



WI RLCA

Fall 2003

It was quite a party

The 100th National Convention is now history. You can read the reaction of several WI attendees in this issue. They volunteered to write a short article about their experiences and they have all done a wonderful job. Thank you Etta, Nancy, Louise and Ann. You'll find them scattered throughout this issue.

It may be just me but I was expecting more from the convention. It is unclear to me what direction

the delegates gave the national board in terms of the issues of our present evaluated compensation system. I think it was to preserve and improve it, which will be a tall order considering the forces that will be against us. By this I mean the erosion of 1st class mail because of electronic bill presentation and payment and the coming technology that will automate the flats and letters in a single packet that will greatly reduce the quantity of mail requiring casing, (that's about 1/2 of my evaluation). These bigger picture ideas were not really addressed at the convention in my humble opinion.

Be sure to reserve your room for the fall conference right away the deadline is September 15 to get the reduced WI RLCA rate. Wilbur Wood, past National President of the NRLCA now representing the Atlanta Postal Credit Union will be our guest. I know many of you look forward to Wilbur's visits with us. I do not know who the National Officer will be on Sunday, but whoever it is I'm sure that they will bring a lot of news and information from the

national office. On Saturday we will do steward training and information that will be of interest and open to both stewards and non-stewards alike. Hope to see you all there.

We are entering the season for County Meetings and the State Board looks forward to attending these meetings. County Secretaries are reminded that the make up of the state board has changed and the person you thought knew about your meeting may not. Please call your assigned board member to confirm your meeting date!

On the national scene I am very proud of the outstanding job done by you state secretary/and you PAC chairman. Because of their hard work Wisconsin is among the leaders in membership and PAC contributions. We all need to continue to recruit new members for this union. Recruitment is everyone's job

not just the board or Karen. We will continue to face difficult times for the foreseeable future. We need to remain strong and united in the battles to come. The president's Postal Commission has released their report. There are many parts of the report that we find objectionable. Because the Postal Service is not thought to be in a crisis at the moment Congress is not expected to move and postal legislation this session but we all need to be ready when the time comes. Letters will need to be written, phone calls made and visits to local congressional offices undertaken. PAC will be very important in this cause. If you have not contributed yet please consider it.

Your future and the future of the Postal Service depends on it.

Bill Jarzombeck

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NEWS & VIEWS

The end of the National Convention in Chicago confirmed my suspicions. I am more knowledgeable than my Postmaster would like me to be. I now understand that important information is gained from attending a caucus. Listening to what the candidate is saying really helps a person to decide if that candidate would be good or bad for the carriers and the union. As the constitution and by-laws were discussed, many ideas were shared among carriers as to how the wording could be changed to clarify the intent. Resolutions were next and some fantastic resolutions were discussed and passed. National officers even let us know they feel there is a need to increase dues to implement new programs. Carriers responded they felt an increase in dues wasn't needed, but a slight increase did pass in the resolutions. Also, the National officers requested a wage increase. Carriers felt that so much was lost in the last contract that a raise for the National Board was voted down. It was great talking with others of the same craft. We shared problems and received solutions of how the problems could be worked out. Tidbits of information can turn an uninformed carrier into an informed carrier.

Etta Hagen

As this issue went to press it was learned that there will be a vacancy in the Madison Area for a Rural Academy Trainer. If you are within commuting distance of Madison, (50 miles), and are interested in applying for this position make sure to check the *Direct Line*, the Lakeland District publication that is posted in every office, for details and application information. If the *Direct Line* is not posted in your office ask your postmaster to please post it. Questions may be directed to the WI RLCA craft members of the DJSC, Marty, Tom & Bill Foley.

Yes, this was my first National Convention!!! Was I impressed? Very. It was a lot of fun and a lot of work keeping up with all the time schedules of the convention and finding some free time to enjoy the tours, the shopping, and just taking in the sights and smells of Chicago.

I enjoyed talking and making new friendships with carriers all across the states. Meeting the National Board Members and their families. The first night in Chicago we went across the street to our 100th Birthday Party where we enjoyed cake and ice cream. This was the biggest birthday party I have ever seen!!!!!!!

I would encourage all carriers who have not taken the opportunity to go to a National Convention to go to at least one. I think you would be surprised to see what is all involved in a convention.

