

WI RLCA

Fall 2001

NRLCA
Convention



Greetings

We all work in a changing environment both within the Postal Service and the NRLCA. I had hoped to tell you all about the speaker for the Saturday afternoon session of the Fall Conference, (Stevens Point October 13-14), but because of a change in the Headquarters Marketing Department I do not yet have a firm commitment. I can however tell you that our National Officer for the Fall Conference will be Don Cantriel who was elected to the new position of Director of Steward Operations at the re-

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cent Atlantic City Convention. Before being elected to his new position Don was the full-time Missouri State Steward. Please check our website, wirlca.org, around the middle of September for the latest confirmed information. I hope you will enjoy news from the National Convention in this issue. At the Wisconsin Breakfast I asked for four volunteers to write an article for this issue about the convention. Three of them made the deadline and are contained within.

We also have several changes on the National Board, you can read about them in Bill Foley's article. Because Randy Anderson is now the National Director of Labor Relations we have a different Executive Committeeman assigned to our area. He is Brady Porth Jr. and has been a national committeeman for seven years. Brady has also been assigned as the Craft Co-Chair for the Central Area Joint Steering Committee for the QWL/EI Process. We all look forward to working with Brady in both of his new assignments. Speaking of the CAJSC you will find, on page 11, a job posting for the position of Area Trainer. This is a craft opening and anyone interested should make sure that they have their complete appli-

cation in to the area coordinator by October 1st.

Barring any major unexpected breakthrough it looks like the next rural contract will be as a result of arbitration not negotiation. The Postal Service although in the arbitration process with us, will have completed that process with the APWU, before we settle our differences. The best guess seems to be nothing until early next year. We can only hope that substantial back pay will be part of any settlement.

Those who were at national convention in Atlantic City are aware that Wisconsin seated one less delegate this year, (32 as opposed to 33), than last. This was as a result of the annual purge of our membership list by national and as a result we fell below the 3151 members needed to stay at 33. I realize that there are a number of current and former members who are unhappy with various actions or inaction of both the National and State organization. I sincerely hope that those who feel this way raise their voices within the NRLCA. If you want things to change you must be part of that

change. This can only happen if you are a member. A member who takes the time to come to county and state meetings, speaks his mind and votes accordingly. Non-membership means that your voice will not be heard. It's *your* future, and *your* union. Invite a non-member to your next county meeting. Let's get back to 33

The state board has not made a decision yet as to the number of issues of this newsletter that will be published this fiscal year. It now looks that there may be five rather than the traditional four. This issue is titled Fall rather than Sept/October because of that reason. The next edition should be out around the first of the year. And at that time we should have a firm schedule for future editions.

See you at our union meetings.

Bill Jarzombeck
President WIRLCA

Photos courtesy Tom Balza

NEWS & VIEWS

LAKELAND DISTRICT JOINT STEERING COMMITTEE

Recently I heard someone ask, what is a DJSC? Maybe some other rural carriers are wondering the same thing. The District Joint Steering Committee (DJSC) is the focal point of the Quality of Worklife, Employee Involvement (QWL/EI) process. The DJSC is responsible for guiding, supporting, and overseeing the QWL process throughout the district. The Lakeland DJSC has eight members, equally divided between union and management. They set goals and do projects annually. They oversee automation implementation and the rural academies. The DJSC serves as a liaison between the district workteams and the District Manager. All rural carriers are encouraged to become involved in the process and become a member of a local workteam. The DJSC plays a key role in encouraging management participation. DJSC members appoint and supervise the facilitators. The DJSC is responsible for providing resources necessary to support the workteams. Any rural carrier or workteam may submit ideas or projects they think would benefit the Postal Service. The DJSC can appoint District Task Teams to work on ideas submitted to them. At this time, the Lakeland DJSC has a Task Committee preparing a Quick Reference Guide for Rural Carriers. More on that another time. . . Martha (Marty) Schmidt

GREETINGS FROM THE NORTHLAND DJSC

Hi! My name is Sue Heiderscheidt. I am the rural carrier on Route 1 at Centuria WI. I have been with the postal service since 1983. I was a QWL/EI Facilitator for 4 years. I joined the Northland DJSC (District Joint Steering Committee) in September of 2000 when Dennis Nelson rotated off. It has been a very interesting experience.

The DJSC provides leadership and direction for the QWL/EI "Way of Life" process. The purpose of QWL/EI is to increase mutual respect, positive dialog, and participation between craft and management within the local office. The DJSC develops goals, principles and structure for the QWL/EI Process within the district. The DJSC consists of four rural carriers, four management persons, and a coordinator. We have been instrumental in helping district task teams to get strobe lights and blazing triangles for rural delivery vehicles, getting a shadow day trial period, and holding job fairs. The DJSC oversees the rural carrier training academies and automation implementation. Before DPS comes into an office a "RAT" (Rural Automation Trainer) arrives to validate the edit books and provides information to everyone in the office about DPS.

If I can be of assistance or answer any questions, I am here to help. If I don't have an answer, I'll find someone who does. Give me a call at 715-646-2121 or send me a note at 2020 180th Ave Centuria WI 54824-7704. I look forward to hearing from you.

CENTRAL AREA JOINT STEERING COMMITTEE



Quality of Work Life
Employee Involvement



CAN AN RCA TAKE HER/HIS ANNUAL LEAVE IMMEDIATELY WHEN MAKING REGULAR?

The easy answer to this question is yes. But how is it done without making the new regular carrier wait until the 91st day? Obviously, the RCA awarded the regular route must be in a leave earning status by either being assigned to an auxiliary route (79) or a regular route with the regular carrier on an extended absence (74). To be able to carry over the leave, the RCA must remain assigned to the leave-earning route through the Friday immediately prior to the regular assignment on Saturday.

When the action is taken for an RCA in leave earning status (74,79) to an established regular route, the Form 50 action should be a **580 action**. This action is quite simple and any manager should and could submit this to personnel. The new regular should have all earned leave from the previous designation and should be able to take this leave immediately without waiting until the 91st day.

