

WI RLCA News

April 2007
WISCONSIN

RURAL LETTER CARRIERS ASSOCIATION



Spring Has Sprung!

As Spring arrives, we find ourselves filled with anticipation of warmer days and a summer filled with enjoyable recreational activities. We also find ourselves anticipating some movement in contract negotiations since the first one was rejected by the membership. The latest information from the National Board is that both sides will exchange proposals in front of an arbitrator within the next few weeks. If by chance they reach some kind of agreement and our National Board feels that the proposal merits sending it out to the membership for another ratification attempt, then it will be done. Otherwise, they would go to interest arbitration and we know how long it could be before a decision is handed down.

The Spring Conference held in Tomah, March 17 & 18 was well attended and attendees enjoyed the new location, especially the indoor water park. The guest speakers provided valuable information and the Saturday Evening Social/PAC Event was again very successful under the direction of PAC Chairman, Dennis Nelson and Assistant Auctioneer, Dennis Rasmussen.

The State Convention is right around the corner June 8, 9, & 10 at Hayward LCO Casino and Convention Center hosted by Washburn/Barron and Sawyer Counties. Co-chairs Diane Chambers and Marilyn Laporte and their Committee are doing a great job planning a fun filled and exciting time for all!

The Convention will begin at 1:30 PM Friday, June 8th with a Memorial Service followed by the Joint Opening Session starting at 2:00 PM. Some of the guest speakers at this year's convention include, but not limited to: Northland District Manager, Anthony Williams, Lakeland District Manager, David Martin, Great Lakes Area Rural Analyst, Steve Sbarbaro, Lakeland EAP Consultant, Nancy Lynn Smith, National Executive Committeeman, Joey Johnson, National Executive Auxiliary Committee Chair, Pat Gunnell.

On Friday morning, June 8th, Retirement Seminars are scheduled. Civil Service Retirement from 9:00-10:30 AM and FERS Retirement from 10:30-Noon. Any carrier that plans on attending one of the seminars and is within 3 years of retirement eligibility can request an individual print out by calling, writing, or e-mailing me with their name, social security number, or employee identification number and indicate their district (Northland or Lakeland) **prior to May 8th**. Even if you are not within 3 years of retirement, I would like to encourage you to attend just to receive general information as it is never too early



to plan for retirement. With the retirement process being shifted from District Human Resources to Shared Services in North Carolina, **this could be one of the last times that we will be able to offer Retirement Seminars.**

Committee Assignments will be posted on the state website. Members of the Constitution/By-Laws Committee and the Resolution Committee will report on Thursday morning, June 7th and members of the Credentials Committee should be there Friday morning, June 8th. Any conflicts regarding committee assignments, please let me know as soon as possible.

Friday night there will be family hospitality and the PAC auction. Saturday evening the Banquet, along with the Association Member of the Year and the Auxiliary Member of the Year award presentations take center stage. Because we are a "Family" organization, not only does the Association have a full slate of business to take care of but the Auxiliary and Juniors also have a full schedule of meetings and activities. The Convention will come to a close Sunday afternoon after all business is completed, including the election and installation of officers. If you have never attended a State Convention, why not check this one out? Hayward has a lot to see and do! See you there!

Dan Strobel, President

TABLE OF CONTENTS

National Reassessment Program	Page 2
Convention Registration & tour	Page 3 & 4
Snow Birds are Back	Page 5
New Members	Page 6
PAC-Dennis Nelson	Page 7
Sec/Treasure—Chaplain	Page 8
Constitution & Resolution Forms	Page 9-10
Trainer Posting/QWL Contest	Page 11
Steward Pages/Phone Protocol	Pages 12-13-14
Multiple DPS/Long Term Disable	Page 15
Dog Bite/Election	Page 16
Free Saturday	Page 17
Spring Board Minutes	Page 19-20
FMLA/VOE	Page 21-22



National Reassessment Program

A new process will be implemented throughout the Postal Service regarding limited duty assignments and rehabilitation.

This process is called Natural Reassessment Process and is in the Phase 1 implementation stage and timetables have been set. Pilot test sites have been completed. This program has set guidelines on what to do with employees injured on the job.

In the past the traditional process was:

- Employee returned to an assignment-make work or necessary work

- Employee not returned to an assignment-OWCP Disability Rolls

- OWCP determines: compensation eligibility-Vocational Rehabilitation

In the new process changes have occurred:

- Employee returned to an assignment- Necessary Work Only

- Employee formally informed no work available-file for OWCP

- OWCP determines compensation eligibility-Vocational Rehabilitation

So, what do these changes mean to the on the job injured employee? In the past management could return the employee to their regular job assignment or “make work” or have necessary work for the employee. The new process eliminates the “make work” provision. The work the employee does must be necessary work. In other words the employee must be doing productive work. If the employee is working under “make work” the employer will either see if the employee can return to their job assignment or see if necessary work is available. In this process the employer will no longer “make work” for the employee. If necessary work is available the employer can make a new assignment and make a job offer. Also, please remember that the new job assignment will be based on the medical condition the employee has now, not the medical condition when the employee first became disabled. This could make a difference in the type of job assignment if the medical condition has declined. A new job assignment may require an employee to travel 50 to 65 miles depending on the area if there is no necessary work available in the employee’s home office.

The second change requires an interview with the employer, employee and union representation. This interview is to determine if the employee can return to work or inform the employee there is no work available. The employer must sign off if there is no work available in the area. Documentation will be necessary to prove that no work is available.

What has not changed is that if no work is available then the employee files for OWCP. The Department of Labor makes the decision if Vocational Rehabilitation or OWCP payment is an option. The Pilot results on three test sites NY Metro, San Diego and Western out of a total of 1077 cases:

- 26% returned to full duty

- 39% change in assignment necessary work

- 16% no work available

This program is not implemented as of yet but will be coming and a time table has been establish as a “Roll Out” Plan to be finished by 2009. Before the National Reassessment Process is in any district USPS Labor Management Originations must be notified. Only three areas at a time will be considered and up and running before the next sites are chosen. The next sites are the Dakotas, Manchester/Vermont and San Diego. I am sure we will hear more of this program. As a point of interest these changes were always in the Employee Labor Manual (ELM) the Postal Service finally is following those rules.

See you at State Convention,
Linda Vanden Plas

For Sale: Right hand drive kit. Fits a 2004 Jeep Liberty. Used for less than 1 yr \$450.00 Phone 920-866-2079 or 920-217 4169.

MUTUAL TRANSFER
Pickett 54964 located between Ripon and Oshkosh One route office-great working environment-44J (40K) 74 miles-414 boxes. Growing, have 4 subdivisions started. Looking for a route in Portage, Waushara, Adams, or Marquette counties. I am close to retirement, would not displace you sub for long. Contact Tom at 715-347-2155 or tckc@uniontel.net.

For Sale: 2000 RHD Jeep Cherokee 4x4, 59,000 miles, loaded, route ready. Asking \$15,000. Please call (715) 623-5771

**VOYAGE UP NORTH TO HAYWARD, WI FOR
THE WI RLCA 103RD STATE CONVENTION 2007
FRIDAY JUNE 8, SATURDAY JUNE 9, SUNDAY JUNE 10
HOSTED BY BARRON-WASHBURN & SAWYER COUNTIES
All attendees and delegates MUST return registration form.**

MEMBER: _____ **Regular RCA RCR Retired** Delegate **YES NO** (Circle Choices)
 SPOUSE: _____ **AUXILIARY DELEGATE: YES NO** GUEST: **YES NO**
 JUNIOR: _____ AGE: _____ JUNIOR: _____ AGE: _____
 ADDRESS: _____ CITY: _____ ZIP: _____
 COUNTY: _____ PHONE: _____

**FREE Registration if mailed BEFORE MAY 23, 2007 –
\$10 LATE CHARGE WILL BE ENFORCED!**

Saturday Officers Breakfast with National, State & County Officers (open for all to attend) Buffet with Eggs, Potatoes, Bacon, Fruit, Bread, & Beverage _____ @9.00 \$ _____

Saturday Luncheon Buffet: Rich Italian Meat Sauce Over al dente spaghetti, tossed salad, garlic toast & beverage _____ @9.00 \$ _____

Saturday Junior Tour: A Day Full of Fun Including Wilderness Walk, Lunch in a park, Fishing Hall of Fame, Lumberjack Show, Scavenger Hunt, Pizza Banquet _____ @12.00 \$ _____

Saturday Evening Banquet: All-You-Can-Eat Buffet Prime Rib, Roasted Chicken, Salads, Vegetables, Desert & Beverage _____ @25.00 \$ _____

All meals include gratuity and tax. Total \$ _____

MAKE CHECKS PAYABLE TO: SAWYER COUNTY RURAL LETTER CARRIERS

Mail to: Sawyer County RLCA Phone: 715-558-1869
 C/o Cathy Morris
 5791N Stubbins Ave
 Stone Lake, WI 54876-8943

The convention will be held at the LCO Casino Lodge & Convention Center. Call before **May 11th** to insure your room & rate of \$64 - \$72 (less 10%). 1-800-526-2274. Check out the website for maps & info: www.lcocasino.com Rooms are limited so **Reserve Early**. The Convention Center is located 4 miles East of Hayward, WI on Hwy B.

