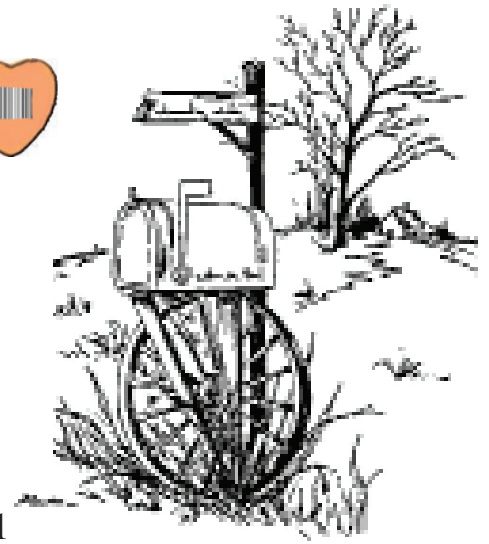




# COLORADO RURAL LETTER CARRIER



Vol. 55 February 2026 No. 1



**CORTNEY CLARK,  
PRESIDENT**

## Helping our cause

The NRLCA has created a new tool for helping rural carriers reach out to our elected officials and help support bills that are important to us. Go to [nrlca.org](http://nrlca.org) and then the Legislative tab,

you will find a link to a list of all the Congress representatives and see where they stand on issues that affect us.

With information on which bills our congressional representatives have supported, you can thank them for their support of our issues or—just as importantly—ask them to please support and cosponsor any bills they are not labeled as a “Primary Sponsor” or “Other Cosponsor” on the webpage.

You can contact your representative by calling the Capitol Switchboard at (202) 224-3121 and follow the below suggestions:

- Ask to be transferred to your representative or senator’s office; if you do not know who your member of Congress is, the Capital Switchboard will work with you to look it up.
- Once you are connected to a staffer introduce yourself as a constituent from their district/Colorado.
- Thank them for supporting the Postal Bills where the member is listed as a “Primary Sponsor” or “Other Cosponsor” in our new tool.
- Ask that they cosponsor any bills from the list they have not yet supported, particularly the Protect our Letter Carriers Act (H.R. 1065/S. 463) and H. Res. 70/S. Res. 147

This is an important resource given the chaos of Congress and we all need to be diligent to what our elected officials are doing to support rural letter carriers. In April, myself and CORLCA Vice President Dyer will be going to Capitol Hill to help voice our concerns in person. Any extra little support we can get from all of us calling our representatives would help our cause when we are physically there. The 1,150 union rural carriers in Colorado can together have a huge voice when we all work together!

Please take note of the events of the next year and save the date for the Western States Conference in Nevada (April 15 – 17, 2026) and the CORLCA State Convention (June 12 – 14, 2026) in Holyoke. Put your leave in now and decide to attend. Hope to see you all at these events this year!

### Important dates for 2026

**Rural Carrier Appreciation Week**  
February 2-7, 2026

**CORLCA District Meetings**  
March 15 – District 3 – Noon-5:00 p.m. – South Metro Fire HQ, 9195 E Mineral Ave, Centennial, CO.  
March 29(?) – District 7

**check [www.corlca.net](http://www.corlca.net) for details**

**CORLCA State Board Meetings**  
March 21-22 (South Metro Fire HQ – 9195 E. Mineral Ave, Centennial, CO)  
June 11 (Cobblestone Inn and Suites, Holyoke, CO, 805 S Interocean Ave, Holyoke, CO 80734)

**Convention Dates**  
**Western States Conference** – April 15-17 (Sunset Station, 1301 West Sunset Road, Henderson, NV 89014)  
**CORLCA State Convention** – June 12-14 (Cobblestone Inn and Suites, 805 S

Interocean Ave, Holyoke, CO 80734)  
**NRLCA National Convention** August 18-21 (Gaylord Texan, Greatvine, Texas.)

**Election Dates**  
April 23 – Last day nominations & acceptances for National Delegate and State Office may be received in pre-arranged post office box. (Eligibility of candidates to be determined upon receipt of nominations).  
May 18 – Deadline for mailing ballots to members.  
June 6 – Last day nominations for Tom W Griffith Outstanding Member Award 2026 may be received by CORLCA Secretary-Treasurer.

**Mini Mail Survey**  
February 21 – March 6 – Effective April 4, 2026.  
August 22 – September 4 – Effective October 3, 2026.

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Limon, and Idalia

### NOAH LEKAS

Area Steward

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### TANYA REYNOLDS

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### CRYSTAL TAFOYA

Area Steward

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Platteville, Kersey, and Windsor

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*Go to [NRLCA.ORG](http://NRLCA.ORG) and enter your post office zip code for your assigned steward or call your District Representative.*



## [www.corlca.net](http://www.corlca.net)

All the job information  
you'll ever need!

- \* State Convention is coming to Holyoke, find the phone number, or website, to make your reservations at the Cobblestone Inn and Suites for the \$110/night rate.
- \* District meetings are approaching – Keep up on all the meeting details, locations and times.
  - \* Find your steward, discover how to become a local steward, find a grievance form, and so much more to learn and discover ways to make your worklife a little easier.
  - \* Find a link to [NRLCA.org](http://NRLCA.org), then click on RRECS Resources, that has all the information you will need to keep up on any changes and to refresh your knowledge about the Mini Mail Survey, coming soon!

*(You will need your [nrlca.org](http://nrlca.org) password to access the training information!)*

*Password:  
Holyoke*



**CANDIE DYER,  
VICE PRESIDENT**

# Help yourself with Rural Reach

## PAC

Right now, we have raised \$462 for Colorado PAC. We are down on the list quite a way compared to other states; not last, but close. If you would like to become a sustaining doner, please do. You can call me if you need to with any questions.

A sustaining contribution can be for as little as \$5 a month, but if you donate at least \$10 a month you will receive a cool gift at the national convention. This year, if you are a sustaining doner or become one, you will be getting a cool prize from CORLCA PAC at the state convention in Holyoke.

There will be lots of things for sale for PAC at the state convention. I take cash and checks that need to be made out to NRLCA Pac; I am still working on getting the credit card thing to work. The silent auction will end on Saturday night at the state convention.

There will be home made things, fun things, and useful items you could use out on your route. If you would like to donate something to the PAC auction, please bring it. You will get credit for donating as well. I look forward to seeing you all at the state convention or at the district meetings. Also, if you go to the national convention, there will be no silent Auction this year, Icaea nonsequ idenihilit praecta doloria istore

# Communication and understanding



**LES HAWKINS,  
SECRETARY-  
TREASURER**

Do you remember that communication exercise where one person begins by whispering a phrase into another person's ear and that phrase is whispered to another person until it has circulated across the room? Inevitably, it is not the same phrase at the end as when it started. It has inadvertently changed through the process of communicating.

I remember this exercise from elementary school where the teacher would begin on one side of the classroom with a phrase like, "Cars need gas." By the time it made it to the other side of the classroom, it would be something like, "Cows eat Grass." Both true statements, but entirely unrelated. I

have yet to see this exercise where the phrase had not changed by the time it reached the end.

For children playing this game the phrase could be changed on purpose, but often the phrase is changed inadvertently. Most often because people hear something differently than what was spoken. This happens all the time in real life, thus, the reason for the exercise.

With all the advanced technology that helps us communicate, we should have communication mastered and be very efficient in communicating, but we all know this is not the case. Social

media is run by algorithms that show us what we are interested in. Often this can distort the way we see facts. For example, we might be led to feel one way about a specific company, work environment, or union representation when the facts may be a little different than what we see.

