish Committee Members: Jim Hemrich, Chris Foster.

#	County Name	Total Members	Total Possible Votes & Delegates	Delegates Seated
001	North Central	71	15	2
003	Peninsula	189	39	3
005	Lower Columbia	219	45	4
006	Mutual	375	76	11
010	Island-Skagit-San Juan	124	26	2
011	King-Snohomish	403	82	9
013	East Central	184	38	7
014	Northeast	42	9	4
015	Whatcom	123	26	5
016	Whitman-Southeast	47	10	2
017	Apple Valley	211	43	5
	TOTALS	1,988	409	54



The Credentials Committee hard at work.

Our committee met and have reviewed the credentials and sign in sheets of the delegates. The committee noted two issues and make several recommendations.

The first issue was that two delegates, one of whom was seated, had printed off photographs of their credentials.

The committee investigated this in order to ascertain if such can be considered as valid credentials. Our findings are as following

1. The Washington State Rural Letter Carrier State constitution, Article VI section 2, E, states as follows: "No delegate can be seated from any county unit without properly signed credentials and current membership dues paid."
2. According to writer instructions provided to County secretaries, the credentials committee will have the only copy of the credentials given to them by the State Secretary-Treasurer, who has received it from the County Secretary.
3. The state secretary-treasurer, upon being notified of the issue, stated that the copy met criteria.
4. Upon review of the issue with most of the rest of the state board and the current county treasurer of the county in question, it was discovered that it was a result of a proxy who was not at the county meeting and the County Secretary-Treasurer being on medical leave the photograph email method was a work around. The State President asked the current County Secretary-Treasurer as well as the outgoing County Secretary-Treasurer to provide a written statement as to what occurred and why in case it is later discovered to be an issue.

As a result, the committee believes no further action by the committee is required but wishes to make the body aware of the issue.

The second issue the committee noted was

that the instructions to the committee state that the credentials committee was to check photo ID of all delegates at sign in. The committee was not notified of this requirement until long after most of the delegates had already registered. Thus, if the committee is to fulfill this duty, the committee members should be notified prior to the start of the convention of this duty and brought in with the registration committee. In order to sit with the registration committee as the delegates check in so the committee can check each Delegate's photo ID as required at registration.

Our first recommendation is that both the credentials committee and the registration committee be provided with blank recommendation form templates in order to use in the creation or formatting of our committee recommendations.

Our second recommendation is that the registration committee ensure the sign-in sheets be kept together. One was discovered alligator clipped to the back of a stack of unused yea/nay cards rather than in the folder with the other two registration forms.

Finally, the committee recommends the board review the committee instructions and consider updating them if needed.

The committee recommends this report be adopted at this time.

Mileage/Per Diem Committee gave their preliminary report and asked that the delegates notify them of any corrections that need to be made. Committee Members: Isa Lopez (Board Rep) Jeff Taylor (Chair), Bryan Potter, Sherry Cortez.

The Finance Committee gave their preliminary report. Committee Members: Delsey Reed (Board Rep), Al Cortez (Chair), Shira Latch, James Arvin.

We, the members of the finance committee at the 2026 State Convention in Pasco, WA have reviewed the financial statements for the state

and have found no discrepancies. We recommend no changes requiring resolutions or constitution changes. We have the following recommended suggestions for the 26/27 year:

1. We recommend the state board look into extending room block rates for the hotel accommodation to include the day before convention for delegates arriving early for pre-convention events (such as county officer training or election committee).
2. We recommend that a copy of the previous year's finance committee reports remain in the finance committee folder for future reference.
3. We recommend looking into additional dues reduction for all membership.
4. We recommend looking into bringing back the LM-4 in-person class for submissions.
5. We recommend looking into the costs associated with initiating text alerts to the members for informational purposes.
6. We recommend looking into the possibility of investing a percentage of the surplus money into a higher-yield CD to offset future cost increases.

The Finance Committee report was accepted by the delegates and they were dismissed with our thanks.

The Nominating Committee collected nominations for open positions. Committee Members: Delsey Reed (Board Rep), Alicia Peterson, Ben Rochon, Jonathan Garza. This report was accepted and the committee dismissed with our thanks.

President - David Blackmer

Secretary-Treasurer - Kris Skewis, Lorrie Crow

Region 2 Committeeperson - Estee Javinari

Region 4 Committeeperson - Dawn Anderson

Report of the 2026 WARLCA State Convention Audit Committee Committee Members Kurt Eckrem- Chair, Renee Pitts, Sarah Townsend, Rebecca Wendlandt.

The Audit Committee reviewed the Association books, bank statements, and reconciliations, and found them to be in good order. We chose five representative months from



The Auditing Committee reviews the bookkeeping of the Association and makes recommendations based on their findings.

the past Association year, and each committee member reviewed two of those months. While there were several questions the committee had for Secretary-Treasurer Lorrie Crow, she answered every one of the questions to the satisfaction of the committee, and we would like to commend her on her hard work and diligence in performing the duties of the position.

The committee would like to make the following recommendations:

Payroll Vouchers: The committee recommends that PS 3971 forms accompany the vouchers when leave is taken for union business, rather than relying on a 4240 or a 1314 only.

The committee agrees with the 2025 Audit Committee recommendation that the maps should be included when submitting a voucher for mileage reimbursement. The committee found several instances where a map was not included. Lorrie assured us that was the policy, but that she has not included them in a couple of the monthly packets.

The Committee suggests that Board members be diligent in reviewing the vouchers every pay period rather than waiting for the next board meeting, and that including complete information on payroll and expense vouchers (such as dates and locations of meetings, orientations, etc.) would save the Audit Committee time during the review.

Credit card: The committee recommends that any expenses paid with the association credit card have complete documentation. The committee further recommends that any erroneous charges made by a board member using the association credit card be repaid to the association directly, rather than debited from a voucher, and that the repayment be fully documented.

General recommendations: While not in the purview of the Audit Committee's duties, we identified as part of our review that the association has funds in excess of two years'

operating expenses, when as a nonprofit, we should not have much more than one year's. We recommend the board look at ways to reduce the funds in ways that benefit the membership.

And lastly, to the members, including those here at the convention, when you receive a check from the association, please cash it or deposit it in a timely manner.

Once this report was finished the delegates discussed ideas on how the union could spend extra capital since the association has funds in excess of two years' operating expenses. The Washington Rural Carrier Editor mentioned the updates to the magazine that were not reflective of the budget. The recommendations included: A reduction in member dues, catering food at the next convention and continue officer training, free dues for a year if you sign up to be a local steward. The Audit Committee report was approved by the delegation, and they were dismissed with our thanks.

