

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2026



The La Conner Post Office braces for impact under stormy grey skies.

Edit Books, DPM, LTM

And Why They're Vitrally Important

Info Zoom:

On How to Maintain Edit Books and
Mapping

Aches & Pains?

Find Out How to Get Relief! For Free!

Emergencies:

Do You Have A Preparedness Plan?

Conference & Conventions

Don't Miss Western States Conference,
State Convention, and National
Convention

Victory Mail

Some Things You Didn't Know About
Wartime Mail Services

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NRLCA

United we stand! Divided, we fall.

Relief Carrier Appreciation Week

February 7-13 2026



Sign Up For Email Updates!

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

Here's how:

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

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

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



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

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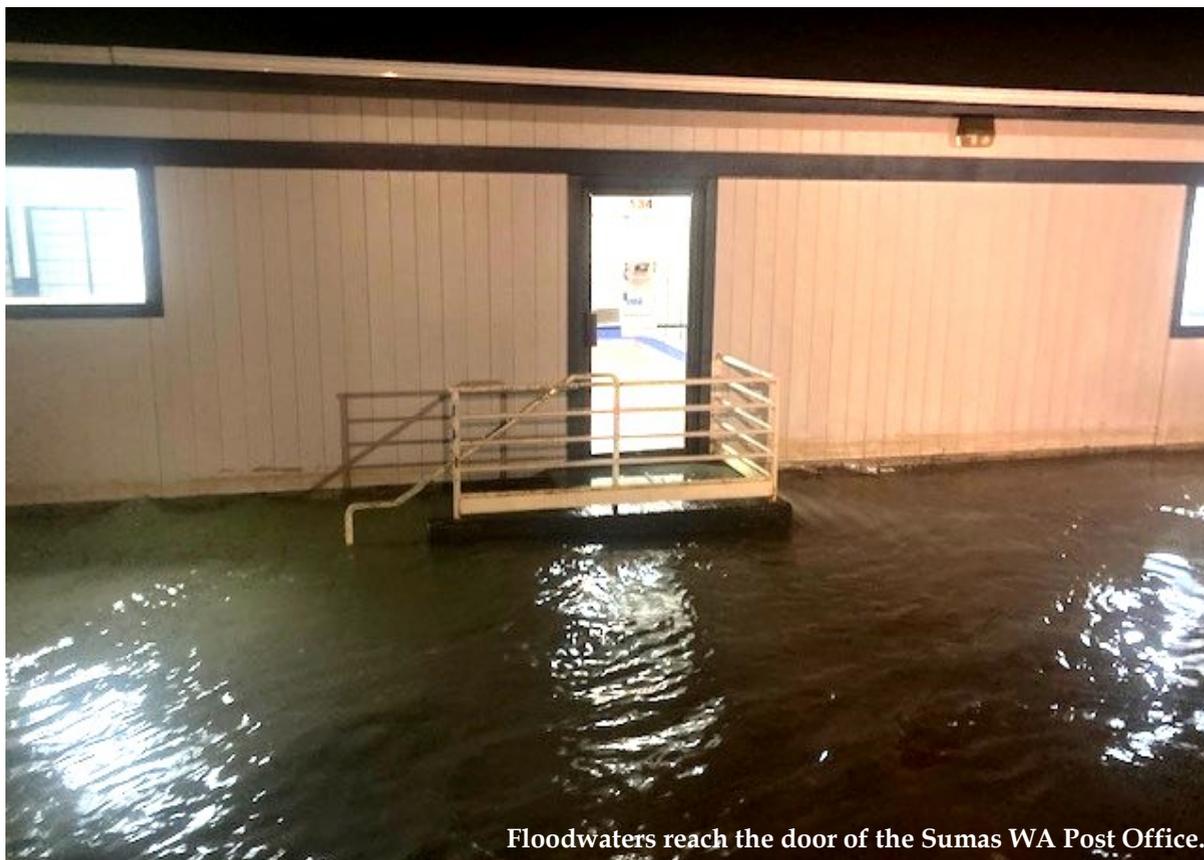


Historic Flooding in December Causes Damages and Disruptions

Pictured on the cover is the Sumas Post Office, totally flooded up to the doors. Damages from floodwaters here will take upwards of six months to repair. In the meantime, the carriers are displaced to the Lynden Post Office. Floodwaters rose to historic levels across Western Washington in December 2025. Street closures and sandbags were a common sight. Many carriers and routes endured service disruptions and weather delays.



Homeless postal workers: Carriers and the postmaster of the Sumas Post Office temporarily housed in Lynden while their post office is repaired.



Floodwaters reach the door of the Sumas WA Post Office.



Above: The community of Everson, completely underwater.

Left: Swimming in Sultan as streets are submerged

Below: Rivers breach the banks in Elma.



2026 National Delegate Ballot Timeline and Notification

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

- **April 25, 2026:** Nominations must be received at PO Box 185, Colville, WA 99114-9998. Any nominations received after this date will be sent back as the post office box closed. A member of the 2026 Election Committee, with the State Secretary-Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary-Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the December, January, February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at nrlca.org.
- **April 25, 2026:** A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.
- **April 25, 2026:** A drawing of names for placement on the ballot will be held at 9 a.m. in the lobby of the Colville Post Office. Two members whose names are not on the ballot will be doing the drawing, with the State Secretary-Treasurer observing. Candidates, or their designee, can observe.
- **April 28 - May 4, 2026:** The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Colville Post Office, 204 S Oak Street Colville, WA 99114. Candidates, or their designee, can observe.
- **May 20, 2026:** The ballot mailing will be completed by this date.
- **May 29 or 30, 2026:** Two members of the 2026 Election Committee, whose names are not on the ballot and who have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Downtown Pasco Post Office at 403 W Lewis St Pasco WA 99301. They will determine if a correct address can be found and resend the ballot again in a separate envelope. Candidates, or their designee, can observe.
- **June 13, 2026:** Two or more members of the 2026 Election Committee, again whose names are not on the ballot and who have been appointed by the WARLCA President, will pick up all ballots at the Downtown Pasco Post Office at 403 W Lewis St Pasco WA 99301 in the morning and will close both PO boxes. Ballots will be tabulated by the 2026 Election Committee as soon as they return from the Downtown Pasco Post Office in a meeting room at the 2026 State Convention hotel, the Red Lion Hotel Pasco Airport, 2525 N 20th Ave, Pasco WA 99301. Candidates, or their designee, can observe. All observers must first check with the 2026 Election Committee Chair and read and sign an Observers Rules and Sign-in Sheet. Any ballots that arrive after the final sweep of the post office box on June 13, 2026, will be returned to the sender by the Post Office as PO box closed.
- **June 15, 2026:** Election results will be announced on Monday, June 23, 2026, by the Election Committee at the 2026 State Convention at the Red Lion Hotel Pasco Airport, 2525 N 20th Ave, Pasco WA 99301

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

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



Active Participation in Union Leadership

By Dawn Ayers, WARLCA President

The Importance of Active Participation in Union Leadership

In any union or association, membership alone is not enough to ensure success. To truly make an impact and create positive change, members must actively engage and participate in the processes that shape the direction of the organization. One of the most essential aspects of a functioning union is its leadership structure—and without individuals stepping up to fill key roles, the entire system can start to fall apart.

Our state association is an excellent example of this dynamic. The leadership structure is made up of various positions at both the state and county levels, with elected officials and appointed chairs working together to keep everything running smoothly. But as you can imagine, each of these positions requires active involvement and commitment.

State Association Leadership

At the state level, the association is led by a Board, which includes:

- President
- Vice President
- Secretary-Treasurer
- Four Region Committeepersons (RCPs)

These elected positions help ensure that the association remains effective in advocating for its members' needs and interests. However, the real work is done when those leaders are supported by

individuals who show up, voice their opinions, and work alongside them. Without active participation, even the best leaders can only do so much.

County-Level Leadership

In addition to the state leadership, our state is divided into eleven county units, each with its own leadership team that mirrors the state structure. This includes:

- County Presidents
- County Vice Presidents
- County Secretary-Treasurers

Each county unit plays a vital role in organizing local efforts and connecting with members on a more personal level. It is at the county level where many issues are first brought to the table, and the decisions made can have a direct impact on local members. Again, these positions need individuals who are willing to take the lead, attend meetings, and engage with fellow members.

Appointed Positions: The Backbone of Effective Leadership

In addition to elected positions, our association also has several appointed roles that play a crucial part in driving the association's agenda forward. These positions, though not elected, are just as important. Political Action Committee (PAC) Chair, Historian, Editor, and Legislative Director are just a few of the appointed positions available.

