



# WI RLCA

March 2002

NRLCA  
Convention



*The wait is over*

Remember back two years ago when we heard the news about the arbitrated NALC contract, the contract that granted the City Carriers level 6 pay. Many of us were shocked that they had won that pay increase. Didn't think it would ever happen; but then, "you never know what an arbitrator will do"....

Most of us feel that same shock now. An arbitrator has turned the world of rural delivery upside down. New time standards will adversely impact all

of us. As you read this you are going through a March mail count. The first of three that we will have to endure under this contract. Volume will be down for most of us. Combined with the change in time standards most of us will see a drastic decline in our route evaluations. I don't expect the wage increases given to us to make up for the declines. I hope I'm wrong. We'll all know soon enough.

Yesterday, Presidents Day, was the Southern Badger Meeting. Attendance was at an all time high. I want to thank all of those who were there for coming and for the remarkable maturity everyone exhibited. If anything positive can come out of this perhaps it will encourage the membership to attend meetings, participate and work together. We must remain united.

On a brighter note our membership drive continues with remarkable results. 123 carriers have joined the WI RLCA since late December. If you have non-members in your office encourage them to join. The January WI RLCA Newsletter had a dues withholding form ( NRLCA form 1187) in it. If you don't still have one

contact any one of the state board members and we'll send one to you.

Plans are underway for both the Spring Conference and the State Convention. Both of these meetings will be held at the Ramada Raintree Resort in the Wisconsin Dells. The National Officer assigned to the Spring Conference, (April 6-7), is Bill Gordon. Bill is from Arizona and was first elected to the National Board as Executive Committeeman in 1996. He was re-elected to that position in Madison, at the 2000 National Convention. Bill started as a Des. 73 sub back in 1975 at the age of 18 and has been involved in time studies for the NRLCA on four occasions prior to his election to the national board. I'm sure that he will have a lot to tell us about the arbitration. On Saturday afternoon Jeff Huntley, Manager of Operations Program Support for the Lakeland District will be our guest. That program starts at 1:00 PM.

I have sent out the State Convention Committee assignment appointment letters recently. If you have been appointed to a committee for state convention and will not be attending or do not wish to

serve, please let me know as soon as possible so another carrier can be appointed. Please, no later than the Spring Conference.

In this issue you will find both a Constitution & By laws and Resolutions form. If you as an individual or your county unit wish to submit either form please have them in to Karen by the date indicated at the top. Also if you have not yet made your hotel reservation for either the Spring Conference or the State Convention you should do so now. Space is limited and is filling up fast. Don't be disappointed call today. Remember that June can be a very busy month in the Dells.

Finally, **PLEASE**, if you don't agree with the numbers on your mail count form **DON'T SIGN IT!!** Contact one of your state officers and we'll send you a form to include with your count sheet detailing why you didn't sign.

Bill Jarzombeck

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# NEWS & VIEWS

## Candidates for National Convention Delegate

WHAT THE HELL IT'S ONLY YOUR JOB and crucial decisions affecting it are made at the national convention. No two rural routes or rural carriers are alike. What's important to you may not be important to everyone. In my opinion the size of the office a delegate is from; whether they are working or retired; even their political bent, will influence their voting. No one can better speak for you than you but if you are going to trust your job to someone else, shouldn't you know what they stand for? **Kay Van Laanen**

I am looking to represent you at this years national convention. Last year I went as an alternate. I was to be seated as a delegate but because of a fall in membership numbers, our state lost one delegate last year and I was only able to be there and watch. I am Outagamie County President, past Secretary/Treasurer for 5 years. Just a reminder to invite new members and to get their dues paid on time so we as a state will hopefully have one more delegate to represent us. I would like to thank you in advance for your support. I will see you at state convention.  
**Therese Schroeder**

Thank you for the trust you have shown me the past eleven years as your delegate to the National Convention. I ask you for your support this year as your delegate. I also ask you to invite new members to our union. We need informed rural carriers. I would like to thank you for your support. **Judy Peters**

This UNION needs delegates who will question the leadership, and make informed decisions. This

UNION needs delegates who will speak their minds. This UNION needs open minded, yet reform minded delegates. This UNION needs delegates who currently carry routes. This UNION needs **Mary O'Herron**.

Greetings! I have been with the post office 21 years, local steward in Marion, secretary/treasurer for Waupaca County and rural carrier academy trainer at Wausau. I do attend conferences, state conventions and national conventions. Please vote for me for national delegate. Thank you. **Lois Graper**

I appreciate being a delegate last year and would appreciate your vote this year. We often hear that things we do are figured in-but where? We need to work on these to get time for them. I work out of Marshfield and have 25 years experience. **Charles R. Lilley**

I feel it's important to hear ALL information from beginning to end as to what is happening in our jobs and how it affects us. I would appreciate your VOTE as delegate to the National Convention. Thank you. **Etta Hagen**

Hi, I'm **Dan Wiedenhoft**, Ixonia Carrier for 29 years. I believe it's important to be involved in the Association, to be current in understanding the labor contract and craft and to represent all members. I believe attending state conventions and meetings and the national convention gives me this information to pursue what is best for the rural carrier. I would appreciate your vote for delegate to the national convention. Thanks

**Barbara Weber** needs votes for national delegate. Experience: Eagle and Avoca post offices, overburdened-L-high mileage routes, local steward, QWL/EI, state delegate.

I like my job and want to keep liking it. I care and am involved and will work hard for all of us. **THANK YOU!**

My name is **Bill DeNucci**. I have been a rural carrier and member of the Barron-Washburn RLCA for 22 years, serving as a county officer and Ad Hoc driving instructor, and currently as a local steward and QWL/EI Facilitator [548]. I have been a high school teacher in Belize, C.A., operated a successful business, served as a town clerk, and am currently a town supervisor. I have enjoyed attending local and state union meetings and would appreciate serving you and strengthening our union at the national convention. The USPO belongs to all of us.

