



WI RLCA

July-August 2001



Déjà vu all over again.

I guess maybe there are second chances after all. I am back to a job that I must admit that I missed once or twice in the past year. I hope that I have learned from my mistakes and won't make too many of them over again. First of all I want to thank those of you who attended the recent State Convention in Wisconsin Rapids. The Wood-Portage County Carriers should be proud of the job they did and the weatherman did not cooperate with them on Monday but we made

it through together and had a good time and conducted the important business of this association.

One of the changes passed it the convention was the combination of the secretary & Treasurer jobs. Be kind to Karen while she tries to fill some large shoes. Those of course belonged to our Carrier of the Year, Nola Hein. Many presidents of this association have for many years relied upon the institutional knowledge Nola had. We join to wish her the best and hope to see her at union meetings for a long, long time. She'll be the one with the big smile on her face.

I believe that it is the finest official state web site, in the country, bar none.

Bill Foley makes mention in his article in this issue of a constitution & by law change that requires county units to hold at least one business meeting per year & send at least one delegate to the state convention or be declared inactive with the state board merging the county unit with an active one. Please hold your county meeting so that this doesn't have to happen. Also all you county secretaries out there you need to contact your assigned state officer prior to setting up your meeting date. There have been changes in county assignments so please call your assigned officer as soon as possible so that conflicts can be avoided.

An announcement will be made at the Wisconsin State Breakfast as to the details and menu.

I have a goal to improve the quality and increase the number of issues of this newsletter. I would like it to be published on a more regular schedule, maybe six issues per year. That will be determined by our budget balance and reaction from you the membership. Please let me and the rest of the board know what you want from this publication. Letters will be published if space allows. Make use of the free ads for vehicle related sales and mutual transfers.

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I also want to acknowledge my friends, Jim Landry & Dan Strobel who choose not to seek re-election. They have both promised me that they will stay active and help out when needed. They will be missed.

We welcome two new committeemen, Tom Bittner & Bill Foley. You can read about their backgrounds in this issue. Tom will continue to serve as our webmaster. For those of you who have not seen the web page check it out at wirlca.org.

The delegates decided that some of the funds left over from last years successful Nation Convention would be used for meals for Wisconsin attendees to National Convention. It was left up to the State Board to determine which meals would be paid out of this fund so the board has made the determination that this year the fund would be applied to caucus night.

There are many challenges facing the Postal Service and the NRLCA, together we will remain strong. Stay informed, attend a rural letter carriers' meeting.

Bill Jarzombeck

NEWS & VIEWS

Thank You!

For the past 15 years, I have served as your Wisconsin State Secretary. For personal reasons, I did not seek re-election this June. I want to take this opportunity to thank all of you for the support and friendship you have shown me through these years. Your new WI RLCA State Board will serve you well and I hope to help with the transition in the months to come. I hope to see many of you at Association functions in the future! Thanks again, my friends! **Nola Hein**

A Thought for Today

Jeremiah 17:7-8 But I will bless the person who puts this trust in me. He is like a tree growing near a stream and sending roots into the water.

Mummy, come quickly, look there is a big tree laying down! We were looking out windows at the Hotel Mead after the big storm. There lying on the ground was a beautiful tree that minutes before stood tall and majestic. I noticed the roots were small and shallow for such a tall tree.

I know what God was saying to me through this experience. It is easy to grow tall when standing with other trees. The test for us is when strong winds of adversity come, will our roots go deep enough then to keep us standing tall?

Oh God, search us today and know our hearts. Create a deep faith to grow within that will keep us standing in the strongest storms. Amen.

Ruth Moody, Chaplain

County Assignments

| | |
|-----------------|--|
| Bill Jarzombeck | Columbia, Crawford, Dane, Grant-Iowa, Sauk-Richland, , Vernon |
| Jim Polk | Jefferson, Lafayette-Green, Racine-Kenosha, RockWalworth, Washington, Milwaukee-Waukesha |
| Karen Schauer | Buffalo-Trempealeau, Dunn, Chippewa-Eau Claire, Pierce-Pepin, St. Croix, LaCrosse |
| Chris Bouche | Door-Kewaunee, Oconto, Marinette, Marathon, Outagamie, Shawano |
| Marty Schmidt | Brown, Juneau, Marquette-Adams, Waupaca, Wood-Portage, Waushara |
| Louise Gonia | Price-Taylor, Rusk, Polk-Burnett, Clark, Jackson, Monroe |
| Bill Foley | Tri-County, Lincoln-Langlade, Lake Superior, Barron-Washburn, Sawyer |
| Tom Bittner | Cal-Man-She, Fond du lac-Green Lake, Winnebago, Ozaukee, Dodge |

SCHEDULED HOURS OF WORK

Over the past several weeks I have had a number of phone calls pertaining to the above. Such comments as "All level 15 post offices will have their starting times pushed to a later start time some 15 minutes and some as much as an hour and a half". This can have quite a bearing on our ability to do our job safely and accurately and still meet dispatch. As you know when daylight savings time comes it will affect our street time and during the holidays will create considerable stress attempting to return to the office before dark. This is a legitimate concern of ours and should be addressed if and when your Post Master decides to reschedule your work hours. Recently I have received a news article from another state from a friend pertaining to schedule hours of work which I thought would be helpful in discussing the upcoming possible changes with your Post Master. An excerpt from this article reads as follows:

Carriers scheduled work hours must be both realistic and reasonable.