We must persist through the noise to obtain the facts, just as we should concentrate on the phrase in this exercise to ensure we hear and understand it correctly.

Good communication requires diligent effort from everyone. Have you ever heard the phrase, "I can't hear what you are saying because your actions are too loud," or "Do what I say, not what I do?" In the exercise mentioned earlier, there are two important players. The one who whispers the phrase and the one who listens to the phrase. To be successful, they both need to be focused. If one participant fails to be focused, communication will stop. Regardless of the desire or ability of one participant to communicate, they CANNOT make up for the indifference from the other participants' lack of communication.

Frustration persists when one partner in the communication process repeatedly refuses to correctly communicate. This could

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CHANGES TO:  
LES HAWKINS  
CORLCA Sec-Treas.  
590 First Street  
Sanford, CO 81151**

**CONTINUED ON NEXT PAGE »**

## « SECRETARY-TREASURER CONTINUED

happen for several reasons, but instead of giving up on communicating, let us focus on ways to increase our communication:

- Present an environment that allows for communicating.
- Voices need to be calm. Frustration cannot enter the communicating process.
- The desire to understand each other must be present.
- The ability to ask questions and expound understanding must be present for all participants.
- The discussion must be centered around a common goal.
- Factual based information needs to be presented and correct information utilized.
- Goals need to be realistic and achievable, but also need to stretch and push us to grow.
- When communicating, repeat phrases to ensure understanding and ask questions.
- Ask for examples or for the idea to be expounded.

As a union member you have an advantage in this communication process because you have a second avenue to receive information. Within any large company, communication through the ranks from the top to the employees often leaves something to be desired. That is why union membership is so valuable. Membership allows you to receive this information from another source. This information will allow you to better communicate with everyone you work with on a day-to-day basis, from your fellow carriers to the management in your respective stations. Encourage others to join and become active in the union so they may have this information at their fingertips as well. For this reason alone, membership in the Union makes it worth every penny. We work diligently to make this information available to you.

Please advise us of any address change so we can continue to provide you with all the information you deserve. Keeping your contact information current will allow you to receive this information most directly and will insure you are always kept in the know. Feel free to contact me directly with any changes to your contact information and I will update it for you.

Together, we can improve our communication and make the Postal Service a better and more enjoyable place to work. You are the most important employee and deserve to have all the information you need to truly succeed in your long, healthy, and happy career as a rural carrier.

# Managing your edit book

Why are rural carriers responsible for their edit books and AMS has control over the territory?

When I was hired in 1993, my office had a light duty city carrier who had a job created for her doing the edit books. We had quite a bit of growth back then. The county I delivered in was the fastest growing county in the US! Almost every week we had a new move-in or two. Unfortunately, that contract would trigger an evaluation increase only after four hours, and that was only one of the problems we had.

To add new boxes, I would have to go to the city carrier to have the addresses activated in the edit book. I would have to tell her I had a new street being paved and explain to her where the box was in the line of travel. With new streets, the city carrier would call the county office to request a plat map. Sometimes the county would not answer, or forget that someone was on the phone, so it always seemed to take a long time to add boxes.

The system worked fine, until it did not. The city carrier removed the directionals in my edit book, which created confusion in processing and with mailers. Then, she told me she was removing a box from a rural route and giving it to a city carrier since the box was surrounded by city carriers. I thought that was strange. I had read in our union magazines that the city carriers had lost a lawsuit to get rural territories converted to city carrier territories in Virginia. The argument was that an arbitrator had no authority to make the same decision.

Later, she decided to take four

more boxes and give them to a city carrier. I was upset about that and called the state steward. She was surprised and said

that the rural carrier should have said something. Several years prior, a rural carrier who had the entire Douglas County territory let the city carriers have some of it. I was told that a city carrier should not have the rural edit books and I needed to go to her and ask for those red books. After arguments and union consultation, the city carrier finally gave the rural books back, but said they would offer no help.

Luckily, the books have instructions and forms in them. However, she did honor her vow to provide no help. She would return the books back to us saying AMS rejected them because of this or that. We were able to figure things out and how to please AMS. Eventually, all boxes reassigned by that city carrier were put back on rural routes and eventually, that city carrier quit the Postal Service. Almost all the managers who let the city carrier get away with reassigning territory had no manager training and had to go back to carrying routes.

Now, I am happy to manage my edit book and learn as much as I can as things change over time. And, I am delighted to have "J-time" to work on it and the case labels!



**CHARLES HARPER,**  
ASST. SECRETARY-  
TREASURER



**Special  
FlippingBook  
Contract Edition of  
NRLCA magazine  
containing the  
2024-2027  
National Agreement**





**THERESA MECOM,  
DISTRICT  
REPRESENTATIVE**

# Annual leave and you

With 2026 having arrived, the potential to lose earned annual leave due to the Postal Service's inability to hire and retain leave replacements is upon us. The parties have agreed to allow rural carriers to roll over 65 days of annual leave through this new contract. This means, if you have more than 65 days at the end of 2026, heading into 2027, you will forfeit that leave.

### Protect your annual leave balance

Article 10.2.B states, "Care shall be exercised to assure that no employee is required to forfeit any part of that employee's annual leave." The Postal Service needs to make sure they are doing everything they can to get a carrier time off, which includes reaching out to offices

within a 50-mile radius to see if a sub can cover the request. With this new Contract, we are also able to sell our leave through the Annual Leave Exchange Program. Eligible carriers should have received letters in November explaining the process.

*There are no blackout dates in the rural craft. If you have lost leave and put in 3971s, start the grievance process immediately!*

**There are no blackout dates in the rural craft.** If there is a leave replacement available, management cannot deny your request for leave. If they do, file a grievance or contact your steward ASAP. If you have put in leave throughout the year and if it has been consistently denied due to lack of leave replacements and you stand to lose

annual leave or have lost annual leave, come pay period 2-2026, you need to begin the process of discussing with management how they will compensate you for any leave you lost.

If you have lost leave and put in 3971s throughout the year, start the grievance process immediately to get compensated for that lost leave. The remedy would be that management process a grievance payout to compensate the carrier for the lost leave. The union has been very successful in getting carriers' compensation provided they can show the carrier requested time off throughout the year but was denied and informed management they would be losing leave at the time of the request.

If you fail to request time off throughout the year, the likelihood of getting that leave paid out through the grievance process would not be high.

I hope to see some of you at Western States Conference in April and I hope you all had a happy and healthy New Year.

