



WI RLCA News

APRIL 2010

WISCONSIN RURAL LETTERS CARRIERS ASSOCIATION

A STRING ON EVERY FINGER!

What do you do when you need to remember something? Well, back when there weren't so many things to try to remember, you would tie a string to your finger. Now, with so much going on in everyone's lives, you'd most likely get all of those strings tied to each other in knots! We all have family outings, weddings, funerals, children's and grandchildren's concerts, sporting events and field trips, not to mention just trying to keep up with the housework, yard work, and weekly shopping. Oh, and how could I forget, you also somehow manage to do your route and remember all of the things that go hand in hand with keeping your job and avoiding discipline!

I'm here to ask you to tie yet another string to yet another finger. We have many things happening and we need you to be a part of it all; or at least as many things as you have string-less fingers left!

We had a great turn out at both our Fall and Sprinter Conferences; I'd love to see even more "Butts in the Seats" at the State Convention in Dubuque on June 11-13, 2010. The folks from Grant-Iowa County, with Barb Bergsma and Ron Berg leading the way, have planned an event sure to have something fun for everyone! Committee assignments will be posted on the State Website; please contact me at 414-852-4921 if you will be unable to serve on your assigned committee. Members of the Election Committee will meet Thursday at 1:00 PM; members of the Constitution Committee and the Resolution Committee will meet on Thursday morning, June 10th at 10:00AM; and Members of the Credentials Committee should be there Friday morning, June 11th at 8:00 AM.

Jeanette Dwyer, our National Vice President will be one of our guest speakers, and will fill us in on all of the happenings in Washington, our

next contract negotiations, the possibility of a National Steward System, and answer questions out of the "Q & A Mailbox" along side of your State Steward Linda Vanden Plas, and all of the Assistant State Stewards as well. I know that in the past I have written articles about carriers that are unhappy with their union ... what better place to get your issues addressed than the State Convention? It doesn't help to complain, if you aren't willing to show up and get involved. This is also where you elect your State Board; it is the State Board that interviews and selects your State Steward. Again, you need to be there as a voting delegate if you want to vote for a change. This year the one-year term offices of President, Vice-President, Secretary / Treasurer, Assistant Secretary / Treasurer, as well as a three-year term Committeeman are up for election. If you would like to post a "blurb" for National Delegate or for any of the board positions, feel free to send your "blurb" to me at wojo@wirca.org, and I will get it posted on wirca.org.

We are again trying to have the retirement seminars on Friday morning, the 11th of June. Civil Service Retirement would start at 9:00-10:30 AM and FERS Retirement would be from 10:30-Noon. For those of you that will be attending, and are within 3 years of retirement eligibility; send me or call me with your Name, Employee ID number, and your District, prior to May 20th; you would then receive a packet in the mail and you need to bring this packet with you to the State convention. If you are more than 3 years from retirement, it's never too early to sit in on a seminar and get educated for the future.

Looking forward to seeing strings on fingers and "Butts in the Seats".

Respectfully, with fingers and toes thoroughly knotted,

Lisa "Wojo" Wojnarowski



National Delegate Vote Requests

As a member of NRLCA since 1982 I attended most of the county union meetings, some state & National conventions. My daughter Karin Barth & I are interested to attend our 2nd National convention to bring up issues that concern the membership.

Please vote for us
Thank you, Hans Barth.

Hello, my name is Karin Barth. I would like to be a delegate for National this year. I've attended union meetings since I was hired in 1985, State conventions since the 90's and many Spring, Fall and Mid-state conferences. I plan on attending with my Dad, Hans Barth

I have been a rural carrier in the Hazel Green post office for 15 years; I am also Grant/Iowa county vice president. I would appreciate your vote for delegate to represent Wisconsin rural carriers at the National Convention this year in Spokane Washington.
Thank you Jason Johnson

I have been a union member for 5 years, local steward for almost 1. I would like to learn all that I can about our contract so that I can better serve my fellow carriers. It would be an honor to be chosen as a National Delegate. Robin Burdick

As a non-delegate at the 2009 National Convention I heard issues from across the nation. Our jobs future is at risk. FSS, consolidating offices, eliminating RCA's and fair compensations are big concerns. I would like your vote to VOTE FOR YOU! An 18-year regular, experienced in four offices, Marsha Frankovis

I have served Shawano County as president and secretary. At state level I served on many committees, mainly the ballot committee. I have attended National Conventions as non-delegate. I feel I could be more involved as a voting member of the Wisconsin delegation. Thank you for your support! Joan G Block

According to Article Five of the Wisconsin Rural Letter Carriers Constitution the following positions up for election for the State Board at the 2010 State Convention to be held in Dubuque Iowa

President
Vice President
Secretary/Treasurer
Assistant Secretary/Treasurer
Three-year Executive Committeeman

Table of Contents

<u>President Page</u>	page 1
<u>National Delegate Requests</u>	page 2
<u>State Convention</u>	page 3
<u>Association Registration</u>	page 4
<u>Auxiliary Registration</u>	page 5
<u>Constitution Changes Form</u>	page 6
<u>Resolution Form</u>	page 7
<u>Member of the Year</u>	page 8
<u>Financial Page</u>	page 9
<u>Dennis Nelson PAC</u>	page 10
<u>Phone Protocol</u>	page 11
<u>Steward Page-Linda Vanden Plas</u>	page 12
<u>Grievance 101-Chuck Groth</u>	page 13
<u>2010 WI Breakfast</u>	page 14
<u>Avoiding Discipline-Roger Schewe</u>	page 15
<u>Provident Guild-Ron Berg</u>	page 16
<u>Changes-Karen Schauer</u>	page 17
<u>Chaplain-Cherie Du Lac</u>	page 18
<u>GMAC-Vickie Galgowski</u>	page 19
<u>Defensive Driving-Louan Friend</u>	page 20
<u>Sprinter Board Minutes</u>	page 21
<u>Auxiliary/Junior Officer Page</u>	page 22
<u>Association Officer Page</u>	page 23
<u>National Officer Jeanette Dwyer</u>	page 24

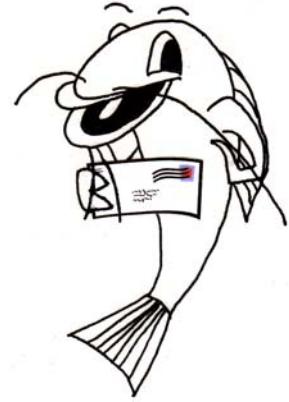


Wisconsin Rural Letter Carriers' Association

106th Convention Dubuque, Iowa

June 11, 12 & 13, 2010

By Barbara Bergsma, Co-Chair



We've been daring you to cross the river! Now is the time to make the commitment. In this newsletter you will find the registration form for this year's convention. All attendees and delegates must return the registration form even if you do not partake of any meals. Registration deadline is May 21, 2010. A late registration fee of \$5 will be charged after that. **We will not take any late reservations for meals.** Our block of rooms at the Grand Harbor Resort and Waterpark will be held until May 10, 2010. Be sure and get your reservation in early.

America's River Festival

The same weekend we are in Dubuque, River Fest will be taking place. The joint will be hopping! Headlining on Friday night will be The Spazmatics-Nerds That Rock. The band lends its geeky charm to performing 1980s hits. The headliners on Saturday night will be Three Dog Night.