Communications Committee Dawn Ayers (Board Rep) Committee Members - Chair- Ethan Whitney, Ronald Reagan, Lacey Devlin. They reviewed the Washington Rural Carrier magazine and looked at the website. They liked the photo contest and member-submitted images. The committee recommends adding access to "Hot Topics" section. There was discussion on the floor from delegates, was the WRC Editor consulted during the committee meeting. It was suggested adding email updates, or text message alerts and investing in this technology, having board members help assist checking website and links in order to assist the webmaster.

1. Investigate issue with loading page link for WARLCA.com
2. Utilize more members submitted images

in either the WRC or Facebook media presence. Not always a competition.

3. Expand on historical section with Kurt Eckrem.
4. Access to more RRECS information like the DR's presentation from state.
5. More information from stewards is similar to a block where the steward can respond/post information & source on hot topics in the district.
6. We reviewed all links, supplied WRCs, and interviewed the webmaster in order to make these determinations.
7. General advisement was to develop a way of promptly pushing out information on hot topics.
8. Took a board member to check links on the website so it is audited more frequently than once at the convention.

The Communications Committee report was approved, and they were dismissed with our thanks. Broke at 9:44 a.m. and returned from break at 10:16 a.m. followed by roll call with all present except one from each East Central and Mutual Counties. The two missing delegates returned in a timely manner and were not reported as returned.

Kirby Ricketts, NRLCA Executive Committeeman, presented a gift to each steward in attendance. He showed a report on accidents that have occurred this year and shared statistics of grievance steps and employees' positions in the Postal Service. He also highlighted new swag items available for purchase and his presentation was followed by a question-and-answer session.

The Board recognized Reene Pitts on her recent retirement recognizing her accolades



Dawn Ayers presents Renee' Pitts with a gift to recognize her long and decorated career

throughout her 32-year career as a strong union member.

Adjourned for lunch at 12:01 p.m. and the meeting was called to order at 1:05 p.m. followed by roll call with all present.

PAC Committee presented their report: Christiana Lee (chair), Debby Aumack, Duane Johnson, Susan Durgan. They recommend two books be available, 2025/2026 books were not provided. The PAC report was accepted.

2026 State Convention Mileage and Per Diem Report 2525 N. 20th Ave. Pasco, WA 99301

<u>Last</u>	<u>First</u>	<u>Ferry Toll Y/N</u>	<u>Ferry Toll Fee</u>	<u>Round Trip</u>	<u>Mileage Rate</u>	<u>Mileage Total</u>	<u>Per Diem Rate</u>	<u>Total</u>	<u>Notes</u>
Alexander	Charles	N		586	0.725	424.85	\$400	\$824.85	Delegate
Anderson	Dawn	N		34	0.725	24.65	\$400	\$424.65	RCP 4
Arras	Sharlene	N		446	0.725	323.35	\$400	\$723.35	Delegate
Arvin	James	N		244	0.725	176.91	\$400	\$576.90	Delegate
Aumack	Deborah	N		488	0.725	353.8	\$400	\$753.80	Delegate
Ayers	Dawn	N		428	0.725	310.3	\$400	\$710.30	President
Bergman	Philip	N		588	0.725	426.3	\$400	\$826.30	Delegate
Blackmer	Dave	N		458	0.725	332.05	\$400	\$732.05	VP
Britton	Jonathan	N		418	0.725	303.05	\$400	\$703.05	Delegate
Carstens	Curtis	N		224	0.725	162.4	\$400	\$562.40	Delegate
Cortez	Sherry	Y	4.5	536	0.725	388.6	\$400	\$793.10	Delegate
Cortez	Al	Y	4.5	536	0.725	388.6	\$400	\$793.10	Delegate At Large
Crow	Lorrie	N		392	0.725	284.2	\$400	\$684.20	Sec-Tres
Devlin	Lacy	N		12.8	0.725	9.28	\$400	\$409.28	Delegate
Deweber	Debbie	N		5.2	0.725	3.77	\$400	\$403.77	Delegate
Domschot	Ben	N		352	0.725	255.2	\$400	\$655.20	Delegate At Large
Durgan	Susan	Y	4.5	614	0.725	445.15	\$400	\$849.65	Delegate
Eckrem	Kurt	N		466	0.725	337.85	\$400	\$737.85	Delegate
Folk	James	N		446	0.725	323.35	\$400	\$723.35	Delegate
Foster	Chris	N		412	0.725	298.7	\$400	\$698.70	Delegate
Garza	Jonathan	N		548	0.725	397.3	\$400	\$797.30	Delegate
Godfrey	Aron	N		468	0.725	339.3	\$400	\$739.30	Delegate At Large
Granish	Kristian	N		506	0.725	366.85	\$400	\$766.85	Delegate
Granish	Nancy	N		460	0.725	333.5	\$400	\$733.50	Delegate
Greer	Todd	N		308	0.725	223.3	\$400	\$623.30	Delegate
Hamilton	David	N		636	0.725	461.1	\$400	\$861.10	Delegate
Harrison	Zachary	N		324	0.725	234.9	\$400	\$634.90	Delegate
Hemrich	Jim	N		216	0.725	156.6	\$400	\$556.60	Delegate At Large
Hendrix	Joe	N		7.4	0.725	5.365	\$400	\$405.37	Delegate At Large
Hill	Susie	Y	20.7	460	0.725	333.5	\$400	\$754.20	Delegate
Javiniar	Estee	N		434	0.725	314.65	\$400	\$714.65	RCP 2
Johnson	Duane	N		544	0.725	394.4	\$400	\$794.40	Delegate At Large
Latch	Shira	N		326	0.725	236.35	\$400	\$636.35	Delegate
Lee	Christiana	N		438	0.725	317.55	\$400	\$717.55	Delegate
Levitt	Lisa	N		494	0.725	358.15	\$400	\$758.15	Delegate