## CORLCA Membership Total

*As of 1-25-2026*

RCA – 260 (+19)

ARC – 17 (+1)

PTF – 45 (+4)

Regular – 696 (+2)

Retired – 129 (-3)

Associate – 3 (-)

OWCP/LWOP (Regular) – 9

**TOTAL – 1159 (+23)**

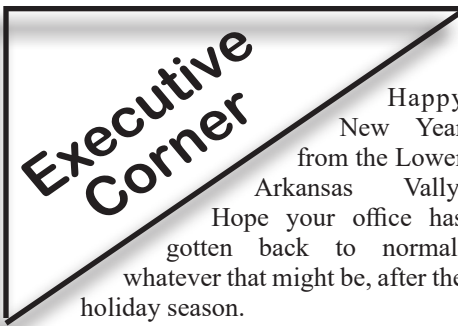
**Support and encourage our RCAs,  
WE need them!**

**To One and All of our New Members,  
You are the Future of our Craft.**

**THANKS for JOINING!**

## For Comparison, membership totals:

- June 30, 2017 – CORLCA membership total - **1272**
- June 30, 2018 – CORLCA membership total - **1241**
- June 30, 2019 – CORLCA membership total - **1241**
- January 20, 2020 – CORLCA membership total - **1203**
- January 15, 2021 – CORLCA membership total - **1233**
- January 23, 2022 – CORLCA membership total - **1166**
- April 12, 2022 – CORLCA membership total - **1129**
- June 30, 2022 – CORLCA membership total - **1077**
- January 13, 2023 – CORLCA membership total - **1083**
- March 4, 2023 – CORLCA membership total - **1099**
- April 8, 2023 – CORLCA membership total - **1084**
- May 27, 2023 – CORLCA membership total - **1100**
- June 29, 2023 – CORLCA membership total - **1103**
- Nov 12, 2023 – CORLCA membership total - **1088**
- January 6, 2024 – CORLCA membership total – **1090**
- June 30, 2024 – CORLCA membership Total – **1133**
- Nov 11, 2024 – CORLCA membership Total – **1119**
- January 5, 2025 – CORLCA membership total – **1125**
- March 8, 2025 – CORLCA Membership Total – **1135**
- May 3, 2025 – CORLCA Membership Total – **1145**
- June 30, 2025 – CORLCA Membership Total – **1124**
- Sept 28, 2025 – CORLCA Membership Total – **1124**
- Nov 25, 2025 – CORLCA Membership Total – **1136**
- January 25, 2026 – CORLCA Membership Total – **1159**



Happy  
New Year  
from the Lower  
Arkansas Valley.

Hope your office has  
gotten back to normal,  
whatever that might be, after the  
holiday season.

We had a safety talk on how to avoid  
vehicle accidents. Some of the good driving  
habits included:

- Yield the right of way to other drivers and pedestrians, be courteous whenever you are behind the wheel.
- Before the vehicles moves put the seat belt on.
- Always turn the vehicle off before fueling.
- Fingering mail while driving is an accident waiting to happen.
- Stay a safe stopping distance behind

## You might learn something

other vehicles, and an even farther  
distance back in bad weather.

- Turn signals let other drivers know if you are turning, changing lanes, or pulling off or on the road – USE THEM.
- Unregulated intersections require more caution. Slow down – look left-right then left again at all intersection.

In addition to staying safe by following  
the above precautions, always follow the  
Postal rules about vehicle safety as well:

- Avoid backing whenever possible.
- Follow the runaway/rollaway steps at every stop and exit of the vehicle.
- Obey local-state and federal traffic laws.

Good driving habits could keep you out  
of an accident. Please do all you can to stay

safe and make it  
home at the end of  
each day.

The Western  
States Conference  
is April 15-17 in  
Henderson, Nevada  
and the state  
convention is June  
12-14 in Holyoke.  
More information  
is available for  
both events later in  
this paper. District  
meetings are being  
planned also. Find  
out when your districts meeting is going  
to be by staying connected at [www.corlca.net](http://www.corlca.net).  
It would be great to see you there.  
Grab a friend and plan to go to one or all,  
they are fun and you might even learn  
something new.



**TAMMY SMITH,  
EXECUTIVE  
COMMITTEE**

## Not always greener



**AMY STAUFFER  
EXECUTIVE  
COMMITTEE/  
PART-TIME  
ADR**

I often get calls from carriers that  
complain about other crafts and how they  
have it so easy. I occasionally talk to people  
in other crafts and hear about all the stuff  
their jobs entail. I have had the opportunity  
to talk to carriers that have signed up as  
a 204B, and they find out that it is a lot  
harder than they ever thought it could be.  
The conclusion that I have come to is that  
everyone thinks their job is the hardest.

One of the drawbacks to not being able to  
cross train in multiple areas is that we lose  
that chance to experience how it is for the  
other guy. Of course, this is a violation in  
all craft's National Agreements; because, if  
anyone could make a complete disaster of  
a situation like that, it is the Postal Service.  
We would have so many problems if we  
allowed them to do this and yet the whole  
walk a mile in my shoes theme calls to me.

How would it be if we understood how hard it was to throw heavy  
parcels for hours, to have to carry your own route and then go back  
out onto another route so you could get your eight hours in? What  
if everyone knew what it was like to have to deliver a route you had  
never been on before or to get sent back out into the cold and dark  
after you had already worked 11 hours? If everyone you spoke to did  
nothing but complain, would it change how we treated each other?  
We cannot train in other craft jobs usually, but we can have open  
discussions on what those other people are dealing with. We can be  
a little kinder to each other and offer a smile and a kind word instead  
of a snide remark.

One thing I would absolutely recommend before moving to  
another craft, they need to have a real conversation with people in  
that craft to find out what they really do and how they feel about  
that job. All jobs look easy to someone that has no idea what the job  
really does. You might just find out that your job is not so bad after  
all. Sometimes the best way forward is to take the high road.

## Dignity and respect

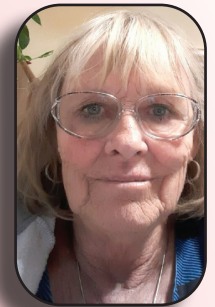
In 1639, the first official mail drop  
and collection point was established  
in a Boston tavern. By 1672, the first  
organized mail route connected Boston  
and New York City. In those early years,  
mail was slow and unpredictable, what  
we now jokingly call "snail mail."

As the nation expanded, so did the  
Postal System. In the 19<sup>th</sup> century, star  
routes, better known now as rural contract  
routes, were introduced to ensure mail  
reached even the most remote places.  
Rural routes have now existed for over  
250 years, playing a vital role in keeping  
Americans connected. They are a living  
part of our infrastructure and deserve to  
be protected, not privatized.

While technology has dramatically improved how mail is  
processed, the system still depends on millions of dedicated  
postal workers who show up every day to make sure mail  
reaches its destination. Unfortunately, many of those workers  
are now facing increasingly stressful conditions. There have  
been reports of toxic workplace behavior; postmasters and  
supervisors enforcing unreasonable standards, fostering hostile  
work environments, and putting immense pressure on carriers.  
These conditions not only harm employees in the workplace,  
but also contribute to delays in the mail service.

Progress cannot come at the expense of dignity and respect.  
Postal workers must support one another and speak up when  
something is wrong. Filing grievances or EEO complaints  
when necessary is not about causing trouble, it is about  
accountability and protecting the integrity of the workplace.  
If we want the Postal Service to function as it should, workers  
must be motivated to stand up for themselves and for each  
other when necessary.

Dignity and respect for all must remain at the heart of the  
Postal Service—just as it has been since the very beginning.



**PAM SMITH,  
EXECUTIVE  
COMMITTEE**



**LESA  
ROUTH-HALCOMB,  
AUXILIARY  
PRESIDENT**

## Start making memories

Happy New Year! I hope 2026 brings happiness, good health, and memories you will always cherish.

As I reminisce, I call upon many memories related to Auxiliary events. My earliest are of attending various meetings and not knowing what the Auxiliary was all about. That changed quickly when Mildred Clough, a local Otis resident and Secretary-Treasurer of the CORLCA Auxiliary said, "There's an Auxiliary meeting during the district 2 meeting and I will take you with me." 'No' was not part of Mildred's vocabulary and she was not going to let others use it either. Having a small toddler that would need your attention was also not an excuse. That toddler was more than welcome at the meeting as there were several women in attendance that would enjoy a small child in attendance; furthermore, one of the Auxiliary's purposes was to support the youth.