Check out the fun-filled River Fest schedule at www.dubuquechamber.com and click on America's River Festival.

Friday Night is PAC Night

What could be a better PAC fundraiser on the banks of the Mississippi River than minnow races?! Bring your jockey silks, mount up and race for PAC.

Parking

Parking will be at a premium, but rest assured, there will be parking for us. In front of the Grand Harbor Resort parking will be blocked off for guests. The Grand River Center has a parking structure plus parking in back. You only need to tell the respective parking attendants that you're either staying at the Resort or attending the WI RLCA Convention.

We Dare You to Cross the River!

When you cross the Mississippi River traveling on US HWY 151 stay to the right and follow the *Port of Dubuque* signs. The Grand Harbor Resort and the Grand River Center will be to your left on the banks of the Mississippi, but you need to turn right in order to go left!

Make History!

As your historian I urge you to make history and attend the first WI RLCA State Convention to be held out of state. We have a wonderful hotel and a fantastic convention center. Inside the Grand River Center we couldn't have a nicer facility to take care of union business. Outside the Grand River Center we couldn't have a better atmosphere to recharge our batteries.

Hosted by Grant-Iowa County

We Dare You to Cross the River!

To Dubuque, Iowa!



All attendees & delegates
MUST return registration form.



Free registration if postmarked
by May 21, 2010 ~ \$5 Late Fee



Member: _____ **Regular RCA PTF Retired**
County: _____ Delegate: **Yes No** (circle choices)
Guest: _____

Friday Night Fish Fry (we need a minimum of 20 guests ~ if not met, money will be refunded)

Fried fish with coleslaw, chips, corn muffin and dessert.

Served with coffee and iced tea.

_____ @ \$20.00 \$ _____

Saturday Officer's Breakfast (all may attend)

Plated breakfast of quiche lorraine (eggs, onions, peppers, ham & Swiss cheese),
breakfast potatoes, waffle station and fresh pastries.

Served with choice of chilled juice and coffee.

_____ @ \$16.00 \$ _____

Saturday Lunch Buffet (minimum of 20 guests)

Grilled marinated chicken breast, bratwurst, coleslaw, potato
salad, potato chips, baked beans and brownies.

Served with coffee and iced tea.

_____ @ \$16.00 \$ _____

Saturday Evening Banquet Buffet

Roast beef with au jus, grilled chicken with Jack Daniels sauce,
seafood pasta salad, fresh sliced fruit display, mixed greens salad,
main street raspberry cheesecake and chocolate cake.

Served with coffee and iced tea.

_____ @ \$30.00 _____

Late Fee: _____

TOTAL: _____

Make checks payable to: Grant-Iowa RLCA

Mail to: Barbara Bergsma
1109 Lakeshore Drive
Avoca WI 53506-9640

The Convention is being held at the **Grand River Center** connected to the **Grand Harbor Resort and Waterpark**, Port of Dubuque, 350 Bell St., **Dubuque, Iowa**. Call **1-866-690-4006**, option #1, Wis. Rural Carrier rate. Or www.grandharborresort.com, group #: WIRLUNGR, password: WIRURAL10.

Reservation deadline: May 10. Room rate: \$119, 1-4 people, includes water park passes.

Questions? Contact Barbara Bergsma, babergsma@centurytel.net or 608-532-6007.

*Auxiliary and Junior Registration
106th Annual WIRLCA Convention
June 11, 12 & 13, 2010
Dubuque, Iowa*



Auxiliary & Junior Meetings at Convention

Friday, June 11

- 1:30 pm – Memorial Service - Mtg. Rooms 5 & 6
- 2:00 pm - Joint Session - Mtg. Rooms 5 & 6
- 7:00 pm – Hospitality - Mtg. Room 4

Saturday, June 12

- 8:30-10:30 am – Joint Session - Mtg. Rooms 5 & 6
- 10:45 am – Auxiliary Meeting - Mtg. Room 4
- Noon – Lunch (ordered in advance) - Mtg. Room 4

Sunday, June 13

- 8:30 am – Auxiliary Meeting - Mtg. Room 2
- 8:30 am – Junior Meeting - Mtg. Room 3

Saturday Lunch - \$10.00 per Auxiliary Member
(Balance will be paid by the Auxiliary)

~Deli Sandwich, Potato Salad, Rolls, Dessert, Beverage~

Please send \$10.00 along with your registration
if ordering lunch.

Checks written to: WIRLCA Auxiliary

Send to: June Strobel
N4431 Daley Road
Hustisford, WI 53034

Registration – Auxiliary Member

Name _____

Address _____

City, State, Zip _____

Registration – Junior Member(s)

Name (s) _____

Address _____

City, State, Zip _____

(Due to National Junior Guidelines ~ No guests are allowed)

Please send \$27.00 per Junior along with your registration.

Fee Includes: Junior Tour, T-Shirt, Morning Snack, Lunch, Banquet, \$2.00 Junior Dues
(Balance will be paid through the Junior Account)

Checks written to: WIRLCA Junior Auxiliary

Send to: June Strobel
N4431 Daley Road
Hustisford, WI 53034

Junior Tour/ Lunch/Banquet
(Saturday 8:30am–9:00pm)

National Mississippi River
Museum & Aquarium
Trolley
Old Jail Museum
Fenelon Place Elevator
Banquet – Grand River Center
Water Park - Grand River Center
(Wrist band required ~ Complimentary if
staying at the Grand River Center)

Please Circle Size for T-Shirt

Adult Sizes – Small – Medium – Large – X-Large

REGISTRATION DEADLINE – MAY 21, 2010

CONSTITUTION CHANGE

**NOTE: ALL CONSTITUTION CHANGES SHOULD BE SENT/GIVEN 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 11th, 2010 WILL NOT BE CONSIDERED**

The following CONSTITUTION change is being submitted for consideration at the 2010 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Dubuque IA June 11-13, 2010.

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/GIVEN TO:
STATE SECRETARY KAREN SCHAUER 5857 Prill Rd Eau Claire WI 54701-8215
ANY RECEIVED AFTER JUNE 10th, 2010 WILL NOT BE CONSIDERED**

The following RESOLUTION is being submitted for consideration at the 2010 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Dubuque IA June 11-13, 2010.

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 | |

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: _____

**Wisconsin Guidelines for
Member of the Year Award**

ELIGIBILITY FOR AWARD

1. Any member of our Association may be nominated as a candidate for the Outstanding Member of the Year Award.
2. State Association Officers should not be arbitrarily selected for the Award, nor should they be prohibited from consideration. Officers have been chosen to lead and serve, but is frequently demonstrated that their services go far beyond the routine duties of the office and, thus may be worthy of selection.
3. Consideration shall be given for service rendered in the immediately preceding 12 month period. Such policy will encourage each carrier, even the newest one, to work to achieve the award during the current year.

CRITERIA FOR SELECTION

1. The service rendered by the candidate to the Rural Letter Carriers' Association.
2. Attendance and participation in local, state and national meetings.
3. Willingness to accept responsibilities and dedication in performing these duties.
4. Fraternal attitude toward others of the rural letter carrier craft.

NOMINATION OF A CANDIDATE

1. One letter on community activities may be submitted with a maximum of 2 pages in length.
2. The letter of recommendation must be signed.
3. Nomination letter should be submitted with a brief resume of the members' accomplishments.
4. All information must be in the state secretary's office by June 1st.