Lopez	Isa	N		470	0.725	340.75	\$400	\$740.75	RCP 1
Mellott	Daniel	N		544	0.725	394.4	\$400	\$794.40	Delegate
Milliron	Katre	N		352	0.725	255.2	\$400	\$655.20	Delegate
Moon	Zach	N		620	0.725	449.5	\$400	\$849.50	Delegate At Large
Peterson	Alicia	N			0.725	0	\$400	\$0.00	NSS PAID
Pike	Becky	N		620	0.725	449.5	\$400	\$849.50	Delegate
Pitts	Renee'	N		416	0.725	301.6	\$400	\$701.60	Delegate
Potter	Bryan	N		600	0.725	435	\$400	\$835.00	Delegate At Large
Reed	Delsey	N		324	0.725	234.9	\$400	\$634.90	RCP 3/ DAL
Regan	Ronald	N		444	0.725	321.9	\$400	\$721.90	Delegate At Large
Rochon	Ben	N		428	0.725	310.3	\$400	\$710.30	Delegate
Skewis	Kris	N		448	0.725	324.8	\$400	\$724.80	Delegate At Large
Supinski	Valarie	N		586	0.725	424.85	\$400	\$824.85	Delegate
Taylor	Jeff	N		326	0.725	236.35	\$400	\$636.35	Delegate
Townsend	Sarah	N		100	0.725	72.5	\$400	\$472.50	Delegate
Walker	Melvin	N		488	0.725	353.8	\$400	\$753.80	Delegate
Wendlandt	Becky	N		310	0.725	224.75	\$400	\$624.75	Delegate
Whitney	Ethan	N		294	0.725	213.15	\$400	\$613.15	Delegate
Williams	Tamara	N		406	0.725	294.35	\$400	\$694.35	Delegate

2026 State Convention Totals			
Toll/Ferry	Mileage	Per Diem	MPD Total
\$34.20	\$15,682.77	\$21,200.00	\$36,916.97
2025 State Convention total \$37,824.90			

The final report for Mileage and Per Diem Committee with all errors corrected. Recommendation to the board to create a Google account that will be used only for this committee, so no personal driving habits are influenced in the results. Report was accepted with minimal discussion and the committee was dismissed with our thanks.

Constitution Committee- Aaron Geoffery, chair President Ayers stated that constitution changes go into effect at close of the current convention. Everything submitted were resolutions there for the committee asked to be dismissed with our thanks.

Resolutions Committee Kris Skewis committee chair, Jonathan Britton, Tamara Williams announced and updated how the resolution number has changed and addressed some Scribner's errors.

Page 18 #1, Page 19 # 2, Page 20 #3, Page 21 #4

Pitts with a point of information, asked about binding resolutions supposed to be heard prior to non-binding resolutions. President Ayers said yes and it will be moved to the appropriate location.

The resolution labeled 3.A is a binding resolution and therefore will be heard first.

Resolutions

#3A, Non-Binding **Object. Eckrem/ Passed**

Submitted by Mutual

WHEREAS: The state board has fiduciary responsibility to the members and those members' dues

BE IT RESOLVED: The WARLCA board and WARLCA State Secretary-Treasurer will no longer have a reconciliation discrepancies line item on a statement of activities, or any other financial report and all members' dues will be appropriately allocated to the appropriate expense item

Eckrem- requested to see intent of / Reason for Change. Skewis read the intent or reason for change. Eckrem withdrew his objection with clarification and 3A was passed.

#1, Non-Binding was not considered it was voted on and passed at National Convention previously.

Submitted by Whitman SE

~~WHEREAS: The current national agreement states, in Article 10.7.A, "Requests for annual leave will not be accepted prior to (60) days in advance of desired leave date of service week. Leave requests may be submitted further in advance for exceptional circumstances."~~

~~BE IT RESOLVED: Therefore, Article 10.7.A should be changed to "Leave requests may be submitted further in advance for circumstances requiring significant planning and expense."~~

#2, Non-Binding **Object Granish - FAILED**

Submitted by Whitman SE

WHEREAS: The current national contract states, in Article 10.7.A, "Requests for annual leave will not be accepted prior to (60) days in advance of desired leave date of service week. Leave requests may be submitted further in advance for exceptional circumstances.

BE IT RESOLVED: Therefore, Article 10.7.A should be omitted except for the sentence stating leave requests received on the same day will be considered in order of seniority.

#3, Non-Binding **Object Granish -FAILED**

Submitted by Whitman SE

WHEREAS: The current national agreement states, in Article 10.7.A, "Requests for annual leave will not be accepted prior to (60) days in advance of desired leave date of service week. Leave requests may be submitted further in advance for exceptional circumstances.

BE IT RESOLVED: Therefore, Article 10.7.A, should be changed to "Requests for annual leave will not be accepted prior to (180) days in advance of desired leave

date of service week.”

#4, Non-Binding Object Granish - FAILED

Submitted by Island-Skagit-San Juan

WHEREAS: None

BE IT RESOLVED: V. Geographically based basic housing allowance (BHA)

#1A, Non-Binding was not considered because it was already passed at national convention.

~~Submitted by Whatecom~~

~~WHEREAS: While the employer determines which non Saturday relief days benefit the office, the non Saturday relief days should be evenly spread through the week~~

~~BE IT RESOLVED: ...The employer will allow regular carriers to select Monday relief days by seniority and spread the remaining days evenly throughout the week.~~

#2A, Non-Binding Objected Eckrem Pass

Submitted by Mutual

WHEREAS: Rural carrier offices where rural carriers have to drive their own personal vehicle on their routes

BE IT RESOLVED: The USPS provides employer-provided right-hand drive vehicles to rural routes where POV's are used.

#4A, Non-Binding Object Pitts - FAILED

Submitted by Island-Skagit-San Juan

WHEREAS: None

BE IT RESOLVED: The MDD to be updated to include access to forward information when a mail piece is scanned.

Resolution 5.A was objected to by Eckrem after discussion this resolution did not pass.

#5A, Non-Binding object Eckrem - FAILED

Submitted by King-Snohomish

WHEREAS: When a route is adjusted in between mini mail surveys, the route must accumulate at least 52 weeks of data.

BE IT RESOLVED: All adjusted routes are unfrozen as soon as 52 weeks of data is available rather than with the subsequent mini mail survey.

The Resolutions committee was dismissed with our thanks. A break at 2:28 p.m. and the convention returned from break at 2:44 p.m. followed by roll call with all present. A PAC update was made by Christiana Lee, \$2,795.00 had been collected so far. Kirby Ricketts selected the Mutual County basket as the best county basket.

