



WI RLCA

July-August 2002



Many Thanks

The state convention ended several weeks ago and you will find several recaps of that event in this issue so I will not add mine. I do wish to thank the members of Columbia County for the excellent job they did this year as the host county. Without them and the many carriers who serve on committees we could not put on a successful state convention. You will see a number of photos in this issue. Many were taken by our "unofficial photographer," Tom Balza. Thank you Tom. As you may know Bill Gordon was unable to

Inside this issue:

Wisconsin Breakfast	3
Carrier of the Year	7
New Members	10
Calendar	11
Classified Ads	11
Budget	14
County Presidents	15
County Secretaries	17

join us due to a back injury he got at the Minneapolis airport. I want to thank Vilas Smith for filling in for Bill as he also did for Gus Baffa last year in swearing in the newly elected officers. Also Chris Bouche handled the question box in the absence of Bill Gordon.

I want to thank the several hundred of you who responded to the various solicitations to join this association. Membership is the life blood of any organization. I want to implore you all to continue to recruit new members. It is a real possibility that we can seat 34 delegates at the national convention. This would be an increase of two from last years total. Send in those dues withholding forms now! Karen needs them prior to the national convention.

This year we sent out 3250 ballots for election of national convention delegates. 1024 of you returned this ballots. Thanks to those who did. You will find the results in the next column

I am still getting responses for the RCA work list. I will update this list and your board members will give it to the POOMs across the state.

Finally I would like to thank you all for the vote of confidence that you gave to your state officers. They are a good group and they represent you well. Together we hope to always do the right thing to continue to earn your trust.

Bill Jarzombeck

1	Chris Bouche	626
2	Dennis Nelson	556
3	Karen E Schauer	530
4	Bill Jarzombeck	521
5	Ruth H Moody	508
6	Larry Sonnenburg	468
7	James H Polk	441
8	Vilas M Smith Jr	441
9	Barbara Schmidtbauer	417
10	Martha (Marty) Schmidt	398
11	Tom Bittner	396
12	John Tuescher Jr	392
13	Daniel L Strobel	385
14	James R Landry	378
15	Bill Foley	350
16	Mark W Becker	335
17	Louise Gonias	324
18	Chris Weber	316
19	Judy Peters	286
20	Robert Pederson	286
21	Tom Balza	262
22	Lisa (Wojo) Wojnarowski	261
23	Mary O'Herron	254
24	Barbara Weber	237
25	Roger D Schewe	236
26	John Phillips	229
27	Genevieve (Gen) Taylor	223
25	Daniel Wiedenhoef	222
29	Bob Lueck	222
30	Linda Vanden Plas	221
31	Richard Pfeifer	218
32	Douglas E Hare	213
33	Deborah Siefert	210
34	Don Koch	209
35	Therese Schroeder	201
36	Sue Heiderscheidt	192
37	Kay L Van Laanen	191
38	Dale Masanz	187
39	Cherie Du Lac	183
40	Lois Graper	172
41	Roger Dobbe	170
42	Linda D Johnson	169
43	Charles R Lilley	157
44	Maurice M Jones	152
45	Marsha Lightner	149
46	Bill D Nucci	143
47	Etta Hagen	125
48	Steven J Swor	100

NEWS & VIEWS

I would just like to take a moment of your time to say thanks, to all of you who supported me in my bid to be a delegate to the national convention. I can assure you that I take this duty very seriously and I will weigh all the issues presented to the delegation carefully before I cast my vote.

I know one of the issues that will be before us is whether to retain our current leadership. It is my belief that our national officers had nothing to gain by not presenting our case to the arbitrator in the best way possible. I also feel many of our current leaders have been away from the everyday job of carrying mail, and that they no longer understand what we do on a daily basis.

This is just one of the many issues that will face your delegation, in Portland this August. Please make your concerns known to your elected delegates. Your views matter. Again, I want to say **Thank You** very much for your vote of confidence.

Bob Lueck
Delafield Post Office
E-Mail, bkmlu@netwurx.net

2002 Wisconsin Dells State Convention – Junior Contests

Ages 6-8 (Poster) – School is cool!

- 1st Place - Jared Pfeifer
- 2nd Place - Paul Krombos
- 3rd Place -Emily Sonnenburg
- Honorable mention – Alyssa Wapneski

Ages 9-11 (Poster) – America The Beautiful

- 1st Place –Tayler Pfeifer
- 2nd Place – Carissa Lee Krause

Ages 12-14 (Poster) – Don't be Blind to Diabetes

- 1st Place – Brittany Krombos
- 2nd Place – Peter Rasmussen
- 3rd Place – Rachel Rasmussen

Ages 15-17 (Essay) – Don't be a Drop-Out Education is Important

- 1st Place – Whitney Pfeifer
- 2nd Place – Michael Rasmussen

Ages 18-20 (Essay) – Why Freedom is Important to me

- 1st Place – Nadine Rasmussen
- 2nd Place – Linda Rasmussen

\$500.00 – Active WRLCA Junior Scholarship

Amanda Laedtke, Winneconne

\$350.00 – Auxiliary Scholarships

Kathleen Adams, LaCrosse
Robert Bohnert, Mauston
Sara Gehrke, Green Bay
Kristina Goodman, Neenah
Jennifer Hake, Oconomowoc
Daphne Koch, Waupun
Crystal Konik, Manitowoc
Andrew Lind, Pine River
Sarah Lind, Pine River
Josh Nowak, Edgar
Renae Resch, Birnamwood
Sarah Rudzinski, Bonduel
Darcie Schmitt, Sheboygan

\$200.00 scholarships:

(from 2000 national convention-Madison)

Kathleen Adams
Sara Gehrke
Kristina Goodman
Jennifer Hake
Crystal Konik

\$100 scholarships to:

(Given by Nola Hein in memory of Jim Hein)

Crystal Konik
Sarah Rudzinski
Darcie Schmitt

The Mutual Exchange

We have all seen requests for mutual exchanges in the National Rural letter carrier and wondered, "how does a mutual exchange work"? I have wondered over my career what it would be like to drive five miles to work rather than the twelve to twenty to forty-five that has been the custom.

Moving close to Sullivan Wi last year made my commute farther to Cambridge and I wanted to shorten it. I sent two letters to the two carriers in the Sullivan office. One of the carriers was an RCA and the other lived in Edgerton and she was commuting forty miles to Sullivan every day. Edgerton is only fifteen miles from Cambridge so she also had an interest. We both submitted letters to our Postmasters that we wanted to make a switch. Along with that we signed a **Mutual Exchange Request Form M-117**. The signing of the form by all parties (both carriers and postmasters), is binding unless all agree to void. One potential drawback to this is that the carriers involved in the exchange may **not** necessarily get the route of the other involved carrier.

After the transfer, within a reasonable time, both routes will be posted so other carriers within the office can bid on the route. So there is a chance that the carriers may end up with what is considered to be the least desirable route in the office. I have discovered that many mutual transfers that occur are due to carriers desiring to get closer to loved ones or relocating for climate and health reasons. Usually the carriers are grateful to remain in the employ of the USPS and size or make-up of the remaining residual route is secondary. According to Article 12.4.A.4 mutual exchanges within an office are prohibited. Jim Polk



2002 WISCONSIN 2002 BREAKFAST

DATE: TUESDAY, AUGUST 6, 2002

TIME: 7:00 A.M.

