



NRCA
Convention



WI RLCA

Winter 2002

Happy New Year

This issue of the newsletter is being mailed to all Wisconsin Rural Carriers, members and non-members alike. We hope that those of you who have not yet joined this association will resolve this new year to become a member. I can think of no better reason than the information that members receive from *the National Rural Carrier*, the magazine sent to all members every two weeks. We all need to keep abreast of the issues facing both our craft and the Postal Service.

We are all awaiting news of our contract. It seems that the best estimates are for resolution sometime this spring. As you know we are still in the arbitration process and expect to conclude our testimony through our witnesses in early January. Then the Postal Service will have it's turn. The best guesses say that their presentation will not be as extensive as our side was. When they are finished both sides will have time for rebuttal testimony and then finally it will be before the arbitrator. The process seems frustrating until you consider the alternative offered by the Postal Service during negotiations.

starting times. Don't work in an unsafe manner. Rural Carriers should not be out after dark making deliveries on a regular basis.

less if possible. I would prefer email attachment is you can do so. If not please type them and get them to me by the 18th.

With our membership drive we are holding a contest with cash prizes for those of you who help in the recruiting of new members. Read more about the details inside. Karen has told me that the initial response to the letters sent out has been very good so keep up the good work. As a union we are only as strong as our membership.

If you wish to announce your intention to run for a position on the state board we will publish that announcement also. Those are limited to 100 words and no photos. The same deadline applies. Send them to: Bill Jarzombeck, 929 Katie Lane, Oregon, WI 53575-3249 or email through our state web page wirlca.org.

We have changed the location of the Spring Conference from Antigua Bay to the Raintree in Wisconsin Dells. This will also be the location for the state convention this year. More details and registration materials, including the speaker & program will appear in the next issue of this newsletter but mark down the dates now so you can attend.

I am happy to report that of the many reports of contaminated mail that forced the evacuation of postal facilities all across this state **none** of these tested positive for anthrax. We along with the Postal Service hope these are now behind us. If you have any questions concerning compensation because of these incidents contact any one of the members of the state board. *See you at a Union Meeting.*
Bill Jarzombeck

The next issue will also have space available for those members running to be national convention delegates. That issue has a deadline of Feb. 18. Try to limit your submissions to 50 words or

Inside this issue:

Carrier service card	2
Board Meeting minutes	4
Insurance News!!	6
Spring Conference	8
New Member List	10
WI RLCA Calendar	11
Dues Witholding Form	14

We have held Labor-Management meetings with both the Northland & Lakeland Districts. It is interesting to see the similarities and differences in the matters discussed with the two districts. Starting times remain an issue that we had better success in the Northland District for a number of reasons, mostly having to do with the way each district went about changing starting times. In Lakeland we will have to examine each case on its merits to see if management has violated any rules when changing

NEWS & VIEWS



In accordance with WI RLCA policy the State Board will accept resumes from any member interested in the position of State Steward. Candidates should contact State President Bill Jarzombeck prior to June 1st, 2002 for more information.

Rural Carrier Dan Strobel receives the Diversity Achievement award from Lakeland District Senior Plant Manager Ken Haywood at a ceremony held at the Milwaukee Public Muesuem Sept. 23.

Photo by Mark Becker

WI RLCA

CARRIER SERVICE CARD

Date _____

1. Print plainly 2. Make copy for your records 3. Send to any WI RLCA Board member

Name _____

Phone: _____

Mailing Address _____

City _____ State _____ Zip _____

Is this: ___ Information Requested ___ Suggestion ___ Problem ___ Compliment

Please give essential Facts:

THANK YOU! You will be contacted soon by your WI RLCA State Board

Minutes, and Mussions from the Midwest Area Stewards Conference November 3,4,5 and 6, 2001

We could possibly have a contract by March of 2002, maybe by March 17, 2002. If true then the rumors of a March mail count **could** become true. I'm sure that any monetary benefits we will derive from the new contract the Postal Service will try to recoup as soon as possible.

I find it interesting that our current EMA is \$.39/mile and the IRS will be allowing \$.365/mile for a business deduction as of January 1, 2002.

The Postal Service compiled statistics for mail delivery. Costs for City Delivery \$.60/box per day, Rural Delivery \$.45/box per day, Highway Contract route, \$.30/box per day. Routes that fall below one box/mile have the potential to be converted to Highway Contract.

Two new acronyms that could become part of our everyday lexicon. **PARR**: Postal Automation Redirect System and **TACS**: Time Attendance Collection System. It has been said that sometime in December Rural Carriers will be "punching the clock."