I attended that meeting with Mildred and met many wonderful women, including Brenda Brandt. At the time, Brenda was serving as the district president. She and the others welcomed me, and my rambunctious toddler, into the meeting and the rest is history. I went from a very hesitant guest, to serving as the CORLCA Auxiliary President for many years and the honor of having served on the NRLCA National Auxiliary Board twice.

I want other members to know that it is okay to be unsure of what to expect at an Auxiliary meeting, but also know that you will be welcomed with open arms. This time of year, many districts are holding their annual meetings and spouses of rural letter carriers are automatic members of the Auxiliary. A portion of a carrier's annual dues (\$4) is sent to the National Auxiliary to assure membership, which also includes the children and grandchildren of carriers.

As president of Colorado's Auxiliary, I encourage each member to bring his/her spouse to the district meetings and, most importantly, to the state convention. The Auxiliary

conducts business meetings, as well as help support our carrier spouses in many ways. The Auxiliary also supports our Juniors, the children and grandchildren of rural carriers.

At the state level, we host the Juniors and provide financial support for the events they attend while at the state convention. The Auxiliary also provides a scholarship each year for a graduating senior. The amount of the scholarship varies each year, but it is an incentive to get involved in the rural carrier family.

At the National level, there are over \$30,000 in scholarships available to Juniors that meet the criteria. If you have a graduating senior in your family, a child or grandchild, I encourage you to go to the National website ([nrlca.org](http://nrlca.org)) and check out the various scholarships. The deadline for all National scholarships is **March 1, 2026**. Please make sure that you follow all the instructions listed and have each scholarship application hand stamped for proper mailing dates. I would hate for a deserving Junior be denied consideration for a monetary award because his/her scholarship application was placed in a mail cart on February 26<sup>th</sup> and not be stamped until March 2<sup>nd</sup>. I will gladly help anyone wishing to apply for these scholarships. Please do not hesitate in reaching out for assistance; my contact information is on page 2 of this paper.

Our state convention will be June 11-13, in Holyoke. Holyoke is in the very far northeast corner of our beautiful state. It is in farm country and is so peaceful and inviting. I encourage each of you to plan to attend your, yes, YOUR state convention. It is at this meeting you will be welcomed into the Colorado Rural Letter Carriers' Association family and afforded the opportunity to visit with other carriers, meet with your state officers and a national board member, and find answers to your questions.

I hope that you and your spouse go from being a hesitant guest to becoming an active member in the Colorado Rural Letter Carrier family, in the association or auxiliary. I look forward to seeing you all in Holyoke in June, where you can start making your own memories.



**ANNE HARRINGTON,  
CHAPLAIN**

## Keep on keeping on

We do not ever really have control over the events in our lives and we cannot control what other people do. Several years ago, the Postal Service was showing some motiva-

tional films and one that stuck with me was called "Do Right." The idea was that a person always has a choice to make, no matter the situation, to do the right thing. You can choose to continue to treat people respectfully, follow the rules and guidelines, stand

up for what is right, and help others when you can. And, you can do that while challenging those who are wrong and working to make the situation better.

At work, we have the tools thru our union to work things out. Sometimes it can be hard to take that step, but it is better than just trying to endure a bad work environment. There are times when management flagrantly ignores the contract. There are even times when fellow employees want to play "Let's Make a Deal" with management; but, one can choose to remain respectful and treat everyone with civility and make sure that you do the right thing. It may take time and effort, but it can turn things around and the people you work with will probably begin to do the same.

There are times in our lives at home and at work, when it seems like everything has gotten scrambled. Times when you do not know what to do, or how to make things right again. Times when we have nothing more to go on than faith. There are times when you just concentrate on keeping on. In those times, I hope you will just keep going and that you will be strengthened by the good things, the joyous things that are always there, even in tough times. Friends, family, and pets—even a starry night—are things to hold tight to and keep on keeping on.

Praying that you and your families are safe and well.

# 123<sup>rd</sup> Annual State Convention

June 12–14, 2026

Holyoke, CO

**\*\*Hosted by District 2**



## Cobblestone Inn & Suites

805 S. Interocean Ave., Holyoke, CO 80734

- Convention-rate rooms \$110/night! **Less than one mile from the convention facility.** Present your Postal Badge and your room will be tax-exempt! Veterans recognized with a yearly discounted rate. Pet friendly with fee of \$25 per-pet, per-night.

### Reservations:

- Call 1-970-854-3222 or visit [gm.co3222@staycobblestone.com](mailto:gm.co3222@staycobblestone.com) (Under room-block "Brandt, Bob,")

### Amenities:

- |                            |  |
|----------------------------|--|
| * Hot breakfast            | * Free Wi-Fi   |
| * 24-hour, on-site laundry | * Commons Area with limited light menu items and basic drink menu, big-screen TVs and outdoor patio, w/firepit |
| * Fitness center           |  |
| * Office center            |  |
| * Market Place             |  |
- **Make those reservations today** - Then come see your Union dues at work. Get your questions answered and voice your concerns. – If there is something you do not like in our contract, with your job, **WRITE A RESOLUTION.** Be the change you want to see with our job and let your voice be heard!
  - Pick up some goodies at the PAC auction, meet other carriers, and enjoy yourself.
  - The banquet Saturday night will be catered by Hearth Woodfired Kitchen, of Holyoke. Keep checking **corlca.net** for updates on the rsvp.



Do you like to help others ?

Are you looking for a way to pass along your knowledge and experience?

## Be a Rural Carrier Academy Instructor

The Employee Development Center is looking for qualified, enthusiastic employees to serve as Academy Instructors for the Rural Carrier Training Program in Denver, Cheyenne, Colorado Springs, and Grand Junction

This opportunity requires a minimum of one-year current Rural Carrier operations experience. These positions are voluntary and will be used on an as needed basis

For more information about the application process, send your name, EIN, the name of your Post Office, and your telephone number to [ColoradoWyomingLDDC@usps.gov](mailto:ColoradoWyomingLDDC@usps.gov) or call 303-853-6400

# PROPOSED 2026 CORLCA STATE CONVENTION PROGRAM

## Thursday, June 11, 2026

*(Cobblestone Inn - 805 S. Interocean Ave., Holyoke, CO 80734)*

9:00 am – 5:00 pm.....Board Meeting

## Friday, June 12, 2026

8:00 am – 11:30 am.....Registration  
*(Peerless Theater, 212 S Interocean Ave)*

9 am Call to Order.....Convention Chair George Halcomb  
Credentials Report.....Chair  
Convention Chairs (Election, Budget, Credentials, Resolution,  
Constitution) meet with Board

Election Committee chair/co-chair dismissed to retrieve ballots  
9:30 am – 10:00 am.....First Timer's Seminar

10:00 am – 11:30 am.....Informational Meeting  
11:30 am – 1:00 pm Lunch (on your own)

1:00 pm. Call 2026 Convention to order.....Chair Halcomb  
Roll call of officers.....President Clark  
Credential Report.....Chair  
Appointment of Committees.....Clark  
Adjourn members to their committees

5:00 pm – 6:00 pm.....District Officer Training  
*(6:30 p.m. – Gathering at Cobblestone Inn  
outdoor patio for food and conversation.)*

## Saturday, June 12, 2026

Registration *(Peerless Theater)*.....8 – 8:30 am  
8:30 am Joint session called to order.....Chair Halcomb  
Presentation of the Colors.....Juniors  
Invocation.....Chaplain Anne Harrington  
Pledge of Allegiance.....Vice President Candie Dyer  
Credentials Report.....Chair  
Introduction of Auxiliary and Junior Officers.....

