



WI RLCA News

August 2009

WISCONSIN

RURAL LETTERS CARRIERS ASSOCIATION

Somebody Pinch Me!

A Word From Your New President



NRLCA Officer Susan Knapp installing the 2009-2010 State Board

First of all, I want to thank all of you that attended the recent State Convention in Oconomowoc. Cherie DuLac, County President and Chair of the convention, along with her Co-chair, Maria Rausch should be very proud of the job that they and all of the Milwaukee-Waukesha county members did hosting a successful convention. I believe we all had a good time and conducted the important business of this association.

For those of you that did not attend, on Friday we had my two favorite Cub Scouts present the Colors to open our convention. Yes, they're my boys, Cody and Jace. I'm so proud.



Cody and Jace from Cub Scout Pack 33

We were welcomed to Oconomowoc by Postmaster Bonnie Mitchell. David Martin and Steve Sbarbaro both spoke to us about the current condition of the USPS and answered the questions of the carriers in attendance. We closed out Friday with the hospitality event. It was a great success for PAC, and in reading Dennis's article, you'll see just how much fun he can be!

On Saturday, we were given a wonderful presentation from Terasa Pietruszka and her daughter Alyssa; Alumni Wish Child of 'Give Kids the World.' There was even a bit of a historical presentation; recognizing the Brunn Family, with 4 generations of rural carriers and other carriers with many years of dedication to our Association.

The banquet was also very entertaining with the dancers from the Anita's Dance Center of Muskego performing for us. They were great!



Members of Anita's Dance Center of Muskego

Many congratulations to our Outstanding Member of the Year, Mary O'Herron and Outstanding Auxiliary Member of the Year, June Strobel.

Auxiliary Member of the Year, June Strobel and Association Member of the Year, Mary O'Herron



(continued from page 1)

You have both done many wonderful things for this association and are very deserving.

We had Susan Knapp, NRLCA Executive Committeeman, with us all weekend to share information and to answer all of our questions, thank you Sue. There was a lot of information shared and I am confident that even if you missed it this year we'll be seeing you in the future.

Vicki Galgowski is the newly elected committeeman, welcome to the team. We also have a first timer's view from Ellen Corlett. Several fundamental articles about our state and our finances, and all of the valuable information given to us by our stewards. There's a lot of good stuff in these newsletters folks, grab a three-hole punch and keep them in a binder for future reference.

I would like to take this opportunity to thank Past President Dan Strobel. Dan, you have given us many years of dedicated service and we are very grateful. You will be missed.



Past President
Dan Strobel

You have taught me a lot and I will do my best to uphold your support and confidence in me as our State Association's President. You will, however, still be seeing my number on your caller id!

When I was first elected to the board as a committeeman in Green Bay 2006, I asked for your help. Now, I'm here to ask for your help again. I have two major goals. The first is to increase the attendance at our state meetings. We need more rural carriers that are informed about their jobs. Not only do we need to conduct the business of our association, but we try to get as much information to as many rural carriers as possible.

Remember, knowledge is power. The second goal is to inspire our membership to get in contact with their congressmen/women. I will do my best to get information to the membership about upcoming town hall meetings with your representatives and the issues that we need their support on.

Normally, when people set goals, the results aren't dependent on the actions of others. I have come to the realization that one person cannot do things alone; I am putting my faith in my fellow WIRLCA brothers and sisters. Together, we can accomplish anything.

There are also many challenges facing the Postal Service and the NRLCA, together we will remain strong.

Stay informed, and attend a rural letter carriers meeting.

Respectfully,

Lisa "Wojo" Wojnarowski

WI RLCA President

Table of Contents

<u>President's page</u>	<u>pages</u>	<u>1-2</u>
<u>Fall Conference</u>	<u>page</u>	<u>3</u>
<u>Earning Statement-Louan</u>	<u>page</u>	<u>4</u>
<u>PAC-Dennis Nelson</u>	<u>page</u>	<u>5</u>
<u>Steward Elections-Chuck</u>	<u>pages</u>	<u>6-7</u>
<u>First Convention-Ellen</u>	<u>page</u>	<u>8</u>
<u>Matrix-Roger Schewe</u>	<u>pages</u>	<u>9-10</u>
<u>State Officers</u>	<u>page</u>	<u>11</u>
<u>Phone Protocol</u>	<u>page</u>	<u>12</u>
<u>Steward-Linda Vanden Plas</u>	<u>page</u>	<u>13</u>
<u>Challenge of our Times-Ron</u>	<u>pages</u>	<u>14-15</u>
<u>Financial Position/Activities</u>	<u>page</u>	<u>16</u>
<u>New Members/Retirees</u>	<u>page</u>	<u>17</u>
<u>Special Board Meeting</u>	<u>page</u>	<u>18</u>
<u>Pre-convention Minutes</u>	<u>page</u>	<u>19</u>
<u>Past Presidents Message</u>	<u>page</u>	<u>20</u>
<u>County President</u>	<u>page</u>	<u>21</u>
<u>County Secretary</u>	<u>page</u>	<u>22</u>
<u>Auxiliary Page</u>	<u>page</u>	<u>23</u>
<u>50 Year Members</u>	<u>page</u>	<u>24</u>

2009 WI RLCA Fall Conference

Oct. 24th and 25th, 2009

At

Best Western Arrowhead Lodge and Suites
Black River Falls

Join your fellow union members
for education, networking
and fun times!

Sat. Oct. 24, 1-5 pm-Steward Training
All are welcome
7-10 pm PAC/Hospitality night

Sun. Oct. 25, 8:30-end-Open session
w/speakers, Q&A

For reservations

Contact the Arrowhead Lodge at
1-715-284-9471

Room rates:

1-2 ppl-\$54.99

3-4 ppl-\$64.99

Some suites are available

Call for details

Ask for the "Rural Letter Carrier" rate
Conveniently located off of I-94
At exit 116

There are too many amenities to list
Just look for the Big Orange Moose

Employees' Earning Statement

The following example is a 48K route with a daily evaluation of 9.6 hours. The carrier receives a daily lock pouch for each day worked, and thirty minutes has been entered on PS Form 8127. This statement is for a regular carrier on route K013.

K		K13	53-1234	R C CARRIER		0000011	07 06	0000099									
PAYLOC		FINANCE NO.		EMPLOYEE NAME		EMPLOYEE ID		PAY PERIOD		SERIAL NUMBER							
DETAIL EARNINGS						GROSS TO NET			LEAVE STATUS								
WK	RSC/LEV	RATE	CODE	TYP	HOURS	PAY	THIS PERIOD		YEAR-TO-DATE		ANNUAL LEAVE						
1	2	K	013	60570	710	X	24	00	GROSS PAY	2463	65	15830	53	FROM PREV YR	3	12	
2	2	K	013	60570	710	W	38	40	FED TAX M0	323	59	2158	94	EARNED	THIS YR	6	00
3	1	K	013	60570	710	2		22	ST TAX xxMO	131	88	890	01	BAL		9	12
4	1	K	013	60570	710	F	9	60	RETIRE 8	18	64	125	65	USED	YR	2	37
5	1	K	013	60570	710	W	48	00	MEDICARE	34	54	327	50	THIS	PP		
6						L	8	00	UN R	15	32	107	24	BALANCE		6	75
7				LPA					HPVR2	78	33	541	92	SICK LEAVE			
8				ADJ					A LOT	15	00	105	00	FROM PREV YR	31	37	
9	INSURANCE INCOME						7	31	A LOT	300	00	2100	00	EARNED THIS YR	3	00	
10	X DAY BALANCE						3		TSP15	349	44	7738	25	USED	YR	3	00
11	2	K	013	2200	E48	T	3	00	FED		99	ADJUST		THIS	PP	1	00
12	1	K	013	2200	E48	T	6	00	STATE		41	ADJUST		BALANCE		31	37
									MEDICARE		16	ADJUST		LEAVE WITHOUT PAY			
									SOSEC		67	ADJUST		THIS PP			
									SOSEC	147	68	947	89	CUMULATIVE		2	00
									NET	1047	00			BOND UNAPPL BAL # ISSUED			
									EM-E	198	97	1295	63	EE			
														I			
13 CONTRACTUAL INCREASE														USPS RETIREMENT			
									NET PAY	1245.97		NT BK		3834.38			

Line 1 - week 2, type X – 3 X days are charged @ 8 hours each. No gross is displayed under Pay. Dollars are included under type W

Line 2 – week 2, type W – payment for 4 days (1 worked and 3 X)

Line 3 – week 1, type 2 – second trip, payment for 22 hundredths (13 minutes), the gross is included in type W

Line 4 – week 1, type F – DACA code 3, payment for 50% of evaluated pay

Line 5 – week 1, type W – payment for 5 work days evaluated pay and \$4.85 for second trip

Line 6 – type L – Leave is for the pay period. One day sick leave is charged to the pay period.

Line 7 – LPA – Lock Pouch Allowance

Line 8 –ADJ - Adjustment is for 30 minutes from PS form 8127

Line 9 – insurance income – Taxable income on employer provided term life insurance in excess of \$50,000.

Line 10 – X Day balance – Number of X days left to use.