**COMMITTEE SELECTION FOR MEMBER
OF THE YEAR AWARD**

1. One board member will select five members from different areas of the state.
2. Board member will be selected at pre-convention board meeting

Any questions? Call the State Sec/Treasurer

BREAKING NEWS!!!

Many of you have read Chuck Groth's articles on the new bidding process the Northland District has been utilizing for a number of years. Well, that process will be upcoming in the near future to the Lakeland District. The projected implementation will be April 24, 2010. In this new phase 1 process the carriers will begin using the PS Form 1717-A and manually write down (bid) desired routes in order of preference. After ninety days Phase 2 will begin and the bidding process will be done thru the computer or on the phone. The implementation time line for this second phase 2 is July 24, 2010. During April 16th thru 30th floor talks will be given to the Lakeland District employees to explain the new bidding process. Data preparation has started now with compilation of seniority list. The seniority list should be posted on the Rural Carrier's Bulletin Board. Make sure this information is correct for your office. If the list is incorrect, contact the Postmaster and me. A close examination is especially important in DUR offices where mistakes might occur.

Newly Retired December 2009 to April 2010

Robert L Anderson
James R Beilke
David L Coon
William H Dunn
Richard J Golen
Eugene W Heckel
William C Hill
Roger K Johnson
Anton A Kremer
David L Looker
Linda R Mabie
Zelda M McFarlane
Mark W Riedasch
Diane M Ruff
Robert H Schesel
Leroy A Steffen
Arthur C Walker

James C Baier
Randall R Borchardt
David C Dohve
Marcyann V Earley
Adolph F Hanson
Lawrence A Hetzel
Russell J Jenkins
Thomas G Kastel
Patricia A Kumlien
Paul G Loumos
Carol L Mangelsen
Daniel P McLeod
Patricia L Riehl
Gary J Schauls
Julie A Stauss
Thomas J Voelker
Lynn A Weinsrott

Congratulations!!

Wisconsin Rural Letter Carriers' Association
 Statement of Financial Position
 As of April 1, 2010

	<u>Apr 1, 10</u>
ASSETS	
Current Assets	
Checking/Savings	
1000000 · APCU - CHECKING	9,132.82
1100000 · APCU - SAVINGS 01	87,147.31
1200000 · APCU - SAVINGS 05 -WI Breakfast	3,996.84
1300000 · APCU - Savings 06-Accrual Leave	799.46
1400000 · APCU - Certificate Account	226,082.06
Total Checking/Savings	<u>327,158.49</u>
Total Current Assets	<u>327,158.49</u>
TOTAL ASSETS	<u>327,158.49</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100000 · Payroll Liabilities	10,278.95
Total Other Current Liabilities	<u>10,278.95</u>
Total Current Liabilities	<u>10,278.95</u>
Total Liabilities	<u>10,278.95</u>
Equity	
3900000 · Net Assets	309,199.31
Net Income	7,680.23
Total Equity	<u>316,879.54</u>
TOTAL LIABILITIES & EQUITY	<u>327,158.49</u>

Wisconsin Rural Letter Carriers' Association
 Statement of Activities
 July 1, 2009 through April 1, 2010

	<u>Jul 1, '09 - Apr 1, 10</u>
Income	
4000000 · GMAC Insurance	5,861.21
4100000 · Interest / Dividends	5,955.73
4200000 · Membership Dues	324,365.39
4400000 · Reimbursements	239.93
4500000 · Sales	137.77
4600000 · Steward Training Dues	14,780.00
Total Income	<u>351,340.03</u>
Expense	
5000000 · Accounting Fees	7,135.00
5100000 · Awards & Recognition	385.47
5200000 · Education & Training	2,325.00
5300000 · Employee Benefits	21,663.99
5400000 · Equipment Purchases - Admin	1,367.60
5410000 · Equipment Purchases - Steward	522.00
5600000 · Lodging - Admin	3,263.53
5610000 · Lodging - Steward	972.55
5700000 · National Convention	54,979.90
5800000 · Office Expense - Admin	1,047.98
5810000 · Office' Expense - Steward	461.31
5900000 · Payroll Taxes	12,240.52
6000000 · Per Capita Dues	39,959.91
6100000 · Postage - Admin	998.64
6110000 · Postage - Steward	1,727.09
6210000 · Printing - Steward	25.00
6300000 · Regional Mid-States Conference	-7.00
6500000 · Repairs / Maintenance - Admin	80.18
6510000 · Repairs / Maintenance - Steward	356.06
6600000 · Salaries - Admin	11,768.00
6610000 · Salaries - Steward	75,902.36
6620000 · Sub-Hire/ DROP-LWOP - Admin	34,814.00
6630000 · Sub-Hire/ DROP-LWOP Steward	30,713.07
6700000 · State Meetings	4,919.06
6701000 · State Paper-NEWSLETTER	6,700.58
6800000 · Steward Training	5,938.60
6900000 · Telephone/Internet - Admin	2,040.43
6910000 · Telephone/Internet - Steward	2,699.75
7000000 · Travel - Admin	7,493.51
7100000 · Travel - Steward	11,165.71
Total Expense	<u>343,659.80</u>
Net Income	<u>7,680.23</u>

PAC RANT

On January 21, 2010 the US Supreme Court decided, by a five to four margin, that Corporations could begin to use money from their treasury to engage in political activity. This ruling overturned long established law (1907), which made a distinction between the free-speech rights of an individual and those of a Corporation.

The result of this decision will be a radical change in the way future political campaigns will be waged. From this day forward if you purchase a “widget” a portion of the profits from that sale may be used to finance an attack ad or an issue advocacy ad – and you will have nothing to say about it! The Corporation may work through a “527” group with some sort of bogus name like “widget buyers for the establishment of an over-sea workforce” or “Americans for a more politicized future”...because politics just haven’t been ugly enough lately.

This year’s upcoming elections may leave us all longing for the days when it seemed more civilized to challenge your adversary to a duel (ten paces and a pair of pistols), to resolve differences, rather than conducting a multimedia campaign to discredit your challenger.

There is something very honorable about helping a candidate express their views on the issues of the day - not having an outside group make insinuations about something-or-other that has nothing to do with a candidates’ ability to legislate. Or, an in depth discussion of the opponents differing perspectives on particular topics, would be helpful to voters – rather than staging some silly theatrical stunt to attempt to embarrass the opposition.

We, as voters, need to stand up and say “enough of these schoolyard antics”! We want serious candidates, conducting serious campaigns where each Party can express their differences without some outside entity creating attack ads, which gets us no closer to “good Government”.

For me, it won’t be good enough for a Wisconsin Congressional Candidate to claim that they aren’t directly involved with an outside organization’s attack ad. If they don’t personally condemn those distasteful ads I will (as politely as possible)

contact their campaign to call attention to the fact that they are lacking in integrity (I may be doing a lot of writing this year).

Our Association’s PAC fund is financed solely by voluntary contributions, from our members. Those who choose *not* to participate don’t have to. None of your dues money is being used to fund political campaigns...and I certainly hope that will always continue to be the practice, of the NRLCA.