Proper scheduling depends upon an intimate knowledge of operation concepts (e.g. mail flow) plus a complete awareness of the operational characteristics of the unit. Consideration must be given to:

- A. The receipt and availability of the mail.
- B. The time required for the carrier to case all mail and perform other duties before leaving to serve the route.
- C. The time necessary for the carrier to serve the route and return to the office in time for the dispatch of mail collected.

Note: Proper scheduling of available manpower is a major key to the cost effectiveness of the unit. REF: M-38 330.

The M-38 332.3 addresses carrier schedules. While the work schedule is normally determined by the most recent 4241-a, that is not always the case. The carrier's scheduled leaving time could vary according to the route characteristics, such as a route collecting a large number of parcels, money orders or any other circumstances that would require more afternoon

street time and less office time. 332.33 states, "based on personal knowledge of a particular carrier or route, the responsible manager may adjust the schedule based on less than the time indicated by the route evaluation."

This is not intended to reduce the time the carrier has in evaluated hours. It simply means managers should make realistic schedules. 332.42 states, that managers at all levels must take positive steps to instill in every employee a sense of importance in the need to maintain schedules and perform duties within the allocated time. Rural carriers by virtue of the evaluated system are unique. Time issues have to be addressed over a period of time, not daily.

Not only do the time issues have to be addressed but also the availability of mail. If the plants continue to send staggered flow of mail that is now the case, how can any carrier be held to a specific time each day? If a carrier has 20 feet of mail one day and 4 feet the next it is quite obvious some adjustment must be made. Simply curtailing bulk mail may not be sufficient in such an extreme case. Certainly, if all conditions were exact, there would be no problems with leaving times. That, however, is not the case. Managers on the line must deal with all inequities and still provide service. That is the reason most managers like the evaluated system. They know their rural carriers will carry the mail and get the job done regardless of conditions. The rural carriers know that due to the evaluated system, it will even out over time.

Hopefully your Post Masters will be both realistic and reasonable when it comes to rescheduling your work hours. If you feel they are not you might want to contact your local steward.

Your committeeman, Bill Foley

PRE-CONVENTION BOARD MEETING –
Saturday, June 9, 2001 – Wisconsin Rapids
Hotel Mead

Meeting called to order by President Landry at 10:20 a.m. All members and State Steward were present.

Karen requested a change in the Convention program in regard to the placing of the report of the Constitution and by-laws Committee – specifically, before the nomination of officers. Jim Landry distributed the Guidelines established for the Resolutions Committee and the Constitution and by-laws Committee.

Jim Landry also presented a proposal for financial “separation” of Officer duties versus Steward duties. After discussion, the proposal would be presented to the Constitution and by-laws Committee. It entailed the combination of an Officer receiving pay for both positions, Officer and Steward, if so appointed. There included the possibility of an additional Committeeman position. Further, there was the possibility of additional assistant State Steward positions, which would serve only as stewards, not elected Officers. The last element was in regard to removal of Article 7 Section 9 (Page 10) involving the Association paying the employee’s share of social security.

Karen presented the past year’s budget. She presented it in two formats – the old bookkeeping system and the “new” National system. She recommended that the delegates be presented only the newer version as the categories overlap and would cause undue confusion. Overall, the figures show we “overspent” last year’s projection by about \$6,000. In explanation, however, delegates must realize that last year’s budget was passed before the full-time State Steward position was mandated.

President Landry is still unsure of which speakers will be here for the Convention. Officers gave their individual activity reports. Marty attended the Mid-States Conference in May in Kentucky and presented her report. Most officers reported much grievance activities as well as phone calls in regard to the counting of routes impacted by implementation of DPS mail. Dan and Jim reported on their attendance at the National Presi-

dents’ meeting in Washington. There will be no National Mail Count this fall. Chris Bouche says that out of about 100 local stewards, about 6 have made no attempts to attend the required refresher training, and will be receiving de-certification notices. Local Stewards who have used the new Website are impressed and appreciate the up-to-date information they are finding there. The Board commended Tom Bittner on his efforts and the great improvement seen on our site.

Exchange and purchase of equipment was discussed. Karen needs a new printer, but Nola has a good one. Chris Bouche now has Jim Landry’s new computer. Marty needs a copier. Nola purchased the machine she has had for many years for \$25. Dan also purchased a machine for \$20, and another will be donated to a church in his area. Louise has her old machine in her car, and it will go to a newly elected board member.

A stipend for Tom Bittner for his Web page work was discussed. In a motion made by Louise and seconded by Marty, it was decided to pay Tom \$25 a month. Motion carried. The format/length of the NEWSLETTER was discussed. Also, an “electronic Newsletter” which would go through email to offices and directly to carriers. Again, information could be dispensed quickly.

Jim Landry discussed a National suggestion to the States to have the President of the State Association receive the ‘unopened’ bank statement, review it and then send it on to the Secretary, etc. After discussion, it was decided to take this up with the new Board on Tuesday.