When the action is taken for an RCA in leave earning status (74,79) to a newly converted auxiliary route to regular, more care must be used. First, the postmaster must coordinate with personnel and operations support to assure that the day the auxiliary route is converted to regular is also the day the RCA is assigned to the residual route from the original posting. Again, this is a **580 action** on Form 50. The auxiliary route that is being converted to regular must be posted prior to the route actually being converted to a regular route. Thus the coordination between personnel and operations by the postmaster is imperative for the transition to be successful. One caveat must be noted. Make sure that if any RCA in the office would become eligible to bid prior to the conversion date of the auxiliary, but ineligible during the posting period, the posting must be delayed until after the conversion date. While the RCA probably would not be awarded the route,

her/his rights would be violated due to the early posting. If for this reason or any other reason the assignment and conversion cannot be on the same day, then management has no other option than to pay out the annual leave.

If the Form 50 is not processed properly, the new regular carrier will be paid for all accumulated annual leave in a lump sum. The sick leave will reappear on the pay stub after the 91st day as a regular carrier.

The leave chart below was taken from a class given to management on rural timekeeping. This chart shows when a designation changes, what Form 50 action is taken and when the Form 50 is processed.

Leave Chart

**Designation to Designation 50 Action Code
When 50 is processed**

78	74	907
91 st day		
78	79	907
91 st day		
74	71	580
immediately, leave carried over		
79	71	580
immediately, leave carried over		
74 to 78	71	907>908>580
Break in service, immediately.		

Leave computation date is day 1

and another 90-day leave probationary period is needed.

79 to 78 to	71	907>908>580
Same as above		

Jim Polk Vice President

Hello! My name is Karen Schauer. This past June, at the State Convention in Wisconsin Rapids, Nola Hein our State Secretary announced that after 15 years as secretary, she was not going to seek re-election for personal reasons. The State Delegates at the convention also voted to combine the Secretary and Treasurers' position. I am the newly elected "Secretary/Treasurer". Nola has done an outstanding job these past 15 years and she's going to be a hard act to follow. There is a lot to learn so I ask for your patience and understanding.

For those of you that do not know me: I started my postal career in Eau Claire as an RCR in 1981. Today I'm the regular carrier on RT 10 in Eau Claire. My route is a 44K with 343 boxes and 40 miles. I was an RCA Academy Trainer for 9 years. I'm now the Coordinator for the Northland District DJSC. I was the Secretary/Treasurer for Chippewa/Eau Claire County for 10 years and I've been the State Treasurer for 5 years. Oh, I almost forgot...I used to raise chickens and sometimes I am known as 'The Chicken Lady'!

Two chickens were engaged in conversation as they sat next to a very busy highway. One chicken said to the other, "My greatest desire is to go out there on this road and lay an egg." To this her companion replied, "If you do, I have two suggestions to make: go out there fast and lay it on the line."

Even though life is hectic and running at a fast pace, we need to get out there and inform people about the goings on of the union and "lay it on the line." Last June at the State Convention we passed a very large budget for this coming year. Your State Board is committed to bringing you up-to-date information about contract negotiations and well as current happenings in the postal service that affect your job and paycheck. Some of the ways to accomplish our goal is by publishing additional state newsletters, and continually updating our web site. Board members are assigned to county meetings and will be there to also give you the 'latest'. All of these actions take money and man (and women) power so to make this fast....Get involved, completely read

your newsletters, attend your county meetings and State Conferences, and 'lay it on the line!'. Insist that your fellow carriers also join if they are not already members and get involved too. I am extremely disappointed in the number of non-members; carriers that receive the same pay raises, COLA, insurance, retirement and job protection as you and I, courtesy of Our Dues and Our Participation. Please sign someone up!!!

And finally, God put me on earth to accomplish a number of things. Right now I'm so far behind, I will live forever."

Sincerely,
Karen Schauer, State Secretary/Treasurer

STATE BOARD MEETING – Sheraton Hotel, Atlantic City, NJ – Thursday, August 9, 2001

President Bill Jarzombeck called the meeting to order at 3:45 pm. All Board members and State Steward were present.

Theresa Schrader was present to discuss her 'delegate' situation. In the spring the membership voted for 33 National delegates based on the membership totals of last year. Theresa was the 33rd delegate on the list to attend the convention. Our membership totals dropped due to the 4th quarter purge and the state of WI lost one delegate. Bill Foley made a motion to pay Theresa as a delegate even though she was now an alternate. Louise Gonia seconded the motion. Carried.

Bill Foley announced that his copy machine had died. Due to the age and past repair record of the machine, Louise made a motion to allot up to \$300 for the purchase of a new copy machine. Jim Polk seconded. Carried

Jim Polk has order the food for Caucus night. 6 Pizzas and 2 3foot subs plus soft drinks. Monies to pay for this will come out of the WI 2000 funds.

The minutes of the 2001 State Convention have been printed. All board members are asked to read them. There are some concerns of the reporting format for the constitution and By Laws. Further discussion on possible changes for next year was tabled till the Fall Board

read them. There are some concerns of the reporting format for the constitution and By Laws. Further discussion on possible changes for next year was tabled till the Fall Board meeting.

The new Constitution and By Laws have also been printed. There was some discussion on the wording of one of the changes. We have a few differences of opinion but decided that the members could correct it at the next state convention if they so choose.

Chris has the 'Ballet Scanner' and will keep it at his office until the next State Convention.

It was noted that Academy Trainers and QWL Facilitators are required to attend 50% of County, State meetings. Sign-in sheets will be used starting at the Fall Conference.

Expense Vouchers and procedures for submitting were discussed. Board members are to send their vouchers to the President at least every 2 months.

Karen discussed the LM and 990 tax reporting forms. Mark Becker will be asked to submit a more detailed WI 2000 report.

Mail Count. Chris told us that very few in the Lakeland District would be counting. There will be a few count training meetings and Chris will also write the District Manager for permission to do Plant Inspections. Karen reported that there are some offices getting DPS shortly and will qualify for the September count but otherwise there are very few routes in the Northland District that will be counted. There are no count trainings scheduled for the Northland District.

Diversity Award. We will submit the name of a very qualified person for this award.

Newsletter. Bill J has asked 4 delegates to submit a short article on the National convention to be printed in the next newsletter. The 4th Annual Multi-Cultural Event has submitted an article and it will be included if there is room. It was also reported that some people received newsletters with missing pages last time. Bill will notify the printer. There will be about 20 pages for the next newsletter. All articles are due August 20th. Board members are asked to send their articles as attachments to an email or to send the article on a floppy to Bill J.