CORLCA Auxiliary President Lesa Routh-Halcomb  
Gavel Presentation.....Convention Chair George Halcomb  
Introduction of CORLCA Officers.....President Clark  
Introduction of NRLCA Representative.....Clark  
Bidders for the 2027 CORLCA State Convention  
National Auxiliary Program.....Lesa Routh-Halcomb  
Memorial Ceremony.....Ruth-Halcomb and Juniors  
PAC Auction Announcements.....PAC Chair Candie Dyer  
Announcements.....Dyer

### Close of Joint Business Session

10:45 am.....CORLCA Business Session  
Welcoming Address.....Holyoke Mayor  
Welcoming Address.....Holyoke Postmaster  
Adoption of Standing Rules.....Parliamentarian David Aldridge  
Distribution of Reports *(State Officers/State Editor/Historian/  
Chaplain/NGI/NRLCA DR and ADRs)*

Report of the Secretary-Treasurer.....Les Hawkins  
2025-2026 Fiscal Report.....Hawkins  
Announcements.....Dyer

**12:30 p.m. – 2:00 p.m. Lunch (on your own)**

2:00 pm - 2025-26 Tom W. Griffith Outstanding Member Nominees  
Executive Committee Chair Natalie Gardner  
Voting of the 2025-26 Tom W. Griffith Outstanding Member Award  
NRLCA District Rep Presentation.....DR Theresa Mecom  
Recognition of Stewards and Academy Trainers.....Mecom  
NRLCA Officer Presentation.....TBD  
Q&A with NRLCA Rep.....Theresa Mecom and NRLCA Officer

### Break

#### Committee Reports:

Resolutions.....Chair and co-Chair  
Constitution.....Chair and co-Chair  
Election.....Chair and co-Chair  
Budget.....Chair and co-Chair

Adoption of 2026-2027 Budget

PAC Report.....Dyer  
Announcements.....Dyer

### End of Business Section

5:30 pm – 6:30 pm.....Social Event  
6:30 pm.....Banquet  
7:30 pm.....Evening entertainment

Joe Hall & Friends

CORLCA Auxiliary Grant Awarded.....Lesa Routh-Halcomb  
CORLCA Auxiliary Member of the Year.....Lesa Routh-Halcomb  
Presentation.....Auxiliary Member of the Year  
Auxiliary Officers/

Junior Officers Installation.....NRLCA Auxiliary Officer  
CORLCA Officer Installation.....NRLCA Auxiliary Officer  
Presentation 2025–26 Tom W. Griffith Outstanding Member Award  
President Clark

PAC Silent Auction Ends

## Sunday, June 13, 2026

Registration.....7:00 am – 8:00 am  
8 am Call to Order.....Clark  
Invocation.....Harrington  
Credentials Report.....Chair  
PAC Report.....Dyer  
CORLCA Website Presentation.....Editor Todd Hohn  
Member Recognitions: 60 and 50-year Members; First-Timers;  
Years-of-Service; Retirees; Past National and state Officers  
Invitation and Nomination for 2027 State Convention

### Break

Final Committee Reports/Debate/Voting  
Resolutions Committee  
Constitution Committee

### Unfinished Business

### Break

### New Business

Q&A.....DR and NRLCA Representative  
Retirement of the Colors  
Adjournment

*Meeting of CORLCA Officers and National Delegates*

# CORLCA NOTICE OF ELECTION 2026

## NATIONAL DELEGATES ELECTION

The election of Delegates to the National Rural Letter Carriers Association Convention in Grapevine, Texas August 18-21, 2026 shall be by mail ballot. Drawing for name position on the ballot shall be conducted on a date and at a location to be announced (*Contact CORLCA State S-T for details*). The ballots shall be mailed to all members no later than Monday, May 18, 2026 from 2026 CORLCA Election Accounting Office. The voted ballot return envelopes shall be addressed to CORLCA Election Committee at PO Box 208, Holyoke, CO 80734-0208. The CO-chairmen of the Election Committee shall pick up all voted ballots after 8 a.m. on Friday, June 12, 2026 at the Holyoke, CO Post Office.

The Election Committee shall post the results of the election after completion of the count of ballots, and shall announce the results of the election during the next business session of the CORLCA State Convention.

In the event of a tie by mail-in ballots, the tie shall be broken by the Election Committee in the Election Committee room, following the procedures detailed in the CORLCA Constitution for a tie for elected State Office.

The number of regular delegates to the national convention shall be determined by the CORLCA membership (excluding Associate Members) on June 30 of the Association year just ended. The delegates shall be listed according to numbers of votes received. The alternates

shall be moved up to regular delegates (as necessary) according to numbers of votes received.

Any eligible member who has not received a ballot or spoils a ballot may request a new ballot by contacting the CORLCA State Secretary-Treasurer at [Leslie.hawkins@nrlca.org](mailto:Leslie.hawkins@nrlca.org) (719) 580-7052. If you request and return another ballot, only the replacement ballot will be counted.

## SPECIAL ELECTION NOTICE:

All CORLCA members in good standing that desire to be considered for a 2026 National Convention Delegate position representing the CORLCA please refer to the NRLCA National Magazine starting with the November/December 2025 issue for the nominating form and mailing instructions. This information will continue to be printed in the NRLCA National Magazine up to and including the May 2026 issue. This information can also be found by accessing the NRLCA Website and clicking on the Magazine tab for the applicable current issue.

**ALL NOMINATIONS MUST BE MADE USING THE NRLCA FORM (completed in its entirety) FROM THE NRLCA MAGAZINE AND/OR WEBSITE.**

**Nominations for CORLCA Delegates Must Be Mailed To: NATIONAL DELEGATE NOMINATIONS at the Wray, CO PO box listed in the NRLCA Magazine/website and must be received by Thursday, April 23, 2026.**

## Duties of an elected delegate to the National Convention

### Travel Arrangements

Travel and housing arrangements are the responsibility of the delegates. The opening session starts on Tuesday morning and the convention usually closes Friday afternoon.

### Financial Consideration

All State paid National Delegates will receive mileage at twice the rate currently paid by the Postal Service for one way travel by the most direct route over Federal State Highways. In addition they will receive \$22 per day during sessions of the national convention for expenses.

### Responsibility to Attend Meetings

As a delegate you are required to attend all sessions of the convention. You must be on the convention floor for all voting, the only exception being if you are assigned to a National Committee. If for any reason you cannot be in attendance on the convention floor or if you will be late by reasons you have no control over, you must notify the Delegate At Large. The opening session starts on Tuesday (Approx. 8:30 AM) and you must be in attendance at all scheduled meetings until the close of convention on Friday afternoon. All Delegates shall sit together in the Colorado assigned seating area. All State paid delegates will be assigned to attend a seminar on one evening.

### Caucus Meeting

All delegates will be required to attend Caucus night and to meet after the caucuses at National Convention to discuss the candidates.

### Dress Format

Although there is not a special dress code for delegates, we must remember we are representatives of the state of Colorado. Dress should be neat and clean. Most Meetings are casual or business casual dress. The banquet on Wednesday night is mostly

a suit and tie for men, dress or pant suits for the women.

### Responsibility after the Convention

All State paid delegates must write an article for the state paper and shall be compensated \$75 for same.