Final Report of the Finance Committee:

Committee Members: Delsey Reed (Board Rep) Al Cortez (Chair), Shira Latch, James Arvin

We, the members of the finance committee at the 2026 State Convention in Pasco, WA, have reviewed the financial statements for the state and have found no discrepancies. We recommend no changes requiring resolutions or constitution changes. We have the following recommended suggestions for the 26/27 year:

1. *We recommend the state board look into extending room block rates for the hotel accommodation to include the day before convention for delegates arriving early for pre-convention events (such as county officer training or election committee)*
2. *We recommend that a copy of the previous year's fiancé committee reports remain in the finance committee folder for future reference.*

3. *We recommend looking into additional dues reduction for all membership.*
4. *We recommend looking into bringing back the LM-4 in-person class for submissions.*
5. *We recommend looking into the costs associated with initiating text alerts to the members for informational purposes.*
6. *We recommend looking into the possibility of investing a percentage of the surplus money into a higher-yield CD to offset future cost increases.*

The report was approved by the delegation, and they were dismissed with our thanks.

NRLCA Executive Committeeman Kirby Ricketts and District Representative Alicia Peterson did a Q and A.

Resolutions submitted from the floor were labeled A- G.

Resolutions From The Floor

A. Non-Binding **FAIL**

Whereas: No such option currently exists.

Be It Resolved: USPS will have programmed into carrier scanners a “Postage Due Item” under the “Attempted” submenu.

B. Non-Binding **PASS**

WHEREAS: 50 or more employees are represented by 2 stewards

BE IT RESOLVED: That the NRLCA negotiates an additional steward for every increment of 50 employees.

After Eckrem motioned to amend the resolution to include the current language this resolution passed.

C. Binding **PASS**

WHEREAS: PTFs pay the same dues as regular carriers.

Article III, Section 6. Dues. Annual National Per Capita dues shall be:

A. Regular, PTF and Associate – 1.3% of the annual salary of a 40 hour step 1 from table two of the current rural carrier evaluated schedule in effect;

B. Leave Replacements (Substitutes, RCR, RCA, Auxiliary, and ARC) - .450 (thousandths) % of the annual salary of a 40 hour step 1 from table two of the current evaluated schedule in effect;

C. Retired and Retired Associate - \$60.00

BE IT RESOLVED:

Article III, Section 6. Dues. Annual National Per Capita dues shall be:

A. Regular, PTF and Associate - 1.3% of the annual salary of a 40 hour step 1 from table two of the current rural carrier evaluated schedule in effect;

B. PTF - .950 (thousands) % of the annual salary of a 40 hour step 1 from table two of the current rural carrier evaluated schedule in effect;

C. Leave Replacements (Substitutes, RCR, RCA, Auxiliary, and ARC) - .450 (thousandths) % of the annual salary of a 40 hour step 1 from table two of the current evaluated schedule in effect;

D. Retired and Retired Associate - \$60.00

D. Binding FAIL

WHEREAS: Article III, Section 5.C of the WARLCA Constitution contains language pertaining to a dues reduction for the 2022-2023 Association year

C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a 35-hour route at Step A from Table One of the current rural carriers evaluated schedule in effect. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be reduced by a flat amount of \$53.00 for the 2022-2023 year. The State per capita dues for substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary rural carriers shall be 35% of the regular carriers' State per capita dues for the 2022 2023 year, including the reduction, as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar. The portion of the State per capita dues to be distributed to the County Units and other special funds shall be decided at each State Convention. and

WHEREAS: The dues reduction is no longer in effect.

BE IT RESOLVED:

C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a 35-hour route at Step A from Table One of the current rural carriers evaluated schedule currently in effect. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be reduced by a flat amount of \$53.00 ~~for the 2022-2023 year~~. The State per capita dues for substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary carriers shall be 35% of the regular carriers' State per capita dues ~~for the 2022-2023 year~~, including the reduction, as calculated above. ...

Delegate Britton made a motion to Wendlandt, Granish, and Eckrem This extend the time to discuss this resolution. resolution was voted once and passed There were multiple amendments by however some amendments created a labor

law violation by changing the intent which were addressed and initially caused confusion among the delegates. Pitts from Mutual County addressed the chair and requested more information and inquired if parliamentary procedures were followed. Milliron motioned to reconsider this resolution, this motion passed, and the resolution was re-read with amendments. Crow requested the resolution be tabled and reconsidered after more facts were obtained.

Meeting adjourned at 5:05 p.m.

June 16, 2026

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

followed by roll call with all present. A PAC report was given with an update on the 50/50 up to \$175, 9:30 a.m. is final call for silent auctions.

Dawn Ayers introduced our Outstanding Member of the Year awarded to Alica Peterson. Alicia thanked everyone for the honor of receiving this award and thanked all of those that mentored her throughout her career.

Levitt motioned to move resolution D from the table. It was explained that it has been determined that this resolution would violate Department of Labor laws. This resolution was voted on and failed.

E. Binding PASS

WHEREAS: The WARLCA uses a different evaluated schedule reference (hour, step, and table) on which to base the dues formula than the NRLCA does.

BE IT RESOLVED:

C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a ~~35-hour route at Step A from Table One~~ **40 hour route at Step 1 from Table Two** of the current rural carriers evaluated schedule in effect. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be reduced by a flat amount of \$53.00 for the 2022-2023 year. The State per capita dues for substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary rural carriers shall be 35% of the regular carriers' State per capita dues for the 2022-2023 year, including the reduction, as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar. The portion of the State per capita dues to be distributed to the County Units and other special funds shall be decided at each State Convention.

F. Binding PASS

WHEREAS: Newly appointed Assistant District Representatives receive in-person training and certification at the National Office.

BE IT RESOLVED: Newly appointed District Representatives receive in-person training at the National Office for no less than 3 days.

G. Binding PASS

WHEREAS: Receiving the ballots and Voting Cards for his/her delegation and

for returning them at the conclusion of each business session.

BE IT RESOLVED: Article 6.2.C.3 should be worded as follows:

Receiving **and collecting** the ballots ~~and Voting Cards~~ for his/her delegations and ~~for returning them~~ **Voting Cards** at the conclusion of ~~each business session~~ **State Convention**.

Kirby Ricketts explained the change in our scanners that took place as we were attending convention. He said the union is working on gaining additional time for these added prompts and not to panic. Discussion was had on end of day times and time keeping for videos and where to keep track of anything out of the norm on the 4240.

Election of Officers

President, 2-year term: Dave Blackmer was elected by unanimous ballot

Vice President, unexpired 1-year term: Nominated from the floor Estee Javinier and elected by unanimous ballot.

Secretary-Treasurer, 2-year term: Kris Skewis withdrew her nomination, Lorrie Crow was elected by unanimous ballot.