DUVRS: Daily Unit Volume Reports. Many offices do not keep these figures anymore, but if they did, especially during mailcount, it would simplify the potential formal review.

Local Steward elections in offices with stations. All stations are allowed to have a steward or they can agree to only one steward to represent the entire office.

"Blanket Adjustments" should **not** be made on rural routes. Carriers affected by adjustment should make their suggestions in writing and submit to installation head.

A concept that appears to be truly futuristic (remember DPS fifteen years ago), is **DPP** Delivery Point Packaging. This idea incorporates the collating of letters and flats in order to each route.

Anthrax scares are **not** considered an **Act of God** as defined in the ELM or the F21.

God bless George Harrison.

Jim Polk

"Christmas, for most people this time of year is filled with spending time with our families, giving gifts and worrying about how to get rid of all those extra calories."

For Rural Carriers, it also brings worries about the heaviest workloads of the year, bad roads, not enough daylight and crabby co-workers. Fortunately as rural carriers we have a union that provides us with several "tools" to help cut down on some of the stress we experience at work.

It used to be, for the most part, that all the attention that rural carriers received was an occasional glance at our cases to see that there was a warm body in there. Because we are paid under an evaluated system most managers spent their time dealing with the other crafts since there wasn't much they could do to save money with us anyhow. Once we ratified the extension and were given the chance to earn overtime for working our relief days this all changed. We went from virtually no overtime to over 70,000 hours in 1 year, needless to say this got the management's attention. Unfortunately, since in the past there was little reason to manage rural carriers, many managers haven't received much training in our craft. Because of this, it's important for us as rural carriers to be educated in just what our rights and responsibilities are.

Although we are currently working without a contract we are still covered by the provisions of the contract extension and hopefully within a short time we will have a new and improved contract. Every two weeks the NRLCA sends each of its members a magazine with important information. The WIRLCA puts out a newsletter at least 4 times/year and holds informational meetings in the spring and fall as well as a State convention each year in June. At each of these meetings one of our National Officers is present to update our members on current happenings and answer your questions. Each State officer is assigned to a number of counties whose meetings they attend to give presentations and answer questions. Perhaps the most important aspect of these meetings is that they allow carriers from different offices the opportunity to interact with each other and share ideas. All of your State officers are just a phone call away if you run into a problem you can't solve on your own. Having accurate information gives you more control over your job and helps you when dealing with management. Sometimes being able to "show them in writing" is all that is needed to get your manager to see it your way.

STATE BOARD MEETING –Holiday Inn, Stevens Point WI, October 12 & 13, 2001

President Bill Jarzombek called the meeting to order at 8 pm. All Board members and State Steward were present.

Karen presented an update on our budget. Concerns were expressed regarding previous board members that had not yet submitted their last expense voucher. Bill J. made a motion that board members have 60 days from time they leave the board to submit their final expense voucher. Motion seconded by Tom. Carried.

Bill J made a motion that since our constitution and by laws are annually updated then any member objecting to the Auxiliary dues should make their request annually. Seconded by Tom. Carried. The constitution and by laws committee will be asked to present this clarification to the members at the next State convention.

It was also reported that two counties have not submitted their LM forms. The Federal Labor Department requires these forms to be submitted and failure to do so could result in a fine. Louise and Jim will contact the delinquent counties.

An individual letter will be sent out to all non-members inviting them to join. Also a Membership contest to attract new membership was discussed. Cash prizes in the amounts of \$50 and \$100 will be awarded. Early bird drawing will be at our Spring Conference. Contest ends May 31st and drawings will be at the State Convention. . Tom and Karen will finalize the rules and the contest will be announced in the next newsletter.

The National office has requested that all states consider having a checking account at the Atlantic Postal Credit Union. Tom and Karen will look into the matter.

The financial report from an independent accounting firm was reviewed and accepted. Jim, Marty and Bill F will look into the cost of having alternative audits in future years.

Newsletter articles are due December 7th. The Holiday edition will be mailed out before the first of the year and will go to all members and non-members. Our bulk-mailing permit expires January 4, 2002. Bill will look into the possibility and cost of using a 'mailing house' in Madison for our Feb or Spring edition.

The Lakeland DJSC vacancy was discussed. Karen made a motion to place Tom Bittner's name in as a candidate for the position. Louise seconded. Carried. The Stewards Seminar will be held in Bloomington MN on Nov. 3-6. All board stewards will be attending. A special board meeting will be held Sunday evening Nov 4th to review the 'activity reports', Full time Steward Contract, and Union Service Card. There will be a Northland District Union/Management meeting following the Stewards Seminar. Bill J, Chris and Karen will attend. Class action grievances on Starting times and Snowbird Seasonal routes will be discussed. Bill J will set up a meeting with the Lakeland District Manager for all Lakeland District board members. Agenda items need to be submitted to Bill as soon as possible.