Alternate rooms are available at the Ramada 1-715-634 4100 or 1-800-272-6232

JUNIORS TOUR JUNE 9 2007

\$12.00

- This is a day that will make lots of lasting memories!!! Leave the parents and join in on the FUN!!
- You will want to dress comfortably, tennis shoes or sandals. You might want to bring a backpack with a sweatshirt or jacket. Temperatures are hard to predict here. There will be a lot of outdoor activity.
- We are also going to have teams for a scavenger hunt throughout the day. There are some wonderful prizes that will be won at the Pizza Banquet.
- Ditty bags will be handed out to all of you. There are some great items in them.
- Bring a camera if you have one - YOU are responsible for it.
- Please respond as soon as possible. Send your lunch choices in with your registration. The earlier I know the more time I have to finalize the arrangements.

If there are ANY questions please call Michelle Alexander at

(715)-634-5650 or e-mail at michelle5264@hotmail.com

Agenda:

9:00 A.M. Pickup from the Casino

9:30 - 11:45 Explore Wilderness Walk

12:00 - 1:30 Lunch at Fish Hatchery Park

2:00 - 3:30 Watch Scheer's Lumberjack Show

4:00 - 6:00 Tour Fishing Hall of Fame

6:30 - 8:45 Pizza Banquet

9:00 P.M. Return to Casino

An alternate plan in case of rain includes bowling instead of Wilderness Walk.

PICNIC LUNCH (Circle Choices - Put # of each if you have more than one child)

Sandwich Peanut Butter & Jelly or Ham Sandwich

Fruit Apple or Orange

Sides Chips or Granola Bar

Drink Juice or 7-Up or Coca-Cola

Wisconsin State Scholarship Applications

Applications for the Wisconsin Rural Letter Carrier Auxiliary Scholarship are due **postmarked no later than May 20, 2007**. Sons, daughters, grandsons, or granddaughters of Association and Auxiliary Members that are graduating from high school this year are eligible to apply. Applications are available from any Auxiliary Board Member or the application was in the previous newsletter. Please remind the student to fill the form out completely and accurately so as not to be disqualified.

Send completed form and information to: June Strobel, N4431 Daley Road, Hustisford, WI 53034

They're Baaaa-ack

Well kiddies, I wrote in the last issue what a seasonal/snowbird situation is and what steps needed to be taken to ensure correct recording of 90 day vacant/seasonal boxes. This issue I'll be talking about the upcoming migration northward and the steps necessary to resume the quality service we're known for and also to receive the proper compensation we're due.

Purging COA's

Now for many of us we've become accustomed to the seasonal movements of our customers, resuming their delivery, purging their forwards and letting our supervisor/manager know to reactivate any boxes which would have been taken off your 4003 (**YOUR PAY!**) this past Fall/Winter. In the past we or our manager usually just pulled the PS form 3575 (change of address order), wrote **PURGE** on it and sent it to CFS. Well like all simple systems the Postal Service revised PS form 3546-Forwarding Order Change Notice, which at first glance seemed more difficult to those of us set in our ways. I, myself, have found this form to be straight forward and simple. When a customer returns for service on your route, simply peel off their 3982 (yellow) label that you received from CFS and attached to the revised PS form 3982 (pink card), stick it over section 2 of the 3546 and check "Cancel COA order; Resume Delivery" in section 1, then initial, date and write your route number in the form of 001 or 012, etc. Then place it in the CFS-COA tray and any accidental forwarding of that persons mail will come back to your attention once the system has purged/deleted the forwarding information. Although the NEW PO-603 was sent to the printer prior to the changes in the forwarding system, you can still reference section 241 and follow any local office policies your manager may have in effect, if they are contractually correct.

Getting your pay right

If the returning customer is one who is considered "seasonal", in other words, gone for more than 6 months and whose permanent address is some where else than on your route, then your 4003 should be corrected by your district/area route analyst (CSA), when the "seasonal period" expires. If some of your seasonal customers that have returned live on a "seasonal" extension, in other words-roads you don't travel in the Winter because no one is there, you should write the mileage in the comment section of PS form 4240 (time sheet) and be paid on an 8127 until

that mileage is reactivated at the beginning of the seasonal period. One thing to keep in mind is that if you have more than 50% of your seasonal people back **prior** to the "seasonal period", then the CSA should be notified to reactivate your seasonal boxes with the most current pay period. If the returning customer is one who is considered a "snowbird", in other words, gone for more than 90 days but less than 6 months and whose permanent address is on your route, then that delivery point should be reactivated in the current pay period they return. I told you I keep a calendar at my case to keep this all straight, so when a "snowbird" is past 90 days I let my supervisor to take them off my 4003. Then, when they return I let my supervisor know to put them back on. So far I haven't had any problems with this system.

To some this might seem like a lot of work for nothing, but I consider my pay check something, especially if you're ever confronted with the accusation that you're "padding" your route or not performing your job completely.

PARS-the nightmare

As I wrote earlier, of the Postal Services never-ending search for a "better system", PARS (Postal Address Redirection System) has introduced some new wrinkles to an otherwise simple system. For those of you familiar to PARS, you've undoubtedly have experienced the "6 month" thingee. That's when a customer filled out a temporary COA in 2006 for, let's say - gone in Sept. and returning in May, that's 8 months. Well, PARS only forwards this person's mail for 6 months and sends them a nice little letter that states; in order to continue forwarding their mail then they would have to submit an amended COA at the end of their 6 months. Now if you're like me, you've received (forwardable) customer's mail back stating, "Forwarding Order Has Expired-Return to Originating Office For Verification". Well... what do you do? Unless you know this person is "good" for it or will be back within a week, I hold the forwardable/endorsed mail for 10 days and return to sender, as "Forward Order Expired". Because PARS is a new system and our customers have not been educated with it, we have to follow the system already in place. See PO-603; sections 241.22 a. (2) (b) and 242 and check with your manager for any contractually correct local office policies.

As with all things, communication is fundamental to providing the best possible service we can.