Editing/production of the NEWSLETTER was discussed and various Constitution and by-laws were ‘updated’ by the Board. The intent was to give the President the option of supervising content only, instead of having to do all editorial/publisher duties of the NEWSLETTER. In past years, Delegates have maintained that the President retain control of this responsibility. But, as long as the President is primarily responsible for content, someone else could actually do the physical publishing and production. The president has other duties, which also require his time and attention.

In regard to Chris Bouche’s full-time Steward position, a change in the Constitution and By Laws was drawn up to include the following provisions: He would be paid out annual leave remaining for the year as of May 31. Sick leave would be allowed to accumulate up to 30 days; after that, any additional days would be paid out as of May 31. When a Steward leaves the position, there would be a pay out of all unused annual and sick leave at that point

t the current rate of pay. These amounts would have to appear in the proposed budget annually.

Meeting was adjourned at 4:45 p.m.

Respectfully submitted,
Nola S Hein
WIRLCA State Secretary

**POST-CONVENTION BOARD MEETING -
--Re-organizational Meeting --Tuesday, June
12, 2001 Mead Hotel, Wisconsin Rapids,
Wisconsin.**

Newly elected President, Bill Jarzombek, called the meeting to order at 3:00 PM. Officers present were Vice-President, Jim Polk, Secretary/Treasurer, Karen Schauer and Committeemen Marty Schmidt, Louise Gonja, Tom Bittner, and Bill Foley. Welcome to the board; Bill J, Tom and Bill F.

Ruth Moody joined the meeting to discuss the Convention just ended. She felt it was a successful Convention. Ruth feels that there should be guidelines for prospective counties wanting to host a convention. Wood-Portage County will submit a final report within 30 days.

Chris Bouche was selected as State Steward. A rough draft regarding a job description for the steward was discussed. Tom and Bill F will continue to work on the document.

Marty Schmidt was appointed 'Chairman of the Executive Committee' and will set up the Fall Conference, which will be held in Stevens Point on October 13 & 14. Louise is working on updating the Officers Handbook and will make that available for corrections or additions at the Fall Conference. Bill F will be in charge of the chair backs, banner and flag. Tom will be continue to update the web site for us and articles from non-board members will be approved by the President before posting.

President Bill and Chris will work on Assistant Steward appointments and county assignments. Karen informed the new members of the pay procedures, officer vouchers, W-4's etc.

Lakeland DJSC appointments were discussed. Marty will replace Jim Landry and Tom was recommended to replace Marty as a Facilitator. Bill will write the necessary letter to Randy Anderson.

It was suggested to have two more board meetings during the year. A board meeting will be scheduled to coincide with the November's National Stewards training and in February before or after the Southern Badger meeting. Board meetings are already held before and after the State convention, before the Spring and Fall conferences and one at the National Convention.

Newsletter articles are due June 20th. An additional filler article is due by August National Convention. Send articles to Bill J via email using the font; Times New Roman size 11. Bill and Karen will look into the cost of publishing and mailing 6 yearly newsletters instead of the current 4.

The ordering of stationery, envelopes and other printing needs were discussed. A new copier is needed for the president and a laser printer for the secretary/treasurer. Chris's old computer will be advertised and sold in the WIRLCA NEWSLETTER.

Jim Polk is setting up the Wisconsin Breakfast at the National Convention. The board decided to use monies from the 2000 convention to pay for the food at the caucus this year.

Karen requested approval for up to 4 days to transfer and organize her office for the combination Secretary/Treasure position. Board member that need a day off for union business are to call President Bill for approval.

Meeting was adjourned at 6 p.m.

Respectfully submitted,
Karen E Schauer, Secretary/Treasurer

TRY TO COMMUNICATE

Did you ever feel out of control because of a bad relationship with a co-worker? Maybe you could not sleep, had a stomach ache, or even doubted your own competency. Your co-worker could be the rural or city carrier at the case next to yours or it could be your postmaster or supervisor.

We all have people in our lives that we don't like, but we can't ignore. We also know the toll these relationships take on our own mental and sometimes even physical health. You dread having to be in the same room with them. Your heart rate starts to skyrocket at the mere thought of having a conversation with them. Worse yet, you spend precious time just dealing with the bad feelings when you are trying to work.

It does not have to be this way. You do not have to like everyone you come in contact with. You can make the relationship easier on yourself by trying a few communication tactics.

Begin in a friendly way. You will realize a difference when you make a conscious effort to smile at your co-worker and ask them a non-work question, such as how their family is doing or what they thought about the latest sports event.

Show respect for the other person's opinion. Never tell them they are wrong. This can be difficult. However, they will feel they are truly being listened to.

Try honestly to see things from their point of view. This can be a challenge when you are convinced that they are coming from a completely alien mindset. With practice, you can begin giving them the benefit of the doubt and start to see why they might feel the way they do.

Give honest and sincere appreciation. Remember: "If you can't say something nice, don't say anything at all." It may seem quaint, but it still works.