**PLACE: HOLIDAY INN BY THE BAY
88 SPRING STREET
PORTLAND, MAINE**

A Wisconsin tradition continues this year. We will host a breakfast on Tuesday, August 6, 2002. We can join together to kick off the convention at the Holiday Inn By The Bay. Our National Officers, as well as candidates for National Office are invited to be with us. The breakfast is complimentary for WIRLCA and auxiliary members. It is paid for from the Convention 2000 fund. Anyone else that would like to join us may do so by sending a check for \$11.00. If you are reserving for complimentary breakfasts, you may reserve by email to lschmidt@athenet.net. Please put 'Breakfast Reservation' in subject line. **EVERYONE MUST RESERVE** by July 20, 2002, so we have an accurate count.

PLEASE RESERVE

NAME _____

ADDRESS _____

NUMBER ATTENDING _____

PHONE NUMBER (____) _____ - _____

MONEY ENCLOSED, IF APPLICABLE
\$ _____

Send reservation to.....

Martha (Marty) Schmidt
7088 Old 57
Greenleaf, WI 54126

Pre-Convention Meeting –Saturday, June 8, 2002 –
Wisconsin Dells Raintree Resort
Meeting called to order by President Bill Jarzombeck at 9:30 a.m. All Board members and state steward were present.

Bill Foley presented a Constitution and By-Law change regarding audits. It was decided to send it to the committee. Karen presented changes regarding payment for National Delegates, auxiliary dues refunds and added duties of the Secretary/Treasurer. Chris submitted a change to the number of Assistant state stewards. The guidelines for the counties were also presented. All changes were discussed and sent on to the Constitution and By-Laws committee.

Resolutions that were received by the secretary were discussed and passed on to committee. The duties of both the Constitution and By-Law committee and the Resolution committee were discussed.

President Bill suggested that the association pay for the Wisconsin Breakfast at the National Convention in Portland ME. The monies would come from the WI 2000 convention. It was decided that all association and auxiliary members attending the breakfast would have their meal paid for. Marty is contacting the Holiday Inn by the Bay and will obtain a final price quote. The breakfast will be at 7 am on Tuesday, the first day of convention.

Meeting adjourned at noon and reconvened at 1:30 pm.

President Bill announced that the deadline for articles in the next Newsletter would be June 20th. A spouse of a deceased carrier to continue receiving the state newsletter received a request. It was decided that for a \$5 a year donation to the association, we would continue to send the Newsletter.

NARFE–National Association of Retired Federal Employees will be setting up a booth by the meeting room entrance. A representative will also speak to the body.

Karen presented the last year's budget along with a Balance Sheet and Statement of Activities Report. The budget shows both income and expenses and it was felt that the delegates should be budgeting for both. Each report and listed items were discussed. It was decided to publish the ongoing information quarterly in our state Newsletter. Our proposal for the upcoming year will be given to the budget committee.

The state Parliamentarian presented a bill for attending a training seminar. Marty made a motion, seconded by Bill Foley to accept and pay said voucher.

President Bill has compiled a 'sub work list' from RCAs that responded to his request in the last newsletter. This information will be passed on to POOMs in the respected areas. Any RCAs wishing to be included on the list should contact Bill J.

The board decided that President Bill should not sit alone at the head table during the convention proceedings and therefore will also sit at the head table when their schedule permits.

Karen reported on the membership drive. We did not meet our goal set at the Spring Conference. On Sunday we will award three \$50 cash prizes and one \$100 award. All together we had 259 new members join this past year!

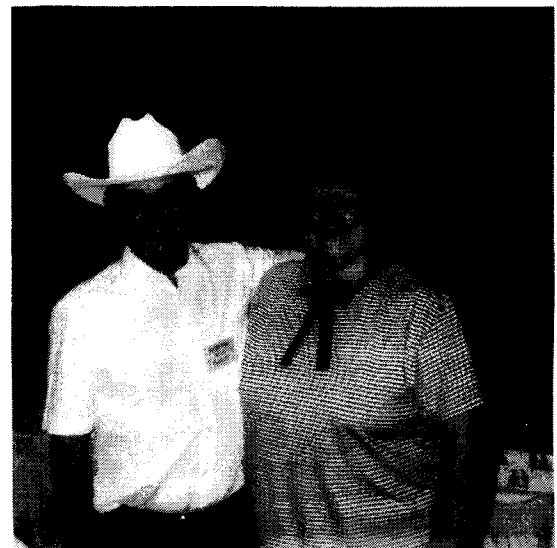
Louise made a motion seconded by Marty that the association presents our guest speakers with a convention T-Shirt. Carried.

Tom reported on the survey that was taken at the spring conference. Most of those that responded did not care to have management people speak on Saturday. Also, name-tags were suggested. These and other comments will be taken into consideration.

Our Fall Conference is set for October 5 & 6, 2002 at the Holiday Inn in Stevens Point.

In a motion made by Jim P and seconded by Louise, the meeting was adjourned at 4:50 pm.

Respectfully submitted,
Karen Schauer, WI RLCA Sec/Treas



Post-Convention Meeting –Tuesday, June 11,
2002 –Wisconsin Dells RainTree Resort

Meeting called to order by President Bill Jarzombeck at 1:20 p.m. Officers present were Vice President Jim Polk, Secretary/Treasurer Karen Schauer and Committeeman Marty Schmidt, Louise Gonias, Tom Bittner and Bill Foley.

State steward application were reviewed and discussed. A motion was made by Karen and seconded by Bill Foley to rehire Chris Bouche as our full-time State Steward. Chris was asked to join the meeting. An employment agreement was discussed with Chris and Chris signed the contract. Welcome! Office hours will be published in every issue of our state Newsletter. Chris will provide his monthly schedule to all board members.

Columbia County, host of the convention, met with us to discuss the pros and con's of the just completed convention. Concerns were raised about delegates not pre-registering and not knowing to also check in with the credentials committee. A suggestion was made to recycle the names tags for future meetings. The board agreed to reimburse the county for the audio-visuals used during the convention. Columbia County will submit a final report within 30 days. Thank you to Columbia County for putting on a very enjoyable convention.

Board appointments will remain the same. Chris appointed Karen as Sr. Assistant Steward and Bill DeNucci will be appointed as an Assistant State Steward in the Northland District to help Karen out with the increased workload. Chris rotates off the DJSC in September and Bill Foley will be his replacement.

The Wisconsin Breakfast was discussed. The meal will be free to all association and auxiliary members that send in reservations. Children and guests of members will be asked to pay. Bill will invite the National Officers, OWCP representative and the National Health Plan representative. Jim Polk will invite all other candidates for National office.

Fall Conference is set for October 5th & 6th in Stevens Point. The Spring Conference will be held in Wisconsin Dells on March 29th & 30th of 2003. Marty will contact several hotels in the area to get the best price. Additional local steward training will be on the agenda for the Fall Board meeting.