Line 11 – week 2, type T – EMA paid for 3 trips

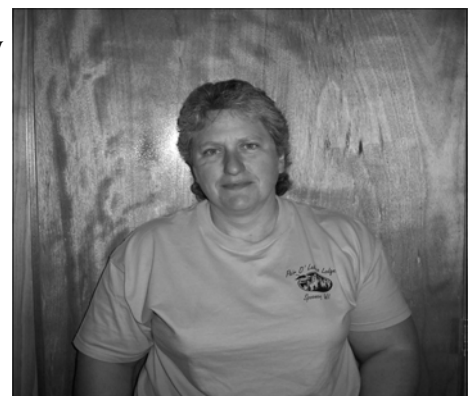
Line 12 – week 1, type T – EMA paid for 6 trips (worked relief day on Saturday), includes a 2 mile deviation.

Line 13 – earning statement messages

Leave Status – Leave is shown in days and hundredths. Carrier has 3.125 hours of annual in the previous year. The annual leave balance is 6.750 days or 54 hours. Sick leave balance is 31.750 days or 251 days.

Misc. – Stands for miscellaneous and is printed after the EM-E field. There are more deductions taken out but not enough lines to list them individually. The entire amount is listed under misc. The payroll journal has all the deductions listed.

Submitted by
Louan Friend
Vice President



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?DIRECTION CHANGING

Don't Read This!

Don't read this if...

- you're content with status quo.
- you really don't want to be proactive.
- you would rather have someone else fix your problems

Greetings from the Northwoods! I would like to thank the Milwaukee/Waukesha County unit for putting on a fantastic state convention! Although you should contact the resort about the affects the water and food can have on some people's hair! It was great to see the turnout of members, new and old. I hope all those who didn't/couldn't attend will make a special effort to attend upcoming conferences and next year's state convention.

As one of your assistant state stewards I have the opportunity to handle Step 1(local) and Step 2(district) grievances. Because Article 15 of our contract has specific time limits for each step of the grievance process it's discouraging when I get a call from a carrier, wondering if something that happened 3 months ago is still grievable. It was echoed at this year's convention, that the steward system is the backbone of our association. Well folks, to be honest, our back is becoming too weak to support the additional load. There is a lack of knowledge by transient OIC's, apathetic postmasters with "only a few more years to retirement philosophy" and the Postal Service's "cost saving" maneuvers. Sounds like Cher's hit "Gypsies, Tramps and Thieves".

This is a call to those of you that do not have a local steward, to step up and become a frontline sentinel to help shift the 90/10 percentages I described in my last article. I have always preached about education being power, well it's not too late to get more training in order to help your fellow carriers, if not for yourself.

Steward Elections

Some of you are probably saying, "But Chuck, I thought last year was the time to elect local stewards for the next 4 years?". Well you're correct if a local was elected, but if no one was elected then the following Q and A will help explain the process. The following is taken from an article from our National Director of Steward Operations, Ronnie Stutts.

Q- When are local steward elections held?

Local steward elections will be conducted in the 6

month of July of every fourth year unless the incumbent local steward is unopposed. RE: Article IX Sections 6.B.1, 2, & 3 of the NRLCA Constitution.

Q- We did not hold our election in July; does that mean that we have to wait four years?

A-No, provided there is not an incumbent local steward, election for local steward can be held at any time.

Q- Who conducts the election?

A-Any member(s) in good standing of the National Rural Letter Carrier's Association may conduct the election. The person(s) conducting the election shall not be one of the candidates for the position. Exception: one route offices or offices that have only one member in good standing.

Q- Are the election forms available as a PDF document on the web?

A-Yes. The Form 10 is posted on the NRLCA website.

Q-Where should the local steward elections be held?

A-The elections should be held at a location that is accessible to all members. The post office is NOT required to allow the union to have elections in their facility, but oftentimes will allow the use of the break room for such purposes.

Q- Should we have RCA's sign the election form if they are not working on the day of the election?

A-Only those members present at the election are eligible to sign the election form.

Q-Can members vote absentee?

A-No. The Constitution for the National Rural Letter Carriers' Association does not provide for "absentee" voting. Only members in good standing who are present can vote. The election should be held at a time, date and location that is convenient to the majority of the members. The time, date and location should not be used to prevent anyone from participating.

Q- My postmaster won't allow us to have the election "on the clock" or on the premises; what do we do?

A-The Postal Service is not obligated to allow you to conduct the election for steward on the clock or on the premises. The election should be

(continued on page 7)

(continued from page 6)

conducted and scheduled at a time and place when you are "off the clock," before or after work.

Q- Can my postmaster prevent me from coming into the post office on my day off to vote?

A-Yes. If you are not scheduled to work, you are not allowed on the workroom floor; therefore prevented from coming into the post office on your day off. If there is a problem having access to the post office for the purpose of voting then the election location should be moved to a location where every member in good standing would have access.

Q- Where do we send the election form and ballots after we count the votes?

A- The completed election forms and ballots must be sent to the State Steward for processing and storage. The ballots should be retained until the next election. The State Steward will schedule the certification training.

I hope this has answered some of your questions regarding steward elections. If you know of someone that would/should be a local steward, encourage them to run. The more frontline sentinels, the less likely you will be of that 90 % that management is counting on to NOT challenge a directive.

Have a great summer and as always,
Respectfully submitted,
Chuck

MITAKUYE OYASIN

by Cherie Du Lac State Chaplin

Greetings!

First I need to share with all of you how surprised I was when our newly elected President, Lisa Wojarnowski called and asked me if I'd serve as your State Chaplain. What an honor! I did accept; even knowing that following in Chris Weber's footsteps was going to be an enormous responsibility. I'll try to make you proud, Chris!

The Sioux have always taught **Mitakuye Oyasin** (mita-Koo-yah Oh-YAH-sin):

"We are all Related."

Such a simple, powerful phrase.

With the passing of Norrie Samb on Monday, July 13th, 2009 we not only lost a Union Brother, we lost a **Brother**. If you were fortunate enough to have known Norrie, you were fortunate to have made a friend who always provided a ray of sunshine.

The first thing I do when I get home from work each day is check my email. The first emails I opened would be from Norrie because I knew they'd be fun and provide me with a smile - my little ray of sunshine for the day.

I was disappointed when I came home on the 14th and there weren't any emails from Norrie; and the next morning I found out there would never be any more emails from him.

Sending an email; such a simple gesture that I miss so much already.

We send our condolences to his wife, Pauline, and his family. Thank you for sharing him with us; our Brother will be sorely missed.

Mitakuye Oyasin

National Convention is rapidly approaching and many of us will be meeting our Union Brothers and Sisters in Texas. The job of a delegate is also very simple, but can have powerful results. Pay attention, discuss, vote - repeat.

Just a reminder to the Wisconsin Delegation as to why we're doing this. It's our job to represent **all** of our Brothers and Sisters in Wisconsin while making sure we're mindful of what's best for all our Brothers and Sisters across the country

Gee, maybe it's not such a simple job after all!

Summer will be coming to a close soon. If you haven't had a chance to spend time with your loved ones I truly hope you make time to do so. If not, send that card that says, "I'm thinking of you," or forward that email, or pick up that phone!

May our Creator hold us all in the protection of his arms and watch over us in all our travels.

Until next time.....

Mitakuya Oyasin

"We are all Related"

P.S. You may contact me at 262-327-1941

or cdontlack0@yahoo.com

(zero)

My first state convention...

By Ellen Corlett

I was asked by our new Vice President, Louan Friend, if I would mind writing a little story about my experience at this year's state convention (which happened to be the first time I could actually attend - have been voted a delegate on at least two other occasions).

Well, for starters, I dove in with both feet as I signed up to serve on the "Resolutions" committee during the spring conference/steward training in Tomah held in March. Having never written a resolution, I knew this would be a learning experience. And it was. We had several submitted proposals to review. Review involved determining if the proposal had been approved and forwarded to our national organization for action at the national convention. While our history references were limited, we only found one duplication. Thus, we got eleven resolutions ready to for presentation. Not bad, considering the only person on the committee who was not a "first-timer" was our chairperson. Through perseverance and dedication, our committee was able to finish our work in one day (I'm told we did pretty good).

Now we moved on to the start of the convention on Friday afternoon. Following the usual opening ceremonies, we had guest speakers from management (David Martin, Lakeland District Manager) and from MOPS (Steve Sbabaro), who both allowed themselves to be bombarded with questions from those members seated in the audience. The insight they provided to situations we are all dealing with was helpful. When a question was asked that they didn't have an answer to, they took the question back with them (it will be interesting to see if we get any future answers to those questions). We were also fortunate enough to have a member of our national board there to bring us information on what's happening at that level. It is apparent that we all need to help our national board by contacting our legislators regarding some of the bills pending which will help our employer to hopefully break even without further pain to our craft. It was mentioned on more than one occasion that our national board and "PAC" can only do so much. It is more effective if our elected representatives hear it straight from

those of us "in the trenches".