Chris will set up a Local Steward Training Class for all new local stewards sometime in November.

The Spring Conference will be held in Wisconsin Dells on April. 6th and 7th. The board will meet on Friday April 5th. Marty will notify us on which hotel will hold the conference.

The Auxiliary joined our meeting at 11:00 am Saturday. President Judy Pederson requested that the Worship Service and the Memorial Service be combined at the State Convention. The combined service would start at 1PM. The board felt that that would be okay. The Aux will be collecting for PAC during the County Spring meetings. Also, the aux will be setting up the Saturday evening hospitality event at the Spring Conference. Candy bars will be sold during the Fall and Spring Conferences with the proceeds going to the Junior Scholarships. Our Auxiliary won two awards at the last National Convention and Bea (AL) Bengtson's granddaughter won 1st place in the National Poster contest. Congratulations to everyone.

Bill announced that, this weekend, Dan Strobel would be taking up a collection for Past National President Steve Smith's Retirement. Monies will go to the New York Fire Fighters 9-11 Disaster Relief.

The Fall dues/withholding payment to the county units and the auxiliary dues payment will be delayed. At the Secretary's Conference next weekend, Karen will inquire how other states calculate these payments. National no longer provides the dues reports that were previously used to determine the payments.

In a motion made by Jim and seconded by Tom, the meeting was adjourned at noon.

Respectfully submitted,
Karen Schauer, WI RLCA Sec/Treas

BOARD MINUTES – Nov 3 & 4, 2001 Holiday Inn Select, Bloomington MN

Nov 3rd. 7:40 pm President Bill called the meeting to order with all board members present. State Steward Chris was also present. 'Activity reports were discussed. Chris suggested that we postpone updating the RCA booklet until we get a new contract. Meeting adjourned at 9:10 pm

Nov 4th. 8:45 pm President Bill called the meeting to order with all members and State Steward present. Auditing of the books was discussed. Recommendations were made and Bill F will write up a suggestion for the Constitution and By Laws committee to present to the members at the State Convention. Bill F made a motion and Marty seconded that Karen send a monthly balance sheet report to all board members. Carried.

The Steward's Contract was reviewed and revised. Chris will review and return a signed copy to President Bill on Thursday at the Lakeland District meeting.

A meeting with Lakeland District management is set for Nov 8, 2001 in Milwaukee. All board members except Karen will attend. Agenda items and the Boards' position were assigned.

Methods of calculating the dues withholding amounts for the counties and the auxiliary were looked at. Marty made a

motion, Louise seconded, that the auxiliary be paid twice a year, spring and fall, same as the counties. Also, the auxiliary will do any refunding of dues if requested. Carried. Karen will write up a suggestion for the constitution and by laws committee to bring before the members at the State Convention.

Membership drive. Karen has supplies for the direct mail letter to non-members. Bill F and Karen will write a suggested letter that each board member can personalize. Tom and Karen will write up the contest rules and they can be included with the recruitment letter. Also, the contest will be put on the web page along with a dues withholding form.

The Spring Conference will be April 6 & 7 in Wisconsin Dells. Marty is finalizing the arrangements with a hotel. Program suggestions were to have someone from Labor or Sales. Fall Conference will be in Stevens Point.

Karen made a motion, Bill J seconded, that we send a Holiday Greeting to all local stewards and county secretaries along with a pocket calendar from the State Association. Carried.

In a motion made by Tom and seconded by Bill F, meeting adjourned at 10:25 pm.

To Members and Non-members,

May the freedom that makes our country great fill your heart and home with hope this holiday season and always. Karen Schauer, WIRLCA Secretary/Treasurer

Today, the Fax and the Internet, as well as competition from numerous alternative-mailing systems, are eroding the core mail volume. Rural craft employees need a voice to protect their rights and benefits through this time of change, and that voice is the National Rural Letter Carriers' Association. We must remain strong, and our strength is in numbers. Daily, we drive more than 3 million miles, delivering mail to more than 30 million customers, on more than 69,000 rural routes, in the time honored tradition of rendering "Service with a Smile" as a "Post Office on Wheels."

By becoming a member of the WI RLCA, you would have a voice and vote in the only organization that can help you. As a non-member, you have no say. The Rural Letter Carrier Association negotiates with the Postal Service all aspects of your job concerning wages, benefits and working conditions. If you have difficulty on the job and need representation before the Postal Service, only the NRLCA can help you. In addition, the Association offers many benefits which are not available to non-members, such as health, disability and life insurance, automobile and homeowners' insurance, and the bi-weekly magazine, to name a few. We also lobby Congress on many aspects for the rural carrier craft.