These roles help provide direction on critical issues such as legislation and

maintaining the historical record of the organization and communications. Without dedicated individuals in these positions, the organization can struggle to maintain focus and momentum in these important areas.

The Need for Active Participation

All these positions—both elected and appointed—require active members who are committed to making the association strong and effective. If we want to see positive change, we need forty individuals each year just to fill the leadership roles alone. That is a considerable number, and it is a number that can only be reached with broad engagement from members at all levels.

So, what can you do? Consider stepping up and taking on a leadership role. Whether at the county level or on the State Board, there are opportunities for everyone to make a meaningful contribution. We need

people who are willing to attend meetings, collaborate with others, and actively participate in the decisions that will shape the future of our association. Any current State Board officer can give you information on how to become more involved or you can check out the State Constitution on WARLCA.com for more information on these positions.

Members must actively engage and participate in the processes that shape the direction of the organization

Being part of the union means more than just paying dues—it means actively participating in the efforts that will

make a difference for all of us. Contact any one of your State Board members to get more information on how to get more involved!

“Union” cannot be spelled without You and I...#UNI
Respectfully submitted,
Dawn Ayers
WARLCA State President



Wartime Overseas Mail Service

By Dave Blackmer, WARLCA Vice President & Legislative Director

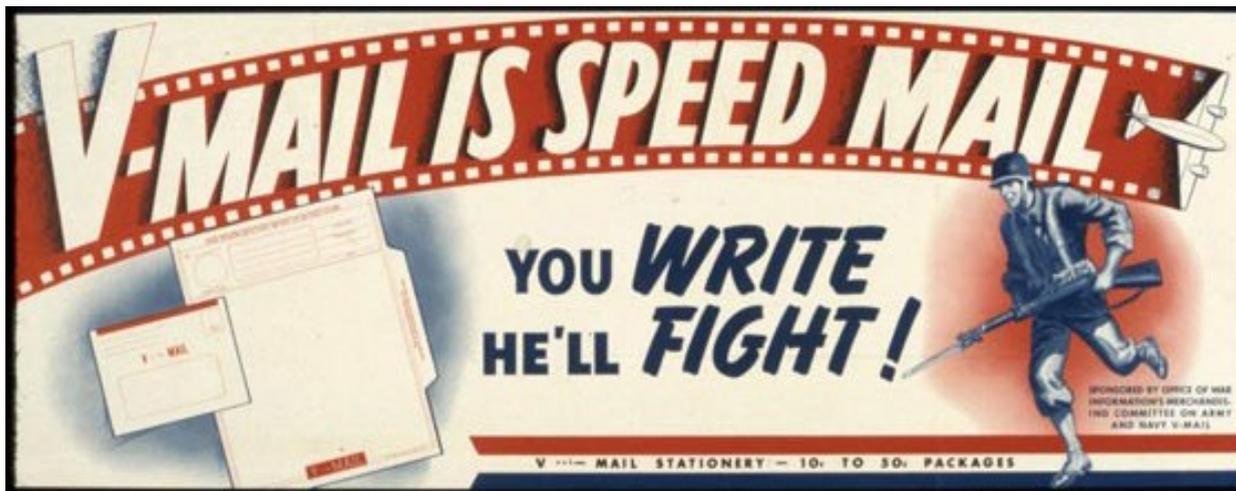
Before the days of email, instant messages, texting, or facetime, there was the humble written letter. The letter that would keep morale up for our boys fighting the Axis powers during the Second World War. But how did the mail make it to our boys on the front? Obviously, a modified mechanism was in place to send a letter from rural America to

the European or Pacific theater hundreds and thousands of miles from home but how exactly did it work?

The answer became victory mail (V-mail). Mail was second only to food for the troops. Letters from home were powerful. They provided comfort, a connection to both family and the homestead. Mail provided

normalcy in a chaotic and destitute world. More importantly, a letter from the battlefield back home may be the last tangible item a loved one received when the soldier, sailor, airman, or marine wasn't coming home. In that sense, the letter became priceless. The

American military understood this: mail was a lifeline. Daily routines, family news (who had a baby, is it a boy or girl?), and local gossip kept the American citizen soldiers linked to their community.



V-Mail was promoted as patriotic with advertisements emphasizing contributions to the war effort, such as saving cargo space and providing messages to lift spirits. To allay the fears and misconceptions of would-be V-Mail writers, news reports explained how the letters were processed and sped to military personnel.

During the First World War, the US Post Office Department (USPS name change would come 07-01-1971) had to deal with dramatic increases in overseas mail. Yet after Congress authorized free mail service for military personnel in 1942, the Department had to manage an almost immediate 30% jump in letters from soldiers, sailors, and Marines stationed in the European and Pacific theaters. The introduction of V-mail, which allowed friends and family members to send letters to warfighters via airmail, also helped escalate

delivery burdens.

To manage these increases, as well as maintain strict operational security, the Postal Service instituted new rules for mail. Letters were routinely examined by censors, who blacked or cut out (with an Xacto type knife) potentially sensitive information about

troop movements or battle plans. Letters were photographed on 16mm film to handle the enormous amount of incoming mail to a manageable

size to ferry across the ocean to the front lines. Once reaching a central hub, the film was developed to a 4X5 print (post card size) and sent to the recipient. In addition, the military, at times had to suspend mail service due to ongoing battles or infrastructure damage that interrupted delivery routes. The system was brilliant in its simplicity and efficiency.

The American military understood this: mail was a lifeline

It didn't take long for Europe to see a seemingly impossible backlog of 17 million pieces of undelivered mail. In February 1945, the 6888 (Six-Triple-8 as it would become affectionately known) Central Postal Directory Battalion, the only Woman's Army Corps unit of color to serve overseas during the Second World War, came to Birmingham, England, to take this problem in hand (so to speak). The 6888 managed to sort and ship letters and parcels addressed to nearly seven million American service members and government personnel stationed across Europe in approximately three months. With the motto, "No mail, low morale," they repeated this incredible feat during missions in Rouen and Paris, France. To their credit and rightfully so, members of the 6888 received a Congressional Gold Medal for their work, albeit 80 years later.

For those who haven't seen the 6888 movie I would highly recommend it. While there are some theatrical liberties taken, it stays true for the most part to the history of the 6888.



As of this publication, there is nothing new on the legislative front. While we remain vigilant of legislative impacts on our craft, no news is good news at this juncture.

Stay safe and look out for each other.

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Letter writing in WWII | National Postal Museum. (n.d.). <https://postalmuseum.si.edu/exhibition/victory-mail/letter-writing-in-wwii>

Bruns, J. H. (2025). Delivering for America: How the United States Postal Service built a nation. Melcher Media.

Malloryk. (2019, December 6). Mail call: V-mail. The National WWII Museum | New Orleans. <https://www.nationalww2museum.org/war/articles/mail-call-v-mail>



Victory Mail
YouTube



6888th
YouTube

**NEW!! Check out the NRLCA's
interactive Congressional Score Card!
Visit <https://bit.ly/4iXijD2> or scan the
QR code with your smartphone ~->**





Hinge Health

By Lorrie Crow, Secretary-Treasurer

Picking an article topic is never easy, especially when you request to do a “fluff” piece. Wanting to write about something light and uplifting, something that will inspire a little bit of a chuckle. Instead, the only thing I really came up with is a bit of a testimonial. And like all testimonials, let me give you some background first.

In 2024, I injured my back, yep, you guessed it correctly, Amazon. Then I reinjured my back again and again. In the course of that year, I spent out of pocket in excess of \$7,000 on chiropractic care including decompression and physical therapy. Neither the decompression or PT at the chiropractic office were covered by insurance, nor did they do much good.

With the Rural Carrier Benefit Plan (RCBP), we get up to 90 PT visits in a calendar year and in 2025, I used all of them. Luckily these were covered by my insurance plan and by the end of the year, I was getting my co-pay refunded. These visits were specifically for my back, but I reached a point where my knees were hindering me from progressing any further. To be honest here, the therapy that I did receive helped with my back immensely and to this day I still do many of the exercises they had me doing.

Last August at the National Convention

there was a vender selling a device similar to a TENS machine (so I am told) for a mere four or five hundred dollars. I tried it and it did give me some pain relief in my knee and I was all in, I was going to put it on a credit card and take it home. Luckily for me, I have friends with better sense than I, they convinced me to go talk to the people at the booth for Hinge Health first. This is one of the many extra benefits that the RCBP offers.

