

WI RLCA NEWS

DECEMBER 2006

WISCONSIN

RURAL LETTERS CARRIERS ASSOCIATION



Life Changes

As we set back our clocks and prepare for the changes in seasons, we are also going through some changes in our State Association. Sometimes things happen in our lives that require us to make changes that we don't necessarily want to make but have to. That's exactly what our State Steward, Bill Foley, was faced with in early October as Bill wrote in a letter read to members at the Fall Conference (also included in this newsletter). At a special Board Meeting on October 6th, Bill sadly tendered his resignation as State Steward and also informed the Board of his retirement as of October 10th, 2006. The Board reluctantly accepted his resignation and wish both him and his wife, Nila, good health, and a long, happy retirement. The Board also thanks him for his work and dedication to this Association as our State Steward and Board Member.

Bill's resignation began a ripple effect in Board restructuring. President, Tom Bittner, expressed a desire to fill out Bill's term as State Steward. After considering all the options, the Board decided to offer Tom a contract to serve as State Steward until next June's annual Convention at which time he may re-apply for the position. This then created a vacancy in the President position which I moved up to fill. Linda Vanden Plas was selected to fill the Vice President position and Sue Heiderscheidt was appointed as Chair of the Executive Committee to replace Linda. The Board had one Committeeman vacancy left to fill and decided to contact Chris Bouche to see if he might be interested, as he had run for the Committeeman position at last year's State Convention. The Board felt Chris had a great deal of knowledge and experience to offer having

served on the Board as well as State Steward in the past. Chris agreed to accept the appointment as Committeeman until the 2007 elections. With the Board restructuring complete there was one concern I, as your President, needed to address and



that was putting together the remaining three issues of the State newsletter. Due to time constraints and my inexperience working with the computer program used to put the newsletter together, I asked the Board to accept Lois Graper as my designee to put the remaining three issues together. They agreed and Tom Bittner also agreed to help get her started.

I want to thank the Board for pulling together and stepping up to make the restructuring happen. Changes are inevitable, what with our contract expiring, negotiations going on, and Postal Reform unresolved – who knows what our jobs will look like once those issues are resolved. As we move forward, it is important that everyone take a pro-active response, take time to write a check to PAC, mark your calendars, make your reservations and plan to attend the Spring Conference and State Convention. As we plan for these events, we try to secure speakers to address topics that you, the members, want to hear about. If you have some suggestions, please let me know.

Finally, as we move into the Christmas mailing season be safe, work smarter not harder, and from my wife, June and I, have a Happy, Healthy, and Blessed Holiday Season.

Dan Strobel

Can you help a fellow rural carrier?

We have received a request for annual leave donations from

Cheryl A McCarthy

A Rural Carrier at the Oconto Falls Post Office. Ms. McCarthy is Undergoing Chemotherapy Treatments for Cancer.

Any Lakeland Performance Cluster career or transitional employee who is interested in donating earned annual leave may access PS Form 3970-D, Request to Donate Leave at <http://blue.usps.gov>. Employees may also contact the HR Shared Services Center at (877) 477-3273, option 5; or a union representative to request this form.

PS Form 3970-D with Parts I and II completed should be sent to:

HR Shared Service Center
ATTN: Leave Share Coordinator
Compensation and Benefits
Post Office Box 970400
Greensboro, NC 27497-0400
LSP#07-4-J-530-118

Employees can only donate **earned** annual leave.

Special Board meeting October 6, 2006 Howard Johnson, Wausau WI

President Tom Bittner called the meeting to order at 10:05 a.m. Members present: Dan Strobel, Linda Vanden Plas, Sue Heiderscheidt, Lisa Wojnarowski, Karen Schauer, and Bill Foley State Steward. Lois Graper was absent due to prior engagement.

Bill Foley presented the board with a letter of resignation/retirement due to health issues. Bill will be retiring from the postal service as of Oct 11th and step down as State Steward effective Oct 13, 2006. Various concerns, suggestions and issues were discussed with Bill. The Board wishes Bill the best of health in his retirement.

The Board went into executive session to discuss the situation. Tom excused himself after indicating that he was interested in the state steward position.

Regular session resumed. Linda made a motion, 2nd by Karen to offer the position of Acting Full-time State Steward for the remaining of Bills' term to Tom Bittner.

Motion passed and Tom resigned his position as President and accepted the State Stewards' position. According to our Constitution and By Laws, the Vice President will now move up to fill the presidency po-

sition. Dan then made a motion, 2nd by Sue to appoint Linda Vanden Plas to the vacant vice president position. Motion passed. Karen made the motion, 2nd by Lisa to make Sue the new chairman of the committeeman. Linda's remaining committeeman term will be filled by Chris Bouche.

Bills' County assignments were reassigned. Lisa was approved to be certified as an Assistant State Steward and will attend the Area Steward Training in Indianapolis with the rest of the Assistant State Stewards. Karen will purchase the airline tickets for those attending. Various other items were put on the agenda for the board meeting October 13th.

Meeting was adjourned at 1:30 pm.

Respectfully submitted,
Karen E Schauer

IS THIS BOX HARD TO OPEN???

from the 547 QWL team

RE: Non-Compliant Mail Box doors

While our team was developing an ergonomically correct mailbox we found that several existing mailboxes were not in compliance with postal standards.

Postal standards say that “door latches must hold the door closed but allow easy opening and closing requiring no more than 5 pounds of force.”

The Solar Group Inc has a model box that has a mailbox lid that exceeds the 5 pounds of force. The model is the Gentry GC-1 (model # is found on the insider side of the box door). Letter carriers should fill out PS Form 4056, *Your Mailbox Needs Attention*, and place it into the customers’ box. Customers should then contact the Solar Group’s customer service department at 601-785-4711 extension 164 for inquires about replacement doors. Customers must give the model number and state that the lid is a manufacturer’s defect. They should also state that they have received a PS Form 4056 from their carrier. A replacement lid will then be sent to the customer.

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NEXT ISSUE DEADLINE
DECEMBER 30, 2006



Congratulations to Raymond Kaiser from Stratford Wisconsin. Ray has been a member of the Wisconsin Rural Letter Carriers' Association for over 50 Years!

In 1949 Ray took a test for the post office and had the top score. He was also a veteran and a Democrat. The Democrat party was in office....Harry Truman was President. In those days the party in office chooses the individual to fill the position of rural carrier in the postal service. So Ray and two others were interviewed for the position by the democrat people and on May 2, 1949 Ray became the new Rt 1 Carrier for Stratford. The route was 50 miles long and had about 270 patrons. The carriers earned 6 cents a mile for EMA and their yearly salary was about \$2650. Over the years, Ray attended many union meetings including several State Conventions and the National Convention in 2000. In August of 1980 Ray retired with over 30 years of service. The WI RLCA would like to thank Raymond Kaiser for his long term dedication and support of the Rural Letter Carriers’ Association.

Ray, ‘Thank You’ and may you enjoy many more years of happy retirement!

TAKING THE PLUNGE

Those of you, who were not able to attend our Fall Conference, should be made aware that some of your fellow WIRLCA members exacted some revenge on your PAC Chairman.

Here is my side of the story. We were having a little good-natured fun at the Saturday evening hospitality party when suddenly I (a more-or-less innocent bystander) was attacked, and thrown into the pool, by a group of hostile Rural Carriers.

Ron Berg's (Arena WI) version is somewhat different, and possibly more accurate. The "winners" of the 50/50 games (with half of the proceeds going to our PAC fund) seemed to enjoy the festivities while the others in the group were tormented to point where only the thought of retribution would quell their frustration.