Newsletter articles are due June 20th. Various article topics were discussed. A motion was made by Tom, and seconded by Louise to allot \$1500 for computer equipment for the secretary. Louise will look into possible door prizes for everyone at the next conferences and state convention.

County meeting assignments were discussed. The assignments will remain the same but board members can mutually exchange. President Bill suggested that each board member exchange at least one county meeting this coming year.

In a motion made by Jim and seconded by Tom, meeting was adjourned at 4 p.m.

Respectfully submitted,
Karen Schauer, WI RLCA Sec/Treas

CHANGE OF ADDRESSES:

If you have a change of address – please cut the label off of your *NEWSLETTER* and send it to Karen Schauer, State Sec/Treas. 5857 Prill Road, Eau Claire WI 54701-8215. Include your telephone number.

THE WINNERS ARE:

Our membership contest ended at the State Convention with 260 new members joining this past year. Three people won \$50. John Davis of Brooklyn, Craig Wood of Madison, and Bill Foley of St Germain.

Russell Anderson of Scandinavia won the \$100 prize. Congratulations all!

MEMBERSHIP as of 6-20-02

Regulars	1456
PTFs	6
Reliefs	765
Retirees	1011
Associates	—7
Total.....	3239



Convention News

The committees and delegates worked diligently on Resolutions and Constitution and By-Law changes. Some of the highlights:

Resolutions:

non-binding: Resolution one dealt with relinquishing the evaluated system. resolution two dealt with hiring professional negotiators. These resolutions failed. The third resolution, which passed, requests the NRLCA to seek increased time standards for casing flats.

Binding: These failed:

- 1 and 2 that NRLCA withdraw from the QWL/EI process
- 3) supply national rural carrier magazine to members only
- 4) funding and guidelines for the auxillary
- 5) duplicate national steward website for local stewards
- 6) a restricted chat room for local stewards
- 7) rural carriers not be included in diversity committees

This resolution passed: The state steward is to mandate and conduct a second training opportunity each year for all local stewards.

Constitution and By-law changes:

A printed copy of the Constitution and By-laws should be available later this year, possibly by Fall Conference.

Changes:

Article 7: adopted explanation for using "Roberts Rules of Order Newly Revised 1990" edition

Article 8, section 1, paragraph a: an update to make the article current Two (2) members of the Executive Committee be elected in 2002 to two (2) year terms Delete the appointment of Sergeant-of-Arms (convention) from this article Article 8, section 1, paragraph c: State steward may appoint up to nine (9) assistant state stewards (up from seven). Two of these individuals may be appointed senior assistant state stewards.

Article 10 add new language. This article describes the process and time deadlines should an association member be aggrieved with the state board or one of its members. The aggrieved member must put appeal in writing within 30 days of incident and send to President. President has ten (10) days to notify members of state board and the NRLCA assigned committeeman and to request aggrieved member submit a letter with specific charges, documentation and relief sought. When the charges are received, the

President shall send the charged party a copy of the charges to which the charged party has twenty (20) days to respond. The state board will review both statements and is authorized to take appropriate action to resolve the issue within thirty (30) days. A time extension not to exceed 15 days may be authorized. The decision will be rendered in writing. Any member not satisfied with the state board's decision has the right to appeal to the national board, in writing within thirty (30) days.

The same appeals process would be in effect for grievances with the steward system.

By-law changes: Article 1 section 2, paragraph b discusses the appointment of an audit committee which would be responsible for auditing the association books. It also describes the process for rotating members from the committee.

Article 1, section 2, paragraph a describes the President's power to appoint committees which would serve the convention. It lists the committees and number members on each committee This by-law authorizes the President to appoint the F persons who would serve the association at convention and through the year. Article 3, section e adds to the Secretary-Treasurers responsibility to contact all newly appointed eligible carriers inviting them to join the association.

Article 2, section b The Vice-President shall contact all new members with a letter of welcome and information about the county association and officers.

Article 6, section 1, paragraphs a-g describes the allowances of the state board members and changes 2001 to 2002

Article 6, section 3, paragraph a adds a proviso for per diem for 2003 national convention which will be held in Chicago.

Article 6, section 3, paragraph a deletes the mileage cap for delegates to national convention.

Article 7, section 6 describes how a member who objects to paying auxiliary dues can have the auxiliary portion of the annual dues refunded.

Article 14, section 1 defines an active county organization. The criteria adopted are 1) hold at least one (1) business meeting per year; 2) file an annual report with the state Sec/Treas; 3) file a LM (Labor Organization Annual Report) with the state Sec/Treas. Dues money hall only be sent to active county units.

The convention was fun. Thank you Columbia County carriers and families. Practice safety this summer.

Best Wishes, Louise Gonia

Several years ago as a newly appointed RCA I had all kinds of questions that it seemed like no one around me could answer. My search for answers finally lead me to a Cal-Man-She county meeting where I was introduced to all kinds of new people who were willing to try and help me. Over the years that I've been attending county meetings we've gone through several presidents and vice presidents but our secretary/treasurer has always been there to keep the meetings on track and lend a kind word and encouragement to newcomers. Genevieve has served as Cal-Man-She's secretary/treasurer for the last 20 years. She has always encouraged new faces at the meetings to become involved and recently received an award for recruiting new members. When she was presented with a bouquet of flowers in appreciation for her years of service she gave them to her newly elected replacement.

She has also served as the local steward for the Mishicot post office for several years and was always willing to pass out information to nearby offices if the need arose. I'm not sure how many state conventions she has attended in all but I know that ever since I have been going to them she has always been one of the first people I see. She has served for seven years on the credentials committee the last three of which she has been the chairman. Prior to this she was a member of both the constitution & by-laws and resolutions committee as well as assisting in counting ballots for national delegate. Genevieve has shared her enthusiasm for participating in the State convention and encouraged many of our counties carriers to attend. Once she has convinced someone to attend she has always been there to "show them the ropes" and introduce them to people and make them feel at home. In 1996, Genevieve co-chaired the state convention in Manitowoc with "Marty" Schmidt where her experience with a previous convention proved to be a tremendous asset.

Genevieve has attended more than 10 national conventions, many as a voting delegate, others she attended at her own expense in order to learn new information that she could bring back and share with others around her. Last year she was given the privilege of accepting the "carrier of the year" award for her good friend Nola Hein. Nola got to return the favor this year at the state convention by presenting Genevieve with the state award.

In spite of all that Genevieve has done for the association she does have a life outside of it. She and her husband George (a former city carrier) have raised two sons and two daughters and are currently enjoying several grandchildren. Gen accompanied her daughter to Russia to help her with adopting one of them. She is active in her community where she has volunteered as a teacher's aide and taught religious education. She has served as the treasurer of the local town board and been a member of the finance council of her church. Last year following the anthrax scare she surprised her postmaster by showing up on a Saturday afternoon with gloves, rags and a bucket to help with sanitizing the office.