So here was the deal: I had to sign up with them, easy peasy. After I got home, we had an online consultation to determine how they could best help me, then they mailed me

The bottom line here is, if you have the Rural Carrier Benefit Plan, this service is free to you as one of their benefits

some reading material, exercise straps, etc. Basically, the whole program is on an app on your phone which includes exercise

programs that you can pick and choose from. I know, I thought the same thing: here we go again another program I will use once or twice and eventually just delete it. Nope that didn't happen, I use it at least a couple of times a week. After the completion of I think 10 exercise sessions they sent a yoga mat, and then after 15 sessions (maybe) they sent an Enso machine, like the one that I almost spent money on at the Convention, but this one was free and does the exact same thing. Now, I know how much we all like the thought of doing exercises at home from a phone, but I

am here to tell you this is super easy to incorporate into your lifestyle. Each session is between only 7 and 12 minutes long and you decide what you need to work on. They offer area specific or general overall body exercises or just stretching programs. Since retiring from the post office, I have been doing some home renovations so I do back and lower body stretching and exercises most of the time. I am scheduled for a knee replacement soon so I will switch over to knee strengthening exercises now. When relaxing or working at my desk, I use signor Enso on my lower back or knee all the time. I am certainly not a health coach nor am I giving medical advice, just telling a story of what has worked for me.

The bottom line here is, if you have the Rural Carrier Benefit Plan, this service is free to you as one of their benefits. I know for some of you the hours you are working can

be brutal, but maybe we can all do with some self-love and care, the only thing this will cost you is 10-15 minutes three or four times a week. Try it. I did and I love it.

Respectfully submitted,
Lorrie Crow

Fun Fact: The U.S. mail was the original enabler of trolls

In the 19th and early 20th centuries, insulting “vinegar” or “poison” valentines were a popular trend in America and England. These cards featured a male or female caricature of popular stereotypes, like a miser or a spinster, accompanied by a mean-spirited verse. Here’s a sample: “Hey, Lover Boy, the place for you/Is home upon the shelf/‘Cause the only one who’d kiss you/Is a jackass like yourself!”

Copied from a Reader Digest article by Daryl Chen dated May 13, 2025



RURAL CARRIER BENEFIT PLAN

Providing superior service to rural letter carriers nationwide

- RCBP Overview
- Retiree Center
- RCBP Extras
- Healthy Living
- Member Resources
- PSHB Program
- Contact Us

Hinge Health

Your digital clinic for joint and muscle care



Visit <https://rcbphhealth.com/hinge-health-back-and-joint-care/> to get started

WA Rural Letter Carriers' Association
Statement of Financial Position
 As of January 15, 2026

	Jan 15, 26	Jan 15, 25	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	110,543.98	6,532.52	1,592.2%
1015000 · Savings - WA Trust Bank	146,589.46	20,923.78	600.6%
1020000 · Savings - APCU	194,510.13	328,502.26	-40.8%
1030000 · Chkg - APCU	6,274.20	3,552.33	76.6%
1220000 · CD#76 Emer Fund 4.879% 4/72025	26,777.77	25,740.56	4.0%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	84,938.08	81,397.54	4.4%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	141,956.25	136,271.74	4.2%
Total Checking/Savings	711,589.87	602,920.73	18.0%
Total Current Assets	711,589.87	602,920.73	18.0%
TOTAL ASSETS	<u>711,589.87</u>	<u>602,920.73</u>	<u>18.0%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100000 · Payroll Liabilities	291.47	1,252.42	-76.7%
2500000 · Retirement Plan Payable	-257.61	311.64	-182.7%
2600000 · Nat Auxiliary Dues	0.00	2,037.94	-100.0%
Total Other Current Liabilities	33.86	3,602.00	-99.1%
Total Current Liabilities	33.86	3,602.00	-99.1%
Total Liabilities	33.86	3,602.00	-99.1%
Equity			
3900000 · Net Assets	620,076.51	530,128.88	17.0%
Net Income	91,479.50	69,189.85	32.2%
Total Equity	711,556.01	599,318.73	18.7%
TOTAL LIABILITIES & EQUITY	<u>711,589.87</u>	<u>602,920.73</u>	<u>18.0%</u>

Want to attend Western States Conference in Henderson, NV?

Compensation up to \$650 when you attend all business sessions.

Registration form is in this issue of the WRC or the National magazine.

We hope to see you there!

**WA Rural Letter Carriers' Association
Statement Of Activities Previous Year Comparison
July through December 2025**

	Jul - Dec 25	Jul - Dec 24	% Change
Income			
4000000 · National General Insurance	11,576.84	0.00	100.0%
4100000 · Interest / Dividends	5,242.22	5,783.17	-9.4%
4200000 · Membership Dues	187,377.53	176,627.80	6.1%
4400000 · Reimbursements	435.41	2,005.60	-78.3%
4600000 · AuxiliaryDuesStatePortion	0.00	1,798.04	-100.0%
Total Income	204,632.00	186,214.61	9.9%
Gross Profit	204,632.00	186,214.61	9.9%
Expense			
WARLCA Auxiliary	596.40	0.00	100.0%
5000000 · Accounting and Banking Fees	2,375.00	5,227.90	-54.6%
5100000 · Awards & Recognition	5,320.20	4,227.06	25.9%
5300000 · Employee Benefits	3,050.01	3,498.63	-12.8%
5400000 · Equipment	1,001.42	1,504.23	-33.4%
5600000 · Lodging	10,083.18	6,911.22	45.9%
5700000 · National Convention	86,097.80	21,162.85	306.8%
5800000 · Office Expense	1,148.17	1,066.31	7.7%
5900000 · Payroll Taxes	5,944.19	4,641.19	28.1%
6000000 · Per Capita Dues	1,273.00	1,273.00	0.0%
6100000 · Postage	159.81	2,053.92	-92.2%
6200000 · Printing	475.53	202.91	134.4%
6600000 · Salaries and Wages	65,461.10	40,324.69	62.3%
66900 · Reconciliation Discrepancies	36.28	1.63	2,125.8%
6700000 · State Meetings	8,603.12	3,202.07	168.7%
6701000 · State Paper	8,797.54	6,836.59	28.7%
6900000 · Telephone & Internet	1,289.60	1,055.23	22.2%
7000000 · Travel	8,226.94	8,212.73	0.2%
7100000 · Website Expenses	522.70	1,198.28	-56.4%
Total Expense	210,461.99	112,600.44	86.9%
Net Income	-5,829.99	73,614.17	-107.9%

Scan the QR code to the right to access the Special Contract Issue of the NRLCA magazine. →





Are You Ready?

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Emergencies can happen in any community and sometimes they come unexpectedly. Knowing the hazards that are likely to happen is an important step to being prepared in the event of an emergency. Fire, flood, earthquakes, and civil unrest are just a few of the things that we might experience in Washington State.

Contact your local office of emergency management to find out more about local risks. You can also visit the American Red

Visit the American Red Cross for information on how to build kits that are specific to the natural disasters you would be most likely to experience

Cross for information on how to build kits that are specific to the natural disasters you would be most likely to experience in your area. You can also stay connected by signing up for free emergency alerts from your local government.

Emergency supplies like food, water, and medicine can meet basic needs but what

about if you are away from your house when disaster strikes? Designate an out-of-town contact who can help you and your family

◇ Water-1 gallon per person/per day	◇ Extra Batteries
◇ 7-10 days Food: non-perishable, easy to prepare foods/canned/dried that use little to no water or cooking	◇ First Aid Kit-bandages, pain & fever reducer, medicine dropper, hand sanitizer, scissors, bandaging tape
◇ Can opener	◇ Multi-Purpose Tool/wrench for turning off utilities/rope/axe/pry bar
◇ Medical/Vision/Prescriptions	◇ Sanitation/Personal Hygiene
◇ Flashlight/Battery-Powered Lanterns	◇ Cell Phone/Chargers
◇ Radio-NOAA weather radio/Hand crank	◇ General items-Dust masks, matches, candles, flares/Compass
◇ Extra Cash	◇ Hats/Glove/Boots/Coats
◇ Items for warmth & sleeping blankets sleeping bags/extra clothes/socks/coats/hats/gloves	◇ Personal Documents-birth certificates/passports
◇ Pet Foods/Medications/Supplies	◇ Shelter items-tent/plastic sheeting/duct tape

**National
Emergency
Hotline**

**1-888 EMERGNC
(1- 888-363-7462)**

is a toll-free number for USPS employees to use in the event of a facility or weather-related emergency.