So, what initially seemed to be a random act of violence turned out to be a well-orchestrated plot to raise an extra \$105 for your Political Action Committee. Ron "soaked" the Hospitality night guests for an additional \$5 each (for the opportunity to be one of the four lucky winners to help throw me into the pool) and I, also, got soaked. It was all "in good fun" and now I'm dry and ready to torment WIRLCA members again.

I'm not going to ask any of you to "take the plunge" but I think you should be able to endure just a little discomfort, like when that icicle (above your door, in the early Spring) drips one drop of cold water down your neck. Sure, there's an instant when it isn't too pleasant but then you reflect on the fact that each day the weather is getting nicer and soon that icicle will be gone and you'll still be here! Ha!

Write a \$26 check to: **NRLCA PAC** and mailing it to: **DENNIS R. NELSON**
1002 55TH ST
AMERY WI 54001-3013

It's sort of like the cold drop of water on your neck. You will completely forget about it in a few minutes but it will result in (just like Springtime) better things for the future. Favorable health and

retirement benefits *depend* on decisions made by your elected Representatives. Political candidates *depend* on the funds, which you contribute to NRLCA PAC. We really do *depend* on one another.

Is it *true* that someone else will make a contribution to PAC, so you won't have to? Maybe.

Is it *right* for you to insist that only other WIRLCA members continue to contribute toward something that will benefit every Rural Carrier and Retiree? I will know how you answered this question by the number of PAC contributions that I receive.

Wisconsin has over 3,600 members and just a few State Officers, who are elected to lead our Association. By contributing to PAC, *you* get to decide that *you*, too, are a leader in this Union. In every group there are those who choose to avoid becoming involved. They prefer to just hope that everything turns out for the best. They will nearly always be disappointed.

Please stay involved and help to protect our benefits. I am here to give you an occasional reminder (like that cold drip on the back of your neck) that you need to make a contribution to PAC.

All PAC contributors, of \$26 or more, will have their names printed in an upcoming edition of the National Rural Letter Carrier magazine and I will mail them a PAC pin. Contributions are not tax deductible.

Signed: *The Plunger* (serving a useful purpose, even if you think it's a somewhat distasteful)



Greetings and Happy Holidays from your Secretary/Treasurer, Karen Schauer

We have all heard that when an RCA makes ‘regular’... **they get ‘benefits’!** The following is a brief explanation of the Postal Service **benefits**.

Health Benefits: The FEHB (Federal Employees Health Benefits) Program offers a wide-range of health insurance plans that include government-wide, employee organization and health maintenance organization plans. The cost for this program is shared by the employer and the employee. Employee contributions are made on a pre-tax basis, reducing the employee’s net cost (unless you opt out of this arrangement). The postal service also allows its employees to participate in a Health Care Flexible Spending Account (FSA). NEWLY eligible career employees will have 60 days from the date of their appointment to enroll in a health plan by completing the PostalEASE FEHB Worksheet found in the FEHB Guide 2007. You can elect enrollment by going into www.liteblue.usps.gov and click on “My Life”. You will need your employee ID number and PostalEASE pin number. The other option to enroll would be to send the FEHB Worksheet to HRSSC, Compensation/Benefits, PO Box 970400, Greensboro, NC 27497-0400. **Mailed form must be postmarked within the 60-day limit for enrollment.**

Life Insurance: The Postal Service participates in the Federal Employee’s Group Life Insurance (FEGLI) Program which is administered by OPM. The program offers various levels of life insurance coverage. It provides immediate protection against financial hardship or loss due to death. It also covers accidental death or dismemberment. The USPS pays for the entire cost of the basic coverage while the employee has the option of purchasing additional coverage. And you will also have the option of purchasing life insurance for a spouse and dependent children. Newly eligible carriers have 31 days from the date of their appointment to complete a Life Insurance Election Form (SF2417). To elect life insurance coverage the SF 2817 must be sent to HRSSC in Greensboro NC 27497-0400. **Mailed form must be postmarked within the 31-day time limit for enrollment.**

Retirement Benefits: Postal employees are covered by the federal retirement program that is administered by OPM. FERS provides retirement benefits to employees who were first hired or converted to a career appointment on or after January 1, 1984, with no prior civilian service or with less than 5 years of service.

Flexible Spending Accounts: The Postal Service offers two Flexible Spending Accounts (FSAs) to all career employees—health care and dependent care. This program allows employees to make pre-tax contributions, up to prescribed amounts for each type of account, to pay for a broad range of eligible out-of-pocket expenses. To participate in this program, employee must complete 26 pay periods (52 weeks) of employment. Newly eligible employees are automatically notified when they become eligible.

LEAVE: The USPS offers to career employees a leave program that includes annual (vacation) leave and sick leave. For the first 3 years of service, full-time carriers earn 13 days of annual leave per year. Leave increases to 20 days per year after 3 years of service, and to 26 day per year after 15 years of service. In addition, full-time carriers earn 14 days of sick leave per year.

LiteBlue: Shortly after your appointment to ‘regular’ a carrier will receive their PostalEASE Pin number which is sent to your address of record. This pin number will be used with your Employee ID number when logging into LiteBlue. You will also receive informational sheets regarding the LiteBlue web page and instructions for enrolling in health insurance, Thrift Savings Plan, Savings Bonds, Allotments/Net to Bank and making changes to your Federal W4 withholding tax.

For more detailed information on benefits visit the websites listed below or call Human Resources Shared Services Center at 1-877-477-3273 option 5:
H e a l t h I n s u r a n c e : <http://opm.gov/insure/health/index.asp>
Life Insurance: <http://opm.gov/insure/life/index.asp>
Retirement: <http://opm.gov/asd/htm/HOD.htm>
Thrift Savings Plan: <http://tsp.gov/forms/index.html>
Federal Long Term Care Insurance Program: <http://www.ltcfeds.com>

And now for those thinking about retirement...Retirement-Related Issues:

Continuation of Health Benefits into Retirement:

A retiring employee is eligible to continue Health Benefits coverage into retirement if he/she: 1. retires on an immediate annuity (commences within 31 days of separation), and 2. is insured on date of retirement, and 3. was covered by Health Benefits under his/her own enrollment or as a family member under another Federal enrollment, for the five years of service immediately preceding retirement or since his/her first opportunity to enroll.

Continuation of Federal Employees' Group Life Insurance into Retirement:

A retiring employee is eligible to continue Basic Life Insurance into retirement if he/she: 1. retires on an immediate annuity and 2. is insured on date of retirement and 3. was covered by Basic life insurance for the five years of service immediately preceding retirement or since his/her first opportunity to enroll and 4. Does not convert to a private policy.

RETIREMENT CALCULATOR:

<http://hr.er.usgs.gov/calculators/retire/> You can use this webpage to get a rough estimate of the Federal annuity you would be entitled to on the day of your retirement. Please note: this calculator is an estimate and should not be used as an exact calculation of your retirement benefits. For a more detailed and more precise estimate, please contact Human Resources Shared Services at 1-877-477-3273, option 5. **You can use this calculator to calculate the basic annuity for employees in the FERS, CSRS or CSRS-Offset retirement system,** including credit for sick leave if applicable. You can confirm retirement eligibility. The calculator lets you know whether you are eligible to retire on the date you want, and what sort of restrictions if any apply. This calculator will also calculate survivor benefits

List of Website Addresses for Retirement-Related Issues:

The Office of Personnel Management (OPM) has established Websites for obtaining on-line information about federal retirement, health benefits and life insurance.

For information about retirement, visit <http://www.opm.gov/retire/>

For information about health benefits, visit <http://www.opm.gov/insure>

For information about life insurance, visit <http://www.opm.gov/insure/life>

Another website with information for retirees and seniors is "Access America for Seniors" and its' URL is <http://www.seniors.gov/>

For forms and publications regarding taxes, the IRS's URL is <http://www.irs.ustreas.gov/forms/pubs/index.html>.

