

March, 1996



WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION

**ASSISTANT STATE STEWARD
ASSIGNMENTS (BY ZIP CODE)**

**COUNTY MEETING
ASSIGNMENTS**

STATE OFFICERS

<p>GREGORY W. LAEDTKE President 4914 State Road 150 Larsen, WI 54947-9675 414-836-3698</p>	<p>539 549</p>	<p>Winnebago Waushara Shawano</p>	<p>Outagamie Waupaca</p>
<p>BARBARA SCHMIDTBAUER Vice President N 11251 Schmidtbauer Road Tomahawk, WI 54487-9715 715-453-4271</p>	<p>544 545 547 Workers' Compensation</p>	<p>Tri-County Price-Taylor Rusk</p>	<p>Lincoln-Langlade Clark</p>
<p>NOLA S. HEIN Secretary N40296 Johnson Valley Road Whitehall, WI 54773-9683 715-694-2385</p>	<p>546</p>	<p>Monroe La Crosse Jackson</p>	<p>Buffalo-Trempealeau Chippewa-Eau Claire pierce-Pepin</p>
<p>LINDA SEVERIN Treasurer 2035 Raspberry Ave. Superior, WI 54880-3865 (715) 395-3471</p>	<p>540 548</p>	<p>Sawyer Dunn St. Croix</p>	<p>Lake Superior Polk-Burnette Barron-Washburn</p>
<p>ALAN B. BENGTON State Steward 226 South High Street Markesan, WI 53948-0344 414-398-2047</p>	<p>State Steward will handle all suspensions/removals</p>	<p>Juneau Vernon Crawford</p>	<p>Fond du Lac-Green Lake Marquette-Adams Columbia</p>
EXECUTIVE COMMITTEE			
<p>LARRY SONNENBURG 2417 Elm Road Manitowoc, WI 54220-9570 414-682-5363</p>	<p>530 531 532 534</p>	<p>Dodge Ozaukee Washington</p>	<p>Cal-Man-She Racine-Kenosha Milwaukee-Waukesha</p>
<p>CHRIS BOUCHE E 691 CTY RD K Luxemburg, WI 54217-8443 414-845-5683</p>	<p>541 542 543</p>	<p>Brown Oconto Marathon</p>	<p>Door-Kewaunee Wood-Portage Marinette</p>
<p>WILLIAM JARZOMBECK 929 Katie Lane Oregon, WI 53575-3249 (608) 835-8280</p>	<p>535 536 537 538</p>	<p>Dane Jefferson Sauk-Richland</p>	<p>Grant-Iowa Rock-Walworth Lafayette-Green</p>

Auto/Home Insurance Representative

PAC CHAIRMAN

DENNIS R. NELSON
1002 55th Street
Amery, WI 54001-3013
715-948-2605

IMPORTANT DATE:

WI RLCA STATE CONVENTION (MANITOWOC)-JUNE 8-11, 1996

PRESIDENT'S PAGE

FULL COVERAGE ISSUE This edition of the WI RLCA Newsletter is going out to all in the rural carrier craft. This means that it is going out to members, as well as non-members of the WI RLCA. It is with sincere hope, that those of you out there, who are not members of this fine Association, will find a desire to join!

STATE CONVENTION Contained in the pages of this issue, you will find information about the 1996 State Convention, which will be held at the Holiday Inn, in Manitowoc. Please take time to look over the information and pre-register. The fine members of Cal-Man-She County are doing a GREAT job in getting things lined up, so that we will have a very successful convention!

COUNTY PRESIDENTS & COUNTY SECRETARIES Please remember to submit names of deceased Association, Auxiliary and Junior members to the State President or State Secretary so that their names will be included in the Memorial Service.

TENTATIVE SCHEDULE FOR THE 1996 STATE CONVENTION Listed in this Newsletter, is a tentative schedule for the State Convention. The invitations have been sent out for our Guest Speakers, but as of the writing of this edition of the Newsletter, many replies have not yet been received, so the times, and or speakers may be subject to change.

WISCONSIN - THE SITE FOR THE 96TH NATIONAL CONVENTION You will find information in this edition, that will ask for you to consider bidding Wisconsin as the site of the National Convention in the year 2000. Past State President, Ruth Moody, and Dane Co. President, Jim Polk have been instrumental in the idea of hosting a National Convention, and will be listening to you, the carriers of Wisconsin, to determine if there is enough interest out there to support the hard work that will be involved in promoting, and hosting a National Convention.

THANK YOU As this will be my last issue of the WI RLCA Newsletter as the Editor, I wish to thank you the members of this GREAT Association, for putting up with the numerous mistakes that were in the past 8 editions. I wish to also thank my fellow Officers for their hard work in writing their respective articles. It has always been my stand, that I wanted articles to appear in the various editions of this Newsletter that would inform members on different aspects of their employment. It is only through information, that we can all do a better job.

