



# Copper State Carrier

OFFICIAL PUBLICATION OF  
THE ARIZONA RURAL LETTER CARRIERS' ASSOCIATION

Winter 2026



## *Happy Holidays*



James Lahoe academy instructor and local steward spreading Christmas cheer in the north valley.



Santa and his elves at the Daisy Mountain workshop: Christina, Suzanna, Ronda, James, Bill and Karen

### What's Inside:

Pg 2 - Spring Booster Meeting/Luncheon Info

Pgs 9-11 - AZRLCA & NRLCA Constitution change & Resolution forms

Pgs 4 & 6 - AZRLCA Board and NRLCA Delegate nomination forms

Pg 5 - State Convention Info

Pg 8 - Member of the year info

Yuma Main carriers dressed to spread holiday cheer to their customers!



## **AZRLCA STATE OFFICERS**

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**SEND ALL ADDRESS CHANGES  
TO THE SECRETARY/  
TREASURER**

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## ***THIS IS YOUR CHANCE!***

*-by Mary Kosta*

Have you received post cards in the past about the Spring Booster and seen bulletins in the newsletter and thought "maybe I should go?" Well, the answer is YES! Yes you should go! Maybe you're a new RCA or a new Union member and this is the first time you've heard of the Spring Booster. YES! Yes you should go!

The Spring Booster is an informative luncheon being held @ The Links Neighborhood Grill in Peoria on March 1st from 10:30am- 2:00pm. We will be providing A Taco Bar Buffet. This event only happens once a year and you don't want to miss it. There is so much to know as a Rural Carrier and this is your opportunity to not only learn but have your questions answered. I know we all have questions and we all want answers.

Learn more about RRECS and the things that affect your pay. Be an informed carrier and know what is going on with our craft and issues that affect us all. Hear from our District Representative Faye Dunbar. Meet your AZ board members. Meet carriers from across Arizona. You'll be amazed how much you can learn from others. This is your chance to help yourself and get involved. I can't wait to see you all there!

**March 1st, 2026**

**10:30-2:00**

**The Links Neighborhood  
Grill 18823 N. Country  
Club Pkwy Peoria AZ  
85382**

**RSVP: Mary Kosta**  
**marykosta111@gmail.com**  
**by February 16, 2026**





## **A Message from Your District Representative**

I hope everyone enjoyed a wonderful holiday season and had the chance to spend quality time with friends and family.

First, I want to extend a heartfelt thank you to all of our stewards. Your hard work and dedication in upholding our contract and representing carriers is truly appreciated.

### **LiteBlue Access – Don't Wait Until It's Too Late!**

Recently, I've received numerous calls from carriers who forgot their LiteBlue password or didn't know how to reset it. Remember: You must be able to sign in to LiteBlue to bid on an open vacancy.

To reset your password/passcode, follow these steps:

1. Call 1-877-477-3273 (US Employee Service Line)
2. Press Option #5 for HR Shared Service Center
3. Stay on the line and listen to all options. Have your EIN and PIN ready (PIN is usually the last 4 digits of your Social Security number).
4. Press Option #9
5. When prompted, choose whether to hear the privacy statement (1-Yes or 2-No)
6. Enter your EIN and PIN
7. Press Option #7 to connect with a representative who will assist you in resetting your LiteBlue password/passcode.

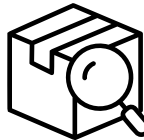
**Important:** Do not wait until a vacancy opens to resolve login issues. If you cannot access LiteBlue, your bid will not be accepted by any other method. For RCAs, this could mean losing the chance to become a career employee and forfeiting your seniority ranking. Stay prepared—opportunities can arise at any time!

### **Contract Update for RCAs**

Under the new contract:

- ⌚ The probationary period to bid on PTF positions has been reduced from 1 year to 6 months.
- ⌚ To bid on a regular route, you still need 1 year of continuous service.

### **Faye Dunbar NRLCA District Representative**



### **RRECS Tip: What Is an Unscannable Parcel?**

An unscannable parcel is:

- ⌚ A package with a damaged barcode that cannot be scanned.
- ⌚ A box sent with multiple stamps instead of delivery confirmation.
- ⌚ Items like Shutterfly products that fit in newer CBUs/NBUs like flats but not in back loaders or some mailboxes. If it doesn't fit, it's considered an unscannable parcel.

When in doubt, bring questionable items to management's attention.