All social security questions can be answered by that agency's online website, <http://www.ssa.gov/> Thrift Savings Plan information and answers and transactions can be accessed through, <http://www.tsp.gov/>

The, for veterans there is the following site for Veterans Benefits and Services, <http://www.va.gov/vbs/> Postal Employee Network on retirement, <http://www.postalemployeenetwork.com/retirement.htm/>

Finally, some general information about Postal-EASE and HRSSC:

PostalEASE is available 24 hours a day/7 days a week using your employee ID number (on your check stub) and your USPS PIN. Call 1-8774PS-EASE (1-877-3273) Option 1 or contact them by internet from any computer with internet access through LiteBlue at <http://liteblue.usps.gov> The HRSSC (Human Resources Shared Service Center) is available 8:00 a.m. to 9:30 p.m. Central Time, Monday through Friday. They handle all requests for information on retirement, which includes requests for annuity printouts, retirement counseling, and applying for retirement. In addition, they handle all employee inquiries about benefits and compensation issues such as Military Buy-Backs, Civilian Buy-Backs, Donated Leave, Life Insurance or Life Insurance Claims for the Death of an employee or a covered family member. All employee separations are also handled by the HRSSC. (Hearing impaired TDD/TTY 1-877-260-7507)



NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Local Steward Election Call

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

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

Location _____

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

Date of Posting _____

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

The selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carriers' Association. Mandatory Local Steward Elections will be conducted in the month of July of every fourth year (i.e.; 2008, 2012, 2016 etc.) unless the incumbent Local Steward is unopposed. The term will be for four years unless stipulations in Article XV Section 7.A. or B. apply. A Local Steward may be re-elected to the position. Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an installation, including stations and/or branches, a Chief Steward will be elected by the NRLCA members of said office in accordance with Article XV Section 7.A.

Nominations will be accepted at the time of election and any dues paying members of the National Rural Letter Carriers' Association can announce his/her intention to be a candidate by signing below:

1. _____
2. _____
3. _____
(Sign name)

1. _____
2. _____
3. _____
(Print name)

Application for Steward Certification NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



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

This is to certify that the above named rural carrier has been elected as the RURAL CARRIER STEWARD to represent the rural letter carrier craft of employees in labor-management relations at the above named Post Office. It is understood that this representative upon successful completion of the NRLCA Training Course will be certified in accordance with Article XV Section 7.D. of the NRLCA Constitution and By-laws. This representative will serve until the next mandatory election, the position becomes vacant, the incumbent Local Steward retires, or a petition requesting a new election of a Local Steward is signed by a majority of NRLCA members of said office to the State Steward, and upon approval of the State Steward.

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

Signatures of Rural Carriers ¹

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

- ¹ If additional space for signatures is needed, attach a separate sheet.
² Indicate Vacant Routes.

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

 Signature of Steward

 Print Name of Steward

State Steward Use Only - Do Not Write In This Space

Date Trained / Certified _____

Date PM / Steward Notified _____

 Signature of State Steward
 The affixing of the signature of the State Steward will serve to validate this document

OPEN SEASON IS HERE AGAIN

You will undoubtedly get information in your mailbox. I would like to highlight some of the benefits for you.

FEDVIP

The new Federal Employees Dental and Vision Insurance Program will be available to eligible Postal employees, retirees, and their eligible family members on an enrollee-pay-all basis. This new Program allows dental and vision insurance to be purchased on a group basis which means competitive premiums and no pre-existing condition limitations. Premiums for enrolled Postal employees will be withheld from salary on a pre-tax basis. Enrollment will take place during the upcoming FEHB open season Monday, November 13 through Monday, December 11, 2006. Coverage will be effective December 31, 2006. See the details of this plan at opm.gov/insure/dentalvision/07rates.asp.

FSA

A **flexible spending account** is a tax-advantaged savings account set up through an employer. An FSA allows an employee to set aside a portion of his or her pay to pay for qualified medical or dependent care expenses. Money deducted from an employee's pay into an FSA is not subject to payroll taxes, resulting in a substantial payroll tax savings.

FEHB

The Federal Employer Health Benefits open season is November 13-December 12, 2006. The FEHB Guides will be mailed to employees. If you are newly hired into a career position with the Postal Service, you may enroll for the remainder of the current year if you enroll within 60 days of your eligibility date. You may also choose to waive your FEHB enrollment at this time if you decide that you do not want to participate.

TSP

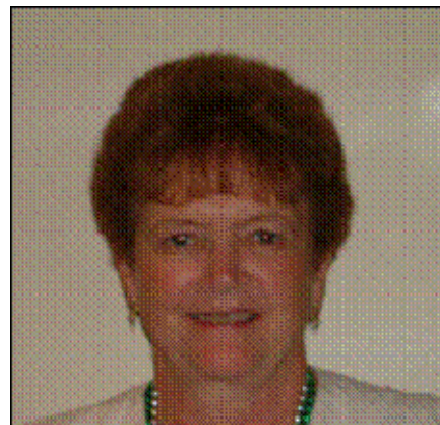
Open seasons for **Thrift Savings Plan** have been eliminated. You can enroll or change your TSP at any time. If you are a newly-hired career employee, you are eligible to make a TSP election at any time. You will automatically receive an enrollment package by mail at your address of record shortly after your career appointment.

You can enroll in FSA, FEHB, and TSP via the PostalEASE link that you will find on the liteblue.usps.gov website. You will need your Employee Identification Number (EIN) located at the top of your pay stub and your PIN (4-digit PostalEASE number).

Do you know that if an employee becomes ill while on annual leave and the employee has a sick leave balance, the absence may be charged to sick leave? This is found in the USPS Handbook ELM 513.65. Happy Holidays to all of you. Until next time, be healthy, be safe.

Respectfully Submitted
Sue Heiderscheidt, Executive Committeeman

Sign up now!





Near the end of September, I received a call from State Steward Bill Foley. Bill wanted to let me know that he had recently experienced some health issues that would make it impossible for him to continue as State Steward.

As President, I called an emergency board meeting the following week to determine what we needed to do to fill Bill's position. Karen Schauer and I were kept busy the next few days getting in touch with our National Officers to make sure that we were in compliance with all labor laws and both the NRLCA and WIRLCA constitutions and bylaws. On October 6th, the WIRLCA State board met to determine how we would handle the vacancy left by Bill's retirement. We determined that we had an obligation to fill the Steward position as soon as possible. As senior assistant steward, I offered my services to fill in as State Steward. I was appointed by the rest of the board to serve as State Steward until after the next State Convention when the new State Board will appoint the State Steward for the upcoming year. As required by Article 8, section 1b of our Constitution, I resigned my position as President. I had hoped to complete at least one term and had the delegates seen fit to elect me again next June, two terms as President of this great association. For the last several years it has been my intention to eventually take over the position of State Steward someday. Sometimes circumstances require that plans change. Although I was appointed State Steward sooner than anticipated, I feel that I have been prepared for the position by working closely with both Bill and Chris Bouche for the last several years.

Christmas Overtime

This year the Christmas overtime period starts on Saturday, December 2nd and runs through Friday, December 22nd. During this time, management is required to pay you for any time worked in excess of your evaluation. If you do not work an entire week, you would earn overtime for any time worked in excess of the evaluation for the days you did work. If your evaluation is 40K, your daily evaluation is eight hours. If you only work three days and take leave for

Thursday and Friday, you would be entitled to overtime for any time worked over 24 hours. If you worked 9 hours on Monday, 7 hours on Tuesday and 8 1/2 hours on Wednesday you should be paid 1/2 hour of overtime.

