

2010

Wisconsin Rural Letter Carriers Association

106th Annual Convention

Dubuque, Iowa

June 11-13, 2010



106th Annual Convention WI RLCA

Convention Co-Chairs

Barbara Bergsma Ron Berg

Grant/Iowa County Officers

Jill Jentz-President Jason Johnson-Vice President Barbara Bergsma-Secretary/Treasurer

NRLCA Officer

Jeanette Dwyer-Vice President

WI RLCA Officers

Lisa 'Wojo' Wojnarowski-President Louan Friend-Vice President
Karen Schauer-Secretary/Treasurer Lois Graper-Assistant Secretary/Treasurer

WI RLCA Executive Committee

Chuck Groth Ron Berg Vicki Galgowski

WI RLCA Appointees

Linda Vanden Plas-State Steward Dennis Nelson-Pac Chairman
Roger Schewe-Senior Assistant State Steward Cherie Du Lac-Chaplain
Chuck Groth-Assistant State Steward Barbara Bergsma-Historian
Tom Bittner-Assistant State Steward Doug Hare-Parliamentarian
Louan Friend-Assistant State Steward

Financial Review Committee

Debra Downen Roger Dobbe Carol Cherney

NRLCA Auxiliary Officer

Rick Fox-President

WI RLCA Auxiliary Officers

Diane Susa-President Kathy Lueck-Vice President June Strobel-Secretary/Treasurer

WI RLCA Auxiliary Executive Committee

Jane Hilgendorf-Chair Betty Lilley Karen Rasmussen-Junior Sponsor

WI RLCA Junior Officers

Rachel Rasmussen-President Ethan Weber-Sr Vice President
Kyle Schewe-Jr Vice President Kevin Schewe-Secretary
Lily Zeich-Treasurer Ebina Jandourek-Chaplain

Invited Guests

Chuck Howe-District Manager Bob Odell-Lakeland Manager HR
Sandra Donnell-Retirement Specialist David Resnick-Mayor Pro-Tem
Jack Edleman-NARFE Sue Moran-Grand River Center

**Meeting Minutes of the
2010 Wisconsin Rural Letter Carriers Association Convention
Dubuque, Iowa June 11-13, 2010**

Greetings

The 106th Annual Convention of the Wisconsin Rural Letter Carriers' Association came to order at 2 pm on June 11, 2010 at Dubuque, Iowa. State Officers, Speakers, Delegates, members and guests were present.

Members of the American Legion Post 6 of Dubuque advanced the colors. We recited the Pledge of Allegiance and the National Anthem was sung. Invocation was lead by Chaplain, Cherie Du Lac. Greetings were given by David Resnick-Mayor Pro-Tem and Steve Sikes from the Grand River Center.

Responses were given by Kathy Lueck, Auxiliary Vice President and Louan Friend, WIRLCA Vice President.

Presentation of Gavels

Co-Chairs Barbara Bergsma and Ron Berg presented the gavel to Rachel Rasmussen-Junior President, Diane Susa-Auxiliary President and Lisa Wojnarowski-WIRLCA President. Lisa formally called the convention to order.

Introductions of Boards

Lisa introduced the members of the State Board and Appointees. Diane introduced the members of the Auxiliary State Board and Karen Rasmussen introduced the members of the Junior Board.

Speakers

President Lisa introduced Chuck Howe, Lakeland District Manager. He has been appointed as Lakeland District Manager June 5, 2010. Chuck informed us about the Post Offices' Ten Year Plan that should help the financial crisis that the Postal Service is currently in. They would like to restructure the system by possibly closing some smaller offices, not be forced to binding arbitration with the unions, streamline processing networks, lift restrictions on what can be sold in the post offices, change the health care payment requirements and switch to 5-day delivery. Congress will need to amend the 2011 Appropriation Bill in order for any of the changes to take place.

Bob Odell, Lakeland Manager HR, was introduced by President Lisa. He talked about the Step 4 decision on how grievances are handled. Management will be renaming some of the Step 2 grievance people. He answered questions from the delegation. Bob reminded the delegation about EAP. Don't be afraid to call 1-800-EAP-4you when you are experiencing difficulty whether at work or your personal life.

The speakers were presented with appreciation gifts.

Jeanette Dwyer, National Vice President, responded to the speakers comments. Binding arbitration is necessary because of the disputes between management and the union. She stated that the postal service will destroy themselves if they pursue 5-day delivery because the inside of mailboxes is ours. If 5-day delivery happens various companies will take over the deliveries. Our contract states that we must be notified 90 days in advance of 5-day delivery implementation. If we disagree with it we can go to binding arbitration. The contacts that we have been talking to in Congress tell us that they do not believe in 5-day delivery.

Lisa Wojnarowski announced the Committee Appointments.

Dennis Rasmussen introduced the Election Committee: Dennis Rasmussen-Chair, Mary O’Herron, Billie Jo Briese, Sue Tiffany, and Ellen Corlett. Dennis gave the final election report. Total ballots mailed-3829, Total ballots returned-955, Total valid ballots-942, Total ballots voided-13.

WI RLCA 2010 National Delegate Ballots Results

1. Lisa “Wojo” Wojnarowski	631	26. Roger Dobbe	275
2. Karen E Schauer	619	27. Cherie Du Lac	254
3. Tom Bittner	603	28. Douglas Hare	248
4. Dennis R Nelson	541	29. Diane Chambers	247
5. Linda Vanden Plas	517	30. Lucille A Dobbe	239
6. Daniel R Strobel	507	31. Lynn Ann Pettit	239
7. Martha ‘Marty’ Schmidt	469	32. Don Koch	234
8. Bill Jarazombeck	426	33. Jacob Susa	228
9. Roger Schewe	412	34. Deborah Siefert	226
10. Lois Graper	412	35. Charles R Lilley	225
11. Larry Sonnenburg	386	36. Carol Cherney	220
12. Louan Friend	353	37. Patricia Kehl	218
13. James R Landry	347	38. Brenda K Armitage	204
14. Alan Bengston	346	39. Joan G Block	202
15. Ron Berg	337	40. Melanie Niles	196
16. Sue Heiderscheidt	331	41. Marsha Frankovis	195
17. Susan E Becker	326	42. A Karin Barth	192
18. Charles F Groth	320	43. Carla M Freymiller	191
19. John Tuescher Jr.	313	44. Robin A Burdick	179
20. Robert (Bob) Pederson	313	45. Robert Berra	176
21. Barbara Bergsma	311	46. Hans E Barth	176
22. Nancy Hainstock	301	47. Jason Johnson	172
23. Mark W Becker	300	48. Pat Tyler	172
24. Bob Lueck	295	49. Barry Zeich	168
25. Vicki Galgowski	278	50. Lostousaelyce Kakwitch	151

The Credential Committee was introduced: Charles Lilley-Chair, Jacob Susa, Marilyn LaPorte. Charles Lilley gave a partial report. There are currently 69 delegates signed in representing 31 counties. Ten counties are not represented at this time: Crawford, Door-Kewaunee, La Crosse, Marquette-Adams, Monroe-Juneau, Oconto, Rusk, Sauk-Richland, Waupaca and Waushara. There are 4 people that arrived that couldn’t be seated as delegates due to lack of paperwork from the following counties: Shawano, Buffalo-Trempealeau, Jefferson and Tri-County. Registration will be open until noon on Saturday.

Vice President Louan Friend had announcements.
President Lisa Wojnarowski recessed the convention at 5 pm

Saturday June 12, 2010

State President Lisa Wojnarowski reconvened the convention at 9 am
Cherie Du Lac gave the invocation.
The Pledge of Allegiance was recited.
President Lisa conducted a roll call of officers.

Guest Speakers

Rick Fox, NRLCA Auxiliary President, talked about the program of support. The humanitarian project was forming a scholarship called the Delbert 'Lucky' Clark scholarship. The Americanism program honors the military veterans. The song that he chose is America the Beautiful. The safety program deals with sun safety. He was given an appreciation gift.

Jack Edleman talked to us about National Active and Retired Federal Employees. You don't have to be retired to join. They have much information about retirement and legislative issues. They have a monthly magazine that is sent to you as a member. A thank you gift was given to him.

The Convention City Committee members: Don Hilgendorf-Chair, Diane Chambers, and Marsha Frankovis, came forward to invite any county to bid for the 2013 Convention. Rock-Walworth and Lafayette-Green would like to co-host the 2013 convention.

Doug Brodziski from Marathon-Clark Counties gave an update on the 2011 convention to be held at the Howard Johnson from June 24-26, 2011.

2012 State Convention will be held in Columbia County at the Chula Vista at Wisconsin Dells.

Louan Friend gave the announcements.
End of Joint Session Break for 15 minutes.

The National Steward System Proposal was presented by the President Lisa and Jeanette Dwyer, NRLCA Vice President. After the presentation the stewards conducted a question and answer period.

Jeanette Dwyer reported on the current status of the retirement prefunding of the health care premiums, the arbitration that was won concerning hiring TRC's when the hiring cap had been met, PO 603 arbitration, safety, EMA, upcoming negotiations, mail count, and the proposed 5-day delivery.

President Lisa presented the Standing Rules for adoption. Motion was made and seconded to adopt the Standing Rules. Motion passed. Motion by Jarzombeck, Dane, to amend the WI RLCA program and reverse the order of Constitution and Resolution Reports, seconded. Motion passed.