## **NRLCA ARIZONA STEWARDS**

### **DISTRICT REPRESENTATIVE**

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Waddell, Wittmann\*

**CONTACT D.R FAYE DUNBAR IF  
YOU ARE INTERESTED IN  
BECOMING A STEWARD.**

# 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.

## Arizona Rural Letter Carriers' Association State Officer Nomination Form

I am a member of the Arizona Rural Letter Carriers' Association:

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

Signature: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

I hereby submit the name of: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Candidate for the office of:

- ☐ AZRLCA President (1 year term)
- ☐ AZRLCA Vice President (1 year term)
- ☐ AZRLCA Secretary/Treasurer (1 year term)
- ☐ AZRLCA Executive Board Member (2 year term)

A member may run for only one office.

Nominations **MUST BE RECEIVED**

in the State Mailbox 50 days **PRIOR** to the State Convention.

Mail to: AZRLCA Officer Nominations  
P.O. Box 25292 Yuma, AZ 85367-1312

To the best of my knowledge the above nominee qualifies under the provisions set forth in Article V, Section 1.B of the AZRLCA Constitution.

# **State Convention 2026**

*By Susan Naugle*

## **Overview**

The 2026 State Convention will be held at the Sheraton Mesa Hotel at Wrigleyville West, located in Mesa, Arizona. This annual event is scheduled for May 17th and offers members the opportunity to participate in important organizational discussions, network with peers, and engage with national leadership.

## **Schedule and Registration**

Registration for the convention will open at 8:30 AM. Attendees are encouraged to arrive early to complete the registration process and settle in before the official start. The convention proceedings will begin promptly at 9:00 AM.

## **Program Highlights**

A National officer will be present to deliver a special presentation. There is also an opportunity for attendees to ask questions, time permitting, making this a valuable chance to interact directly with national leadership.

## **Lunch**

A complimentary lunch will be provided for all attendees. The meal will feature pulled pork sandwiches accompanied by a variety of sides.

## **Afternoon Session: Constitution and Resolution Changes**

During the afternoon portion of the convention, any proposed changes to the constitution or submitted resolutions will be presented and put to a vote. Members who wish to propose amendments or new resolutions are reminded to submit their suggestions in advance. The necessary forms for constitution and resolution changes can be found in the newsletter or accessed online at [azrlca.com](http://azrlca.com).

## **Invitation to Attend**

All members are warmly encouraged to attend and take part in the annual State Convention. Your participation is important for the continued success and governance of the organization.

## ***NOMINATIONS FOR STATE OFFICERS IS NOW OPEN***

Nominations are now open, the nomination form for State Officers is on page 4. Nomination forms for Delegates to the National Convention can be found in the January issue of the National Magazine, and you can make as many copies as you need. If you wish to nominate yourself or any other member, just fill out the form and mail it to Nomination P.O. Box 25292, Yuma AZ 85367-1312. You will receive a packet from our secretary/treasurer for you to verify and return it to her. If you do not receive the packet within a timely manner, please contact the Secretary, Arcy Montes at #928-246-9148.

Nominations must be received in the PO Box by March 27, 2026

Wishing you all a safe and Happy New Year!

-Arcy Montes

## Warm Holiday Thoughts

Lately I've been hearing from friends and co-workers throughout our craft, they get afraid of management- the possibility of retaliation or making our jobs harder for us- if we speak up for our rights or against wrong doing. I used to feel that way for many years also. I had anxiety, fear, and anger sometimes, but I also did not take the time (or have the time) to educate myself in the union contract and handbooks of the USPS. There is a lot of power in knowledge and numbers. Granted, you have to be genuinely interested, and sometimes that only happens if it affects you directly, but if you get a moment, check out the NRLCA phone app/ website and AZRLCA website- your dues pay for these! There's information about stuff like the RCA years buy back bill in the house.

I have learned over the years with a lot of help from our stewards, management is just as uninformed as us a lot of the time, just less likely to show it. We are governed by policy- our defense is the written agreement, that's what's great about being a governmental agency. It's hard not to get emotional when stuff happens at the office. We put a lot of energy, sweat and aching shoulders into this job. So when something sets us back, it's downright draining and discouraging, right? The information you can find on the websites, especially in the steward resources tab, is profoundly helpful to get management to work with us. Info at your fingertips! Also, someone asked a question recently about how to get something changed in our contract- check out the last few newsletters- read about and submit "Resolution" forms before our next state convention, there's one in this edition! Change takes time, and we have to keep working at it. Your AZRLCA board and stewards are here to answer any questions we can. Hang in there, and I hope you have a warm and memorable holiday season.