GMAC donated a Corvette in honor of their 50th anniversary. The drawing for the red Corvette was at the Banquet Dinner, we all had our fingers and toes crossed to win this awesome car, that was on display at the convention. The lucky carrier was from Wisconsin. Don Baggen from Hartford Wisconsin. Don is 79 years old retired carrier. He started work in 1974 as a RCA and became a Regular Carrier in 1985 and retired in 1989. Don decided to keep the car versus the money. He said "this is a once in a lifetime thing" and he can't wait to take it for a drive. Congratulations Don!! Enjoy your new toy. I think every carrier in Chicago had visions of driving that red Corvette home after the convention, well at least it made Wisconsin its home... The car was delivered Aug. 20th to Don's home.

This was a great first timer experience in Chicago.

Nancy Hainstock Executive Committeeman

Come and join your fellow RURAL CARRIERS AT THE WIRLCA FALL CONFERENCE

- Saturday, October 18, 2003 -- 1 PM to 4:00 PM
- Saturday, October 18, 2003 -- 7 PM to 10:00 PM
- Sunday, October 19, 2003 -- 9 AM to 3:00 PM

Holiday Inn Convention Center
1501 North Point Drive
(Business 51 and North Point Drive)
Stevens Point, WI

Saturday afternoon – training for local stewards
(Everyone is welcome to attend.)

Saturday evening – hospitality room with light snacks & beverages

Sunday -- A national officer will address the conference and
answer our questions.

It is the time and place for **YOU**....

- To receive information
- To talk to a national officer
- To learn about your association
- To meet the State Board
- To meet the State Steward
- To bring your family
- To bring another rural carrier

ROOM RESERVATIONS AND RATES

A block of rooms has been reserved with special WIRLCA rates
Rooms must be reserved by September 15, 2003
Rates: \$62.00 single; \$82.00 double (plus taxes)
Phone: 715-341-1340 or 800-922-7880

Submitted by 'Marty' Schmidt

Board Meeting July 13, 2003 Holiday Inn Steven Point

All Board members and State Steward were present. President Bill J called the meeting to order at 9:30 am. Pre and Post Convention minutes were read and approved.

Duties and Responsibilities of all Board members were discussed in detail. The State Officers handbook was reviewed and additional board policies were approved. Karen explained the expense voucher and provided the necessary tax withholding forms for the new members.

The National Convention in Chicago was discussed. Bill made a motion, second by Karen that Marty be paid per-diem for Sunday to attend the Editors Seminar. Passed. Everyone will attend a seminar on Monday; Presidents, Sec/Treas or Stewards' Seminar. Nancy will be excused on Tuesday to attend the GMAC breakfast while the rest of us attend the Wisconsin Breakfast. The Safety Rodeo needs a participant from Wisconsin and Bill J will contact the people suggested for the honor.

The purchase of additional lap top computers will be revisited at the Spring meeting. Karen gave her lap top to Bill F to use at this time. Assistant State Steward Don Wyman has been assigned the south east part of Wisconsin. Chris will work on the office assignments.

Crawford County is in violation of our By-Laws regarding meetings. Bill J will write them a letter and Karen will withhold all county dues checks to the county until further notice.

The Minnesota State Board has informed us of their appointments to the Northland DJSC and Bill J will send a letter regarding the appointment of Nancy to the DJSC from Wisconsin. Karen will notify the coordinator so that Nancy can be signed up for Area training. Serial numbers and a list of state owned equipment was given to Karen who will provide a copy to the audit committee at the Fall Conference.

A report was given by several members of the board who attended a meeting with the Lakeland District Manager. The LLV assignment list is out and will be posted on the web site. Karen will check with the Northland District for their list. Postmaster training, Count training, Start times, DPS to the Street, and seasonal routes were all topics of the meeting. Bill F will write a letter for the Newsletter on the NJSC's stand on DPS to the street. Linda is working on the seasonal policy for the Lakeland District. Problem offices and/or postmasters were also discussed at this meeting.

Letters to the President were discussed and Bill will respond to both. Karen will check on the cost of printing our Constitution and By-Laws booklet. State Convention minutes can be put into book form at the Fall Conference. Yahoo discussion group was discussed. National office will be notified for their input.

Suggestions were made for the Saturday part of the Fall Conference. Tom will contact Reedsburg for dates of our Spring Conference. Bill F made the motion, second by Marty that Linda attend the EAP Adversity Committee. Tom made a motion, second by Nancy to give Karen 2 days a week LWOP till the Fall Conference; passed. There will be a very short Board meeting in Chicago on Aug4th right after the morning's officers meeting. The Fall Board meeting will start at noon on Friday in Stevens Point.