2010 – WI RLCA CONVENTION – 2010

STANDING RULES

1. The State Convention Program shall be the order of business for this convention with the exception that the President may make changes to accommodate guest speakers.
2. Before a member can make a motion or address the Convention upon any question, the person must rise and address the presiding officer stating their name, county and number and also whether they are a delegate or non-delegate.
3. Basic rules of voting: For election of officers and selection of convention sites voting shall be by delegate strength. Each county unit shall be entitled to their total delegate strength provided that at least one credentialed delegate is present. Elected State Officers shall each be entitled to one vote. In all other instances, only credentialed delegates present on the convention floor may vote.

Voting Rules

- (A) *A Majority Vote* shall be a number greater than half the votes cast by the delegates voting.
- (B) *Two-Thirds Vote* means two-thirds of the vote cast by the delegates voting.
- (C) *Tie Vote* Same number for and against and the motion is defeated. Note: The President will only vote where his vote will make or break a tie.

Rules for Debate

- A) The delegate upon whose motion a subject is brought before the Convention is first entitled to the floor and this person is also entitled to close debate, but not before every member who wishes to speak has spoken.
- B) No member shall speak more than twice to the same question.
- C) No Delegate may speak longer than two minutes on any subject or amendment.
- D) The Chair shall recognize in turn those speaking in favor of, and opposed to the item under discussion so long as debate continues.
- E) Total debate on a single motion. Including amendments shall be limited to 15 minutes. Time limits may be extended by a 2/3 vote.

Credentials Committee- There are 4 counties that paperwork was not complete which include 5 members. The Counties are Buffalo-Trempealeau-1, Shawano-1, Jefferson-2, and Tri-County-1. Motion was made by Bengston, Fond du Lac-Green Lake, to seat these delegates, seconded. Motion passed.

The delegation recessed for lunch at noon. We reconvened at 1 pm.

Jeanette came back to the microphone to inform us of the USPS studies concerning cameras placed in LLV's and personal vehicles. She thinks that they will try to change the parcel credit at negotiations. She explained some of the current grievance activities both local and national level, the current status of FSS flats and alternative ways of counting mail. A thank you gift was given to Jeanette in appreciation.

The Credentials Committee presented the final report. Possible total delegate vote of 763 plus the 7 state officers for a total of 770 votes. 6 counties are not represented: Door-Kewaunee-17 votes, La Crosse-12 votes, Marquette-Adams-11 votes, Oconto-11 votes, Rusk-7 votes, and Sauk-Richland-17 votes totaling 75 votes leaving a total of 695 votes. Delegates present are 97. Majority vote would be 348 except for the election of officers which would be 341 and 2/3 would be 464 votes. Motion was made by Landry, Brown, to accept the credentials committee report as given, seconded and passed. The voting cards were distributed.

Minutes of the 2009 Convention minutes: Motion was made by Landry, Brown, and seconded to suspend the rules and dispense with the reading of the 2009 minutes and accept the minutes as printed. Motion passed.

Motion was made by Landry, Brown, and seconded to suspend the rules and accept the Officer Reports as printed. Motion carried.

Motion was made by Landry, Brown, and seconded to suspend the rules and accept the Steward Report as printed. Motion carried.

2009-10 PRESIDENT REPORT 2009-10

Fellow officers, distinguished guests, delegates and members of the WIRLCA assembled here in Dubuque for our 106th Annual State Convention; it is my pleasure to present to you my 2010 annual report for your approval.

I would like to take this additional opportunity to shout a great big 'Thank You' to all of the hard-working members of Grant/Iowa county for their 'outside-the-box' thinking and bringing us to this beautiful facility and wonderful city – 'Across the River'.

This past year I was assigned to Jefferson, Milwaukee/Waukesha, Racine/Kenosha, Rock/Walworth and Washington/Ozaukee counties. I spoke at Fall meetings in Jefferson, Milwaukee/Waukesha, Racine/Kenosha, and Rock/Walworth counties. I also spoke at the Spring meetings of Racine/Kenosha, Rock Walworth, Jefferson, Milwaukee/Waukesha and Washington/Ozaukee counties.

I was honored with the opportunity to attend the National convention in Grapevine, TX as a delegate last August. I also served on the Tellers Committee at that Convention.

I had a very productive and educational experience with Vice President Louan Friend in Washington, DC, at the National Legislative seminar in May 2010.

I attended the Fall conference in Black River Falls and the Spr-inter conference in Neenah. While we did have increased attendance at both conferences, I will continue to hope for more 'Butts in the seats'! Unfortunately, I was unable to attend the Mid-states conference in Indianapolis, IN. I did, however, take advantage of the opportunity to show my continued support of the steward system by attending the Milwaukee local steward training and the area steward training in Wausau.

Lodging – Admin	379.70
National Convention	1484.90
Postage – Admin	69.56
Salaries – Admin	2847.00
Sub-Hire/LWOP-DROP – Admin	12584.44
Telephone/Internet	965.31
Travel – Admin	3184.74
Travel – Steward	<u>226.21</u>
	21741.86

I would like to thank you all for giving me the honor and privilege of serving on your state board for the past year.

Last and certainly not least, I would like to thank my husband and boys for their continued support of my involvement with this great association.

Respectfully Submitted,
Lisa 'Wojo' Wojnarowski – President

2009-2010 ANNUAL REPORT OF VICE PRESIDENT LOUAN FRIEND

President Lisa 'Wojo' Wojnarowski, fellow officers, delegates, members of the WIRLCA and distinguished guests, I would like to welcome you to our 106th Annual State Convention. I would also like to commend you all who 'dare to cross over' to Dubuque, Iowa to do the work of our Association. I am grateful for the opportunity to come before an annual meeting of our Association and provide you with an accounting of my activities as your Vice President.

First of all, I would like to present a special thank you to the Grant/Iowa county officers, co-chairs, committee members and all those 'behind the scenes' who helped to prepare for this convention. We all thank you for your time and efforts in endeavoring to make this another memorable convention.

This has been a busy year for us all. In July I had the privilege to attend Assistant State Steward training in Alexandria, VA. Since that time, I have done my best to represent carriers at step 1 and step 2 in the grievance process and to answer any questions that were brought to my attention. I also attended the Assistant Steward training in Bloomingdale, IL. and local and area trainings held in Wisconsin by Linda Vanden Plas, our State Steward.

In May I attended the Legislative Seminar along with President Wojo in Washington D.C. We had the opportunity to discuss Postal issues with our Senators and Representatives. The 'hot' issue for discussion was preservation of the 6-day mail delivery, along with providing relief for the Postal Service for pre-funding the retiree health benefits and GPO/WEP (Government Pension Offset/Windfall Elimination Provision).

In keeping with my responsibilities as an officer and a delegate, I was honored to represent our members at the National convention in Grapevine, Texas. I also attended the Fall and Sprinter conferences, and Mid-States in Indianapolis Indiana. As a State officer I attended the County meetings for Columbia, Dodge, Fond Du Lac/Green Lake, Marquette/Adams, and Winnebago Counties.

It has been a year of many challenges and changes. I truly feel it has been an honor and a privilege to serve on the State Board. I would like to thank the entire State Board, the State Steward, and my family for their patience and support. Finally, thank you to the membership for allowing me the opportunity to serve you this past year.

Expenses for July 2009 – June 2010

Lodging- Admin	125.84
National Convention	1511.30
Postage – Steward	62.06
Mid-States Conference	250.00
Salaries-Admin	1473.00
Salaries- Steward	1088.00
Sub-Hire/drop-LWOP- Admin	3907.57
Sub-Hire/drop-LWOP-Steward	7311.20
Telephone/Internet-Admin	160.00
Telephone/Internet-Steward	280.00
Travel – Admin	1266.73
<u>Travel – Steward</u>	<u>999.95</u>
Total Expense/Net Income	18435.65

2009-2010 Report of State Secretary/Treasurer Karen E Schauer

President Wojnarowski, fellow officers, Delegates, distinguished guests and members of the WI RLCA assembled here in Dubuque, IA for our 106th Annual State convention.

As a State officer I attended Fall County meetings for Vernon, Sawyer, Jackson, Buffalo/Trempealeau, and Monroe/Juneau Counties, and the Spring County meetings for Jackson, Buffalo/Trempealeau, Dunn, Chippewa/Eau Claire, Monroe/Juneau, Vernon and Pierce/Pepin Counties. I attended our Fall Conference in Black River Falls and our Sprinter Conference in Neenah. Last August I attended the National Convention in Grapevine TX and this spring I attended the National Secretary/Treasurer Conference in Washington DC.

The Assistant Secretary/Treasurer, Lois and Lisa, our President and I teamed up to train county presidents and secretary/treasurers at the Spring Conference. I also attended and helped our State Steward, Linda, with local steward training at the Chippewa Falls site.

The state treasurer is responsible for the collection, safe keeping and the expenditure of all funds of the WI RLCA and for keeping an accurate financial record. All monthly, quarterly and yearly Department of Labor and IRS reports were completed and filed on time.

I would like to thank the State Board, the State Steward, and all the members that supported me with cards, phone calls and prayers during the death of my husband this past year. But, most of all, thank you, everyone for giving me the opportunity to serve you again this past year.

My financial report	Salary	\$ 6,225.00
As of June 9 th , 2010	70 Sub-Hire days	17,671.53
	Travel Expense	1,072.50
	Office Supplies	1.79
	Phone/Internet	1,014.27
	Postage	64.49
	Lodging	144.00
	National Convention	1,433.00
Respectfully submitted, Karen E. Schauer	Grand Total	\$28,030.87

2009-2010 Assistant Secretary/Treasurer – Lois Graper

President Wojnarowski, fellow officers, delegates and members of the WIRLCA, it is my pleasure to present my annual report to all in attendance at our State Convention in Dubuque.