I would like to be one of your choices a delegate to our National Convention this year. An **active, proud** rural carrier for over 8 yrs & a local steward. I value **honesty**. I value **your opinions**. I value **our career**. This is the time for **action**. This is the time for **change** and building **strength** in our Union. If you feel the same, **VOTE**. Convince your fellow carriers to **VOTE**. **Vote for Lisa "Wojo" Wojnarowski**

Do you remember being told to vote for the extension, by Gus Baffa, so we could concentrate on our wages at arbitration. Count the number of times the arbitrator said the union failed to provide..., failed to advance..., did not convince..., we do not accept..., provided no rebuttal..., did not refute..., inadequate support, in the opinion and award. I believe there is enough blame here for both Peer and Gan and our National Board. I will vote for NEW leadership if elected a National Delegate. **John Phillips**

Continued next page

My name is **Mark W. Becker**, I wish to represent Wisconsin Carriers at the 2002 National Rural Letter Carrier Convention in Portland ME. The arbitrator gave the carrier more money but gave the Postal Service more production. The decision left items out of the results: EMA and Parcels being the 2 biggest items. The arbitrator left the carrier with no gain. Wisconsin needs their voice heard at National Convention.

I would like your vote, to represent you and our WI RLCA at the National Convention in Maine this August. I have carried a full time route in Oregon WI for 12 years. My many years of experience on different committees at the County & State levels as well experience at 4 National Conventions, (at my expense), leave me to believe I am very qualified to represent you on the votes that affect our futures. Thank you for your confidence.  
**Roger Schewe.**

### Discipline

It seems that discipline is once again up in the Lakeland District. Sometimes discipline is given for the refusal to follow a direct order. Refusal of a direct order can be classified as insubordination. The only time a direct order may be questioned is when your safety or the safety of others is at stake. Recently we had a situation where an RCA was out delivering after 9.00 PM. In this case, there was no management on duty when the RCA returned to the nation. This is a serious safety issue. If this should happen to you, please call a steward. If you hear of or have first hand knowledge of direct orders where safety was compromised. let an assistant state steward know. Make sure you always follow the direct order and later if you wish you may grieve. Remember, you may not like management in your office. You may not respect management in your office. You must respect the position that management has. Obey the direct order, and then file a grievance. Do not become a statistic!!

Note: Many offices are trying to hold carriers to a daily evaluation. Please contact a steward if you have that problem. Remember Art. 8.2, under work schedules states, "The carriers work day may vary above or below the daily evaluation of the route as mail volume fluctuates and road and weather conditions change".

### Vehicle Accidents

The Postal Service is self-insured. This means that every time there is an accident with an on Duty postal employee at fault, the postal service pays. In the current dire financial condition the USPS is in, every penny is being accounted for. POOM's (Post Office Operations Managers), your PM's boss, have been instructed to issue letters of dismissal to these offenders when accidents take place.

Take your time and be cautious when out on the route. Look both ways at intersections and then look both ways again. Please wear your seatbelt anytime your car is running and put your car in park and put the emergency brake on anytime you go to the door with a parcel or and accountable.  
Thanks: Jim Polk Vice President

*"It is not the critic who counts, not the man who points out how the strong man stumbled, or where the doer of deeds could have done better. The credit belongs to the man who is actually in the arena; whose face is marred by the dust and sweat and blood; who strives valiantly; who errs and comes short again and again; who knows the great enthusiasms, the great devotions and spends himself in a worthy course; who at the best, knows in the end the triumph of high achievement, and who, at worst, if he fails, at least fails while daring greatly; so that his place shall never be with those cold and timid souls who know neither victory or defeat." Theodore Roosevelt (Paris Sorbonne, 1910)*

The Arbitration panel has returned it's award and although the details have not yet been forthcoming and it appears to be a disappointing decision at best, two things appear to be certain at this point,

- 1- We won't be asking John Calhoun Wells to arbitrate for us again in the near future
- 2 - However bad the award is, we will be living with it for the next 2 ½ years

Since we can't change what the arbitrator has handed down, in the short term, it is important for us to determine just what went wrong and take steps to make sure that when we do get the chance for change with our next contract we don't make the same mistakes. The time of year is coming when all of you have the chance to put forward new ideas and help put people in place to get them implemented.

If you have an idea for change, you have the opportunity to submit resolutions and Constitution and By Law changes to the State Convention where they will be debated and voted on. If your idea is good enough and you can persuade enough people to support it, you could change the way that we as a union do business. Most of the things that our National board presents in contract negotiations start off as resolutions.

Elsewhere in this newsletter you will find submissions from people who are asking for your vote in order to be selected as delegates to the National convention. Those that are selected will cast votes not only for National board members

but also on possible contract provisions that could affect the way you do your job each and every day. In the past we have had a disappointing return rate when it comes to ballots for national delegates. Last year we sent out 3174 ballots of which only 1067 were returned. It's interesting to note that the difference between being selected as a delegate and not, last year amounted to only 4 votes.

When you get your ballot make sure you follow directions carefully because last year we were required to void 19 ballots due to the rules not being followed, more than enough to have made a change in who went to the national convention. When you fill out your ballot remember try to vote for people that you feel will be most likely to represent your views. It isn't necessary to cast all of the votes that you are entitled to, in fact voting just for the sake of voting may cause someone you truly want as a delegate to lose out because one of your other votes gave someone else the advantage.

Spring county meetings are starting to be held throughout the state and I'd like to encourage everyone to attend. They are a good place to receive information and ask questions of the State board member assigned to your county. They are also the place where you will be given the chance to run for delegate to the State convention. The spring conference is being held at the Raintree Resort in Wisconsin Dells on April 6<sup>th</sup> and 7<sup>th</sup>, by attending this meeting you will have a chance to meet with most of the candidates for National delegate see if you support their views so you can make an informed decision when voting. You also will get a chance to talk to all of our State officers and listen to and ask questions of a member of the National board. Let them know how you feel about the new contract.