Saturday and Sunday were spent voting on various issues including some pretty important changes to our constitution. We had to pass the updated version first to be in compliance with national and then approved several other changes. We also voted to reject some issues as well. I think some were rejected for lack of information to support a change at this time (at least that was my feeling on the issues I voted against). As in any group, not everyone shared the same opinion and provided opportunities for several people to come to the mike and voice (democratically and diplomatically) their opinion. I was impressed by how well the delegates expressed themselves and I have a feeling everyone learned something during the various issue debates.

For fun, we had an interesting game night/PAC auction Friday evening and Saturday's banquet was also well done. The host counties lined up a very talented dance studio to entertain us with their patriotic show. Those kids did great!! To cap off the banquet, our Member of the Year was announced (congratulations Mary O'Herron).

I learned so much from this experience that I can guarantee I'll be back again. It is worth taking the time to attend your local county meetings, be elected as a delegate and going. Growing up I was taught "you can't complain if you don't participate". If you don't understand something or aren't happy about an issue, get involved in order to make improvements. Thanks and think about it for next year (in Dubuque).

Mutual Transfer

Looking for a mutual transfer to an office within 30 miles of Ashland, WI. I currently work out of the Hayward Post Office. Three ways will be considered. If interested, you can contact me at 715-613-1562 or l.rosie.k@hotmail.com.

Next Issue News Articles
Due September 1, 2009

HOW ABOUT THAT MATRIX.....

As Stewards, we often stare at our keyboards wondering “what do carriers want to read about that there may be some questions about?” Meanwhile, we’re wondering “what can I write about to get this in by the editors deadline?” If you have a subject of interest, please call or email a Steward or a State Board member so we can bring our minds together and cover a subject YOU’VE been wondering about.

This month there was a suggestion that I do some rambling on a number of subjects. Then it was pointed out that all my articles have been ‘ramblings’. Hmmmm..... ouch.....oh well.....how about some notes on the Leave Replacement Matrix:

With the drop in mail volume and many regular routes dropping to lower K-routes, or J-Routes and H-Routes, management has been making a concerted effort to eliminating auxiliary routes. The Postal Service does not really like when a route evaluation stands at 40-42K or 40-43J because those carriers can choose the ‘high option’ J-route or H-route which costs the Postal Service more overtime rate salary. Managers are eliminating auxiliary routes and building existing regular routes up to 43K to avoid the ‘high option’ availability to regular carriers.

There are other cost saving features when an auxiliary route is eliminated also. There are built-in times which will not be applied to an existing regular route such as withdrawal time, stamp stock, scanner set up, DPS retrieval, throwback case footage, excess parcel hamper footage, safety/service talks, moving a car to the dock and even part of the loading time (distance) and mileage out to the first box. These are direct savings to the postal service when eliminating an auxiliary route.

Now the auxiliary route is gone. The relief carrier previously assigned to the auxiliary route will now lose a majority or maybe even all of their weekly hours. They will continue subbing on their primary route if they had chosen the 5-and-1 option. However, if they had chosen the 6-day auxiliary route alone, then that position is now gone. They can choose any vacant primary relief position available in the office. If none are available

they can bump a TRC assigned to a primary relief position. If there are no primary relief positions available then they could bump the junior RCA in the office. There is no bumping of any other positions on the matrix. If the hiring procedures were followed correctly there should be a primary relief position available as no office should have hired more RCA’s than there were regular routes available in the office. A TRC position is only anticipated to be a ‘temporary position’. A TRC can be removed from the matrix.

While the auxiliary carrier is often the senior relief carrier in the office, they still have no contractual right to bump another RCA from their spot on the matrix. The former auxiliary carrier can choose from existing openings on the matrix: 1 primary relief position and 2 other openings from the secondary relief positions and/or the tertiary relief positions.

Other notes of interest pertaining to the matrix:

A leave replacement assignment list showing the primary leave replacements assigned to each route and the second and third leave replacements to be utilized on each route, if any, will be posted in each office. In no instance will these employees be shown as leave replacements on more than three routes on the assignment list. (Article 30.2.D.1)

Management is not required to train and utilize a replacement employee on more than one route. (Article 30.2.C)

Management cannot require a replacement employee to be trained and utilized on more than three regular routes. (Article 30.2.C)

Management must train the replacement employee who has been trained on less than three routes before training and utilizing a replacement employee on more than three routes. (Article 30.2.C)

Temporary Relief carriers (TRC’s) may appear on the matrix only as the primary leave replacement. (Analysis of Changes National Agreement 1995-1999 Pg.23)

A newly appointed rural craft employee or a leave replacement assigned to more than one route will be allowed a reasonable period with

(continued on page 10)

(continued from page 9)

pay to become familiar with the route and become proficient. (Article 9.2.L.1)

There is no time frame for redoing the matrix. When circumstances create a large number of blanks on the matrix due to conversions, auxiliary route assignments, etc., management should review the list to determine if some movement of qualified leave replacements or cross training is needed. Should management decide that some movement amongst assignments is necessary, only those qualified leave replacements desiring to change assignments will be affected. (Analysis of Changes National Agreement 1995-1999 Pg. 25 Article 30.2.E)

If the primary, 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 order of the longest period of continuous service in the office. (Article 30.2.D)

Qualified is defined as having received training on or having been utilized on the route. (Article 30.2.D.3)

All leave replacements from a delivery unit as well as all regular carriers on and off the Relief Day Work List must be utilized before a leave replacement from another post office is utilized. (Order of Consideration)

It is agreed, that it is not practical, in every office or situation, to confer with the regular rural carrier prior to assigning the primary leave replacement on that carrier's route to another route. Additionally, there is no contractual requirement for such consultation. Nevertheless, the parties agree that the practice of conferring with the regular rural carrier before assigning his/her route's primary leave replacement to another route, where practical, is generally advantageous to the local parties. Such practice should assist in improving the workplace environment. (pre-arb H95R-4H-C 02094291 Douglasville GA)

Study the above statements. If you feel your office uses conflicting practices to those above, discuss it with your manager. If you can not come to an agreement with your manager then contact your steward. Remember, you only have 14 days from the date of incident, or disagreement, to have your

Step 1 Discussion with your immediate supervisor and file a grievance.

Roger Schewe
Assistant State Steward
535, 537, 538, 539, 546

Looking for some extra cash????

If your name is in the list below then you have unclaimed funds from the WI RLCA. In other words, you received a check from us that has not been cashed. Contact our State Secretary-Treasurer, Karen Schauer on how to get this forgotten cash.

- | | |
|--------------------|-------------------|
| Jane Theys | Andrew Roach |
| Mike Wettstein | Sue Fry |
| Carol Altreuter | Laura Swanson |
| Mary Hafeman | Kipp Borst |
| Dolores Ohifs | Carrie Hopp |
| Tambrey Dammen | Jeane Northey |
| Daniel Grohall | Michelle Hogenson |
| Joseph Seiler | Sandra Rivera |
| Janet Kazik | Kristen Halverson |
| James Etzel | Vicki Kohls |
| Paul Randall | Vicki Galgowski |
| Lori Locy | John Hendricks |
| Jacquelin Lightner | Diana Wolfe |
| Charlotte Wilson | Casy MacDonnell |
| Tamy Jaciosek | Becky Boss |

Convention Survey Results

Do you want the convention shortened?

Yes-16 no 20

Do you want a yearly convention? Yes-27

Bi-annual convention? Yes-8

Should we have the local Postmasters and/or

Mayors address us? Yes-12 no-15

Should there be any speakers from management?

Yes-21 no-9

There were various comments and suggestions that the State Board will take into consideration.

<u>State Office</u>	<u>Phone Number</u>	<u>County Meeting Assignment</u>
<u>President</u> Lisa Wojnarowski 1202 S. 49th St. Milwaukee, WI 53214	414-810-4860	Jefferson, Milwaukee-Waukesha, Racine-Kenosha, Rock-Walworth, Washington-Ozaukee
<u>Vice-President</u> Louan Friend N685 10th Drive Endeavor, WI 53930	608-697-8113	Columbia, Dodge, Fond Du Lac-Green Lake, Marquette-Adams, Winnebago
<u>Secretary/Treasurer</u> Karen Schauer 5857 Prill Road Eau Claire, WI 54701	715-836-9612	Buffalo-Trempealeau, Chippewa-Eau Claire, Dunn, Jackson, La Crosse, Monroe-Juneau
<u>Assistant Secretary/ Treasurer</u> Lois Graper W10980 Riverside Road Marion, WI 54950	715-754-4904	Lincoln-Langlade, Marathon-Clark, Shawano, Waupaca, Waushara, Wood-Portage
<u>Chairman Executive Committee</u> Charles Groth 12729N Small Road Hayward, WI 54843	715-634-3948	Price-Taylor, Rusk, Sawyer, Lake Superior, Tri-County
<u>Committeeman</u> Ron Berg 402 Dalogasa Drive Arena, WI 53503	608-220-4855	Crawford, Dane, Grant-Iowa, Lafayette-Green, Sauk-Richland, Vernon
<u>Committeeman</u> Vicki Galgowski W8114 830th Ave River Falls, WI 54022	715-425-7093	Barron-Washburn, Polk-Burnett, St. Croix, Pierce-Pepin
<u>State Steward</u> Linda Vanden Plas 1610 S. Ridge Road Green Bay, WI 54304	920-498-2948	Brown, Door-Kewaunee, Cal-Man-She, Marinette, Oconto, Outagamie

PHONE PROTOCOL

If you have a problem and you do not have a local steward in your office, contact the appropriate steward for your area, either area or assistant. The State Steward can be called anytime if you have trouble reaching your assigned steward.