### NRLCA NATIONAL CONVENTION DELEGATE

#### Nominations

Appearing below is Section 2 of Article VI of the Constitution of the National Rural Letter Carriers' Association. It sets forth in detail the election procedures for delegates to the national convention. This article complies with labor laws which require that national delegates must be elected by direct vote of the membership. In accordance with Section 2 of Article VI, a nominating ballot appears below:

- ◆ You may nominate yourself or someone else from the organized state association in which your membership is affiliated. (Reference Article III, Section 4.A and B of the National Constitution).
- ◆ The completely filled out and SIGNED nominating ballot is extremely important in order to determine eligibility of the person making the nomination and that of the nominee. Please print clearly as an illegible nominating ballot may cause it to not be accepted and/or returned for clarification to the person making the nomination. The nomination ballot must be received at least 50 days prior to the opening of the state convention, **April 23, 2026.**

#### Section 2. Delegates

##### A. Eligibility

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

***The nomination ballot must be received at least 50 days prior to the opening of the state convention, April 23, 2026.***



# View from the right side of the car



**TODD HOHN,  
EDITOR**

We can all agree that the older we get, the faster time seems to be moving. I can hardly believe that I have been a rural carrier union member for 23 years and have spent 16 years as the editor of this paper. Yet, in the Postal Service, things always seem to move slowly, and

the employees have to adjust to constant change in slow motion. Looking back, it's clear just how much has changed.

There have been many changes over the years, some larger and more impactful than others. In the December issue, Charles Harper, CORLCA Assistant Secretary-Treasurer, wrote about the early struggles of carriers as they began using scanners around 1998. In my time, our current scanner is the second or third one I have had to get used to, and I thought that was a headache, but probably not as much then if I had never used a scanner before.

Any carrier that was around in 2015 would remember the onslaught of Amazon packages and that hellacious December; I do not think I have ever worked harder or longer hours than that 6-week peak period. Now we may be around for the end of Amazon packages too; probably not as impactful to the carrier as when they arrived. There have been a myriad of other changes that have affected carriers over the years, like the start of DPS, switching from a POV to an LLV, and on and on and on. The largest change the most recent carriers are still adapting to is, of course, RRECS.

We had 12 years to imagine and fantasize about how RRECS would change our work lives for the better, how we would finally be paid for all the work we do. It has definitely changed our work life, but whether carriers will finally be paid for all the work they do is yet to be decided. The difficulty with this change is not only that the scanner plays an indispensable role of daily operations, but also that the carriers actually need to understand the complex process of evaluating their route.

A good portion of rural carriers I have talked to do not really understand how it is tabulated, and they are blindly trusting that they will remember what they learned in the academy and that, if they do what the poorly trained management instructs them to do, everything will be okay. Maybe it will be, but who would know if they will be getting the evaluation they deserve if they do not even know what they are missing? If you don't know what you don't know, then ignorance is bliss; at least until the paycheck shrinks.

I understand it is very complicated. I am engaged and still learning. It drives me nuts to see carriers caring but doing nothing about it. They want to know, but I see very few of them at meetings or the many training seminars that have been offered over the years. Knowledge is accumulated over time by doing it every day, watching other carriers, receiving criticism from management, and making mistakes, but when rural routes are re-evaluated every six months, there isn't much time to correct mistakes that can affect our salary, sometimes by a lot.

RRECS does allow rural

carriers to have substantial control over their route by just doing their job; BUT it is complicated and requires a certain amount of initiative to acquire the knowledge to take control. It is important to note, that many regular carriers are compensating by working overtime on routes other than their own, which is another change from the past thanks to a continuously renewed MOU. However, as evidenced by the past, these options are only short time solutions. If/when that MOU is taken away, carriers are only left with being compensated for their evaluation, which may be troubling if the knowledge is not there.

We are still in the RRECS transition period, still getting used to these dramatic work life changes. Time may correct things, but do we have time to allow them to correct themselves? The years I have left to work are winding down, and I would like to retire with my high-3 coming at the end of my Postal career. As I continue to learn as much as I can, it may be too late, and I may have already achieved my high-3. Rural carriers early in their careers have a much better chance. If you are a young rural carrier reading this article, your opportunity to use the RRECS system to benefit you is very much a possibility, especially if you take advantage of every opportunity to learn and keep learning. Knowledge is the key. See you at the state convention in Holyoke this June. Bring your questions and take control of your future.

## ATTENTION: Candidates for the position of National Delegate

- Campaign articles for NRLCA National Delegate candidates must be submitted no later than **Thursday, April 23, 2026** for inclusion in the May issue of this paper.
- NRLCA National Delegate campaign articles must not exceed 100 words, any words beyond the first 100 will not be printed.
- Take care in composing your article, paying special attention to spelling and punctuation as it will be printed as sent.
- Submit your article to [thohncorlca@comcast.net](mailto:thohncorlca@comcast.net).
- Check page 16-17 in January/February issue of *The National Rural Letter Carrier* for the National Convention Delegate Nominating Ballot.



**SEASONAL SPIRIT** — Carriers at Montbello station in Denver took a small break from the stress of the peak season for a bit of ugly sweater spirit.

**Colorado Rural Letter Carriers Association  
Statement of Activities**

July 1, 2025 through January 25, 2026

	Jul 1, '25 - Jan 25, 26	Jul 1, '24 - Jan 25, 25
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
Interest / Dividends	5,289.01	6,397.99
Membership Dues	101,282.45	102,325.62
Miscellaneous	274.56	1,209.00
National General Insura...	11,541.24	5,565.01
Reimbursements	2.06	0.00
<b>Total Income</b>	<u>118,389.32</u>	<u>115,497.62</u>
<b>Gross Profit</b>	118,389.32	115,497.62
<b>Expense</b>		
Accounting Fees	1,415.00	3,695.81
Awards & Recognition	500.00	1,509.20
Bank fee	0.00	39.00
Equipment Rental - Ad...	793.18	0.00
Lodging - Admin	1,333.21	1,169.77
<b>NATIONAL CONVENTION</b>	37,815.00	25,622.56
Office Expense - Admin	359.49	1,183.55
Other Expense	660.85	(145.36)
Payroll Expenses	39,957.44	32,283.98
Postage - Admin	888.86	3,826.97
Printing - Admin	3,072.66	1,018.50
Rent	775.00	1,025.00
State Meetings	0.00	2,690.99
State Paper	7,701.00	6,092.00
Telephone/Internet- Ad...	50.00	200.00
Travel - Admin	7,383.30	7,215.33
Website	105.70	0.00
<b>Total Expense</b>	<u>102,810.69</u>	<u>87,427.30</u>
<b>Net Ordinary Income</b>	15,578.63	28,070.32
<b>Other Income/Expense</b>		
<b>Other Expense</b>		
Fines & Penalties	47.23	280.75
<b>Total Other Expense</b>	<u>47.23</u>	<u>280.75</u>
<b>Net Other Income</b>	<u>(47.23)</u>	<u>(280.75)</u>
<b>Net Income</b>	<u><b>15,531.40</b></u>	<u><b>27,789.57</b></u>