This year for the first time candidates for National Delegate can also make submissions to the Web Site. Although there will be no limit to the length of the articles try to keep it brief and to the point. If you wish you may include a photo also. You may submit your info in Microsoft Word format by e-mailing it to [webmaster@wirlca.org](mailto:webmaster@wirlca.org). Preferably photo's will be in JPEG format. If you don't have access to the internet you may also send your information to:

Tom Bittner  
619 Park St.  
Chilton, WI 53014

Please do not send any hand-written articles I may not have time to re-type them. If you wish to send a

photo you may and I will scan it and post it. If you want to have anything returned please include a self addressed stamped envelope. I will also be at spring conference and available to take pictures and get your information. To view candidate's articles you'll need to visit the web site at <http://www.wirlca.org>.

Tom Bittner  
Executive Committeeman



*Always pray and (do) not give up. Jesus taught the disciples. (Luke 18:1 NIV) Arise each morning a few minutes early to talk to God about your life and the folks on your prayer list*

### Just for Today

Lord, for tomorrow and its needs,  
I do not pray;

Keep me, my God, from stain of sin  
Just for today.

Let me both diligently work,  
and duly pray.

Let me be kind in word and deed,  
Just for today.

Let me be slow to do my will,  
Prompt to obey;

Help me to sacrifice myself  
Just for today.

And if today my tide of life  
Should ebb away

Give me thy Sacraments divine,  
Sweet Lord today.

So for to-morrow and its needs  
I do not pray,

But keep me, guide me, love me, Lord,  
Just for today.

Morning prayer from St Augustine's Prayer Book  
Submitted by State Chaplain Ruth Moody

## USE YOUR LIFELINES

Did you ever watch the popular trivia show, *Who Wants to be a Millionaire*? Have you noticed how frustrated Regis gets when someone doesn't bother to use his lifelines, makes a guess, and then loses with a lifeline or two untouched? Board members and stewards often feel this same type of frustration.

**LIFELINE #1: YOUR AGREEMENT** This is the agreement between the National Rural Letter Carrier Association (NRLCA) and the US Postal Service. Do you have a copy? Our job description is there in black and white for you to study.

**LIFELINE #2: PHONE A FRIEND** You should have phone numbers for all the assistant stewards and the state steward. You can call for help.

**LIFELINE #3: ASK THE AUDIENCE** You can get helpful information by attending local, state, and national meetings or from websites like [www.wirlca.org](http://www.wirlca.org) and [www.nrlca.org](http://www.nrlca.org). The benefit of coming together is mutual information and encouragement.

Don't waste the valuable tools (LIFELINES) the NRLCA has given to you! Use your LIFELINES!!! They will keep you connected with your union.

SPRING—It is a wonderful time of the year. We emerge from the often-miserable days of winter. SPRING—It is a time of renewal, clean up, and catch up. Try this self-evaluation.

### SELF-EVALUATION OF AN NRLCA MEMBER

- Do you attend county meetings?
- Do you attend state meetings?
- Were you at the spring and fall conference?
- Have you attended a national meeting?
- Do you read the state newsletter?
- Do you read the national magazine?
- Have you checked the web sites for information?

I hope you have answered all or at least many of these questions in the affirmative!!! I hope you will continue to be an informed, supporting member of our association. All of us working together will keep our union strong and successful.

Have you ever turned to the person next to you at work and made an obscene gesture, then proceeded to call him a derogatory name? Probably not, because chances are you will face this person every day. Even though you may not like him all the time, you are intelligent enough and polite enough not to be openly hostile.

Employees with short fuses and managers who don't know how to deal with them create problems in the workplace. Workplace anger must be managed. Anger contributes to health problems and hinders productivity.

Employees will not and should not work in places where they feel threatened, disrespected and harassed. Managers should listen carefully, withhold judgements, investigate the source of rage, and do something to resolve it.

### SELF-EVALUATION OF A MANAGER

- Are you fair to all employees?
- Are you open to suggestion, question, and criticism?
- Are you responding to suggestions?
- Are you accessible to everyone?
- Are you approachable?
- How well do you communicate?
- Do the employees have the proper equipment to do their job?
- Does management in your office pass this evaluation?

I started writing this article as the last day of arbitration was being held. I was anxiously awaiting the outcome. Now thanks to this great age of electronic communication, I have the final results just hours after a decision is rendered. The highpoints and the complete decision are on the NRLCA website ([www.nrlca.org](http://www.nrlca.org)) and you can print your own copy for study. You can be well informed with minimal effort—use a LIFELINE.

I continue to enjoy the privilege of serving you. I encourage you to contact me with your thoughts and concerns.

Martha (Marty) Schmidt Chair Executive Committee

***NOTHING QUIETS CRITICISM LIKE INVOLVEMENT.***

## 2002 NATIONAL CONVENTION DELEGATES

The February, March, April and May issues of *The National Rural Letter Carrier* magazine will carry the nominating ballot for placing names on the election ballot of national convention delegates.

If you wish to nominate someone, including yourself, please complete the nominating ballot, be sure it is SIGNED, and send it to the State Secretary. Nominations for candidates for National Delegates shall be **in** the office of the State Secretary by April 30, 2002 (at least forty days prior to the opening of the State Convention). After all nominating ballots have been received; the ballot will be prepared and mailed to all members for their selection of the national convention delegates. "A delegate must be an Active or Retired Carrier in good standing at the time of nomination, election and seating as a National Delegate."

The State Secretary/Treasurer, upon receipt of a nomination, will send a confirmation receipt of the nomination to the nominee. If you do not receive a confirmation you will know that your nomination has not been received and your name will not appear on the ballot. If you do not receive confirmation and want to be sure your name is included, please contact the State Secretary/Treasurer immediately.

Please take this matter seriously. Remember, those delegates we send to national convention are representing policy to be set for our Association. Policy that affects YOUR JOB! Results of National Delegate elections are announced at the State Convention.

Please call Karen Schauer, State Secretary/Treasurer, if you have any questions about this process: 715/832-5211.

### CHANGE OF ADDRESSES:

If you have a change of address – please cut the label off of your paper and send it to me, Karen Schauer, State Sec/Treas. 5857 Prill Road, Eau Claire WI 54701-8215. Include with it your telephone number and email address if you have one. All of this information is being added to our new database when it is available.