After more than 20 years Genevieve has retired from the postal service leaving behind not only lots of fond memories for the people who's lives she has touched but also a lot of people who she has inspired to become more involved. Over the years she served as our county secretary four of our members have served on the state board and while I can't speak for the rest I know in my case if it wasn't for her encouragement I wouldn't have become as involved as I have. Each year our county sends 8-10 of it's members to the state convention as delegates and this year four of our members will be going to the national convention as delegates. Genevieve has convinced Lloyd, her relief carrier, who will be taking over her route to also take over her duties as local steward. Whatever the future holds for her, Genevieve's influence will be felt far into the future of this association.

Thanks Gen, knowing you has made us all richer.

Tom Bittner
Executive committeeman



STATE CONVENTION RECAP

First of all I would like to thank all for the support you have shown me over the past year as your committeeman. I would also like to thank Columbia County for the outstanding job they did in hosting this years state convention.

My intent is to recap from my personal notes what I felt were the highlights of our state convention this year. Here goes....

Officer Elections

This year two of your four committeemen, your President, Vice President and Secretary/Treasurer were up for reelection.

All officers ran unopposed and were unanimously reappointed by the delegates. This is quite a compliment and shows a vote of confidence in what we have tried to accomplish for the membership over the past year.

Constitution and By-law Changes

The following constitutional changes were voted on and passed.

Article 7. This change referred to Roberts Rules of Order. The intent of the change was to bring us up to date and in step with our National Constitution.

Article 8, section 1, paragraph a. Some language was deleted and relocated to a more appropriate section under Presidents' duties.

Article 8, section 1, paragraph c. This language change gave the state steward the authority to appoint up to nine assistant state stewards. Currently we have a limit of seven.

Article 10. There was language added to provide members with their appeal rights in regards to grievances against our association and/or its officers.

Article 1, section 2, paragraph b. Proposed new language for the assignment of a committee to perform internal audits. The responsibility of the internal audit committee is to minimize the possibilities of losses due to inefficiencies, irregularities and/or willful manipulation.

Article 3, section e. Gives the secretary/treasurer the assignment of contacting all

new rural carrier craft employees to become members of the association.

Article 6, section 3, paragraph a. Per diem was increased to \$150.00 for the 2003 National Convention to be held in Chicago for all delegates attending. This represents a one-time adjustment for room accommodation.

Article 6, section 3, paragraph a. Mileage allowance was adjusted to be in line with the National mileage formula.

Article 7, section 6. Refers to auxiliary dues. In the future any refund requests must be submitted in writing to the secretary/treasurer on or before April 15th of the current year.

Article 14, section 1. This language covers the criteria for a county to maintain its active status. It also defines the procedures used by the state board to combine inactive counties with adjoining active counties. All dues money shall be sent to active counties.

Article 14, section 3. This section has been changed to reflect changes made in section 1 above.

Non-Binding Resolutions

Eleven resolutions were proposed; all had some merit, but of the eleven only two passed. The ones that failed pertained to changes to our evaluated system. Also there were resolutions in regards to the possibility of the establishment of a national committee with the sole purpose of monitoring arbitration and the assignment of legal counsel for arbitration. The one resolution that did pass was in regards to level 6 pay and states be it resolved the NRLCA board seeks to increase time standards for casing flats. The other resolution, which passed, authorized the State Steward to provide more training to Local Stewards at State Meetings.

New Business

A motion passed authorizing the State Board to appoint a committee to consider changing the State Convention dates and weekdays in the future to accommodate late school closings.

Keynote Speakers

Danny Jackson – Great Lakes area Vice President USPS. Danny's first comments pertained to our performance during our latest pipe bomb incidents and how we all stuck together as a family of postal workers with the objective to provide the best service possible to our customers. He mentioned on a number of occasions how we were all united and we depend on each other as a family. He also understood that we were looking for an outlet to vent on the recent arbitration decisions. He also mentioned that the

Continued from page 8

rural carrier craft are the best craft employees for the USPS and the numbers show that we have experienced the most growth and show the most potential. Danny then covered some of the effects of the arbitration on our craft, mentioning that our volume is down 18.6% and that both parties went into arbitration with tough challenges. Danny also said that the number of rural delivery boxes is up 1.4%. The arbitration decision affected our routes as follows;

<u>Prior to mail counts</u>	<u>After mail count</u>
108 H Routes	325 H Routes
208 J Routes	569 J Routes
1050 K Routes	493 K Routes

The remainder of the classifications remained the same but two additional aux routes were established.

Wage losses range from \$2,000.00 to \$10,000.00 per year depending upon the route composition. Danny mentioned that all other crafts are down. They dropped 2100 clerks, 970 city carriers, 432 mail handlers, and casual workers are down by 1000. First class mail volume has dropped 15.1%; Priority mail has dropped 13%, Standard A mail has dropped 6% and parcel down by 3%. These numbers came from our latest mail count figures. Danny stated that revenue is down 2.3 Billion dollars and we curtailed 1.7 billion dollars of that loss through efficiencies. Danny also mentioned that overtime is down by 30%, which represents a 40 million dollar savings, and supervisory hours have been cut and represents an additional 48 million dollars in savings.

In regards to the transformation plan and the closing of small post offices, the rumors regarding mass closings are not true. The subject of privatization was discussed and in Danny's opinion if we privatize based on their business philosophy, a number of rural customers would have their mail curtailed and it seems highly unlikely that rural America would stand for this as we deliver to everyone, everywhere. Danny seemed genuinely excited about the postal services future; he stated that when things get tough we get tougher. He also mentioned that we might have our differences, but we must continue our dialog between us and that management needs to get better at thanking their employees. He knows that in the past the treatment to the carriers were very poor and he is a firm believer of quality of work life. He feels that our dialog with our postmasters must continue, we must communicate more with all. Danny said that starting times are an issue

and he intends to follow through with our district manager on this. A question and answer session followed, with Danny saying that he would do his utmost to resolve our voiced concerns with Murry Weatherall, our district manager.

His last comments were that "we have a lot of fence mending to do" and he was proud of us.

Dr Ken Mericle – Director of the UW School For Workers and an efficiency expert, and I believe and Industrial Engineer. Ken represented us in our latest arbitration. Ken was our resident expert in regards to evaluated systems. Ken reviewed the arbitration proceedings with us, and gave us his feelings as to how we fared. The main issue for us was wage parity, a general wage increase plus COLA. The USPS concerns were standards, time values in the evaluated system, and mail count periods and lengths of counts. I am not going to get into a lengthy discussion on this as we have discussed this in prior articles and for the most part our contentions were correct. The arbitrator decided not to side with us on our position as to parity, however did give us a pay level increase, etc. The arbitrator did award the tightening up of standards, as we already know. Ken did mention that the average loss per route was \$3400.00 annually. The cost savings to the post office was 236.3 million dollars on standards alone.

Murry Weatherall - Lakeland District Manager.

Murry started out his discussion by commenting that our performance cluster was outstanding. We were 95 % of performance and we were a premiere operation. Murry also mentioned that our loss last year was approximately 2 billion dollars plus, that we had a reduction in volume and that first class mail volume was down. He mentioned that we lost approximately 1.68 billion dollars last year that was primarily due to our inflexibility of pricing to our customers.