Of course, there will still be tense moments, but you and your co-workers will be able to handle them as professionals. Try to not let your emotions get in the way. Try to use some of these tactics. You can learn more of these tactics by

having the Quality of Work Life facilitators come to your office and start a team.

Thanks to Wood-Portage county for hosting a well organized convention at an ideal facility. We had a very eventful and productive State Convention. You can read about it in other articles in this news. I was pleased to see the people that came. Were you there?

Martha(Marty)Schmidt..... 920-427-6200

NATIONAL DELEGATES

| | | | |
|------------------------|-----|--------------------------------|-------------|
| Nola Hein | 800 | | |
| Chris Bouche | 625 | Roger Dobbe | 168 |
| Dennis Nelson | 608 | Dennis Bush | 167 |
| Ruth Moody | 598 | Lois Graper | 165 |
| Larry Sonnenburg | 530 | Therese Schroeder | 161 |
| Karen Schauer | 505 | Jerry Friday | 131 |
| James Landry | 497 | Douglas Hare | 126 |
| Vilas Smith Jr. | 495 | Barry Zeich | 110 |
| Jim Polk | 487 | Steven Swor | 92 |
| Bill Jarzombeck | 478 | | |
| Daniel Strobel | 463 | | |
| Martha (Marty) Schmidt | 429 | <u>Ballots Sent Out</u> | 3174 |
| John Tuescher Jr. | 426 | | |
| Barb Schmidtbauer | 425 | <u>Ballots Returned</u> | 1067 |
| Chris Weber | 344 | | |
| Louise Gonia | 338 | <u>Ballots Spoiled</u> | 19 |
| Linda Vandenplas | 325 | | |
| Robert Pederson | 306 | | |
| Mark Becker | 299 | | |
| Tom Balza | 298 | | |
| Judy Peters | 294 | | |
| Genevieve Taylor | 292 | | |
| Richard Pfeifer | 282 | | |
| Deborah Siefert | 276 | | |
| Mary O'Herron | 260 | | |
| Charles Peterson | 253 | | |
| Daniel Wiedenhoeft | 241 | | |
| Cherie Dulac | 238 | | |
| Kay Vanlaanen | 231 | | |
| Bob Lueck | 228 | | |
| Don Koch | 223 | | |
| Dale Masanz | 222 | | |
| Ed Konop | 213 | | |
| Neil Mott | 211 | | |
| John Phillips | 204 | | |
| Lisa Wojnarowski | 200 | | |
| Linda Johnson | 195 | | |
| Charles Lilley | 195 | | |

Thank you, Wood-Portage unit for the grand convention. They even managed a Mother nature spectacular for us. Whew!! What drama. Sunday night hospitality was fun. Richard Pfeifer cries a good auction. Second career possibilities for Richard? Thank you to all the delegates for participating fully in the process. Debate on the issues was informational and clear. All the committees worked hard to fulfill their assignments. I watches the committee who counted the national delegate ballots. The process took fewer people and went much faster than other years. I was enlightened. I thanks the delegates for allowing me another two years to serve you and the association. The first term went so fast; this will go faster.

THE FEDERAL TORT CLAIMS ACT:

It is a federal legislation which protects the rural carrier (and other postal employees) should an accident occur for which the rural carrier is responsible. We are protected against liability while were are acting in our official capacity as a rural carrier. Federal Tort Claims functions as an on-route protection. Deviation from the assigned route description could jeopardize Tort Claims protection. The act protects the other vehicle. Not ours. Rural carriers still need to purchase adequate separate insurance coverage to pat for repairs to our vehicles. What happens if we do have an accident on the route? Call the postmaster immediately, if possible. Also call your own insurance carrier. If we fail to report an accident, there are other consequences. We could risk coverage. Yes, of course, we involve the police and possible EMS. The postmaster cannot deny Tort Claims. All (any) denial must come from the US Postal Service Legal Department. When we are seeking insurance coverage, what do we discuss with an insurance agent? We need to be forthright about our job; what it is; what is entails. Some companies will not cover us or they will only do so at business or commercial rates. Ask the agent about his/her understanding of the Federal Tort Claims Act. Some insurance carriers understand the act better than theirs. If you understand it, it is east to discern whether the agent has any concept about the act. Now – let’s review. If a rural carrier should run a stop sign and broadside another, the government should

Cover that liability. It would pay for the other guy and the other vehicle. It would not pay for damage to the rural carrier or carrier’s vehicle. The rural carrier still needs to carry insurance coverage for his/her vehicle. An affirmation to repeat, “I don’t do accidents!”

PROVIDENT GUILD:

Provident Guild is a fraternal nonprofit death benefit for rural carriers and spouses. It was developed and is operated by rural carriers. All rural carriers (regulars, subs, PTFs, RCAs, RCRs) and spouses can join anytime before their 56th birthday. Dues range from \$10 to 50 per year, depending on the age category. For example, a carrier who joins at age 39 could choose from four payment categories (\$30, 20, 15 or 10), although the higher the payment category the higher the return, of course. The dues rate does not change as the carrier ages not can the carrier be cancelled after age 56. The only way to lose membership is to cease paying dues. Often only the rural carrier joins, so what happens if the spouse dies first? There is no monies to assist the carrier. Only the dues paying member is covered. The costs associated with death are high. A funeral can cost \$6,000 or more. Money can be tied up in probate for months. The Provident Guild benefit would help. It is paid in two installments: one immediately following filing of claim (1/3 of benefit) and other following national convention (2/3 of benefit). I have forms for both enrollment and claims. Contact me at the address on the back page of the newsletter. Let’s get lots of Wisconsin carriers enrolled in Provident Guild.