Marty made the motion to adjourn; second by Nancy. Meeting adjourned at 4:15 pm

Respectfully submitted by
Karen E Schauer Secretary/Treasurer

Special Board Meeting: August 4, 2003 Hyatt Regency Hotel, Chicago IL

President Bill called the meeting to order at 11:45 am.

Members present: Bill Jarzombeck, President; Marty Schmidt, Vice President; Karen Schauer, Secretary/Treasurer; Tom Bittner, Committeeman; Linda Vanden Plas, Committeeman, Nancy Hainstock, Committeeman. Absent: Bill Foley

Tom made a motion, seconded by Linda that the Association purchase a Specialty stapler and a computer program that would enable us to print (example: State Convention minutes) in booklet form. Passed. At the Fall Conference we will ask for volunteers to help assemble our State Convention Minutes booklet.

An announcement will be made at the Fall Conference regarding National President Gus Baffa's retirement. A collection will be taken and Bill J will make arrangement for the delivery of the gift.

Due to the Special Officer Training being rolled out by National, the board will meet starting at 9:30 am on Friday October 17, 2003. This training will be incorporated with our normal Fall Conference Board meeting.

All Assistant State Stewards that attended Monday meetings will be paid \$75 plus mileage (if they were not delegates). Marty made a motion, seconded by Karen that the 'Carrier of the Year' Roger Dobbe will be paid \$150 per diem for one day and mileage to the National Convention. Passed. Karen made a motion; seconded by Tom that Nancy will be paid per diem same as other board members. Passed.

Bill J will ask (at the WI Breakfast) for 4 volunteers to write articles on the National Convention for the next Newsletter.

Tom Bittners name will be placed into nomination for Secretary of the Upper Midwestern States Caucuses group. Linda made the motion to adjourn, seconded my Nancy. Meeting adjourns at 12:20 PM.

Respectfully submitted, Karen E Schauer
Secretary/Treasurer

A rural carrier with over 15 years of service pulls up to a mailbox to make a delivery. She has made the same delivery over and over during the many years she has been on the route. As the carrier is reaching for the mailbox a gust of wind blows the letter out of her hand and onto the ground. Muttering to her self she pulls the gearshift lever into park and gets out of the vehicle to retrieve the letter, the engine is still running. Another gusty March wind blows the letter a few feet before the carrier can catch it. Only a few feet from her vehicle, letter in hand, she hears a noise. Something is moving behind her. When she turns around to look, it is too late. Her vehicle is now careening out of control down a residential street, releasing tons of uncontrolled power that will stop only after striking something, or someone. She sees the vehicle smash into a car parked on the street. As her vehicle finally stops, it now occurs to the carrier that she has let more than her vehicle roll away. Her career and livelihood are rolling away also.

Incidents like the one I described here can occur, and your job is at stake. Just placing the gearshift in park is not enough because the gearshift levers on these vehicles are shifted many times during the day. This results in excessive ware to the shift plate at the base of the gearshift selector. This wear could allow the vehicle to self-shift from the park position to the reverse position if the engine is left running. Shutting off the engine will stop this problem.

So what should our carrier have done? This is the proper procedure that the Lakeland District dictates.

1. Set the handbrake.
2. Place the gearshift in park.
3. Curb the wheels
Uphill slope: turn away from the curb
Downhill slope: turn toward the curb
Level ground without a curb: turn toward the edge of the road
4. Turn off engine and remove keys.
5. Lock the vehicle when the driver will be out of sight.

Be safe out on your route and follow the steps to proper parking, everytime.

Your committeeman
Linda Vanden Plas

TWO YEARS IN A ROW!

By Secretary/Treasurer, Karen Schauer

Wisconsin ended the membership year, June 30th with 3380 members. The National office gives special recognition and a cash award for the highest increase in percent of total membership and the highest number of new members. Wisconsin has 1721 routes and is in State group 4 (1201-1800 routes). We won both awards (in our group) this year and at the National Convention in Chicago I accepted, on behalf of all Wisconsin members, the awards, plus \$200 for our State. This is the second year in a row that we have won the highest percent increase of membership. Thanks to all members for your recruiting efforts and thank you to all our new members. Because of this increase in membership we were also able to seat 35 delegates at National; one more than last year! Were on a roll! Now, let's look at the upcoming year. Last years over-all membership increase was 132 members. This year let's set a goal to increase our membership by 150 new members. At the present time Wisconsin has 968 non-members (758 RCAs and 210 Regulars). Remember, The Greater our membership numbers, the more influence and power we can bring to the next negotiation table. Let's keep a good thing going; ask your fellow carriers if they are members and if not, invite them to join. Bring them to your Fall County meeting and sign them up. Your County Secretary has the forms.