It's easy to become a member of the WI RLCA. Simply fill out the dues withholding form found in this newsletter and mail to me: Karen Schauer WI RLCA Sec/Treas., 5857 Prill Rd., Eau Claire WI 54701-8215. The dues withholding plan is only \$11.19 a pay period for a regular carrier and \$3.31 a pay period for a relief carrier.

Joining the WIRLCA is the best way to remain informed about your rights and benefits as a rural carrier craft employee. It is your career and your future.

BONUS: By joining now you will become eligible to WIN FREE MONEY but only if you join. (Contest rules can be found in this newsletter!)

ODDS & ENDS:

TSP Open Season: Nov 15, 2001 to Jan 31, 2002 The Thrift Savings Plan is a voluntary retirement savings and invest-



Notice:

NRLCA

Winter Texan Luncheon

Wednesday, January 30

Registration 9:30 a.m.

Meeting at 10:00 a.m.

Lunch 11:30

Echo Hotel

1903 S. Closner (Business 281)

Edinburg, TX

Rain or Shine

Missouri Host

Claud & Arlene Stockhan

956 461-3818

As we begin the journey to spring and light, let us remember to keep a positive perspective. Plan a winter weekend getaway. Treat yourself to a special time.

For the motoring public, a new law effective 1 December, 2001, is designed to protect those persons providing emergency services. Motorists who are approaching emergency vehicles (police, fire, ambulance) and tow trucks which have flashing lights and are parked on or within twelve feet of the paved portion of the roadway, must move into a lane away from the emergency vehicle and remain in that lane until the motorist has passed the emergency vehicle. If the roadway has only one lane or if the motorist cannot change lanes safely without interfering with other traffic, the motorist must slow down until past the emergency vehicle. The law was passed because two troopers were struck and killed while parked along Wisconsin roadways. Rural carriers understand the need for giving extra space to emergency vehicles, because often motorists pass the rural carrier without moving over, sometimes causing the rural carrier's vehicle to rock. This could be a reminder for carriers who have strobe lights that the lights should be on the car and in use rather than parked under the case. The roadways are more crowded than ever; rural carriers need to protect themselves and use whatever techniques to alert the public of their presence.

GMAC INSURANCE:

The Affinity division of GMAC has insured rural carriers for 48 years. GMAC features 24 hour claim service with phone lines manned by "live" representatives, not recordings. Minor claims can be handled over the phone. The claims adjusters will come to the policyholder. Repairs are completed at the shop of customer choice with original equipment manufacturer parts (parts which are safety-related components). Among the features offered by GMAC insurance are unlimited towing, car rental reimbursement, locksmith coverage, knowledge of Tort Claims Act. A recent addition to coverage is replacement cost coverage. If a GMAC insured rural carrier's vehicle is totally destroyed or stolen during the first year of ownership or the first 15,000 miles of use, GMAC will replace it with a brand new vehicle of the same make, model and equipment without adjustment

for depreciation or the equivalent amount of money. GMAC also offers home and rental insurance as well as coverage for specialty products such as motorcycles, boats, personal watercraft, flood and fire insurances. GMAC offers a variety of premium payment plans including electronic funds transfer which can be set up based on the insured's budget. GMAC also offers a variety of discounts such as route car rate, air bag passive restraint, anti-locking braking systems, and so on. GMAC has on-line services at Gmacinsdirect.com. For vehicle quotes, call 1-800-847-2886 between 7:30 AM and 8:00 PM (CST) M-F and 8:30 AM - 5:00 PM (CST) on Saturdays. Or contact GMAC on the net at sales@gmacinsurance.com. Claim reports (24 hours daily) call 1-800-325-1088 (for glass claims call 1-800-414-8844) or contact claims@gmacinsurance.com

KNOWLEDGE:

Knowledge is power. Read all the information available about the job. Attend conferences and conventions. National officers attend conferences and conventions and can provide answers for rural carrier questions and concerns. Spring conference is in the Dells on 6th and 7th April. Plan for the weekend. It will be a great break from routine. Remember to attend your spring county meetings also.

PROVIDENT GUILD:

Provident Guild is a fraternal death benefit for member rural carriers and spouses. Join at a low annual premium. Premiums do not vary as one ages, nor are benefits reduced. Provident Guild is operated by rural carriers to benefit rural carriers and spouses.

Louise Gonia, Executive Committeeman

Important News from GMAC!!!