Fall Meeting. Suggestions were made to have a guest speaker from Marketing, a video on seat belts and other ideas. Bill J will keep us posted on who will be our guest from National.

The full time Steward contract and the

State Officers handbook were discussed but tabled for action at our next board meeting. Next board meeting will be Saturday morning October 13, 2001 in Stevens Point WI

Meeting adjourned at 6pm.

Respectfully submitted

Karen Schauer Sec/Treas

National Convention

Personal notes.

Hi, I am back. Considering this is the first National Convention I have attended as a committeeman, I am going to reserve any comments pertaining to the works of this years convention with one exception. For the most part time extensions for debate were voted down. I felt some of the issues did require more debate. Without further debate you have limited understanding of the issue and its potential effect. We did have some excellent keynote speakers with perhaps one exception. Also your national officers were up for re election. Note below the results. There was an update on contract negotiations. I won't address the constitutional and bylaw changes I am sure there will be other articles in this issue which will address them. However Article 15 has some significant changes which addresses fair representation. We will all receive a National Convention magazine in the next few weeks. I urge all of you to read the minutes of the debate pertaining to Article 1 and 2 of the constitution and bylaws. I found this debate somewhat humorous and time consuming.

The highlight of the convention, for me, were the keynote speakers. First up was Jack Potter and he was accompanied by several security personnel. Jack wants to target in on an increase in hard copy mail volume. He wants to reduce cost without degrading service. This means keeping post offices open. He feels communities loose their identity with the loss of their post office. Jack also stated that we should be more aggressive in promoting our exciting volume growth areas. Jack states rural carriers are the post office on wheels and should do all we can to promote sales such as priority mail, delivery confirmation, etc. Jack also mentioned freezing wages are not the answer there will be no reform for reform sake. Closing and consolidating post offices is not the answer. He stated that we deliver 680 million pieces of mail ever day and most of it is delivered by rural carri-

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ers. He states the consumer is not aware of the mail volume we handle and we should do what we can to inform them of this. Jack also stated that customer satisfaction is up. Jack wants to target a 2.2 billion cut in operating costs in the next two years!! Where is he going to get the money??? Jack thanked us for going the extra mile and indicated we are the peoples' contact with the outside world and in some cases there only contact. Yes, we are! Next up was Bill Peer, legal council for the NRLCA. Bill started out his discussion bringing up Jack Potters 6 star point program indicating that one of those points evolves around the voice of the employee. Apparently this voice is not being heard or lost somewhere. If Jack really wants to listen to us then he will listen to our need for vehicles to deliver all the added volume. It does appear that the Post Master General is willing to listen. Lets go to the Post Master General and tell him we are willing to negotiate if he is willing to listen. Bills comments indicated that the USPS walked away from the bargaining table. They are just not willing to settle differences and arbitration. Bill says we are at war and our cause is just and right. The blame is not on our side. We want to negotiate in good faith. We were in grasp of an agreement and the USPS walked away from the table. The USPS is afraid of the upcoming contract negotiations with APWU demands if they settle with us. Bill feels we won't get an answer on arbitration until possibly 2002. The USPS does not want our potential award hanging out there while they have to negotiate with the other crafts. Also NALC negotiation start in September. **BILL STATED** we will be asking for **RETROACTIVE** retributions!!!!!!!!!!!!\$\$\$\$\$\$\$\$. Bill stated we are asking for the following:

- Get rid of L Route.
- A fair 4 week mail count.
- Don't mess with our time standards.
- Give us vehicles to deliver the volume.
- Give us fair EMA.
- Quit treating our lead replacements as secondary citizens.
- Get out of the way and let us get the job done.
- We want level 6 pay.

And the USPS's position is:
We are over paid and under worked because of our wage premium.
We are whiners because we want level 6 pay.
Our demand for parity comes much too late. We lost this right in 1984.
Bills response to this is why does our wage have to

be indexed to the postal systems cost.
It is of our opinion and I speak for most that unity is based upon diversity. This is a united union and not a divided union. Please don't let this arbitration divide us. In this hour we need your support more than ever.

I think I have rambled on enough, but once I get started I can't stop.
Election results.
PRESIDENT: 1,028 ballots cast, 515 needed to win
Robert Picklesimer – 358
Gus Baffa – 667 (New President)

VICE – PRESIDENT: 984 cast, 483 needed
Dale Holton (ran unopposed) 889 votes

SEC/TREASURER: 997 cast, 489 needed
Clifford Dailing (ran unopposed) 959 votes

DIRECTOR OF HUMAN RELATIONS: 1038 cast, 520 needed
Randy Anderson – 729 votes (New Director)

DIRECTOR OF STEWARD OPERATIONS: 1031 cast, 516 needed
Don Cantrell (New Director) 763 votes

EXECUTIVE COMMITTEEMAN: 1034 cast 518 needed
Donnie Pittes – (New Ex committeeman) 943 votes.

POSTAL SERVICE CASE COULD AFFECT MILLIONS
Here is an interesting article I read in the Sun News from Myrtle Beach, SC author is Knight Ridd.
Hope for the best if this federal court ruling does not fall in labors favor it could have quite an impact on all of us.

The U.S. Postal Service has been trying to fire Maria Gregory since September 1997. They're having a terrible time of it. Now her case is before the Supreme Court, with oral argument set for Oct 9. Several million federal employees will be listening in.

Some of the facts are in dispute, but the legal issue is clear. Before Gregory got the ultimate boot, she had been the subject of three prior disciplinary actions. One of these had been expunged. The other two were still in grievance. The question goes to the weight that can be given, if any, to prior disciplinary history.
The U.S. Court of Appeals for the Federal Circuit, ruling

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YOUR WIRLCA FALL CONFERENCE

- Saturday, October 13, 2001 -- 1 PM to 4:00 PM
- Saturday, October 13, 2001 -- 7 PM to 10:00 PM
- Sunday, October 14, 2001 -- 9 AM to 3:00 PM

Holiday Inn Convention Center
1501 North Point Drive

(Business 51 and North Point Drive)
Stevens Point, WI

- Mark ***YOUR*** calendar
- Make ***YOUR*** reservation
- Attend ***YOUR*** conference

Saturday afternoon – informational speakers

Saturday evening – hospitality room with light snacks & beverages

Sunday -- *YOUR* newly elected National Director of Steward Operations, Don Cantriel, will address us.