Region 2 Committeeperson, 2-year term: Nominated from the floor Kris Skewis and elected by unanimous ballot.

Region 4 Committeeperson, 2-year term: Joe Hendrix nominated from the floor, he

declined the nomination. By unanimous ballot Dawn Anderson was elected.

The Teller's Committee was dismissed with our thanks. Kirby Ricketts presented the first-timers with their national pins. Break at 9:01 a.m. and returned at 9:15 a.m. followed by roll call with all present. A final PAC report was given, close of silent auction, and winners were announced. Live auction commenced. Motion was made to dismiss all standing committees it was seconded and they were dismissed with our thanks. Kirby Ricketts installed newly elected officers. The WARLCA seated board presented Dawn Ayers with a thank you gift. Yea/Nay cards were collected; delegate checks were passed out. Winners of the photo contest were announced. Colors were retired by Veterans Joe Hendrix and Mel Walker.

The 118th State Convention was adjourned at 10:04 a.m.



Congrats, Dawn Ayers, as you step away from the WARLCA to serve rural carriers in your new capacity as a full time ADR! And a thank you to all who have served on the WARLCA Board pictured above, L to R: Dave Blackmer, Kurt Eckrem, Delsey Reed, Dawn Anderson, Estee Javinier, Jim Hemrich, Lorrie Crow, Isa Lopez, Charles Alexander, Lisa Levitt, Becky Pike, Becky Wendlandt, Susie Hill, Dawn Ayers, Renee Pitts, and Alicia Peterson. **Right:** Dawn, a big fan of Harry Potter, receives a stained glass thank you gift for her years of service to the WARLCA.



Swearing in the newly elected WARLCA Auxiliary Board



Bring your family next year to Great Wolf Lodge



Convention first-timers, we're looking forward to seeing you next year! Not in this picture? You could be! Join us at State Convention!!



Crayola Crew, definitely the brightest crayons in the box.



No, not THAT Chris, the OTHER Kris! Christiana Lee and Kris Skewis "scouting" out the banquet feast.



PAC, please! The PAC Committee raises money to lobby Congress.



Peace, man. Todd "Groovy" Greer enjoying Game Night.



Sherry Cortez and Estee Javinari clowning around at the photo booth.



The convention hall transforms at night into a game show with trivia, bingo, prizes, and more.



Left: Popcorn? Peanuts? Cracker Jacks? What can Dawn Anderson get ya?

Right: Congratulations to our photo contest winner, Shar Ward of Kettle Falls, whose photo was featured on the cover of the Convention Program!





Retirees, L to R: Renee Pitts, Susie Hill, Dawn Anderson, Jeffrey Taylor, Charles Alexander, Jim Hemrich, Lorrie Crow, Becky Wendlandt, Mel Walker, Susie Pike, Kurt Eckrem, and Nancy Granish



OJI Trainers, L to R: Duane Johnson, Dawn Ayers, Susan Durgan, Kris Skewis, Isa Lopez, James Folk, Daniel Mellott



Vets & Active Duty, L to R: Ben Rochon, Bryan Potter, Al Cortez, Jeffrey Taylor, Jonathon Garza, Curtis Carstens, Mel Walker, Nancy Granish, Joe Hendrix, and Christiana Lee



The only leave replacement in attendance, Ben Domschot



Delegates-At-Large, L to R: Zach Moon, Al Cortez, Joe Hendrix, Duane Johnson, Ben Domschott, Delsey Reed, Jim Hemrich, Kris Skewis, Aron Godfrey, Bryan Potter, Ronald Regan



L to R: James Folk, Valarie Supinski, Ben Rochon, Joe Hendrix, James Arvin, Lisa Levitt, Philip Bergman, Katre Milliron, Aron Godfrey, Sarah Townsend, Susan Durgan



L to R: Jim Hemrich, Estee Javinari, Shira Latch, Isa Lopez, Kris Skewis, Sherry Cortez, Debbie DeWebber, David Hamilton



L to R: Zach Moon, Lacy Devlin, Al Cortez, Duane Johnson, Ben Domschot, Debby Aumack, Christiana Lee



WARLCA County Officers 2026-2027

001 NORTH CENTRAL Region 3

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

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

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

002 Clallam Jefferson - merged with Kitsap to become Peninsula on 6/60/06

003 PENINSULA Region 2

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

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

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

004 Lincoln Grant Adams - Lincoln merged with Spokane (now East Central Washington), Grant merged with Chelan Douglas (now North Central Washington), and Adams with Yakima on 6/30/06

005 LOWER COLUMBIA Region 2

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

VP: Debby Aumack
Phone: (360) 485-7509
Email: debbyaumack@gmail.com

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

006 MUTUAL Region 2

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

VP: Christiana Lee
Phone: (253) 254-4495
Email: christl647@comcast.net

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

007 OKANAGON RLCA - Merged with Chelan Douglas (now North Central Washington) on 6/30/06

008 NONE

009 NONE (WAS ALASKA)

010 ISLAND-SKAGIT-SAN JUAN Region 1

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

VP: Rena Wise
Phone: (360) 391-6307
Email: marierw03@gmail.com

SEC-TREAS: Annissa Christian
Phone: (360) 770-3619
Email: annissacrossgrove@gmail.com

011 KING-SNOHOMISH (KS) Region 1

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

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

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

012 South East WA, merged with Whitman-Asotin (now called Whitman-Southeast RLCA) on July 1, 2017.

013 EAST CENTRAL WA Region 3

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

VP: Katie Foster
Phone: (509) 710-4793
Email: fosterkatie@yahoo.com

SEC-TREAS: Levi Hanson
Phone: (509) 280-8610
Email: levihanson@icloud.com

014 NORTH EAST WA Region 3

PRES: Ben Rochon
Phone: (509) 563-9625
Email: benrochon1980@gamil.com

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

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

015 WHATCOM Region 1

PRES: Philip Bergman
Phone: (360) 201-3873
Email: succotash.54@yahoo.com
VP: Zach Moon
Phone: (408) 318-1741
Email: Zachjon@moonfamily.cc
SEC-TREAS: David Hamilton
Phone: (360) 392-8326
Email: aoeoltd@hotmail.com

016 WHITMAN-SE Region 4

PRES: Sarah Townsend
Phone: (509) 386 3288
Email: saraht@pocketinet.com
VP: Jason Walters
Phone: (509) 386-8404
Email: jhwmagnum@gmail.com
SEC-TREAS: Jim Hemrich
Phone: (509) 595-5980
Email: rlcjim@stjohncable.com

017 APPLE VALLEY Region 4

PRES: Joseph Hendrix
Phone: (706) 244-6792
Email: jrhrs63@yahoo.com
VP: Lacey Delvin
Phone: (509) 627-8855
Email: ladevlin7@gmail.com
SEC-TREAS: Debbie Deweber
Phone: (509) 547-5622
Cell (509) 792-2721
Email: Kizzfan666@gamil.com



THANK YOU, STEWARDS!