Louise Gonia



RURAL CARRIERS' PROVIDENT GUILD

Organized July 22, 1931
 A Fraternal NON-PROFIT Death Benefit Dept.
 For The
 NATIONAL RURAL LETTER CARRIERS' ASSOCIATION
 and its
 AUXILIARY



I'd like to start out by thanking the delegates to this Years State convention for electing me to serve as an executive committeeman on the State board. The honor is made greater to me because so many of you have given so much to this association over the years that I have been a member. It's reassuring to have received the many words of encouragement from people that I have looked up to for years.

I am a carrier in Chilton, a small town about 30 miles south of Green Bay. Currently my route is a 43K however we just had DPS implemented and when all the changes are over and done with, it looks like I'll be a 41K. I was hired as an RCA in November of 1986. I still remember the day I came in for my interview, it was the opening day of deer hunting and I had scheduled my interview for 9:30 so I thought I'd get a little hunting in beforehand. I ended up bagging a 7 point buck at about 7:30. I had to hustle to get it dragged out and still make the interview. Lucky for me I made it. I was an RCA for about 7 years when I became regular.

I grew up on a dairy farm just outside of Chilton. I was the third of nine children, 5 boys and 4 girls. I was married in 1979, my wife's name is Cindy, some of you met her last year when she accompanied me to the spring conference and State convention. This year she was chaperoning my youngest daughter's band trip to Florida during the convention. We have three children, Tom, who is a student at UWGB, Nicole who just graduated from Fox Valley Technical College as a dental assistant, and Krystal who will be entering her sophomore year of high school. Cindy and I had asked her to come along to the National convention but she is going to be taking drivers' ed. at the time and wouldn't be able to re-schedule for a few months. I guess we all know what a sixteen-year-olds priority is.

Throughout my time with the WI RLCA I have had the opportunity to work with many good people. At this year's convention, three of them made the decision to step down from the State board and take a well-deserved break. I'd like to thank them for believing in me, sometimes more than I believed in myself.

Not long after becoming a regular I was selected by the carriers in our office to be local steward, mainly because no one else wanted to do it. I went to my initial stewards training down near Milwaukee. I'm not sure whether it was the next year but shortly thereafter we had training in Stevens Point where I met Nola Hein for the first time. I remember being surprised that someone so high up in the union would still be carrying the mail just like me. We've been at a lot of conferences and conventions together since that time and it seemed like Nola was always busy doing at least two things at a time. This last year I had the privilege of working with her getting ballots prepared for our new method of electronic tabulating. Sorry Nola, I didn't realize how much you disliked computers.

A few years later I signed up to get involved with QWL. I can't remember exactly where I went for training, I just remember it was somewhere down around West Bend, but I do remember one of our facilitator trainers, "Dapper" Dan Strobel. Yeah Dan, I guess those names do stick with you. I was assigned to the Grafton work-team where I served for a little better than a year before the move was made to "Natural" work-teams. I always looked forward to those area meetings. Dan was also assigned to speak at Cal-Man-She for county meetings for a couple of years. Whenever I had a question, I knew if I called Dan, I could get accurate information.

Jim Landry was assigned to our county after Dan but I didn't really get to know him until after he was elected President. I had served on a committee to streamline the counting of ballots for delegates to the National convention where we had come up with method of optically scanning the votes. Jim purchased the required equipment and software and helped to make them work together the way we wanted. After this last Spring conference Jim and I worked together to get a new web site set up to get timely information out.

Rest well my friends, you've earned it.

Tom Bittner

COUNTY REPRESENTATION

Needless to say the 2001 Convention was very exciting, especially since I was nominated and elected as one of your Committeemen. I had no idea there were people at the convention who thought me worthy of a nomination. To those of you who encouraged my nomination and to those of you who supported my election to the state board, I thank you. Over time I hope to put enough effort into our organization to justify the confidence you have shown me by this election.

Now for a little background:

After serving three years in the military from 1964 through 1967 (glad when that was over) I put my application in and was hired by a corporation called Regal Ware. This facility made primarily cookware and electrical appliances. I worked for this company for 18 years. During my employment I attended the University of Wisconsin, Milwaukee, majoring in Industrial Engineering and Management. I also attended a number of other colleges including Akron Institute of Time Study Engineer.

I was hired as a floor worker and retired as a VP/General Manager of the Canadian Division. I was transferred seven times during my employment in and out of the state and country. In 1987, after the last transfer I tendered my resignation to Regal Ware stating family obligations which necessitated by return to Northern Wisconsin. From 1987 to 1991 I was owner/operator of a bar restaurant and had my own painting business. It took my wife and I only one and a half years to figure out the bar business was not for us so we sold and I concentrated on my painting business. I also supported the community as a Lions member and Kiwanis member serving in various capacities over a period of nine years.