Sometimes a person just feels like throwing-up their hands and saying “I give up” but as difficult as it is (and it *is*) to continually ask our members to contribute some of their hard earned cash to our Political Action Committee fund I am now more determined than ever that our efforts (as seemingly insignificant as they may appear) are essential to helping to preserve a “Democracy” that we and future generations can be proud of.

When politics get in the way of progress it’s time to remove some of the political obstacles, not create more. Our Wisconsin carriers and retirees have widely differing views on every issue facing our country today – and that’s a good thing! The best resolution, to any problem, can be attained when *all* sides of an argument are fully explained. Sometimes a compromised settlement leads to the best result...so, meet me half way here and write out a \$26 check (which will get your name printed in the next edition of the National magazine) payable to: **NRLCA PAC**
Mail your check to: **DENNIS R. NELSON**
1002 55TH ST
AMERY WI 54001-3013

Even though gravity seems to be pulling on me harder all the time, an in depth study of physics has proven that the most powerful force in the Universe is procrastination. You can overpower it! Write the check right now. Would that make you an anti-crastinator - or an extra special WIR-LCA member?

Your PAC contribution is not tax deductible.

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, 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, 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

Anyone wishing to receive the State Stewards' electronic newsletter 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, Cascade, Fredonia, Lomira, Random Lake, Sheboygan, Sheboygan Falls, Waupun

Debra Downen Home PO Omro

Hm 920-290-2903 wk 920-685-5199

Berlin, Coloma, Hancock, Menasha, Neenah, Neshkoro, 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,

ALL area codes

Roger Schewe

Phone 608-835-3789

Email: rschewe@charter.net

First 3 digit zip code areas

535, 537, 538

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

First 3 digit zip code areas 539, 546

This and That

by State Steward Linda Vanden Plas

Count has ended and the totals continue to roll in. By all accounts Wisconsin has not had significant losses. While some individual routes went down, most carriers either stayed the same or increased their route evaluations. For example in my office, Green Bay (G.M.F.) the total work hours increased by 42 hours. Green Bay has 23 rural routes and two auxiliary routes. One rural route in Green Bay went down 20 minutes, all other routes went up. In the Lakeland District total work hours increased 350 hours. I have been unable to get the figures from the Northland District. In a snapshot: about 20% had a negative base hour change, 20% has a positive base hour change with the remaining 40% staying with the same evaluation. The new evaluation will go into effect April 24, 2010.

I have been hearing that in some offices the Postmaster has taken away withdraw of mail allowance from the carrier's evaluation this count. This is incorrect! Before management takes away the carrier's withdraw allowance the regular carriers must be notified and allowed to vote if they still wish to continue this function. If the majority of the carriers elect to perform the withdraw function the Postmaster CAN NOT take withdraw away. The easiest way to find out if you have withdraw is to look at PS Form 4241. PS Form 4241 is the form the Postmaster gave you after count with all the totals filled out. In the bottom of the left hand corner is a box that says Mail withdraw? If the box is checked yes the route receives the withdraw allowance. If, for some reason the box is checked no then the route no longer has the withdraw allowance. If you believe this to be in error contact your Postmaster to correct the situation. If you are unsuccessful in changing the status please contact me. Remember that the regular carriers must vote on a change in withdraw procedure. Majority rules. A side note if you were a DUR office and had withdraw but the receiving office does not, withdraw is taken away without the vote. The time function for mail withdraw is 30 minutes a week.

Another potential problem out there that we need to be aware of. I am receiving more and more calls from rural carriers telling me that new deliveries on their route are being assigned to the city carrier craft. I want to be very clear on this issue: if any new territory is on your route and then is assigned

to the city carriers I want you to call me and FILE A GRIEVANCE. If any territory that you now deliver will be assigned to the city carriers in the future. I want you to call me and FILE A GRIEVANCE. My position is that one box is too much to give away. The City Carrier's Union signed a Memorandum of Understanding with the Postal Service which is in effect until June 30, 2010. I do not know at this time if the Postal Service and the City Carrier's Union will resign the M.O.U. This memorandum states amongst other things that all new growth should be assigned to city carriers. There are some exceptions to assigning all new deliveries to the city craft:

- 1) any boundary agreements signed by all three parties are still in effect.
- 2) All new deliveries will be assigned to city except for in growth on the rural route.
- 3) All new deliveries will go to city unless proven inefficient. Inefficient in this case means less than 12 deliveries per miles within 6 months.

What this means if the deliveries are given to the city carriers the rural carriers could have the opportunity to regain those new deliveries. The rural carrier will have to be the eyes and ears in their own offices. The carrier will need to watch for the next 6 months for all new deliveries. If after 6 months the new deliveries have not met this criteria then CALL ME so we can start the grievance procedure. I understand that some carriers don't want to make a fuss. That they want to get along with the city carriers and their postmasters and want a peaceful work environment. But this is money out of your pocket. You the carrier will have to be the watchdog on new deliveries and let me know if any deliveries are taken from your route and placed in city delivery. You need to call me as soon as any delivery points are taken off your route. Remember that in order to file a grievance you have 14 days from the date the boxes were not assigned to you or taken from you. Please keep me informed of any problems, remember it is your paycheck.

Steward Office Hours

Monday	7-11:30 a.m. 1-9 p.m.
Tuesday	7-11:30 a.m. 1-5 p.m.
Wednesday	7-11:30 a.m. 5-9 p.m.
Thursday	7-11:30 a.m. 1-5 p.m.
Friday	7-11:30 a.m. 1-5 p.m.

Phone number is 920-498-2948

Grievance 101

By Assistant State Steward Chuck Groth

One of the benefits our Union contract (EL-902) provides all Rural Carriers is the ability to file a grievance. A grievance is defined (EL-902, Art. 15.2), as “a dispute, difference, disagreement or complaint ... related to wages, hours, and conditions of employment”. Further, “a grievance shall include, but is not limited to, the complaint of an Employee or of the Union which involves the interpretation, application of, or compliance with the provisions of this **Agreement**.”

The last word of this section is very important in that the “agreement” is our contract and all the other “legalize” in it. In other words, all the manuals, handbooks and publications that the United States Postal Service and the Union have agreed to (Art. 19 sec.1). I strongly encourage all carriers to obtain and read a copy of our current agreement, either from our National Office or there should be one available for you to look at, from your Postmaster. The other extremely important manual is the PO-603-Rural Carrier Duties and Responsibilities, which there should be a copy at everyone’s case.

Time is of the essence!

One thing that can kill a grievance at a higher level is not following the time line established in Art. 15.3 “Procedure-Any employee who feels aggrieved must discuss the grievance with the employee’s immediate supervisor within **14 days** of the date the employee or the Union has learned **OR** may **reasonably** have learned of its cause. The employee may be accompanied by the steward or a Union representative, if the employee so desires.”

This is the first phase of a Step 1 grievance. **The 14 day time limit can not be extended.** The employee is free to settle the issue during the discussion with the supervisor/postmaster, provided the

settlement is not a “sweetheart deal” that is in violation of the contract, current Postal manuals, or something that unfairly benefits the employee or that would infringe on guaranteed rights of other craft employees. A carrier should be able to obtain PS Form 8191 (Joint Step 1 grievance form-see example) from his or her postmaster. The carrier may fill out boxes 1-3a and bring the 8191 to the discussion with the supervisor. Although filling out this form is not necessary if the issue is resolved as a result of the initial discussion, it is recommended to commit any agreed upon resolution in writing. After all, you wouldn’t buy something without a receipt, right?