GMAC insurance has announced, effective Nov.29, 2001, the elimination of the grace period for rural carrier vehicle insurance policies. Payment for continued insurance coverage is due at GMAC no later than due date of policy. Policy holders risk lapse in coverage and increased cost since policies which lapse might have to be re-written as new business. Payment options include by credit card, using their website (www.GMACinsurance.com) or phone (1-800-325-1190) or by electronic funds transfer from your bank account.

QWL/EI is a process through which rural carriers and management work together to improve the workplace environment. Currently the emphasis in our area is focused on office work teams where rural carriers and their supervisor's meet for up to 20 minutes a week to try to solve problems they are having locally and improve communication. These meetings allow the people who are involved to come up with solutions instead of being dictated to from someone who might not have all the information. QWL/EI is a good way to resolve problems and hopefully avoid the need to file a grievance in many situations.

If you and your supervisor have a disagreement that you just can't work out it may be time to file a grievance. There are times when even the most reasonable people will have honest disagreements on how to interpret the contract and, believe it or not, supervisors are not always reasonable. If you feel that you have been aggrieved you have 14 days to discuss the situation with your supervisor, if you can't come to a solution, you and your supervisor should fill out sections 1-4 of a step one-grievance form. Once the form is annotated, contact your local steward or the assistant state steward assigned to your county and they will continue the process.

As union members all of us have the ultimate responsibility to make sure that our rights are not violated. Pick up a copy of our contract and the PO-603 (Rural Carrier Duties and Responsibilities) and take the time to become at least somewhat familiar with them. Read the National magazine and state newsletter and attend any meetings you can get to. Find out which State officer is assigned to your county and how to get in touch with them. If your supervisor is doing something that doesn't seem right, don't just put up with it. Take the time to find out for sure whether they are within their rights and if they're not challenge them on it. If you need help, don't hesitate to call your state officer, we're here to help but we can't solve problems we're not aware of

Tom Bittner
Executive Committeeman

ment plan for regular and PTF carriers. The purpose of the TSP is to provide retirement income. A major advantage of the TSP is that you pay no taxes on contributions or earnings until you withdraw your account. The open season is your chance to start or change the amount of your contributions to your account.

Annual Leave. The postal service 2001 leave year ends on January 11, 2002. The 2002 leave year begins on January 12, 2002. The maximum amount of annual leave that employees may carry over from 2001 into the 2002 leave year is 55 days. Carriers should coordinate with their supervisors to schedule any excess leave before January 12, 2002. There are no provisions for carriers to carry over annual leave in excess of the 55 days.

CARRIER SERVICE CARD: The postal service has a 'Consumer Service Card' that is used by postal customers to request information, give a suggestion, tell the USPS about a problem or to even compliment the service. The WI RLCA has provided a similar 'Carrier Service Card' that rural carriers can use to request information, make suggestions, tell us about a problem or even compliment us on the job that we are doing. Simply fill out a 'Carrier Service Card' (found elsewhere in this newsletter) and send it anyone of the State Board members. Their address can be found on the back page of this newsletter. Let us know how we're doing. Thank You!

There are many changes occurring daily in our job. Don't expect the rumor mill or other people to let you know the latest information concerning your future. We ALL must stand together now. Please give us your support. Fill out a dues withholding form and mail it in today. Finally, if you find mistakes in this newsletter, please consider that they are there for a purpose. We publish something for everyone, and some people are always looking for mistakes!

Question of the Season: Can a chicken have goose bumps?

Karen Schauer, Secretary/Treasurer

PLEASE JOIN US.

....your fellow carriers want to meet you!

WIRLCA SPRING CONFERENCE

- **Saturday, April 6, 2002 -- 1 PM to 4 PM**
Informational Speakers
- **Saturday, April 6, 2002 -- 7 PM to 9 PM**
Hospitality Room
- **Sunday, April 7, 2002 -- 9 AM to 3 PM**
Report from National Officer
Report from State Officers

RAINTREE RESORT

(across from Noah's Ark)
1435 Wisconsin Dells Parkway
Wisconsin Dells, WI

Reservations & Information

1-888-253-4386 OR 1-608-253-4386

A block of rooms has been reserved with special WIRLCA rates. Single - \$62 or Double - \$72 (plus tax). They are *DELUXE* rooms with *Queen* size beds. Rooms must be reserved by March 5, 2002.

Be an informed carrier—attend the Spring Conference. We hope to see everyone there!!