Respectfully submitted, Chuck

New Members

1/1/2007-3/30/2007

<i>Name</i>	<i>Post Office</i>	<i>Name</i>	<i>Post Office</i>
CHRISTY CRAWFORD-WYSOCKI	ALMOND	JESSICA L DODSON	MADISON
LAURA J RAASCH	ANTIGO	ANGELA M HELT	MADISON
MARJORIE THOMAS	APPLETON	BETHANY C HENDRICKS	MADISON
ANTHONY J KUPIETZ	ARCADIA	APRIL HODGES	MADISON
MICHAEL J ROGNEY	AUBURNDALE	NATHAN L LOEFFLER	MADISON
KATHLEEN C LUFT	BROWNSVILLE	NORMAN C WISE JR	MADISON
BEATA DROSTE	CHILTON	PATRICIA E CROSSWAIT	MC FARLAND
RICHARD A MAGYAR	CHIPPEWA FALLS	VALERI L DONNELLY	MENASHA
BETTY A HOHLFELD	CUMBERLAND	PENNY L LASH	MINDORO
DEANNE M WEILER	DELAFIELD	LAURIE M CARPENTER	MOSINEE
KRISTINE K WHITE	DELAVAN	DAVID F BUCKLEY	NASHOTAH
BRENDA M THYES	DENMARK	STEPHEN J ZUROWSKI II	NEENAH
CATHERINE M KOLAFI	DOUSMAN	CRAIG L MIRACOLA	OCONOMOWOC
LAURA R HAJEWSKI	EAGLE	JACQUELYN M BODART	ONEIDA
MARTHA A KALCZYNSKI	EAGLE	THERESA M DERPINGHAUS	ONEIDA
BETH T PIASECKI	EAGLE RIVER	BRAD M DEUSTER	ONEIDA
TERRI L DIETRICH	EGG HARBOR	ANDREW R EVENSON	OSSEO
ROBB T KLIBOWITZ	GERMANTOWN	PHILLIP J RUPP	PLATTEVILLE
JACQUELINE SCHOENHERR	GRANTON	RICHARD E JOHNSON	PRAIRIE DU CHIEN
ERIC C DERGE	GREEN BAY	DAVID R FINGER	PRAIRIE DU SAC
TINA M MATUSZAK	GREEN BAY	CINDY S LIPINSKI	RHINELANDER
DANIEL C PUYLEART	GREEN BAY	NAOMI R WARNER	RIB LAKE
KIM M HELMS	GREENLEAF	ANDREW L WEINZATL	RIB LAKE
JILL E SIEWERT	HAGER CITY	KRISTINE S ENEA	RICHFIELD
VESNA ATLIJA	HALES CORNERS	DAVID P THOMPSON	ROBERTS
MICHAEL L SCHAEFER	HALES CORNERS	JILL R BROWN	SARONA
DOMINIE XIONG	HALES CORNERS	BARBARA E RUDA	SAUK CITY
JON E ROWSAM	HANCOCK	MARILYN A MIESSLER	SPARTA
LEANNE NELSON	HARTFORD	MICHAEL C SMITH	STEVENS POINT
SCOTT A WICK	HARTLAND	AKBAR A ISMAIL	SUSSEX
DIANA L BAIN	HUDSON	CARLA M SALAZAR	SUSSEX
DIANNE L BUTTLES	IOLA	MARK A KUHNMUENCH	THIENSVILLE
JOHN A CACCIAPAGLIO	JANESVILLE	LORI J WICK	THIENSVILLE
JUNE L DEIKE	KENOSHA	JOSHUA L NOVITSKI	TWO RIVERS
DAVID R AIELLO	LAKE GENEVA	RACHEL L DION	WATERTOWN
BETH E STAMP	LAKE MILLS	MARY R JENSEN	WAUKESHA
		RUTH L TUCKER	WAUNAKEE
		KENNETH R GRUNEWALD	WEYERHAEUSER
		DAVID R LARSON	WILLARD
		CONNIE J COLLINS	WISCONSIN RAPIDS
		MEGAN M HUSBY	WOODVILLE



FRIENDS & FAMILY

Sometimes we get caught-up in our day-to-day activities and don't take time to keep in contact with

the people that we care about. This article will serve as a reminder to stop over, give a call or drop a note to a special friend or family member.

So...how are you doing? It's been a while since I have heard from you and some of my other Association brothers and sisters. I hope you are okay. Maybe you will take a couple minutes and send a note (along with a \$26 check, payable to:

NRLCA PAC). You can mail your note, and check to:

DENNIS R. NELSON
1002 55TH ST
AMERY WI 54001

When I look around, at any Union meeting, I notice that our members have "family traits" just like you could observe at a family reunion. You may think that there wouldn't be a family resemblance but have you ever noticed that all of our WIRLCA family members seem to have more of a suntan on their right arm?

We have many other common interests and concerns, too. Please take a look at page 152 of the April 2007 edition of our National magazine. The article briefly describes several issues that will be receiving the attention of our Associations' Governmental Affairs department. These NRLCA employees will need to educate our elected Representatives about the effects that the current laws, and proposed changes to legislation, will have on Rural Letter Carriers and Retirees. Because, believe me, they don't know – and quite honestly – they may not care about a relatively small group of people/Rural Carriers.

All elected Representatives care about their constituents/us (the folks, back home, who may cast a vote – for – or against them in the next election) and therefore are willing to listen to our concerns. The trouble is, that, we generally don't make our opinions known and end up having to accept unfavorable results. Take a minute to read through the issues that I sited in the National magazine. Do you fully understand the intricacies of all of

these issues? Do you think we should expect our Congressmen and Senators to know everything about everything? It's not possible and won't happen – unless we make an effort to communicate with them.

Our Association needs to constantly stay involved with the Congress and keep informed about pending legislation. One example is, the Sense of the House Resolution H.Res. 282, which was recently introduced by Congressman Albio Sires (D-NJ). The basic premise of this resolution is for the House of Representatives to state that the Postal Service should discontinue the practice of contracting out mail delivery services. This is a noble effort and could become a reality if every Rural Carrier and Retiree would contact his or her Congressman, and explain the value of such a position. As individuals, our vote gives us a certain amount of power. As a group (friends and family) we "may" have even more power – but first we need to get Legislators to listen to us. This is where our Political Action Committee comes into play. An unfortunate reality is that political campaigns cost a lot of money. By "helping" a candidate, to be elected, we have some hope that they will (if not "help" the NRLCA members) at least listen to our perspective on pending legislation.

While you are looking at old NRLCA magazines please check out page 126 and the back page of the March '07 edition. NRLCA members are now able to make PAC contributions through Automatic Payroll Deductions (PostalEase) or from your checking account (Electronic Fund Transfer). These are painless methods of helping to preserve a healthy Political Action Committee which will, in turn, help to preserve your future benefits.

It was nice that we had this little chat and I hope to hear from you soon. When you send me a short note, along with the \$26 check payable to NRLCA PAC, it will be my turn to respond to you. I will mail your receipt and PAC pin along with my thanks, for being an effective communicator. Your contribution is not tax deductible.

**NEXT ISSUE NEWS ARTICLES
DUE JUNE 25, 2007**



My Drug Problem

By Karen Schauer,
Sec/Treas

Today I am packing my over-night bag to go to the hospital for surgery. I am anxious and wondering how much pain I'll have afterwards. My husband and friends tell me they will give me drugs and I'll be fine. This reminds me of when I was much younger and still living at home with my parents. I had a drug problem then.

I was drug to church on Sunday morning no matter the weather. I was drug to church for weddings and funerals. I was drug to family reunions and community socials. I was drug by my ears when I was disrespectful to adults. I was drug to the woodshed when I disobeyed my parents, told a lie, brought home a bad report card, did not speak with respect, spoke ill of a teacher or the pastor. Or if I didn't put forth my best effort in everything that was asked of me. I was drug out to pull weeds in our garden and flower beds. I was drug to the homes of family, friends, and neighbors to help out those who had no one to help clean, cook, or run errands. The drugs from that time are still in my veins. They affect my behavior today in everything I do, say and think. They are stronger than cocaine, crack, heroin, or even any drugs that the doctors will give me today. I'm going to be just fine. See you all at the State Convention.

Auxiliary Dues

When you pay union dues, a portion of those dues goes to our State Auxiliary. For regular carriers that amount is \$10 a year and for Relief carriers and retired members the amount is \$7 a year.

In Article 7 section 6 of the Wisconsin Rural Letter Carriers' Association Constitution and By Laws it states: 'Any member, who objects to paying the Auxiliary dues, may receive a refund by submitting a written request to the Secretary/Treasurer before April 15th every year. The amount will be refunded after the end of the fiscal year.'

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 DELEGATE BALLOT 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

Chaplain's Corner

Can you guess what place I am??

1. I often help the homeless.
2. I have a spiritual side.
3. You may find me in a storefront-or giant building.
4. People talk quietly near me.
5. My organs need regular upkeep.
6. I tend to have more fathers.
7. My windows are often stained, but not dirty.
8. One of my relatives was home to the hunchback.
9. I'm known for hymns, not hers.
10. Sunday is my busiest day of the week.

(answer on page 18)

CONSTITUTION & BYLAW CHANGE

NOTE: ALL CONSTITUTION & BYLAW CHANGES SHOULD BE SENT TO THE STATE SECRETARY
KAREN SCHAUER 5857 Prill Rd Eau Claire WI 54701-8215

PRIOR TO THE OPENING OF THE STATE CONVENTION
ANY RECEIVED AFTER JUNE 6th, 2007 WILL NOT BE CONSIDERED

The following CONSTITUTION & BYLAW is being submitted for consideration at the 2007 WISCONSIN
RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Hayward June 8-10, 2007

PRESENT LANGUAGE: ARTICLE # SECTION #

PROPOSED LANGUAGE: ARTICLE # SECTION #

INTENT OF CHANGE:

REASON FOR CHANGE:

ADDITIONAL TIPS: Use a different sheet for each change. Identify any handbooks, manuals or written documents to help present your proposed change as clearly as possible.