In an emergency, the hotline provides employees with information about the status of their facility and special instructions or guidance.

Please keep this phone number for future use.

reconnect if you are separated from them. If you must leave your home, where would you go? If you need to leave your community, do you have a specific place in mind where you could meet? Prepare yourself with a Go-Kit that should have at least three days of supplies that you can easily take with you. Have a Stay-at-Home-Kit that should have at least two weeks of supplies. Do you know who to call to find out if your office is closed? Look at the back of your postal ID to find the phone number to contact to find out about facility closings. Did you know that you can help fellow carriers after a natural disaster strikes? You can donate through CFC (Combined Federal Campaign) which allows carriers

to donate to thousands of charitable organizations including PERF (Postal Employee Relief Fund). Don't wait until disaster strikes to find out how unprepared you are.

<http://postalrelief.com/>



Armed Forces Veterans' Club, WA Charter

By Estee Javinari, Region 2 Committeeperson

Welcome to the Washington's Charter for Armed Forces Veterans' Club! We are pleased and excited to announce at the 2025 National Convention that the National AFVC was able to present 95 applicants with \$150 scholarship. This may not seem like a lot of money, but its purpose is to provide any member, child, or grandchild of a

member in good standing the smallest step in reaching any higher education goal.

All membership fees are just \$5 and all monies collected go directly to the scholarships, as we do not keep any funds. We will be accepting our annual membership during

All membership fees are just \$5 and all monies collected go directly to the scholarships

the duration of the State Convention in June. If you are unable to make it to the state

convention, please reach out to the WA-AFVC board member. President Christiana Lee at chrisl647@comcast.net, Vice President Susan Durgan at susandurgan@hotmail.com, or Estee Javinier at esteeruralmail@gmail.com.

Membership is open to all members in good standing. There is no requirement to be

a Veteran yourself. You are what would be called a Thankful Supporter. In our Washington charter, we have 11 Thankful Supporters and 4 Veterans. Join us and let us see if we can get more members in our club.

Thank you,
Estee Javinier
Region 2 Committeeperson



Finding Balance

By Delsey Reed, Region 3 Committeeperson

Balancing the demands of rural letter carriage with home life is a daily act of resilience, adaptability, and intentionality. For rural carriers, the job doesn't end when the last mailbox is reached—it's a physically demanding, mentally taxing role that often extends beyond the route.

The Unique Challenges of Rural Delivery

Rural carriers face long hours, unpredictable weather, and for some, the responsibility of maintaining their own vehicles. Routes can span vast distances, and the isolation of rural roads means that carriers must be self-reliant and resourceful. These demands can make it difficult to transition smoothly from work mode to home life.

Strategies for Maintaining Balance

Establish Clear Boundaries: Set a firm end-of-day routine. Once the route is

complete and the vehicle is parked, shift focus to family and personal time. Avoid checking work-related messages or thinking about the next day's deliveries.

Prioritize Self-Care: Physical strain is part of the job. Regular stretching, hydration, and rest are essential. Mental health is equally important—carving out time for hobbies, relaxation, or simply quiet moments can recharge emotional reserves.

Communicate with Family: Keep open lines of communication with loved ones. Share your schedule, talk about your day, and listen to theirs. This fosters understanding and strengthens relationships.

Plan Ahead: Use days off to prepare meals, organize errands, and schedule appointments. A little planning can reduce stress during the workweek.

Lean on Community: Whether it's fellow

Once the route is complete and the vehicle is parked, shift focus to family and personal time

carriers, union support, or neighbors, building a network of support can provide practical help and emotional encouragement.

The Power of Purpose

Many rural carriers take pride in their role as a lifeline to the communities they serve. Remembering the impact of your work—delivering medications, connecting people through mail, and being a familiar face in remote areas—can provide a sense of fulfillment that carries over into home life.

Final Thoughts

Balancing home life with the responsibilities of a rural letter carrier isn't easy, but it's possible with intention and

support. By setting boundaries, prioritizing well-being, and staying connected to both family and community, carriers can find a rhythm that honors both their professional duties and personal lives.

Hoping these points can help all of my fellow rural carriers achieve balance and fulfillment with their work lives and their personal lives. Check back in the next WRC to catch a glimpse of why I found these suggestions so helpful. "A Week in My Life...."

Happy 2026!

Best wishes,

Delsey Reed, Region 3 Committeeperson



2026 State Convention

By Dawn Anderson, Region 4 Committeeperson

We are pleased to announce the 2026 State Convention, scheduled to take place from June 14-16, 2026, at the Red Lion Hotel Pasco Airport, 2525 N. 20th Ave, Pasco, WA. This event marks a return to Pasco after several

years, and we are committed to making

it a memorable one.

The hotel offers a

range of amenities,

including double

queen or king rooms,

hot buffet breakfast,

complimentary shuttle

service to and from the airport,

free Wi-Fi,

flat-screen TV,

mini fridge,

microwave,

free parking,

and pet-friendly accommodations,

After a productive day at the convention, attendees can explore nearby attractions

with room rates starting at \$130 per night. After a productive day at the convention, attendees can explore nearby attractions, including the Sun Willows Golf Course and Columbia Basin College. Additional activities

in the area include

visiting local

wineries, exploring

the Pasco Farmers

Market (seasonal),

and checking out the

iconic Cable Bridge

landmark. We look forward to a successful

2026 State Convention!

Thank you

Dawn Anderson

2026 WARLCA State Convention

Red Lion Hotel Pasco Airport

2525 N. 20th Ave, Pasco, WA 99301

509-547-0701 redlion.com/pasco

June 14-16, 2026

Use Group Code WRLC0612 When Registering

Register on or before May 12, 2026

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



Room Rates \$130.00

Double Queen or King

Includes: Hot Buffet Breakfast

Complimentary Shuttle Service to and from Airport

Free Wi-fi

Flat screen TV

Mini Fridge

Microwave

Free Parking



Pet Friendly

WARLCA 2026 STATE CONVENTION REGISTRATION

June 14-16, 2026

Red Lion Hotel Pasco Airport

2525 N 20th Ave

Pasco WA, 99301

Room rates are \$130 for Double Queen or King. Parking fees included. To make your reservations go to the link:

Redlion.com/pasco or by phone 509-547-0701 use group code **WRLC0612**

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

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

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____ PO BOX # _____

CITY: _____ STATE: _____ ZIP CODE: _____

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

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

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

There is a \$75.00 fee per delegate for registration; however, the fee will be **waived if all three of the following requirements are met: (1) registration form and payment is received in the office of the State Secretary-Treasurer by May 30, 2026, (2) purchase one meal function, (not including the meet and greet), and (3) stay at the Red Lion Hotel Pasco Airport.** Note: If registration form and payment are received after June 5, 2026, a \$75 registration fee is required and not waived. The purchase of meal functions may not be guaranteed with late registration.

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

attending _____

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

attending _____ \$ _____

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

attending _____

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

Sunday June 14, 2026: County Officers Appreciation Lunch 12PM-1PM
Cost \$15.00 per person. Build your own burger buffet. (Beef or Chicken patties, french-fries, cookies)

attending _____ \$ _____

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

Monday June 15, 2026: Banquet And Games To Follow
Cost \$35.00 per person Smoked BBQ tri-tip, roasted lyonnaise potatoes, sauteed veggies, Tuscan Baci rolls and assorted desserts.

attending _____ \$ _____

Tuesday June 16, 2026: LAST DAY OF CONVENTION STARTS AT 8 AM
No food functions

If using electronic payment via QR code, there is a mandatory \$3 convenience fee.

Total \$ _____

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

Register Via QR Code or

Pay by check, payable to: **WARLCA** and send it to 1208A Slide Creek Rd, Colville WA 99114

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



Scan to Pay

PAC HAPPENINGS

Win a Room Night!

Win a room night at the PASCO Red Lion Hotel.

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

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



Who wants a massage?

Win a handheld massage gun.

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



Silent Auction at State Convention!

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

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

Cannot wait to see what your creativity brings!



Meet and Greet!

Meet and greet your fellow carriers at our Dessert Auction!

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





Loss, Grief & What Comes Next

By Lisa Levitt, Editor

Happy New Year, everyone. I hope your holidays were safe, festive, and joyous and that you were surrounded by love and family. As we ushered out the past year and brought in a new one, I found myself saying goodbye to more than just 2025.