The Wisconsin Rural Letter Carrier's Auxiliary

The WI RLCA is a family organization. All family members have the opportunity to become part of and to participate in various activities. Membership in the Association, the Auxiliary, and the Juniors promotes unity within the family. The Auxiliary and Junior Organizations support the Association members in their jobs as Rural Carriers. When attending Conferences and Conventions, although there are meetings to attend, there is also social time in which families can spend time together and have the opportunity to meet other families from around the state.

What is the purpose of the Auxiliary?

The purpose of the Auxiliary is to unite fraternally its members, to help create a greater interest in rural mail service and association work, to cooperate with the National and State Rural Letter Carrier's Association and to seek beneficial legislation through the Political Action Committee (PAC). The WI RLCA Auxiliary provides scholarships to youth who have been accepted as freshmen in a school of higher education. We support the current National Health Project by fund raising.

Auxiliary Board Members are each assigned various counties throughout the State and attend their assigned county's Fall and Spring meetings to promote the National Project, to promote and inform members about PAC, and provide members information on National and State scholarships.

Who are members of the Auxiliary?

The membership of the Auxiliary consists of the spouses of rural letter carriers, spouses of substitute and temporary carriers, and spouses of retired carriers who are eligible for membership in the WI RLCA. Under the payroll deduction system, the Auxiliary, National, State, and County annual dues are included with the Association.

Is the Auxiliary only for women?

No, the Auxiliary is not a women's organization. Male and female spouses of carriers are all members of the Auxiliary. We encourage participation and attendance of all carriers' spouses at County and State meetings.

Who is eligible for the State Scholarships that are awarded each year?

Children and grandchildren, entering higher education as a freshmen, of members in good standing within the WI RLCA are eligible to apply for the State scholarships. There is one larger scholarship awarded to a child or grandchild who is also active in the Junior Organization.

Who can belong to the Junior Organization?

Children and grandchildren of rural letter carriers can belong to the Junior Organization.

What does the Auxiliary have to do with the Junior Organization?

The Auxiliary oversees the Junior Organization and ensures the safety of the Juniors when they are in attendance Conferences and Conventions.

What are the benefits of belonging to the Junior Organization?

The Junior Organization provides a positive learning experience for our children and grandchildren. Meetings teach parliamentary procedures. Working at fund raising teaches the value of service to individuals and organizations. They also have the opportunity to meet other children from around the State and the Nation.

Rural Calendar 2002

- February 18 Southern Badger Mtg. VFW Madison
March 5 Grant-Iowa County Mtg.
April 4 Vernon County Mtg.
April 6-7 Spring Conference-Raintree-Ramada Wis. Dells
April 29 Sauk-Richland County Mtg.
May 3-5 Mid States Conference Battle Creek-Michigan
May 19-22 Presidents' Legislative Seminar Washington DC
June 9-11 State Convention Raintree-Ramada Wisconsin Dells
August 6-9 National Convention Portland Maine
October 5-6 Fall Conference Holiday Inn Stevens Point

DEADLINE FOR NEXT ISSUE IS FEBRUARY 18 2002

Rural Free Classifieds

Mutual Transfer:

For Sale: 2000 Jeep Cherokee RHD 45K, 15K rte. Roof rack, tow bar \$17,500 also 94 Subaru RHD 290K, 120K rte. Runs good original motor & trans. New rotors & tires, body solid \$1,500 Contact tck@uniontel.net or phone Tom at 715 228-2812

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

Send your Ad to: Editor, WI RLCA
929 Katie Lane, Oregon, WI 53575

PSALMS 71: 5-6

Sovereign Lord, I put my hope in you; I have trusted in you since I was young. I have relied on you all my life; You have protected me since the day I was born. I will always praise you.

Dear GOD,

I ask for your help in my dealings with others, for on my own I fall short of your wishes for me. I pray that you will guide me and help me be more flexible, in thought and deed, with the people I live and work with.

I pray for patience and tolerance to understand the needs of others and to not place my own needs above theirs.

I ask you GOD for the strength to overlook the shortcomings of others and to admit my own.

All this I ask in Jesus name. AMEN

*Have a happy and successful New Year.
Ruth Moody Chaplain WI RLCA*

**WISCONSIN RURAL
LETTER CARRIERS'
AUXILIARY**

State Officers

Judy (Robert) Pederson
President
3635 River Drive
Eau Claire, WI 54703-2231
715-834-1424 or 5554

Dianne (Donald) Koch
Vice President
115 W. Main St.
Waupun, WI 53963-1909
920-324-5083

Caroline (Larry) Sonnenburg
Secretary
2417 Elm Road
Manitowoc, WI 54220-9570
920-682-5363

Bea (Al) Bengtson
Treasurer
226 South High St.
Markesan, WI 53946-7188
920-398-3872