TENTATIVE SCHEDULE OF 1996 STATE CONVENTION
(Some times & events subject to change)

Saturday June 8, 1996:

11:00-5:00	Registration
1:00-3:00	Injury Compensation Specialist
3:00-5:00	Employee Assistance Program (EAP)
?	Optional Golf Outing
?	Skunks Baseball Game
?	Musical

Sunday June 9, 1996:

9:00-5:00	Registration
9:00-9:30	Church Service
10:00-Noon	Labor Relations Seminar
10:00-Noon	Retirement Seminar
1:00-1:30	Memorial Service
2:00	Call to Order
	Invited Speakers
	Larry Waligora, RLC Health Manager
	NRLCA Committeeman, Vilas Smith, Jr.
	NRLCA Auxiliary Representative
7:00	Family Hospitality Night

Monday June 10, 1996:

7:00 A.M.	Co. & State Officer's Breakfast
8:00-Noon	Registration
8:15-9:00	Co. Secretary's Meeting
9:00	Call to Order
	National Auxiliary Project Speaker
	Reports
	Lunch
1:00	Invited Speaker
2:00	Reports, Resolutions, Nominations
7:00	Banquet, Entertainment to follow

Tuesday June 11, 1996:

8:30 A.M.	Call to Order
	Constitution & By-Laws
	Election of Officers
	Unfinished Business
	Installation of Officers
	Retirement of Colors
	Adjournment

=== WELCOME = WELCOME = WELCOME = WELCOME ===

CAL-MAN-SHE RURAL LETTER CARRIERS

welcome you to the

WISCONSIN RURAL LETTER CARRIERS CONVENTION

June 8 - 11, 1996 :: Manitowoc, WI

SATURDAY AFTERNOON - Enjoy an afternoon of golf on Wisconsin's largest course--Fox Hills in nearby Mishicot. The outing will include greens fee, cart, and prizes. Meet at the Holiday Inn at noon.

SUNDAY EVENING - The Gene Heier Orchestra will have music for your listening and dancing pleasure. The seven musicians were the highlite of the 1987 convention. We have an evening of fun for you and your family. When the band has intermission, we will have a fun auction!!

MONDAY - JUNIORS The Junior Tour will travel to the largest Maritime Museum on the Great Lakes and tour a WW II submarine. An afternoon of high powered fun at the Point Beach Energy Center is planned. They can generate their own electricity, step inside a model nuclear reactor, play energy computer games and walk along a nature trail. An evening banquet with a DJ to follow will complete their day.

MONDAY - AUXILIARY The Auxiliary Tour will have the noon luncheon in nearby Kohler. Following the luncheon, they will tour the Kohler Design Center. This exciting place will intrigue everyone with new products and designer rooms.

MONDAY EVENING- A relaxing banquet in the ATRIUM at the hotel. Special entertainment from comedian-- "Uncle Willie" and the vocal group "Artesian Wels" is planned.

===== POSSIBLE SPECIAL EVENTS =====

SKUNKS BASEBALL- The Skunks play in the Northwoods League, a baseball league made up of best US college players. Game time: 7 PM.

CAPITOL CIVIC CENTRE- Once an opulent 1920's movie house, this renovated theater is "center stage", hosting local theater, music groups, touring Broadway plays, visiting symphonies and famous stars.

ZUNKER'S ANTIQUE CAR MUSEUM- Representing more that 70 years of history, all cars are fully restored to original condition. Other displays include antique gas station, doll and lunch box display and other automotive memorabilia.

For additional information or suggestions call. . . .

Martha Schmidt	414/532-4075
Genevieve Taylor	414/755-2492
Holiday Inn, Manitowoc	414/682-6000

Wisconsin Rural Letter Carriers Association

ADVANCE REGISTRATION FORM -- 1996 STATE CONVENTION -- JUNE 8 - 11

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Holiday Inn, Manitowoc, WI -- 414/682-6000

CARRIER: _____ COUNTY: _____ PHONE: (____) _____ - _____

ADDRESS: _____ POST OFFICE SERVED: _____

AUXILIARY: _____ JUNIOR: _____

JUNIOR: _____ JUNIOR: _____

MEAL - TIME - DATE	COST	NUMBER	AMOUNT
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Monday, 6/10/96, 7:00 to 8:00 AM - ATRIUM BREAKFAST A lovely country buffet which includes scrambled eggs, bacon strips, muffins, danish pastries, chilled juices, coffee, decaf, tea or milk.	\$ 7.50 x _____ = \$_____.
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Children under 9	6.50 x _____ = \$_____.
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Monday, 6/10/96, 12:00 NOON - ATRIUM LUNCH A stacked roast beef sandwich, potato chips, pickle spear, coffee, decaf, tea or milk.	\$ 7.50 x _____ = \$_____.
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Monday, 6/10/96, 7:00 PM - ATRIUM BANQUET... A relaxing evening meal elegantly served at group tables in a casual atrium setting. Tossed garden salad, Chicken Marco Polo, vegetable, potato, rolls and butter, and coffee, tea, or milk.	\$15.95 x _____ = \$_____.
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Tuesday, 6/11/96, 7:00 AM - DINING ROOM BUFFET A complete country breakfast buffet.	(Served in hotel dining area. Pay at time of dining.)
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SPECIAL EVENTS