Steward Appreciation Week is October 18-24 2026.

Pictured L to R: Alicia Peterson, Dave Blackmer, Christiana Lee, Duane Johnson, Dawn Ayers, James Arvin, Estee Javin-iar, Lisa Levitt, Joe Hendrix, Isa Lopez, Bryan Potter, Debbie Deweber, Chris Foster, Jonathon Garza, Ethan Whitney, and Zachary Harrison



Upping the ante: NRLCA Executive Committeeman Kirby Ricketts presents WA stewards with a special chip.

NRLCA
United we stand! Divided, we fall.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

CONSTITUTION

July 1, 2026, to June 30, 2027 (26/27 Year)



**Updated at the June 14-15-16, 2026.
State Convention
Pasco, WA**

ARTICLE I Name

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

ARTICLE II Purpose

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

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

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

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

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

ARTICLE III Members

Section 1. Member in Good Standing.

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

Section 2. Classifications

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

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

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

B. Retired Member. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National office.

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

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

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

Section 3. Restrictions.

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

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

Section 4. Affiliation.

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

Section 5. Dues.

A. The revenues of the WARLCA shall be derived from per capita dues.

B. The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.

C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part-time flexible carriers, and associate members shall be .5% of the yearly salary of a 40-hour route at Step 1 from Table Two of the current rural carriers evaluated schedule in effect. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be reduced by a flat amount of \$53.00 for the 2022-2023 year. The State per capita dues for substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary rural carriers shall be 35% of the regular carriers' State per capita dues for the 2022-2023 year, including the reduction, as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar. The portion of the State per capita dues to be distributed to the County Units and other special funds shall be decided at each State Convention.

D. Family Plan:

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

Section 6. Membership Year.

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

Section 7. Discipline.

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

Section 8. Magazine.

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

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

- A. Maintain democratic procedures and practices.

- B. Ensure members' rights to participation in the affairs of the Association through periodic elections, fair and equal treatment under the governing rules and due process in any disciplinary proceedings.
- C. Prevent discrimination on the basis of race, color, age, gender, religion, creed, national origin or disability, or on the basis of marital, economic, social or political status.
- D. Maintain the fiscal integrity of the Association.
- E. Prohibit business or financial interests on the part of its officers and agents which conflict with their duty to the Association.

ARTICLE IV Subordinate Units

Section 1. Subordinate Units.

- A. Charters shall be granted County Units upon members' application and payment of one (1) year's dues for each member. The amount of dues shall be specified in WARLCA Constitution ARTICLE III.
- B. The County Unit or Region Association is subordinate to the WARLCA. Likewise, the WARLCA is subordinate to the NRLCA.
- C. All County Unit Constitutions shall be in harmony with the State and National Constitution.
- D. Region and County Associations
 - REGION ONE (1) shall be composed of the County Units of: ISLAND-SKAGIT-SAN JUAN (Island, Skagit and San Juan Counties); K-S (King and Snohomish Counties); WHATCOM (Whatcom County).
 - REGION TWO (2) shall be composed of the County Units of: PENINSULA (Clallam, Jefferson, and Kitsap Counties); LOWER COLUMBIA (Clark, Skamania, Cowlitz, Wahkiakum, and the 986 offices of Pacific and Klickitat Counties); MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis, and the non 986 offices of Pacific Counties).
 - REGION THREE (3) shall be composed of the County Units of: NORTH CENTRAL WASHINGTON (Chelan, Douglas, Grant, and Okanogan Counties); NORTHEAST WASHINGTON (Stevens, Ferry, and Pend Oreille Counties); EAST CENTRAL WASHINGTON (Lincoln and Spokane Counties).
 - REGION FOUR (4) shall be composed of the County Units of: WHITMAN-SOUTHEAST (Whitman, Asotin, Walla Walla, Columbia, and Garfield Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).
- E. Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designated by statute. The County Secretary will notify all County members, their Region Committeeperson, State Secretary, and State President at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such constitutional changes as their needs may suggest, and such laws must harmonize with this code of laws.

- F. Secretaries of the County Units shall remit to the State Secretary-Treasurer within fifteen (15) days of their receipt, all monies for per capita dues. County secretaries shall also inform the State Secretary-Treasurer of any changes in membership (such as change of address, resigned, or deceased) in a timely manner.

Section 2. Stipend.

- A. Each County President, Vice President, and Secretary-Treasurer in attendance at their County Unit meeting shall receive compensation of \$25.00 each if they so choose, except for any meeting which the Officer campaigned for any elected or appointed position.
- B. Maximum times an Officer shall be compensated will not exceed four (4) per year per County Officer.
- C. The State Secretary-Treasurer will pay the County Unit Officers upon receipt of the meeting minutes and sign-in sheet.
- D. Each County President and Secretary-Treasurer will receive compensation of \$25.00 each for completing their county LM online by July 30 of the fiscal year just ended.

Section 3. Annual Report.

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

Section 4. Trusteeship.

A. Purpose.

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

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

B. Authority.

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

C. Hearing.

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

committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.

D. Termination.

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

ARTICLE V
Officers and Appointees

Section 1. Officers.

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

Section 2. Duties.

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

The Vice President shall preside in the absence of the President, and in the case of death, resignation, disqualification, refusal, or neglect of the President to discharge the duties of his/her office, the Vice President shall become the President and serve until such time as his/her successor shall be duly elected and installed.