I have attended the National Convention in Gaylord Texas as a delegate. It was my pleasure to attend the county meetings and meet all of the fellow carriers. Thank you for all of the hospitality that was shown to me. I attended the spring and fall conferences and assisted with the training for the county officers. I hope that the training was beneficial to those that attended and hope that all officers could attend in the future. During mail count I checked on the Wausau Processing Plant numerous times. Everything appeared to be processed smoothly and in order.

As editor of the WIRLCA News there were 5 issues mailed out. I hope that the information was useful to you. I have appreciated the suggestions and ideas for improving the newsletter. Thank you. I also appreciate my fellow board members and stewards for their hard work on the articles they presented.

As Area Steward, I have attended the trainings available, talked to many carriers and worked on grievances.

As Assistant Secretary/Treasurer, I have continued to learn more about the QuickBooks and membership programs. I was able to attend the training that was held at the national office in Alexandria, VA.

I would like to thank all of you and my family for all of the support and encouragement that was shown to me this past year.

Lois Graper-Assistant Secretary/Treasurer

July 1, 2009 through June 9, 2010

National Convention	1,657.60
Office Expense-Administration	164.69
Postage-Administration	301.29
Salaries-Administration	2,988.00
Salaries-Steward	275.00
Sub-Hire/DROP-LWOP-Administration	8,540.90
Sub-Hire/DROP-LWOP-Steward	981.08
Telephone/Internet-Administration	220.00
Telephone/Internet-Steward	220.00
Travel-Administration	2,527.60
Travel-Steward	<u>162.50</u>
Total Expense	\$18,038.66

2009-2010 Executive Committeeman Report-Chuck Groth

President Wojonarowski, members, delegates and fellow officers of the WI RLCA. Reflecting on this past year, I would like to thank all of you for the continued support and the privilege and opportunity to serve as one of your State Association representatives. I would like to submit the following report of my activity the previous year.

During the past year as one of your board representatives and Assistant State Steward, I have had the responsibility and opportunity to carry out the duties of our constitution and contract. I have had the honor and pleasure to attend fall and spring meetings in Lake Superior, Price/Taylor, Sawyer and Tri-County. This spring I was invited to Rusk County as well. I have attended our own state's fall and spring conferences, as well as assisted with mail count and local steward trainings.

As one of your Assistant State Stewards, I have done my best to answer any and all contractual questions as well as represent carriers at Step1 and 2 of the grievance process. I had the opportunity to attend a State/Assistant Steward Enhancement Training in Chicago, this past fall, which addressed some of the upcoming changes to the Postal Service. I would like to thank the entire State Board and our State Steward for the support and confidence in my abilities in order to run the "business" of our Association.

I have not been able to accomplish these tasks without the love and support of my wife, Kathy, who has endured the late night phone calls, early morning grievance filings and general demands of this position. Thank You!

Respectfully submitted, Chuck Groth

Financial Activity Report	
Office Expense-Admin	21.10
Office Expense-Steward	15.99
Postage-Steward	116.94
Salaries-Admin	1,088.00
Salaries-Steward	1,088.00
Sub-hire/DROP-LWOP-Admin	2,810.56
Sub-hire/DROP-LWOP-Steward	5,594.31
Telephone/Internet-Admin	110.00
Telephone/Internet-Steward	356.73
Travel-Admin	1,805.95
Travel-Steward	2,330.70
Total Expense	<u>15,338.28</u>

2009-2010 Annual Report-Committeeman-Vicki Galgowski

President Wojnarowski, fellow officers, delegates, and members of the Wisconsin Rural Letter Carriers Association. I would like to thank you for electing me to serve you on this board. I will present to you my first annual report.

This past year I was assigned to Barron-Washburn, La Crosse, Pierce-Pepin, Polk-Burnett, and St. Croix counties. I spoke and represented this association at their 2009 fall county meetings (Barron-Washburn, Polk-Burnett, and St. Croix) and 2010 spring county meetings which all assigned counties held. It was fun to meet new carriers and to greet folks I've gotten to know over the years from other state rural carrier functions.

I was unable to attend last year's National Convention in Grapevine, TX but am looking forward to attending this year in Spokane, WA.

I was in attendance at our fall conference, sprinter conference and Mid-States conference in Indianapolis, IN. At the fall and spring conferences I gave a brief presentation on the GMAC insurance program. I attended count training in Chippewa Falls as well as at the sprinter conference. I also am a local steward and attended that training also in Chippewa Falls. I have been honing my writing skills by submitting a news article for our WI Rural Letter Carrier News Letter since joining the board in June 2009.

I've worked at becoming more computer literate and diligent in reading of e-mails from board members, and visiting our state and national websites. I like to be informed and have learned so much in serving on this board as a committeeman. Once again I thank you for this opportunity.

Expenses fur July 2009 to June 2010:

Mid-States conference	\$ 250.00
Salaries-Admin	1,088.00
Sub-hire/DROP-LWOP-Admin	1,703.49
Telephone/Internet-Admin	240.00
Travel-Admin	1,249.35
Total Expenses	\$4,530.84

2009-2010 Report of Ron Berg Executive Committeeman

President Wojnarowski, fellow officers, delegates, and members of The Wisconsin Rural Letter Carriers Association. It is my honor and privilege to present you my annual report. I would like to thank you all for this opportunity.

This past year I was assigned Grant/Iowa, Lafayette/Green, Sauk/Richland and Crawford Counties. I also addressed the Dane county meeting this spring. I spoke and represented this association at both the 2009 fall meetings and the 2010 spring meetings of these county units. It is always fun to get together with our fellow members and listen to their concerns.

I attended the NRLCA National Convention in Grapevine Texas as a delegate last August. I found out 2 things. It is expensive and HOT.

I attended the following: Fall Conference in Black River Falls, Sprinter Conference in Neenah. I represented "The Provident Guild" at these functions. I recruited twenty new members for "The Guild". I attended and assisted in count training in Barneveld. I also attended Local Steward Training in Reedsburg.

I attended all regular meetings of the WIRLCA executive board.

I have written articles for each newsletter that have been published since last June.

This year I have also been co-chair for the Wisconsin State Convention. It has been a challenging, yet rewarding experience. I hope you all have a great time. It has been an honor to serve you all. I would like to at this time again thank all who have supported me as a WIRLCA board member.

Expenses for July 2009- June 2010

Jul 1, '09 - Jun 7, 10

Expense

5700000 · National Convention	1,456.30
6100000 · Postage – Admin	3.85
6600000 · Salaries - Admin	1,088.00
6620000 · Sub-Hire/ DROP-LWOP - Admin	1,461.57
6900000 · Telephone/Internet - Admin	440.00
7000000 · Travel - Admin	<u>1,022.65</u>
Total Expense	5,472.37

**2009-2010 State Steward Report
Linda Vanden Plas**

President Wojnarowski, fellow officers, delegates and members of the WIRLCA. It is my pleasure to present my annual report to all in attendance.

Following the Milwaukee/Waukesha State convention I was appointed the State Steward.

Our National Constitution, WIRLCA Constitution and By-Laws and WIRLCA Board Policy broadly defines the duties and responsibility of the Steward System: 1. Oversee the steward system in the field; 2. continued training of Local stewards and provide training for new Local Stewards; 3. Supervise grievances from the field and process grievances at each step of the procedure. I will provide a summary of my activities in fulfilling the duties of the office.

I conducted four Local Steward Trainings; Green Bay with help from Tom Bittner, Chippewa Falls with help from Karen Schauer, Milwaukee with help from Lisa Wojo and Reedsburg with the help of Roger Schewe and Louan Friend. A special training was given to the Area Stewards in Wausau on the Bidding System and Route Consolidations. I conducted count trainings in Wausau, Reedsburg, Chippewa Falls, and at our Spring Conference in Neenah. Roger Schewe conducted count training in Barnevillle. Chuck Groth presented count training in Hayward. A special thank you for all that helped me with the trainings by either passing out paperwork or participating in discussions.

I would like to thank all the Local Stewards for the role they play, in the trenches and on the front lines. I have always said that the Local Stewards position can be the toughest job in the Steward System. Nothing has occurred in the past year has caused me to change my mind. Currently there are ninety four stewards in Wisconsin's Steward System. Over the past year I have been privileged to work with four dedicated Assistant State Stewards, Roger Schewe, Chuck Groth, Tom Bittner and Louan Friend. I have appointed Roger Schewe as Senior Assistant Steward. Louan Friend begins her new position once she was trained and certified in July. Currently there are seven Area State Stewards. Recently an Area Stewards has retired and is no longer serving the steward system. I would personally like to thank Eugene Heckel for the many years of hard work and dedication.

Since the State Convention in Oconomowoc I have appealed 37 grievances to Step 3, filed 29 Step 2 grievances and 28 Step 1 grievances. The workload has been increasing gradually over the years and I believe that the number of grievances filed will continue to grow. I continue to answer many numerous phone calls and e mails. The rural craft is facing many changes with the start of delivery unit relocations, consolidation of aux routes and fulltime routes, DPS flats and the idea of five day delivery. I only see the workload increasing with the new money saving environment the Postal Service currently is operating under.