Management does have the option of calling in your sub to provide you with auxiliary assistance to limit overtime. I have been receiving reports of carriers being told that there will be no overtime and no auxiliary assistance. If you have been told this, please contact either myself or one of the assistant State Stewards. If management calls your relief carrier in to carry a portion of your route, you would still be entitled to full EMA for that day. If management calls your relief carrier in to deliver your entire route, they must inform you the day before that you will not be delivering your route. If they do not inform you the day prior, you would be entitled to the full EMA for your route. Management cannot simply ask you to stay home on Friday if you are near your weekly evaluation; however, once you report to work, you can be sent home at any time. Management has several options when it comes to providing aux assistance. In many offices, relief carriers are called in to deliver large parcels. Relief carriers could be called in to provide assistance on heavy days or at the end of the week once management knows how many hours the regular carrier is likely to work for the week.

If you are an RCA on an auxiliary route, you will be paid for the actual time it takes you to complete the duties of your route during the Christmas period. Relief carriers on regular routes will only earn overtime if they work over 40 hours. Management cannot curtail mail to avoid overtime or require the relief carrier on the route to carry it without additional compensation on the regular carrier's relief day. Management should not curtail mail during the Christmas period and expect carriers to carry it for free after the 22nd of December.

Above all you need to be safe during this time of year. The most important thing is for you to be able to go home to your families at the end of the day. You may remember that about a year ago, one of our relief carriers lost their life on the route. If roads are bad, you'll need to take some extra time to be safe. Don't allow management to intimidate you into working in an unsafe manner to avoid paying overtime.

STEWARD TRAINING SCHEDULE 2007

Elsewhere in this newsletter you can find a local steward election form. If you are interested in being a local steward, you will need to be elected by the carriers in your office. Once you are elected, you will need to be trained and take a test to become certified. There are many instances throughout the state where certain carriers are considered to be "local stewards" but have not been elected and/or trained. If you are

If you have not been certified you cannot represent the other carriers in your office and you have no authority to file a grievance.

one of these people, I urge you to take the time to post the election form and hold the election. By becoming certified, you will be given training that will help you in performing your duties as a local steward. You will also gain certain protections when acting as a certified steward that ordinary carriers do not enjoy.

To the right I have listed dates and locations for local steward trainings. All stewards need to be trained at least once a year to continue serving as a local steward. I am in the process of reviewing the records of all current stewards to insure that they have been trained. If you have not undergone training, I will be contacting you to set up training for you. If you are unable to attend training, I may have to de-certify you to protect the interests of the association. For all existing local stewards, I have sent out a training notification letter with a stamped postcard for you to choose which training you would like to attend. If you are a newly elected local steward, I will contact you once I receive your election form to schedule your training. If we get enough new stewards, we'll have training during the four scheduled trainings. If we only have a few new stewards, I'll try to get you scheduled at another time for individual training. For attending training, you will receive \$75. In addition, you will be provided lunch.

If you are a local steward and did not receive the training notification, you will need to contact me so I can get you scheduled. If you did receive the notification in error, please indicate on the postcard that you are no longer a local steward and return it to me so that I can get the mailing list cleaned up.

Respectfully Submitted,
Tom Bittner — WIRLCA State Steward

Area Steward Training

January 14, 2007

Reedsburg – 9am – 3pm
Voyageur Inn
200 Viking Dr
Reedsburg, WI 53959
608-524-6431

Local Steward Training

January 28, 2007

Green Bay – 9am to 3 pm
Best Western Motel
780 Packer Dr
Green Bay, WI 54304
920-499-3161

February 11, 2007

Chippewa Falls – 9am to 3pm
Park Inn International
1009 West Park Ave
Chippewa Falls, WI 54729
715-723-2281

February 25, 2007

Milwaukee – 9am to 3pm
Tanner Paull
6922 W Orchard St
West Allis, WI 53214
414-476-5701

March 11, 2007

Reedsburg – 9am to 3pm
Voyageur Inn
200 Viking Dr
Reedsburg, WI 53959
608-524-6431

State Steward Office hours

Monday, Tuesday, Thursday, Friday
7:00 AM to 11:00 AM
12:00 PM to 5:00 PM

Wednesday
12:00 PM to 7:00 PM

PHONE PROTOCOL

Area Steward Post Office Assignments

Steven Sowel Home PO Tomah

Hm 608-372-5221 wk 608-372-5611

Arcadia, Bangor, Camp Douglas, Cashton
Desoto, Fountain City, Galesville, Hillsboro
Holmen, Lafage, Black River Falls, Melrose, Necedah,
Onalaska, Seneca, Sparta, Trempealeau, Viroqua, West
Salem, Westby.

John Phillips Home PO Madison

Hm 608-437-6718 wk 608 848-6879 cell 608-212-4556

Email auggie2@prodigy.net

Arena, Barneveld, Black Earth, Blanchardville, Blue Mounds,
Cross Plains, Dane, Darlington, Dodgeville, Hollandale,
Madison (Middleton Brch), Madison (Westside station),
Mazomanie, Mineral Point, Mt.Horeb, Prairie Du Sac,
Ridgeway, Sauk city, Waunakee.

Al Muench Home PO West Bend

Hm 920-994-4436 wk 262-334-3677

Kewaskum, Wauzeka, Jackson, Waupun, Beaver Dam, Juneau,
Freedonia, Random Lake, Campbellsport, Sheboygan Falls,
Sheboygan, Saukville, Theinsville, Allen-ton, Hubertus,
Slinger, Lomira.

Paul Loumos Home PO Racine

Hm 262-633-3883 wk 262-632-6124

Burlington, Caledonia, Franksville, Kansasville, Racine (Main),
Racine (4-Mile), Racine (west), Sturtevant, Union
Grove, Waterford, Salem, Silver Lake, Trevor, Twin Lakes,
Kenosha, Genoa City, Sharon, Fontana, Williams
Bay.

Fred Resch Home PO Antigo

Hm 715-449-3026 wk 715-627-4812

Neopit, Gresham, Birnamwood, Gleason, Wittenburg, Eland,
Bowler, Pelican Lake, Summit Lake Aaiwa, Hatley,
Ringo,Elco, Merrill

Sue Heiderscheidt Home PO Centuria

Hm 715-646-9366 wk 715-646-2121

Webster, Federic, Prescott, Cumberland, New Richmond,
Barron, St Croix Falls, Eau Claire, Bloomer, New Auburn,
Chetek, Osceola, Grantsburg.

Barbara Bergsma Home PO Avoca

Hm 608-583-5003 wk 608-532-6880

Benton, Blue River, Boscobel, Cuba City, Darlington,
Fennimore, Hazel Green, Lancaster, Linden, Lone Rock,
Mineral Point, Montfort, Muscoda, Plain, Potosi, Prairie Du
Chemin, Spring Green, Stitzer, Mount Hope.