Sue (James) Polk
Executive Board Chairman
N3820 Betschler Rd.
Helenville, WI 53137
262-593-8587

June (Dan) Strobel
Secretary
Jr. Executive Board
N4431 Daley Road
Hustisford, WI 53034
920-349-3782

Sue (Mark) Becker
W335N7027 Stonebank Rd.
Oconomowoc, WI 53066
262-966-3344

Marc (Christina) Weber
Jr. Auxiliary Sponsor
739 Gale Ave.
Wisconsin Dells, WI 53965-
8660
608-253-7192

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

Fond du Lac-Green Lake, Waushara,
Winnebago

Brown, Door-Kewaunee, Cal-Man-She,
Marinette, Oconto, Outagamie, Shawano

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

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

Dane, Dodge

Grant-Iowa, Ozaukee, Milwaukee-Waukesha



JUNIOR BANNER CONTEST

The Juniors of the Rural Letter Carriers Auxiliary are in need of a banner. We would like you Juniors to design a banner that would have a rural carrier theme. Entries must be submitted by March 25th, 2002. A prize for the best entry will be awarded to the winning entry. The Wisconsin Juniors don't have a state banner, so let's use your imagination and create one.

Submit your design to:

Judy Pederson
3635 River Drive
Eau Claire, WI 54703-2231

STEWARDS PAGE

I hope everyone had a very happy and joyous holiday season. When I was writing this article we had just had record-breaking temperatures for the beginning of December. We know that is not going to last. Be careful out there. Make sure that all your windows are clear of frost and snow before you leave for the route. You may have to stop to clear your windows when you are on the route on snowy days. Make sure you do not have a runaway accident while clearing your windows. Shut off your vehicle, put it in park, etc, etc. We all want to get done with our job as fast as we can. Speed can actually make the day longer if we slide into a mailbox or ditch or have an accident with another vehicle or pedestrian. Report all accidents immediately no matter how minor you think they are. Let management make the decision on what action you should take. We have had several carriers disciplined because an accident or injury wasn't reported until they returned to the office.

Bill and I attended a meeting on December 4 to discuss the automation-protected list. We discussed the offices that were recently counted under DPS and if those offices should remain on the automation-protected list. We looked at the percentage of DPS each route received and if that percentage was likely to substantially increase. We also looked at the offices that counted and routes were rebuilt, if a buffer still existed. We took offices off of the automation-protected list if the routes were receiving DPS in the high sixty (60) or above percent range. We also took offices off if there was no longer a buffer for the routes to build back from. The offices affected will be receiving a letter from Sherri Wagner or Bob Bartlett. The routes that were entitled to a rebuild after the count and did not take the rebuild will have the option at this time to take the rebuild. This is taking into account that there is a buffer route to rebuild from. This will be the only chance you will have to rebuild your route. A list of the offices affected will be in this issue if space is available.

I want to thank all of you for your patience, thoughts and prayers that many of you extended to me the past couple of months. I want to especially thank the State Board who helped with answering

phone calls and some grievances during this time. Just in case some of you do not know what I am writing about and why hasn't that state steward (who we pay) return my calls, I will explain. First I will apologize for any calls I haven't returned. I know I have missed some. My son was in a bad car accident on September 30. The driver of the vehicle was killed. My son is only alive today because of the seat belt that he wore. He will be coming home from the hospital on December 12. My son is paralyzed from the chest down. We are just so very happy that he can come home. The driver of the car did not get this chance. We are now in the process of trying to make our home handicapped accessible plus other major changes on the inside. We will get through this and move on. There is no other alternative. Take the time when you get home from work to give your children or grandchildren a hug. You never know when they may leave you. Last of all wear your seatbelts and make sure your children do too.

Chris Bouche State Steward

OFFICES CLOSED OUT DECEMBER 2001

Adams	Manawa
Amherst	Marion
Amherst Junction	Mount Horeb
Argonne	New Lisbon
Berlin	Ogdensburg
Bowler	Omro
Brooklyn	Pittsville
Colby	Prentice
Conover	Princeton
Dodgeville	Redgranite
Dorchester	Rib Lake
Fennimore	Ringle
Franksville	Rio
Fremont	Rosholt
Gleason	Rudolph
Green Lake	Salem
Greenwood	Slinger
Hancock	Spencer
Harshaw	Tigerton
Hatley	Unity
Hubertus	Van Dyne
Junction City	Vesper
Kewaskum	Waunakee
Lancaster	Weyauwega
Loyal	Winneconne