This past year I was assigned to Brown, Marinette, Oconto, Outagamie, Cal-Man-She and Door-Kewaunee Counties. I have attended and spoke at the Spring and Fall meetings at the county units. I would like to thank each county unit for their hospitality. I also would like to thank every carrier and retiree who attends their county unit; this is what makes our Union strong at the grassroots level. I also attended the Fall Conference, Spring Conference and State Convention. Other meetings that I have attended include the National Steward Training. I also had the honor and pleasure of attending the National Convention in Grapevine, Texas as a delegate. At the State level I attended board meeting and wrote articles for The WIRLCA News and continue to do the work of this Association. As your appointed State Steward I continue to learn from you the members and will continue to do the duties of the position. Before, during and after count I inspected the Green Bay Plant. I checked the mail flow a few days prior to the count and a day after count. I also inspected all the semi trucks at the plant on the last day of count and found no mail. However I did find empty equipment but no mail.

Finally, I would like to say that this year has been a TEAM EFFORT in the area of labor relations by all those that I have mentioned in this report I could not do this alone and had much help from many people. Thanks to the State Board, the Assistants, Area, Local Stewards and the membership for all the support. To my "sounding boards" Roger, Tom, Louan and Chuck thank you for your support and insights. A special thanks to my husband for his computer wisdom, support and patience.

**Wisconsin Rural Letter Carriers' Association
Linda Vanden Plas – State Steward
July 2009 through June 2010**

Lodging-Admin	591.88
Lodging	1,292.68
National Convention	1,050.09

Office Expense-Steward	282.59
Postage-Steward	1,203.17
Repairs/Maintenance-Steward	409.05
Salaries-Steward	68,309.53
Sub-Hire/DROP-LWOP-Admin	1,288.96
Sub Hire/DROP-LWOP-Steward	1,389.12
Telephone/Internet-Admin	40.00
Telephone/Internet-Steward	933.29
Travel-Admin	242.33
Travel-Steward	7,647.43
 Total Expenses	 \$84,680.13

Respectfully submitted, Linda Vanden Plas-State Steward

**2009-2010 Political Action Committee Report
Dennis R. Nelson, Chairman**

President Wojnarowski, Officers, delegates and friends assembled here, in Dubuque Iowa, for our WIRLCA Annual Convention. Wisconsin's Active and Retired Rural Letter Carriers and Auxiliary members have contributed \$11,502.94 to PAC, through the States' fundraising efforts, plus another \$4,567, which our National Office received (as a result of their request for contributions in a letter sent to all NRLCA members).

This total represents sort of an "average" for the typical amount collected in each of the past 15 years, during which I have had the privilege of serving as your Political Action Committee Chairman. While the contribution levels are "typical" the circumstances within our Craft and Postal Service certainly are not! The USPS faces unprecedented financial challenges, many of which need to be addressed by our elected Representatives. These issues are extremely serious and must be resolved but I would like to have all of our members focus on one issue that would have the most dramatic affect on the Rural Carrier Craft...5 day delivery.

If your Congressmen and Senators accept the Postal Service plan, to eliminate a day of mail delivery, the result will devastate our Leave Replacements and the adverse affects for Regular Carriers will be dramatic as well. This sort of situation helps to reinforce the necessity of being involved with the legislative process. We will *all* feel the impact, of such a change, and we *all* need to inform our Legislators that 5-day delivery is unacceptable.

Two of your State Officers have contributed \$1,000 to our PAC fund. Lois Graper and Lisa Wojnarowski have really shown their commitment to our Association! We also lost one of our \$1,000 sustaining members, this past year. Norris Samb, a carrier in Roberts, passed away in July of '09. I miss Norrie – not just because of his dedication to our Union and its' Political Action Committee but because he was my friend.

I would like to see PAC funds continue to flow in – not unlike the 'Ol Man River, just outside this Convention Center, our need to fund political campaigns "just keeps rollin' along" ("Show Boat" music and lyrics by Jerome Kern and Oscar Hammerstein II). If you're willing to pay (to PAC or for a ride on a grand old Paddlewheel boat) you can enjoy the experience. If you choose *not* to pay you'll just be standing on the shore watching dead fish wash up. The second option really stinks!
End of reports.

Ron Berg gave a presentation for Provident Guild. There were 20 new members recruited but we lost 3 members. He reminded everyone to keep their claim form with their important papers.

Vicki Galgowski gave a presentation for GMAC. She encouraged us to check out GMAC insurance.

**Wisconsin Rural Letter Carriers' Association
Statement of Financial Position
As of June 10, 2010**

ASSETS	<u>June 10, 10</u>
Current Assets	
Checking/Savings	
1000000 · APCU – CHECKING	1,051.72
1100000 · APCU - SAVINGS 01	157,706.67
1200000 · APCU - SAVINGS 05 -WI Brea...	4,011.54
1300000 · APCU - Savings 06-Accural L...	802.40
1400000 · APCU - Certificate Account	<u>228,376.62</u>
Total Checking/Savings	<u>391,948.95</u>
Total Current Assets	<u>391,948.95</u>
TOTAL ASSETS	<u>391,948.95</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100000 · Payroll Liabilities	<u>11,207.10</u>
Total Other Current Liabilities	<u>11,207.10</u>
Total Current Liabilities	<u>11,207.10</u>
Total Liabilities	11,207.10
Equity	
3900000 · Net Assets	309,199.31
Net Income	<u>71,542.54</u>
Total Equity	<u>380,741.85</u>
TOTAL LIABILITIES & EQUITY	<u>391,948.95</u>

Wisconsin Rural Letter Carriers' Association
Statement of Activities
July 1, 2009 through June 10, 2010

Jul 1, '09 - Jun 10,...

Income

4000000 – GMAC Insurance	7,615.54
4100000-Interest/Dividends	8,703.41
4200000-Membership Dues	474,608.15
4400000-Reimbursements	239.93
4500000-Sales	257.77
4600000-Steward Training Dues	<u>16,870.00</u>

Total Income	508,294.80
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Expense

5000000-Accounting Fees	7,425.13
5100000-Award & Recognition	375.47
5200000-Education & Training	2,325.00
5300000-Employee Benefits	25,727.59
5400000-Equipment Purchases-Admin	1,335.95
5410000-Equipment Purchases-Steward	522.00
5600000-Lodging-Admin	3,341.87
5610000-Lodging-Steward	1,049.20
5700000-National Convention	55,840.11
5800000-Office Expense-Admin	1,625.76
5810000-Office Expense-Steward	567.25
5900000-Payroll Taxes	16,631.07
6000000-Per Capita Dues	44,431.91
6100000-Postage-Admin	1,304.80
6110000-Postage-Steward	2,200.52
6210000-Printing-Steward	25.00
6300000-Regional Mid-States Conference	1,184.65
6500000-Repairs/Maintenance-Admin	80.18
6510000-Repairs/Maintenance-Steward	778.06
6600000-Salaries-Admin	16,797.00
6610000-Salaries-Steward	91,660.36
6620000-Sub-Hire/DROP/LWOP-Admin	50,265.94
6630000-Sub-Hire/DROP/LWOP-Steward	42,976.57
6700000-State Meetings	6,117.68
6701000-State Paper-Newsletter	8,413.81
6800000-Steward Training	16,219.82
6900000-Telephone/Internet-Admin	3,234.23
6910000-Telephone/Internet-Steward	3,681.83
7000000-Travel-Admin	12,747.81
7100000-Travel-Steward	<u>17,865.69</u>

Total Expense	<u>436,752.26</u>
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Net Income	71,542.54
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WI RLCA Budget 2010-2011
Approved
State Convention-Dubuque IA

<u>CATEGORY</u>	<u>Budget in 09-10</u>	<u>Actual in 09-10 as of June 10th 2010</u>	<u>Budget for 10-11</u>
Income			
GMAC Insurance	\$8,000.00	\$7,615.54	\$7,000.00
Interest/Dividends	\$10,000.00	\$8,703.41	\$10,000.00
Membership dues	\$360,000.00	\$474,608.15	\$495,000.00
Reimbursements	\$5,000.00	\$239.93	\$250.00
Sales	\$300.00	\$257.77	\$300.00
Steward Training Dues	\$16,000.00	\$16,870.00	\$16,000.00
Total Income	\$399,300.00	\$508,294.80	\$528,550.00
Expense			
Audit and accounting fees	\$5,500.00	\$7,425.13	\$5,000.00
Awards & Recognition	\$1,000.00	\$375.47	\$1,500.00
Education/Training	\$2,500.00	\$2,325.00	\$1,500.00
Employee Benefits	\$25,000.00	\$25,727.59	\$25,000.00
Equip Purchase-Admin	\$1,000.00	\$1,335.95	\$3,000.00
Equip Purchase-Steward	\$1,000.00	\$522.00	\$1,000.00
Equipment rental	\$300.00	\$0.00	\$250.00
Lodging -Admin	\$5,000.00	\$3,341.87	\$5,000.00
Lodging - Steward	\$2,000.00	\$1,049.20	\$2,000.00
National Conv Expenses	\$60,000.00	\$55,840.11	\$85,000.00
Office Exp - Admin	\$2,000.00	\$1,625.76	\$2,000.00
Office Exp - Steward	\$1,500.00	\$567.25	\$1,000.00
Payroll Taxes	\$18,500.00	\$16,631.07	\$18,000.00
Per Capita Dues-Aux, Co, Nat'l	\$40,000.00	\$44,431.91	\$40,000.00
Postage - Admin	\$2,000.00	\$1,304.80	\$1,500.00
Postage - Steward	\$2,500.00	\$2,200.52	\$2,500.00
Printing-Admin	\$100.00	\$0.00	\$100.00