Michael Wieczorek Home PO Peshtigo

Hm 906-864-4465 wk 715-735-7342

Peshtigo, Pound, Coleman, Porterfield, Crivitz, Oconto, Oconto
Falls, Lena

Louan Friend Home PO Pardeeville

Hm 608-587-2053 wk 608-429-2782 cell 608-697-8113

Email jklmf@hotmail.com

De Forest, Reedsburg, Portage, Columbus, Endeavor, Poynette,
Montello, Sauk City, Packwaukee, Westfield, Randolph

Lois Graper Home PO Marion

Hm 715-754-4904 wk 715-754-5831

Amherst, Amherst Junction, Clintonville, Iola,
Manawa, Neillsville, Ogdensburg, Rosholt
Scandinavia, Schofield, Shawano, Tigerton

Marilyn Laporte Home PO Spooner

Hm 715-635-2560 wk 715-635-6919

Barron, Birchwood, Cameron, Chetek, Cumberland, Minog,
Rice Lake, Saron, Shell Lake, Springbrook, Trego

Karen Schauer Home PO Eau Claire

Hm 715-836-9612 wk 715-830-5300

Augusta, Boyd, Cadott, Durand, Fairchild, Fall Creek,
Menomonie, Mondovi, Osseo, Stanley, Whitehall

State and Assistant State Steward Assignments by Area

Tom Bittner -- State Steward

Phone 920-273-0760

Email: tombittner@wirlca.org

532,534,530,531,539

Linda Vanden Plas

Phone 920-498-2948

Email: evandenplas@new.rr.com

First 3 digit zip code areas

541,542,543,549,545,544

Roger Schewe

Phone 608-835-3789

Email: rschewe@charter.net

First 3 digit zip code areas

537,535,538,546

Charles Groth

Phone 715-634-3938

Email: cgroth@centurytel.net

First 3 digit zip code areas 547,548,540

Lisa Wojnarowski

Phone 414-810-4860

lwojnarowski@wi.rr.com

532,534,530,531,539

THE MATRIX

During my visits to the Spring County Meetings a few questions were asked about the Matrix and who covers the route when the regular carrier is absent.

What is the Matrix?

The Matrix is a leave replacement list showing the primary leave replacement assigned to each route and the second and third leave replacements to be used on each route. This list should be posted in each office.

Why bother with the matrix when we only have three routes and work it out ourselves?

The matrix shows who to call when the regular carrier is absent. Sometimes management plays favorites or is ignorant of who to call. The matrix prevents this confusion with a clear sequence of who to call.

We have ten routes in our office. Can I sign up for all of them on the matrix? No. Qualified substitutes, RCA's and RCR's may only be shown as leave replacements on no more than three routes.

Can temporary relief carriers be on the matrix?

TRC's may only appear on the matrix as the primary leave replacement.

I am the senior sub in my office. The regular carrier is off for three months. Can I bump the junior leave replacement that is on the matrix?

No, there is no bumping on the matrix under any circumstances.

What about paid training to learn these new routes?

A leave replacement assigned to more than one route will be allowed a reasonable period with pay to become familiar with the route and become proficient.

Can management force me to learn more than one route when I only want to do my primary route?

Yes, management has the discretionary authority to place the leave replacement's name on the matrix as a replacement for routes which he or she is qualified, if vacant.

What happens when the leave replacements in the second and third positions on the matrix are unavailable?

If the second and third leave replacements on the list are unavailable, the assignment will then be offered to qualified substitutes, RCA's, or RCR's assigned to that delivery unit in the longest period of continuous service in the office.

If the auxiliary carrier has accepted the auxiliary route as a five day assignment, must they continue to be on the matrix?

No. The employee will only serve on the assigned auxiliary route and as the primary leave replacement on the assigned regular route.

When re-doing the matrix, due to a large number of blanks, can management change all the route assignments?

No. Should management decide that some movements amongst assignments is necessary, only those qualified leave replacements wanting to change assignments will be affected.

If your office does not have a Matrix set up, please talk to your Postmaster. The Matrix is in our contract and must be used. If you have any problems with the implementation of the Matrix, call the steward that is assigned to your office.

Linda Vanden Plas



We, as rural carriers, are the Post Offices' on Wheels for the USPS. With this honorable title come several extremely important responsibilities, but before I get into those responsibilities, I'd like to pose a few questions to you.

The first and most important of these questions is ... do you like your job as a rural carrier? Or is this just a way to get a paycheck and pay the bills? Are you the carrier that always has a smile? Or are you the grumpy carrier that goes as fast as you can just to get the job done? Are you the carrier that goes the extra mile? Or do you look for every possible shortcut? Are you thinking about safety both in the office and on the street? Or are you running around the office leaving a trail of trash and broken rubber bands behind you? Running stop signs? Speeding? Driving on customers' lawns? Do you take parcels to the door? Or do you dump them at the box? Do you take them out at all? Or do you leave them at the office and deliver the 3849 telling the customers to come in and pick it up themselves? Are you the carrier that answers questions for the new carrier in the office? Or are you the unapproachable one and scare them off by always being grumpy and telling them to go ask somebody else? Do you show pride in the job that you do? Or do you consistently mis-deliver mail to the same customers over and over again? Are you the complainer? Or are you the problem solver? If you are an RCA, are you available to work? Or do you always have an excuse? Do you feel like you are part of a well-oiled machine? Or do you feel like you are 'just the sub'? **You are never 'just the sub'!** We are all part of a team.

Now, after taking some time to answer all of the above-mentioned questions honestly, I have a few things that we need to discuss. As an Area Steward, I get quite a few phone calls on a vast variety of topics. I have heard a lot of stories, and I have seen a lot of things, some things that are done correctly, and some things not even close to being done correctly. For those of you that had the opportunity to go to a rural carrier academy, the academy trainers have taught you the correct way to do things. I know that there are a lot of regular carriers out there that think that their way is the only way, and they want you to 'forget everything you learned in the academy'; don't do it! Yes, there are adaptations that can be made to the way we do things; like the way we case our mail, or the way we pull down, or the equipment that we

use to pull down, but the fact is, we have a book, it's called the PO 603, and it is titled 'Rural Carrier Duties and Responsibilities'. True, it isn't the most up to date, but it does tell us what our responsibilities are.

Just in case you don't have access to a PO 603, let me jog your memory a bit.

Taking a parcel to the door is what we get paid to do. Just a reminder, there are several other companies out there that deliver parcels and would love it if our customers would choose them as their parcel delivery service; which the customer does have the right to choose.

We are required to carry stamps with us on the route. We get twenty minutes a week during the mail count so that we may provide our customers this service. If you can't or don't wish to invest your own funds to do this, consigned credit is available. Call **me** if your management is resistant to this.

We always attempt express mail to the door first. If there is a signature waiver, only after we attempt it to the door may we become the agent for the customer, sign the 3849 and leave the package in a safe and secure location.

We should have a working knowledge of Postal products and services. Let the customers know that we love to pick up packages. Let them know that we are here to provide them with the best service possible.

The bottom line is, we get paid a good wage to do a great job every day. Everything we do reflects on the Postal Service and we all need to go out there and give that 110% every day.

Show your rural carrier pride and show your customers that you are proud to be their rural mail carrier!

I'm very proud to be a rural carrier and I'm very proud to be representing you and our fine state.

Your Executive Committeeman,
Lisa Wojnarowski



FULL DAY'S RELIEF

We all want to get done as early as possible so we can go home. The whole object of the evaluated system, from the view of the carriers, is to get done earlier than our evaluated route is rated. When that happens, we're happy. When that doesn't happen, we're screaming, "Pay me hourly."

Short of a new contract and probably a national miracle, that will not be happening any time soon, but a constant discussion often remains between regular carriers and their relief carriers over who is responsible for the heavy volume days.

When a regular carrier is off, he/she is entitled to a full day's relief. This means that any mail which comes in on the relief day should be handled just as though the regular carrier was working. If a regular carrier returns to find mail which should have been worked on his/her relief day, then they are entitled to either auxiliary assistance or additional pay equal to either the evaluated time or the actual time it took to work that leftover mail.

Remember, though, that this is a two way street. I have heard from relief carriers who were upset because they get dumped on by the regular carrier. A regular carrier may be allowed to roll mail with management's approval from day to day. However, a regular carrier is still expected to clean up his/her route prior to a relief day or the relief carrier would have the same right to expect additional assistance or compensation for handling the regular carrier's mail.