Saturday, 6/08/96, SAT PM - GOLF TOURNAMENT Fox Hills, 18 holes, cart and prizes (RESERVE BY April 1, 1996)	\$40.00 x _____ = \$_____.
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Monday, 6/10/96 8:30 AM - JUNIOR TOUR PACKAGE Maritime Museum, Submarine Tour, lunch, Point Beach Energy Center, Banquet, DJ and transportation.	\$14.25 x _____ = \$_____.
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JUNIOR DUES	\$ 2.00 x _____ = \$_____.
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Monday, 6/10/96 11:30 AM - AUXILIARY TOUR Gourmet lunch at the Lean Bean in Kohler, Kohler sight seeing and transportation.	\$17.00 x _____ = \$_____.
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TOTAL - ALL MEALS AND EVENTS \$_____.

PLEASE NOTE.... All on site registrations will be charged \$5.00 extra.
Make your room reservations with Holiday Inn by May 10th & ask for WRLCA rate.

Mail your reservation and check by May 1, 1996 to:
Hal Dietrich, PO Box 66, Brillion, WI 54110

POSSIBLE SPECIAL EVENTS--Saturday & Sunday...Check if interested-----Musical ___
Auto Museum ___; Charter Fishing ___; Baseball ___; Myron Floren at Civic Ctr ___

SICK LEAVE FOR DEPENDENT CARE

The new Memorandum of Sick Leave for Dependent Care agreed upon during the term of the 1995 National Agreement provides that sick leave may be used by an employee to give care or otherwise attend a family member with a medical condition which, if an employee had the same condition, would justify the use of sick leave. The sick leave that an employee is allowed to use under the MOU is not additional sick leave: it is simply the earned sick leave that the employee has accrued under the USPS's regular sick leave policy as set forth in the ELM, Sec. 513. The limit an employee can use for dependent care purposes is no more than 80 hours of his/her earned sick leave within each leave year.

Dependents under the MOU are defined as family members which would include son, daughter, parent and spouse.

Approval of sick leave to care for a family member is the same as it is for approval of sick leave for the employee. Therefore, the employee should normally submit a PS Form 3971 for approval in advance to the appropriate supervisor. To obtain approval of sick leave under the MOU, the employee must provide the following information in the remarks section of Form 3971 or on an attachment thereto. First that sick leave is requested to care for or attend to a dependent. Second, the employee must specify the medical facts and provide the necessary explanation and/or documentation in support of the illness, incapacity, or other condition affecting the dependent in order for the supervisor to determine whether the same condition--if afflicting the employee--would warrant use of sick leave. Third, the employee must state the nature of his/her need to care for or attend to the dependent.

Vice-President Barbara Schmidtbauer

ATTENTION: MILWAUKEE DISTRICT RURAL LETTER CARRIERS

The rural route adjustment plan has been submitted to the WI RLCA by Jeffrey S. Huntley, Manager of Operations Programs Support.

If you have questions concerning the proposed adjustments in your office, contact your Assistant State Steward.

Why should I become a member?

We are an organization with over 87,000 members. As a sub you start to learn what the union is about through the state paper and the national magazine. There is a health insurance and a car insurance plan you can go into as a member.

Our national officers just signed a new contract. It takes members to have a contract with wages and benefits. As a regular carrier we have retained the no lay off clause. We all know of people who worked for years and one day are out of a job! This no lay off clause is important. Our subs are receiving more benefits with each contract. Auxiliary carriers are receiving annual and sick leave and the right to only work an auxiliary route under the new contract. Subs have a probationary period and then other rights and protections under the national rural carrier agreement. Regular carriers and sub carriers can join a QWL/EI work team as a member.

Me a member? Why not me!

Larry Sonnenburg

ATTENTION: MILWAUKEE DISTRICT RURAL LETTER CARRIERS

If your route has just been adjusted, and due to that adjustment, it places you in 2 different evaluations, you need to let your postmaster, or supervisor know, if you desire to be in the higher route classification. This decision will be dependant upon the fact that you are in the leave category 6 or 8.