DUES INCREASE: At our State Convention in June, delegates voted to increase our State dues in order to balance the proposed budget for the year. That increase took place on September 1st. At the National Convention in August delegates voted to increase National dues in order to increase Steward funding to the states and also to increase the budget for better contract negotiating. This increase will take effect on Oct 1st. The following table breaks down our dues and also shows the total amount and pay period deduction. Note: Regular carrier dues increased by \$1.06 a pay period. Relief carrier dues increased by 44 cents a pay period and Retiree dues increased 61 cents a month. Our total dues are still below the national average for carriers in all other states.

	Regular Carrier	Relief Carrier	Retiree
National	\$136.00	\$45.00	\$25.00
State	\$161.37	\$41.02	\$ 6.31
County Dues	\$ 11.00	\$ 4.00	\$ 2.00
Auxiliary dues*	\$ 10.00	\$ 7.00	\$ 7.00
Total Yearly Dues	\$318.37	\$97.02	\$40.31
PP deduction	\$ 12.25	\$ 3.73	\$ 3.36 monthly

*By-Laws

Article 7 Section 6: Any member, who objects to paying the Auxiliary dues, may receive a refund by submitting a written request to the Secretary/Treasurer before April 15th every year. The amount will be refunded after the end of the fiscal year.

SICK LEAVE DOCUMENTATION – REQUIREMENTS: Carriers, please be informed that in addition to the requirement for medical documentation for any sick leave absence of over three days, the postal handbook ELM 513 also states: Employees returning to duty after absence for communicable or contagious diseases, as well as mental or nervous condition, diabetes, cardiovascular diseases, epilepsy, or following hospitalization, must submit a physician's statement stating unequivocally that they are fit for full duties which they are capable of performing.. This statement must be approved by the Postal Medical Officer.

Carriers returning to duty after 21 calendar days of absence due to illness or injury must submit evidence, in the form of a physician's statement, of their being able to perform their postal duties. This must be approved by the Postal Medical Officer in each case, such as a Postal Contract Physician or submission to the Medical Contract Physician.

Therefore, Carriers, please allow adequate time for postal review of the medical documentation before expecting to be allowed to return to work.

Chicken Noodle soup is always good for what ails you but getting a chicken to lay noodles can prove to sometimes be difficult.

Time flies when you're havin fun

It's hard to believe but summer is almost over again, it won't be long and the kids will be back at school and the leaves will start turning colors. This issue of the newsletter is likely to be the last one you receive before an annual event returns for rural carriers. This year's guarantee period ends on October 31st. During the preceding two weeks you should be given the option to sign up for the Relief Day Work List for next year. If you choose to sign this list and are required to work on your relief day you will be given three options as to how you will be paid. If you are in a 6 or 8 hour leave earning category you should also be given the opportunity to choose the "High option" which would allow you work an extra day each pay period in order to earn additional income. If your supervisor doesn't mention these two items to you, and you wish to either sign up for the RDWL or take the high option let them know that you're interested and if they don't give you the opportunity, get in touch with your steward.

In most cases if you were to take the high option and take off the additional day that you are scheduled each pay period as leave without pay you would still end up with more money in your pocket than if you had taken the low option. This works because any evaluation in excess of 40 hours includes built in overtime for those hours over 40, when you take one day of LWOP you lose only a small portion of that overtime and keep the rest. To make this a little more understandable I put together this small table of what a carrier at step 12 of the pay scale would earn each

Weekly Hours	Salary	Daily Rate of Pay		
		K-route	J-route	H-route
40	\$42,413.00	\$163.13	\$148.30	\$135.94
41	\$44,003.00	\$169.24	\$153.86	\$141.04
42	\$45,591.00	\$175.35	\$159.41	\$146.13
43	\$47,183.00	\$181.47	\$164.98	\$151.23
44	\$48,778.00	\$187.61	\$170.55	\$156.34
45	\$50,365.00	\$193.71	\$176.10	\$161.43
46	\$51,951.00	\$199.81	\$181.65	\$166.51

If you had the option to be either a 42K route or a 46J you would earn \$175.35/day as a "K" route or \$181.65 as a "J" route, so each day you worked as a "J" route you'd earn an extra six dollars and thirty cents.

You need to keep in mind that after you use up one full pay period worth of LWOP you will learn any sick and annual leave that you would have earned that pay period. For a "J" route that is in a six hour leave category, for each eleven days of LWOP you use you would lose six hours of annual and four hours of sick leave, "H" routes would lose the same after 12 days of LWOP. At this time of the year you may want to do a little pre-planning, it might make sense to work a day or use a day of annual instead of taking LWOP to avoid forfeiting an extra day of annual leave.