Area Steward Post Office Assignments

Carol Cherney Home PO Wisconsin Rapids
Hm 715-325-7613 wk 715-423-2150
cell 715-459-1203

Aprin, Babcock, Dexterville, Junction City, Marshfield, Milladore, Necedah, Neillsville, Nekoosa, Pittsville, Rudolph, Stevens Point, Vesper,

Fred Resch Home PO Antigo
Hm 715-449-3026 wk 715-627-4812

Aniwa, Bowler, Elcho, Gleason, Gresham, Hatley, Merrill, Neopit, Pelican Lake, Ringle, Summit Lake, Wittenburg

Barbara Bergsma Home PO Avoca
Hm 608-532-6007 wk 608-532-6880
cell 608-604-4715

Blue River, Boscobel, Dodgeville, Fennimore, Hazel Green, Lancaster, Linden, Montfort, Mount Hope, Muscoda, Plain, Potosi, Prairie Du Chien, Richland Center, Spring Green, Stitzer,

Lois Graper Home PO Marion
Hm 715-754-4904 wk 715-754-5831

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

Marilyn Laporte Home PO Spooner
Hm 715-635-2560 wk 715-635-6919

Birchwood, Cameron, Minong, Rice Lake, Sarona, Shell Lake, Springbrook, Trego

Eugene Heckel Home PO Bristol
Home 262-889-4948 wk 414-857-7111

Genoa City, Salem, Silver Lake, Sturtevant, Trevor, Twin Lakes

Anyone wishing to receive the State Stewards' electronicnewsletter should send their request to: tombittner@wirlca.org with 'electronic newsletter' in the subject line.

Al Muench Home PO West Bend
Hm 920-994-4436 wk 262-334-3677

Adell, Allentown, Beaver Dam, Campbellsport, Cascade, Fredonia, Hubertus, Jackson, Juneau, Kewaskum, Lomira, Random Lake, Saukville, Sheboygan, Sheboygan Falls, Slinger, Waupun

Debra Downen Home PO Omro
Hm 920-290-2903 wk 920-685-5199

Berlin, Coloma, Fremont, Green Lake, Hancock, Menasha, Neenah, Neshkoro, Oshkosh, Pine River, Plainfield, Ripon, Rosendale, Van Dyne, Wautoma, Wild Rose

State and Assistant State Steward Assignments by Area

Linda Vanden Plas -- State Steward
1610 S. Ridge Road
Green Bay, WI 54304

Phone 920- 498-2948

Email: evandenplas@new.rr.com

First 3 digit zip code areas 541, 542, 543, 544, 545, 549

ALL area codes

Roger Schewe
Phone 608-835-3789

Email: rschewe@charter.net

First 3 digit zip code areas

535, 537, 546, 538, 539

Charles Groth
Phone 715-634-3948

Email: cgroth@centurytel.net

First 3 digit zip code areas 540, 547, 548

Tom Bittner
Phone 920-273-0760

Email: tombittner@wirlca.org

First 3 digit zip code areas 530, 531, 532, 534, 549

Louan Friend
Hm 608-587-2053 cell 608-697-8113

Email jklmf@hotmail.com

How to Figure a 60 Minute Change

With many rural routes going thru adjustments, carriers need to understand how to figure out an hour adjustment. This is important because a one hour change could affect your paycheck.

Figuring a change:

1. Determine if the boxes are L-route, Non L-route, or Cluster Boxes.
2. Multiply number of increased/decreased boxes by appropriate box factor.
3. Multiply number of increased/decreased boxes by volume factor.
4. Multiply mileages increase/decreased by 12 minutes.
5. Add box factor, volume factor, and mileage minutes.

Constants for making a 60 minute change:

1. Mileage is always 12 minutes a mile.
2. L-routes are figured at 1.82 minutes per box (box factor)
3. Non L-routes are figured at 2.00 minutes per box (box factor)
4. Cluster/NDCBU boxes are figured at 1.00 minutes per box (box factor)
5. PS form 4003 MUST be submitted for a change to occur.

Things to Remember:

1. Not every PS Form 4003 submitted will result in a 60 minute change. A change will depend on where your route is on the Table of Evaluated Hours (see next column)
2. Handing the Edit Book in WILL NOT facilitate a change, only a PS Form 4003 can change the evaluation.
3. If the PS Form does not result in a 60 minute change, the time accumulated will be shown on the bottom of PS Form 4241-A
4. A 60 minute change cannot change a route from a Non L-route to an L-route or from an L-route to a Non L-route.
5. A route to change from Non L to L or vice versa can only be done with a mail count.
6. Always reaffirm on 4241-A that the increase/decrease has occurred.
7. Volume factor is found on the first column of line 4 on the PS Form 4241-A.
8. Example: 10 new boxes, box factor is 2 minutes, volume factor is 3 minutes, no additional miles

15x2 minutes=30 minutes
 10x3 minutes=30 minutes
 60 minute change

H Routes (No Relief Days)

Total Hours and Minutes Per Week (Standard Hours)	Evaluated Hours
40:30 to 41:29	41 Hours
41:30 to 42:29	42 Hours
42:30 to 43:29	43 Hours
43:30 to 44:29	44 Hours
44:30 to 45:29	45 Hours
45:30 to 46:29	46 Hours

J Routes (Relief Day Every Other Week)

Total Hours and Minutes Per Week (Standard Hours)	Evaluated Hours
44:11 to 45:15	41 Hours
45:16 to 46:21	42 Hours
46:22 to 47:27	43 Hours
47:28 to 48:32	44 Hours
48:33 to 49:37	45 Hours
49:38 to 50:43	46 Hours

K Routes (Relief Day Each Week)

Total Hours and Minutes Per Week (Standard Hours)	Evaluated Hours
47:24 to 48:35	40 Hours
48:36 to 49:47	41 Hours
49:48 to 50:59	42 Hours
51:00 to 52:11	43 Hours
52:12 to 53:23	44 Hours
53:24 to 54:35	45 Hours
54:36 to 55:47	46 Hours
55:48 to 56:59	47 Hours*
57:00 to 57:36	48 Hours*

*Normally, these categories should only be used as interim classifications pending route adjustments .

Steward Hours

Monday	7:00-11:30 AM	1:00-9:00 PM
Tuesday	7:00-11:30 AM	1:00-5:00 PM
Wednesday	7:00-11:30 AM	5:00-9:00 PM
Thursday	7:00-11:30 AM	1:00-5:00 PM
Friday	7:00-11:30 AM	1:00-5:00 PM

Phone number 920-498-2948

The Challenge of our Times

By Ron Berg

After being elected to the Wisconsin State board of this Association, I learned a lot. I now fully understand the burden our stewards are under. Also in the last year I have witnessed a lot of changes in our job. Delivery Unit Relocation (DUR) affected me personally with its many challenges. This action has impacted many offices in the state and really added to our steward workload with the many issues created by the DUR moves. The other fact was that management at the district level was not allowing many grievances to be settled at the local level, again creating a strain on our steward system. In 2008 it became clear "It is not your daddy's postal service anymore". All this added strain comes with a cost (some personal and some financial). We lost an assistant state steward again this year. That makes 2 years in a row thus it is a personal cost. Obviously all this steward activity costs money. This was evident to the board by midyear, the impact that all of this was having on our budget. We were able to hold at or under budget on the items we could control. The steward expense was different story, due to the high volume of work. By year end we were \$43,000 over budget largely due to this increased workload. The good news is we had funds held in reserve to cover these short falls and to keep our steward system solvent. The bad news, this is only a temporary fix. The reserve will have to be replenished and the budget has to be increased. We were going to have to raise dues. How much is another agonizing story.

Starting back in March I was trying to get an idea on what we were going to do about the dues increase. I knew our membership would want to see accurate figures showing the amount needed to balance the books. I personally wanted to know how Wisconsin compared to states of similar membership. I was able to obtain this information from the secretary/treasurer. This was only for comparison to make sure that we were not out of line with our dues increase. I will include this comparison at the end of this article.

By using these numbers, I developed a spreadsheet to help the board in developing a new dues structure at budget time.

At the state convention meeting, the board spent many hours working through and preparing the 2009/2010 budget to be presented to the budget committee. The budget committee went over the proposed budget and added some dollars in expenses to the proposed budget. Their thought were that if we were going to raise dues, raise them enough this year so they do not have to be raised again for a few years. I had to agree with them, they had a valid point. Now that the budget was set, the amount of dues for the various levels of membership were to be determined. The board realized that regulars will have to pull the brunt of the load. This was due to the large increase in H and J routes. RCA's, while still members, are not working as much. If they do not work during a pay period they do not pay dues. Rightly so because it is hard to have dues withheld when you do not get a check! We could not depend on replacement dues for revenue, whatever they pay will have to be considered a bonus applied to rebuild our reserve. We also have to remember that with the family plan being accepted, there will be an additional \$10 per year deducted to cover auxiliary at the national level. The raising of dues I found out is not popular but necessary. Our membership agreed, the dues increase was approved by the delegates at the state convention by a large majority.