**Colorado Rural Letter Carriers Association  
Statement of Financial Position**

As of January 25, 2026

	Jan 25, 26	Jan 25, 25
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
70 APCU	676.67	650.17
71 APCU	739.86	711.79
80 APCU	31,039.23	29,745.39
81 APCU	31,039.23	29,745.39
83 APCU	33,178.14	31,948.11
84 APCU	0.00	30,867.07
85 APCU	31,902.63	30,867.07
86 APCU	0.00	35,825.77
87 APCU	28,290.45	26,913.48
88 APCU	32,138.96	30,821.53
89 APCU	32,138.96	30,821.53
90 APCU	33,887.88	32,498.75
91 APCU-CORLCA WSC Fu...	6,505.61	0.00
APCU Checking	494.77	7,817.26
APCU Primary Share	57,245.35	32,435.54
<b>Total Checking/Savings</b>	<u>319,277.74</u>	<u>351,668.85</u>
<b>Total Current Assets</b>	<u>319,277.74</u>	<u>351,668.85</u>
<b>TOTAL ASSETS</b>	<u><b>319,277.74</b></u>	<u><b>351,668.85</b></u>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Credit Cards</b>		
APCU CC	(168.99)	789.13
<b>Total Credit Cards</b>	<u>(168.99)</u>	<u>789.13</u>
<b>Other Current Liabilities</b>		
Payroll Liabilities	1,433.88	2,341.33
<b>Total Other Current Liabilities</b>	<u>1,433.88</u>	<u>2,341.33</u>
<b>Total Current Liabilities</b>	<u>1,264.89</u>	<u>3,130.46</u>
<b>Total Liabilities</b>	1,264.89	3,130.46
<b>Equity</b>		
Opening Net Assets	120,538.81	114,189.29
Retained Earnings	181,942.64	206,559.53
Net Income	15,531.40	27,789.57
<b>Total Equity</b>	<u>318,012.85</u>	<u>348,538.39</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>319,277.74</b></u>	<u><b>351,668.85</b></u>

**2026 WESTERN STATES CONFERENCE**

**APRIL 15-17, 2026**



**SUNSET STATION  
RESORT**

1301 WEST SUNSET ROAD  
HENDERSON NV 89014

**Hotel Reservations Line: 888-786-7389**

**\$126.00 per night**

**Use Booking Code: SCINVRL**

**or visit <https://bit.ly/4qlu4WA>**

**Reserve by Monday, March 16, 2026**

**Rates applicable APRIL 13-17, 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](mailto:ginnysimer@yahoo.com) or call 775-910-4318 and leave a message.**

**CORLCA State Board Meeting • January 3-4, 2026 •**

**9195 E. Mineral Ave, Centennial, CO 80112**

- Iain Gold was contracted about the Legislative Seminar April 26-29; national will only pay for the state president's room

**Motion** by Les Hawkins, seconded. CORLCA pay VP Dyer mileage, per diem, and hotel, and ADOPs for the 25-30<sup>th</sup> of April to attend the Legislative Seminar.

**Vote:** Clark-Y; Dyer-abstain; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

- Clark received an appeal in an email and discussed with board.
- Not many new hires expected in the next month or so.
- Still working on putting together a list of postal acronyms.

**Vice President – Candie Dyer**

- Students at the Academy are still running into the problem of not being paid. Students are also having issues with not knowing what is happening because they don't read the emails.
- Dealing with National PAC has been difficult and getting it fixed is a slow process.
- Talked about lanyards for the new hires – Hawkins thought would need about 100-150 for 6 months, not sure of cost.

**Motion** by Charles Harper, seconded. Hawkins purchase lanyards like what was purchased in the past for \$300.

**Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion**

**Passed**

- APCU supplies pens and pads only on request, but no longer offers other swag.
- Could not contact Linda Foran of National General, need contact info.
- Discussion of Academy issues in Colorado Springs – non-member trainer has only submitted two 1187s since his training was observed, he had none before that.
- Talked about steward appreciation from the board during state convention – Looking into ideas for thank you gifts to give out and will bring to next board meeting
- Discussion of ways to bring the union to the attention of more carriers, to the carriers that we never see – 643 non-members in Colorado (62-RCAs, 32-PTFs, 20-RCAs assigned to Aux routes, and about 50% of regular rural carriers are non-members)
- Will be pushing sustaining donors for our Colorado PAC and is currently researching giving gifts to sustaining donors
- Talked about involving WY into CO association some, invite to certain district meeting
- Asked board if wanted to giveaway some lanyards at state convention
- Clark will find information about Linda Foran and pass along, may be retired, will find out.

**Executive Committee – Natalie Gardner**

**CONTINUED ON NEXT PAGE »**

**January 3, 2026**

Cortney Clark, President  
Candie Dyer, Vice President  
Les Hawkins, Secretary-Treasurer  
Charles Harper, Asst. Secretary-Treasurer  
Natalie Gardner, Executive Committee Member  
Tammy Smith, Executive Committee Member  
Pam Smith, Executive Committee Member  
Amy Stauffer, Executive Committee Member  
Todd Hohn, Editor, Ex-Officio member (*arrived 2:36 p.m.*)

Meeting called to order at 12:17 p.m., followed by the Pledge of Allegiance; Cortney Clark read the minutes from the July 19-20 board meeting with Theresa Me-com change notes.

**Motion** by Natalie Gardner, seconded. Approve the minutes from the October 4-5, 2025 board meeting as printed in the December 2025 CORLCA paper.

**Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

**Reports**

**President – Cortney Clark**

- Discussion on the holiday mailing and how it went.
- There is an issue with the credit card to be assigned to new president Clark, Hawkins says the issue is with the independent vendor who makes them. The problem is being addressed and should be resolved soon.

## « MINUTES CONTINUED

- New OWCP people in Ft. Collins that can help filling out the paperwork.
- Some RCAs on POV routes that are driving LLVs and trying to change driving their own vehicles.
- Executive Committee – Tammy Smith
- RCAs and regulars having issues with LLVs and different preferences for each individual – same with clocking in – different rules with management for different carriers

**Executive Committee – Pam Smith**

- Talked about the state convention – if carriers bring their badge to show, the cost of the hotel will be tax exempt
- Went over things to add to state convention agenda.
- George and Lesa Halcomb are taking over the convention at the convention, Brandt is out of the country.
- Will research what to do for banquet and details about the cost to the carriers.
- Still need the cost for the theater and a contract for using the Peerless Theater
- Questions: District 2 taking care of the cost of the banquet? How much to split with the state? Need to find out the cost of everything first.
- Talked about food for the election committee
- Can bring outside food and beverages into the theater and there is a snack bar for the purchase of snacks.

**Motion** by Pam Smith, seconded. State will provide food and beverages for the election committee at the state convention.

**Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

- Holyoke Mayor Kevin Scott and Holyoke Postmaster will speak at convention; maybe have an OWCP rep and a member of the postal inspectors to come.
- Will be calling Brandt tonight to ask questions – Board provided other items to have answered, like theme of banquet, can theater have media hook ups for convention use, what we would need to bring, and other questions

**Motion** by Candie Dyer, seconded. Reimburse Pam Smith for trips made to Holyoke for state convention liaison work.

**Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; — **motion Passed**

—Talked about district Meetings; Clark will contract district officers to determine dates:

**District 6** – Amy Stauffer, **District 5** – Courtney Clark, **District 4** – Les Hawkins, **District 2** – Candie Dyer, **District 3** – Tammy Smith (March 15), **District 7** – Pam Smith (March 29 ?), **District 1** – Natalie Gardner

—Next Board meeting is March 21-22

Meeting adjourned 4:43 p.m.