C. Secretary-Treasurer

1. The Secretary-Treasurer shall keep a correct record of the proceedings of the WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the WASHINGTON RURAL CARRIER, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WARLCA, including a statement of the membership of same.
2. He/She shall conduct the correspondence of the WARLCA, keep a record, and submit same when demanded by the Board.
3. He/She shall have charge of the seal, books, papers, and documents belonging to the WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party or parties receiving same.
4. He/She shall keep a true and correct account between the WARLCA and the County Units.
5. He/She shall perform all the duties of the Treasurer as are required by this office.
6. He/She shall receive all monies due the WARLCA and shall deposit all monies in a convenient depository; such deposits to be made in the name of the "Washington Rural Letter Carriers' Association" and any interest thereon shall be credited to the funds of the WARLCA.
7. The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, and all Region Committeepersons review the payments and supporting documents on a quarterly basis.
8. The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings as directed by the State Board, and the cost shall be paid out of the treasury of the WARLCA.
9. He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA's funds as shown by his/her books.
10. After the close of each State Convention, the Secretary shall send the appropriate resolutions to the National Secretary-Treasurer, keeping a copy on file.
11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty-five (25) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to the National Convention in accordance with Article VII (National Convention Delegates) of the Constitution of the WARLCA.
12. He/She will notify all members, at least fifteen (15) days prior to the opening of the State Convention, of the time and place, the nominating and election procedures, and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.
13. He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These ballots should be placed in envelopes marked to indicate for which election they were used.
14. The Secretary shall have the Constitution printed in the Convention issue of the WASHINGTON RURAL CARRIER, which will be mailed to all members.

D. Executive Committee

1. The Executive Committee, or a majority of them, shall act as Trustees of the WARLCA, and in conjunction with the President, have general supervision and control of the WARLCA.

2. It shall be the duty of the Executive Committee members to aid in keeping carriers in their particular Regions interested in WARLCA work and in keeping up the membership of their Regions. They shall perform such other duties as the WARLCA may, from time to time, direct.
3. It shall be the duty of the Executive Committee members to search out future Convention sites in their Region and to work with the board on establishing a Convention site contract for said Convention. They are also to enlist Convention committee members to help assist them in holding the Convention in the appropriate Convention year for their Region.

E. Editor

1. The Editor shall publish issues of the WASHINGTON RURAL CARRIER as instructed by the State Board. Also, the State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.
2. The Editor shall mail each issue of the WASHINGTON RURAL CARRIER to all members of the WARLCA and will be reimbursed for all expenses incurred in publication and mailing.

F. At each State Convention, a report in writing must be rendered by each State Officer and the report then placed on file by the State Secretary.

G. Each State Officer and Appointed Officer will submit a proposed budget for the operating expenses of their office for the coming fiscal year to the Board for approval.

Section 3. Election.

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

E. The installation of officers shall take place immediately before adjournment.

Section 4. Salaries.

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

Section 5. Expenses.

- A. All elected and appointed state officers of the WARLCA shall be reimbursed for all office expenses for representing the WARLCA. Actual expenses, as defined in Board policy, will be reimbursed. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents.
- B. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, on Table One of the current salary schedule, or their route evaluation, whichever is higher, for all elected and appointed State Officers. Association Day of Pay (ADOP) will not be compensated to attend the State Convention, National Convention, or Western States Conference while they are in session, but may be authorized by the Board for other required business or trainings.
- C. WARLCA employees, once meeting the requirements, will be eligible and receive the WARLCA VOYA retirement plan. All elected and appointed State Officers that are full time for the WARLCA will have their Postal Benefits and Retirement funded and administered by the WARLCA in the same manner as the USPS does for Thrift Savings, FERS, Health Insurance, Life Insurance, Annual and Sick Leave.
- D. All lost sick and annual leave days will be compensated at a 44K, step 12, on Table One of the current salary schedule, or their route evaluation, whichever is higher, at the time of loss except for the full-time employees, who will be paid out their accrued annual and sick leave upon completion of full time.
- E. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA.
- F. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required.
- G. All elected and appointed State Officers will be reimbursed \$40 food per diem while on travel status, and an overnight stay is required.
- H. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate.
- I. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance if possible, and be submitted on a voucher with supporting documents.

Section 6. Removal.

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

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

Section 7. Association Property.

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

ARTICLE VI Meetings

Section 1. State Convention.

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

Section 2. Delegates.

- A. Each County Unit shall be entitled to representation in this Association by one Delegate-at-Large. Each County Unit is also entitled to one delegate for each (5) members or major fraction thereof of its own members, based on the current membership year. Each credentialed and seated delegate is entitled to one vote.
- B. The county credentialed State Paid Delegate to State Convention is responsible for the following:
 - 1. Specific assignments to a committee as notified by the State President.
 - 2. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.
- C. The county credentialed State Paid Delegate-at-Large is responsible for the following:
 - 1. Specific assignment to a committee as notified by the State President.
 - 2. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.
 - 3. Receiving and collecting the ballots for his/her delegation and returning Voting Cards at the conclusion of State Convention.
 - 4. Verifying his/her county delegates' attendance at the beginning of each business session.
 - 5. Reporting any discrepancies in his/her county delegates' attendance to the State President and Mileage and Per Diem Committee as soon as possible.
 - 6. Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.
- D. Each County Unit at their annual meeting shall elect their delegates to the State Convention by ballot in all cases where there is more than one candidate for each delegate position. Delegates will be listed in accordance with the number of votes received. The delegate receiving the most votes will be the Delegate-at-Large. In the event of tie, the position will be determined by random drawing of names then listed in order drawn; except for the Delegate-at-large position, which would be decided by another ballot.
- E. No delegate can be seated from any County Unit without properly signed credentials and current membership dues paid. Each delegate shall be seated with the County Unit that the delegate was elected in.

- F. Delegate positions vacant at the time of the State Convention may not be filled by a vote of the delegates present from the subject County Unit or Region or from other County Units or Regions, or delegates at the State Convention.

Section 3. Compensation for State Delegates.

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

Section 4. State Officers.

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

Section 5. Quorum.

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

Section 6. Order of Business.

- A. Order of Business
 - 1. Call to Order
 - 2. Invocation
 - 3. Presentation of Colors
 - 4. Recite the Pledge of Allegiance
 - 5. Roll Call of Officers
 - 6. Vote on Convention Standing Rules
 - 7. Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business
 - 8. Name Members of Committees
 - 9. Report of Credentials Committee
 - 10. Report of Officers
 - 11. Report of Standing Committees
 - 12. Report of the one-year future State Convention
 - 13. Report of the two-year future State Convention
 - 14. Report of the three-year future State Convention
 - 15. Report of Special Committees
 - 16. Call for Unfinished Business

- 17. Call for New Business
- 18. Election of Officers
- 19. Installation of Officers
- 20. Retirement of Colors
- 21. Adjournment

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

Section 7. Special Meetings.

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

ARTICLE VII National Convention Delegates

Section 1. Eligibility.

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

Section 2. Nomination.

- A. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the designated post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot shall be published in the February, March, April and May issues of The National Rural Letter Carrier.
- B. Nominations must be received in the designated post office box at least 50 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

Section 3. Election.