In the early morning hours of January 1, my grandma passed away in her sleep, peacefully, comfortably, having lived to the golden age of 92 and having been greatly loved. Those who know me know that I am very proud to be a fourth-generation postal worker: my grandma's father's legacy passed down all the way to me. My great-grandfather was a city carrier in Chula Vista CA, grandma was a clerk in Seattle, and mom retired from the Lake Stevens post office as a rural carrier a couple of years ago. Grandma was proud to have worked for the Postal Service for 25 years and her passing on New Year's Day hit us hard.

Grief and loss are complicated emotions and there is no right or wrong way to experience them. Everybody grieves differently and grief has no set timeline. It often comes in waves and can be overwhelming and surprising. Support is always available, 24/7/365, via EAP. If you or your family want grief support, or any kind of support, it is there, ready when you

are, at 1-800-EAP-4YOU and <https://usps.ndbh.com/EAP>.

But what comes next? Life doesn't conclude simply with a funeral. As we are learning, there is a rather lengthy and complicated legal process to go through when someone dies. The first step is to find and collect your loved one's legal and financial papers. Did they have a will? If not, you may have to go through the court-

Those who know me know that I am very proud to be a fourth-generation postal worker



Three generations of Postal ladies: My grandma, a retired clerk at the Seattle Terminal Annex; my mom, a retired rural carrier at the Lake Stevens Carrier Annex; and me, a regular carrier at the Marysville Main Post Office.

supervised process of probate to appoint a personal representative, collect assets, pay debts, and distribute remaining estate to beneficiaries. Here in WA, the law is fairly relaxed and even if there is no will, probate is pretty straightforward regarding to whom property is passed. If there is no will dictating otherwise, property is passed to immediate family.

Distribution of assets and settling debts are the obvious tasks to be completed, but that isn't it. Federal/State government and other agencies must also be informed of the death including but not limited to: Social Security Administration, IRS, DMV, credit reporting agencies, Medicare, VA, and financial institutions.

For resources and advice, including a helpful and detailed checklist with a suggested timeline, visit the following:

- ⇒ <https://www.usa.gov/death-loved-one>
- ⇒ <https://www.unitedway.org/our-impact/financial-security/my-smart-money/immediate-needs/immediate-steps-to-take-when-a-loved>
- ⇒ https://endoflifewa.org/wp-content/uploads/2022/05/After_Death_Occurs_Checklist.pdf

From this proud fourth generation postal worker to all of you, I hope your 2026 is filled with love, joy, and loved ones, while loss and pain are kept at bay.



In Memoriam

By Kurt Eckrem, Historian

Charles Murphy (Dec. 19, 1925-October 15, 2025)

As our State Association historian, I have been looking into longtime members' eligibility for the NRLCA membership longevity awards.

One of those members, Charles Murphy of Gig Harbor, came to my attention. Charles received

The WARLCA would like to recognize Charles Murphy for his ... service to the rural craft and express our appreciation for his nearly 80 years of membership

the NRLCA 70-year membership award in 2018, and upon reviewing his application for that award, I realized he started as a rural carrier in 1946, which meant he would be an 80-year member in 2026 (I'm

not sure the NRLCA even has an award for that). As best as I could determine, Charles was still alive in October of 2025, so I called the phone number we had on record for him. Sadly, his wife Alberta told me he

had passed away just a few days before my call, and she was in the midst of making funeral arrangements. I was invited to attend his funeral, which I did, and I spoke a few words about Charles' career as a rural carrier.

Charles was a WWII veteran, having served in the US Army Air Force. Upon his

discharge, he went to work in the Gig Harbor Post Office as a 20-year-old fresh out of the military. At the time, Gig Harbor had one rural route and one contract route. Charles was the NRLCA local steward in his office, and as the office grew, he filed one of the earliest grievances on the issue of converting rural territory to city delivery (a class-action grievance which went all the way to Step 4). Charles also served as a Mutual Counties officer in the mid-1970s and retired in 1980 with 34 years as a rural carrier. After his retirement, he

was active for many years in local youth sports organizations, and he also had a Cessna aircraft which he enjoyed spending time flying around the area. Charles passed away just two months short of his 100th birthday.

The WARLCA would like to recognize Charles Murphy for his many years of service to the rural craft and express our appreciation for his nearly 80 years of membership.

Kurt Eckrem, WARLCA Historian



The Importance of Edit Books and Mapping

By Renee' Pitts, District Representative

AMS Edit Book Maintenance Process Under RRECS

In RRECS maintenance and updates, the Delivery Point Manager (DPM) and Line of Travel Manager (LTM) need to be kept updated to ensure that we continue to be paid accurately in the RRECS system. The flow chart on the next page shows what is supposed to be done starting on day 1 and finishing on day 30. **This is every month, even if your route has no changes.** The flow chart shows the maximum number of days each part of the system must be accomplished.

This practice should be routine now, but unfortunately many managers and carriers are not completing this monthly maintenance for multiple reasons. I want to remind you that if you want to be properly compensated under the RRECS system you need to make

sure that you complete your monthly maintenance, you should be completing this after you Return2DU to build the time to complete the monthly maintenance into your route evaluation. **No one can make sure this is done except you, the carrier on the route.**

The Address Management Database is the most critical element in route listing reports. It is important that carriers have time to keep this information accurate. Adding and deleting addresses on the route and maintaining actual street delivery sequence to match the route listing report supports all of the internal and external AMS products. These AMS products are used to develop sort plans and walk sequence bypass mailings. They also generate additional revenue and volume by adding addresses to the databases and our largest customers. Mailers using USPS products will use the address

information you have provided for the database in their mail.

Each individual carrier is responsible for keeping his or her Edit Book accurate. The carrier is the individual most familiar with a route and aware of changes as they occur. While we all know that most offices do not train employees in how to make corrections and maintain their Edit Books, it is up to you to learn what you need to do to make sure your route is properly compensated. Please attend your local county meeting and ask your county unit officers if you would like to have Edit Book training done by the assigned NSS steward at your next meeting to learn more about how to complete your

edit book correctly to receive all the compensation and credits you should be receiving under RRECS. A cheat sheet is included with my article.

I have always said, **“I don’t want anything more than I am entitled to, but I will not accept anything less than I am entitled to either.”** Educate yourself and receive all the credit you are entitled to. Go onto the NRLCA website to learn more about

Complete your monthly maintenance ... after you Return2DU to build the time to complete the monthly maintenance into your route evaluation

how to properly maintain your Edit Book, LTM/DPM, your pay depends on it.

Respectfully,
Renee’ Pitts
District Representative

News From The WA Auxiliary:

Join the Auxiliary!

Being a member of the auxiliary means that you and your spouse have support. As Washington is a family-plan state, if your spouse (regular or retired) is a member in good standing, then you are automatically an auxiliary member in good standing. We are dedicated to providing leadership guidance for our Junior organization as they will learn citizenship skills for tomorrow in their actions of today. What a privilege to serve such a purpose. Membership is essential to the success of any organization. The individual member is the most important factor in our Auxiliary. There is strength in membership and there is power in knowledge. An organization can be effective and successful if members understand and carry out their responsibilities. Since we are just starting up the auxiliary program here in Washington State, we will provide daily activities for your families as a part of your stay at convention. This means you and your whole family are welcome to attend! Contact us at warlcaaux@gmail.com with any questions and please stop by the Auxiliary table at this year's State Convention to check out what we are all about.

Make sure to take our survey by scanning this QR code!