He said that service, as always, is number one. Murry also mentioned, that we plan on reducing our work force by another 500 people. In our last AP we lost 23 million dollars alone. Murry also had a question and answer session and was put on the spot as most of the questions revolved around operation and procedures used as far as the necessity of servicing drop boxes, starting times being moved back, rural craft training for post masters, post masters resistance to the QWL process, the fact that management isn't dealing with issues at the lowest levels, the erratic mail volume during the week, that carriers are being harassed about 2080, and that in general our supervisors are treating us as if we are the enemy. A general comment was made in regards to employee moral.

Murry will address all of these issues with his people and his comment was that we must not back away from communicating. Murry mentioned that they have management meetings and that Chris Bouche, state steward, attends the meetings. The issues will be addressed at these meetings and if directives need to be sent down correcting these problems, then this will be done.

Continued page 10

Welcome New Members!

Peter Resch	Dale Jung	Eric Polzer
Belinda Harris	Donald Nowak	Sarah Wuest
Clinton Klementz	Nancy Kropf	Karen Antolec
Tammy Kuhnle	Leslee Maiter	Janice Klatkiewicz
Michelle Kurth	Garnett Meier	Linda Kopplin
Patricia Parks	Wanda Condon	Carol Veltman
Kirsten Wilson	Ann Miller	Stephanie Weiland
Paula Johnson	Richard Bjodstrup	Russell Anderson
Randall Krigbaum	Sara Fechter	Joyce Beyer
Bonnie Roux	Francis Maxwell	Philip Olson
Lucia Selbera	Robin Spoden	Thomas Erbs
Mary Sharpley	Rosemary Van Stedum	Barbara Miller
Anna Sprecher	Stephanie Zilkoske	Katherine Paape
Ruth Stueber	Lisa Jorgensen	Mark Wisner
Jayne Kahr	Jane Kessler	Noreen Hoak
Elizabeth Becher	Eric Bulger	Katherine Kragenbrink
Larry Hable	S Foster	
Rusty Faas	Kathleen Nowak	
Justin Luebke	Steven Wilke	
Darlene Rutta	Julie Allmann	

Continued from page 9

Summation

All in all I thought the state convention was a success and a very eventful one. Our Great Lakes Vice President and our District Manager appear to be genuinely concerned about our perception of how management currently values us. We heard much praise from both of them. This sounds very encouraging and I would hope that they follow through with their stated commitments.

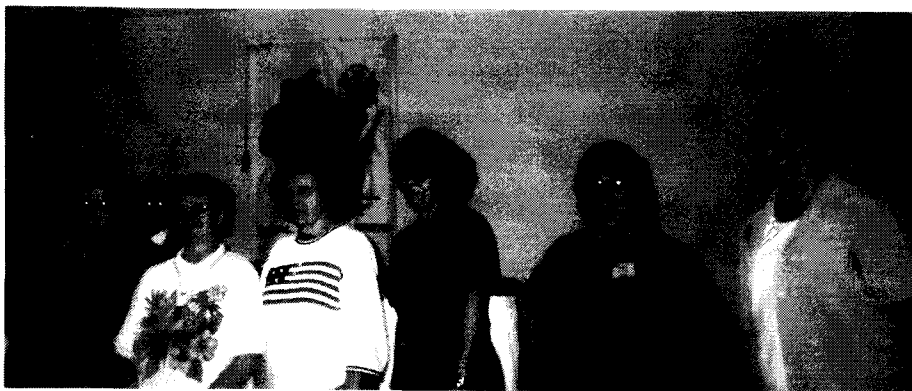
It would appear to me that management is concerned about the possible loss of respect and employee loyalty as a result of how they handled our most resent mail count. Perhaps this accounts for the concerns they had in regards to maintaining open lines of dialog with our craft; after all, we are their main link to our customers.

The dialog I heard during the mail count, from a number of offices, referred to the carriers as they or them, whereas in the past we were always referred to as us or we. Perhaps now, management recognizes the short comings of the management philosophy used during the mail count, I would hope so. After all providing service to our customers is our primary objective here. How could management expect us to provide the best possible service, if they continue to treat us as they did during this past mail count.

I guess time will tell how genuine their concerns are. I for one will be giving them the benefit of the doubt and my support, as I want our postal system to survive and grow.

Your Committeeman, Bill Foley

<u>Auxiliary Officer</u>	<u>Address</u>	<u>Phone</u>	<u>Assignments</u>
Judy Pederson President	3635 River Drive Eau Claire, WI 54703-2231	715-834-1424	Barron-Washburn, Buffalo-Trempealeau Chippewa-Eau Claire, Clark, Lake Superior District, Dunn, Jackson, LaCrosse, Lincoln, Langlade, Marathon, Monroe, Pierce-Pepin, Polk-Burnett, Price-Taylor, Rusk, Sawyer, St. Croix, Tri County, Vernon
Dianne Koch Vice-President	115 W. Main ST. Waupun, WI 53963-1909	920-324-5083	Fond du Lac-Green Lake, Waushara Winnebago, Outagamie
Caroline Sonnenburg Secretary	2417 Elm Road Manitowoc, WI 54220-9570	920-682-5363 carlarso@lakefield.net	Brown, Door-Kewaunee, Cal-Man-She Marinette, Oconto, Shawano
Bea Bengtson Treasurer	226 South high St. Markesan, WI 53946-7188	920-398-3872	Juneau, Lafayette-Green Sauk-Richland, Waupaca, Wood-Portage
Sue Polk Executive Board Chairman	N3820 Betschler Rd. Helenville, WI 53137-9790	262-593-8587	Jefferson, Racine-Kenosha, Rock-Walworth, Washington
June Strobel Executive Board Secretary	N4431 Daley Road Hustisford, WI 53034-9742	920-349-3782	Columbia Dane, Dodge, Marquette-Adams
Sue Becker Executive Board	W335N7027 Stonebank Rd. Oconomowoc, WI 53066-1405	262-966-3344	Crawford, Grant-Iowa, Ozaukee, Milwaukee-Waukesha
Karen Rasmussen Junior Auxiliary Sponsor	N55W31185 HWY K Hartland, WI 53029-9305	262-367-2330	



STEWARDS PAGE

Your State Board has appointed me for another year as State Steward. My hours will remain the same as before, M-W-F 7AM-6PM and T-TH 11AM-8PM. There are times when I will be attending meetings or grievance hearings. I also do take a lunch break. The answering machine is there for you to leave a message if I am gone. Please try and contact your Assistant State Steward first. Bill De Nucci of Rice Lake has been appointed as an Assistant State Steward. This should help Karen with some of the workload in the Northland District.

The issue concerning being paid for attending retirement counseling came up at the Spring Conference. Vilas Smith did a little research and found a Step 3 decision that grants a carrier administrative leave when attending retirement counseling. This decision should help in the future for any carrier who will be attending retirement counseling. Thanks for your help Vilas.