- Come and meet ***YOUR*** new State Board
- Come and talk to ***YOUR*** national officer
- Come and learn about ***YOUR*** association
- Bring ***YOUR*** family
- Bring another rural carrier
- Bring a smile

ROOM RESERVATIONS AND RATES

- A block of rooms has been reserved with special WIRLCA rates
- Rooms must be reserved by September 12, 2001
- Rates: \$52.00 single; \$82.00 double (plus taxes)
- Phone: 715-341-1340 or 800-922-7880

Submitted by 'Marty' Schmidt

MIDSTATES MICHIGAN 2002 May 3, 4 and 5

The Michigan Rural Letter Carriers invite you to attend the Midstates conference 2002 at the McCamly Plaza Hotel in Battle Creek, Michigan. The McCamly Plaza Hotel is a AAA four star hotel that will make your stay in Michigan a memorable one. Room rates are \$82.00 plus applicable taxes per night. Parking will be complimentary and there will be a free shuttle from the Kalamazoo Airport which is located approximately 25 miles from Battle Creek.

We are planning a Friday night mixer with plenty of time to catch up with your friends from the Midstates area. Saturday afternoon we will be offering a luncheon and Saturday night there will be a fabulous banquet featuring culinary delights with a Michigan flair. There will also be entertainment that will keep you tapping your toes throughout the evening.

We look forward to seeing all of you for what we hope will be an informative and entertaining conference. If you have any questions, please see Sandy Bishop at the Michigan delegation or at bishop@dmci.net Hope to see you there!

**McCamly Plaza Hotel
50 Capital Ave. SW
Battle Creek, MI 49017
1-888-622-2659
Take a virtual tour of the hotel
@ www.mccamlyplazahotel.com**



Watch for details in our National Magazine.

Several months ago the Postal Service did away with the old method of applying for Rural Carrier Associates. Instead of filling out an application, potential RCA's apply over the telephone using information found on a vacancy announcement posted in the lobby of each Post Office.

At the top of the vacancy announcement is a list of Post Offices, below that is a phone number to call to apply, a vacancy number, and two dates and times between which the vacancy number will be valid. The vacancy number is valid for all Post Offices listed on the top of that particular announcement for the dates listed. By using that particular vacancy number the applicant will be applying to take the RCA exam for all offices listed.

The phone number for all areas is 1 (800) 999-8777. Hearing impaired applicants may call the TTY number at 1 (800) 800-8776. Candidates must use a touch tone phone to apply because they will be required to enter the announcement number from the vacancy announcement, their social security number and zip code. In addition they will be asked to leave their name and address in a voice message.

Each area will schedule an RCA exam quarterly, all applicants who have called in will be sent a scheduling package that will include the exam date, time and location as well as materials to help them prepare for the exam. The Postal Service will provide reasonable accommodations to qualified individuals with disabilities. Instructions for requesting reasonable accommodations are also provided in the scheduling package. The decision on granting reasonable accommodation is made on a case by case basis. Everyone who has applied using the same vacancy number will be tested at the same time. At the exam candidates may have their name attached to the hiring registers of up to three Post Offices. A minimum score on the RCA exam of 70 (excluding Veterans' Preference) will place the applicant's name on a register of eligible applicants for a period of two years.

When an office has a vacant RCA position, the Postmaster contacts Personnel for authorization to fill the position and requests a hiring worksheet. A hiring worksheet is a list of applicants who requested to have their names attached to that office, in order of their scores on the RCA exam. Applicants are called in for an interview and if they are interested in the position will fill out an application. A background investigation consisting of contacting former and current employers, a driving abstract and a police report. A 5-year satisfactory driving record is mandatory as well as a valid state's driving license. The drivers abstract will be obtained from the state where the applicant resides. If everything checks out the applicant is scheduled for fingerprinting and a drug test. One person from the top three scores is then hired. If the person who is number three on the hiring register has experience that would apply to the RCA position, that person could be selected over the person who was number one on the register.

The RCA position requires the ability to sort mail in delivery sequence, load it into the delivery vehicle, and deliver all mail and parcels to the delivery address. Parcels may weigh up to 70 pounds. RCA's will also be required to record changes of address and other information, maintenance of reports and forwarding of mail on their designated route. They also are responsible for providing their customers with stamp sales and money orders if requested. RCA's will be required to provide their own dependable vehicle for which they will be paid a mileage allowance. They are required to deliver mail from the right hand side of the vehicle. This will necessitate driving from the middle of the vehicle unless they have a right hand drive vehicle. Left-hand drive vehicles must have an automatic transmission and no console.

RCA's who have completed one year of service are eligible to bid on any vacancies that occur in the office where they are employed. Vacancies occur when a regular carrier quits, retires, is separated from service or when there is sufficient growth in the area to require an additional route. If more than one RCA, in the office in which the vacancy occurs, bids on the open route it is generally awarded to the person with the most seniority.

Respectfully submitted
Committeeman Tom Bittner

Welcome New Members!

Margaret Krawczyk
Jennifer Polk
Cheryl Schreiner
Lora Miller
Cynthia Johnson
Paul Curry
Doreen Laatsch
Matthew Colish
Hope Calabrese
James Carney
Sue Lemke
Sharon Hamann
Jeffrey Gonia



“The Thought for Today”

Slow me down, Lord

Ease the pounding of my heart by the quieting of my mind. Steady my hurried pace. Give me, amidst the day's confusion, the calmness of everlasting hills

Break the tensions of my nerves and muscles with the soothing music of singing streams that live in my memory.

Help me know the magical, restoring power of sleep. Teach me the art of taking “minute vacations”...slowing down to look at a flower, to chat with a friend, to read a few lines from the Good Book.

Remind me of the fable of the hare and the tortoise; that the race is not always to the swift; that there is more to life than measuring its speed.

Let me look up at the branches of the towering trees and know that they grew slowly and well. Inspire me to grow toward the stars of my greater destiny.

Slow me down Lord.