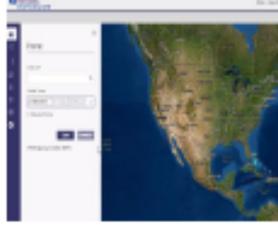
Rural Route AMS Edit Book Maintenance SWI

Carrier updates AMS Edit Books

Supervisor/designee Submits AMS Edit Books

AMS approves updates

DPM/LTM update and confirm routes

Visual	Important Steps	Key Points
	1. Days 1–10: All AMS Edit Books must be updated by the carrier each month	<ul style="list-style-type: none"> Carrier AMS Edit Books should be located at the end of the case Once reviewed and updated, Carrier signs and dates the summary page of the AMS Edit Book and initials the AMS activity log by Day 10 of each month
	2. Days 2–11: Supervisors/designees must submit verified AMS Edit Books to district AMS office via mail (or) WebEES by Day 11 of each month	<ul style="list-style-type: none"> Supervisors/designees should note that rural delivery submissions in WebEES must be completed by Day 11 each month
	3. Days 12–20: District AMS office will process changes by COB on Day 20 of each month <ol style="list-style-type: none"> District AMS office will mail processed AMS Edit Book back to delivery unit by Day 21 of each month 	<ul style="list-style-type: none"> AMS will print and mail case labels AMS will provide new printed carrier edit books as needed
	4. Days 23–30: Supervisor/designee, in the presence of the regular rural carrier, is required to log into Delivery Point Manager (DPM), click “Download,” plot missing deliveries, view/clear issues, and submit.	<ul style="list-style-type: none"> Log into Delivery Point Manager (DPM) <ul style="list-style-type: none"> Select ZIP Code and route Download AMS Edit Book Plot incomplete delivery and make necessary updates Clear errors and review warnings/thresholds Submit/Certify
	5. Allow 10-15 minutes for DPM processing. 6. Supervisor/designee logs into Line of Travel Manager (LTM) in the presence of the regular rural carrier, selects “Partial Review,” verifies/plots Traffic Control Points (TCPs), then submits and certifies each month	<ul style="list-style-type: none"> Log into Line of Travel Manager (LTM) <ol style="list-style-type: none"> Enter the ZIP Code Select the route for review Select “Partial Review” Plot/update Traffic Control Points (TCPs) Submit
	7. Once DPM and LTM are finalized, supervisor/designee must initial the DPM and LTM portions of the AMS Edit Book Activity Log	<ul style="list-style-type: none"> Carrier and manager must initial/date as appropriate

Last Revision Date: 3/16/2023

DATE: 5/17/2006
PAGE: 1

U.S. POSTAL SERVICE - ADDRESS MANAGEMENT SYSTEM
ROUTE LISTING REPORT

USPS 05-6889
SAN MATEO IBSSC
REPORT LFA220P2

BUNDLE TYPE: ONE BUNDLE

ROUTE: R001

ZIP CODE: 59100

SEQ #	PRIMARY ADDRESS	COMPLETE STREET NAME	SECTY ABBR	SECTY #	DELV TYPE	USG CODE	NO STAT	VAC IND	ADDR SORT	L I F CELL	S I DR OP	NON DOW	CO RL Y NG	STR- DEF	HI- DEF	HI- EXA	FIRM UNIQ	ADDITIONAL INFO	ALTERNATE ZIP / RTE
**R1	1820	N GLENDALE ST			OTH	B			T	7		AL		2025			2049	FOLGERS DIST BOX 121	
	2914	RIVERSIDE CIR			CURB	B	C			2				1921					
	313				CURB	R				1				1809					
	417				CURB	R	Y			1				1809				PART OF 13	
	521				CURB	R				1				1809					
	622				CURB	R				1				1809					
	78		APT A		CURB	R				1				1808	1812	1812		A	
	88		APT B		CURB	R				1				1808	1812	1812		B DROP AT A	
	98		APT C		CURB	R				1				1808	1812	1812		C	
	101002	N GLENDALE ST			CENT	R				1			P	1935	1937	1937			
	111002		STE 1		CBU	B				1				1935	1937	1937		1 NO DESIGN	
	121002		STE 2		CBU	B				1				1935	1937	1937		2 TRI-ACCESS	
	1327	MOSS LN			CBU	B				1				1935	1937	1937		3 HAIRPORT	
L	1425	REVERSE			CURB	R				1				1807					
	1539	YELLOWSTONE AVE			CURB	R				1				1807					
	1643				CURB	R				2				1810					
	1745	DELETE			CURB	R				1				1810					
	18986	GIGO LN			CURB	R				1				1816					
	19964				CURB	R	B			1			C	1808				MT MADE	
	20942				CURB	R				1				1808					
	21920	MOVE			CURB	R				1				1808					

Quick Reference Guide - RURAL & HC ROUTES - Updating the Route Listing Report



ALWAYS USE RED PLEASE !!

- To **ADD** a delivery point, draw an arrow where the delivery will be inserted, include all necessary column information. For multiple adds, use the add sheet in the Edit Book.
- To **DELETE** a delivery point, draw a line through the entire address and write DELETE.
- To **CHANGE** any item, draw a line through just the item (do not obliterate) and write the correction next to it.
- To **REVERSE** delivery points, draw a bracket next to the addresses and print REVERSE.
- To **MOVE** delivery points, draw a line around the address(s) to move and continue a line between the correct addresses to insert. Complete by writing **MOVE**. For complex moves, draw a line around the address(s) to move and indicate the line number that they should follow. Then draw an arrow after the target address and indicate which line numbers are to be inserted. **DO NOT** use "ADD" and "DELETE" to **MOVE** addresses. Use the Line of Travel Worksheet for difficult or multiple moves.

✓ **VERIFY and UPDATE DELIVERY POINT ATTRIBUTES** - To update, insert the correct information in the blank space or draw a red line through the incorrect information and insert the correct information.

- DELV TYPE** - OTH=Other, CENT=Centralized, CBU=NBUNDCBU/CBU, CURB=Curbline.
- USG CODE** - R = Residential, B = Business.

NO STAT - Enter Y=No Stat to indicate known addresses that have never received delivery or delivery points which have had a status change such as absorbed by another address, converted to storage, vacant lot, etc. Enter C=No Stat to indicate delivery points vacant over 90 days, PO Box throwback records and records that are part of a drop.

ADDR SORT - Enter T to indicate ALL mail is delivered to a PO Box and NO mail is delivered to the street. Used in conjunction with the C No Stat indicator. PO Box information should be included in the Additional Info column.

In all cases, if you are not sure how to update the Route Listing Report (Edit Book), CLEARLY write out the situation!! Refer to the Edit Book for detailed information.



Safety Tips
Watch for Bears!

ZOOM TRAINING MEETING!

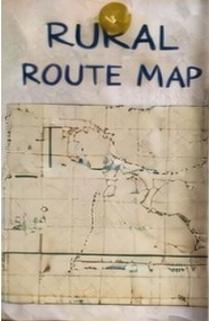


CHECK YOUR MAIL FOR A POSTCARD

DPM/LTM TRAINING SESSION
February 24th, 6:00 PM



Check Your Mailbox For Meeting Information!
Be Prepared! Don't Be Late!



CAMPAIGNING



Rules

1. Campaigning is only allowed in the Spring issue of the *Washington Rural Carrier* and at meetings where the meeting notices state "Campaigning will be allowed". However, if a Board member is being reimbursed to be at any meeting, they are not allowed to campaign, except at State Convention.

2. Campaigning in the *Washington Rural Carrier* will be unedited, limited to maximum 250 words, text only, and may be modified by the Editor to fit the paper's format, and must be submitted by the member running for the position. Preferred method of submission is via email to warlcaeditor@outlook.com. Submissions must be received by March 29, 2026 for inclusion in the Spring 2026 issue of the *Washington Rural Carrier*.

3. No appointed or elected officers shall include campaign announcements in their officer reports including the intent to run for re-election or for any other position. The Editor shall be responsible to ensure compliance. Reports are not to include candidate endorsements.

4. The WARLCA Secretary-Treasurer's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all **WARLCA State Officers and County Officers** for any campaign announcement or mailing desired. The fee for each pre-printed label is 10 cents plus a \$15 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA Secretary-Treasurer. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.

5. **Due to privacy issues, the membership list is not available as public information.** Any state-wide membership campaign mailing must be sent to the Secretary-Treasurer as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the Secretary-Treasurer or designee for a fee of \$300.00.



Send us your best postal related photo.

Prizes for first, second and third place.

Email one photo per member to webmaster@warlca.org

All entries must be received by April 15, 2026.

Members vote (thumbs up 'LIKE') on the WARLCA Facebook page no later than May 5, 2026 at *WA RURAL LETTER CARRIERS' ASSOCIATION*

Photos cannot be more than 1200 X 600 DPI, must be submitted by members in good standing & must include the member's name and home office you currently or have worked in. Questions: Contact any WARLCA State Board Member

2026 WESTERN STATES CONFERENCE

APRIL 15-17, 2026



SUNSET STATION RESORT

1301 WEST SUNSET ROAD
HENDERSON NV 89014

Room Reservations: 702-867-4397

\$126.00 per night

(Booking Code: NVRLCA)

Rates good APRIL 13, 2026—17, 2026

The registration fee is \$85.00/person, add \$10.00/person after March 1, 2026

Includes breaks, Lunch on Thursday and Seminars

Number of people _____ Total enclosed \$ _____

Please Print:

Name(s) _____

Address: _____

City/State/Zip _____

Please enclose your check payable to NVRLCA for the total.

Mail to Attn: NVRLCA c/o Jamie Martinez, at 4307 Stardust Moon Ave, North Las Vegas, NV 89084

Questions: Contact Ginny Simer at ginnysimer@yahoo.com or call 775-910-4318 and leave a message.