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

Section 4. Compensation of State-Paid National Delegates.

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

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

ARTICLE VIII State Board

Section 1. Members.

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

Section 2. Duties.

The WARLCA will operate on a budget each year.

Section 3. Meetings.

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

Section 4: Record of Votes.

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

ARTICLE IX Committees

Section 1. Appointment.

- A. Previous to the first day of each State Convention, the President shall appoint from the list of regularly elected delegates, then in the hands of the Secretary-Treasurer, the following committees: Credentials, Tellers, Constitution, Resolutions, Finances, Auditing, Mileage and Per Diem, **Communications**, PAC, Media, Minutes, Hospitality, and Sergeant-at-Arms. He/She shall be responsible that a Nominating Committee be appointed according to Article V, Section 3.D of the Constitution of the WARLCA. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.

- B. The President can, if necessary, ask any committees to meet prior to State Convention. These persons should be credentialed delegates to the Convention but are not required to be, as delegate elections may not have occurred at the time of selection. The President can, if necessary, authorize a stipend of \$75 or ADOP, plus mileage, hotel costs, and food per diem expenses to any/all delegates serving on these committees for each additional day that they are asked to meet prior to State Convention.

Section 2. Duties.

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

- J. The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the Convention delegates.
- K. The duties of the Convention Media Committee are to present the proposed resolutions and constitution changes to the delegates on the LCD projector as well as any reports and/or presentations. Another duty shall be photography of different portions of the proceeding.
- L. The duties of the Minutes Committee are to audio record the State Convention and keep a written record of the business sessions, as well as an overview of the speakers.
- M. The duties of the Hospitality Committee are to write thank you notes to the speakers and guests and to make sure the meeting room and sound system are set up prior to each meeting, as well as securing the room and WARLCA equipment during breaks and upon adjournment each evening. At the end of convention, the Hospitality Committee will assist break down of WARLCA equipment and load out.
- N. The duties of the Sergeant-at-Arms are to facilitate the recess, as well as the use of the stopwatches during proposed resolutions and constitution changes.
- O. The Duties of the PAC Committee are to help out at the PAC table during State Convention and to review past donations and remits to NRLCA. After talking to the PAC Chair, the committee can make suggestions as part of their report.
- P. The duties of all other committees shall be those usual to such committees, and they shall report when called upon.

ARTICLE X

Appeals

Section 1. State

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

1. This appeal must be in writing and be filed with the President of the National Association via first class mail within 30 days of receipt of the State Board's decision.
 2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
 3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.
- C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.
1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
 2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.
 3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

Section 2. National

- A. A member aggrieved by any action of the National Association or Officer, representative or steward thereof shall have the right to appeal directly to the National Board.
1. Appeals must be filed and mailed individually, in writing, and be filed with the National President via first class mail within 30 days of having knowledge of said action.
 2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition, and if necessary, request that the Charging Party provide a letter outlining the specific charge and any relief sought. The letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the National Board's request.
 3. Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
 4. Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission's report is before the National Board. The National Board shall render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
 5. Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.
- B. A Party not satisfied with a decision rendered by the National Board shall have the right to appeal to the next National Convention.
1. The appeal must be in writing and be filed with the National President via first class mail within 30 days of receipt of the National Board's decision. The appeal, if received more than

45 days prior to the National Convention, shall be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

2. Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.
3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

Section 3. Administration

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

ARTICLE XI Parliamentary Authority

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

ARTICLE XII Amendment of Constitution

The Constitution shall take effect immediately upon adoption.

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

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



PROUD TO BE A RURAL LETTER CARRIER



Support Our Postal Family In This Time of Need

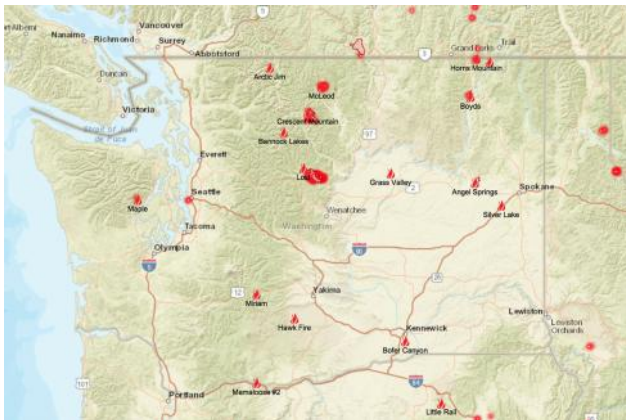
**MAKE A DIFFERENCE
IN THE LIVES OF POSTAL WORKERS**

GIVE 2

THE POSTAL EMPLOYEES' RELIEF FUND

TAKE TWO MINUTES  | **GIVE TWO DOLLARS**  | **RECRUIT TWO COWORKERS** 

<http://postalrelief.com/>



Watch for news from your State Board on how you can directly help rural carriers across the state. Sign up for email updates and follow our Facebook page.

Revised 03/30/26
NRLCA Form 1187**UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES****RURAL CARRIER
CLASSIFICATION**
☐ Regular
 ☐ PTF
 ☐ Relief
 ☐ ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME

FIRSTNAME

MI

MAILING ADDRESS – INCLUDING APT# IF APPLICABLE

CITY

STATE

ZIPCODE+4

EMAIL ADDRESS

POSTAL INSTALLATION WHERE EMPLOYED

ZIP CODE OF INSTALLATION

INSTALLATION FINANCE NO.

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

EMPLOYEE SIGNATURE

DATE

PHONE

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

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

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

\$37.54 for Regulars and PTF \$13.23 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:

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

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

Non Profit Org.
U.S. Postage Paid
Bellingham, WA
Permit #114

Change Service Requested



Special Delivery For:



Upcoming Dates to Remember

Aug 1-Sep 15 2026: NRLCA Supplemental Benefit Open Enrollment
Aug 18-21 2026: National Convention, Grapevine TX
Aug 22-Sep 4 2026: Mini Mail Survey
Sep 12 2026: RDWL & Sunday/Holiday Volunteer Lists Posted
Sep 15 2026: Rural Carrier Remembrance Day
Oct 3 2026: New Guarantee Year Begins, RRECS 8 Evals Effective
Oct 18-24 2026: Steward Appreciation Week
Nov 9-Dec 14 2026: PSHB Open Season
Dec 5-25 2026: Christmas OT Period
Jan 10 2027: 2027 Leave Year Begins



www.warlca.com



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