According to Sean Gorzalski, Customer Service Analyst in Milwaukee, if you are presently at a High option, and the adjustment places you in either of 2 catagories (46J/42K), the computers in Minneapolis will not automatically place you in the higher classification. You just simply have to inform your manager of your desire.

BENEFITS OF MEMBERSHIP IN WI RLCA

1. All members receive a subscription to The National Rural Letter Carrier, the official biweekly publication of the NRLCA. This magazine helps to keep you informed and current about issues and information that directly relates to your job.
2. All members are eligible for NRLCA sponsored health, auto, and homeowners insurance. Contact any of your state officers for details.
3. Members receive a subscription to The Wisconsin Rural Letter Carrier, our state newsletter. Non-members receive only some issues. This publication alerts you to news on a state or district level that is important to you and your job.
4. Union members are able to participate in the Quality of Work Life/Employee Involvement process. Only members can be part of office or area workteams or serve as facilitators in the process.
5. WI RLCA members are also members in County Units. Participation in the local county unit is your opportunity to hear from your state union representatives in a small group setting. Union members also get to participate in the democratic process by electing your county and state officers, and delegates to the state and national conventions.

Bill Jarzombek
WI RLCA Committeeman

2000 AND NONE... A SPARSE ODDITY?

NOT ANY MORE, IF WE HAVE ENOUGH INTEREST OUT THERE TO BE PROUD AND GRACIOUS HOSTS IN THE YEAR 2000? WISCONSIN LAST HOSTED IT'S ONE AND ONLY NATIONAL RURAL LETTER CARRIERS' CONVENTION IN 1911! MEANWHILE, ILLINOIS AND MINNESOTA HAVE HOSTED 5, IOWA 4, AND MICHIGAN 3!

FORMER WRLCA PRESIDENT RUTH MOODY HAS BEEN A FORCE BEHIND A NATIONAL CONVENTION FOR SOME TIME AND IT APPEARS WE CURRENTLY HAVE A VERY GOOD OPPORTUNINTY FOR THE YEAR 2000. AT THE RECENT PRESIDENT'S DAY MEETING OF DANE COUNTY AND SOUTHERN BADGER, REPRESENTATIVES FROM THE MADISON VISITORS AND CONVENTION BUREAU GAVE A BRIEF PRESENTATION CONCERNING ALL THE ACTIVITIES WISCONSIN AND MADISON HAVE TO OFFER. THE RESPONSE SEEMED TO BE VERY POSITIVE FROM THOSE IN ATTENDANCE. THEY WOULD LIKE TO GIVE ANOTHER BRIEF PRESENTATION AT THE STATE CONVENTION.

LET'S SHOW NATIONAL WHY WE LIKE WISCONSIN!

JIM POLK

UNITED STATES POSTAL SERVICE

AUTHORIZATION FOR DEDUCTION OF DUES

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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(SOCIAL SECURITY NUMBER)

DESIGNATION	
<input type="checkbox"/> Reg (71)	<input type="checkbox"/> RCR (75)
<input type="checkbox"/> Sub (73)	<input type="checkbox"/> RCA (78)
<input type="checkbox"/> Aux (77)	

LAST	FIRST	MIDDLE
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STREET AND NUMBER	CITY	STATE	ZIP CODE +
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POSTAL INSTALLATION	(ZIP CODE)	INSTALLATION FINANCE NO.
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SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**, from any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE	DATE
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SECTION B - FOR USE BY EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION	CONGRESSIONAL DISTRICT	LOCATION NO.	STATE

I hereby certify that the relief dues of this organization for the above named member are currently established at \$ _____ per pay period

SIGNATURE OF	DATE
, State Secretary	

DATE OF DELIVERY TO EMPLOYER (For National Office use)

Important!

**Be Sure To Include
Postal Installation ZIP
CODE Where Indicated.**

Original and 1st Copy — NRLCA
Copy 3 — State Copy (canary)
Copy 4 — Member's Copy (green)

MEMBER LAST YEAR

Retain Green Copy — Submit other copies to NRLCA State Secretary.

RURAL CARRIER TRAINING

In 1991 the USPS and the NRLCA through the QWL-EI process created the Rural Carrier Training Academy. This letter is for rural carriers, RCA'S and RCR'S who have been through the training academy or if your relief person has been through the academy. The State Board would appreciate any feedback we can get about the training academy. We would like to know how you think the academy training is going. To those of you that have been through the academy, please give us information on what items or subjects you could have used more training on before you went to your route. Please let us know what you think was not useful or of very little importance on being a rural carrier. We would also appreciate this kind of information from the rural carriers who have a RCA or RCR who been through the class. If you have ideas on how to make the training better, please let us know. Your postmasters comments would also be appreciated if they want to give us their feedback. Would you please put on your feedback sheets at what training academy (city) the training took place. Any and all feedback would be greatly appreciated. Thank you for your help. Help us make the training academies the best we can. Send your feedback sheets to:

Chris Bouche
E691 Cty Rd K
Luxemburg Wi 54217-8443

I would like to let you know what the DJSC is doing with the training academies. Within the next couple of months the training in Green Bay will go from 5 days to 6 days. The first two days of training will remain the same. The third day of training will be changed. On the third day the new carriers will go back to their office and ride on their assigned route and watch the regular carrier perform the duties of the route. The trainees that live far away and do not travel back and forth to Green Bay will ride with a regular carrier out of Green Bay. The trainees will then finish out the week with classes on rural carrier duties and responsibilities. This program will be tested in Green Bay and then be evaluated. We hope the trainees will have a little more knowledge of what a rural carrier does before they come to class. We hope this additional day will help. If we lose some after the third day, so be it. I would rather have them quit here than to carry my route or your route one day and then quit. The DJSC is also looking into new evaluation sheete. One would go to the new trainee, one to the regular carrier and one to the postmaster. We hope this would help us to better evaluate the training academy. For those of you that might be interested, there is going to be one and possibly two trainer instructor job openings in Green Bay.

Chris Bouche
WI RLCA Committeeman

CONGRATULATIONS

DO YOU WANT TO BE THE LOCAL STEWARD IN YOUR OFFICE???

Well some of you answered this question and I want to take this opportunity to congratulate the Rural Carriers who have been elected as Office Stewards. You have taken a giant step forward for your Association. I wonder what makes you different from those who did not step forward. You are concerned about your fellow carriers, yourself, your Association and the Postal Service. You accepted the challenge!!! THANKS.... Here is a list of the newly elected stewards. When you see them please let know how you feel about what they have done.

Dennis Nelson	Fred Resch	Cecil Miller
Yvonne Salzman	Tom Watry	Bonnie Peterson
Kenneth Mueller	Donald Koch	Martha Schmidt
Angelita Melby	James Polk	Eugene Damkot
Keith Madison	Susan Heiderscheidt	Thomas Bittner
John Murphy	Eric Larson	Robert Lueck
Dan Milquet	Palmer Schroeder	Lyle Roteik
Cynthia Dostal	Karen Schauer	Thomas Schulties
Robert O'Leary	Linda VandenPlas	Robert Schmid
Kathy Sanger	Mary Burtch	Bill Slayton
Rick Flees	George Kelbel	Dan Wiedenhoeft
Gregory Kramer	Paula Pollock	Greg Laedtke
Gary Schauls	Chris Bouche	David Uebelacker
John Phillips	John Kaufman	Neil Mott
James Delfosse	Al Bengtson	Gayle Freidel
Nancy Birkett	Donald Finseth	John Tuescher Jr.
Cherie Dulac	Dennis Rasmussen	Robert Heesch
Ralph Nickel	Mark Becker	Gerald Sjolander
Roger Schewe	Donel Wyman	Rich Kleinfeldt
Robert Bredeson	Jeanette Mansavager	Terry Warren
Douglas Dietzen	Paul Loumos	Melissa Tarlton
Mark Riedasch	Donald Crull	William Arbter
Karl Buschmann	Sheryl Gaetl	Steven Soule
Barbara Schmidtbauer	Mary O'Herron	Richard Bernards
Nola Hein	David Buech	

Again THANKS !!!! REMEMBER THE TRAINING DATES ARE APRIL 21 & 28!



DON'T PUT IT OFF FOR ANOTHER DAY

Okay - everyone mail me a check for \$20 - I will send you a PAC Supporter pin - and because you have participated in the political process you have an absolute right to complain about the government. *It's the American way!* When you let others "call the shots" you have to accept the results. *That's not the WRLCA way!*

The Rural Carrier craft has yet another category of employee (TRC) , now that the new contract has been ratified, and each group has it's own expectations of what the Association should do for them. Sometimes their interests conflict but every Retiree, Regular or Leave Replacement member has an opportunity to unite and protect each others' benefits - through contributing to PAC.

The following members have made a PAC contribution (after the January newsletter).