HOTEL AMMENTITIES

ACCESSIBILITY

- Wheelchair Accessible—may have limitations

BREAKFAST SERVICES

- Breakfast Services – Extra Charge

BUSINESS, CONFERENCE &

MEETINGS

- Meeting Room Facilities; Banquet hall on site; Ballroom on site; Meeting Rooms on site; Wedding & banquet services

ENTERTAINMENT & ACTIVITIES

- Sportsbook; Concerts live performances; Pool table or billiards

FITNESS SERVICES

- 24/7 fitness facility

GAMES & SPORTS

- Bingo; Arcade—Game Room

GENERAL AMENITIES

- Dry Cleaning & laundry Service;

Fron Entrance ramp; Braille or raised signage; Assistive listening devices available. Visual alarms in hallways; Electric vehicle charging Station; Bowling alley on site; Elevator & lift on property; Vending machine available; Wheelchair-accessible path to entrance; Pool host on suite; Well lit path to entrance; Elevator door width 36 inches; Hiking/biking trails nearby

- **No accessible shuttle**
- **ATM & banking on site**

INTERNET

- Free internet

KIDS & CHILDCARE SERVICES

- Babysitting or childcare—Extra charge; Supervised childcare & activities—Extra chg

LOBBY LEVEL SERVICES

- Luggage storage facilities; Express check out; Bellhop & Porter Service

- 24/7 front desk; Safe Deposit box at front desk

OUTDOOR

- TV in common areas

PARKING SERVICES

- RV, bus & truck parking—Free; Covered parking; Uncovered parking; Self Parking—Free; Valet Parking—Free

POOL FACILITIES

- Pool Umbrellas; Outdoor swimming pool; Pool Cabanas—Extra Charge; Pool sun chase loungers

PROPERTY FEATURES

- VIP ROOMS; Assigned smoking areas; Multilingual staff

RESTAURANT & BARS

- Bars & lounges; Pool bars; Coffee shops and cafes; Hotel restaurant; Snack Bars & deli

WARLCA BOARD MEETING MINUTES

Pasco, WA

October 12th-15th, 2025

Sunday, October 12

2:00 PM - 5:00 PM

Meeting called to order at 2:03PM with President Dawn Ayers, VP Dave Blackmer, Secretary/Treasurer Lorrie Crow, RCP1 Isa Lopez, RCP2 Estee Javiniar, and Guest Joe Hendrix in attendance. RCP3 Delsy Reed arrived at 2:22

Ground Rules Sec/Treas Crow read the ground rules, and they were approved without changes.

Minutes from the last Board Meeting Minutes were reviewed and approved.

Assignments/Appointments Chaplain? It was discussed whether or not we want to promote having a chaplain, the pros and cons of having one. We also discussed how to promote the other appointed positions. Dave agreed to compile a list of the available positions with a short description of each to present to the Board on Monday.

Board Policy The Board Policy was updated with some changes and approved.

Secretary/Treasurer Report The task report was reviewed and updated. Lorrie brought 2 boxes that she had ordered for the County S/T for review and or approval. It was decided that Lorrie Crow would order 10 more and they would be sent to the County S/T.

Meeting adjourned at 5:28 PM

Monday October 13, 2025

Meeting called to order at 8:00 AM with all in attendance including RCP4 Dawn Anderson.

The Board reviewed the convention flyer; Lorrie Crow will make suggested changes. The Board discussed what questions we want

to ask Seleste during the tour of the hotel, reviewed the grounds map.

Convention 2026 Room guarantee is 74 total rooms. \$56,000 delegate cap. Estee will reach out to members for flag presentation. Dawn Ayers has requested Kirby Ricketts as national speaker, Dawn Ayers will reach out to Dan Newhouse's office, Michelle Wertz about Auxiliary speaker. Estee Javiniar will be in charge of running the memorial service.

Saturday Meet and Greet We have the option of doing something outside and will have a dessert auction.

Banquet will be set up for 70, there will be a no host bar. Entertainment is going to be a "Game Night" and will take place in the main meeting room.

Prizes-prizes There will be prizes for the winners of the different games.

Training/Informational meetings Dawn Ayers will request TSP rep and John Embleton national retirement rep. for Sunday night from 6-8 PM

Registration Yea/Nea cards will go into the ditty bags and will be collected by the county delegate at Large at the end of convention and handed in prior to checks being dispersed.

Elections will be held in the same way they are held at National Convention. Delegates at large receive from the tellers the number of ballots counted for the County Unit and pass them out, then collect the voted ballots and return them to the tellers.

Go Daddy payments - There were some issues with processing CC payments last year, it seems to have been a problem with the go daddy app, and it is supposed to have

been fixed. We will once again accept CC payments for Convention registration.

ZOOM Meeting

Date November 11, 2025, 3:30-5:00 PM with Renee' Pitts.

It will be announced on the front page of the upcoming edition of the WRC.

Topics 2nd trips, RCAs over 12 hours, 6AM-9AM play (parcel delivery)

Q and A

Academy Supplies Recruitment booklets have been ordered from the national office. Dawn Anderson and Isa Lopez will check on supplies in their locations. We will hand out sticky notepads, pens and magnets to all new members. New members will have a choice between a bank bag or water bottle.

National Convention Recap

Resolutions and Constitution Dawn Ayers explained what and how the committee works at national convention and suggested we implement some of the National Conventions processes at the state level.

Traveling Flagpole Dawn Ayers had decided that the vice president will be the one to take the flagpole to national convention, she has been tasked with finding better collapsible poles.

Names on ballots When sending out the instructions and printing instructions for elections, we need to make it clear that sending your postcard back with your preferred name on it is important. And the Secretary will make the necessary changes prior to the ballots being printed.

Budget

Western States capped at \$15K-\$650 per person.

County Officers Training Saturday June 13 before convention from 10-4PM including lunch. With a \$500 cap for lunch to include only county officers and Board Members

with ADOP the 44k step12 rate of pay.

WRC It was agreed that we would try to upgrade the paper for the next issue and see if it will help with the print quality. In the meantime, Lisa Levitt is researching other options.

Winter - January 11th to board, 16th to Lisa, 30th to print.

Dawn Ayers-The next generation of leaders.

Dave- Legislative, Rural Mail Delivery During The 2nd World War.

Lorrie-Financial, fluff piece.

Isa-When is a break a break.

Estee-Armed forces piece.

Delsey-TBD balancing life and the route.

Dawn Anderson - Convention.

Spring - April 5th to board, 10th to Lisa, 24th to print.

County Corner - still not being utilized.

Photo contest for State Convention - Postal related, pictures from your route, WARLCA members only, must include name and post office that you work on, or for retirees' pictures from the route that you last worked on. April 15 deadline for pictures sent to RCP1@warlca.org. The Winner will be selected by the members via our Facebook Page (WA Rural Letter Carriers Association) May 5 last day to vote on FB.

2027 State Convention (Region 2) Great Wolf Lodge June 11, 2027-June 16, 2027.

2028 State Convention (Region 3) Delsey Reed is looking at Chelan, there is a resort she is interested in. ADOP was approved so she can take a day and travel to Chelan and check other places along the way.

Legislative We should try to arrange rallies in our different counties, especially after the shooting in Everett, Rick Larsons district. Dawn and Isa can reach out to him about signing on to HR1065, if not willing to do it we will set a date for a rally in his

district. All Board members need to contact our Senators about co-signing onto S463.

Legislative Seminar will be April 26-29, 2026, travel on the 25th and 30th. Ian Gold is the interim director, new director interviews have recently closed, and a new director will be selected soon.

President's Training Dawn Ayers has been updating us throughout the day; there were 14 new presidents in attendance with 2 as 2nd year presidents. Dawn suggested during the training that the State Presidents should be in touch with each other more often. She has reached out to the others via email, and it took several days before she got a response. About 30 have responded with many suggestions of what they can share and help each other with.

Both Joe Hendrix and Jim Hemrich joined us as guests.

Orientations Seattle and Tacoma attended by Kurt Eckrem or Dawn Ayers if possible. Spokane attended by Delsey Reed or Lorrie Crow if needed. We are still attempting to find someone to attend both in Yakima and Vancouver. It was agreed that we would advertise for Yakima and Vancouver recruiters for orientations in the County Corner.

Meeting adjourned at 5:00 PM

Tuesday October 14, 2025 Meeting called to order at 8:05 AM will all in attendance.