### RETIREES AND SOON TO BE RETIREES

Best Wishes to all new retirees and to those who may be thinking of retiring soon!

Remember when you retire your status changes with the postal service and with the Association. You

must contact Karen Schauer, State Secretary/Treasurer, and let her know you have retired so that the proper paperwork can be completed to keep your membership in good standing. An 1187-R must be completed if you wish to remain a member.

If you want to keep involved, informed and receive your state paper and national magazine keep your membership in good status. Our lobbyist in Washington continues to advocate for you whenever important matters come before Congress, which might affect such things as the Rural Carrier Health Benefit coverage, your annuity and other specific related retirement issues.

Remember that your membership does not continue automatically when you retire so contact your State Secretary/Treasurer immediately to find out what to do.

### SELECTION OF THE 'CARRIER OF THE YEAR' AWARD

Eligibility: Any member of the Association may be nominated for the Outstanding Carrier of the Year award. Nominations of candidate may be made from a member of the association, or the local county unit. State Association Officers should not be arbitrarily selected for the Award, nor should they be prohibited from consideration. Officers have been chosen to lead and serve, but frequently demonstrate that their services go far beyond the routine duties of the office and, thus may be worthy of selection. Consideration shall be given for service rendered in the immediately preceding 12-month period. Such policy will encourage each carrier, even the newest one, to seek to achieve the award during the current year.

Criteria for Selection: The service rendered by the candidate to the Rural Letter Carrier's Association. Attendance and participation in local, state and national meetings. Willingness to accept responsibilities and dedication in performing those duties. Fraternal attitude toward others of the Rural Letter Carrier craft.

Nomination of a Candidate: One letter on community activities may be submitted. All letters of recommendation must be signed. All information must be in the state secretary/treasurers' office by June 1, 2002. Nomination letter should be submitted with a brief resume of carrier accomplishments.

Committee selection for the Award: One board member will select five members from different areas of the state. The board member will be selected at pre-convention board meeting.

Continued on Page 7-Karen

MEMBERSHIP as of 2/15/02

Regulars	1448
PTFs	3
Reliefs	728
Retired	1061
Associates	6
Total.....	3247

Note: If we can reach and maintain 3251 members we will be eligible for 34 delegates at the National Convention

The ARBITRATOR RENDERS A DECISION

Jerry Reed sings "She got the Gold mine... I got the shaft"

Okay, Now is the time to learn from our mistakes. We need to unite, educate ourselves, get involved and move forward. Just like in the Olympics, Athletics don't always win the gold but after the awards ceremony, it's back to training and preparing for the next Olympics. They look back only to see what went wrong and what they can do to prevent it from happening again and then prepare for the next 4 years.

First, lets look in a mirror. How did you and I contribute to this? Are you consistently working well under your evaluation? Are you coming in early and putting down a different time? Do you come in on Holidays so you don't have so much work on Tuesday? When on the route do you take the accountable and parcels to the door?

Second. When was the last time that you read your PO-603, Duties and Responsibilities of a Rural Carrier? Did you ever read the last contract?

Third. Do you attend your county meetings, spring or fall conference, or state convention? Do you encourage others in your office to attend also? Do you support the people that are active in the association? Is there a local steward in your office? Do you help them in looking up issues or questions that you may have?

It is easy to blame someone else for our bad award but lets take responsibility for our own part in this. And like the Olympics, lets get in shape for the next time. Chicken Little once said "The sky is falling" BUT a former president said "Ask not what your country can do for you but what can you do for your country."

The letter 'u' in union means YOU! And I never thought I'd quote my dad but whenever something went bad or wrong in my life he always told me: "Damn the Torpedoes, it's Full-speed ahead!"

Karen E Schauer Assistant State Steward

Postal Service has been emphasizing safety for nearly 20 years. Campaigning might be a more accurate description. The cost of lost work days and of restoring an accident victim is quite prohibitive now. Think about the medical costs alone-how those costs have increased over the past decade. Americans have a love affair with their vehicles. For us to be without a vehicle is unthinkable, inconvenient.

Rural Carriers are urged to practice awareness always while driving, whether on route or for personal reasons. We are, after all professional drivers. Be aware of the surroundings-it is easy to be lulled into complacency when driving familiar routes. Surroundings do change. A tree removed, children and pets playing near the road. We need to be constantly on guard for the changes.

Pay particular attention to intersections, whether marked or unmarked. Slow down when approaching intersections. Be prepared to stop and look left, right, left for traffic. At unmarked intersections, the driver to your right has the right of way. Watch for pedestrians always. Children are small and dart out from between parked cars, trees, from hills without thinking of the consequences. They are busy playing. Children are a most precious resource. Be watchful.

Rural Carriers who have been provided with strobe lights should be using them. The light warns others of our presence since it can be seen quite a distance, even on bright, sunny days. Even for the distracted other driver, the flashing light should register before approaching the rural carrier who is at a mailbox or driving along more slowly than traffic.

Safety consciousness becomes habit. Habit comes from practicing something continually for a period of time. Practice safety measures while driving professionally and personally.

GMAC INSURANCE

Auto insurance for rural carriers, 1 800 847-2866, 24 hour emergency claim service, 1 800 325-1088, which means 365 days, every day, all day or night. Business hours for opening accounts are Monday to Friday 7:30 AM to 7:00 PM; Saturday 8:30 AM to 5:00 PM, central time.

How to save dollars on insurance, multi-vehicle discount, discount for drivers over 50, for honor students, for safe driving (could be up to 10%) over a few years; discount for anti-lock brakes, anti-theft devices and airbags.

Premium; standard semi-annual payment for premium or budget saver which is four installments.

On-line customers; [www.gmacinsdirect.com](http://www.gmacinsdirect.com) and click on "current policyholders and claims" then follow easy directions. Can pay premium with credit card on line.

GMAC promise; Fast, fair, friendly service whenever you call and whatever the reason.