Submitted By:

RESOLUTION

NOTE: ALL RESOLUTIONS SHOULD BE SENT TO:
STATE SECRETARY KAREN SCHAUER 5857 Prill Rd Eau Claire WI 54701-8215
ANY RECEIVED AFTER JUNE 6th, 2007 WILL NOT BE CONSIDERED

The following RESOLUTION is being submitted for consideration at the 2007 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Hayward June 8-10, 2007

ISSUES

Check one:

- | | | |
|-------------------------------------|-----------------------------------------------|---------------------------------------|
| <input type="checkbox"/> VEHICLE | <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> AUTOMATION |
| <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> MAILCOUNT |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RETIREMENT | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> SALARY | <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> CONSTITUTION |
| <input type="checkbox"/> WORK RULES | <input type="checkbox"/> EMA | <input type="checkbox"/> & BY LAWS |

Identify any Handbooks, Manuals, or Written Documents to be amended:

By: (a) Name of Document _____

(b) Article _____ Section _____ Paragraph _____

THIS RESOLUTION IS:

BINDING

NON-BINDING

WHEREAS,

WHEREAS,

WHEREAS,

THEREFORE, BE IT RESOLVED THAT:

INTENT OF/REASON FOR CHANGE:

Submitted By: _____

CONTEST

Safety or Revenue Generation

IDEAS NEEDED

You can make the difference!!!

Prizes will be awarded for the best ideas.

1st place: Highway safety kit

2nd place: Travel first aid kit

3rd place: Personal first aid kit

***Each team member wins a prize!!!**

Safety and Revenue generation ideas are encouraged but the contest is open to all ideas that will enhance and improve the work life of all employees.

Contest deadline June 30, 2007

Submit entries using the
Lakeland Task Team

Ideas to:

Bob Lueck, QWL Facilitator

925 Genesee St.

Delafield, WI 53018

NEWSFLASH

Fall Conference will be held at the Best Western
Midway Hotel in Wausau
October 27-28 2007

Rooms are \$62.00 single or double
Reserve your room early by calling
715-842-1616

And ask for the WIRLCA rate

See you there!

ACADEMY TRAINER

Applications are being accepted for the Academy Trainer in Green Bay. All full-time rural carriers who are within local commuting distance (50 miles) of the Rural Carrier Academy, and have a minimum of 1 year experience are eligible to apply for this ad hoc position. Salary will remain the daily-evaluated rate for your route.

Qualifications

Applicants must demonstrate to a sufficient degree, the following knowledge, skills and abilities:

- **Highly-developed interpersonal and communication skills.**
- **Practical experience in presenting training material.**
- **Ability to effectively work as a team leader.**
- **Ability to work with minimum supervision.**
- **Ability to use various instructional methods and classroom techniques applicable to adult students.**
- **Ability to motivate and manage class participation.**
- **Ability to instruct, lecture and demonstrate hands-on-training.**

According to the Wisconsin Rural Letter Carriers Constitution, the academy trainers are expected to attend at least one-half of our planned meetings. Send your Ad Hoc application to Melissa Tarlton, QWL Coordinator, Townsend, WI 54175. You can also contact her for more information by calling 715-276-6857 or ask your supervisor to check the Lakeland Website. Follow all the guidelines and have your application in by April 30, 2007.

When was the last time you looked over your Official Personnel Folder? Did you realize it is suppose to contain your entire history with the postal service? In this folder are all of your Form 50s, your health/life insurance, thrift savings sign up sheets, etc. But you want to make sure that there is nothing strange in there also. Looking at your OPF is something you should do at least once a year. I would advise that you do this now. The USPS is implementing a new process involving the OPF. The National roll-out of this process is to start in September 2007 and it will be to convert all OPF files to an electronic official personnel file (eOPF). They are saying that nationally all hard copy OPFs should be converted to eOPFs by June of 2008. Once this is done, I am not sure how you will be able to look at your eOPF, if you will go to LiteBlue or how it will be accessed. I will keep you updated on any new information I see about this. Karen Schauer



What happens next?

As I write this two months have passed since the membership rejected the proposed contract. While it seems like little progress has been made during this time I'm reminded about just how fast things can change and how anything I might write about today might not be

accurate by the time you read this. In spite of this I'll try to shed a little light on what we can expect now that the contract has not been ratified. At this time the National board is still negotiating with the Postal Service to try to come to another agreement that they feel is enough of an improvement over the first offer to make it worthwhile presenting to the membership again. In the event that they are able to reach another agreement they would be obligated to go through the ratification process again and the membership would once again have the opportunity to vote on it. At this time the City Carriers (NALC) have re-opened negotiations with the Postal Service. They have set a deadline of April 6th to come to a negotiated agreement, this deadline could be extended if both parties feel they are close to reaching a settlement at that time. If the Postal Service and the NALC are able to reach a negotiated settlement it would probably increase the chances of the NRLCA being offered an agreement that the National board would feel comfortable bringing to the membership for another ratification vote.

If the National board cannot negotiate an acceptable contract with the Postal Service we could still possibly get a negotiated agreement by going through a process known as fact-finding and mediation. In this process the two parties would sit down with a third party to try to work out the differences between our two positions. If the parties choose to not go the mediation route or mediation is unsuccessful we would then proceed to arbitration. In arbitration everything would be back on the table. The starting position of the Postal Service would most likely be far less than was offered in the contract proposal we voted down and the NRLCA's starting position would be far more. Both sides would present their arguments as to why the Arbitrator should see things their way. Once both sides have presented their cases the arbitrator would weigh the arguments and make a decision on what the new contract will be. When we went to arbi-

tration for the 2000-2004 contract testimony began in early September 2001. The final decision was issued in early February 2002 so I would anticipate a decision within about 5 months of the start of arbitration. Keep in mind however that if we were to begin arbitration prior to the National convention that there would likely be little or no testimony during the convention season.

Because we don't have a new contract we are covered under the provisions of the 2004-2006 contract extension. This isn't quite as clear as one might assume since there are numerous MOU's (Memorandum's of Understanding) that have been entered into to attempt to clarify what the contract actually means. Certain of these are still in effect while there seems to be some question on others. At this time I have not received a definite answer on whether or not the \$500 incentive for purchasing a right hand drive vehicle is still in effect. On the other hand, it appears that the MOU that re-calculates our EMA on a quarterly basis is still in effect. In the event that there is enough of a change in the CPI-W Private Transportation Index EMA should change accordingly. In February we received word that there would be no change to EMA. There has been some question as to whether or not there would be a special mail count in September without a contract. There was understandably some concern from carriers on Auxiliary routes that have grown to over 39 hours as to whether or not they would be counting since they would have a chance to become regular carriers. We received word last week that there will be a special count in September and all routes that qualify for a special count under article 9.2.C.11 will be counted..

One of the more contentious provisions of the proposed contract was the changes to our standards that were proposed in the area's of mark-ups and COA's. Since the contract was rejected management has exercised it's right under article 19 to make these changes unilaterally to the PO-603. In response, President Donnie Pitts on February 7, 2007, filed a National level grievance in accordance with article 19.3 and appealed it to National Arbitration. Had the contract been ratified we would have accepted the new time standards, by appealing the changes to arbitration we can be assured that the changes in standards will be scrutinized to insure that a fair time allowance is allocated.

Another consequence of the contract being rejected is the fate of various grievances that are awaiting National arbitration. It is likely that several cases that are currently awaiting National Arbitration will be put on hold pending the conclusion of Interest Arbitration. The grievances that are currently awaiting National Arbitration include those pertaining to upside down DPS and the requirement to deviate to deliver Express mail. There are a few arbitrations where testimony has been completed and we are just waiting for a decision from the arbitrator, the most notable in this category would be the “fletters” or letters in automated flats grievance. As you all probably remember we were successful in the grievance regarding managements conduct during the 2002 mail count. At this time we have been unable to reach agreement with the Postal Service on how this decision would be implemented. Since the arbitrator, Dana Eischen, had retained jurisdiction on implementing the award it was only necessary for the Postal Service and the NRLCA to submit briefs. Since these two cases have essentially been heard in full and there is no need for further testimony the only thing that we are waiting for is the arbitrator to make a decision. These two cases should not be affected at all if we need to go to arbitration for the contract.