**January 4, 2026**

Cortney Clark, President

Candie Dyer, Vice President

Les Hawkins, Secretary-Treasurer

Charles Harper, Asst. Secretary-Treasurer

Natalie Gardner, Executive Committee Member

Tammy Smith, Executive Committee Member

Pam Smith, Executive Committee Member

Amy Stauffer, Executive Committee Member

Todd Hohn, Editor, Ex-Officio Member

—Meeting called to order 8:11 a.m.

**Assistant Secretary-Treasurer – Charles Harper**

- Membership 1144 – 706 regular, 38 PTFs, 128 retired, 250 RCAs, 17 ARCs, and 3 Associates.

- 1187 processing, working with Les on maybe taking on more responsibility, but right now would mean needing envelopes with different address printed on them.
- Need a printer, Les is looking into old union printers in inventory
- Still need license for Microsoft, working on that with Les
- Working with Les to determine other responsibilities after this meeting. Looking at finances, the association is receiving more than expected from the proposed budget because of the funds from National General insurance.
- February 2-6, 2026 is sec-treas training with national, more info to come about the location and what national pays – 2025 training was in Florida.
- District 1 mtg – sense of melancholy and hopelessness with the carriers, a lack of motivation to take control of their own route, issues with some that are cheating with scans and some not scanning correctly – Positive portion was part-time ADR Keith Cutler who presented a great report.
- Discussion of how to reach carriers to teach RRECS issues that are frequently wrong.
- Looked into recording equipment for meetings, expensive and would still require a good amount of work to transcribe or download and store to another drive, not recommending using or purchasing anything for meetings or state convention right now.

**Motion** by Candie Dyer, seconded. State pay Les Hawkins and Charles Harper 5 ADOPs for attending National Secretary-Treasurer Training February 2-6<sup>th</sup>, 2026.

**Vote:** Clark-Y; Dyer-Y; Hawkins-*abstain*; Harper-*abstain*; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

**Secretary-Treasurer – Les Hawkins**

- PO Box for national delegate nomination is established and in last national magazine, PO Box for ballots to be sent to needs to be rented within 15 miles of the site of the convention, was rented in Holyoke. Waiting for Carrie Bivens to obtain the keys and get the actual box number. Box to receive the undeliverable ballots needs to also be set up. Waiting for an election co-chair to be secured by Clark as they will need to check this box.
- Need to have election committee chair and co-chair set so can set up PO Boxes for undeliverable ballots, PO Box for national delegate nominations already established for chair to check, other undeliverable PO Box needs to be established soon.
- Need chairs for other convention committees as well (constitution, resolution, credentials, and budget)
- Talked about WSC (April 15-17 in Nevada)
- Discussed states collection of dues if we want to change, can only happen at convention – Not necessarily recommending a raise in dues now, but yearly the association is spending more than bringing in and had to cash two CDs in 2025 to cover. – Options might be a percentage increase, dollar amount increase, stay same.
- In past association has purchased jackets for outstanding members, board talked about continuing or not.

**Motion** by Les Hawkins, seconded. CORLCA purchase a jacket from Embroidery Plus in Pueblo for 2025 Outstanding member to be handed out at the 2026 state convention.

**Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

- Will call the 2025 outstanding member to get jacket size.

**Motion** by Les Hawkins, seconded. In conjunction with the jacket, give 2025 outstanding member a bank at the 2026 state convention. Also, give 2026 outstanding member a bank at the 2026 state convention. **Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

- Credit card reconciliation report – passed around credit card statement and inventory list for board members to update and/or confirm.

**Motion** by Candie Dyer, seconded. Compensate Les Hawkins for UHaul and gas to transfer sec-Treas supplies from Dawn Nix.

**Vote:** Clark-Y; Dyer-Y; Hawkins-*abstain*; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

- Passed out financial documents – Statement of Activities and Financial Position.

**Motion** by Amy Stauffer, seconded. To reduce the amount of extra state papers, since the supply at the academy is currently more than sufficient, reduce the amount of extra paper copies printed to 1200.

**Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-N; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

- Talked about the cost of the state paper postage, currently about \$750 every issue – Will look into ways other states decrease the cost of their state paper postage when attend the sec-treas training in February; also, ask about how other states incorporate barcodes onto their paper to reduce postage.

**Motion** by Les Hawkins, seconded. Will contact a printer to print 8 copies of the CORLCA board policies to replace in board officer manuals.

**Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

- Discussion about asst sec-treas helping with website and/or Facebook page for CORLCA – and what other tasks to assist with – talked about the division between the two positions

**Editor – Todd Hohn**

- Next article deadline is Sunday January 18
- Talked about the cost of paper going up, so printing will continue to be more expensive, less copies will help expense

—Posted the proposed agenda for the state convention on the screen for board to offer corrections and additions, an electronic version will also be sent to Board members and one will be printed in the paper as well

**Old Business**

- Pam Smith talked with Brandt previous night to get the following answers:
- Snacks are available to purchase
- Elevator is not working, make members aware
- Entertainment is coming, a jazz band
- No theme for banquet yet
- Contract in process with the theater, soon.
- Can bring outside food and drink into theater
- Still working on coming up with a cost and expense of the banquet
- Will still find out if media capabilities, if need our projector/HDMI cord

—Filled out vouchers

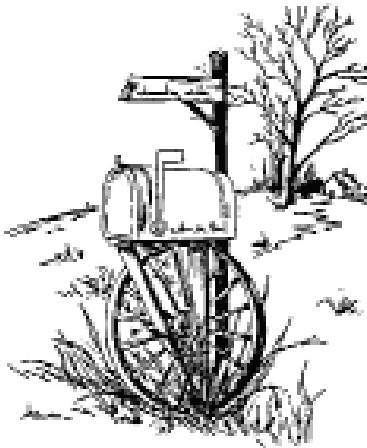
**Motion** by Tammy Smith, seconded. Any board member traveling over 50 miles for the next board meeting in March 2026 be eligible for one overnight stay.

**Vote:** Clark-Y; Dyer-Y; Hawkins-Y; Harper-Y; Gardner-Y; T. Smith-Y; P. Smith-Y; Stauffer-Y; — **motion Passed**

Meeting adjourned at 1:01 p.m.

Todd Hohn, Editor  
CORLCA  
732 Cherry Street  
Denver, CO 80220

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## Colorado Rural Letter Carriers' Auxiliary – Grant Application

(Please Print or Type)

Name \_\_\_\_\_

Address \_\_\_\_\_

Telephone Number \_\_\_\_\_

Name of Carrier Relative \_\_\_\_\_

Relationship: Parent/Grandparent (Circle One)

Parent/Grandparent is a member of the CORLCA/CORLCA Auxiliary (Circle one)

Field of Study \_\_\_\_\_

School of Attendance \_\_\_\_\_

NOTE: A parent or grandparent must be a member, in good standing, of the CORLCA or CORLCA Auxiliary. All applicants must be a graduate of the current senior high school class. All applications must be submitted to the CORLCA Auxiliary President, Lesa Routh-Halcomb, 101 East First Avenue, Otis, CO 80743, on or before May 26, 2026. It is understood that if you receive a grant and you do not attend a college or university for any reason, the awarded grant will be returned to the CORLCA Auxiliary. *All applications will be judged on neatness, grammar, and completion of requirements.*

**Attachments must include:**

I. A cover letter including:

- a. An introduction
- b. Your reason for wanting to receive the grant

II. A second sheet written in list format including:

- a. School activities
- b. Community involvement
- c. Any awards or noteworthy accomplishments

Signature \_\_\_\_\_ Date \_\_\_\_\_