WITH WARM REGARDS LOUISE GONIA

## Arbitration Award

Who would have guessed since the beginning of our negotiations until now our economy would drop into a recession? Unemployment would double, our surplus turned into deficits, and mail volumes dropped significantly, and then you add 9/11.

Understandably since the arbitration award I have had numerous calls with people asking me:

1. How will this award affect my pay?
2. How will the new standards affect my evaluation?

At this time I can only give you my best guess as to how the arbitration award will affect us as we have not received any thing from the National in regards to rural carrier evaluated pay schedules based on the awards. Consequently I will use my route evaluation as an example of my best guess as to how it will affect me.

Currently I am a 42K route. Considering the standard jump in pieces per minute I estimated a 15 percent drop for the time allocated for sorting and strap out. I also estimated a 10 percent drop in volume. My office time loss came to 45 minutes per day, for a total loss of 4.5 hours per week. I anticipate this will drop me from a K to a 42J route. The loss to me is not monetarily but a loss in time because I will now have to work every other Saturday to maintain my pay. I am currently at step 1 of the evaluated schedule. I am assuming that my salary will jump with the 1.2% and 1.8% or approximately \$1798.00 annually. In addition to that we are getting a \$300.00 across the board increase for all steps. I have not included this in that figure. In regards to the pay level upgrade I have not included this in this figure either, as I have heard so many different figures I am afraid to use an example. We need more clarification on this from National. As you all probably know we have retained our COLA with a first lump sum payment of \$499.00 this is to be paid as soon as possible with the new base period being October 2001. This will affect our COLA formula.

Most of us have returned to the office beating the standard evaluation on pretty much of a daily basis. Due to the tightening up of the standards it will be much more difficult to beat the evaluation. As your routes grow the possibility of running into a 2080 problem will increase. Based on the tightening up of these standards, assuming a 4.5 hour per week gain in productivity for the post office, considering they currently have 41,000 plus routes in time saved, assuming my route as being the average, this would result in an 9,594,000 labor hours saved annually or 1.8 billion dollars. That's right folks, 1.8 billion dollars. It appears our Postal Board of Governors should be pleased as they had approved a plan for FY 2002 that would result in a 1.35 billion dollar deficit. As you can see by the labor savings, us rural carriers will be carrying that deficit on our backs with dollars to spare. I guess I am somewhat bitter.

As I recall, when we elected to enter into binding arbitration, we felt parity was the primary issue. Considering NLCA's success in achieving level 6 pay and comparing job responsibilities we strongly felt we were entitled to parity. In review of the arbitration proceedings it would appear that our legal counsel did not consider the statutory standards outlined in Title 39 of the US code. This code obligates the USPS to compensate its employees comparable to rates and types of compensation paid in the private sector. Our arguments dealt primarily with other crafts within the postal service. For this reason we were denied parity. I could get into a lot more detail, but for the sake of space I won't.

When we enter into binding arbitration we enter into an agreement where we are legally obligated to accept the neutral arbitrators award. There is no point in looking back. We lost this one. We gained little, but lost most of our evaluated incentive. We all gain knowledge through our mistakes. I personally don't believe that our legal counsel researched the position of parity adequately.

There have been many comments made to me about dropping out of the union. Let me say that bargaining collectively as a group is the only option as far as representation. If we are not happy with what we have we can make changes as needed via vote, etc.

Please attend you local union meetings and state meetings and voice you opinion.

Your committeeman, Bill Foley

NOTE: ALL CONSTITUTION & BY LAW CHANGES SHOULD BE SENT TO THE STATE SECRETARY  
KAREN SCHAUER PRIOR TO THE OPENING OF THE STATE CONVENTION  
ANY RECEIVED AFTER JUNE 5, 2002 MAY NOT BE CONSIDERED

*The following CONSTITUTION/BY LAW (circle one) is being submitted for consideration at the 2002  
WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Wisconsin Dells, June 9-11*

**PRESENT LANGUAGE: ARTICLE # \_\_\_\_\_ SECTION # \_\_\_\_\_**

**PROPOSED LANGUAGE: ARTICLE # \_\_\_\_\_ SECTION # \_\_\_\_\_**

**INTENT OF CHANGE:**

**REASON FOR CHANGE:**

ADDITIONAL TIPS; Use a different sheet for each change. Identify any handbooks, manuals or written documents to help present your proposed change as clearly as possible.

**Submitted By:** \_\_\_\_\_  
(optional)

# Welcome New Members!

LORI K MANSKE  
JAMES B ZEINERT  
CYNTHIA L DELLAPOSTA  
GAIL M HESSELSCHWARDT  
CHARLEA A KLUKAS  
DENNIS G LITCHFIELD  
JUDY A MARKING  
JULIE A SCHAEFER  
KERI L VER HAGE  
KENNETH G BLAKE  
APRIL M JOHNSON  
DONNA M MABRY  
MATTHEW S ADAMS  
M C BORCHARDT  
JEFFREY L CONRADT  
KATHY A FLADTEN  
DAWN GONZALEZ  
JEFFREY D HENDRICKSON  
TAMMY A HILL  
MARY T KENDA  
JAMES L LIESKE  
MARGUERITE L LINDBLOM  
DAWN M MILLER  
JEFFREY S MYHRE  
JOHN R NAGEL  
DONALD L NOEGEL  
KATIE J PERSINGER  
EUGENE A RICHTER  
LON H WITTMERSHAUS  
JAMES P ANDERSON  
HEATHER M COULTER  
GERALYN M DARR  
BECKY K KEILTY  
KIM L KRUSE  
TERESE M WESTRICH  
CANDICE M WHITMAN  
JOHN H DAVIS JR  
BECKY L ILLGEN  
RANEE A TWEED  
LISA A COOK  
MICHELLE M EDWARDS  
JOHN W KOWALSKI  
FRANCIS E KRANZ  
THERESA L KUEHL  
TERRY L LARSON  
MATTHEW A LOOKER  
ANDREA J MCMAHON  
AENNE S MISHLEAU  
ANNETTE M NOWAK  
LESLEE A SCHNEVEIS  
NAOMI R SPRINGER  
PAUL C VOEGTLINE  
DAVID C WIEGAND  
BARBARA A LIMBERG  
CHERYL K STONE  
DEBORAH A KUHNKE  
JANE R MUENCH  
EDWARD A ROACH  
CHRISTINE M ROACH