Area arbitrations are generally conducted by a Grievance Specialist and one of our Lawyers rather than a National Officer so there should be little if any effect on them should we arbitrate the National agreement.

While there is always a risk when we go to arbitration, I feel confident that our National board can make a solid case on several issues pertaining to our contract. In April of 2006 the members of all of the State boards and the State Stewards attended officers meetings to prepare us for the contract negotiations. We were told then that the National Board was well prepared for arbitration. This sentiment was also echoed by Jeannette Dwyer when she came to Madison to present the tentative contract to us in January. I am looking forward to the final result whether it be attained through arbitration or another negotiated agreement ↩

Tom Bittner
WIRLCA State Steward

STEWARD HOURS	
Mon, Tues, Thurs, Fri	7-11 AM 12-5 PM
Weds.	12-7 PM

Formula Offices

One of my primary focuses as State Steward is making sure that we require the Postal Service to make a reasonable effort to hire relief employees prior to requiring regular carriers to change their relief day without their consent. Currently I have one grievance on a formula office awaiting area arbitration and one that has been recently appealed to Step three of the grievance/arbitration procedure. In addition to these Chuck has one at Step 2 that will be heard by the time you read this. Last year we were successful in getting the formula revoked in an office and getting all affected carriers compensated for all of their original relief days that they were required to work. The Step 4 decision that lists the steps that management needs to take prior to implementing the formula can be viewed at:

<http://www.wirlca.org/Documents/f-57.pdf>

You will notice that one of the requirements that must be met prior to invoking the formula is that Regular rural carriers are working their relief days on more than an infrequent basis. In the grievance that Chuck is currently working on, one of the carriers thought he was being a nice guy and working with his Postmaster by taking an “X” for an “R” day. After a few months it appeared that his PM was happy with the arrangement and did not appear to be putting much effort into hiring relief carriers. The carrier decided that he would try to encourage his PM to put a little more effort into hiring subs by taking code 5’s and getting paid 1 1/2 his normal pay rate for any relief days he worked. His Postmaster decided not to pay the overtime and instead implemented the formula. To Chucks dismay, he found that even though the carrier had not been paid overtime by trading X’s for R’s he had been working his relief days on more than an infrequent basis in the opinion of our National office. Fortunately there are several other good arguments that we have available to us in this case, I feel confident that if Chuck can’t resolve it at Step 2 we stand a good chance of prevailing higher up. Once an office has successfully implemented the formula it has proven difficult to get it reversed. If you think that your office may be considering invoking the formula, contact either myself or the Assistant Steward assigned to your area. Some carriers have gotten used to being paid overtime and some local managers seem to look at it as an easy fix but be aware that upper management *is* watching ↩

PHONE PROTOCOL

Area Steward Post Office Assignments

Steven Sowle Home PO Tomah
Hm 608-372-5221 wk 608-372-5611
Arcadia, Bangor, Black River Falls, Camp Douglas, Cashton
Desoto, Fountain City, Galesville, Hillsboro
Holmen, Lafage, Melrose, Necedah, Onalaska, 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, Allenton, 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 Aniwa, 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 cell 608-604-4715
Benton, Blue River, Boscobel, Darlington, Fennimore, Hazel
Green, Lancaster, Linden, Lone Rock, Mineral Point, Montfort,
Muscodia, Plain, Potosi, Prairie Du Chien, Spring Green, Stitzer,
Mount Hope.

Michael Wiczorek Home PO Peshtigo
Hm 906-864-4465 wk 715-735-7342
Peshtigo, Coleman, Crivitz, Oconto, Oconto Falls,

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
Birchwood, Cameron, Minog, Rice Lake, Sarona, 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, Maiden
Rock, 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

MULTIPLE DPS RUNS

Has this happened to you? You come to work on the day after a holiday and there are two runs of DPS. Do you know that you are entitled to extra pay to case one run of DPS?

Manager of Rural Delivery, Patrick Conrad, sent a letter to management dated 1/4/2007 explaining how to handle the second run. It says "If a carrier on a route being compensated under DPS standard is required to case a second run of DPS mail (where a second run is not part of the normal processing operation), the carrier will be paid to case the smaller of the two runs, and additional compensation will be provided in accordance with the following formula:

- a) Use the EOR (end of run) reports to determine the number of pieces in the smallest run
- b) Multiply the number of pieces in the smallest run by 0.0254 minutes per piece (the per piece minute difference between DPS and sector/segment).
- c) The result of this calculation is the additional minutes to be paid on form 8127 (regular carriers only).

NOTE: Replacement carriers are to be paid on Form 1314A for this extra work function."

This means that if you had a mail count and there was not a second run of DPS during the mail count, you should be paid for the second run every time it happens. There was no holiday during the 2006 mail count so if that was your last mail count; you are entitled to extra pay when you have two runs of DPS.

Be sure to check your pay stub to make sure you get paid correctly when you have more than one run of DPS.

LONG TERM DISABILITY INSURANCE

Do you know? Disabilities affect over one fifth of Americans or over 49 million people? Over 21 million Americans have a condition limiting basic physical activities, such as walking, climbing stairs, reaching, lifting or carrying. At age 35, one has a 50/50 chance of being unable to work for more than three months due to a disability before turning 65. On the average, about 2,329 disability injuries occur



every hour during the year. That kind of makes one stop and think, doesn't it?

NRLCA Long Term Disability Income Protection Insurance (LTD) open season starts May 1st for our region. Regular and PTF rural carriers who are NRLCA members are eligible to enroll. LTD insurance is for covered injuries or illnesses that keep you out of work for six months or longer. Applications can be found by clicking on the NRLCA Long Term Disability Information Link on the nrlca.org homepage. Applications must be received no later than June 15th, 2007. The insurance will become effective on July 1, 2007.

LEAVE REPLACEMENT HEALTH PLAN

Open season enrollment to participate in the new health insurance coverage for leave replacement carriers who are NRLCA members begins April 1 and runs through May 15, 2007. There are two levels of coverage available to accommodate everyone's budget and healthcare needs.

Check out the plans benefits at nrlca.org or call 1-800-747-4472 to request an enrollment kit.

RURAL CARRIER AUTO and HOMEOWNERS

GMAC Insurance has offered special rates for rural carrier route vehicles for over 50 years. They have more experience in navigating the Tort Claims Act of 1961. They know what is covered and what is not. Take a moment to call 1-888-325-7727 and get a free quote.

Sue Heiderscheidt, Executive Committeeman

State Steward Applications must be postmarked by May 21, 2007. All resumes must be submitted to:

Dan Strobel
N4431 Daley Road
Hustisford, WI 53034

Anyone with questions regarding the job, application, or interview process contact Dan.



Dog Bite Safety!!

Something happened to me last December that never happened before in all my years as a carrier. I was bit by a dog. Since my route takes me out in the rural areas and many farms, I see a lot of dogs. They all bark when you turn in the driveway and come up to the car to see what you want. I really never had a second thought about getting out and bringing the package to the house. They all were happy to see me, would lick your hand, jump on you, wanted to be petted and basically would show you to the door. Everything was just perfect until I met Cujo. Now Cujo barked and came up to the door just like all the other dogs, but when I opened the door and lifted my hand to pet him he bit me. I even had my dog spray in my other hand but he was to fast for me. He did break the skin in one spot and it was bleeding. The customer did come out and helped bandage my hand. I reported the incident when I got back to the office and had to go to the doctor because the skin was broken. Since the incident I am a little more cautious about getting out of the car when I see a dog. I sound the horn to get the customers attention and will not get out of the car if it is a dog I have never met. I am also careful of the dogs that I always thought were friendly and make sure that I have my dog spray with me. I have also placed dog warning cards in two spots on my route to alert the subs. I you have any doubts do not get out of your vehicle. I can only image of what may have happened if Cujo would have got me on the ground. You would only hope that the dog spray would be enough. If you do not have any dog spray, alert your postmaster or supervisor to order some. There is no reason that any carrier should have to go without. I hope this article may prevent one of you from getting bit, it hurts. Be careful out there and remember that any dog can bite.

Chris

Retiree want-a-bees

Are you within 3 years of retirement?