Sponsor! _____

Revised
NRLCA Form 1187
2000

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

DESIGNATION	
<input type="checkbox"/> Reg (71)	<input type="checkbox"/> PTF (76)
<input type="checkbox"/> Sub (73)	<input type="checkbox"/> RCR (75)
<input type="checkbox"/> Aux (77)	<input type="checkbox"/> RCA (78)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

(SOCIAL SECURITY NUMBER)

LAST										FIRST					MIDDLE	
STREET AND NUMBER										CITY					STATE	ZIP CODE +

POSTAL INSTALLATION	(ZIP CODE)	INSTALLATION FINANCE NO.
---------------------	------------	--------------------------

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

SIGNATURE OF EMPLOYEE	DATE	PHONE
-----------------------	------	-------

SECTION B - FOR USE BY EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION	CONGRESSIONAL DISTRICT	LOCATION NO.	STATE
			<input type="checkbox"/>

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at

\$ _____ per pay period.

SIGNATURE OF _____, State Secretary	DATE	REMIT NO.
-------------------------------------	------	-----------

Date of Delivery to Employer (For National Office use)

--

Important!
Be Sure To Include
Postal Installation ZIP
CODE Where Indicated.

Original - NRLCA
Copy 2 - State Copy
Copy 3 - Member's Copy

Original - NRLCA

50012

Submit Original and Copy 2 to NRLCA State Secretary, Member Retain Copy 3.

K-21



WORK & HOME

We all know the difficulties involved with balancing our work with our home life. The work *needs* to be done yet we must also take care of our duties at home.

Following the events of September 11 our country has "gone to work". Our Government's focus has been to resolve a threat to its' citizens. This effort is absolutely essential and must continue until the job is done. Yet, while that work is being done, there are other matters to deal with at home.

As you read, or listen, to news reports try to get a sense of the "mood" of our elected representatives. They moved quickly to provide financial relief to the airline industry but have, thus far, shown no inclination to help the Postal Service. Air travel keeps business moving and connects America's citizens - so does the Postal Service. Even though the major airlines received financial help they still had to lay-off 20% of their workforce, curtail the number of flights, reduce ticket prices, etc.

The Postal Service has incurred expenses that nobody could have dreamed of, just a few months ago. The cost of sanitizing the mail to protect the public, and Postal employees, will add billions of dollars to their present deficit. The Postal Service is not able to raise rates or reduce service to offset the cost of these safeguards. The procedure for increasing postage is extremely cumbersome and we must accept all of the mail and deliver it to every address across the country.

Back to the "mood" of our Legislators. Postmaster General Jack Potter went before Congress to request some financial assistance, for the Postal Service. His request was summarily dismissed with on-the-record comments such as "yeah, like that's gonna happen". Wisconsin's 7th District Congressman David Obey tried to provide for such assistance through the Appropriations Committee and again on the floor of the House of Representatives, but each time it was defeated. As I write this article there has not yet been any action in the Senate, but it is hoped that a piece of legislation will be acted on *soon* and that a House/Senate conference committee will craft a bill which can be passed and signed by the President.

Another sign, that our elected Representatives are not necessarily aligning themselves with the "likes" of us Rural Carriers, is the legislation meant to provide heightened security at airport gates. While nearly everyone agreed that screening of passengers, and their baggage, should not be done by poorly trained/low bid personnel the legislation was stalled by a debate over whether or not the security force would be "unionized Federal employees". Throughout this Country our personal and National security is protected by various agents/employees of government (from the armed forces to federal, state and local law enforcement officers) yet, in order to pass this legislation, a compromise had to be reached.

These are certainly difficult times and our Legislators have the task of keeping America safe while ensuring that the economy doesn't continue to slide into recession. I don't want to appear to be questioning the good intentions of our Legislators, because I know that each and every one of them have the best interest of our Nation at heart. My intent is to try to get Rural Carriers and Retirees to consider what could happen if their Association wasn't involved with the political process.

Sitting on the sidelines is easy but you won't actually accomplish anything. You can't combat terrorism by just hoping it will go away. It takes action. We won't have the best possible government unless we are involved. That means; voting, communicating with your legislator and yes, helping to fund the campaigns of candidates that support the issues that are important to you. The Postal Service provides us with a paycheck and it gives our country a level of stability in this unstable era.

The Postal Service has done its' part to support us and our families. Let's do our part to help secure the future for our employer. We can start by helping to elect representatives, that understand the importance of the mail and Rural Carriers. Please, write a \$26 check payable to: **NRLCA PAC** and mail it to:

DENNIS R. NELSON
1002 55TH ST
AMERY WI 54001

Your contribution is not tax deductible. I will mail a PAC pin to each contributor and your name will appear in the next edition of our National Magazine.