In January of 1991 I was employed as an auxiliary rural carrier for the St Germain Post Office. I am currently operating route 1 at the St Germain Post Office.

My first six months of my employment with the USPS was awful to say the least. My Post Master was disliked by his employees and the entire community. On three separate occasions petitions were sent around to have him removed. Needless to say the Post Office failed in there job to screen this one out. He definitely was not

qualified for his position. Over this six month period I had a lot of difficulties working for this Post Master. The state steward and president, etc. of our union gave me a great deal of support during this period of time. If it were not for those people who supported me I would not be working for the USPS today.

After several attempts the Post Master was replaced and we now have a competent Post Master who gets along reasonably well with his customers and employees.

I cannot say enough good things about those people who selflessly support and help our membership. Needless to say I feel I owe this organization more than just my union dues. I am sure there are many of you out there that feel the same. Coming from northern Wisconsin I have attempted on many occasion to have carriers become more involved with our union. I have heard comments such as, "We have no representation at the State level," well I have been elected and I can assure those who read this article that are from the Northwoods, that they now have representation and that representation was primarily voted on by people from the entire state. They want our input! And guess what? During your state convention there was a proposed change to Article 15, Section III, pertaining to County guidelines. The proposal was presented as follows: If for any reason the county unit fail to hold one business meeting per year nor does not send at least one delegate to the annual state convention such county unit shall be declared inactive and the state board shall combine such inactive unit with an adjoining active county. Dues money shall only be sent to active counties. This proposal was adopted. It was pointed out at our state convention that 11 counties did not participate this year. This change to the above article is telling us that we need active participation from all counties.

One of the most rewarding things I have done is being area steward in the Northern part of Wisconsin and helping our carriers overcome their employment problems.

I am rambling on too much so I will say once again thanks you to those who have supported me and especially to those who supported my election. I look forward to serving you to the best of my ability.

Until we meet again.

Bill Foley
715-479-6231

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The new Member list will resume next issue

MID-STATES CONFERENCE
REPORT TO WIRLC

The 6th Annual Mid-States Conference was held in Owensboro, KY, on May 4-6, 2001. Frankie Hunt, Mid-States President, welcomed us and presided over the conference.

The opening speaker was Buford White, Director of the Kentuckiana District. His district has very customer focused employees. They, as well as all districts, have tremendous budget pressures. The postmasters are told to be frugal and use no more hours than last year. He feels we need rate reform. We must meet the challenge of privatization. Our government can do things a private industry could not.

Our President Steve Smith was another powerful speaker. When Marvin Runyon was PMG, everyone had a fear of losing his job. Today the fear is what is going to happen to the Postal Service. Piece count has not changed, but mail preparation by big mailers has. By a stroke of a pen, our future could change.

The usual presentations were given by Wilbur Wood, Larry Waligora, and Shirley Corno. Danny Wright spoke about the auxiliary project. OWCP specialist, Mike Watson told about his company.

Candidates for National Officers, Gus Baffa, Robert Picklesheimer, Randy Anderson, Barbara Elliott, Don Cantriel, and Donnie Pitts were introduced.

Michael Gan, NRLCA legal counsel, explained the fact finding and mediation process. He felt we had done an excellent job preparing for the mediation and explaining the evaluated system to the mediator. We have to be realistic in our expectations. Arbitration panels are mutually selected and there will be some changes. We always have the right to duty of fair representation.

Ken Parmelee, NRLCA Vice-President of Governmental Affairs, referred to change in his speech. It is a numbers game in Congress, it has changed and there are many new faces. The Postal Service needs to be able to change too. The CPI keeps going up each year. Talk on the Hill is about 5 day delivery, Postal Service losing 200 billion dollars, and postal reform laws are outdated.

'Talent and diversity of rural carriers' was addressed by Randy Anderson. He suggested we assist the NALC in their food drive. As of now we have over 100,000 members with 35% in the Mid-States Conference. The 12 states in the Mid-States Conference have 30% of the routes. There is a constant re-assessment of QWL. We must remember this is not an entitlement, but a process. We should try to be productive. This is a difficult time for rural carriers and there is anxiety among them. Remember that union begins with "U". We all need to participate. We must have trust, faith, and perseverance.

Next years conference will be in Battle Creek, Michigan. It will be at the McKanely Plaza on May 3,4,5.

Following the conference, the presidents from each state met to decide on the future officers and budget for the coming year. The focus will be on involving more people. This conference is staged as a mini-national meeting. I felt it was more like a glorified state conference. It is a wonderful chance to meet with national officers and fellow carriers. As always it was an educational experience.