There was a binding resolution passed at this year's convention requiring that one additional training be given to local stewards. We will have local steward training on Saturday afternoon at the Fall Conference. I am not sure of the subject matter at this time, but may try to have some type of training on how to use the CD handed out at the steward training. All local stewards are required to attend one enhancement training a year. The required training would be the one held each spring before the State Convention. While your attendance is not required at the Fall Conference I would hope as many as possible would try and attend. We have 112 local stewards at this time. I also have 3 more election forms turned in. I will have new local steward training some time in July. If anyone would like to attend and become a local steward please contact me.

I have been receiving a few questions on taking LWOP. The contract states (10.4.B) "upon request, a rural carrier shall be granted annual leave or leave without pay on Saturday, at the carrier's option, provided a leave replacement is available." You should not be denied LWOP if your sub is available. There is no specific amount on how many days of LWOP that you may take. If you are a K-route you will lose one day of annual leave for every 10 days of LWOP

taken. A J-route route will lose one day of annual leave for every 11 days of LWOP taken. An H-route will lose one day of annual leave for every 12 days of LWOP taken.

I have also been receiving questions on the free Saturday. I am not going to quote the article, but you can find it in the contract, Article 10.4.A. You will also find it in the F-21 Time and Attendance Manual (581.15). This is management's guide. You would have to take the whole week off to receive the free Saturday(s). An H-route would receive 2 free Saturdays and a J-route would receive one free Saturday. K-routes do not receive free Saturdays. There is a good example in the F-21 on what needs to be placed on the time card (PS Form 1314).

I cannot thank the rural carrier family enough for your generosity in contributing to Robins fund. The money will be put to good use. We are not sure at this time exactly what project we will use it for. It may be a new wheel chair, down payment on a van, a wheel chair lift, etc. We will decide in the future what we consider the most essential need. Robin, Marge, Chad, Kristy and myself thank you again for your generosity, thoughts and prayers.
Chris Bouche, State Steward

FALL CONFERENCE

Plan now on attending the 2002 Fall Conference to be held on Saturday, October 5th starting at 1:00 p.m. and Sunday, October 6th starting at 9:00 a.m. at the Holiday Inn in Stevens Point.

A block of rooms has been set aside with a special WIRLCA rate. Reservation deadline is September 4, 2002. For reservations call 715-341-1340 or 800-922-7880.

Please plan on attending this informative event. On Sunday, a National Officer will be in attendance to address the group and answer questions.

WI RLCA Budget

	A	B	C	D
1	CATEGORY	Budget 01-02	Actual in 01-02	Proposed in 02-03
2	Member Cash Dues	\$20,000.00	\$12,328.00	\$12,500.00
3	NRLCA Dues Withholding	\$238,000.00	\$274,153.32	\$275,000.00
4	GMAC	\$9,300.00	\$12,312.00	\$12,300.00
5	Interest Income	\$8,000.00	\$7,203.56	\$7,000.00
6	Publications/Contracts/PO-603	\$240.00	\$2,285.28	\$250.00
7	Nat'l Reimbursement/Breakfast	\$17,500.00	\$18,183.04	\$18,000.00
8	NRLCA Steward Training	\$11,500.00	\$12,653.75	\$12,500.00
9	Total Income	\$304,540.00	\$339,118.95	\$337,550.00
10				
11	Expense			
12	Salary	\$67,000.00	\$73,949.12	\$80,000.00
13	Sub-Hire/LWOP/DROP	\$25,000.00	\$27,845.30	\$30,000.00
14	Payroll Taxes	\$10,000.00	\$8,493.68	\$10,000.00
15	Benefits	\$22,800.00	\$13,162.88	\$15,000.00
16	Travel/mileage/perdiem/hotel	\$26,000.00	\$23,923.63	\$26,000.00
17	Office Supplies	\$3,500.00	\$4,114.25	\$3,500.00
18	Phone Expenses	\$8,500.00	\$6,271.28	\$8,500.00
19	Equip/Rental/Purchase	\$4,000.00	\$1,837.89	\$4,000.00
20	Postage	\$1,700.00	\$3,052.79	\$3,000.00
21	Printing	\$10,000.00	\$7,264.02	\$10,000.00
22	Dues Refunds	\$1,000.00	\$573.00	\$500.00
23	Auxiliary Dues	\$24,000.00	\$24,568.73	\$25,000.00
24	County Dues	\$21,000.00	\$20,983.50	\$21,500.00
25	Nat'l Dues	\$10,000.00	\$6,035.00	\$6,000.00
26	MidStates Dues/Expenses	\$160.00	\$1,261.20	\$1,300.00
27	Publications		\$200.89	\$250.00
28	Steward Educ/Training	\$15,200.00	\$14,223.84	\$16,000.00
29	State Conven/Conference Expe	\$6,500.00	\$6,458.77	\$6,750.00
30	GMAC Promotions		\$11,732.32	\$12,300.00
31	National Conv Expenses	\$34,000.00	\$37,482.05	\$44,000.00
32	Legal Fees	\$150.00	\$10.00	\$150.00
33	Accounting Fees	\$2,000.00	\$1,290.00	\$2,500.00
34	Total Expense	\$292,510.00	\$294,734.14	\$326,250.00