Do you need to attend a retirement seminar?

Be at the State Convention in Hayward on Friday, June 8th, and your questions will be answered!

9:AM thru 10:30 AM - Civil Service

10:30 AM thru 12:00 Noon - FERS

Convention starts at 1:PM

Get your full name and Social Security/Employee ID Number to [Dan Strobel](#) by May 8th! Be sure to specify to which district it is that you are in!

State Board

Hi, my name is Chuck Groth. I am seeking election to your State Board this year and would appreciate your vote. I have been a rural carrier since 1985 and feel we have a great State Association. I would like to represent all carriers and be one of your committeepersons. Thank You!

National Delegate

*“Stack & whack” *Quilting term *means to stack layer upon layer of material together then cut to the size you need*. “Stack ‘n Whack” also sounds like our job description. Postal service continues STACKING duties for us to perform while whacking our pay checks. .*

I’d appreciate your vote! Thank You Etta Hagen

Hi, I’m Cathy Morris from Hayward, site of the 2007 state convention! I’ve been a QWL facilitator for two years and have been attending conferences and conventions for 5 years. I’ve heard the many concerns of carriers in the Northland and would love to represent you at the National Convention.

Hi! I am Brenda Hartstern, and I am running as a delegate for the National Convention this year. Many of you know me as the State Convention Recorder, Brown County Secretary-Treasurer, Academy Trainer, and I co-chaired the 2006 convention. I am interested in the best pay/benefits package possible.

My name is MarcyAnn Early, a rural carrier in Hayward, home of the 2007 State Convention!! I’m vice-president of Sawyer County’s union and have been attending both state conferences and conventions. Please vote for me to be a delegate to the 2007 National Convention.

Thank you, Marcy

Hi, my name is Chuck Groth, and will be attending this year’s National Convention in Grand Rapids, MI. Please vote for me as one of your delegates. Thank You!

I’m Susan Tiffany from Tomahawk. I’ve been a carrier for 19 years and am Vice President of my county unit. I’ve participated in the spring and fall conferences and been on various committees at state convention. I would like your vote so I can attend convention as your delegate. Thanks

My name is Stan Boutwell and I’d like to represent you at our National Convention. I’m a local steward, county President, academy trainer, and have served on committees at the State Convention. Our association and it’s decisions affect us every working day. Allow me to represent you. Thank You

Free Saturdays (really---free money)

It really is hard to fathom in this day and age.....but it really is true.....rural carriers can be compensated for a day of work without being assessed any charge to any leave category. It is the 'Free Saturday' concept.

Congress first granted "Free Saturday" to rural carriers because they were scheduled to work 6 days a week when other Postal Service employees were scheduled to work only 5 days a week. The Saturday leave provisions were made a part of the National Agreement at a later date. The provisions remain in effect. The Saturday leave provisions still only apply to those rural carriers that are scheduled for work 6 days a week. A carrier assigned to an "H" route is entitled to those provisions on each Saturday, provided the carrier meets the requirements. A carrier assigned to a "J" route is entitled to the Saturday leave provisions only when the "J" day does not interrupt the sick or annual leave period that would qualify the carrier to have the Saturday not to be changed to annual leave. A "K-route" carrier is never entitled to the "Free Saturday" provision since they are not scheduled to work 6 days a week.

It really is important for carriers serving a H-Route or a J-Route to understand the "Free Saturday" rule or they could find themselves working a full day on their route when they could have stayed home and still receiving their full evaluated pay for the day.

Rules for approved absences of regular rural carriers or substitute rural carriers (Designation 72) or rural carrier associates (Designation 74, 77 or 79) are subject to the specific conditions of the [USPS-NRLCA National Agreement](#). Accordingly:

a. Absence on Saturday which occurs within or, at the beginning or end of a period of annual leave or sick leave, is not charged to such leave, nor is there loss of compensation provided:

(1) There are 5 or more days of annual or sick leave within the period; or

(2) There are 4 or more days of annual or sick leave plus a holiday. If the holiday falls on a Saturday which is a scheduled workday, absence on the preceding Friday is not charged to leave. If the leave period is for less than 4 days, absence on Friday is charged to leave; or

b. Interruption during the approved period of annual or sick leave by 1 day of court leave due to circumstances beyond the carrier's control does not disqualify the carrier for coverage as provided above.

There are a couple of important notes to remember

here also. The carrier must still request the Saturday off as a day of annual leave or sick leave along with the rest of the days of the week requested. The carrier must have the requested leave time available 'in the bank' when the leave request is turned in. Management will still key the Saturday according to the leave request slip. The payroll system will automatically issue the corresponding pay but payroll will not charge the hours to the carriers annual leave or sick leave balances.

These days, the free Saturday and the annual or sick days must be consecutive days but they may still fall in different pay periods.

I personally have heard a manager say "I am not paying someone for a route which they are not carrying!" I have also heard the statement "I am not paying 2 carriers for a route which was covered by only 1 person!" That manager is wrong. You have contractual rights to the Free Saturday provision in your contract.

Learn your contract. Learn of your rights to The Free Saturday Provision. If you are a J-Route or a H-Route and you want to better learn how to receive a free days pay, contact your union steward and get a better understanding. Learn how to maximize your available leave time.

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

Dane County Historical Society
Saturday
May 5, 2007
Historical Marker Dedication
"First Rural Free Delivery in Wisconsin"
2:00pm
Sun Prairie Post Office
1715 Linnerud Drive
Sun Prairie, WI 53590
Annual Meeting 2007
3:00pm - 5:00pm
Westside Community Service Building
2598 West Main Street
Sun Prairie, WI 53590
presentation co-hosted by
Dane Co. Historical Society and
Sun Prairie Historical Society
Rural Free Mail Delivery in Wisconsin
Peter Klein, *curator*
Sun Prairie Historical Museum

NRLCA Long Term Disability Plan Open Season

Regular and PTF rural carriers who are NRLCA members are eligible to enroll in the NRLCA Long Term Disability Plan during the Open Season period. The LTD Plan provides salary Protection for serious illnesses and injuries that occur away from the job. Unlike in past years, The Open Season dates are staggered based on when the Area Conference is held for the state where you live. The Open Season Dates are as follows:

Southwest Area Conference

January 15-February 28

South Atlantic Conference

January 15-February 28

Eastern States Conference

March 15-April 30

Western States Conference

May 1-June 15

Mid-States Conference

May 1-June 15

Information and enrollment forms are available for the NRLCA LTD Plan on the NRLCA Website At www.nrlca.org, or by calling the NRLCA Insurance Department at (703) 684-5552 or calling The Standard Insurance Company toll-free at: 1-888-414-0383.

(continued from page 8)

House of worship

Have you visited yours lately?

Lord please be with the people who are in need of healing, through body and soul. Give them strength and courage to face their fears and to let them know that you as our Lord and healer are there for them. In God's Holy name Amen.

Your Chaplain
And friend Chris Weber

MID-STATES CONFERENCE REMINDER

May 4-5-6, 2007

Sioux Falls SD

RSVP & Prepay All Meals by April 21, 2007

Fri. May 4: Registration 4– 8 pm

Evening Mixer: 6 pm

Steward Seminar: 6-7:30 pm

Mid-States w/speaker: 6-7:30 pm

Sat. May 5: Registration 7-10 am

Pres/V Pres Breakfast: 7:30-9 am

Breakfast Buffet: 7:30-9 am (\$14)

Conference: 9 am-5 pm

Social Hour & Banquet: 6 pm (\$32)

Sun. May 6

Devotional Service: 8 am

Breakfast Buffet: 7:30-9 am (\$14)

Final Conference Session: 9 am

Hotel Info: SF Sheraton Hotel & Convention Center

Phone 1—888-627-8088

Registration Contact: Diane Schramm

Phone 1-605-665-9788

IN MEMORIAM

Nancy Lynn Anderson, wife of
Director of Labor Relations Randy Anderson
November 25, 1958–March 5, 2007

Nancy Lynn Stout was born in Rockwood, TN. Nancy moved to Alabama and became an employee of the United States Postal Service. She was hired as a Rural Carrier Relief in 1985. Subsequent to serving as an RCR, she was converted to a Rural Carrier Associate. A short time later, she was appointed as a regular rural carrier in the Meadowbrook Station of the Birmingham, AL Post Office. She loved the rural craft and enjoyed meeting and seeing everyone at the National Conventions.