I hope that I have explained this process well. It certainly was a "Challenge of our Times".

(continued on page 15)

Why do we have state conventions?

It is at the state convention that we handle the business of this association. We have committees that review the financial records, make recommendations on the budget, assemble and make recommendations on constitution changes, and review the proposed resolutions.

STATE	REGULAR RATE		ANNUAL RATE	STATE PER PP	NATIONAL PER PP	Total Members
	STATE	NATIONAL				
INDIANA	\$263.00	\$153.00	\$416.00	\$16.00	\$10.12	3715
MINNESOTA	\$225.40	\$153.00	\$378.40	\$14.55	\$8.67	3409
MISSOURI	\$303.00	\$153.00	\$456.00	\$17.54	\$11.66	3710
NEW YORK	\$370.20	\$153.00	\$523.20	\$20.12	\$14.24	3282
TENNESSEE	\$220.00	\$153.00	\$373.00	\$14.35	\$8.47	3664
WISCONSIN	\$188.87	\$153.00	\$341.87	\$13.15	\$7.27	3874
Six State Ave	\$261.75	\$153.00	\$414.75	\$15.95	\$10.07	
STATE	REGULAR RATE		ANNUAL RATE	STATE PER PP	NATIONAL PER PP	Total regulars
	STATE	NATIONAL				
WISCONSIN	\$188.87	\$153.00	\$341.87	\$13.15	\$7.27	3874
New Regular d	\$250.00	\$153.00	\$403.00	\$15.50	\$9.62	1640
Dollars increase	\$61.13		\$100,253.20	Total funds increased \$ from reg increase		

STATE	REPLACMT RATE		ANNUAL REPLACEM	STATE PER PP	NATIONAL PER PP	Total Members
	STATE	NATIONAL				
INDIANA	\$112.00	\$50.00	\$162.00	\$6.23	\$4.31	3715
MINNESOTA	\$58.00	\$50.00	\$108.00	\$4.15	\$2.23	3409
MISSOURI	\$162.00	\$50.00	\$212.00	\$8.15	\$6.23	3710
NEW YORK	\$125.82	\$50.00	\$175.82	\$6.76	\$4.84	3282
TENNESSEE	\$78.00	\$50.00	\$128.00	\$4.92	\$3.00	3664
WISCONSIN	\$55.92	\$50.00	\$105.92	\$4.07	\$2.15	3874
Six State Ave	\$83.33	\$50.00	\$133.33	\$5.13	\$3.21	

STATE	REPLACMT RATE		ANNUAL REPLACEM	STATE PER PP	NATIONAL PER PP	Total Relief
	STATE	NATIONAL				
WISCONSIN	\$55.92	\$50.00	\$105.92	\$4.07	\$2.15	1264
New Relief due	\$82.00	\$50.00	\$132.00	\$5.08	\$3.16	
Dollars increase	\$26.08		\$32,965.12	Total funds increased dollars from RCAs		

STATE	RETIRED RATE		ANNUAL TOTAL	STATE PER MO	NATIONAL PER MO	TOTAL PER MO	RETIRED PER QTR
	STATE	NATIONAL					
INDIANA	47.00	30.00	\$77.00	\$3.92	\$2.50	\$6.42	\$19.25
MINNESOTA	26.00	30.00	\$56.00	\$2.17	\$2.50	\$4.67	\$14.00
MISSOURI	30.00	30.00	\$60.00	\$2.50	\$2.50	\$5.00	\$15.00
NEW YORK	28.00	30.00	\$58.00	\$2.33	\$2.50	\$4.83	\$14.50
TENNESSEE	33.00	30.00	\$63.00	\$2.75	\$2.50	\$5.25	\$15.75
WISCONSIN	15.31	30.00	\$45.31	\$1.28	\$2.50	\$3.78	\$11.33
Six State ave	27.33	30.00	\$57.33	\$2.28	\$2.50	\$4.78	\$14.33

**It should be noted that 17 states have dues of \$50 or less for retirees
And that 35 states are at \$60 to \$80**

STATE	RETIRED RATE		ANNUAL TOTAL	STATE PER MO	NATIONAL PER MO	TOTAL PER MO	RETIRED PER QTR
	STATE	NATIONAL					
WISCONSIN	15.31	30.00	\$45.31	\$1.28	\$2.50	\$3.78	\$11.33
New retired due	30.00	30.00	\$60.00	\$2.50	\$2.50	\$5.00	\$15.00
Dollars increase	\$14.69	\$13,676.39	Total funds increased dollars from retirees increase				
Total Retired	931						

Total Revenue Generated By All Increases

\$146,894.71

Wisconsin Rural Letter Carriers' Association
Statement of Activities
 July 2008 through June 2009

	Jul '08 - Jun 09
Income	
4000000 · GMAC Insurance	8,834.63
4100000 · Interest / Dividends	12,184.19
4200000 · Membership Dues	398,030.52
4400000 · Reimbursements	6,842.39
4500000 · Sales	1,360.00
4600000 · Steward Training Dues	16,920.00
Total Income	444,171.73
Expense	
5000000 · Accounting Fees	1,627.15
5100000 · Awards & Recognition	516.59
5200000 · Education & Training	2,175.00
5300000 · Employee Benefits	21,789.28
5400000 · Equipment Purchases - Admin	548.36
5410000 · Equipment Purchases - Steward	3,683.23
5600000 · Lodging - Admin	5,137.96
5610000 · Lodging - Steward	2,851.67
5700000 · National Convention	44,254.94
5800000 · Office Expense - Admin	2,327.14
5810000 · Office Expense - Steward	1,663.55
5900000 · Payroll Taxes	18,173.48
6000000 · Per Capita Dues	70,016.99
6100000 · Postage - Admin	1,508.93
6110000 · Postage - Steward	2,487.40
6300000 · Regional Mid-States Conference	1,644.25
6500000 · Repairs / Maintenance - Admin	44.83
6510000 · Repairs / Maintenance - Steward	559.84
6600000 · Salaries - Admin	18,200.00
6610000 · Salaries - Steward	87,907.04
6620000 · Sub-Hire/ DROP-LWOP - Admin	54,312.60
6630000 · Sub-Hire/ DROP-LWOP Steward	65,050.39
6700000 · State Meetings	10,098.43
6701000 · State Paper-NEWSLETTER	11,143.72
6800000 · Steward Training	14,176.85
6900000 · Telephone/Internet - Admin	3,236.93
6910000 · Telephone/Internet - Steward	3,675.20
7000000 · Travel - Admin	15,716.58
7100000 · Travel - Steward	23,228.43
Total Expense	487,756.76
Net Income	-43,585.03

Wisconsin Rural Letter Carriers' Association
Statement of Financial Position
 As of June 30, 2009

	Jun 30, 09
ASSETS	
Current Assets	
Checking/Savings	17,624.42
1000000 · APCU - CHECKING	77,957.35
1100000 · APCU - SAVINGS 01	3,957.14
1200000 · APCU - SAVINGS 05 - WI Brea...	791.52
1300000 · APCU - Savings 06-Accrual L...	221,340.75
1400000 · APCU - Certificate Account	321,671.18
Total Checking/Savings	321,671.18
Total Current Assets	321,671.18
TOTAL ASSETS	321,671.18
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	1,138.19
2000000 · APCU-VISA	1,138.19
Total Credit Cards	1,138.19
Other Current Liabilities	
2100000 · Payroll Liabilities	11,449.08
Total Other Current Liabilities	11,449.08
Total Current Liabilities	12,587.27
Total Liabilities	12,587.27
Equity	
3900000 · Net Assets	352,668.94
Net Income	-43,585.03
Total Equity	309,083.91
TOTAL LIABILITIES & EQUITY	321,671.18

Welcome New Members

4-26-09 to 7-15-09

Judith Berger	Antigo
Pamela Stritch	Appleton
Joanne Wagner	Ashland
Michele Hokanson	Beldenville
Sherry Fink	Belmont
Jefry Carley	Berlin
Connie Ott	Brillion
Monica Leis	Bristol
Tammy Lust	Burlington
Dina Parker	Caledonia
Mary Beth Brandenburg	Cambridge
Amanda Dunn	Colfax
Jay Pophal	Conover
Scott Wichlacz	Curtiss
Sabine Harmann	Delavan
Dawn Peterson	Drummond
Hiedi Duel	Eldorado
Jodi Ihde	Elk Mound
Kari Schmitt	Elk Mound
Betty Bauer	Elroy
Melissa Linjer	Fond du Lac
Janet Mueller	Fond du Lac
Daniel Ulbing	Fond du Lac
Korynn Zياما	Germantown
Gregg Woldt	Greenville
D'arcy Osmus	Hartford
Richard Foltz	Hartland
Lori Keeler	Iron River
Becky Voight	Kaukauna
Karl Nissen	Lublin
Lawrence Kussow	Luxemburg
Richard Candler	Menomonie
Betsy Moore	Monroe
Bruce Fisher	Mosinee
Bobby Hoffenbecker	Mosinee
Robert Goldthorpe	Mount Horeb
Robert LaPlante	Nashotah
Mary Menne	Oneida
Jane Hale	Platteville
Yvonne Florenosos	Pleasant Prairie
Jennifer Feil	Randolph
Jamie Deiss	River Falls
Joy Peterson	Saint Croix Falls
Meah Hesse	Shawano
William Didlo	Siren