WI RLCA CO. PRESIDENTS 2002-2003

3	Barron-Washburn	Tim DeLawyer, 22993 Sand Rd, Shell Lake WI	54871	715/ 468-2956
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	608/ 687-8543
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	Deb Morgenroth, W9585 Ivan St., Cambridge WI	53523	
12	Dodge	Dan Strobel, N4431 Daley Rd., Hustisford WI	53034	920/ 349-3782
13	Door-Kewaunee	Mike Bogenschutz, 3855 Fairview Rd, Baileys Harbor WI	54202	920/ 868-2605
14	Lake Superior	Cindy Greely, PO Box 155, Hawthore WI	54842	715/ 374-2436
15	Dunn	Jason Schlottman, E7098 680 th Ave., Menomonie WI	54751	715/ 232-0859
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
23	Jefferson	Dan Wiedenhoeft, W1243 Marietta Av, Ixonia WI	53036	920/ 261-7413
24	Juneau	Dave Faulkner, 319 E Council St., Tomah WI	54660	608/ 372-6908
26	LaCrosse	David Hanson, 1524 Cliffview Dr, Holmen WI	54636	608/ 526-4371
27	LaFayette-Green	Brenda Armitage, PO Box 131, Albany WI	53502	608/ 897-4361
28	Lincoln-Langlade	Fred Resch, N10398 Cherry Rd, Birmamwood 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	608/586-5970
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
36	Outagamie	Therese Schroeder, W4351 Kropp Rd, Black Creek WI	54106	920/ 984-3710
37	Ozaukee	Harold R Nieman, N62 W658 Riveredge Rd, Cedarburg WI	53012	262/ 377-3657
38	Pierce-Pepin	John Kelly, N3648 Co Rd DD, Bay City WI	54723	715/ 273-3549
40	Polk-Burnett	Mark Riedasch, 505 Oak St W, Fredric WI	54837	715/ 327-8121
42	Price-Taylor	Louise Gonia, PO Box 58, Gilman WI	54433	715/ 447-8727
43	Racine-Kenosha	<u>Ilene Bailey, PO Box 401, Union Grove WI</u>	53182	262/ 989-0327
45	Rock-Walworth	Carl J Handrich, PO box 53, Darien WI	53114	262/ 882-2022
46	Rusk	Bruce Anderson, 27275 276 th Ave, Holcombe WI	54745	715/ 595-6446
47	Sauk-Richland	Eugene Setwyn, 3114 State Rd 136, Reedsburg WI	53959	608/ 524-3833
48	Sawyer	Chuck Groth, PO Box 1080, Hayward WI	54843	715/ 634-3938
49	Shawano	Jesse Hanke, W17857 Co Rd Q, Wittenberg WI	54499	715/ 253-6042
51	St Croix	Steve Swor, 1099 Orange Ave E, St Paul MN	55106	651/776-7901
53	Tri-County	Marilyn Collins, Rt 1 Box 59c, Laona WI	54541	
54	Vernon	Dean Daniels, S1291 Kolbo Rd Westby WI	54667	608/ 634-4076
57	Washington	Gary Erdmann, 620 Decker Dr, West Bend WI	53095	262/ 338-3100
58	Milwaukee-Waukesha	Dennis Rasmussen, N55W31185 Co Rd K, Hartland WI	53029	262/ 367-2330
59	Waupaca	Stan Boutwell, N5193 Waupaca Rd, Ogdensburg WI	54962	920/ 244-7967
60	Waushara	Phillip Lind, W2748 County Rd M, Pine River WI	54965	920/ 787-7522
61	Winnebago	Debra Downen, W2614 Fox River Shores Rd, Berlin WI	54923	920/ 361-1764
62	Wood-Portage	Patricia Tyler, 1170 N Deer Ridge, Port Edwards WI	54469-	715/ 887-2678

HAPPY NEW YEAR

Okay, to the rest of the world it's still 2002 (no matter what date you have been writing on your checks) but for our Political Action Committee the year ends on July 17. By the time you receive this newsletter we will have entered the 2003 "PAC year". For your contribution you will receive the newly designed 2003 PAC pin and we will begin to establish a new "total" for the year.

I have reviewed the latest statistics, from all of the states' PAC Chairmen. Wisconsin's rural letter carriers, retirees and Auxiliary members have contributed roughly 1/2 as much as Illinois. Our per capita rate (average amount - per member) is about 1/3rd that of Idaho. Please don't misunderstand what I am about to say, because you need to know how much I appreciate everything that you do to help maintain our PAC fund.

But, we must do much better. And I know that we can. It is pretty easy to disregard my request, for a contribution, when we may be separated by 250 miles and you have the freedom to quit reading this article - as soon as you figure out that I am trying to "hit you up" for some money.

Our members, that attend the State Convention and Conferences, have always done their fair share (and more) for PAC. They have had the opportunity to be informed on the political issues, that may affect Rural Carriers and Retirees, and are aware of the need to be involved in the political process.

But in order to be truly influential, in the political arena, we need to involve *every* member of our organization. This means you! You may continually wait for someone else to take care of things but "that someone else" is also waiting for *you* to take care of it, so *it* just doesn't get done. PAC is something that *needs* our attention. Everybody's attention.

There are always a number of issues which are being considered by Congress. Presently they are working on: (1) Allowing rural carriers to have the option of using actual vehicle expenses, on their income tax forms, rather than simply considering that the amount of EMA received equals the amount of expenses. (2) Protecting Postal employees by changing the rules about mail that is sent by anonymous mailers. (3) Postal modernization. I touched on these proposed changes in our last newsletter. (4) Allowing us to

pay for our Federal Employees Health Benefits with "pre-tax" dollars. (5) Striving for fairness through changing The Social Security Windfall Elimination Program. Since 1983 Federal Retirees could have a much as a 55% reduction in their Social Security benefit. (6) Reforming the Civil Service Retirement System "Government Pension Offset", whereby presently a retiree's Social Security Spousal benefit is cut by an amount equal to 2/3rds of the Retiree's annuity.

These are extremely complicated issues. We need highly competent Representatives who are able to understand that changing legislation has huge effects on their constituents. We also need Legislators who are willing to listen to us. We are the best authorities on Rural Carrier and Postal issues. We need them - and they need us. Even the most intelligent Congressman can't possibly know everything about every issue. We have to educate them.

We also have to support those Representatives who will be able to help us. Support them with our vote, knowledge and campaign contributions. We have to supply these three items - nobody else can do it for us. This being an election year we need to cast an informed vote. After the best candidate is elected we have to keep in contact so they know how potential legislation may affect us. You should help to fund the election efforts of the best candidate. You can make a contribution on your own, or there is an easier way.

Let the professionals determine where our hard earned dollars can be put to the best use. Our Political Action Committee helps to fund the campaigns of the most influential and favorable candidates. That's it. We, as an organization with common interests, can really make a difference if we choose to work together.

Please take a minute to write out a \$26 check payable to: **NRLCA PAC**. Mail your check to:

DENNIS R. NELSON
1002 55TH ST
AMERY WI 54001

I will send you the new 2003 PAC pin and your name, and contribution amount will appear in the next edition of the National Rural Letter Carrier magazine. Your contribution is not tax deductible. Thank you!