*-Marlene Sweeney*

### **2026 NATIONAL CONVENTION DELEGATE NOMINATION BALLOT** \*\* This form must be completed in its entirety. Please print clearly.\*\*

I am a member of the \_\_\_\_\_ Rural Letter Carriers' Association.  
(STATE)

Signature of Member: \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

I hereby submit the name of: \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

as a candidate for delegate to the 2026 National Convention of the National Rural Letter Carriers' Association.  
To the best of my knowledge, the above nominee qualifies under the provision set forth in Article VI, Section 2.  
Mail to AZRLCA Nominations PO Box 25292 Yuma, AZ 85367-1312.

## ***Greetings Members,***

Updates on the bills that affect the post office and carriers:

H.R. 70, the 'Stop the Privatization of the Postal Service' has not passed till this day. It is vital to contact your representatives to support this bill. You can type "H.R. 70" in your search bar and you can track the bill. You can also go to congress.com and follow the bill. Congress.gov gives you updates and the co-sponsors of the bill. The website also allows you to find your representatives and senators, so you can contact them if you notice they do not sponsor the bill.

Please get involved, let your voice be heard. Other bills you can check on are: H.R 3011 'Shipping Equality' has 8 sponsors, H.R. 1522 'Federal Retirement Fairness' has 118 sponsors, and H.R. 1065 'Protect Our Carriers' has 154 sponsors.

PAC plays an important roll in going to congress and speaking with our congressmen to support these bills. Please support PAC. Contact me if you want to support PAC. Our state totals for donations from August to September 2025 was \$1225.

Thank you to our sustaining donors! They are: K. Wayman, K. Kreiger, D. Schwamberger, M. Evans, T. Ewing, S. Naugle, I. Pappas, and S. Ramirez.

-Linda Lopez



A member's Christmas yard decoration

### **AZRLCA 2026 Election Calender:**

Friday March 27, 2026: Deadline for National Delegate and AZ Board Nominations to be received

Tuesday April 21, 2026: Deadline for National Delegate and AZ Board Ballots to be mailed.

Friday May 15th: Deadline for Member of the Year nominations to be received by Secretary/Treasurer

Saturday May 16, 2026: Ballots picked up and Teller's Committee meets

Sunday May 17, 2026: AZRLCA State Convention

***If you would like to contribute an article for the newsletter, please send it to President Susan Naugle for consideration in our next edition! You can write about positive vibes in your office, a special occasion, anything educational or informative that will help our union, or send photos!***



# ARIZONA OUTSTANDING MEMBER OF THE YEAR



## GUIDELINES FOR THE SELECTION OF THE OUTSTANDING MEMBER OF THE YEAR

Do you know of an Arizona Rural Letter Carrier Union member that has provided:  
Outstanding work and dedicated service to the Union this past year "2025-2026"?

Nominations for the AZRLCA's 2026 "Outstanding Member of the Year" are being  
accepted now. Please submit the name of your nominee, their post office, and a brief  
description of why this person should be selected by the AZRLCA Outstanding  
Member of the Year Committee as our: "Arizona Outstanding Member of the Year."

All submissions must be sent by US Mail and received before May 15, 2026.

Mail to: AZRLCA State Secretary Treasurer: Arcy Montes

PO Box 771 Yuma, AZ 85366.

### ❖ Method of Selection

1. Nomination of candidates for the award should be made in one of several ways prior to the State Convention. Nominations may be made directly from the membership upon proper notice to the members inviting such nominations. Also, candidates for the award may be selected by Local, County or District Units.
2. In either event, the name of the candidate should be submitted, with a brief resume of accomplishments, to a Selection Committee, to be named by the State President, State Board or by any other means which may be the prevailing policy in the State Association.

### ❖ Eligibility for Award

1. Any member of the Association may be nominated as a candidate for the Outstanding Member of the Year award.
2. State Association Officers should not be arbitrarily selected for the award, nor should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office and, thus, may be worthy of selection.