Scott Hefti	Slinger
Michael Robl	Somerset
Mark Wacha	Waldo
Jill Vinhal	Wales
Dewi Bush	Waupaca
Wayne Knutson	Waupaca
Rhonda Bentley	Webster
Samantha Butterfield	Weyerhaeuser
Jolene Orłowski	Wisconsin Rapids
Albert Tokarski	Wisconsin Rapids

Congratulations to the newly retired

4-26-09 to 7-15-09

Ken Kish	Plover
Jim Delfosse	Marinette
Neil Mott	Manitowoc
Sue Heiderscheidt	Centuria
Clint Paulson	Cornell
Larry Roberts	Solon springs
Alan Hammes	Genoa
Mary O Herron	Waukesha
Tom Humpal	Boyceville
Stephany Walker	Tomah
Eric Larson	Clintonville
Jen Groat	Radisson
Peggy Prochnow	Reedsville
Kim Christian	Spooner
Adolph Hanson	Cumberland
Douglas Route	Frederic
Julie Stauss	Jackson
Ronda Parr	La Farge
Jeff Starck	Cadott
Diane Guth	Menomonie
Roger Lauterbach	Osseo
Robert Staples	Webster
Don Bartnick	Lodi
Bruce Grossman	Princeton
Harold Fager	Lancaster
Michael Lyons	Belmont
Marj Frederick	Turtle Lake
Donald Stoik	Prairie Farm
Linda Stone	Superior
Ed Irish	Jim Falls

**Special Board Meeting May 31, 2009
Cranberry Country Lodge-Tomah, WI**

Meeting was called to order by President Dan Strobel at 10:35 a.m.

Present: Dan Strobel, Lisa Wojnarowski, Karen Schauer, Lois Graper, Chuck Groth, Louan Friend, and Ron Berg.

The members of the state board met with the members of the constitution committee. Discussion was held concerning the reformatted constitution and the state convention. The board gave the information for the Family Plan Dues and Standardized Dues. The members of the constitution committee were excused until later.

Discussion was held concerning the Affiliation Agreement between the WIRLCA and the WI Auxiliary. Motion was made by Ron Berg, seconded by Louan Friend to sign the agreement with the auxiliary. Motion was approved.

The members of the board met with the members of the auxiliary board at 12:25 p.m. Discussion was held concerning the agreement, constitution changes and expenses. Needed reports for the state convention will be: detailed financial report of the auxiliary, scholarship accounts, fundraising accounts, and junior accounts. The auxiliary will be changing their fiscal year to coincide with the associations fiscal year for 2010. The agreement was signed at 1:20 p.m.

Break-Meeting was reconvened at 1:45 p.m.

Dan read a letter from Ronnie Stutts concerning the standard operating procedures for the steward's contract. Karen will follow-up with our contract.

State Convention: Discussion was held concerning the state convention, speakers, and committees.

Illinois requested the use of the WI software to count ballots. There will be a \$100.00 charge for the use of this software. Tom will be the representative and Illinois will pay his expenses.

Discussion was held concerning the food drive and complaints from it.

After some discussion it was decided to change the Standing Rules for the Convention to: non-binding resolutions are not amendable. Karen will make the changes.

We met with the members of the constitution committee at 3:35. They explained the changes

that they worked on.

The budget and membership numbers were discussed. Ron will make a power point concerning dues amounts from other states. Discussion was held concerning the steward system and the time needed to do the grievances. Possible ways of reducing costs would be to have district Units instead of county Units. This would help the budget with less travel costs. To have this change there would need to be a binding resolution.

Discussion was held concerning the SOP of member of the year. This was tabled until the next meeting.

Another county officer training will be held at the Fall Conference. Karen mentioned that she would also like to have a time at state convention for training on filling out the LM report. We will see if time permits.

Motion was made by Lisa, seconded by Chuck to adjourn. We adjourned at 4:18 p.m.

Respectfully submitted, Lois Graper Assistant Secretary/Treasurer

Memorial
April 1, 2009 – July 15, 2009

Herman Adler	Waunakee
Robert Bogaard	Hopkins
Alexander Borring	Sturgeon Bay
Royce Cushman	Baraboo
Eugene Damkot	Cedar Grove
Douglas Gabrielson	LaFarge
Monica Hostrawser	Mosinee
Raymond Kaiser	Stratford
William Kiley	Cuba City
Keith Larson	Readstown
Harold Mollon	Appleton
Lester Muehlius	Lomira
Daniel Paddock Jr	Rhineland
Milton Paroubek	DePere
Grace Regenfuss	Park Falls
Lloyd Ruka	Phillips
Norris Samb	Roberts
George Schickert	Hartford
James Slocum	Wisconsin Dells
John Stahlnecker	Darlington
Arlyn Steffen	New Holstein
Edward Strand	Spooner
Gilbert Veit	Chilton

Pre-Convention Board Meeting

Olympia Resort and Conference Center
Oconomowoc, WI June, 24, 2009

Present: Dan Strobel, Lisa Wojnarowski, Karen Schauer, Lois Graper, Chuck Groth, Louan Friend, Ron Berg and Linda Vanden Plas.

We took a tour of the Olympia Resort. Dan Strobel called the meeting to order at 6:40 p.m.

Discussion was held concerning the constitution changes and how to present them.

Karen presented the budget. Discussion was held concerning the budget, possible dues increase, the auxiliary family plan and if expenses could be reduced anywhere.

We recessed at 9:50 p.m. The meeting was reconvened at 8:05 a.m. on June 25, 2008.

The budget was finalized.

Karen gave a report on the National Secretary/Treasurer Conference. There will be changes on the 990. We need to update the expense vouchers.

Motion was made by Karen, seconded by Ron to approve the Spring Conference Minutes with an addition and the May 31, 2009 minutes as presented.

The convention program was reviewed.

Dan informed the members of the board of the committee assignments and where they would be meeting.

The bids for a financial audit from Bauman and Associates and Kerber, Rose and Associates were reviewed. This was tabled until the reorganization meeting.

Motion was made by Karen, seconded by Louan to purchase travel insurance from Rust Insurance Agency for the 3 year rate of \$750.00 per year. Motion carried.

Dan and Lisa reported on the Legislative Conference.

Susan Knapp, National Executive Committeeman, will attend the convention.

Karen and Lois have figured the mileage and per diem for the National Convention. The amounts will be available to possible attendees.

The state steward interviews will be on Sunday afternoon.

Linda gave the state steward report. Copies of the assistant state stewards reports were

handed out. She informed the board of labor/management meetings, DURS, auxiliary routes closing and route consolidations.

A break was taken at 12:20 p.m. Board members will meet with their respective committees. We reconvened at 3:20 p.m.

The steward contract was reviewed.

The next deadline for the newsletter is July 15, 2009. Discussion of article ideas will be brought up at the reorganization meeting.

Discussion was held concerning equipment needs and disposal of unused equipment.

Discussion was held on needed equipment for the convention, Standing Rules, and the national delegate meeting to be held on Saturday afternoon.

Auxiliary reports were distributed to the board members.

We recessed at 4:50 p.m.

We met with members of the Financial Review Committee at 5:25 p.m. on June 26, 2009. Discussion was held concerning quarterly taxes, uncashed checks, \$50.00 rebate checks, and equipment.

We adjourned at 5:45 p.m.

Dues Refund

Our constitution states: "Those members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise." The refund for Wisconsin members would be \$10 for regular carriers and \$7 for relief carriers and retired carriers. For 2009 only the request for a refund must be submitted to the National office by October 2009. If you have any questions regarding this policy, please contact our Secretary/Treasurer Karen Schauer.

Greetings from your Past President

I decided to do one last newsletter article for old time's sake! I would like to share a few thoughts and observations.

First of all, I would like to commend the Milwaukee/Waukesha County Association for hosting an enjoyable, as well as successful Convention. The Friday night PAC auction and social were well attended and entertaining. In fact, all the PAC related fund raising activities were well supported as PAC Chair, Dennis Nelson and crew raised a record amount for a State Convention.

The Saturday night banquet with entertainment was very well attended and enjoyed by all. Special recognition to this year's Outstanding Member of the Year, Mary O'Herron. Thanks to Mary for all she has done and continues to do for this Association. My better half, June Strobel, was announced as Auxiliary Member of the Year. Mary and June will go on to National where they will be recognized for their dedication and work, not only to their respective organizations but also to their communities. The Auxiliary announced the scholarship winners. Congratulations to all those recipients. Thank you to the Auxiliary for their support of the Association and for their work and support of the Juniors.