WI RLCA CO. SECRETARIES 2002-2003

3	Barron-Washburn	Karen Holmstrom, 2245 23 rd Av Rice Lake WI	54868-9707	715/ 736-0451
4	Brown	Brenda Hartstern, 3392 Water Division Rd, Denmark WI	54208-8838	920/ 863-3748
5	Buffalo-Trempealeau	Larry Drangstveit, W26277 Drangstvert Ln, Eleva WI	54738-8910	715/287-4797
7	Chippewa-Eau Claire	Linda Cigan, 18198 50 th Av, Chippewa Falls WI	54729-4124	715/ 726-8665
8	Clark	Beth Priekeschat, W7665 Hickory Dr, Withee WI	54498-9126	715/ 669-3699
9	Columbia	Chris Weber, 739 Gale Av, Wisconsin Dells WI	53965-8660	608/ 253-7192
10	Crawford	Roger Forde, PO Box 84, Eastman WI	54626-0084	608/ 874-4204
11	Dane	Joe Rodenberg, 302 Prairie Heights Dr #108, Verona WI	53593-2220	608/ 8489154
12	Dodge	Etta Hagen, N2575 Jefferson Rd, Neosho WI	53059-9617	920/ 625-3635
13	Door-Kewaunee	Charmaine Zellner, E1220 Church Rd, Luxemburg WI	54217-8147	920/ 8455679
14	Lake Superior	Melvin E Raivala, 73500 Raivala Rd, Iron River WI	54847-5734	715/ 372-4674
15	Dunn	Nancy Hainstock, PO Box 474, Colfax WI	54730-0474	715/ 962-3900
17	Fond du Lac-Green Lake	Cyril Serwe, N1876 Hwy 67, Campbellsport WI	53010-2930	920/ 533-4864
18	Grant-Iowa	Barbara Weber, 28115 Munz Dr, Lone Rock WI	53556-9145	608/ 583-5003
22	Jackson	Marlene Bautch, PO Box 215, Hixton WI	54635-0215	715/ 963-2635
23	Jefferson	Joyce Lins, N1983 Cty Rd II, Waterloo WI	53594-9624	920/ 478-2044
24	Juneau	Jeremy Bohner N5926 Walker Rd, New Lisbon WI	53950-9706	608/ 562-5407
26	LaCrosse	Dorothy Johnson, 223 Greens Coulee Rd, Onalaska WI	54650-8214	608/ 783-5182
27	LaFayette-Green	John Tuescher Jr, N 391 Dinges Rd, Monroe WI	53566-9737	608/ 325-7590
28	Lincoln-Langlade	Katherine Gane, N10611 Moodig Rd, Tomahawk WI	54487-9746	715/ 453-5478
29	Cal-Man-She	Tina Burg, N3002 Lakeshore Dr, Chilton WI	53014-9479	920/ 849-2137
30	Marathon	Vicki Lemmer, 528 S 3 rd Ave, Edgar WI	54426-9302	715/352-2680
31	Marinette	John K Frievalt, 7647 Goldenhorn Rd, Pound WI	54161-8700	920/ 897-3469
32	Marquette-Adams	Donald Dahlke N2115 15 th Lane Montello WI	53949-8724	608/ 297-9043
34	Monroe	James Gerke, 25357 Hockey Av, Tomah WI	54660-6650	608/ 372-3131
35	Oconto	Bridget Soderbeck, 8926 Elm Rd, Suring WI	54174-9533	920/ 842-4034
36	Outagamie	Judy Peters, N6436 Cty C, Seymour WI	54165-8421	920/ 833-6684
37	Ozaukee	Jeffrey S Pauly, 300 South Judge Dr, Saukville WI	53080-1838	262/ 284-7019
38	Pierce-Pepin	Pamela Quarberg, W1813 Co Rd D, Nelson WI	54756-8111	715/673-4389
40	Polk-Burnett	Sue Heiderscheidt, 2020 180 th Av, Centuria WI	54824-7704	715/ 646-2186
42	Price-Taylor	Rodger S Mravik, 410 S 9 th Av, Gilman WI	54433-9398	715/ 447-5777
43	Racine-Kenosha	Ruth Atwood, 9151 184 th Av, Bristol WI	53104-9612	262/ 857-7275
45	Rock-Walworth	Jay M Thull, W1475 Birchwood Rd, Lake Geneva WI	53147-4494	232/ 279-3480
46	Rusk	Bonnie Lang, N6736 Cty Rd H, Sheldon WI	54766-9510	715/ 452-5123
47	Sauk-Richland	Alice Cummings, E10164 Terrytown Rd, Baraboo WI	53913-9234	608/ 356-6233
48	Sawyer	Sandra Henkels, N7936 Chappell Rd, Springbrook WI	54875-9412	715/ 766-3016
49	Shawano	Debra Reinhardt, W1569 Middle Dr, Pulaski WI	54162-7743	920/ 822-5753
51	St Croix	Vicki Galgowski, W8114 830 Av, River Falls WI	54022-4214	715/ 425-7093
53	Tri-County	Rose Welch, 4175 Tamarack Rd, Rhineland WI	54501-9685	715/ 272-1413
54	Vernon	Bruce Mullendore, 15262 Bufton Hollow, Viola WI	54664-8736	608/ 627-1724
57	Washington	James L Etzel, 3800 County Line Q, Colgate WI	53017-9307	262/ 628-1971
58	Milwaukee-Waukesha	Mark Becker, W335 N 7027 Stone Bank Rd, Oconomowoc WI	53066-1405	262/ 966-3344
59	Waupaca	Lois Graper, W10980 Riverside Rd, Marion WI	54950-9020	715/ 754-4904
60	Waushara	James Zelinske, 3573 Blackhawk Av, Redgranite WI	54970-7053	920 /566-4035
61	Winnebago	Tammy Lucht, 5524 W Reighmoor Rd, Omro WI	54963-9439	920/ 685-6439
62	Wood-Portage	Karen Ostrowski, 7581 Hwy 106, Rosholt WI	54473-9528	715/ 592-3562

WI RLCA
Statement of Activities
June 01, 2001 through May 31, 2002

	Jun '01 - May 02
Ordinary Income/Expense	
Income	
4000000 · Member dues	12,328.00
4010000 · NRLCA Dues Witholding	274,153.32
4020000 · National General Insurance	12,312.00
4030000 · Interest Income	7,203.56
4040000 · Publications/Contracts/PO-603/	2,285.28
4050000 · Natl Reimbursement/Breakfast	18,183.04
4060000 · NRLCA Steward Training	12,653.75
Total Income	339,118.95
Expense	
5000000 · Salary	73,949.12
5100000 · Sub-Hire/LWOP/DROP	27,845.30
5200000 · Payroll Taxes	8,493.68
5300000 · Benefits	13,162.88
6000000 · TravelExp/Mileage/PerDiem/Hotel	23,923.63
7000000 · Office Supplies	4,114.25
7005000 · Telephone Expenses	6,271.28
7010000 · Equip-Rental/Purchase	1,837.89
7015000 · Postage	3,052.79
7020000 · Printing	7,264.02
7025401 · Dues Refunds-Administrative	573.00
7030401 · Auxiliary Per Capita Tax-Admini	24,568.73
7031401 · Co Dues Witholding	20,983.50
7032401 · Nat'l Per Capita Tax-Admin	6,035.00
7040401 · MidStates Dues/Expenses	1,261.20
7050401 · Publications-Administrative	200.89
7060401 · Steward Educ/Training	14,223.84
7070401 · State-Conven/Confer-Exp	6,458.77
7075401 · GMAC Promotions	11,732.32
7080401 · National Convention Expense	37,482.05
7090401 · Legal Fees	10.00
7091401 · Accounting Fees	1,290.00
Total Expense	294,734.14
Net Ordinary Income	44,384.81
Net Income	44,384.81

WI RLCA
Balance Sheet
 As of May 31, 2002

May 31, 02

ASSETS**Current Assets****Checking/Savings**

1010000 · Checking-John O'Melby & Co Bank 34,083.75

1010100 · APCU-Checking 146,838.12

1020000 · Savings-APCU 142,488.20

1020100 · Savings - APCU-2 9,191.05

Total Checking/Savings 332,601.12

Total Current Assets 332,601.12

TOTAL ASSETS

332,601.12

LIABILITIES & EQUITY**Liabilities****Current Liabilities****Other Current Liabilities**

2000000 · Accrued Payroll Liabilities 3,574.65

Total Other Current Liabilities 3,574.65

Total Current Liabilities 3,574.65

Total Liabilities

3,574.65

Equity

3900000 · Retained Earnings 284,641.66

Net Income 44,384.81

Total Equity 329,026.47

TOTAL LIABILITIES & EQUITY

332,601.12