Richard Druschke
Richard Flees
John T. Garvin
Charles Jachim

Lowell Kanke
Glen Kirchner
Jim Landry
Leo Mashak

Kathryn Pophal
Russel Vandenberg
Dennis Wieland

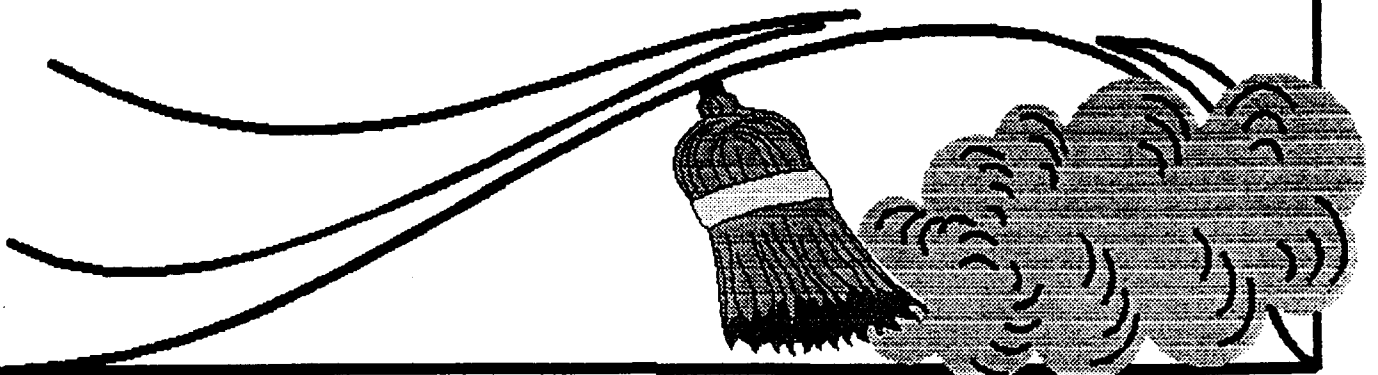
I would like to *again* thank your State Treasurer Linda Severin who collected the most money, for PAC, (and the most per member) at your Fall County meetings. The efforts of the State and County Officers, Auxiliary and, of course, the members always help to make these promotions successful.

Make your \$20 check payable to: NRLCA PAC

Mail to: DENNIS R. NELSON
1002 55TH ST
AMERY WI 54001-3013

REGULAR _____
RETIREE _____
RCR/RCA _____

Contributions are not tax deductible



HOW CAN I MAKE SURE MY VOTE COUNTS?

Every year, as an Association member, you receive a ballot to vote for your choices for National Convention Delegates -- people YOU CHOOSE to represent YOU and YOUR VIEWS at the National Convention. This year's Convention will be held in Charleston, West Virginia on August 6 - 9, 1996. Last year, Wisconsin seated 29 Delegates whose mileage and per diem were paid by the WRLCA Association members. Last year, this expense amounted to \$20,700.00!! And it is YOUR OPPORTUNITY TO CHOOSE THE MEMBERS YOU FEEL WILL BEST REPRESENT YOU!! **CHOOSE WISELY! CHOOSE PEOPLE YOU KNOW WHO WILL ATTEND IN YOUR BEHALF AND LET THEM KNOW HOW YOU FEEL ABOUT UPCOMING ASSOCIATION ELECTIONS AND FUNCTIONS.** Reading through some of last National Convention minutes about "floor action" might also give you some of ideas of how Delegates spoke in your behalf in New Orleans last August. Lastly, if you are not sure how to cast your vote -- ask a trusted Association member or State Board Member who has experience and knows which Delegates' judgment would match your concerns. But most important: VOTE!!

There are some new wrinkles in the procedures of ballot voting this year, and these must be observed closely. Do not let your ballot become "void" due to some error on your part. Do not put "write-in candidates" on the ballot; do not write anything on the ballot! Do not sign the ballot or make comments.

Due to nationwide balloting procedures varying, National has set forth the new procedures outlined below which all states are asked to observe beginning with this year's National Convention Ballot:

1. Mark an "x" or "✓" on the line next to the name of the candidates of your choice. Mark no more than 29 names (less is fine, but no more). Ballot cannot contain any identifying information (your initials, name, comments, etc.)

2. Place your marked ballot in the small envelope labeled "BALLOT" and seal it. Do not write on this envelope. You must use this small envelope. This envelope protects your ballot secrecy.

3. Insert the sealed "BALLOT" envelope containing your marked ballot into the return envelope pre-addressed to PO Box 902, Manitowoc, Wisconsin. Stamp, indicate your proper return address, and mail promptly. ALL BALLOTS MUST BE MAILED TO THIS ADDRESS. NO "hand-carried" BALLOTS WILL BE ACCEPTED.

4. Your name on the return ballot envelope will identify you as an eligible member/voter. If in question, a member's status can be determined to establish eligibility to vote.

5. On Saturday, June 8, 1996, the Chairman of the Elections Committee or their designee will pick up ALL returned ballots. The PO box will be closed at that time, and any arriving after that date, will be returned because the box has been closed.

6. The Elections Committee will then proceed to count and post results of the National Delegate Election to the State Convention attendees. The Election Committee members must be made up of people who are not listed on the ballot. Candidates listed on the Ballot may observe counting procedures as long as their presence is not disruptive or distracting. This activity, too, would be overseen by the Chairman of the Elections Committee. The State Secretary will continue to supervise and answer questions the Elections Committee may have in regard to their duties.