The Juniors trip to the zoo, followed by a banquet as well as the other scheduled activities and meetings were a success.

The business sessions came off without a hitch thanks to the delegates who came prepared to do the business before them. The final item of business was the elections. Congratulations to: Lisa Wojnarowski elected at President, Louan Friend as Vice President, and Vickie Galgowski as Committeeman and to Karen Schauer, Lois Graper, and Chuck Groth who were re-elected to their respective positions. As I chose not to run for re-election, some members asked what I am going to do with my spare time. Of course there is never any "spare time" but I will have a chance to redirect my time to things that have been put on the back burner for the last 4-5 years!

In closing, I would like to thank the Association for giving me the opportunity to serve them. It has been my honor to work with all the Board Members, State Stewards, as well as Assistant, Area, and Local Stewards that served during my

tenure as a Board Member and as your State President. I also want to thank appointees: Mark Becker – Parliamentarian, Chris Weber - Chaplain, Lois Graper – Newsletter Editor, Debra Downen and Roger Dobbe – Financial Review Committee and everyone that served on any Committee when I asked. I sincerely appreciate your dedication and service to this Association.

Lastly, I want to thank my wife for her continued love and support and for her patience and assistance in helping me "hone" my computer skills!

I look forward to seeing many of you at upcoming events. I can't afford to retire yet and so I'll be around to help out wherever I can!

Thanks Again!

Sincerely,

Dan Strobel, Past President

CHANGE OF ADDRESS

The WI RLCA uses the same address that you have on file with the USPS therefore;

If you need to change your current mailing address, you have three options: –

Option 1: Use PS Form 1216, *Employee's Current Mailing Address*. Send it to: HRSSC, Benefits/Compensation, PO Box 970400, Greensboro NC 27497-0400

Option 2: Call the HRSSC at 877-477-3273, option 5. Validate your identity with your employee identification number or Postal Service PIN, then option 9 to speak to a service representative who will assist you.

Option 3: for carriers with PC access: Log on to LiteBlue using your Employee ID and USPS PIN. Then click on the Change of Address/Phone/Emergency Contact link under Employee Resources. Your current information will be displayed on the Address Phone

Emergency contact form. To update your information, click the Edit button, and you're on your way. Follow the prompts to review, save and confirm your changes. That's it, you're done!

WI RLCA COUNTY PRESIDENTS 2009-2010

3	Barron-Washburn	Jim Loenser, 23 70 th Ave., Clayton WI	54004-3338	715/ 9482992
4	Brown	Melanie Niles, 2040 Bradbury Ln., Green Bay WI	54304-9305	920/ 309-0520
5	Buffalo-Trempealeau	Kathy Ekern, PO Box 121, Blair WI	54616-0121	608/ 989-2126
7	Chippewa-Eau Claire	Jim Williams, W6380 Sunny Nook Rd, Mondovi WI	54755-8542	715/ 926-4664
9	Columbia	Louan Friend, N685 10 th Dr., Endeavor WI	53930-9533	608/ 587-2787
10	Crawford	Katherine Oswald, 107 N Business St., Wauzeka WI	53826-9739	608/ 875-6803
11	Dane	Roger Schewe, 299 Prairie View St., Oregon WI	53575-1416	608/ 835-3789
12	Dodge	Donald Hilgendorf, N7437 Highway 28, Horicon WI	53032-9737	920/ 485-2576
13	Door-Kewaunee	Charmaine Zellner, E1220 Church Rd., Luxemburg WI	54217-8147	920/ 845-5679
14	Lake Superior	Dennis Kempton, 1919 Baxter Ave., Superior WI	54880-6726	216/ 393-1266
15	Dunn	Frances Smidt, E1295 Cedar Rd., Eau Claire WI	54701-9630	715/ 878-4927
17	Fond du Lac-Green Lake	Alan Bengtson 226 S High St., Markesan WI	53946-7188	920/ 398-3872
18	Grant-Iowa	Jill Jentz, 2832 Jentz Baker Dr., Platteville WI	53818-9715	608/ 348-5595
22	Jackson	Bruce Osegard, 198 Circle Dr, Hixton WI	54635-9513	715/ 963-3122
23	Jefferson	Philip Sierlecki, 115 S Carol St., Johnson Creek WI	53038-9602	920/ 699-3666
26	LaCrosse	David Hanson, 1524 Cliffview Dr, Holmen WI	54636-9665	608/ 526-4371
27	LaFayette-Green	Brenda Armitage, PO Box 131, Albany WI	53502-0131	608/ 862-3472
28	Lincoln-Langlade	Fred Resch, N10398 Cherry Rd, Birnamwood WI	54414-8520	715/ 449-3026
29	Cal-Man-She	Steve Lubach, N8825 County Road J, Elkhart Lake WI	53020-1426	920/ 876-2306
30	Marathon-Clark	Douglas Brodziski, 316 Maple St., Athens WI	54411-0146	715/ 257-9091
31	Marinette	James Stocki, 407 George St., Crivitz WI	54114-1517	715/ 854-2502
32	Marquette-Adams	Cheryl Lippart, PO Box 684, Friendship WI	53934-0684	608/ 339-7994
34	Monroe-Juneau	Douglas Gnewikow, 100 N West St, Norwalk WI	54648-8062	608/ 823-7606
35	Oconto	Deanne Tachick, 10923 State Hwy 32, Suring WI	54174-9764	920/ 842-2057
36	Outagamie	Therese Schroeder, W4351 Kropp Rd, Black Creek WI	54106-7951	920/ 984-3710
37	Ozaukee-Washington	Harold R Nieman, 2210 Granville Rd., West Bend WI	53095-9601	262/ 675-0671
38	Pierce-Pepin	John Kelly, N3648 County Road D, Bay City WI	54723-8027	715/ 273-3549
40	Polk-Burnett	Mark Riedasch, 505 Oak St W, Fredric WI	54837-4639	715/ 327-8121
42	Price-Taylor	LeRoy Steffen, N1974 County Road G, Ogema WI	54459-8317	715/ 767-5474
43	Racine-Kenosha	Paul Loumos, 2220 Shoop St., Racine WI	53404-2143	262/ 633-3882
45	Rock-Walworth	Barry Zeich, 408 N Pine St., Orfordville WI	53576-9593	608/ 879-2791
46	Rusk	Bruce Anderson, 27275 276 th Ave, Holcombe WI	54745-8773	715/ 595-6446
47	Sauk-Richland	Alice Cummings, E10164 Terrytown Rd. Baraboo WI	53913-9234	608/ 356-6233
48	Sawyer	Diane Chambers, 11734 N Harper Rd., Hayward WI	54843-6424	715/ 634-2451
49	Shawano	John Mroczynski, 7819 Regal Ln Pulaski WI	54162-9668	920/ 822-4598
51	St Croix	Steve Swor, 1099 Orange Ave E St Paul MN	55106-2059	651/ 776-7901
53	Tri-County	Alan Zyhowski, 1586 Hwy 45 N, Eagle River WI	54521-9429	715/ 479-4723
54	Vernon	Dean Daniels, S1291 Kolbo Rd Westby WI	54667-9735	608/ 634-4076
58	Milwaukee-Waukesha	Cherie DuLac, 576 W19302 Sunset Dr., Muskego WI	53150-9237	262/ 679-0729
59	Waupaca	Calvin Kinison, E1045 Erickson Rd., Iola WI	54945-8506	715/ 445-3866
60	Waushara	Joan Barker W13164 Archer Ave Plainfield WI	54966-9216	715/ 335-6975
61	Winnebago	Debra Downen, W2614 Fox River Shores E, Berlin WI	54923-8710	920/ 361-1764
62	Wood-Portage	Carol Cherney, 9340 52 nd St S, Wisconsin Rapids WI	54495-9278	715/ 325-7613