Printing - Steward	\$100.00	\$25.00	\$100.00
Regional Conf-Mid States	\$2,000.00	\$1,184.65	\$2,000.00
Repairs & Maintenance-Admin	\$200.00	\$80.18	\$200.00
Repairs & Maintenance-Steward	\$800.00	\$778.06	\$800.00
Salaries & Wages - Admin	\$18,000.00	\$16,797.00	\$18,000.00
Salaries & Wages- Steward	\$110,000.00	\$91,660.36	\$100,000.00
Sub-Hire-Admin	\$50,000.00	\$50,265.94	\$50,000.00
Sub-Hire-Steward	\$65,000.00	\$42,976.57	\$55,000.00
State Meetings	\$7,000.00	\$6,117.68	\$7,000.00
State Paper-Newsletter	\$14,000.00	\$8,413.81	\$11,000.00
Steward Training	\$16,000.00	\$16,219.82	\$16,000.00
Telephone-Admin	\$3,000.00	\$3,234.23	\$3,000.00
Telephone-Steward	\$4,000.00	\$3,681.83	\$4,000.00
Travel-Admin	\$15,000.00	\$12,747.81	\$15,000.00
Travel-Steward	\$25,000.00	\$17,865.69	\$25,000.00
Total Expense	\$500,000.00	\$436,752.26	\$501,450.00

Budget is reported out for information only.

The Credentials Committee amended their report due to delegates going home.

Constitution

Constitution Committee: Bill Jarzombeck-Chair, Lynn Pettit, Hans Barth, Jayne Duenkel, Melanie Niles.

Constitution #1

PRESENT LANGUAGE: ARTICLE # III SECTION # 4

Section 4. Dues.

- A. Annual State Per Capita dues shall be defined as follows per membership classification plus the National per capita dues as defined in the National Constitution.
- B. Regular Rural Carriers; \$178.87 which shall consist of \$167.87 for state; and \$11.00 for county.
- C. Part-Time Flexible Rural Carriers; \$178.87 which shall consist of \$167.87 for state; and \$11.00 for county.
- D. Substitute Rural Carriers; \$48.92 which shall consist of \$44.92 for state; and \$4.00 for county.
- E. Rural Carrier Associates; \$48.92 which shall consist of \$44.92 for state; and \$4.00 for county.

- F. Rural Carrier Reliefs; \$48.92 which shall consist of \$44.92 for state; and \$4.00 for county.
- G. Auxiliary Rural Carriers; \$48.92 which shall consist of \$44.92 for state; and \$4.00 for county.
- H. Retired Rural Carriers; \$8.31 which shall consist of \$6.31 for state; and \$2.00 for county

PROPOSED LANGUAGE: ARTICLE # III SECTION # 4

Section 4. Dues.

- A. Annual State Per Capita dues shall be defined as follows per membership classification plus the National per capita dues as defined in the National Constitution.
- B. Regular Rural Carriers; \$178.87 which shall consist of \$173.87 for state; and \$5.00 for county.
- C. Part-Time Flexible Rural Carriers; \$178.87 which shall consist of \$173.87 for state; and \$5.00 for county.
- D. Substitute Rural Carriers; \$48.92 which shall consist of \$43.92 for state; and \$5.00 for county.
- E. Rural Carrier Associates; \$48.92 which shall consist of \$43.92 for state; and \$5.00 for county.
- F. Rural Carrier Reliefs; \$48.92 which shall consist of \$43.92 for state; and \$5.00 for county.
- G. Auxiliary Rural Carriers; \$48.92 which shall consist of \$43.92 for state; and \$5.00 for county.
- H. Retired Rural Carriers; \$8.31 which shall consist of \$3.31 for state; and \$5.00 for county

Committee has no recommendation
Constitution #1 failed

Constitution #2

PRESENT LANGUAGE: ARTICLE # IV SECTION # E

The County Unit is to contact your assigned State Officer before setting your meeting dates. Select your meeting place where it is quiet and away from the general public with some privacy. The County Unit is to pay the meals of the assigned officer and spouse. Start the meetings on time.

PROPOSED LANGUAGE: ARTICLE # IV SECTION # E

The County Unit is to contact your assigned State Officer before setting your meeting dates. Select your meeting place where it is quiet and away from the general public with some privacy. The County Unit ~~is to~~ **should** pay for the meals of the assigned officer ~~and spouse~~. Start the meetings on time.

Committee recommends adoption of this change
Constitution #2 passed

Constitution #3

PRESENT LANGUAGE: ARTICLE # V SECTION #2-A-2-a

Committee of three members on credentials, which shall meet at the headquarters of the Annual Convention on the day preceding the opening of the Convention and proceed to discharge their duties so that on the first day of the Convention a report from the Credentials Committee on seating of the Delegates shall be the first regular order of business;

PROPOSED LANGUAGE: ARTICLE # V SECTION #2-A-2-a

the day the convention begins. They shall present a partial report of the seating of Delegates on that day and a final report the next day.

Committee recommends adoption of this change
Constitution #3 passed

Constitution #4

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-2-b A Credential Committee of three (3) members, which shall meet at the headquarters of the Annual Convention _____

_____ Committee of five members on resolutions;

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-2-b

A Resolution Committee of five (5) members;

Committee recommends adoption of this change
Constitution #4 passed

Constitution #5

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-2-c

a Committee of five members on Constitution;

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-2-c

A Constitution Committee of five (5) members;

Committee recommends adoption of this change
Constitution #5 passed

Constitution #6

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-2-d

a Budget Committee of five members;

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-2-d

A Budget Committee of five (5) members;

Committee recommends adoption of this change
Constitution #6 passed

Constitution #7

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-2-e

a Committee of three members to be known as the Convention City Committee and this Committee shall receive all invitations in writing and act on and recommend a city to the convention for approval;

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-2-e

A Convention City Committee of three (3) members which shall receive all invitations and forward all qualified city/cities to the delegation for selection.

Committee recommends adoption of this change
Constitution #7 passed

Constitution #8

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-2-e

a Committee of three members to be known as the Convention City Committee and this Committee shall receive all invitations in writing and act on and recommend a city to the convention for approval;

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-2-e

A Convention City Committee of three (3) members which shall receive all written invitations, act on, and recommend a city for the Delegation to vote on;

Committee makes no recommendation
Constitution #8 failed

Constitution #9

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-2-f

A Committee of five (5) members which shall be the Election Committee charged with counting the National Delegate ballots and all other secret ballots at the State Convention;

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-2-f

An Election Committee of five (5) members which shall be charged with counting the National Delegate ballots and reporting the results to the Delegation.

Committee recommends adoption of this change
Constitution #9 passed

Constitution #10

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-2-g

two Teller Committees of five members each;

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-2-g

Two (2) Teller Committees of five (5) members each which shall count all secret ballots of the Convention

Committee recommends adoption of this change.
Constitution #10 passed

Constitution #11

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-2-h

a chaplain, a PAC Chairman, a Parliamentarian, and a Time Keeper to serve the State Association;

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-2-h

A Chaplain, a PAC Chairman, a Parliamentarian, and a Time Keeper;

Committee recommends this change for adoption.
Constitution #11 passed

Constitution #12

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-3

The President shall appoint three (3) association members to a Financial Review Committee in 2002; one member shall be appointed to one (1) year term, one member shall be appointed to a two (2) year term, and one member shall be appointed to a three (3) year term. The Committee's objective will be to conduct, on an annual basis, an internal financial review of the association's books. When a member's term expires, the President shall appoint a new member for a three (3) year term.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-3

The President shall appoint one (1) association member to a Financial Review Committee every year. Each member will serve for three (3) years. Their objective will be to conduct an internal financial review according to the guidelines made for them.

Committee recommends adoption of this change
Constitution #12 passed

Constitution #13

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-B

No present language

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-B-3new

3. The Vice President shall have the responsibility to maintain and update The Guidelines for State Convention and make it available to Host Counties

Committee recommends adoption of this change, if passed # 14 - Art. V Sec 2-A-9 should be eliminated The President shall have the responsibility to maintain and update a set of guidelines for state conventions and make it available to Host Counties.

Constitution #13 passed

Constitution #14

PRESENT LANGUAGE: ARTICLE # V SECTION # 2-A-9

The President shall have the responsibility to maintain and update a set of guidelines for state conventions and make it available to Host Counties.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 2-A-9

Committee recommends adoption of this change
Constitution #14 passed

Constitution #15

PRESENT LANGUAGE: ARTICLE # V SECTION # 1-B

The President, Vice-President, Secretary/Treasurer and Assistant Secretary/Treasurer shall serve one (1) year terms or until their successors are elected and installed. The Executive Committee shall serve three (3) year terms or until their successors are elected and installed. **Proviso:** One committeeman will be elected for a 2 year term in 2008. In 2009 one committeeman will be elected to a 2 year term and one committeeman for a 3 year term.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 1-B

Remove the proviso

Committee recommends adoption of this change
Constitution #15 passed

Constitution #16

PRESENT LANGUAGE: ARTICLE # V SECTION # 4-C

When the State Officers and State Steward and Assistant State Steward are attending meetings set up by the National Office, such as Area Officers meetings, President-Steward Seminar, Steward Seminars, etc., the Association will pay his or her daily rate of pay if approved by the State President.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 4-C

When the State Officers and State Steward and Assistant State Steward are attending meetings set up by the National Office, such as Area Officers meeting, President-Steward Seminar, Steward Seminars, etc., the Association will pay ~~his or her~~ daily rate of pay, **defined as 46K step 12**, if approved by the State President.