COLLEEN K ROE  
KATHLEEN M ROMANSKI  
CYNTHIA L SIVERLING  
JEAN M THAYER  
DOUGLAS J BEGGS  
ROBERT G JACKSON  
BRAD A KLUCK  
C M HANSON  
SUSAN E LUDEKING  
LYNNETTE M WARLAND  
NEIL D BUCHBERGER  
SARAH J FINLEY  
ROBERT J LAMBERTY  
ANNETTE M ROOHR  
LEROY J FORSTER  
SHEILA I LAZAR  
ROSE M QUIMBY  
GARY L FOWLER  
CONNIE M ANDERSON  
JEFFREY H BERRA  
CAROL A RUEHS  
PEGGY J SWAN  
LAURIE B APALSCH  
AMY L HOLMES  
MARGORIE E JOINER  
ANITA M MUCKERHEIDE  
CHERYL L NORMAN  
ROBERT P HOUSTON  
THOMAS L MUMM  
CORINNE A THOMAS  
KIM M RADDATZ  
JOE E TYLKA  
STEPHEN L WIEGEL  
LISA M MATELSKI  
MARY J RATHMAN  
CHERYL L WEHRMANN  
ALYCE J BALLIE  
ADAM B STEFFEN  
STEVEN V HAAS  
ED A FAAS  
LYNN M FRANCK  
TERRY E NORENBERG  
GAIL M GODBEE  
MICHELL R HERZOG  
GINA R ANDERSON  
HAROLD M DICKEY  
MARY E GODDARD  
CHERYL L BELONGIA  
DIANA D PASWATERS  
ARNOLD H HANSON  
RUSSELL S LENIUS  
WANDA L GUTENBERGER  
LISA G HAIRE  
LATHA D KEISTLER  
RITA J PALEWICZ  
JERRY R BOGGS  
DEANNA O DONALDSON  
RANDY J DUNCANSON  
DAVID P DUPREE  
ADOLPH F HANSON  
SUE A REGET

123  
New  
Members  
WOW!  
Keep  
Up the  
great  
work

# Rural Calendar 2002

March 21	Columbia County Meeting	
April 4	Vernon County Meeting	
April 6-7	Spring Conference Ramada Raintree	WI Dells
April 10	Clark County	Blackhawk Supper Club Owen
April 29	Sauk County Meeting	
May 3-5	Mid States Conference	Battle Creek, MI
May 19-22	Presidents' Legislative Seminar	Washington DC
June 9-11	State Convention Ramada	Wisconsin Dells
August 6-9	National Convention	Portland Maine
October 5-6	Fall Conference Holiday Inn	Stevens Point

**DEADLINE FOR NEXT ISSUE IS APRIL 20**

## Rural Free Classifieds

### **Mutual Transfer:**

Sheboygan County office to Green Bay/Appleton area or North 43H 37 Miles 920 893-2094

### **For Sale:**

Studded Snow tires 185 R75x14 on Dodge rims like new, also 225R75x15 on Jeep rims like new phone 920 732-4397

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



## LOOKING FOR POSTAL STORIES

### SHARE YOUR ADVENTURES AS A POSTAL WORKER

- Snake in mailbox
- Chased by a dog
- Locked in bathroom

Please share your experiences with us. We may compile them in a book and you will be famous!

Send to....

Stories

PO Box 123

Greenleaf, WI 54126

email.....

jodschmidt@aol.com

## Junior News

At the past national convention in Atlantic City, NJ, one of our juniors entered their poster in ages 12-14, with the topic: What I Can Do to Help Others. The poster that was entered took first place, and the artist of that poster was Brittany Krombos. She is the granddaughter of Al and Bea Bengtson from Fond du Lac-Green Lake County. Brittany is 12 years old and is the daughter of Terry and Chris Krombos. She has two younger brothers, Paul and Joey. Brittany and her family are all regulars at the state conventions. She attends Markesan Middle School and is in the 7th grade. In her spare time she enjoys bowling, reading, the computer, listening to music, and "hanging out" with her friends. Way to go Brittany, keep up the good work.



Britnay Krombos Ist Place Poster Contest

At the state convention in Wisconsin Rapids, the juniors had a lot of fun.

On Sunday during one of the meetings, the 2000-2001 board was introduced. Then later that night there was a get together for the carriers and their families.

On Monday morning the juniors would leave to go on their tours for the day. Our first destination would be the cheese plant. Before going in we enjoyed, juice, milk, and donuts. After the video and tour were over we enjoyed ice cream cones. Our next destination would be a church shrine. I'm not really sure of the name of the place. There we walked around and could read and learn different stories from the bible. There was also an underground tunnel to walk through which was cold, dark, wet, and cramped. Then after that we went to a place where they do bombing practices on targets. Later we went to a heritage place, and then came back to the hotel.

Later at our banquet we had a ventriloquist, and would later end up in the hotel basement playing games lead by the junior board members to keep the other kids occupied.

On Tuesday morning we had our meeting where the 2001-2002 board members would be chosen. The they are as follows: Daphne Koch, Pres.; Nadine Rasmussen, Sr. Vice Pres.; Michael Rasmussen, Jr. Vice Pres.; Angie Graper, Sec.; Justin Landry, Tres.; and Paul Kerchetski, Chap.

That's all for now from your junior president. Later.

Thanks, Daphne Koch, Junior President

It is with great sadness that we inform you of the death of Shirley Pierce, age 49, Rural Route One Carrier, Tomahawk as a result of a snowmobile accident January 19.

Shirley leaves behind a daughter, Chrissy age 21. She was a great rural carrier and will be missed very much by her customers and co-workers.

On Feb. 15 long time Marathon County Secretary and former State Board Member Gloria Kerchetski passed away after a long illness. Even after her illness forced her to resign from the board & retire from the Post Office Gloria remained an active involved member of this association.