If there is no resolve from this discussion, then the process moves into phase two of the Step 1 grievance-Union involvement. The carrier may then have the supervisor fill out boxes 3b, c making sure the supervisor initials 3b. It has been my finding that supervisors usually do not want to sign anything, thinking they are agreeing to something. Re-assure them that it is only to annotate the date of discussion. In box 4 the “issue or complaint” should be listed in question form, such as, “Did management violate my contractual rights by denying the proper credit for scanner set-up during mail count?” After the unfavorable discussion the carrier should contact his /her local steward or if none is present, then their area steward. If there is no local or area steward, then contact the assistant state steward assigned to their 3 digit zip area. It is highly recommended to know who these people are. At this point the grievance becomes the property of the Union, and therefore has full authority to resolve, settle, or withdraw the grievance. The local, area, or assistant state steward would then determine if the case has sufficient merit and start developing the case in order to meet with management and jointly complete the grievance form. (continue on page 14)



USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant’s Name (Last, first, middle initial)		1b. Grievant’s SSN
1c. Grievant’s Title, Designation Code, and Route No.		1d. Telephone No. (include area code)
1e. Grievant’s Mailing Address		
2a. Post Office	2b. Branch/Station	2c. Telephone No. (include area code)
3a. Date of Incident	3b. Date of Step 1 Discussion with (Filing date)	3c. Was Grievance Timely? (Explain)
4. Issue (Complaint)		

(continued from page 13)

Knowledge is Power

One thing I have found as a steward is that some carriers are not aware of contractual violations that affect their pay and working conditions. Now, I'm all for playing nice with local management, but if my pay or working conditions are being violated, then shame on me for not knowing better. It is assumed that all employees know all there is to know about the rules and regulations. Having these tools available and used correctly can, not only educate carriers as to their rights, but also help recognize the difference between a gripe and a grievance. A gripe would be, "...the new scanners are hard to work with and I think they're dumb!" A grievance is, "...my postmaster didn't credit me with the proper time factor for scanner setup during mail count".

Key points of importance to carriers;

1. Know your contract.
2. Know your PO-603.
3. Know your local, area or assistant state steward.

I would also like to recommend that if you do not have a local steward, then maybe YOU should become one. It is beneficial, even in one route offices, to have a front line person capable of resource and representation.

Correction!

Looking for a transfer to within 30 miles of Ashland, WI. I work out of the Hayward office and have received inquiries from Seymour, Merrill, and Tomahawk. If anyone is interested in going in those directions for a three way please contact Laurel at **715-613-1562** or email at: **l.rosie.k@hotmail.com**. Thank you

**Next WI RLCA News
Deadline June 27, 2010**

**2010 Wisconsin 2010
Breakfast**

Date: Tuesday, August 17, 2010

Time: 7:00 am

**Place: Doubletree Hotel-
Spokane City Center**

A Wisconsin tradition continues again this year at our National Convention in Spokane, WA. We will kick off the convention by hosting a breakfast on Tuesday, August 17, 2010 at the Doubletree Hotel, which is connected to the Spokane Convention Center. National Officers as well as candidates for National Office will be invited. The price is STILL only \$15 to WIRLCA and auxiliary members, with the cost being subsidized from the 2000 Convention fund. Others that would like to join us may do so by paying the actual cost of \$30. Use karenschauer@wirlca.org for e-mail reservations, place "Breakfast Reservation" in the subject line, and send your payment to Karen Schauer.

**EVERYONE MUST RESERVE BY
AUGUST 1, 2010**

Name _____

Address _____

Number attending _____

Phone Number () _____ - _____

Money Enclosed \$ _____

Send reservation and/or payment to:

Karen Schauer

5857 Prill Road

Eau Claire, WI 54701

AVOIDING DISCIPLINE

By Senior Assistant State Steward Roger Schewe

The Postal Service continues to change. It's often been said "It's not the same ol' place it used to be". While that may be true, we need to adjust to those changes and that isn't always as simple as it sounds.

One area of change that often comes up is how the Postal Service wants to control rural carriers. "Take back control of the rurals".....so they say. They certainly have that right but many carriers resent the micro-managing tactics when they have become accustomed to just doing their job and being left alone. Unfortunately it only takes a few. Whether it be a few bad managers or a few bad carriers, it affects the whole office. As stewards we have seen an increasing amount of carriers being disciplined for failure to follow directions. In a perfect world you would think a carrier and a manager could disagree on something, discuss it and come to some sort of workable solution. That's not always the case. When your manager gives you instructions, directions or orders you must follow those instructions, directions or orders unless they are illegal, immoral or unsafe. And you may not be the final judge of what constitutes illegal, immoral or unsafe. The manager has the upper hand in these situations and fighting the discipline can be an uphill battle.

According to the Employee and Labor Relations Manual:

Loyalty -- Employees are expected to be loyal to the United States government and uphold the policies and regulations of the Postal Service.

Discharge of Duties -- Employees are expected to discharge their assigned duties conscientiously and effectively.

Obedience to Orders -- Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels.

Those official channels can be the grievance process. But don't make the process more difficult by getting disciplined for failure to follow orders. When instructed to do something which you disagree with, remain calm and try to discuss it with

your manager. Do not raise your voice. Do not curse. If you feel it is necessary, ask another carrier to witness your discussion. Remember, if your manager gives you an order, (ask if not sure) follow that order and THEN challenge it by going to the installation head or contact your union steward. If it is determined that your manager erred in giving you those orders then it is possible to correct the issue and if you deserve compensation then we can address that.

Otherwise.....if your manager decides to discipline you for 'failure to follow directions' then you may receive a Letter Of Warning which may remain in your file for one year. Even if it is determined that your manager was out-of-line with their 'orders' the discipline could still be issued if you failed to follow those orders. I've heard carriers express pride and glory in receiving a Letter Of Warning like it was a sort of badge of honor. The problem is that you need to remain discipline-free for one year in order to get that discipline removed from your personal file. Now, if you suddenly have an accident or miss a few days of work, you may find yourself on the receiving end of a 7-Day Suspension. No one wants to face discipline which could eventually lead to losing their job. There certainly is no honor in that.

Don't ever take disciplinary actions lightly. Anytime a manager requests to talk with you.....ask if it could lead to discipline. If it could.....you have a right (Weingarten Rights) to have your union steward present. No more discussions should take place until your union steward is present. If you fail to ask.....you have waived your rights to a steward.

Know your rights. When in doubt on anything contractually contact your Union Steward.

State Board/Financial Review Committee

All board members and Linda Vanden Plas were present. Discussion was held concerning a computer for Lisa and equipment that is no longer being used.

Discussion was held concerning who could sign checks.

Future meetings with the board should be set to hold immediately after session to eliminate any confusion.

Meeting was adjourned at 4:33 pm

The Provident Guild.... Back to Basics

By Committeeman Ron Berg

Greetings, to all of you once again from your Wisconsin Provident Guild representative. You all have grown used to some of my zany, whacky, downright ridiculous articles and presentations. We have grown our membership here in Wisconsin by 10% in the last two years..Thank you. I am not going to stop the fun, however today I am going to get back to the basics I would like to take some time today to explain why you should become a member of the Guild.