Committee recommends adoption of this change
Constitution #16 passed

Constitution #17

PRESENT LANGUAGE: ARTICLE # I V SECTION # D. 1.

The Association shall pay mileage in accordance with Article 5.4.B.7 daily rate of pay (Defined as 46K, step 12) and actual lodging

PROPOSED LANGUAGE: ARTICLE # IV SECTION # D.1.

The Association shall pay mileage in accordance with Article 5.4.B.7 daily rate of pay (Defined as 46K, step 12 for regular and relief carrier/officers and 40H step A for retired officers) and actual lodging

The committee makes no recommendation
Constitution #17 failed

Constitution #18

PRESENT LANGUAGE: ARTICLE # V SECTION # 4-A-1a-e

1. Increases in allowances shall be adjusted on an annual basis, January 1 of each year. The increases shall be equal to the total percent of pay raises paid regular rural carriers by contractual agreement in the preceding year, to include COLA.
 - a. The 2009 allowance of the State President shall be \$232.00 per month.
 - b. The 2009 allowance of the State Vice-President shall be \$133.00 per month.
 - c. The 2009 allowance of the State Secretary/Treasurer shall be \$563.00 per month. Unless in a temporary full time status.
 - d. The 2009 allowance of the Assistant Secretary/Treasurer shall be \$98.00 per month.
 - e. The 2009 allowance of the State Committeeman shall be \$98.00 per month.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 4-A-1a-e

1. Increases in allowances shall be adjusted on an annual basis, January 1 of each year. The increases shall be equal to the total percent of pay raises paid regular rural carriers by contractual agreement in the preceding year, to include COLA.
 - a. The **2010** allowance of the State President shall be **\$236.00** per month.
 - b. The **2010** allowance of the State Vice-President shall be **\$135.00** per month.
 - c. The **2010** allowance of the State Secretary/Treasurer shall be **\$571.00** per month. Unless in a temporary full time status.
 - d. The **2010** allowance of the Assistant Secretary/Treasurer shall be **\$100.00** per month.
 - e. The **2010** allowance of the State Committeeman shall be **\$100.00** per month.

The committee recommends adoption of this change
Constitution #18 passed

Constitution #19

PRESENT LANGUAGE: ARTICLE # V SECTION # 4-E

- A. A maximum of \$500 will be shared equally among those members who are not state officers in attendance at Mid-States conference, with a maximum of \$50.00 to any individual.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 4-E

To any individual. No payment will be made when Wisconsin is host of Mid-States Conference

Committee recommends adoption of this change
Constitution #19 passed

Constitution #20

PRESENT LANGUAGE: ARTICLE # V SECTION # 6 A

Any officer of the Association who shall be separated from the service through no fault of his/her own, as determined by the Executive Board, may hold office until the next Annual State Convention of the Association. However, if any officer separate him/herself voluntarily from the service he/she shall resign at once and turn over to the Executive Board all Property of the Association in his/her possession, except, this shall not apply when said officer is retirement age 55 or greater. Then this officer may hold that office until the next Annual State Convention. The Executive Board shall immediately appoint a successor, unless vacancy occurs within sixty (60) days preceding the next Annual State Convention of the Association. If such vacancy occurs with the sixty (60) days; the duties of the Officer shall be performed by the Executive Board until a successor is elected and installed.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 6A

Any officer of the Association who shall be separated from the service through no fault of his/her own, as determined by the Executive Board, may hold office until the next Annual State Convention of the Association. However, if any officer separate him/herself voluntarily from the service he/she shall resign at once and turn over to the Executive Board all Property of the Association in his/her possession, except, this shall not apply when said officer is retirement age 55 or greater. Then this officer may hold that office until-the next Annual State Convention, **and for one additional successive term if so elected.** The Executive Board shall immediately appoint a successor, unless vacancy occurs within sixty (60) days preceding the next Annual State Convention of the Association. If such vacancy occurs with the sixty (60) days; the duties of the Officer shall be performed by the Executive Board until a successor is elected and installed

PROVISO; effective 2011 State Convention

Committee recommends does not recommend adoption of this change.
Constitution #20 failed

Constitution #21

PRESENT LANGUAGE: ARTICLE # V SECTION # 6 A

Any officer of the Association who shall be separated from the service through no fault of his/her own, as determined by the Executive Board, may hold office until the next Annual State Convention of the Association. However, if any officer separate him/herself voluntarily from the service he/she shall resign at once and turn over to the Executive Board all Property of the Association in his/her possession, except, this shall not apply when said officer is retirement age 55 or greater. Then this officer may hold that office until the next Annual State Convention. The Executive Board shall immediately appoint a successor, unless vacancy occurs within sixty (60) days preceding the next Annual State Convention of the Association. If such vacancy occurs with the sixty (60) days; the duties of the Officer shall be performed by the Executive Board until a successor is elected and installed.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 6A

Any officer of the Association who shall be separated from the service through no fault of his/her own, as determined by the Executive Board, may hold office until the next Annual State Convention of the Association. However, if any officer separate him/herself voluntarily from the service he/she shall resign at once and turn

over to the Executive Board all Property of the Association in his/her possession, except, this shall not apply when said officer is retirement age 55 or greater. Then this officer may hold that office ~~until the next Annual State Convention~~. The Executive Board shall immediately appoint a successor, unless vacancy occurs within sixty (60) days preceding the next Annual State Convention of the Association. If such vacancy occurs with the sixty (60) days; the duties of the Officer shall be performed by the Executive Board until a successor is elected and installed

PROVISO; effective 2011 State Convention.

The committee does not recommend adoption
Constitution #21 failed

Constitution #22

PRESENT LANGUAGE: ARTICLE # V SECTION # 6A

Any officer of the Association who shall be separated from the service through no fault of his/her own, as determined by the Executive Board, may hold office until the next Annual State Convention of the Association. However, if any officer separate him/herself voluntarily from the service he/she shall resign at once and turn over to the Executive Board all Property of the Association in his/her possession, except, this shall not apply when said officer is retirement age 55 or greater. Then this officer may hold that office until the next Annual State Convention. The Executive Board shall immediately appoint a successor, unless vacancy occurs within sixty (60) days preceding the next Annual State Convention of the Association. If such vacancy occurs with the sixty (60) days; the duties of the Officer shall be performed by the Executive Board until a successor is elected and installed.

PROPOSED LANGUAGE: ARTICLE # V SECTION # 6A

Any officer of the Association who shall be separated from the service through no fault of his/her own, as determined by the Executive Board, may hold office until the next Annual State Convention of the Association. However, if any officer separate him/herself voluntarily from the service he/she shall resign at once and turn over to the Executive Board all Property of the Association in his/her possession, except, this shall not apply when said officer is retirement age 55 or greater. **This officer shall complete the duties of office and shall be eligible to run for any State Board Office.** Then this officer may hold that office until the next Annual State Convention. The Executive Board shall immediately appoint a successor, unless vacancy occurs within sixty (60) days preceding the next Annual State Convention of the Association. If such vacancy occurs with the sixty (60) days; the duties of the Officer shall be performed by the Executive Board until a successor is elected and installed.

PROVISO; effective 2011 State Convention

Committee makes no recommendation on this change.
Constitution #22 failed

Constitution #23

PRESENT LANGUAGE: ARTICLE # VI SECTION # 2-A

.The State Association shall pay to the Host County of the next State Convention the sum of \$2000 Convention expense, and \$500.00 for Junior Convention expense within 30 days following

PROPOSED LANGUAGE: ARTICLE # VI SECTION # 2-A

The State Association shall pay to the Host County of the next State Convention the sum of \$2000 Convention expense, and ~~\$500.00 for Junior Convention expense~~ within 30 days following

The committee recommends adoption of this change
Constitution #23 failed by standing vote. Yes 54 no 32

Constitution #24

PRESENT LANGUAGE: ARTICLE # VIII SECTION # B

B. The Budget Committee shall from year to year recommend and each Annual Convention shall authorize the amount to be spent by the Legislative Committee for the ensuing year.

PROPOSED LANGUAGE: ARTICLE # VIII SECTION # B-new

B. The Budget Committee shall review the budget, prepared by the State Board, and make recommendations with a verbal and written report to the delegation during the State Convention.

Committee recommends adoption of this change. Adoption of this change will eliminate # 25
Constitution #24 passed

Constitution #25

PRESENT LANGUAGE: ARTICLE # VIII SECTION # B

B. The Budget Committee shall from year to year recommend and each Annual Convention shall authorize the amount to be spent by the Legislative Committee for the ensuing year.

PROPOSED LANGUAGE: ARTICLE # VIII SECTION # B

Remove this or rewrite

Committee recommends adoption of this change
Constitution #25 passed

Constitution #26

PRESENT LANGUAGE: ARTICLE # IX SECTION # 1.D

D. Increases in allowances shall be adjusted on an annual basis, January 1 of each year. The increases shall be equal to the total percent of pay raises paid regular rural carriers by contractual agreement in the preceding year, to include COLA.