Another frequent complaint is that regular carriers always take off the day following a holiday. Let's be fair to our relief carriers. Sure, we have a right to pick our days off. Sure, maybe we did have to work all the holidays when we were subs. Does it have to continue? Treat your subs the way you would want to be treated. And contractually, if a regular carrier would normally roll mail on a day following a holiday, then a relief carrier would be allowed the same tolerance. We cannot expect our relief carriers to do any more than we would do. A full day of work is expected for a full day of pay.

Obviously you will have to discuss this with your supervisor or postmaster when these situations arise.

If you can't agree to a reasonable remedy to the situation, you may have to file a grievance.

Remember, management still has the authority to manage the mail. There may be instances due to exceptionally heavy mail volume, adverse weather conditions, etc. where some mail may be curtailed for operational or service reasons. If this is done equally to each route, then you would likely not have a grievable situation. However, management should not selectively curtail mail to a route just because a relief carrier is on the route that day. Additionally, a manager should not selectively curtail mail due to a relief carrier being slower than a regular carrier. A rule of thumb is, "If the regular carrier had been working under the same conditions, would he/she have stayed until completion, or would he/she have been allowed to leave some of the work for the next day?"

If you feel you have not received a "full days relief," you must speak to your manager immediately. You must note the amount of mail in question so you have a basis to begin with. There are set values for piece count or footage involved with letters and flats respectively, as well as parcels and box holders. If you cannot reach an agreement with your manager, contact your local, area or assistant state steward for assistance. Remember, you only have 14 days from the date of the incident to discuss it with your manager and file the Step 1 Grievance.

Sometimes a grievance is our only option. A grievance isn't a threat or even a fight, but the process set up to solve a disagreement. Use it correctly, and it can help us all.

Roger Schewe
Assistant State Steward
535, 537, 538, 546



Fall Conference Board Meeting October 13 & 14 Country Springs Steven Point

Meeting was called to order at 10:30 a.m. Board members present: Dan, Karen, Sue, Lisa, Lois, and newly appointed Chris Bouche. Acting State Steward Tom Bittner was present. Absent was Linda.

Minutes of Special Board Meeting 10-06-06 were approved.

Additions were made to the agenda.

Norton Anti-virus update for our lap top computers was discussed. Union owned laptops should be kept updated with an anti-virus program. Karen will purchase updates when needed.

A cell phone billing policy for charges when stewards are out of state was discussed but tabled until our next board meeting. For now it is recommended that Assistant Stewards, when attending out of state meeting such as National Convention or the National Area Stewards Conference, should have calls forwarded to the state steward whenever possible.

Karen informed the board that there are a few checks that have been written last year that have yet to be cashed. Some recipients have called and requested reissue of their lost or misplaced checks. Lois made a motion, seconded by Dan that those wishing to have a check reissued should send a dated and signed letter to the Secretary/Treasure requesting a reissue. Include as much information regarding the check plus a statement that if the original check is found it will be marked 'void' and returned to the state. The Secretary/Treasure will bring the letter to the next regularly scheduled board meeting for possible approval. Motion passed.

There has been some confusion on submitting expense vouchers for approval. Sue made a motion, seconded by Lisa that all board members' expense vouchers go to the President. The State Steward will also send their expense voucher to the President for approval. Local, Area and Assistant State Stewards that are not on the board should send their expense vouchers to the State Steward. The President will send their voucher to the Secretary/Treasure for approval. Motion passed.

The minutes from the 2006 State Convention were discussed. The board would like to have a written SOP Guidelines for future state convention recorders. Tammy and Brenda will be asked to submit suggestions for consideration at our Spring Board meeting. Karen will work with Tammy to finalize this past year's minutes.

Meeting adjourned for lunch.

Meeting reconvened at 1 p.m. The board will again be sending out a pocket calendar along with a Thanksgiving note to all stewards, county presidents and county secretaries. Karen will create the card and obtain the board signatures.

At the National Convention this past August a number of the delegates had questions regarding the ballot votes being cast for the delegates that were absent. Lois made a motion, seconded by Sue that the following board policy be created: The 2 highest ranking officers present determine the major vote and casts the absent ballot/s accordingly. Secrecy is to be maintained. Motion passed.

Appreciation gifts for the local stewards and county secretaries were discussed. Various items were considered. Chris made a motion, second by Sue that we purchase two mentioned items from the Auxiliary as our appreciation gifts for this year. Motion passed.

Steward training for the area and local stewards will be set up for January and February. Dates, times and costs are being looked at. Tom will make arrangement with Green Bay, Chippewa Falls and Reedsburg areas and Lisa will look at various sites for the Milwaukee area for training. Tom will also contact Joey regarding the area steward training.

A concern was raised regarding Tom, our newly appointed full time state steward, serving on the GLAJSC. Karen made a motion, second by Dan that Tom finish out his term without loss of pay from our association. Motion passed.

The financial report and membership totals were given and questions answered.

Tom will contact the MN State Steward to set up a Labor Management meeting for the Northland Dist.

The union equipment inventory was reviewed. Tom will be going to Bills' house to pick up all his equipment. Redistribution assignment of various items was made. The Dell Desk top that no longer works and is not repairable will be junked. The equipment inventory list will be reviewed at the next board meeting to make sure all equipment has been distributed according to plan.

Articles for the next newsletter are due Nov 1st. Neither President Dan nor VP Linda feels qualified at this time to publish a newsletter. Lisa made a motion, second by Sue that the president will review and approve all articles for the newspaper and that \$450 will be paid to the president's designee to assemble the newsletter for publishing. Motioned passed. It was recommended that Dan contact past president Marty to possibly do the next one to three issues.

Hospitality night was discussed. PAC chairman Dennis Nelson is in charge of 'the program' and the Auxiliary is making the arrangements for the refreshments.

Dates for the Spring Conference were considered. Sue will check Reedsburg for availability and put information in our next newsletter.

Name badges: Dan has ordered ones for Chuck and Roger. Lisa made a motion that Dan order additional badges for the now current state steward, Tom; Vice President Linda and President Dan. Motion passed.

Lisa has been looking into hotels that could host the Mid-States Conf in 2008 and the State Convention in 2009. Karen will check to see how much money is appropriated from Mid-States for the host state. Lisa will pursue the Brookfield site as the host site.

Meeting adjourned at 5:30 p.m. until 8 a.m. Saturday morning. Saturday October 15th, Tom called meeting to order at 8:10. All present except for Linda.

Officers' training from the NRLCA State Officers training manual was completed. Karen will send report into national office.

The 2007 State Convention in Hayward was discussed. Board meeting will start at 7 p.m. on Wednesday and the organization post convention meeting will be on Monday. Interviews for State Steward will be possibly also held at the post convention meeting. Several possible speakers were discussed and program planning will again be updated at our next board meeting.

Sites for a possible ratification meeting were discussed. The board would meet either the day before or the day after such a meeting. Count trainings will have the state steward, one assistant and a board member present.

The Financial Review Committee met with the board. They had a few questions that were answered and their report was given.

Fall and Spring meeting for the counties were discussed. Karen will compile a list of counties that still do not have a constitution and by laws document on file. An SOP for the county meetings which includes information on the election process for delegates to the State convention will be sent to the county secretaries.

Tom presented a letter from a member requesting a reissue of a lost check. Tom made a motion that the Secretary/Treasure re-issues the check. Motion passed.

Board policies through chapter 2 of our board policy book were reviewed. Several changes were made. The rest of the policies will be reviewed at our next board meeting.

Tom and Karen explained how to complete the computer generated expense voucher and the retirement fund for state officers was discussed.