Nancy will be sadly missed by her husband, Randy, her immediate family and all who knew and loved her.

Memorials can be sent to the American Lung Association.

Email address: donate@lungusa.org

Spring Conference Board Meeting March 17-19,
2007 Cranberry Country Lodge, Tomah WI

Meeting was called to order at 9:30 a.m. by President Dan Strobel. Other board members present were Linda Vanden Plas, Vice President; Karen Schauer, Secretary/Treasurer, Executive Committeeman, Sue Heiderscheidt, Committeemen, Lisa Wojnarowski, Lois Graper and Chris Bouche. State Steward Tom Bittner also in attendance.

Minutes of Special Board Meeting 12-29-06 were approved.

Additions were made to the agenda.

The board reviewed the schedule for the conference including the arrangements for Saturday night's hospitality event. Guest speakers will include Sharon Dahlberg of the Madison PEDC, Stan Albaugh, Information Systems Manger, Joyce Fox of AMS in Madison and Steve Shear, Whitewater PM and currently detailed as a CSA for the Lakeland District. An announcement will be made at the conference regarding Nancy Anderson, wife of the Director of Labor Relations Randy Anderson, lost her long battle with cancer. Her obituary will also be placed in our next state Newsletter.

Dan gave a short overall report of the 'New Presidents' Training in Washington DC January 24 & 25. The conference was very informative and several suggestions were made regarding states' board policies. Dan also found out that Joey Johnson, National Committeeman will be the National Officer assigned to our State Convention in Hayward this June.

State Convention in Hayward was then discussed. There will be a change in the schedule for the memorial service. The printed program, the meal and the entertainment were reviewed. Tony Williams, District Manager from the Northland District has accepted an invitation to attend. Dan set a 7 p.m. meeting for Wednesday before the start of the convention to discuss the Budget. Thursday's board meeting will start at 8 a.m. and a re-organizational meeting will be scheduled for Monday following the convention. Lois made a motion, second by Lisa that the minutes of last year's State Convention be approved and that the State Sec/Treasurer issue a payment check to Tammy Lucht for her hard work. Motion passed. A discussion regarding the election committee and the time for them to collect and count the ballots for the National Delegates ensued. Chris made a motion, second by Sue that the up to 5 member committee is paid one day of per diem and that the committee come in on Thursday, collect and count the ballots and have the results ready for the start of the convention on Friday. Also, a constitution and by law proposal be submitted by the board for

future state conventions. Motion passed. Dan, Linda and Sue announced that they will be running for re-election. Chris stated that he hasn't decided yet and Karen informed the board that her recent health issues prevent her from making a decision at this time. The Financial Review Committee met with the board. Questions regarding equipment inventory were answered. All financial records were reported to be in order. Meeting adjourned until 4:10 pm on Sunday. Mid-States 2007, 2008 and the 2008 Spring Conference were discussed. Wisconsin will be hosting the conference in 2008. Sue made a motion, second by Lois, that we appoint Lisa Wojnarowski and Mary O'Herron as Co-Chairs for the 2008 Mid-States Conference. Motion passed. Dan reported that a contract has been signed with Brookfield Suites of Brookfield WI to hold the event there. Dates of the function will be May 2-4, 2008. Pros and cons for combining the Spring Conference with the Mid-states Conference for 2008 were considered. Dan will ask the members attending this weeks Spring Conference for their opinions on the matter. Various board members express their intent to attend this years Conference in Sioux Falls SD May 4th – 6th. Linda made a motion, second by Lisa, that we pay Mary O'Herron, an amount equal to one day of DROP to attend this year's conference. Motion passed. Linda, second by Sue, made a motion to set the 2007 policy of \$4000 with a \$1000 cap for each board member that attends. Actual expense receipts required. Motion passed. It was also noted that our Constitution and By Laws, Art 6 Sec 2. O states "A maximum of \$500 will be shared equally among those members who are not state officers in attendance at Mid-States Conference, with a maximum of \$50 to any individual." Karen gave a brief report on the up coming National Sec/Treasurers Conference in Wash DC on April 23-27. A new model office filing system is going to be introduced. Karen also provided the board with an up-to-date financial report and statement of activities for this year. A membership and non-members' report was reviewed. The Presidents and Vice Presidents' Legislative Conference will be held in Wash DC on May 20-23. Dan and Linda are making plans to meet with the Wisconsin's representatives at that time. The 2007 National Convention in Grand Rapids MI Aug 7-10 was discussed. Sue has made arrangements for the Wisconsin Breakfast and has a proposed contract. Cost would be about \$25.00 a person. Chris, second by Lois, made a motion that we sign the contract and that we charge the membership \$15 each for attending the breakfast with the remaining cost coming out of the WI Breakfast fund. Motion passed. The National Office has a called meeting for Stewards

and Assistant State Stewards on the Monday before the convention. The board notes that our Constitution and By Laws would provide a DROP/LWOP day for our State Steward and Assistants to attend this meeting.

Meeting was adjourned at 6:30pm and resumed at 8:15 am on Monday.

A short review of the weekend Spring Conference was made. Sue made a motion, second by Chris that we combine next years' Spring Conference with the Mid-States Conference scheduled for the first weekend in May 2008. Motion passed. Also, since the water park theme was a big hit, Sue will look into various sites and dates for our Fall Conference with 'water park' being a nice consideration.

June 21-23 2008 will be the dates for the 2008 State Convention in Racine. The 2009 State Convention committee informed us that they are looking outside their county to hold the convention. The board does not feel this would be a problem and told them to proceed.

Due to an on going leadership problem, Lisa made a motion, second by Sue to put Juneau County into trusteeship according to our Constitution and By Laws. Motion passed. Lois will be paid a day of DROP to obtain all records from the county and will send out notices to all members for a special county meeting. Karen will assist Lois with how to proceed. Other counties are looking at the possibility of merging with bordering county units.

Next Newsletter is due out in April. Article deadline is April 5th. Tom asked that the Lakeland and Northland District managers be put on the mailing list for the paper. Karen and Lois will continue to look at printing and mailing options.

Union equipment was reviewed and updated. A new state flag for National Convention seating was suggested. Lisa will write an article for the Newsletter for design suggestions and ideas. State convention delegates could perhaps vote on the winner. Linda motioned, Lisa second, that we purchase a docking station for Karen's lap top computer and at the state convention transfer the computer tower to Lois to be used as a desk top computer for the newsletter. Motion passed.

Attendance at the Lakeland District leadership meetings was discussed. Management limits the number to 4, so our president and state steward will always attend and the others (Chris, Lisa, Lois, Linda and Roger) will rotate attendance. Attendance at the Labor/management meetings was also discussed. Lakeland has one meeting a year and Northland is in the process of having two a year. Board members and assistant state stewards that handle work in the district would attend along with the State Steward.

The deadline for nominations for 'Member of the Year' is June 1st. They are to be sent by mail to the Sec/Treasurer. Karen will return all nomination back to the county or person submitting the nomination after the State Convention. State Steward Applications are to be sent by mail to the President by May 21. Board members are to announce these deadlines to the membership at the spring county meetings. Board members should also promote constitution and by-law resolutions at the county meetings. The board is looking at the following proposals: a 5% increase to LWOP for loss of retirement benefits, editor pay, re-wording of full time state steward status and the number of count trainings and sites.

Expense voucher procedures were reviewed. Due to the early June dates for the State Convention and the fact that our fiscal year ends June 30th, Karen has asked all board members to submit their May vouchers to Dan as soon as possible so that the budget committee and the delegates will be able to have the most up to date information on our financial position. Dan reported that he had contacted the Full-time Sec/Treas Committee for an updated report but had not heard back from anyone. Due to the complete absence of any report from the Committee, Lisa made a motion, second by Chris that the President disband the current committee and appoint a new four member committee to research the cost and feasibility. Chris would be the board member contact person. Motion passed. Lois, second by Sue, made a motion that a meal and \$75 per diem for one day be allowed for the committee to meet. Motion passed.

State Steward Tom gave his activity report. He discussed the count training sessions, local steward trainings, steward decertification, and various other steward topics. Tom also informed the board that the National office would like to extend his term on the AJSC. Dan confirmed this request and Lisa made a motion to extend Tom's involvement with the AJSC for 3 more months. Motion passed. National will be notified.