Region Committeeperson Reports

Region 1 Whatcom has a meeting on the 10/29. Offering free Pizza didn't seem to attract any new attendees. Free meeting spaces are becoming harder to locate. It was agreed that the state will compensate County Officers for the price of renting meeting spaces, within reason. Isa would like to go further North for their meeting to try to get more attendees. KS isn't planning on having a meeting until sometime after the 1st of the

year.

Region 2 Lower Columbia just had their meeting, pretty good turnout, and a lot of interest in attending convention. Peninsula will be later in the month; Estee will meet with Sherry Cortez to do some S/T training. Mutual will be rescheduling their meeting.

Region 3 East Central will have their meeting on the 2nd of November; Delsey needs to get a new County Officers List. She has contacted the Northeast S/T about having a meeting with no reply.

Region 4 Apple Valley has their meeting coming up on the 29th of October, she has had Pasco members who are interested in splitting the County Unit interested in attending. Dawn Anderson will continue to work on stuff for State Convention, specifically prizes and speaker gifts.

What every RCP should be covering at county meetings? PAC, Dates of Convention, State and National, EAP, Member of the Year, contact your congressperson. The resolutions form was updated to include RRECS and Mini Mail Survey deleting mail count and time standards.

State Officers The Board reviewed the LWOP taken to date and discussed the fact that several Board Members need to claim their Lost Annual and Sick Leave.

Board Meetings (Date/Location)

January 25-28 Ellensburg

March 29- April 1 Ellensburg

June 12-13 June 17 Pasco

Spring meeting We will revisit this at the January Board Meeting.

Legislative Seminar, Pres. & Vice Pres. **April 25-30** President and Vice President will take an extra day ensuring them time to visit the Representatives.

County Officer Training

Topics LMs, retention policy, meeting minutes, scheduling a meeting, duties of each

officer, what ifs, who to invite, what can county officers discuss, decorum, meeting locations, process for requesting funds, communicating between county officers, handling motions, making agendas. Set aside 45 minutes to an hour for a mock meeting, liaisons, RCPs job, number of meetings, scheduling your next meeting at current meeting. Election process. The webmaster will send out an email to the county officers and let them know we will be having an in-person training prior to convention, What would they like to know more about. Mention in the email that they can reach out to the other county officers to see what they are doing for their county.

Equipment? The Equipment List was updated and approved. Both Dawn Anderson and Dawn Ayers need computers. It was agreed that we would use a Camera app for State Convention instead of purchasing a camera. The camera app allows individuals to take pictures and share them via the app.

Website/Social Media The Board reviewed both the Website (WARLCA.com) and the FB page (WA Rural Letter Carriers') and made suggested changes. Listing district wide posting on the website was discussed, District Representative Renee Pitts suggested that we contact the NRO and ask what his thoughts on this might be.

Auxiliary They now have 3 officers, Meagan Mellott is the new VP. Valerie Hamilton is still in contact with Cathy Hartshorn about the Monte Hartshorn scholarship. They are planning something for the 2026 Convention. They are working closely with the national auxiliary. There are 12 scholarships available for members. Isa Lopez will add a tab on the website sending members to the national website for these scholarship applications.

VOYA (Trustees) Trustees have been updated with Dawn Ayers, Dave Blackmer and Lorrie Crow in place, all past trustees have been removed.

3:30 break out session to work on Flyers and individual tasks. Meeting adjourned at 5:05PM.

Wednesday October 15, 2025 Meeting called to order at 8:00AM with all in attendance.

Unfinished Business The board chose which copy we would use for the cover page of the Fall WRC and the FB page to promote the upcoming ZOOM meeting. The board discussed how we could promote getting new members to the meetings. It was decided that the recruiters will hand out a ticket to each new member recruited; the ticket will be given to the RCP at the meeting they attend. The card will include a space for the recruiter's name, Region and the member's name. The Board will draw a name for each region at the June Board Meeting. This will include members that attend their first meeting and members that bring an existing member to their first meeting, and two tickets for those that bring a non-member that signs up at a county meeting.

Meeting adjourned at 10:11AM

Submitted by Lorrie Crow, Secretary-Treasurer



Revised 8/1/2025
NRLCA Form 1187

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

RURAL CARRIER CLASSIFICATION			
<input type="checkbox"/>	Regular	<input type="checkbox"/>	PTF
<input type="checkbox"/>	Relief	<input type="checkbox"/>	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
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SECTION B- FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL	DATE
---------------------------------------	------

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

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

LOC #	STATE
	WA
DATE	REMIT #

Lorrie Crow **WARLCA** , STATE SECRETARY

SECTION C- FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE

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

Recruiter EIN:
Name:
Address:

WARLCA Membership Status

Member Totals by Class		Nonmember Totals by Class	
Regular	1,201	70-5 — ARC	131
PTF	177	71 — Regular	249
Retired	269	76 — PTF	76
Associate	16	78 — RCA	192
RCA	227	79 — RCA AUX RT	10
Recently Retired	4	Total	658
ARC	24		
OWCP/LWOP	36		
Cash-Paid	24		
Total	1,978		

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

Charles Murphy

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



Congratulations Retirees!

Dawn M Anderson, Benton City
 Mylisa S Crisp, Elk
 Charles R Dodge, Bremerton
 Kerri L Newton, Bellingham
 Kathy Robertson, Stanwood
 Maryellen A Sanford, Burlington
 Tracy J Schmauder, Pasco
 Jody E Smith, Wilbur
 Gim P Yee, Tacoma

Do You Know Someone Who Deserves The Membership Longevity Award?

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

Please Welcome Our New Members!

WICKED, FIL T	ARLINGTON	78 - RCA
BARCOM, JEANNIE	BENTON CITY	78 - RCA
THOMPSON, MAURICE B	BREMERTON	78 - RCA
HAMMON, JASON	BUCKLEY	78 - RCA
SCHWARTZ, DAVID W	CENTRALIA	78 - RCA
CRAWFORD, MAHRIA	LEAVENWORTH	78 - RCA
FOSTER, AMY M	MONTESANO	78 - RCA
OBERLOH, ANDERS C	MOSES LAKE	78 - RCA
GILBERTSON II, MICHIEL L	NEWPORT	78 - RCA
MWINYI, DAVID	OLYMPIA	78 - RCA
PEREZ-OLMOS, ANGEL E	PASCO	78 - RCA
REYNOLDS, SHAWN R	PASCO	78 - RCA
TORRES, PEDRO	PASCO	78 - RCA
WEBER, CAROLYN K	PORT ORCHARD	78 - RCA
COYLE, KAREN L	RIDGEFIELD	78 - RCA
EASTMAN, JOURDAN	SHELTON	78 - RCA
DIERKING, DERIK I	SUMNER	78 - RCA
EVANS, TYLER W	SUMNER	78 - RCA
ARANDAS, CELIA A	TOPPENISH	78 - RCA
GALLIAN, BRIAN	VANCOUVER	78 - RCA
STURTEVANT, ZACHERY T	WASHOUGAL	78 - RCA
CLEVELAND, JACOB	WILBUR	78 - RCA
HENDRICKS, CHRISTOPHER	WOODINVILLE	78 - RCA
MARIANO, JOHNNIE	YAKIMA	78 - RCA
COOPER, CRYSTAL M	YELM	78 - RCA
ELLIS, DANIEL W	YELM	78 - RCA

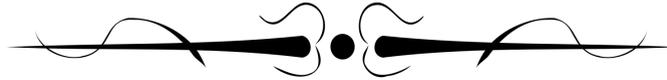


Washington Rural Carrier
1208A Slide Creek Rd
Colville WA 99114-8766

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

Non Profit Org.
U.S. Postage Paid
Mount Vernon, WA
Permit #34

Change Service Requested



Special Delivery For:



Upcoming Dates to Remember

- Feb 7-13 2026: Relief Carrier Appreciation Week
- Feb 21-Mar 6 2026: Mini Mail Survey
- Feb 24 2026: Zoom Informational Meeting
- Mar 29-Apr 1 2026: WARLCA Board Meeting, Ellensburg WA
- Apr 4 2026: RRECS 7 Evaluations Effective
- Apr 11-24 2026: RDWL & Sun/Hol Volunteer Lists Posted
- Apr 15-17 2026: Western States Conference, Henderson NV
- May 2 2026: RDWL & Sun/Hol Volunteer Lists Effective
- May 9 2026: Letter Carriers' Food Drive
- Jun 13 2026: County Officers' Training, Pasco WA
- Jun 14-16 2026: State Convention, Pasco WA



www.warlca.com



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