Sue made a motion to adjourn. Motion passed. 11:55 a.m. meeting adjourned

Submitted by
Karen Schauer, Secretary/Treasurer

COMMUNICATION

One of my favorite movies is “Pay it forward.” It is a story of a seventh grader’s utopian social studies project of doing unselfish acts to complete strangers. I’ll get to that later.

As humans, our ability to communicate is the most evolved of any species. However, at times it seems it is the most unrefined.

From the first prehistoric grunts to A.G Bell’s invention to instant messaging, we have always had a need to communicate. Helen Keller was asked once which sense she missed not having. She answered the ability to hear because not being able to communicate freely is an isolation of a soul. Why then do the able-lipped stumble so much to perform such an evolved task? Why can we give such devoted attention to total strangers, but bumble when dealing with friends, family and co-workers? Let’s look at some of the components of communication...

LISTEN

It seems simple. The other person flaps their lips while breathing past the vocal cords, and the sounds made enter our ears. The next step is the most crucial--the brain then processes the information received and we, in turn, flap our lips in response. In my house, I’m always amazed how my wife and daughters can do these actions simultaneously--in unison! Listening is more than just hearing. It combines attention with other cognitive skills. If we can concentrate more on the context of what the other person is saying rather than “Man! What a bore,” or “Why are they mad at me?!” or “I wonder if he/she realizes they have spinach in their teeth,” our conversations can be more productive. Also, since everybody has a need to be heard, doesn’t it stand to reason that if we want to be heard, we also have to want to listen. Which leads me to ...

RESPECT

The first rule that I have to remind myself of when I’m in a conversation is, “I’m not perfect.” Therefore I will give the other person the benefit of the doubt that they, too, are not perfect. As Lisa “Wojo” pointed out in a previous article, things that affect you are 10% actual and 90% how you handle them.

If I concentrate more on what people are saying saying than on any pre-conceived notion I have, I find I’m more able to have a constructive dialogue than one of “Jerk!,” “Idiot,” or” Son of a Performance Bonus-Power Hungry manager from hell.”

The biggest impact on my personal philosophy was when I was invited to a pre-count management training. I arrived early and was sitting behind some post-master/supervisors. I was infuriated by the way they were being disrespectful to rural carriers. However, instead of getting mad and lashing out at them, I realized that THEIR comments were coming from pre-conceived notions that all carriers are “Second-counting, willing to grieve anything, I’m not paid to do that” employees. That brings me back to my movie connection.

If you listen and concentrate on your communication skills with others, maybe they’ll catch on and do it to others. Maybe even in return to you. As a famous man once said, “Don’t worry about the speck in your neighbor’s eye while you have a splinter in yours.

Chuck Groth



Is This Chuck?



Or is this?

WIRLCA Auxiliary Officers—2006-2007

<p>President Sue Becker W335N7027 Stonebank Rd. Oconomowoc, WI 53066-1405</p>	<p>262-966-3344</p>	<p>Racine-Kenosha, Ozaukee, Fund du Lac-Green Lake, Winnebago, Outagamie, Waupaca, Brown</p>
<p>Vice-President Diane Susa 10686 County Road Bb Marshfield, WI 54449-9559</p>	<p>715-676-3376</p>	<p>Tri-county, Price-Taylor, Lincoln-Langlade, Marathon-Clark, Wood-Portage, Oconto, Marinette, Shawano</p>
<p>Secretary/Treasurer June Strobel N4431 Daley Road Hustisford, WI 53034-9742</p>	<p>920-349-3782</p>	<p>Crawford, Grant-Iowa, Sauk Richland, Dane, Dodge</p>
<p>Executive Board-Chair Marc Weber 739 Gale Avenue Wisconsin Dells, WI 53965-8660</p>	<p>608-253-7192</p>	<p>Monroe, Juneau, Adams-Marquette, Waushara, Columbia</p>
<p>Executive Board-Secretary Kathy Lueck 1417 Oak Street Watertown, WI 53098-1136</p>	<p>920-262-1980</p>	<p>Lafayette-Green, Rock-Walworth, Jefferson, Milwaukee-Waukesha, Washington</p>
<p>Cindy Bittner</p>	<p>920-273-0760</p>	<p>Door-Kewaunee, Cal-Man-She</p>
<p>Judy Pederson</p>		<p>Burnett-Polk, Barron-Washburn, Lake Superior, Sawyer, Rusk, Chippewa-Eau Claire-Dunn, Pierce-Pepin, Buffalo-Trempealeau, Jackson, St. Croix</p>
<p>Junior Sponsor Karen Rasmussen W55W31185 Cty Rd K Hartland, WI 53029,9305</p>	<p>262-367-2330</p>	



MARK YOUR CALENDARS

Spring Conference will be held at the **Cranberry Country Lodge**, Tomah, WI March 17 and 18. **The lodge has a water park!** The cost of the rooms will be \$62.--and this includes wristbands for the water park. Being your family for a winter/spring getaway! Call 800-243-9874 or 608-374-2801 to make your reservations now. To get this super WIRLCA rate, mention account # 3040. The extra rooms will be released February 15 and the special rate will no longer be honored.

IS YOUR ADDRESS CORRECT ON THIS ISSUE OF THE STATE PAPER?

The address of each active rural letter carrier member will be updated to reflect the address that **YOU** have given to your employer, the United States Postal Service. The address for all mailings that the Wisconsin Rural Letter Carriers' use is what is currently in the National Database, these addresses are updated according to the USPS Pay Period Reports. If the address on the WI RLCA State Paper is not your correct mailing address, please notify Karen E Schauer, immediately. You also need to fill out a PS Form 1216 for the USPS; you do this through the personal office or the blue page at your post office.

REMEMBER THIS IS THE ADDRESS THAT WILL ALSO BE USED FOR THE NATIONAL CONTRACT RATIFICATION MAILING.

RETIREES:

The address you see on this state paper is the address that is in the National Database and it is the mailing address that WI RLCA will be using.

If you need to correct your mailing address, please notify
Karen E Schauer, immediately.

If you have any questions, please contact Karen E Schauer,
WI RLCA Secretary/Treasurer

50 year members

Let us know!

Contact Karen Schauer
5857 Prill Rd.
Eau Claire, WI
54701

So that we may honor
you in the newsletter!!