Respectfully submitted,

Martha 'Marty' Schmidt

Rural Calendar 2001

| | | |
|---------------|----------------------------------|------------------|
| August 7-10 | National Convention | Atlantic City NJ |
| August 25 | Barron-Washburn | County Meeting |
| August 30 | Vernon Co.Mtg 6:30 pm Viking Inn | Viroqua |
| 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 |

DEADLINE FOR NEXT ISSUE IS AUGUST 20, 2001

Rural Free Classifieds

Mutual Transfer:

For Sale:

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

Mutual Transfer Ads do not necessarily reflect the policy or rules of the Postal Service or contractual language

Over the past several months I have gotten calls concerning a couple of issues that I would like to share with all of you. First is the issue of delivery of special service mail (Certified) and Express Mail. The PO-603 states in section 341.121 the proper procedure to follow when affecting delivery of one of these types of mail. In particular the portion that I want to emphasis deals with carriers that have been instructed to leave the Certified if the customer has signed the 3849 and left it in the mailbox. Section 341.121 states in part, "Registered, certified, and numbered insured mail must be delivered to the addressee or and authorized agent. Do not leave it in a mailbox as a result of a telephone call or a signed form 3849 left in the mailbox by the addressee." Customers are to use the 3849 to authorize someone else to receive the special service piece of mail. Customers may also make arrangements for future delivery by notifying you or the post office when someone would be available for delivery. All carriers should be aware that even if they are given improper instructions they know the correct delivery procedure. If your manager is not aware of the correct procedure, please share this with them.

The second issue I want to discuss is parcels. When is it proper to leave parcels outside the mailbox and what are the proper delivery procedures? If there are any questions in your office I would suggest you review section 331.22 of the Revised PO-603. "Parcels must not be left outside the box or in unprotected locations unless the addressee has given written directions for an alternate delivery location or the mailer participates in the carrier release program by endorsing the package Carrier Leave if No Response."

Section 331.221 goes on to state, "If a customer has filed a written order stating that parcels too large for the box may be left outside the box or in another designated location, you may do so provided the weather is not inclement."

Section 331.221 discusses Mailer Authorization to Leave. "When a parcel is endorsed, Carrier-Leave If No Response, and no one is available to receive it, you may leave it in a location that is concealed and protected from the weather, e.g., behind a storm door. Form 3849, Delivery Notice/ Reminder/ Receipt, with the "It Is Located: _____" block completed must be left in the mail receptacle notifying the addressee of the mail that has been left in the authorized alternative location. Parcels must not be left in a location where adverse weather can affect them. Mailers who Participate in the carrier release program understand that there are areas where the Postal Service will not leave parcels for security reasons. Mailers also understand that carriers do not leave parcels without protection from inclement weather. If there is not a suitable location to leave a carrier release parcel, leave Form 3849.

Jim Polk

WISCONSIN RURAL
LETTER CARRIERS'
AUXILIARY

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3635 River Drive

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Dianne (Donald) Koch

Vice President

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920-324-5083

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Treasurer

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Helenville, WI 53137

262-593-8587

June (Dan) Strobel

Secretary

Jr. Executive Board

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Hustisford, WI 53034

920-349-3782

Sue (Mark) Becker

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Oconomowoc, WI 53066

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Marc (Christina) Weber

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739 Gale Ave.

Wisconsin Dells, WI 53965-

8660

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\$350.00 - Active WRLCA Junior Scholarship

Rebecca Haenel, Medford, WI 54451

\$250.00 - Auxiliary scholarship

Jessica Cance, Boyd, WI 54726

Marcus Ebenhoe, Whitelaw, WI 54247

Leah Hart, Potosi, WI 53820

Joseph Hiegel, Greenfield, WI 53220

Jennifer Lenius, Sturgeon Bay, WI 54235

Carrie Pitzen, Malone, WI 53049

Benjamin Rendall, Almond, WI 54909

Jamie Resch, Birnamwood, WI 54414

Timothy Schofield, Eagle River, WI 54521

Laura Traastad, Westby, WI 54667

Michael Wessely, Mishicot, WI 54228

Additional \$200.00 given to:

Leah Hart

Joseph Hiegel

Jamie Resch

Timothy Schofield

Laura Traastad

Name put into national drawing for \$2,000.00 Gene Del Polito Honorary Scholarship

Kristin Westover, Beaver Dam, WI 53916

STEWARDS PAGE

I hope many of you had the opportunity to attend the State Convention. I think the carriers of Wood-Portage did a great job in hosting this year's convention. There were only a few problems and some of those they did not have any control over. It is a time to renew old friendships and make new ones. It is the one time of the year that the carriers of Wisconsin meet to make decisions on the future of their Association. The delegates approved for the combining of the Secretary and Treasurer job and adding a new committeeman position. I believe this will only make our Association better. I would like to thank Jim Landry and Nola Hein for the years of service they have given to the Association. Congratulations to Nola for being named Carrier of the Year.

Those of you that had your routes counted this spring will be done by now. I would say by the figures that I am getting that routes are losing on an average four to six hours. I hope if you were one of these routes that you have a route to rebuild from. All rebuilds should be done in a timely manner, which has been defined as six pay periods. I know some routes have been rebuilt already and the rebuild was done in much less time. You should have received a letter from the delivery analyst stating the hours that you could be rebuilt. It is up to you to decide if you want to be rebuilt back to what you were, a partial rebuild or no rebuild at all. Just remember if you give up the rebuild you are no longer entitled to it in the future.