Some say that this is an idea that had its day, but I think that the Guild's concept is full of imagination and compassion. The carriers of the yester-year developed a system by which they could look out for the families of each other in a way that insurance companies didn't provide. In this day and age when we hear about corporate bailouts, the tremendous stress and strain of our social welfare programs due to our current economic crisis, it is nice to know that rural carriers have developed a way to take care of their own. The Guild is controlled and maintained by rural carriers, not some giant insurance company that is out to make a profit at the expense of the people it claims to serve. When you join you invest money in a common pool that earns interest and grows in proportion to our contributions. In effect, what you are doing is using the interest from your money to help another carrier's family when they are under stress and grief. What a wonderful feeling to know that someone in our union is benefiting rather than buying a CEO another yacht. By joining the Guild you are guaranteed to get back at least every penny you put in and often quite a bit more. True, you won't see the money again because you will be dead, but your family will receive the money and even while you live your money will work for the greater good. We all know that Rural Carriers are a loving bunch, charitable and generous, but did you know that you can leave your benefit to a non-profit group? Even an unattached carrier can give to a family member, a charity, church or do not forget NRLCA PAC .You may also sign up your spouse for a second benefit. Who knows, for \$10 a year you could give a very special gift to your sub and her/his family. You must be 55 years young or younger to join. No

medical exam is needed. annual dues range from \$10-50 per year , depending on your age when you join . The maximum benefit corresponds to \$1000-5,000. It does not decrease as you get older. For less than a meal at a fast food joint you could be helping other carriers and their families.

I'd like to share some real examples with you. A carrier from Missouri joined the Guild and tragically died the next year at the age of 46. She made a \$10 investment and her family received \$609. Thankfully this is a rare example. Another carrier from Florida was a member for 35 years contributing \$525. When he died at the age of 84, his family received \$987. You can think of the Guild as a sound investment, or maybe you would prefer to think of it as an act of charity, but when it is actually both, how can you not participate? The more of us who join means the more money we have available to give to our own. So join the Provident Guild today.

If you have any questions please feel free to contact me. Also, if you hear or know of any Carrier or their spouse in our state who has died please let me know immediately so that I can get them their money if they were a member. If *you are a member please* place your Provident Guild paper work with the rest of your important papers. This year when tracking down folks who had not paid their annual dues I received an answer to my payment reminder from a deceased carrier's family member who sent me a letter saying" they did not want to pay anymore dues". I did not know they died! The second letter I sent to them with a claim form explaining that they could get some cash, so forget about the dues. They received \$724 from the Guild. A simple note with a claim form will do if you cannot find the original paper work. I hope to have the claim forms available on the WIRLCA website, or you can contact me and I will send you one. Stay safe "Ya Mon" Ron Berg

**If anyone is willing to serve on a committee at the Wisconsin State Convention being held June 11-13, 2010 at Dubuque, Iowa, please contact the State President, Lisa 'Wojo' Wojnarowski at 414-810-4860
Thank you!**

CHANGES

by Karen Schauer, Secretary/Treasurer

Today, more than ever, changes are occurring faster than anyone would have ever expected. The Postal Service continues to operate in the negative, and it is reported that mail volumes continue to decline, and it has been the goal of the Postal Service to reduce another one (1) million work hours from the work force. Clerks have been reduced to a mere skeleton crew with early retirements being offered to reduce the number of employees. City carriers have also suffered dramatically with the constant route adjustments necessary to keep their routes at an eight (8) hour workload. Both crafts have also been placed on a hiring freeze with no replacements being hired.

For the rural craft we are also suffering from the decline in mail volumes as a result of a soft economy. Many routes continue to lose valuable evaluations and with that they lose the ability to have more relief days off which in turn effect your very livelihood.

In recent weeks Postmaster General Potter announced his plans for the new business model of the Postal Service which included his request for five-day delivery. At the end of March PMG Potter presented the five-day delivery plan to the USPS Board of Governors who approved management's request to move forward with the proposal and to file for an advisory opinion with the Postal Regulatory Commission. Right now we do not know how much the fall-out will be if such a plan was enacted. Our union is fighting very hard and continuing to meet with members of Congress to convince them that the Postal Service needs to continue 6-day delivery. Our success may determine your future. PMG Potter already spoke in front of the Appropriations Committee stating that he would like to negotiate cross training of crafts in this new contract with all Unions. In his promoting of the 5-day delivery plan he spoke of 45,000 rural carriers that work one day a week, which could be effected.

As I'm sure you are aware, the current USPS/NRLCA contract expires on November 20, 2010. The National Rural Letter Carriers' Association will begin contract negotiations later this year. With the economic conditions of our country and the financial difficulties of the Postal Service these negotia-

tions may prove to be difficult for the NRLCA. If the USPS and NRLCA can come up with an agreed upon contract as a member you will have the opportunity to vote for it.

As members you must help. Write letters to your congressman and senators opposing the 5-day delivery plan. Sample letters can be found on the NRLCA web site. Attend your county meeting and write resolutions and constitutional changes (forms can be found elsewhere in this paper). Become a delegate to the state convention. Run for delegate to the National Convention (nomination form due to state sec/treas. by May 1st) names will be placed on the National Delegate ballot on May 5th, contact me on the place and time if you wish to witness this event. In mid May the ballot will be sent to all members in good standing. When you receive your ballot; vote! Select people that will represent you and your concerns at the National Convention. Last, but not least, ask your fellow carriers in your office if they are members of the WI RLCA and if not, sign them up. Have them call me for a dues/withholding form. Times are changing and we need to stand together in our fight to save our jobs and the Postal Service as we know it. We can only be as strong as our membership and our membership must ACT strong now!

WI RLCA Board meeting with the WI RLCA Auxiliary at 3 pm on January 30, 2010

All Board Members and Linda Vanden Plas were present with the exception of Karen Schauer and Lois Graper due to County Officer Training.

Discussion was held concerning the possibility of Widow/Widower lifetime.

Discussion was held concerning needed rooms for State Convention and having one registration or separate ones.

Meeting was adjourned at 3:34 pm.

ROAD TRIP!

by State Chaplain Cherie Du Lac

Allie just called. She's 15 miles from the Minnesota border - returning to Minneapolis.

That got me thinking about road trips and road trips got me thinking about how easily I get lost and that got me thinking about some of the incorrect directions I've given people - never on purpose, well, maybe just that *once*.

I'm one of those people that can drive there, but I have no idea of the name of roads or if it's 3 miles or 3 stoplights where you're suppose to turn left - or is it right coming from your way?

I don't do many road trips in the winter; not many people I know do. Why would we *choose* to take a chance on traveling in nasty weather when there are so many days we *have* to?

I did go to the Sprinter Conference in Neenah - nice trip.

Went to Minneapolis for Christmas - my 6 hour trip turned into 8 hours because of a snow and ice storm.

Can't do Mid-States this year, but would have liked to go back to Indiana.

Can't wait to go to Iowa for State Convention!

Would love to do a long trip through the National Parks on the way to Spokane for National Convention, but will be just as happy to do some exploring between Seattle and Portland.