MAKE YOUR VOTE COUNT!! FOLLOW THESE NEW GUIDELINES!!

Nola S. Hein, WRLCA State
Secretary

CANDIDATES - FOR DELEGATES TO THE NATIONAL CONVENTION
(Randomly selected, by a pair of disinterested parties, via a drawing)

Mary O'Herron...Do you believe in strong unionism? Do you believe each member of our union should have a direct vote to ratify our contracts? Do you believe that "99.11%" does not accurately reflect the approval rating of our contract? If you answer yes to these questions, then I urge you to elect MARY O'HERRON as your delegate to National Convention. As a delegate, I will take an active role in promoting one member/one vote contract ratification and officer elections. Remember...MARY O'HERRON for National Delegate.

Genevieve Taylor - Delegate to National Convention
Regular Rural Letter Carrier & WRLCA member - 16 yrs
Last 5 yrs - attended National Convention as delegate
and non-delegate
Delegate to state convention - 14 yrs
Served on various committees at the State Convention
Attend Spring & Fall Booster Meetings
Sec-Trea. - Cal-Man-She - 14 yrs
Co-Chair - 1996 Convention - Manitowoc

Tom Balza Delegate for National Rural Carrier Convention
Received 30 year pin Sept. 1995
Chairman 1989 State Convention
Member QWL/EI Facilitator 5 years
Attends Booster and State Conventions regularly
Assists in RCA testing
Assists in DPS on new sites
Conducted several DISC seminars
A dedicated rural carrier and Association member
Thomas J. Balza

Judy Peters would be honored to represent Wisconsin as a delegate to the 1996 National Convention. I started my postal career in 1979 as a sub rural carrier and a WRLCA member. Since 1989, I have been a member of QWL-Quality Achievers. I am presently the vice-president of Outagamie County, past Secretary/Treasurer. I served on the Affirmative Action Committee-Milwaukee District for 2 years, which I was the recipient of a special award. For the past 6 years I have been a state delegate and a National Delegate for five years. I would appreciate your delegate vote and thanks to everyone who supported me in the past.

James H. Polk

Nineteen years in Postal Service as Rural Carrier. Worked in Madison Main Office as 204-B and in Stoughton P.O. as Temp SPO. Currently Secretary/Recorder of "South Central Solvers" QWL/EI Workteam. In February 1996 elected President of Dane County (fastest growing County in the U.S.A.!) Promoting Wisconsin as host for National Convention in the year 2000! In April of 1995 had my 48K route cut to 42K.

Karen Schauer - Thank you for your past support and again, I'd appreciate your vote this year. I'd be honored to represent WI as a delegate to the 1996 National Convention. Sec./Tres. of Chippewa-Eau Claire Co., Vice President of the West Central District, QWL member, Automation and RCA Trainer. I've participated in 7 State Conventions and attended 5 National Conventions. "Scratch your ballot for the 'Chicken Lady'". Thanks!

Hello, My name is Dale Masanz and I'm from Edgar, WI. I have been involved in the W.R.L.C.A. since 1970 when I was hired as a Sub-Carrier. In 1981, I became a Full-time Carrier, working out of the Edgar and Marathon offices. My duties have included serving as Marathon County President (1981-82 and 95-Present), being a Member on the Tri-County QWL Team (1986-Present), and serving on the State Convention Committee (1995).

Along with my wife Elmira (Mike), an Auxiliary State Board Member, I have attended five National, sixteen State Conventions, and numerous Booster and County Meetings. Thank you for your support. Dale Masanz

My name is Mary Burtch and I'd like to offer the following qualifications for your consideration:

15 years of service with the USPS--Regular at Hartland
Presently studying Industrial/Organizational psychology
at UW-Parkside

School Board Member--Pewaukee, WI (Served on Personnel,
Negotiations, Curriculum Committees, and as
President for 2 years)

Former QWL/EI Facilitator

USPS/MATC classes, including Labor Relations

Served on the Affirmative Action Committee--USPS,
Milwaukee District--for 2 years

Presently, Facilitator for the Diversity Committee

I would use all of this background to help represent Wisconsin Rural Letter Carriers at the National Convention if elected. Thank you!

My name is Paul Furman (no relation to Mark...spelled different) I am regular on Rt. 1 Darien. Just turned 48K 85 miles (count of Sept 95). Now they are cutting me. Anyway, married to Nancy, four (4) kids. Started as RCA in Aug. '88, Regular Sept. '91. Attended all County mtgs, three (3) State Conventions, many Booster and Southern Badger mtgs. Currently President Rock-Walworth, past Vice Pres. Been active on two different committees at State. I would like to act for you at National Convention in '96. I thank you all for your support.

I am writing to ask for your support and vote for National Convention Delegate. I feel that I earned this position for the following reasons.