We will all miss her smile & good cheer.

## STEWARDS PAGE

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We finally have a contract. Maybe some of you wish we didn't have a contract. I will hold off my opinions until I have more facts. So far the only information that I have is the same information that you can get from the web page. I hope that we will receive an explanation soon on some of the changes. I am interpreting the changes from what I believe they are. I don't know when you will get your back pay or how much each one of you will receive. I have seen the numbers on other web sites, but I don't want to take this as fact until I receive the information from the national office. I have had questions about the regular carrier voluntarily working their relief day for an X day to allow their relief carrier off. It would be my opinion that this is only for the regular carriers that are not on the relief day work list. Those of you on the relief day work list were allowed to do this already. Carriers have told me that their postmasters are telling them the must take and X day with no extra pay if the relief carrier wants off. The carriers on the relief day work list are not required to say which option they are taking until they work their relief day.

I have the dates set for local steward training. There will be training for newly elected stewards on April 21. The location and site have not yet been determined. If you want to become the local steward please put up the election form and contact me. I need to know the approximate number to order materials from the national office. I will also try and plan the meeting at a centralized site. The enhancement training for local stewards will be April 28, May 5, May 19 and June 2. The only site scheduled so far is April 28 in Chippewa Falls. I will be sending out the information in about a month. Remember you are required to attend one enhancement training a year.

Hopefully you will receive this magazine before the counts starts or shortly after. We were unable to schedule count training because of the shortness of time and how to get the information out in a timely manner. We usually have approximately six count trainings throughout the state. Some of your state board members had prior commitments before we knew about the February 28 count. The biggest change is the size of a letter to 6 1/8 and the L-route box factor going to 1.82. The District has told us that no rural carriers will be allowed to count their own mail. You always have the right to verify the count. It would be

my opinion that since we cannot count our own mail, someone from management will have to be in the office on Saturday to count the mail picked up. The District has been telling management that carriers are not entitled to rifling time if they case their mail. I talked to the national office and I was told this is not true. You are entitled to rifling time if you case your mail or not. You will not receive credit for scanning the 3849. The national office and the USPS are still working on a final decision for scanner time. I would keep track of how many 3849's I was required to scan during the count. There is a Step 4 grievance pending on the issue of CD's or disks inside of magazines. We are being told that these will all be counted as flats. If these are not counted as parcels you should keep account of the number of these items you received during the count. You should not sign the count form as certified to be correct and file a grievance on this matter. Some of you will be counted under DPS standards for the first time. Since this is not a special count the requirement for 2400 pieces and a two-hour change are not in affect. You will be entitled to a rebuild from the loss of time due to DPS if a buffer is available.

I have had a few grievances that were considered untimely because the grievant simply fill out the grievance form and threw it on the postmaster's desk. The grievance got buried under other paper work and was not found until after the fourteen days. That is not how you file a grievance. You must have a discussion with your supervisor or postmaster about the issue. This would be the Step 1 discussion. The supervisor or postmaster annotates the Step 1 form and keeps a copy. You would give the original to your local or assistant state steward. You should also include a statement by you on what are the issues or circumstances of the grievance. The grievant statement is for our files only and do not go to management. Please feel free to put anything in this statement that may help us have the grievance sustained.

I have one last item. When you e-mail me would you please include you name and office. I sometimes don't know if I am reply to Jack or Jill or maybe it is a postmaster. I have information on your office and that may help me answer you question. Thank you. [cbouche@aol.com](mailto:cbouche@aol.com)

Chris

## GIVE UNTIL...

What? Give until it hurts? No, I wouldn't ask any of you to do that. Whether you are retired, a regular carrier or a leave replacement you have to establish a budget so you will be able to afford the things that you consider a priority. I understand.

The National Rural Letter Carriers' Association maintains a Political Action Committee which helps to fund the campaigns of politicians, that have earned the support of our Union. Our National PAC has a budget, too. They have a certain amount of money coming in and they need to spend it wisely.

Give until it feels good? Maybe. I personally feel good about contributing my fair share. Some may feel good about managing to avoid paying anything. Some may feel good when they throw a dollar in a hat, in an attempt to win a drawing. Well, at least they may feel good if they win the drawing. Winning is good!

In the world of raffles you have to play to win. In the political world you have to *pay* to win. The voters need to hear your message, and that is expensive. Someone has to *pay*. If not you, who?

Give until it helps? Yes! My goal as your State's PAC Chairman is to have every Representative and Senator ask themselves, when they are about to vote on an amendment to a bill, "how will this affect my friends in the National Rural Letter Carriers' Association?" There are a lot of Congressmen who don't know who we are much less what we want.

Here's what *I* want. I would like to have *every* retiree, regular and relief carrier to write out a check for \$30 and put it in the mail today. I am writing this on Valentines' Day. Some of us hopeless romantics spent that much on a flower arrangement which will be dead in a week. A generous contribution to PAC will pay dividends, far into the future.

Campaign finance reform may finally become a reality. The House of Representatives worked until 2:45am, this morning, before they were able to come to an agreement and pass HR 2356 which was introduced by Christopher Shays R-CT and

Martin T. Meehan D-MA. This bill is similar to S 27 (introduced by Senators John McCain R-AZ and Russell Feingold D-WI) which passed last April.

Because the two bills do not contain the exact same language the Senate plans to vote on the House version, which will avoid having to send it to a conference committee. The vote is scheduled for Monday February 25. There are said to be enough votes, in the Senate, to override a possible filibuster and the President has said that he would like to sign a bill that will improve the way political campaigns are funded.

So what does all this mean? It would put an end to the huge contributions of "soft" money, that come from corporate treasuries and *some* union funds. This money is given directly to the political parties. The proposed legislation would still allow \$10,000 contributions to State and Local (but not National) parties. The bill would increase the amount that an individual could contribute to a *candidate*, from \$1,000 to \$2,000.