I received the following directions from Anonymous to a wonderful place the other day that I'd like to share with you:

Directions To Our Father's House

*When you're headed down that road
make a right on Believe Boulevard,
Keep straight and go through the green light,
which is Jesus Christ.
There you must turn onto the Bridge of Faith,
which is over Troubled Water.
When you get off the bridge make a right and keep
Straight, you are on the Kings Highway -
Heaven bound!
Keep going for three miles:
One for the Father, One for the Son, and one
for the Holy Spirit.
Then exit off to Grace Boulevard.
From there, make a right turn onto Gospel
Lane.*

*Keep straight and make another right onto Prayer
Road.*

*As you go on your way,
yield not to the traffic on Temptation Avenue
and avoid Sin Street because they are nothing
but Dead Ends.*

*On that note,
pass up Envy Drive, Hate Avenue, Hypocrisy
Court,
Gossip Lane and Backbiting Boulevard
for these roads take you off your route.*

*However, you must go down
Longsuffering Lane, Persecution Boulevard
and Trials and Tribulations Avenue.*

*But that's all right
because Victory Street is straight ahead! Amen*

The directions are sometimes hard to follow, but if you're careful and don't detour too often, the final destination will be well worth the trip.

Have a safe journey!

Mitakuye Oyasin,

Cherie

262-327-1941

cdontlack0@ahoo.com

\$\$\$\$\$ Extra Cash Anyone \$\$\$\$\$

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.

James Etzel

Lori Locy ***

Tamyu Maciosek

Michelle Hogenson ***

Carrie Hopp ***

Becky Boss

Vicki Kohls

Diana Wolfe

*** If anyone has a current address for these people, please contact Karen Schauer also, Thank you!

GMAC

by Committeeman Vicki Galgowski

Did you know that the GMAC Rural Letter Carriers Vehicle Plan is the only vehicle insurance plan chosen by the NRLCA ? GMAC has been providing coverage to rural letter carriers since 1953. They understand our need for unique coverage, their program is designed to fit our needs. They understand the governments tort liability procedures. They know that we often need our vehicles for work and for play, and that we need full coverage for that. By placing a special exclusion on your RLC Vehicle Insurance Plan policy, they can offer you a lower pleasure use or route car rate on your auto insurance. They are flexible to fit your needs. If you drive a government provided vehicle they will still give you the RLC Vehicle Insurance discount on your private driven vehicle. They also provide insurance for your motorcycle or other family used cars.

You are covered no matter where you drive, on and off the route. So if the government ever denies your on route liability claim under the Tort Claims Act, GMAC Insurance will work with you and the Postal Service to make sure you are protected. And even if the government denies the claim because you deviated from your route, don't worry your RLC Vehicle Plan will protect you.

You might be surprised to learn that many insurance companies won't insure your route vehicle. If they do they may charge you a higher business use or commercial use rate. They also may not fully understand the Federal Tort Claims Act and the needs of government employees.

GMAC also guarantees all repairs done at their approved shops, They believe in the use of smart parts, no aftermarket parts will be used to repair your vehicles. They will reimburse you up to \$50 for locksmith services. There is an emergency allowance of up to \$100 a day for 5 days if a member is more than 100 miles from home and involved in a vehicle accident.

Most of us just hang on to our neighborhood insurance guy, and probably don't believe the ads about "we're cheaper, get a quote' it only takes a few minutes. So I decided to give it a try and 15 minutes of my time. I called 1-877-214-9658 and that hooked me right up to an agent and we started the comparison process. I'd recommend having a

copy of your current insurance plan handy so you can compare similar coverage's. In the matter of 15 minutes I found I could save over \$ 400 a year for the same coverage. Yes it did take more than the 15 minutes to get myself signed up for the GMAC RLC Vehicle Insurance Plan but it was time well spent. So don't believe me make the call yourself. That's 1-877-214-9658, let's show GMAC we know how to shop!

(continued from page 21)

Motion was made by Ron, seconded by Louan to have the Wisconsin Breakfast at the Hilton Doubletree at the National Convention. Motion was approved.

Lisa gave an update on the WI RLCA website that is now functional.

The next newsletter deadline is April 1st. Assignments on articles were discussed. The newsletter would be sent to the entire board and Linda when it is submitted to the printers.

A motion was made by Louan, seconded by Lois to have the necessary equipment for web conferencing for the April Board meeting. Motion was approved.

Discussion was held concerning full-time employees and jury duty. The money earned while on jury duty should be turned in to the secretary/treasurer. The full-time employee will still get paid as per the contract.

It has been requested that an email address should be included on the annual report for officers and on the officer page of the newsletter.

Discussion was held concerning the board members that plan on attending Mid-States at Indianapolis, IN. This was tabled until the April meeting.

The Member of the Year guidelines was updated.

Motion was made by Lois, seconded by Ron to adjourn Motion was approved at 11:20. Respectfully submitted by Lois Graper, Assistant Secretary/Treasurer

Discussion was held concerning needed rooms for State Convention and having one registration or separate ones.

Meeting was adjourned at 3:34 pm.

Respectfully submitted by Assistant Secretary/Treasurer Lois Graper

Defensive Driving 101

by Vice President Louan Friend

Everybody say “yea”!! The snow has gone and spring is right around the corner. Along with the changing seasons we also get changing hazards. We move from snow, ice and frigid temperatures to soft shoulders, slippery roads, children playing and nesting critters.

As always, the best way to prevent auto accidents is good defensive driving. Defensive driving involves both attitude and skill.

- Expect the unexpected. This allows for the lack of skill, attention and knowledge of the other drivers.
- To avoid collisions with the vehicle ahead, stay alert, look 4-6 vehicles ahead while maintaining a safe following distance. Now you can react to brake lights ahead before the car you are following can allowing you to control your own personal space on the road.
- To avoid collisions from approaching vehicles check mirrors often, signal before turning, and look both ways at intersections. Don't expect the other driver to obey the traffic rules, and check all your blind spots regularly.
- Adjust speed to road conditions. Slow down before curves not on the curve. Be aware of reduced visibility due to dust. Take extra care on narrow and twisting rural roads. Approximately 80% of head-on collisions occur on rural roads.
- Watch for objects left in the road from thawing snow. Leaves on the road can be almost as slippery as ice. There may also be an oil residue on the road that is slippery. Many roads may have developed pot holes, waiting for the less attentive drivers to hit them and possibly damage a car or a tire.
- Stay in your lane. Don't get in the habit of 'wandering' all over the road. There eventually will be a car coming and stay off the shoulder until you get to the box. The shoulders may be soft and you could get pulled into the ditch.
- Be aware of all pedestrians. Roller blades, skateboards, and bicycles are all forms of transportation and recreation that are increasing as the temperatures continue to rise.
- Children are unpredictable and therefore need to be watched extra close. Weather they are in their yard wanting to meet the 'mailman' or

chasing a ball across the school playground you never know when they may dart out into the street.

- Always be prepared for encounters with potentially dangerous animals and insects. The family dog is on yard patrol while 'Little Jimmy' plays on the swing. Spiders and bees are finding their way back into the mail boxes. Even mice may be startled when you open a mail box – but who startled who?

Remember to be a defensive but courteous driver. Wear your seatbelt and notify others of any hazards you may have encountered.

BE SAFE OUT THERE!!!