### ❖ Criteria for Selection

1. The primary consideration of the Selection Committee shall be:
  - The service rendered by the candidate to the National Rural Letter Carriers' Association.
  - Attendance and participation in Local, State and National meetings.
  - Willingness to accept responsibilities and dedication in performing those duties.
  - Fraternal attitude to others in the Rural Carrier Craft.
2. The Selection Committee should also consider, as a secondary matter, other service which the candidate may have rendered, such as civic or community activities, which reflect favorably upon the Rural Carrier Craft and the Postal Service.
3. Consideration shall be given for service rendered in the immediately preceding 12-month period. Such period will encourage each carrier, even the newest ones, to seek to achieve the award during the current year.

### ❖ Presentation of Award

1. When each State Association has made its selection, the name of the candidate shall be reported to the National Office by the State Secretary in the regular Annual Report. An appropriate award will be presented by the National Rural Letter Carriers' Association at its National Convention.



# AZRLCA CONSTITUTION CHANGE

SAVE FILE AS: {ST-#-C-ART#}

The following Constitution change was adopted at the 2026 Annual Convention of the AZ Rural Letter Carriers' Association.

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

1) Place only one Constitution per sheet.

2) Present in Word document format.

3) Formatting instructions:

(a) Font - Times New Roman; Font Size - 11

(b) New Language **BOLD**; Omitted Language ~~Strike Through~~

(c) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

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

**PRESENT LANGUAGE:**

**PROPOSED LANGUAGE:**

**INTENT OF / REASON FOR CHANGE:**

STATE SEAL

**Signature** \_\_\_\_\_

**State Secretary**

**Date**

**Staple resolution to this form**

# NRLCA CONSTITUTION CHANGE

SAVE FILE AS: AZ-#-C-ART #

The following Constitution change is proposed to be adopted at the 2026 Annual Convention of the AZ Rural Letter Carriers' Association.

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

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

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

**PRESENT LANGUAGE:**

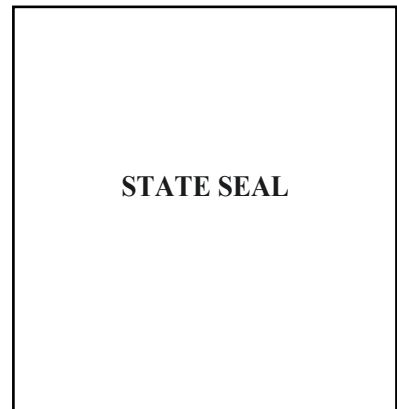
**PROPOSED LANGUAGE:**

**INTENT OF / REASON FOR CHANGE:**

Signature \_\_\_\_\_  
State Secretary

Date \_\_\_\_\_

Staple resolution to this form



# RESOLUTION

**CHECK APPROPRIATE BOX**

**SAVE FILE AS ST-#-R-ISSUE**

☐ **BINDING**

☐ **NON-BINDING**

The following Resolution was adopted at the 2026 Annual Convention of the AZ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2026 National Convention in Grapevine, TX for consideration and appropriate action.

## ISSUES

Check one:

☐ AUTOMATION

☐ BENEFITS

☐ EMA

☐ GRIEVANCE PROCEDURES

☐ LEAVE REPLACEMENTS

☐ MAILCOUNT

☐ RELIEF DAY

☐ RETIREMENT

☐ SALARY

☐ TIME STANDARDS

☐ VEHICLE

☐ WORK RULES

☐ OTHER

☐ CONSTITUTION

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;  
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:  
By: (a) Name of Document

(b) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

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

**WHEREAS:**

**BE IT RESOLVED:**

**INTENT OF / REASON FOR CHANGE:**

Signature \_\_\_\_\_

State Secretary

Date

STATE SEAL

**M. Sweeney**  
**AZRLCA Newsletter Editor**  
**PO Box 771**  
**Yuma, AZ 85366**

PRESORT FIRST  
CLASS U.S.  
POSTAGE **PAID**  
PHOENIX, AZ  
PERMIT NO. 1273

## **2026 CALENDER OF EVENTS**

January 14th.....AZRLCA Board Meeting / Maricopa Library  
March 1st.....AZRLCA Spring Booster Meeting/Luncheon  
April 15-17th.....Western States Conference / Henderson, Nevada  
May 17th.....AZRLCA State Convention / Mesa, AZ  
August 18-21st.....NRLCA National Convention / Grapevine, TX



National Rural Letter Carriers' Association  
Website: [nrlca.org](http://nrlca.org)  
\*\*Get the app!\*\*

Arizona Rural Letter Carriers' Association  
Website: [azrlca.com](http://azrlca.com)