WI RLCA COUNTY SECRETARIES 2009-2010

3 Barron-Washburn	Lisa Haynes, N3382 Midway Rd, Shell Lake WI	54871-7619	715/ 520-3305
4 Brown	Lostou Kakwitch, N7003 Ranch Rd, Seymour WI	54165-8440	920/ 765-0981
5 Buffalo-Trempealeau	David Fischer, W19154 County Rd H Strum WI	54770-9220	715/ 695-3367
7 Chippewa- Eau Claire	Linda Cigan, 13341 136 th Ave, Chippewa Falls WI	54729-6346	715/ 579-3649
9 Columbia	Sabrina Leonard, N7225 Emily Dr., Pardeeville WI	53954-9424	608/ 697-4313
10 Crawford	James Helgerson, 107 Railway Ave., Soldiers Grove WI	54655-7063	608/ 624-3329
11 Dane	Mark Scudder, 7228 North Ave., Middleton WI	53562-2743	608/ 831-2968
12 Dodge	Laurie Oswald, N4255 Maple Dr., Iron Ridge WI	53035-9766	920/ 349-3468
13 Door-Kewaunee	Chris Bouche, E691 County Rd K, Luxemburg WI	54217-8443	920/ 845-5663
14 Lake Superior	Melvin E Raivala, 73500 Raivala Rd, Iron River WI	54847-5734	715/ 372-4674
15 Dunn	Nancy Hainstock, PO Box 474 Colfax WI	54730-0474	715/ 962-3900
17 Fond du Lac-Green Lake	Laura Immel, N5520 Willow Rd Fond du Lac WI	54937-8002	920/ 9234240
18 Grant-Iowa	Barbara Bergsma, 1109 Lakeshore Dr., Avoca WI	53506-9640	608/ 532-6007
22 Jackson	Marlene Bautch, PO Box 215, Hixton WI	54635-0215	715/ 963-2635
23 Jefferson	Christine Finn, 913 Hillcrest Dr., Fort Atkinson WI	53538-1044	920/ 563-7200
26 LaCrosse	Denise Garavalia, 1618 N Salem Rd., La Crosse WI	54603-1652	608/ 783-7610
27 LaFayette-Green	Dennis Whitney, 101 22 nd Ave Apt 4, Monroe WI	53566-1288	608/ 214-1622
28 Lincoln-Langlade	Katherine Gane, N10611 Moodig Rd, Tomahawk WI	54487-9746	715/ 453-5478
29 Cal-Man-She	Tina Burg, N3002 Lakeshore Dr, Chilton, WI	53014-9479	920/ 849-2137
30 Marathon-Clark	Lyn Evans, 312 E 4 th St., Neillsville WI	54456-2016	715/ 743-2992
31 Marinette	Michael Wiczorek, 1813 10 th St Apt 3 Menominee MI	49858-2878	906/ 290-2993
32 Marquette-Adams	Kathleen Klawitter, 264 Edgewood Dr., Oxford WI	53952-9625	608/ 584-5472
34 Monroe-Juneau	James Gerke, 25357 Hockey Av, Tomah WI	54660-6650	608/ 372-1971
35 Oconto	Katie Vorpahl, 8396 State Hwy 22, Oconto Falls WI	54154-9727	920/ 846-8407
36 Outagamie	Karen Jandourek, N5050 Old 54 Rd., Shiocton WI	54170-9156	920/ 986-3710
37 Ozaukee-Washington	James Etzel, 20179 W Good Hope Rd J3, Lannon WI	53046-9782	262/ 271-3991
38 Pierce-Pepin	Pamela Quarberg, W1813 Co Rd D Nelson WI	54756-8111	715/ 673-4389
40 Polk-Burnett	Roxanne White, 608 Wisconsin Ave N, Frederic WI	54837-9129	715/ 327-4892
42 Price-Taylor	Jennifer Johnson, W8541 Crane Chase Rd Phillips WI	54555-7014	715/ 339-4218
43 Racine-Kenosha	Ilene Bailey, 15800 128 th St Kenosha WI	53142-7901	262/ 857-2664
45 Rock-Walworth	Patricia Kehl, N7417 Co Rd ES, Elkhorn WI	53121-3346	262/ 642-7187
46 Rusk	Bonnie Lang, N6736 Cty Rd H, Sheldon WI	54766-9510	715/ 452-5123
47 Sauk-Richland	Eugene Setwyn, S3114 State Rd 136, Reedsburg WI	53959-9588	608/ 524-3833
48 Sawyer	Marcyann Earley, 9998 N Round Lake School Rd., Hayward WI	54843-4175	715/ 634-3922
49 Shawano	Lori Szutkowski, W19268 Hemlock St Eland WI	54427-9571	715/ 253-2391
51 St Croix	Vicki Galgowski, W8114 830 Ave, River Falls WI	54022-4214	715/ 425-7093
53 Tri-County			
54 Vernon	Bruce Mullendore, 15262 Bufton Hollow, Viola WI	54664-8736	608/ 627-1724
58 Milwaukee-Waukesha	Lynn Pettit, S76W19590 Prospect Dr, Muskego WI	53150-9226	262/ 679-2567
59 Waupaca	Sharon Danke, 10255 Badger Dr., Amherst WI	54406-9361	715/ 256-9959
60 Waushara	Peggy Candra, N4614 County Rd G, Wild Rose WI	54984-6464	920/ 787-2620
61 Winnebago	Tammy Lucht, 2978 Sunset Point Lane, Oshkosh WI	54904-1009	920/ 685-6439
62 Wood-Portage	Pat Tyler, 1170 N Deer Ridge Dr, Port Edwards WI	54469-1114	715/ 887-2678

WI RLCA AUXILIARY OFFICERS-2009-2010

President: Diane Susa
10686 County Road Bb
Marshfield, WI 54449-9559
715-676-3376
dmlord@tds.net

Vice-President: Kathy Lueck
1417 Oak Street
Watertown, WI 53098-1136
920-262-1980
bkmlu@charter.net

**Secretary-
Treasurer:** June Strobel
N4431 Daley Road
Hustisford, WI 53034-9742
920-349-3782
strobelite@verizon.net

**Executive
Committee
Chairperson:** Jane Hilgendorf
N7437 Old Hwy 28
Horicon, WI 53032-9735
920-485-2576
hilgendorf2576@sbcglobal.net

**Executive
Committee
Member:** Betty Lilley
2491 Hwy 80
Wisconsin Rapids, WI 54495
715-884-6592
bjboop@tds.net

**Junior
Sponsor:** Karen Rasmussen
N55W31185 Cty Rd K
Hartland, WI 53029-9305
PAMARAS@sbcglobal.net

Junior Officers 2009-2010

President: Rachel Rasmussen
N55W31185 Cty Rd K
Hartland, WI 53029
262-367-2330
rach.roz@sbcglobal.net

**Vice
President:** Ethan Weber
739 Gale Avenue
Wisconsin Dells, WI 53965
608-432-2233

**Jr. Vice
President:** Kyle Schewe
647 Dunn Avenue
Oregon, WI 53575
608-669-2552
kylechewe@yahoo.com

Secretary: Kevin Schewe
647 Dunn Avenue
Oregon, WI 53575
608-333-9387
kaschewe@yahoo.com

2009 - SCHOLARSHIP WINNERS

Congratulations to the following scholarship winners!

	<u>Student</u>	<u>County</u>
\$350.00	Kyle Schewe	Dane
\$250.00	Angel Finn	Jefferson
	Keri Hodnik	Walworth
	Kelsey Kraczek	Barron
	Carissa Krause	Jefferson
	Ryan Landry	Brown
\$200.00	Ashley Overby	Polk
	Joshua Schmidt	Cal-Man-She
	Bradley Sonnenburg	Manitowoc
	Emily Szutowski	Shawano
	Ashley Wetzel	Clark
	Kaitlin Zeich	Rock
	David Zubke	Marathon
	Angel Finn	Jefferson
	Keri Hodnik	Walworth
	Ryan Landry	Brown
Emily Szutowski	Shawano	
Ashley Wetzel	Clark	

\$225.00 David Zubke Marathon
This is a one time scholarship. Lake Superior County has provided this scholarship with funds from closing their Auxiliary Account.

All students will receive their scholarship money upon completion of their Fall semester with a grade point of 2.5 or higher and proof of enrollment in the Spring semester. Students have been notified by mail. They will need to provide their Fall transcript and proof of enrollment in the Spring Semester to June Strobel by February 20, 2010.

David Zubke will be entered into the National Drawing for the \$2000.00 Gene Del Polito Scholarship.

2009 - JUNIOR CONTEST WINNERS

Congratulations to the following poster and essay contest winner!

**Ages 18-20 1st - \$25.00 Rachel Rasmussen
Carrier - Dennis Rasmussen**

Treasurer: Lily Zeich
408 N. Pine Street
Orfordville, WI 53576
608-879-2791
zebra3ducktape@yahoo.com

Chaplain: Ebina Jandourek
N5050 Old 54 Road
Shiocton, WI 54170
920-986-3710
Hamalover@centuryrel.net

WI RLCA Lois Graper-Editor
W10980 Riverside Road
Marion, WI 54950-9020

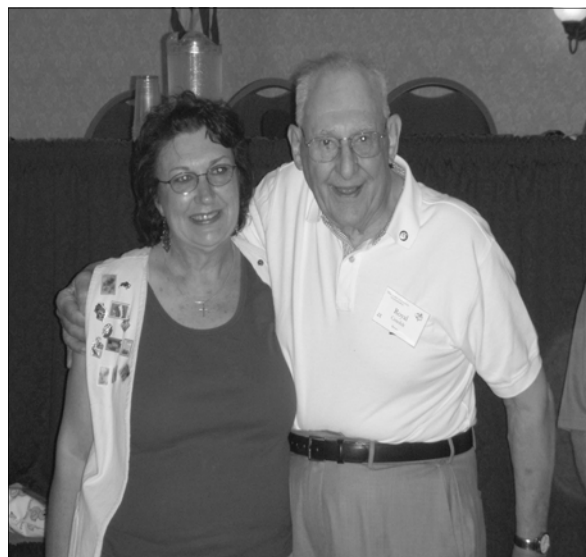
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Waupaca, WI

Congratulations to the newest 50 yr Members

William Schneider
Harvey Brunn
Royal Cenefelt



Co-Chair Cherie DuLac
And Harvey Brunn



Co-Chair Cherie DuLac
and Royal Cenefelt