Due to the lack of time the board was not able to review or establish any new board policies. Lisa made a motion, second by Dan that the newly elected board at the state convention should have a special board meeting before the National Convention with the purpose of mainly going over the Board Policy and the National State Officers Manual. Motion passed.

Karen made a motion that the meeting adjourn. Meeting adjourned at 2:30 p.m.

Submitted by
Karen Schauer, Secretary/Treasurer



F M L A

Hello everyone!

In this article, I will be giving you several tidbits of information about the

Family and Medical Leave Act of 1993.

“It is the purpose of the Act to balance the demands of the work-place with the needs of the families ... [and] to entitle employees to take reasonable leave for medical reasons.”

Wisconsin provides eligibility to employees who have worked 1000 hours or more in the preceding 52 weeks and have been employed for at least 52 consecutive weeks. Family members include parents-in-law. Leave is not reduced for spouses working for the same employer. Employees may claim accrued sick pay during all leaves.

Not only does FMLA extend childbirth leave to 12 weeks, but also other provisions of the act are even more significant. This includes:

The right to a part-time work schedule when necessitated by medical problems or to care for an ill family member.

Perhaps most importantly, the FMLA prohibits employers from penalizing employees who miss work for qualified reasons. FMLA absences cannot be used as points under an attendance policy, as a reason for denying a pay increase or promotion, or in any negative manner.

You may take up to 12 workweeks of unpaid FMLA leave in each 12-month period on a consecutive or intermittent basis for the following reasons:

1. For a serious health condition that makes you unable to perform your job (medical leave)
2. To care for a seriously ill child, spouse or parent (family leave)
3. For childbirth or to care for a newborn child up to age one (childbirth leave & newborn care leave)
4. For the placement of a child with you for adoption or foster care (adoption leave and foster placement leave)

Your 12 weeks of leave may be taken all at once for one of the above reasons or at different times for different reasons. Your leave may not be denied because of production needs, a busy operating

schedule, or because your employer considers your job too important for you to take time off.

Medical leave may only be taken for a serious health condition – not a cold or an upset stomach – and certification can be required from a health care provider. Serious health conditions would include:

1. Inpatient hospital care, with an overnight stay.
2. An injury, illness, or other condition lasting more than three calendar days that involves continuing treatment by a health care provider.
3. Pregnancy.
4. A chronic serious health condition.
5. A long-term or permanently disabling health condition.
6. A condition requiring multiple treatments to prevent a period of incapacity of more than three consecutive calendar days.

Your employer should be displaying posters about FMLA and/or providing you with information when you take FMLA leave, specifying your rights and obligations.

Respectfully submitted,

Lisa ‘WOJO’ Wojnarowski, Committeeman

**Are you the creative type?
Have you been looking for a way
to give back to your Union?
Would you like to have your
“artwork” admired at every
National Convention?**

We are looking for all of the creative rural carriers out there to “*Design a State Sign*”. Bring your creation to the state convention in Hayward and let your peers vote on their favorite!

If you yourself can’t make it, but would still like to submit your handiwork, send it with a co-worker or co-county member.

Call “Wojo” with questions: 414-810-4860

The winner will get a special surprise!

Voice of Employee (VOE)

We are always told that we as employees are the vital link to the success of the VOE. We also are told that we have the ability to make improvements to the workplace climate. It takes our feedback to improve the workplace wellness. This is about helping create a positive workplace environment. Management is encouraged to follow the following guidelines:

1. Provide a service talk "VOE Survey and Communication" to employees prior to administering the surveys.
2. Administer the surveys one-on-one wherever possible.
3. Provide the employees with a quiet place, away from the workroom floor, to complete their surveys. Select a time when the employees are most apt to provide a true picture of their perceptions and not encumbered by the demands of their positions.
4. Communicate the importance of their input. Talk about what you've been doing. Give them an overview of the action plan activities your facility has engaged in over the past months to affect positive changes in their environment and answer their questions. Explain the importance of the VOE Survey process and the impact the survey has on your attempts to make improvements in your workplace.
5. Explain the importance of "getting out of neutral." It is difficult to know if our employees are satisfied or dissatisfied of their answers are "Neither Agree nor Disagree." You need to know where they stand in order to enact meaningful changes in your office.
6. Conclude your remarks with this statement. "If you are unable to answer these questions positively, come and talk with me after you complete the survey so I can address your concerns. I want to make this a better place for you to work."

We should be allowed to complete and mail our own surveys if we choose. We should **not** be required to return surveys to a member of management after completion.

Are all of you receiving this talk? Are we allowed to fill the survey out without someone watching us. How many of you have the opportunity to go to a manager and give them your suggestions?

The VOE Action Plan has the following questions

to us to fill out.

1. Please explain how you would like to be recognized: *I usually say food would be nice. Any recognition is appreciated.*
2. What do you see as being held accountable-in what ways can we improve? *Do we ever see or hear that managers are held accountable? We usually do hear when carriers do something wrong.*
3. What would make you feel included? (Like a member of the Team) *Do all of us want to be a member of the Team?*
4. Do you feel we need to address discrimination in our office and if so do you have any specific ideas on what might be an effective solution? *There are more women as rural carriers than every before. Could the discrimination be against the men?*
5. Can you offer your insight into how we can improve the dignity and respect here? *All of us want to be treated with dignity. No one likes to be considered unimportant.*
6. Our company has tried many different avenues to provide information for our employees. How do you feel we could improve the communication in our office? *I have noticed that the smaller offices seem to communicate better. It is definitely more difficult to talk to everyone in a large office. But saying that there is always room for improvement on both sides.*

Another thought that crossed my mind when I fill these surveys out is how can they keep them confidential when only 1 employee might be filling them out each quarter. Someone always knows who it was sent to. In the larger offices, there might be many employees filling them out.

If you are having a problem with communication, you can always request having a QWL Team. This is one of the ways to help improve communication. As you can see in this newsletter, there is a QWL Team contest going right now. Not only can you win prizes, but think of how much fun it might be to actually talk to the other employees in the office. You never know, you might ending up liking them. Next time you are asked to fill out a VOE Survey, please put some thought into it. If we don't give our suggestions, how will management ever know how really smart we are?

Have a Great Day and keep talking!

Lois Graper

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, Fond 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 53034-0742</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>	

WI RLCA Lois Graper – Editor
W10980 Riverside Rd.
Marion, WI 54950-9020

**NONPROFIT
ORGANIZATION
US POSTAGE
PAID
PERMIT 34
BRILLION, WI**

<u>STATE OFFICERS</u>	ADDRESS	PHONE	ASSIGNMENT
Dan Strobel President	N4431 Daley Rd. Hustisford, WI 53034	920-349-3782	Columbia, Crawford, Dane, Dodge, Grant-Iowa, Sauk-Richland
Linda Vanden Plas Vice-President	1610 S. Ridge Road Green Bay, WI 54304	920-498-2948	Brown, Door-Kewaunee Marinette, Outagamie, Oconto
Karen Schauer Secretary/Treasurer	5857 Prill Road Eau Claire, WI 54701	715-836-9612	Buffalo-Trempealeau, Chippewa- Eau Claire, Jackson, La Crosse, Monroe, Vernon, Sawyer
Sue Heiderscheidt Chairman Executive Committee	2020 180 th Ave. Centuria, WI 54824	715-646-9366	Barron-Washburn, Polk-Burnett, Dunn, Pierce-Pepin, Rusk, St. Croix, Lake Superior
Lisa ‘Wojo’ Wojnarowski Committeeman	1202 S. 49 th St. Milwaukee, WI 53214	414-810-4860	Jefferson, Lafayette-Green, Milwaukee-Waukesha, Racine- Kenosha, Rock-Walworth
Lois Graper Committeeman	W10980 Riverside Rd. Marion, WI 54950	715-754-4904	Juneau, Marquette-Adams, Shawano, Waupaca, Waushara, Wood-Portage
Chris Bouche Committeeman	E691 County Rd. K Luxemburg, WI 54217	920-845-5663	Lincoln-Langlade, Marathon- Clark, Price-Taylor, Tri County
Tom Bittner State Steward	PO Box 305 Chilton, WI 53014	920-273-0760	Cal-Man-She, Fond du Lac-Green Lake, Ozaukee, Washington, Winnebago
Dennis R. Nelson PAC Chairman	1002 55 th Street Amery, WI 54001	715-948-2605	