The bill would also eliminate "issue ads" 30 days prior to a primary election and 60 days prior to the general election. This provision may be declared unconstitutional because it infringes on a groups' free speech. These ads do not ask you to vote for an individual rather they draw attention to an issue. Everyone claims to hate these ads but they have been highly effective, in the past. The new law is to take effect on November 6, 2002 (after this years' election).

Wisconsin Representatives: Baldwin 2<sup>nd</sup>, Kind 3<sup>rd</sup>, Kleczka 4<sup>th</sup>, Barrett 5<sup>th</sup>, Petri 6<sup>th</sup>, and Obey 7<sup>th</sup>, voted *for* Campaign Finance Reform. Representatives: Ryan 1<sup>st</sup>, Green 8<sup>th</sup>, and Sensenbrenner 9<sup>th</sup>, voted *against* reform.

This change in the law will not adversely affect the NRLCA Political Action Committee. We have always generated voluntary contributions, rather than using "dues" money. We have always complied with the full disclosure provisions, as required by the Federal Elections Commission. Keep giving - until it helps! Mail your \$30 check, payable to:  
**NRLCA PAC.**

To: **DENNIS R. NELSON**  
**1002 55<sup>TH</sup> ST**  
**AMERY WI 54001**

Your contribution is not tax deductible. I will mail each contributor a PAC pin. Thank you, very much.

NOTE: ALL RESOLUTIONS SHOULD BE SENT TO THE STATE SECRETARY KAREN SCHAUER  
PRIOR TO THE OPENING OF THE STATE CONVENTION  
ANY RECEIVED AFTER JUNE 5, 2002 MAY NOT BE CONSIDERED

*The following RESOLUTION is being submitted for consideration at the 2002 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Wisconsin Dells, June 9-11.*

**THIS RESOLUTION IS:**

**BINDING**

**NON-BINDING**

**WHEREAS,**

**WHEREAS,**

**WHEREAS,**

**THEREFORE, BE IT RESOLVED THAT:**

**Submitted By:** \_\_\_\_\_  
(optional)

**WISCONSIN RURAL LETTER**

**CARRIERS AUXILIARY**

Caroline Sonnenburg, Secretary  
2417 Elm Rd  
Manitowoc WI 54220-9570

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(Applicants Name)

**SCHOLARSHIP APPLICATION FOR WI RLCA  
JUNIOR MEMBERS ENTERING HIGHER  
EDUCATION AS A FRESHMAN**

Dear Applicant:

The WI RLCA is pleased to offer Scholarships in amounts of \$250. A \$350 scholarship will be awarded to an active WI RLCA Junior.

Eligibility for these scholarships is determined by parents/grandparents membership in good standing in the NRLC Association and Auxiliary.

**APPLICATION INSTRUCTIONS:**

1. **Include an official transcript with school seal** beginning with Grade Nine through the first semester of the Senior year. The grade point average must be 2.5 (C+) on a 4 point scale. Attach transcript to second page of application.
2. All spaces on the application **must be filled in**.
3. All applications **must be typed or neatly and legibly hand printed in ink** to be considered.
4. **All applications must be postmarked no later than May 20, 2002. Any application received with a postmark later than May 20 will not be considered.**
5. Mail your completed application (and all requested information) to:  
Caroline Sonnenburg, Secretary, WI RLCA  
2417 Elm Rd  
Manitowoc WI 54220 9570
6. Applicant must include a recent photograph or High School Senior Picture with this application. By including this photograph, applicant is authorizing the WRLCA to use this picture in our State **newspaper**.
7. Winners will announced at the June State Convention. Notification to the award winners will be sent after the June State Convention.
8. Scholarships will not be paid until the student has successfully completed the first semester (with acceptable grades) and enrolled for the second semester. A letter including grades received for first semester and schedule of classes for second semester must be sent to the Auxiliary Secretary by February 20, 2003.

SCHOLARSHIP APPLICATION FOR WI RLCA JUNIOR MEMBERS ENTERING HIGHER EDUCATION AS A FRESHMAN

Name: \_\_\_\_\_ Birthdate: \_\_\_\_\_

Street Address: \_\_\_\_\_

City : \_\_\_\_\_ State & Zip+4: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Name of Rural Carrier Parent/Grandparent : \_\_\_\_\_

Check one:  Regular Carrier  Retired  Substitute  Widow(er) of carrier

Post Office where Parent/Grandparent is employed: \_\_\_\_\_

Are parents members in good standing in:  Yes  No WI RLCA Association  
 Yes  No WI RLCA Auxiliary

In what county are dues paid? \_\_\_\_\_

What school of higher education are you accepted into as a Freshman \_\_\_\_\_

PLEASE ANSWER THE FOLLOWING QUESTIONS AS COMPLETELY AS POSSIBLE.

1. Have you participated in the WI RLCA Junior organization at State Conventions? If so, in what way?
2. Did you receive any academic honors or awards during high school? If so, please list.
3. Did you participate in school-sponsored activities such as clubs, organizations, sports, etc? If so please list.
4. Have you participated in non-school sponsored activities? If so, please list.
5. Please list any hobbies, special interests or talents you have.



# SCHOLARSHIP APPLICATION FOR WI RLCA JUNIOR MEMBERS ENTERING HIGHER EDUCATION AS A FRESHMAN

Submit with this application, on a separate sheet of paper, in letter form explaining:

1. your career goals
2. why you wish to pursue the career you have chosen
3. what experiences you have had to date that might be relevant to your career goals
4. any other information about yourself that might be relevant to this application.

Signature of Applicant: \_\_\_\_\_

Signature of Applicant's Father: \_\_\_\_\_

Signature of Applicant's Mother: \_\_\_\_\_

Date of Application: \_\_\_\_\_

Attach  
Picture  
Here

Thank You! Good Luck With Your Future!

For more information contact any member of the WI RLCA Auxiliary Board;

Judy Pederson President 715 834-1424

Dianne Koch Vice President 920 324-5083

Caroline Sonnenburg Secretary 920 682-5363

Bea Bengtson Treasurer 920 398-3872



Sue Polk 262 593-8587

June Strobel 920 349-3782 or Sue Becker 262 966-3344