Author Unknown

Ruth Moody-Chaplain

Rural Calendar 2001-2002

September 12	Burnett-Polk	County Meeting
September 16	Chippewa-Eau Claire	County Meeting
September 22	Tri-County	County Meeting
October 13-14	Fall Conference Holiday Inn	Stevens Point
November 3-6	Regional Steward Seminar	Bloomington, MN
February 18	Southern Badger Mtg. VFW	Madison
May 19-22	Presidents' Legislative Seminar	Washington DC
June 9-11	State Convention Ramada	Wisconsin Dells
August 6-9	National Convention	Portland Maine

DEADLINE FOR NEXT ISSUE IS DECEMBER 20, 2001

Rural Free Classifieds Mutual Transfer:

For Sale:

1996 Subaru Legacy wagon, green.
117K miles, runs good, \$5000, call
715 646-2186 or email
sueh@lakeland.ws

Advertising in this column is available
to WI RLCA members in good stand-
ing for transfers or vehicle related
sales only. Ads are free and run as they
are received, space permitting.

Mutual Transfer Ads do not necessar-
ily reflect the policy or rules of the
Postal Service or contractual language

JOB POSTING: AREA TRAINER FOR QWL/EI

Trainer Requirements:

- Must be member NRLCA
- Must have QWL/EI Facilitator experience
- Other training experience is helpful
- Must be available for overnight travel
- Must be able to be absent from regular duties

Trainer Responsibilities:

- Conduct week-long training sessions with other Area Trainers
several times each year
- Conduct 1-2 day enhancement training on request
- Attend AJSC meetings, as required, assist with other meetings
as needed
- Assist in preparation of training agendas and materials as needed
- Assist in projects assigned by NJSC/AJSC

NOTE: Trainer work hours & travel expenses are charged to the Area

CLOSING DATE: OCTOBER 1, 2001

SEND PS 991 AND INFORMATION SHEET TO:

Sydney Bingaman CAJSC Coordinator, 335 Cedar St., Union Star MO 64494-9998

To apply: PS Form 991 (pages 1-2)

In addition to the information listed on your
PS 991, please address the following;

1. Facilitator experience with the QWL/EI pro-
cess. Include training you have received and
training you have given.
2. Any other training/experience/involvement
with the process, or other outside experience
that adds to your qualifications.
3. Comments by your immediate supervisor
regarding qualifications are helpful, BUT NOT
REQUIRED.
4. Availability for overnight travel (training
sessions are for one week).
5. Any other information about yourself that
you think would be helpful for the AJSC to
know about.

WISCONSIN RURAL
LETTER CARRIERS'
AUXILIARY

State Officers

Judy (Robert) Pederson

President
3635 River Drive
Eau Claire, WI 54703-2231
715-834-1424 or 5554

Dianne (Donald) Koch

Vice President
115 W. Main St.
Waupun, WI 53963-1909
920-324-5083

Caroline (Larry) Sonnenburg

Secretary
2417 Elm Road
Manitowoc, WI 54220-9570
920-682-5363

Bea (Al) Bengtson

Treasurer
226 South High St.
Markesan, WI 53946-7188
920-398-3872

Sue (James) Polk

Executive Board Chairman
N3820 Betschler Rd.
Helenville, WI 53137
262-593-8587

June (Dan) Strobel

Secretary
Jr. Executive Board
N4431 Daley Road
Hustisford, WI 53034
920-349-3782

Sue (Mark) Becker

W335N7027 Stonebank Rd.
Oconomowoc, WI 53066
262-966-3344

Marc (Christina) Weber

Jr. Auxiliary Sponsor
739 Gale Ave.
Wisconsin Dells, WI 53965-
8660
608-253-7192

Barron-Washburn, Buffalo-Trempealeau,
Chippewa-Eau Claire, Clark, Lake Super-
ior, Dunn, Jackson, LaCrosse, Lincoln-
Langlade, Marathon, Monroe, Pierce-
Pepin, Polk-Burnett, Price-Taylor, Rusk,
Sawyer, St. Croix, Tri County, Vernon

Fond du Lac-Green Lake, Waushara,
Winnebago

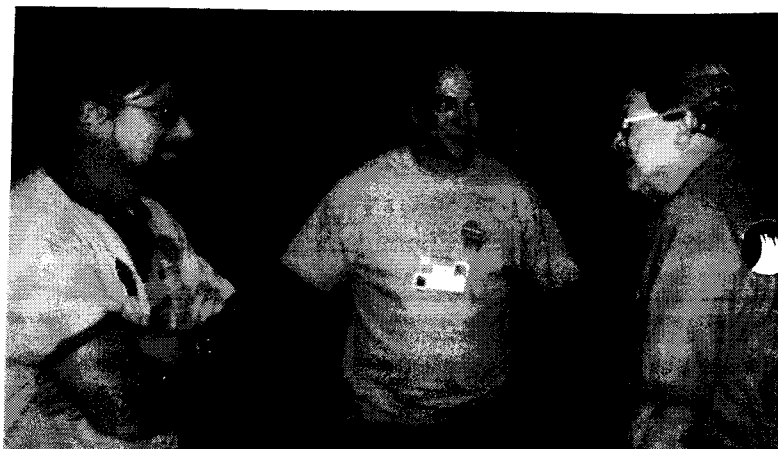
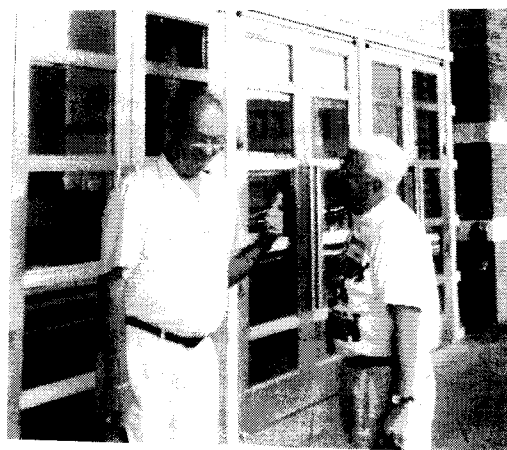
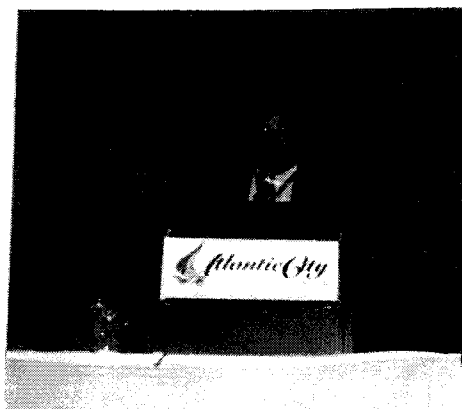
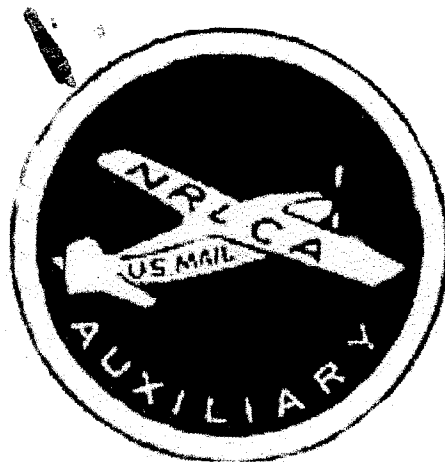
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Marinette, Oconto, Outagamie, Shawano