NEW MEMBERS since 8/24/2006

Name	Post Office	Name	Post Office
Valerie J Algiers	Appleton	Andrew A Kuehl	Juneau
Megan M Christensen	Appleton	Lyle L McCracken	Kendall
Patrick J Lieske	Appleton	Margaret C Patt	Kenosha
Theresa M Schroeder	Appleton	Arvind J Patel	Lake Geneva
Jeffery S. Myhre	Bagley	Charles N Taylor	Lodi
Carrie S Hopp	Baldwin	Tera E Coppola	Lomira
Rodney L Blindert	Belmont	Christy M Allen	Madison
Sharon K Reynolds	Black Creek	Laura D Anderson	Madison
Kristen L Curvello	Boyceville	Wesley T Bolton	Madison
Alzada A Nelson	Cadott	Kyle M Giese	Madison
John A Heil	Cambria	Jessica M Hendrickson	Madison
Stefanie A Gerry	Cambridge	Rebecca L Novola	Madison
Lisa M Winker	Cedar Grove	Barbara J Ziomek	Madison
Corey A Monnier	Chetek	Debra L Couch	Marinette
Mary J Blodgett	Chippewa Falls	Diane L Johnson	Menasha
Colleen M Meinen	Chippewa Falls	Donna A Lee	Merrill
Michael J Nelson II	Chippewa Falls	Steven S Studinski Jr	Merrill
Bonnie L Pichelman	Clayton	Jamie L Wenzlick	Merrill
Vicky L Ballagh	Cuba City	David J Talmage	Milltown
Timothy M Lawrence	Cuba City	Rachel L Kuffer	Milton
Susan M Parins	De Pere	George W Deem	Monroe
Shannon L Smits	De Pere	Martha M Kral	Montello
Judith E Greer	Dresser	Cyril W Schaefer Jr	Mount Calvary
Richard A Cechal	Eagle River	Kate M Stoltz	Mukwonago
Kelly A Andreas	Eau Claire	Mary Semrad	Muskego
Amber L Lahner	Eau Claire	Kipp A Brost	Nekoosa
Christele J Nikolay	Edgar	Jane T Heller	Nelson
Vicki L Luchsinger	Edgerton	Mary B Harmsen	Neshkoro
Thomas M Kuehn	Fall Creek	Kathryn J Vorpahl	Oconto Falls
Marsha M Braatz	Fall River	Matthew D Vaade	Oregon
Kathryn D Gerner	Fond du Lac	Scott C Rothe	Oshkosh
Lorelie A Stump	Fond du Lac	Amy L Sosinsky	Oshkosh
Jeane E Northey	Fontana	Racheal M Laufenberg	Pewaukee
Laura E Swanson	Franksville	Trisha K Sellhausen	Pewaukee
Heidi L Skow	Frederic	Sherry M Hihles	Platteville
Rebecca A Lallensack	Fredonia	Elizabeth A Schultz	Platteville
Amy L Beaver	Friendship	Chad S Erspamer	Plover
Joyce A Miller	Grafton	Tammie R Tomlinson	Poynette
Lostou S Kakwitch	Green Bay	Michelle M Hogenson	Prairie du Chien
Bradley S Larson	Green Bay	Traci L Rose	Reedsburg
Jillian L Castellion	Greenville	Stevie B Schultz	Reedsburg
Michael D Gutho	Iola	Jacqueline J Loudon-Paron	River Falls
Tina M Moen	Iola	Mary J Wolfe	Schofield
Linda K Smith	Ixonia	Dale A Hartman	Sheboygan
Gena L Brantmeier	Janesville	Diane L Goedeke	Sheboygan Falls
Mikasa M McCormick	Janesville	Cherie M Klingbeil	Sparta
Donna M Van Acker	Janesville	Patricia A Rickman	Sparta

(continue on page 22)

WELCOME BACK CHRIS

It is a pleasure to be back on the State Board. I was surprised to receive the call asking me to fill Linda's unexpired term. I appreciate the confidence and trust placed upon me by the State Board. I will keep the best interest of the Association when making any decisions. While your State Board had to make some tough decisions with Bill's sudden retirement I know they will do what is best for the Association. Tom will make a great State Steward and I have every confidence in him to do what is right for the Association. I hope to see and talk to many of you at our upcoming meetings.

Chris

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Apt # 3406C
Minneapolis, MN 55414

Vice President

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W6225 West Bush Road
Pardeeville, WI 53954

Jr. Vice President

Rachel Rasmussen 262-367-2330
N55 W31185 Cty Rd K
Hartland, WI 53029

New Members

Name	Post Office
Mark A Tyborski	Sturgeon Bay
Karen T Murphy	Sturtevant
Lynne A Craig	Sun Prairie
Diane K Schuster	Sun Prairie
Cynthia L Johnson	Superior
Michelle N Joseph	Sussex
Jeffifer L Borges	Theresa
Elizabeth A Torres	Viroqua
Gino J Holland	Waukesha
Lori A Meister	Wausau
Patricia M Thielke	Webster
Kim M MacDonald	West Bend
Craig A Upson	West Bend



Secretary

Ethan Weber 608-253-7192
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Wisconsin Dells, WI 53965

Treasurer

Kyle Schewe 608-835-3784
647 Dunn Avenue
Oregon, WI 53575

Chaplin

Cindy Graper 715-754-4904
W10980 Riverside Rd.
Marion, WI 54950

TO: ALL MEMBERS

It is with the saddest of hearts that, due to medical reasons, I have been advised to retire and tender my resignation as your State Steward. Over the last 3 months my stroke symptoms have gotten worse and I have recently been informed by my Neurosurgeon that I have experienced another stroke. I find I am now unable to perform my job at the high standards I expect of myself.

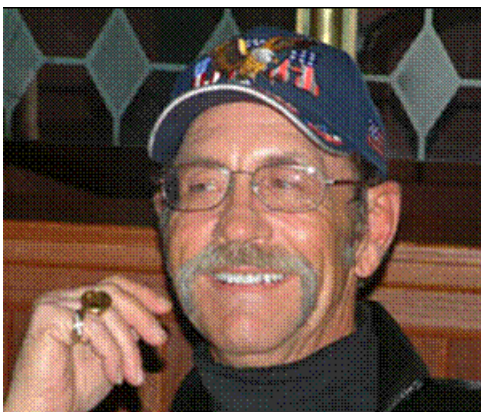
I feel it is in the best interest of Our Association for me to step down as your State Steward. My effective retirement/separation date with the USPS will be October 10th, 2006. I will be available to support the Association and the steward system and I will be there to help with the transition of responsibilities to your next interim State Steward; Tom Bittner.

Believe me this is not an easy decision but it is the right decision for myself and the Association. Know that this has been a very difficult decision considering all the people I know and have helped over the past years. But also know that I will be there when ever you need a helping hand.

I would like to take an opportunity to thank all in the Association that have supported me over the years. I would also like to thank your State Board, all the local, area and Assistant State Stewards that have assisted in making our stewardship what it is today. It has been a relationship that I will cherish always and know that, God Willing, I will see you all very soon at our upcoming Association functions.

Your Friend,

Bill Foley
Retired
WI RLCA State Steward



Holiday Greetings!

Is the holiday mail volume starting to get to you? There are certain jobs, and life itself, that challenge us with high levels of physical and mental stress. The risk of injury and/or disease increases for anyone who lacks a degree of fitness. Risk is especially high for anyone who has developed the habit of tuning out the body's signals. When we continually ignore pain, fatigue, anxiety and our emotions, we are setting ourselves up for health problems.

Unfortunately, we are encouraged to do more and more-- To work longer hours, eat too much, especially non-nutritious food. Many of us are so driven by "the things we have to do," we cannot be bothered by an ache or twinge or exhaustion. In addition to this, many of us are struggling with a high level of frustration, dissatisfaction and worry. These physical and emotional stressors eventually take a toll.

At the Fall Conference Susan Nycz, Massage Therapist showed us different ways to help manage stress and prevent injury.

- A most important and most neglected human need – REST – get enough sleep (7 to 8 hours a day). Try to sleep in positions that allow your muscles to rest (on your back or side, comfortably supported with pillows).
- Rest "out of gravity." For neck, shoulders, upper and lower back, the only way to really rest is to get out of gravity. Lie on the floor instead of sitting in a lounge chair – the semi-slouch that occurs when "lounging" adds stress to the spine.
- Posture and awareness of self-- pay attention to your body's signals such as pain, fatigue, and feeling overwhelmed. Notice how you stand or sit.
- Eat a balanced diet of nutritious food. Remember to breathe. Pay attention if you hold your breath during times of stress (physical or mental). Your body needs a continuous supply of oxygen for optimal functioning.

The simple suggestions listed above can improve the quality of life. We need to take care of ourselves because no one else will. I know we are very busy this time of year, but some of these suggestions will only take a few seconds.

Have a joyous and SAFE holiday! Lois Graper

WI RLCA Lois Graper – Editor
 7088 Old 57 Road
 Greenleaf, WI 54126

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