1. The 2009 allowance of the Senior Assistant State Steward(s) shall be \$133.00 per month.
2. The 2009 allowance of the Assistant State Steward(s) shall be \$98.00 per month.
3. The 2009 allowance of the Area Steward(s) shall be \$25.00 per month.
4. The 2009 allowance of the State Steward shall be \$476.00 per month. In addition, the salary of the State Steward shall be 46K, step 12. Unused annual leave accrued, while as State Steward, would be paid out at the end of the Calendar Year. Sick Leave will be allowed to accumulate. Upon leaving the position, the State Steward will be paid all Annual and Sick leave at the current rate of pay. These allowance figures shall be updated at each subsequent printing of this constitution.

PROPOSED LANGUAGE: ARTICLE # IX SECTION # 1.D

D. Increases in allowances shall be adjusted on an annual basis, January 1 of each year. The increases shall be equal to the total percent of pay raises paid regular rural carriers by contractual agreement in the preceding year, to include COLA.

1. The **2010** allowance of the Senior Assistant State Steward(s) shall be **\$135.00** per month.
2. The **2010** allowance of the Assistant State Steward(s) shall be **\$100.00** per month.
3. The **2010** allowance of the Area Steward(s) shall be \$25.00 per month.
4. The **2010** allowance of the State Steward shall be **\$483.00** per month. In addition, the salary of the State Steward shall be 46K, step 12. Unused annual leave accrued, while as State Steward, would be paid out at the end of the Calendar Year. Sick Leave will be allowed to accumulate. Upon leaving the position, the State Steward will be paid all Annual and Sick leave at the current rate of pay. These allowance figures shall be updated at each subsequent printing of **this constitution**.

The committee recommends adoption of this change
Constitution #26 passed

Constitution #27

PRESENT LANGUAGE: ARTICLE # IX SECTION # 1-E

The Association shall pay mileage in accordance **Article 5.4.B.7**, plus daily rate of pay, as defined in **Article 5.4.D.1**, plus actual expenses to Assistant State Stewards and Area Stewards, when it becomes necessary for them to travel for labor-management negotiations. If the Steward is retired, the pay would be \$50 per day plus expenses.

PROPOSED LANGUAGE: ARTICLE # IX SECTION # 1-E

The Association shall pay mileage in accordance **Article 5.4.B.7**, plus daily rate of pay, as defined in **Article 5.4.D.1**, plus actual expenses to Assistant State Stewards and Area Stewards, when it becomes necessary for them to travel for labor-management negotiations. If the Steward is retired, the pay would be \$50 per day **40 H Step A** plus expenses.

The committee has no recommendation
Constitution #27 passed

Constitution #28

PRESENT LANGUAGE: ARTICLE # IX SECTION # 1.F

Local, Area or Assistant State Stewards shall receive \$75.00 for attending each Spring Conference, Fall Conference or Steward Training except that no member shall receive both DROP or LWOP and the \$75 reimbursement.

PROPOSED LANGUAGE: ARTICLE # IX SECTION # 1F

Local, Area or Assistant State Stewards shall receive \$75.00 for attending **the training session at** each Spring Conference, Fall Conference or **the** Steward Training except that no member shall receive both DROP or LWOP **or other committee reimbursements** and the \$75 **steward** reimbursement

Committee recommends adoption of this change.
Constitution #28 passed

Constitution #29

PRESENT LANGUAGE: ARTICLE # IX SECTION # 1 H

Assistant state stewards will be paid mileage in accordance with Article V.4.B.7 for attending each spring conference, fall conference or steward training.

PROPOSED LANGUAGE: ARTICLE # IX SECTION # 1 H

Assistant state stewards will be paid mileage in accordance with Article V.4.B.7 for attending each, **county meeting, district meeting**, spring conference, fall conference or steward training.

Committee recommends adoption of this change

Motion was made by Schmidt, Cal-Man-She, seconded to vote on Constitution #30 before voting on Constitution #29. Motion passed

Constitution #30

PRESENT LANGUAGE: ARTICLE # IX SECTION #

New language

PROPOSED LANGUAGE: ARTICLE # IX SECTION # 1J

Assistant State Stewards will be paid \$50 plus mileage to attend county unit meetings as assigned by the State Steward and President.

The committee recommends adoption of this change

Motion made by Bengston, Fond du Lac-Green Lake, to strike words \$50.00 plus, seconded. Motion to amend passed.

Motion was made by Dobbe, Waupaca, to add in accordance to Art. V.4.B.7, seconded. Motion to amend failed.

Motion was made by Rasmussen, Milwaukee-Waukesha, to extend time limits 2 minutes, seconded. Motion passed

Constitution #30 as amended failed.

Motion was made by Barth, Brown, to cease Constitution changes until tomorrow morning and have nomination of officers, seconded. Motion failed

Constitution #29

PRESENT LANGUAGE: ARTICLE # IX SECTION # 1 H

Assistant state stewards will be paid mileage in accordance with Article V.4.B.7 for attending each spring conference, fall conference or steward training.

PROPOSED LANGUAGE: ARTICLE # IX SECTION # 1 H

Assistant state stewards will be paid mileage in accordance with Article V.4.B.7 for attending each, **county meeting, district meeting**, spring conference, fall conference or steward training.

Committee recommends adopting this change

Constitution #29 passed This constitution change was later challenged from the floor and readdressed on Sunday.

Constitution #31

PRESENT LANGUAGE: ARTICLE # XIV SECTION # 4-A

A. All Delegates including Delegate-at-Large, National paid, State paid Delegates and the first alternate as of the Monday of the National Convention will be paid from state funds per diem at the rate equal to that of the National paid delegates. Mileage will be paid at the rate equal to that of the National paid delegates. Any monies received by the Delegate-at-Large and National paid Delegates from the National Organization shall be returned to the State Treasury before any payment is made by the State. Per diem shall not exceed four (4) days. Mileage shall be paid at the rate of twice the current rate reimbursed by the Postal Service for one way travel by the most direct route over Federal/State highways, as determined by National's current mileage guide.

PROPOSED LANGUAGE: ARTICLE # XIV SECTION # 4-A

A. Mileage shall be paid at the rate of twice the current rate reimbursed by the Postal service for one way travel by the most direct route over Federal/State highways, as determined by NRLCA's current mileage guide.

Committee recommends adoption of this change

Constitution #31 passed

Constitution #32

PRESENT LANGUAGE: ARTICLE # XV SECTION #

The State Association shall underwrite the cost of a travel and accident insurance policy for loss of time due to injury for members of the State Board, State Steward, Insurance Representatives, PAC-Chair, Parliamentarian, Chaplain, Assistant State Stewards and Area Stewards (if such Stewards are not members of the State Board), while on Association business.

PROPOSED LANGUAGE: ARTICLE # SECTION #

Delete entire article.

The committee recommends adoption of this change.

Constitution #32 passed

Nomination of Officers

Nomination for President:

Melanie Niles, Brown, nominated Jim Landry.

Robin Burdick, Dodge, nominated Lisa Wojnarowski.

Nominations will remain open until tomorrow.

Nominations for Vice President:

Doug Hare, Columbia, nominated Louan Friend.

Nominations will remain open until tomorrow.

Nominations for Secretary/Treasurer:
Roger Dobbe, Waupaca, nominated Lois Graper.
Nominations will remain open until tomorrow.

Nominations for Assistant Secretary/Treasurer:
Jason Johnson, Grant-Iowa, nominated Ron Berg
Nominations will remain open until tomorrow.

Nominations for 3 year Executive Committeeman:
Jayne Duenkel, Ozaukee-Washington, nominated Tom Bittner
Nominations will remain open until tomorrow.

A challenge came from the floor that debate was ended as someone was going to the microphone. Constitution #29 must be readdressed.

Motion by Vanden Plas, Brown to readdress #29 tomorrow morning, seconded. Motion passed

Louan Friend gave the announcements. Convention was recessed until Sunday morning.

The National Convention Attendees Meeting was called to order at 8:10 am. Discussion was held concerning attending the convention, WI Breakfast and delegate guidelines.

President Lisa Wojnarowski called the convention to order at 8:30 am
The Invocation was given by Cheri Du Lac.
We recited the Pledge of Allegiance.

Landry, Brown, moved to reconsider Constitution change #29, seconded. Motion passed. Landry, Brown, moved to postpone reconsideration until the people that objected would be present, seconded. Motion passed

Financial Review Committee: Debra Downen, Roger Dobbe, and Carol Cherney.

FINANCIAL REVIEW COMMITTEE

State Convention

June 12, 2010

The committee met at 7:30 A.M. at the Grand River Center in Dubuque, Iowa.

All committee members were present: Debra Downen, Roger Dobbe, and Carol Cherney.

Materials provided by Secretary/Treasurer Karen Schauer included: Two copies of the inventory list, Statements of Activities for fiscal years 2008, 2009, and all YTD 2010, 2010 expense vouchers and bank statements for all accounts, records of quarterly tax payments, and proof that all officers and employees are bonded.

We verified that all State Officers and employees were bonded.

Progress is being made as far as getting outstanding checks off the books.

We reviewed vouchers and bank statements and questioned the State Board on the procedure for State Officers and employees to submit their vouchers for payment, and who approves them.

We questioned the State Board on purchases that board members are allowed to make without getting prior approval.

We would like to thank Debra Downen for her service on this committee and wish her well.

Requested items for the next Financial Review Committee meeting are: Two copies of the inventory list, records of quarterly tax payments, 2010 expense vouchers and bank statements for all accounts, LM report, and a list of all CD's currently held by the association, with issue value, yields, maturity dates, and total value's.