Welcome New Members

12-1-2009 to 4-1-2010

David A Hall	Julie M Parbs
Jamie L Bruner	Lindsey A Gerner
Patty K Michiel	Dorothy L Sveback
Nicklas D Radovanovic	Susan K Johnson
Lorena A Luna	John D Holloway
Joel W Vesperman	Jason E Roth
Denise E Ganser	Gordon A Bubolz
Dawn M Mulryan	John E McConville
April M Zastrow	Cindy L Trcka
Michael J Leopold	Vanessa J O'Leary
Joshua M Peters	Julie A Wolfgram
Kerchival J Palm	Brenda J Goetz
Tiffany D Nicewander	Bonnie M Jones
Teresa M Wolf	Jeannie A Cleven
Kelly J Damrow	Nicole S Trost
Gregory R Griffin	Timothy J Grace
Lisa M Venn	Mark L Cameron
Jedeiah M Schuett	Steven J Moreland
Jeremy M Haske	Nancy A Frkovich
James C Ogiba	Trina R Severson
April J Rasmussen	James R Becker
Stephanie N Davis	Annette M Rhoades
Stephanie M Champion	Michael J Sauk
Catherine L Lucchesl	Mike A Prince
Joan A Trofin	Kenneth D Prah
Aaron J Schricker	Sabrina L Adams

Memorials 12-1-2009 to 4-1-2010

Edward C Aude	Eugene P Damkot
Alan D Farney	Dorayne M Paulson
Grace C Regenfuss	Norman J Sanftleben
Paul J Schumacher	James J Sierakowski
John N Stahlnecker	Arlyn J Steffen
Charles E Thompson	Jack Welhaven
	Mildred R Wirtz

**Sprinter Conference Board Meeting,
January 29, 2010 - Best Western Hotel
and Conference Center-Neenah, WI**

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

Lisa called the meeting to order at 10 am.

The agenda was reviewed and updated.

Chuck gave an update on the conference expenses. Members of the board looked over the Sprinter Conference agenda and hospitality night plans. Motion was made by Lois, seconded by Chuck to approve the purchase of the American Flags and stands for each county unit. Motion approved. Motion was made by Louan, seconded by Ron to not purchase the beverages from the hotel for the hospitality night. Motion approved.

The President/Vice President Legislative Conference will be May 17-21. Lisa and Louan will attend. Motion was made by Karen, seconded by Ron to have Dennis Nelson attend the Legislative Conference also this year. Motion approved.

The Secretary/Treasurer Conference will be held March 22-26 at Alexandria. Karen and Lois will attend.

Linda gave an update on the Area Steward Training that was held in November. Roger and Linda will attend the Steward Training that will be held April 5-9 in Alexandria. Linda and Roger will attend the count training that will be held at Bloomington on February 3. The Management Telecom Count Training will be February 2nd.

Linda reported on the Lakeland Labor/Management Telecom Meeting. Discussed were count, plant visits, academy training, DUR, and vehicle.

Plant Inspections are as follows: Karen Schauer-Eau Claire, Sharon Anderson-LaCrosse, Marilyn LaPorte-Spooner for Northland District. Lakeland District is Lisa Wojnarowski-Milwaukee, Roger Schewe-Madison, Lois Graper-Wausau, Linda Vanden Plas-Green Bay, and Deb Dowan or Don Wyman-Oshkosh.

Chuck gave a report on the Northland Labor Management Meeting that Chuck, Louan, Roger, Linda, and Lisa attended. The next meeting will be held on February 25. Chuck and Lisa will attend.

Break at 12:08 pm. Reconvene at 1:13 pm.

The Steward's Report was given by Linda. Dis-

ussion was held concerning putting Roger on full time for pay periods 7-9. Motion was made by Ron, seconded Louan to give Linda the authority to make Roger a full time employee if needed. Motion approved.

Area Steward Training. Linda will set up training for the Area Stewards possibly in April. Motion was made by Louan, seconded by Chuck to pay the daily rate of pay and mileage only if the Assistant State Stewards assist with the training at Linda's discretion. Motion approved

Ron gave an update on the District Committee.

The current membership and finances were presented by Karen. Motion was made by Louan, seconded by Ron to re-issue the following checks: Mike Wettstein Jr, Mary Hafeman, Casy Mac Donnel, and Cherie Du Lac. Motion approved.

Break at 3:16 pm and reconvened at 3:35 pm.

Discussion was held concerning officers paying for hotel rooms and submitting the expense on the voucher or having Karen pick up the room costs.

Equipment needs: Lisa needs a union laptop. Motion was made by Ron, seconded by Vickie to purchase a computer with the minimum of national standards, webcam and longer cords for the liteboxes not to exceed \$1500.00. Motion carried.

Karen explained the updated vouches that have the Department of Labor requirements.

Discussion was held on upcoming convention elections and possible Constitution changes. The post office boxes have been rented for the National Delegate Election mailing.

Due to the problems that have been experience on the National Database, the next newsletter should have Address Service Requested put on it so we are informed of updated addresses.

We recessed at 5:02 pm and reconvened at 8:30 am.

Discussion was held concerning the board policy for paying assistant state stewards or board members during state called count meetings. Motion was made by Lois, seconded by Ron to pay the Assistant State Stewards and Area Stewards that assist with the training mileage and \$75.00 per diem Motion was dropped. Motion was made by Louan, seconded by Ron to pay the Assistant State Stewards and Area Stewards that assist with the 2010 count training mileage. Motion approved.

Chuck gave an update on the Wisconsin Breakfast that will be held at the National Convention at Spokane, Washington. (continue on page 19)

WIRLCA Auxiliary Officers 2009/10

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WIRLCA Auxiliary Scholarships

Applications for the WIRLCA Auxiliary scholarships should be postmarked no later than May 20, 2010 and mailed to June Strobel. Please make sure that the applicant fills out the form completely and accurately. Scholarship application forms were printed in the December Issue of the WIRLCA Newsletter or call any Auxiliary Officer and a form can be sent.

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Donations for Veteran's Facility

In conjunction with our National Project this year we are collecting items to be donated to a Veteran's Facility in Wisconsin. Please bring any donations for the Veterans to the State Convention. Items can be dropped off in the Auxiliary Meeting Room. Suggested items needed were listed in the last two newsletters or call Diane Susa for more information

State Office**Contact Information****County Meeting Assignment**

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<u>Chairman Executive Committee</u> Charles Groth 12729N Small Road Hayward, WI 54843-6387	715-634-3948 cgroth@wirlca.org	Price-Taylor, Rusk, Sawyer, Lake Superior, Tri-County
<u>Committeeman</u> Ron Berg 402 Dalagosa Drive Arena, WI 53503-9112	608-220-4855 berg_ron@hotmail.com	Crawford, Dane, Grant-Iowa, Lafayette-Green, Sauk-Richland, Vernon
<u>Committeeman</u> Vicki Galgowski W8114 830 th Avenue River Falls, WI 54022-4214	715-425-7093 vg_stamps@hotmail.com	Barron-Washburn, La Crosse, Pierce-Pepin, Polk-Burnett, St. Croix
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**JEANETTE P.
Dwyer,
VICE PRESIDENT
of
NATIONAL
RURAL LETTER
CARRIERS'
ASSOCIATION**

Jeanette will be at the
Wisconsin State
Convention being
held at Dubuque, Iowa
June 11-13, 2010