Columbia, Crawford, Juneau, Marquette-
Adams, Sauk-Richland, Waupaca, Wood-
Portage

Jefferson, Lafayette-Green, Racine-
Kenosha, Rock-Walworth, Washington

Dane, Dodge

Grant-Iowa, Ozaukee, Milwaukee-
Waukesha



STEWARDS PAGE

I hope everyone is enjoying our summer. I am sure many of you have taken vacation. I was on vacation with a few meetings scheduled in between from August 4-20. I have tried to get back to everyone who was on my answering machine. If I missed you I apologize and ask that you please give me a call back. If you have e-mailed me, I am trying to get those all answered. I am having a problem with my computer, so please bear with me.

The National Convention was very informative and was run very well. It was of course not as well run as the convention in Madison last year. You should be proud of the people that you elected as delegates. They enjoyed themselves, but did the job that they were elected to do.

The count is coming up for certain select offices. These offices would be the ones that are being counted under DPS standards for the first time. We have objected to some of these offices being counted because we believe the ninety (90) days to conduct a special count has gone by. We have filed a class action grievance against the Lakeland District. I do not know what the outcome of the grievance will be. When I do I will try and contact all of the offices affected. The same procedures used in a national count are used in a special count. That means that you need to have a pre-count conference fifteen (15) days before the count starts. All carriers that will be working during the count must have a pre-count conference. This includes your relief person if they will be working during the count. The regular carrier does not have the option of working their relief day during the count. The relief day belongs to the relief carrier. That is why it is important for them to be included in a pre-count conference. The only other routes that will be counted are auxiliary routes that are over thirty-nine (39) standard hours. The last report that I saw was that nine (9) routes would be counted.

There is a good chance that I will have new local steward training this fall if I receive just a couple of more applicants. Please consider becoming a local steward. It will help out you and your office. Please give me a call if you are interested.

Chris Bouche State Steward

Continued from page 6

in Gregory's favor, held that ongoing grievance proceedings cannot be used to prove a pattern of insubordinations. The Postal Service thinks otherwise and has appealed the court's decision.

In its petition for review, the government says the circuit court's ruling "threatens to do substantial damage to the civil service and represents an unjustifiable judicial intrusion into federal employee discipline."

This is what the case is all about. After serving as an army clerk-typist in Germany, Gregory began her postal career in 1985 as a clerk in the post office at Hinesville, GA., 40 miles southwest of Savannah. Over the next 10 years she was repeatedly promoted. In 1997 she was responsible for overseeing five mail routes. Meanwhile, she rose to the rank of shop steward in the local letter carrier's union.

In a brief filed with the high court, her counsel says Gregory was known as a model employee. "Even the Postmaster who ultimately fired her acknowledged that, throughout her employ, she had 'done a very good job.'"

Four years ago things began to go wrong. As a Hispanic woman, she complained of racial and sexual harassment, but her complaints were lightly treated. The first of the three significant incidents occurred in April 1997, when she was given a letter of warning for leaving work early to take her 13-year old daughter to a doctor. An arbitrator subsequently concluded that she was justified in believing that she had permission to leave. The letter was expunged.

The unpleasantness went from bad to worse. The second incident, in June led to a 14-day suspension for failing to deliver a misplaced bundle of mail. Her union filed a grievance. In August she drew another suspension for unsatisfactory performance. Again the union appealed. Matters came to a head in September. Gregory submitted a request for 3.5 hours of overtime to deliver a heavy volume of mail. Her supervisor thought two hours of overtime would have sufficed. Because she had padded her request by 90 minutes, the supervisor put the machinery in motion to fire her. On Nov 26 she was in fact dismissed. In October 1999 she lost an appeal to the Merit Systems Protection Board, which found her dismissal "within the bounds of reasonableness," but in July 2000 she won in the Federal Circuit. A three-judge panel found that the final charge against her – the charge of asking for unwarranted overtime – was supported by substantial evidence. Even so, in judging her punishment the board had relied heavily on the still unsettled grievances. On remand, the

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WHOOPY!

Americans claim to cheer for the underdog, yet, the truth is - we love a winner. The WIRLCA members, who attended the National Convention in Atlantic City, helped to prove that Wisconsin *can* be a winner. They contributed a substantial amount of money, to our Political Action Committee. In fact we ranked 5th, among all the states, for the amount of PAC funds collected.

This group of carriers and retirees are among the most active, and informed, in the state. They know the value that they receive for their PAC contributions. The delegates and other dedicated members, who spend a great deal of their hard-earned cash to attend the National Convention, have always done their best to maintain a viable PAC fund.

Winning can be much more difficult when the goalposts are constantly moving. Our legislators are presently considering many issues that will have an effect on our membership. We managed to keep six day delivery, for now, but other efforts to reduce labor costs will continue. Proposals to change the method of funding, for our health benefits and pension funds, are also under consideration.

Imagine how a law, that would eliminate our right to binding arbitration, would affect our Association's ability to negotiate a contract (when our Labor Union does not have the right to strike). Our craft members could have massive changes, to their lifestyles, if any of the above proposed pieces of legislation were to become law.