Attended past 6 years as Non-Delegate to National Convention

Attend all State Conventions
Work on State Convention Committees
Attend all Booster Meetings
Attend all Southern Badger Meetings
Present, Washington Co. President
Past Washington Co. Sec-treas.
Past Member QWL Workteam
Local Steward 12 years

Thank you, Wis. Rural Letter Carrier of the Year, Mel Ewert

Jim Landry, Green Bay

Past vice-president and now president of Brown County's Union. Work as a team member on QWL/EI. Attained for 6 consecutive years Executive circle of our PAC. I attend all State Conventions and both fall and spring boosters. If you have been at the State conventions you may have heard me speak as Chairman on behalf of the "Constitutions & By-Law's Committee". Other positions I have served my community in have been, 4 years City Alderman, 4 years County Supervisor and 6 years as a youth league coordinator. As I am planing to run for State Committeeman this year, I would like to take this opportunity to ask for your support for both National Delegate and State Committeeman.

Dear Rural Letter Carriers,

I am Dan Wiedenhoeft. My qualifications for a delegate to the National Convention are as follows:

22 years of service at Ixonia Post Office
Served on all committees at state convention
Attended 7 national conventions; the last 2 proudly as a delegate
Secretary of the Jefferson County Rural Carriers for 9 years, was VP before secretary
Local Steward for Ixonia Post Office

I would appreciate your vote to be a delegate to this year's national convention and will work hard to represent your best interests.

Yvonne M. Salzman (Beaver Dam)

Regular Carrier	1988-Present
45K	1/2 yr
46J	3 1/2 yr
44LK	3 1/2 yr
Auxiliary/Substitute Carrier	1986-1988
Substitute Carrier	1979-1988
Vice-President/WI Southern Badger District/RLCA	1991-Present
Secretary-Treasurer-Dodge County RLCA	1991-Present
Local Steward	1996
Team-member - There is a way QWL/EI	1989-Present

Attended 9 WRLCA State Conventions
 Delegate

Participated on the following Committees:
 Resolutions & By-Law
 Meeting Location
 Juniors-Chairman for Columbia County Convention

Attended last 6 National Conventions
 Delegate to 4

Your vote is greatly appreciated

John Kaufman...I carry a 48K, 22 mile "L" route (pending adjustment) out of Westside Station here in Madison. I am a 1990 graduate of the University of Wisconsin-Madison with a Degree in Psychology. I have served as our offices rural representative on two committees: the Customer Service Index (CSI) Improvement team, and D.P.S. implementation committee. I am the current Dane County President, the newly elected union steward, and the Recorder of the new Madison based QWL team, Solutions "R" Us. My interest in being a Convention Delegate is twofold: the type of route I serve, (LLV-provided, 60%+ D.P.S. letter volume, "L" route) need representation, and my feeling that route adjustments, both on automated and non-automated routes are being imposed in a arbitrary and somewhat unfair fashion. Thank you!

I plan on going to the National Convention again this year and would appreciate your vote to be your delegate. I believe in keeping the benefits we have achieved over the years and striving for a fair share as new technology comes to our craft. With 9 years as a regular carrier at Marshfield Post Office, I now have 20 years in the USPS. I'm involved in QWL, County meetings, and State Conventions. Thank you for your support. Charles R. Lilley

I have been a regular carrier for over 12 years. I've served as an office steward, president of Rock-Walworth Counties, and have served on various committees at our state conventions. I've attended three national conventions, the last two as a delegate. Thank you for supporting me in the past, and I would appreciate your vote again this year. Carole Conway

Hello, I'm Cherie (Shur'ēē) Du Lac and I live in Muskego as well as work at the Muskego Post Office. The only qualification I have to be a delegate is the fact that I've been a part of this union since I joined the Postal Service 7 1/2 years ago. Since I'm the newly elected Union Steward in our office I feel it's very important for me to be a delegate. Also, since I've only been a "regular" for 6 months I anticipate being an active part of this union for many years.

WHY ARE MY DUES SO HIGH?

National raised dues to implement our new Steward Program. Your state association had to raise dues as the costs have also gone up.

Below is a breakdown of what regulars, Subs, and retirees pay now.

	Total	Per Paycheck
Regulars-----	\$197.00	\$7.58
Subs-----	\$ 55.00	\$2.12
Retiree-----	\$ 29.00	\$2.42 (per month)

Below is the increase that will take effect on July 1, 1996.

Regulars-----	\$215.00	\$8.27
Subs-----	\$ 59.00	\$2.27
Retiree-----	\$ 31.00	\$2.58

A single form for regulars and relief for payroll deductions is available. Your state officers carry these forms with them at their county meetings. You may also contact our state secretary, Nola Hein, for these forms.

Thank You, Linda Severin, Treasurer.