The next meeting of this committee will be at the Fall Conference in Wausau. We plan on meeting at 8:30 A.M. at a place to be determined.

Respectfully submitted,
Roger L. Dobbe, Secretary

Constitution #29

PRESENT LANGUAGE: ARTICLE # IX SECTION # 1 H

Assistant state stewards will be paid mileage in accordance with Article V.4.B.7 for attending each spring conference, fall conference or steward training.

PROPOSED LANGUAGE: ARTICLE # IX SECTION # 1 H

Assistant state stewards will be paid mileage in accordance with Article V.4.B.7 for attending each, **county meeting, district meeting**, spring conference, fall conference or steward training.

Committee recommends adopting this change

Motion was made by Jarzombeck, Dane, to amend #29 to read Assistant state stewards will be paid mileage in accordance with Article V.4.B.7 for attending each, district meeting, spring conference, fall conference, or steward training **and county meetings as assigned by the state steward and president**, seconded. Motion passed.

Bittner, Cal-Man-She, moved to amend by striking the words district meeting, seconded. Motion to amend passed.

Frankovis, Milwaukee-Waukesha, moved to amend by adding \$50.00 plus before the word mileage, seconded. Motion to amend failed.

Total time has expired. Jarzombeck moved to extend debate by 3 minutes, seconded. Motion passed

Constitution #29 as amended passed.

Resolutions

Resolutions Committee: Roger Schewe-Chair, Joan Block, Jim Landry, Deb Siefert, and Mark Becker.

Motion was made by Niles, Brown, to suspend the rules and accept the courtesy resolution as printed, seconded. Motion passed.

**Report of the Resolutions Committee to the 106th WIRLCA Convention in
Dubuque, Iowa
June 11, 2010**

WHEREAS;

We are grateful to God for the many blessings we enjoy,

We appreciate and thank our members, who have or are serving and supporting our Armed Forces in the war on terrorism,

We express our sincere thanks to our State Board and our State Steward for their timely efforts on our behalf,

We express our gratitude to our National Board,

We express our gratitude to the members of Congress, the USPS and the Civil Service Committee for their efforts in sponsoring legislation beneficial to the Rural Carrier Craft,

We express our continued cooperation to promote the activities of mutual interest and to support our Auxiliary and Junior members,

We express our appreciation to the members of Grant / Iowa County for hosting our 106th WIRLCA Convention in 2010,

We express our appreciation and thanks to:

David Resnick

Chuck Howe

Bob Odell

Jeanette Dwyer

Rick Fox

American Legion Dubuque Post 6

We extend our deepest sympathy to the families and friends of all who have passed away and those struggling through the challenging events of the past year,

We express our appreciation to all that have helped make this convention a success for our Association.

RESOLUTION #1

[X] BINDING [] NON-BINDING

WHEREAS, City Carriers have received level 6 pay in their last 2 contracts

WHEREAS, All clerks now receive level 6 pay or level 7 pay

WHEREAS, Rural carriers contributions to the USPS are undervalued at this time

THEREFORE, BE IT RESOLVED THAT: The NRLCA will not accept a contract proposal from the USPS that does not include level 6 or higher pay.

Passed by gavel

RESOLUTION #2

[] BINDING [X] NON-BINDING

WHEREAS, Some Board members are not stewards

WHEREAS, They can't answer contractual questions of our members

WHEREAS, Some carriers don't come to county meetings because their contractual questions can't be answered

THEREFORE, BE IT RESOLVED THAT: the State Steward or the Assistant State Steward should be assigned to attend each county meeting.

Du Lac, Milwaukee-Waukesha, objected. After discussion resolution #2 failed.

RESOLUTION #3

BINDING NON-BINDING

WHEREAS, we consistently collect mail larger than letter size and credit is only given as a piece collected

WHEREAS, the additional duties to weigh, rate, and affix postage on articles larger than a letter receives no additional compensation

THEREFORE, BE IT RESOLVED THAT: any piece collected larger than a letter which we weigh, rate, and affix postage be credited as an ordinary parcel accepted for mail count purposes.

Bergsma, Grant-Iowa, objected. After discussion resolution #3 passed.

RESOLUTION #4

BINDING NON-BINDING

THEREFORE, BE IT RESOLVED THAT: RCA's should get their COLA the same time as the regular carriers.

Passed by gavel.

RESOLUTION #5

BINDING NON-BINDING

WHEREAS, Many offices are consolidating and routes are being relocated

WHEREAS, Many Rural Route carriers are being forced to transport mail to another post office

WHEREAS, The locked pouch credit is being abused by the USPS as a 30 minute per week time standard

THEREFORE, BE IT RESOLVED THAT: Rural carriers with locked pouch credit be compensated for locked pouch credit or for actual time for all duties associated with handling and transportation of locked pouch duties, whichever is greater.

Passed by gavel

RESOLUTION #6

BINDING NON-BINDING

WHEREAS, The MOU dated July 28, 2008 concerning FSS flats impact on residual vacancies

THEREFORE, BE IT RESOLVED THAT: Whether there is a leave replacement or not, on a residual route that is being held due to FSS flats implementation, the senior substitute, RCA and RCR's in the order of seniority in the office should be offered the held route until the route is reopened.

Scudder, Dane, objected. After discussion resolution #6 failed.

RESOLUTION #7

BINDING NON-BINDING

WHEREAS, The MOU dated July 28, 2008 concerning FSS flats impact and holding rural routes

WHEREAS, Once a route is held for FSS flats it may not be released until after the implementation of FSS flats

THEREFORE, BE IT RESOLVED THAT: Once a satisfactory number of routes have been held for a buffer, any additional routes vacated be held for FSS flats and the route/routes held the longest be released and put up for bid in that office.

Vanden Plas, Brown, objected. After discussion resolution #7 failed

RESOLUTION #8

BINDING NON-BINDING

THEREFORE, BE IT RESOLVED THAT: When a rural carrier voluntarily transfers to a rural carrier position in another Post Office such as a mutual exchange or as the result of applying for a rural carrier vacancy, such carrier (any designation) will be allowed one transfer in which they keep all their seniority intact.

Scudder, Dane, objected. After discussion resolution #8 failed.

Jarzombeck, Dane, inquired about resolution #4 to double check the reference of where to find COLA in our contract before sending them to national.

Motion was made by Frankovis, Milwaukee-Waukesha, to have a 10 minute break. Motion passed.

2013 Convention City Committee brought forward members from Rock/Walworth, Lafayette/Green to host the 2013 convention in Janesville. Motion was made by Landry, Brown, to suspend the rules to cast a unanimous ballot for Rock/Walworth and Lafayette/Green to host the 2013 state convention. Motion passed.

Election of Officers

Vice President Louan Friend asked for further nominations for President of the State Association. Yesterday the names of Jim Landry and Lisa Wojnarowski were placed into nomination. Both candidates were given opportunity to speak. Nominations are closed and Tellers Committee #2 were asked to come forward.

While the tellers committee were tabulating the votes Jeanette Dwyer, Linda Vanden Plas, State Steward and her Assistants answered questions.

Results of the election for President are: Lisa Wojnarowski-497 and Jim Landry-154.

President Lisa Wojnarowski asked for further nominations for Vice President of the State Association. Yesterday the name of Louan Friend was put into nomination. There were no more nominations. Motion was made by Landry, Brown, to suspend the rules and cast a unanimous ballot for Louan Friend for the position of Vice President, seconded. Motion passed.

Lois Graper was nominated for the position of Secretary/Treasurer. Having no further nominations Landry, Brown, moved to suspend the rules and have the secretary/treasurer cast a unanimous ballot for Lois as Secretary/Treasurer. Motion passed.

Ron Berg was nominated for the position of Assistant Secretary/Treasurer. Have no further nominations Landry, Brown, moved to suspend the rules and have the secretary/treasurer cast a unanimous ballot for Ron as Assistant Secretary/Treasurer. Motion passed

President Lisa asked for further nominations for the position of 3 year Committeeman. Yesterday Tom Bittner name was placed into nomination. Marilyn La Porte was nominated for the position. Both people were given the opportunity to speak. Tellers Committee #1 were asked to come forward. Results of the election are Tom Bittern-494 and Marilyn La Porte-146

While election ballots were tabulated various raffles were drawn.

Introductions were made of the 2010-2011 Auxiliary Board and the Junior Board.

A poll was taken concerning the National Steward System: in favor 15, against 23, and undecided 25.

New Business

Present language: Article III Section 2.B
Members

Retired member. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired members in good standing are entitled to all voting rights with the exception of Ratification of National Agreements. Retired members may not be elected to National Office.

Proposed Language:

Insert ***Bold italicized sentence***

Retired member. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired members in good standing are entitled to all voting rights with the exception of Ratification of National Agreements. ***Retired members may serve the State Association in an elected or appointed office.*** Retired members may not be elected to National Office.

After discussion this constitution change failed.

Jeanette Dwyer informed the delegation the 2015 National Convention will be held at Reno Nevada. She was able to negotiate between two cities and save the association a tremendous amount of money. She had the delegates and alternates for the national convention come to the front of the room.

Jeanette and the state stewards answered questions from the floor.

Military members present were recognized.

President Lisa recognized first-timers and RCA's present.

Jeanette recognized the local stewards, area stewards and assistant stewards.

The 2010-2011 WI Rural Letter Carriers Association officers were sworn in by Jeanette Dwyer.

The 106th annual convention was officially adjourned at 12:45 pm.

WI RURAL CA