This brings me to another very important point. The cost of membership in the NRLCA is very low, when compared to that of other labor unions. One of the reasons is - we do not use Association dues to help fund political campaigns. The money, that you contribute to our Political Action Committee, helps to support candidates. It's a voluntary system that works very well, if enough people choose to participate. You have to play to win! Winning is more fun than losing. So let's get in there and kick-in some cash!

The new "PAC year" started on July 20th. I have posted the names of this year's PAC contributors on the WIRLCA web site along with some other information that may be of interest to our members.

I hope that many of you have taken the time to contact your Representative and our Senators about the pending legislation that would allow retirees to use "pre-tax" dollars to pay for their share of health insurance coverage. Other Federal employees already receive the benefit that Senate bill (S 1022) and House version (H.R. 2125) would provide to our retirees. Active members are encouraged to contact their representatives also, because this provision would be a valuable benefit to them when they retire.

I don't know if you believe that "Winning isn't everything, it's the only thing" or if you think that "It's not whether you win or lose, it's how you play the game". I've found that the second quote is usually said by the team that lost the game and if they were honest about it they would say that "given the option I would rather win!"

Well, we have the option. We can choose whether to be winners or a losers. Rural Carriers and Retirees make a decent living and should be able to afford to invest some money in a fund that could provide them with benefits, for years to come. Our PAC funds can help to elect quality Representatives who will enact favorable legislation. Everybody wins!

I would like to have every winner write out a \$20 check, payable to: **NRLCA PAC**

Mail your check to:

DENNIS R. NELSON
1002 55TH ST
AMERY WI 54001

I will serve as the score keeper. I will also send you a new "2002" PAC pin so everyone at your County's Fall meeting will know that you intend to be a "contender" in this year's fight to keep and/or improve your benefits. Remember that your contribution, to the PAC fund, is not tax deductible.

At the WI Breakfast in Atlantic City, Bill J. asked if anyone would like to write an article for the state newspaper about our experience at this year's National Convention. He said he would provide space for articles in this edition and I volunteered.

Tuesday morning was filled with opening speeches from a number of guests and National Officers, (our Association, Aux., and our Juniors). In the afternoon the business session began in earnest. Reports from various committees were reported out and after some discussion were voted on to accept as printed or as amended. The report I found most interesting was the report from the credentials committee. It stated that WI, while increasing in the total number of routes, had actually lost one delegate because of a drop in state membership. To me this was a real concern because if you don't belong you can't participate and help lead the Association as it progresses.

Wednesday morning we heard from PM John Potter. You can probably guess what he had to say. If you can't it was the usual statements about how the USPS is losing money and has to change. William Peer gave his rebuttal speech to Mr. Potter. While I was expecting the usual response from him I was quite surprised to hear him sound like a union labor lawyer. This year he came across as a hard hitting unhappy, frustrated union negotiator that held no punches back. In fact later at the convention a resolution was proposed from the floor and passed that his address was to be sent in entirety by registered mail to PM Potter.

Two of the usual and most controversial Constitution and By-laws came before us again. One was to change a phrase from The name of this Assoc. shall be the NRLCA to the name of this labor union shall be the NRLCA. This was voted down after some discussion by some delegates that in their part of this country union is a dirty word! The second one was to add that this Assoc. not discriminate on the basis of sexual orientation along with all the others such as race, gender, etc. and apparently even with all the diversity training that was supposed to have occurred through work has failed to teach us that discrimination under any circumstance is wrong. So this was voted down. To find out more about the constitution and by-law changes please read the upcoming Nat. magazine about the convention in its entirety. Resolutions were then reported out and after the binding resolutions were voted on a move was made from the floor to only discuss and vote on non-contractual resolutions first. Again this was approved

by the delegations on the floor. After those were voted for or against the 160 plus resolutions regarding contractual issues were tabled until next year since we did not know what we would get out of Arbitration. I dread the thought of how many resolutions will be on the floor next year. Hopefully many of this years will be resolved with a new contract.

This years election of officers had all the candidates with tables in the lobby of the convention center except for Gus Baffa. I don't know why he chose not to have a table set up when everyone else did. Gus got 667 votes to Bob Picklesimers 358. Dale Holton ran unopposed and received 889 votes. Randy Anderson soundly defeated his opponents for Dir. Of Labor Operations while Don Cantiel did the same for Dir. Of Steward Operations. Cliff Dailing won while running unopposed for Sec./Treasurer and Donnie Pitts won as our new NRO. Charleston SC won the right to hold the 2006 convention over Orlando Fl. South Carolina has never had a Nat. convention and had the support of the whole WI Delegation.

Lastly I must tell you the 2000 National convention in Madison was talked about frequently and all with praise. For everyone who helped with that, I would like to thank you. Every aspect of our convention was mentioned and complimented .

Sincerely,
John Phillips
RR9 Verona WI National Delegate

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board kicked the whole business back to the Postal Service. The service then went to the Supreme Court and here we are.

My olfactory sense seems to detect something less than cosmic in the Gregory case. It sounds like a personality conflict to me, in which a dispute over an hour's worth of overtime ballooned into a federal case, but the legal song and dance raises a lively question under civil service.

- Universal Press Syndicate -

See you in the fall.

Your Committeeman,
Bill Foley

NATIONAL CONVENTION IMPRESSIONS

One of the things I like about delivering mail is that when I sign out for the day, I leave my work woes behind. Most of the time, anyway! Well, National Convention requires a dedicated delegate to eat, sleep, walk and talk rural carrier issues! That can get intense by the end of the week, but it is an experience I would give up reluctantly.

One important segment of the convention is caucus night. The name is somewhat of a misnomer, in that we don't get much chance to actually caucus. Candidates for national office are limited to 15 minutes in each room, and they are most often scheduled back to back. After all the candidates have been through, most delegates are anxious to get some sleep, although some of us will stay and chat about the issues and candidates. Friday morning comes much too soon, and there is little time to "caucus" as a state delegation until ballots are handed out. At this time we gather together off to the side of the convention floor and try to hear each other amidst the noise of the convention as we take a few minutes to express our views on the candidate and try to sway a last minute vote.