I have received some questions on why we are holding some vacant routes and some aux routes that are over 39 hours. These routes are being held for a buffer in offices that are on the automation list. We will usually not take a route off of the automation list until you have had two counts under DPS. Those of you that were counted and rebuilt would be entitled to another rebuild after the next count due to the loss of time because of

DPS. If we posted the vacant or aux route, there would not be a buffer to rebuild from. This may not make me a popular person with some RCA's but it is part of my job that I must do. The route would be posted after your office is taken off of the automation list.

I have had some carriers that have already complained that the volume of DPS has dropped since the count. There have also been complaints about the accuracy of the DPS mail. If that is the case in your office we have an internal review volume form that can be filled out. If the review shows a significant decline in DPS volumes, it will be sent to the DJSC for further action. If you think you need a copy of the review form, please contact me.

The USPS has decided not to conduct a national mail count the last twelve working days in September according to Article 9.2.C.3.a.(6). The Union and the USPS have also signed an MOU to waive until further notice the requirement of Article 9.2.C.11.a.(1) and (2) to have special counts for the last twelve working days in September for routes that have experienced a change of four hours or more. Special counts under Article 9.2.C.11.a.(3), (4) and (5) are not affected by this agreement. These counts would be for routes where circumstances have negated the validity of the latest count. When an aux route evaluates 39 standard hours or more. When the density of the route has been increased to twelve boxes per mile or more (L-route). We will be having a meeting with management next week to discuss the issue of counting routes in September that are receiving DPS, but were not counted. Management believes these routes can be counted under special counts. It is our position that the ninety days has gone by for them to have the special count. I will send out the decision to all local stewards, trainers and office contacts by e-mail when we receive a decision.

Chris

WI RLCA Budget
2001-2002

Accepted by the Budget Committee and Delegates at our State Convention in Wisconsin Rapids. Respectfully Submitted: Karen E Schauer, Treasurer WI RLCA

| <u>CATEGORY</u> | <u>Budget 00-01</u> | <u>Used in 00-01</u> | <u>Proposed in 01-02</u> |
|---------------------------------|---------------------|----------------------|--------------------------|
| Salary | \$0.00 | \$49,880.52 | \$67,000.00 |
| Sub-Hire/LWOP/DROP | \$0.00 | \$27,165.59 | \$25,000.00 |
| Payroll Taxes | \$0.00 | \$6,451.51 | \$10,000.00 |
| Benefits | \$0.00 | \$8,046.61 | \$22,800.00 |
| Travel Exp/Milage/PerDiem | \$0.00 | \$25,461.24 | \$26,000.00 |
| Office Supplies | \$0.00 | \$3,517.28 | \$3,500.00 |
| Phone Expense | \$0.00 | \$8,029.39 | \$8,500.00 |
| Equip-Rental/Purchase | \$0.00 | \$3,908.12 | \$4,000.00 |
| Postage | \$0.00 | \$1,442.96 | \$1,700.00 |
| Printing | \$0.00 | \$9,245.62 | \$10,000.00 |
| Dues Refunds | \$0.00 | \$991.49 | \$1,000.00 |
| Auxiliary Per Capita Tax | \$0.00 | \$24,010.88 | \$24,000.00 |
| Co Dues Withholding | \$0.00 | \$20,580.93 | \$21,000.00 |
| Nat'l Per Capita Tax | \$0.00 | \$9,745.00 | \$10,000.00 |
| MidWest States Dues | \$0.00 | \$157.85 | \$160.00 |
| Steward Education Training | \$0.00 | \$15,120.50 | \$15,200.00 |
| State Convention/Conferences | \$0.00 | \$6,340.28 | \$6,500.00 |
| National Convention/Conferences | \$0.00 | \$12,788.12 | \$34,000.00 |
| Legal Fees | \$0.00 | \$120.00 | \$150.00 |
| Accounting Fees | \$0.00 | \$79.00 | \$2,000.00 |
| Total Expenses | \$227,000.00 | \$233,082.89 | \$292,510.00 |

Financial Report of State Treasurer, Karen Schauer:

Balance, Checking Account, June 01, 2000 \$ 94,205.33

Income:

| | | |
|-----------------------------------|--------------|---------------------|
| Deposits made by State Secretary | \$284,215.13 | |
| Bank Interest on Checking Account | 2,074.07 | |
| Total Income | | <u>\$286,289.20</u> |
| Grand Total | | <u>\$380,494.53</u> |

Disbursements:

Checks Issued \$230,162.33

Balance of checking Account, May 31, 2001 \$150,332.20

Respectfully Submitted
Karen E. Schauer

Wisconsin Breakfast at National Convention

Breakfast will be held at the headquarters hotel, the Tropicana, in the Carousel Room on Tuesday, August 7th at 7:00 AM. The breakfast will consist of fruit juices, scrambled eggs, sausage, red bliss potatoes, assorted Danish pastries, muffins & croissants with coffee or tea. The price is \$15/person tax and tip included.

Send your reservations and money to: Karen Schauer, 5857 Prill Rd., Eau Claire, WI 54701-8215. Make checks payable to WI RLCA. Return this coupon & check to Karen no later than July 28th.

Name _____

Address _____

Please reserve _____ @ \$15 = _____ total.

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