I think it could be beneficial to our delegation to have more time as a group to discuss the candidates as well as proposed c&b1 changes, resolutions and other business. Why? The limited time for floor debate often makes it difficult to point out the finer points of an argument. And to top that off, even before the time limit on an issue has expired, many delegates are "calling for the question", a parliamentary procedure to close debate. I agree that there are some issues that come before us in which two sides of the argument are put forth quickly and succinctly. In which case, extending debate has limited value. But to end debate prior to giving members a chance to hear or express an opposing point of view or clarify an important aspect of the issue is detrimental to our association. So if we can't hear the whole issue on the convention floor, we better make sure that we are discussing the issues all year long. Let's take greater advantage of newsletters and union meetings to share our points of view.

Mary O'Herron, National Delegate
Moherron@execpc.com

Atlantic City, New Jersey
NRLCA Convention 2001

Rural letter carrier delegates and non-delegate alike started heading to the convention site in advance of the actual starting date of the NRLCA Convention bringing along their spouses and families. The host state had set up planned tours which were available to members coming from across the country to the convention giving us an opportunity to visit near by places such as Ellis Island, the Statue of Liberty or Historic Philadelphia. This also gave us a chance to get acquainted with the area and learn the history and unique things known to Atlantic City, such as the Miss America Pageant, the boardwalk with the famous rolling chairs, the Jitneys (minibuses) and casino's.

The convention began on Tuesday morning with a memorial service and the "Parade of States" (State association presidents carried the Colors of their states in the ranking order of their joining the United States of America) from the back of the convention hall up onto the platform where our National Board members and guests spoke. Our Keynote Address was by Mr. John E. Potter, Postmaster General, USPS. Mr. Potter believes we must Focus on Success - Focus on the Future - and Focus on the Star. The five points of the Star are #1 Our People - #2 Cost/Management - #3 Service - #4 Revenue Growth - #5 Modernize & Change.

There were many reports from the National Officers, credential reports, and reports of the finance committee. Awards were given for raising money for Pac, membership honors, outstanding carriers, and state publication. Seminars were available for attendees in such areas as Academy Trainers, Insurance Programs and Pre- and Post-Retirement. Committees report on proposed Constitution and By Laws and also Resolutions. Nominations for National Officers were open and caucuses were held on Thursday evening giving everyone a chance to hear the nominees qualifications for their chosen position. The week ended with the installation of the New National Board Officers of the NRLCA.

Each day and evening had been very busy and full of activities. The nights were short hours of rest. But for all of those who had attended, the rewards, the information received and the memories will last forever.

This year I had the honor of accepting the "Carrier of the Year" award for Nola Hein who was unable to attend the National Convention. Thank You, Nola, for allowing me to walk in your shoes. They leave a very large impression wherever you have walked.

Gen Taylor

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- 3 **Barron-Washburn** Tim DeLawyer, 714 Myra St, Spooner WI 54801 715 635-8759
- 4 **Brown** Rick Brockelsby, 1013 Clement St, Green Bay WI 54302 920 469-5370
- 5 **Buffalo-Trempealeau** Carol Colbenson, S2871 Waumandee Creek Rd, Fountain City WI 54629
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- 7 **Chippewa-Eau Claire** Jim Williams, W6380 Sunny Nook Rd, Mondovi WI 54755 715 926-4664
- 8 **Clark** Gary Fritz, W4671 Willow Rd, Owen WI 54460 715 229-4528
- 9 **Columbia** Doug Hare, 110 Morton St, Pardeeville WI 53954 608/ 429-3221
- 10 **Crawford** Thurman L Wangen, Route 1 Box 58, Ferryville WI 54628 608 734-3161
- 11 **Dane** Brian Utter, 3945 Hwy MN, McFarland WI 53558 608 838-8885
- 12 **Dodge** Richard Hollnagel, 107 Rehek Circle, Fox Lake WI 53933 920 928-3345
- 13 **Door-Kewaunee** Steven L Bongle, 597 Lower LaSalle Rd, Algoma WI 54201 920 743-1540
- 14 **Lake Superior** Denny Bush, 4249 E Co Rd B, Superior WI 54880 715 399-8501
- 15 **Dunn** Robert Thorson, N1945 State Rd 85, Eau Claire WI 54701 715 834-5102
- 17 **Fond du Lac-Green Lake** Ken Pitzen, N8330 Konen Rd, Malone WI 53049 920 795-4571
- 18 **Grant-Iowa** Michael E Lyons, 221 S Randolph St, Cuba City WI 53807 608/ 744-2890
- 22 **Jackson** Bruce Osegard, 198 Circle Dr, Hixton WI 54635 715 963-3122
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- 26 **LaCrosse** David Hanson, 1524 Cliffview Dr, Holmen WI 54636 608 526-4371
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- 28 **Lincoln-Langlade** Fred Resch, N10398 Cherry Rd, Birnamwood WI 54414 715 449-3026
- 29 **Cal-Man-She** Terry Tagel, 611 McClom St, Plymouth WI 53073 920/ 892-4725
- 30 **Marathon** Linda Hart, 523 N 2nd St, Colby WI 54421 715 223-3743
- 31 **Marinette** James Delfosse, W 1678 Cty JJ, Wausaukee WI 54177 715 732-6996
- 32 **Marquette-Adams** Don Lloyd, 320 Freedom Ln, Oxford WI 53952
- 34 **Monroe** Ralph Parkinson, 902 Hollister Av, Tomah WI 54660 608 372-4326
- 35 **Oconto** Ruth Giese, 538 Peshtigo Brook Rd, Suring WI 54174 920/ 842-4041
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- 46 **Rusk** Jim Saxild, W13188 Amacoy Lake Rd, Bruce WI 54819 715 868-6884
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- 61 **Winnebago** Dave Buech, 8284 Oscar Ln, Wineconne WI 54986 920 582-7250
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- 35 **Oconto** Bridget Soderbeck, 8926 Elm Rd, Suring WI 54174 920 842-4034
- 36 **Outagamie** Judy Peters, N6436 Cty C, Seymour WI 54165 920 833-6684
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- 42 **Price-Taylor** Rodger S Mravik, 410 S 9th Av, Gilman WI 54433 715 447-5777
- 43 **Racine-Kenosha** Ruth Atwood, 9151 184th Av, Bristol WI 53104 262 857-7275
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- 46 **Rusk** Joseph Moreau, 301 River Av E, Ladysmith WI 54848 715 532-3288
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