Federal Tort Claims Act

Recently I've gotten some calls from carriers that have been involved in accidents while on the route, one carrier was at fault and expected that damage to the other vehicle would be covered by tort claims rather than by his personal insurance policy since he was "within the scope of his employment". What he found out was that since his policy did not have a specific clause included the Postal Service would not cover the damage. To protect yourself from financial liability make sure that the following clause is included in your policy if you use your personal vehicle on the route.

Exclusion Endorsement for Tort:

C: The following are not "insured" under part A;

1. The United States of America or any of its agencies.
2. Any 'insured' with respect to 'bodily injury' or property damage' resulting from the operation of an auto by that 'insured' as an employee of the United States government. This applies only if the provision of Section 2679 of Title 28. United States as amended require the Attorney General of the United States to defend that person in any civil Action which may be brought for the 'bodily injury' or 'property damage,

You also want to keep in mind that although the Postal Service will cover you as far as liability is concerned, you would need to carry collision insurance for any damage to your vehicle.

If you are using your personal vehicle on your route you would also be covered by OWCP if you were in an accident between your home and your post office as long as you go directly from your home to the post office and are driving the vehicle that you will use on the route that day, however Tort claims would not be allowed until after you are on the clock.

Respectfully submitted

Tom Bittner - Executive Committeeman

Hey, what an anniversary party! The Illinois association put on a good party. I thank all who voted for me to be delegate. It was an exhilarating experience. On Sunday night, we had cake, ice cream, The Blues Brothers, and tall ships. Monday was the beginning of the ceremonies. I enjoyed wholeheartedly the Bagpipe Band. Whew!! Thank you, Chicago police. We had some laughs and some serious moments. We were stunned and then a bit raucous when Jack Potter's video was shown. The visual did not even come close to matching the audio.

Part of the opening ceremonies is the Parade of States when each state president brings in the state flag which remains on the podium through convention. That is inspirational. Officially, convention opened on Tuesday A highlight of the day, besides the Wisconsin breakfast which was beautifully organized by Marty Schmitt, was the awarding of the Safety Rodeo Awards Mary O'Herron represented our state. Even though she did not finish in the top 3, she earns a "Bravo, Mary! Job well done." The delegates debated 166 resolutions and referred several to committee for next year when time grew late on Friday. I am wondering why resolutions and Constitution and By-law changes are relegated to near the end. These are the items which regulate the Association and upon which negotiations are based. Debate time is very limited. It seemed this year that some items in both committees were not allowed sufficient time. Constitution and By-law committee proposed extensive language changes which when delegates had time to reflect on them, the changes were not always in local or state best interest.

Wednesday night, at the banquet, it was announced the GMAC donated Corvette was truly coming home to Wisconsin Don at Hartford is the lucky (unlucky?) winner. When we tried calculating taxes, all we could say was "ufdah!". The Vette is a beautiful dark red. Convention in 2008 is scheduled for Lexington, Kentucky. The convention by-word came from their opening presentation. A comedian was their advance man who said "Are you happy? If the response was affirmative and the person was not smiling, the comedian said, "Better tell your face that." We spent time reminding people to 'tell your face that' you are happy.

Other things: dues increase for regular, relief and retired carriers. Delegates voted down salary increases for the national officers. There is much more. It was a full and busy week. Again, I thank you who voted for me. I am grateful for the opportunity

Louise Gonia

Prayers From The Past

*Give us, Lord, a bit o' sun
a bit o' work and a bit o' fun;
give us all in the struggle and sputter
our daily bread and a bit o' butter;
give us health, our keep to make,
an' a bit to share for others' sake;
give us sense, for we're some of us duffers,
an' a heart to feel for all that suffers;
give us too, a bit of a song
and a tale, and a book tom help us along.
An' give us our share o' sorrow's lesson
That we may prove how grief's a blessin'.
Give us, Lord, a chance to be
Our goodly best for ourself, and others,
Till all men learn to live as brothers.
(From a wall of an old inn,
Lancaster, England)*

Submitted by State Chaplain Ruth Moody

MEDICAL STATUS

Hi, there again. I thought I should let all of you know that I am still alive and kicking after heart surgery. I would like to take this opportunity to thank all of you who telephoned, sent cards and letters encouraging my recovery. It is gratifying to know so many people care about you. I am still not back to 100% but am working my way slowly back up the ladder. I would like to thank all the delegates for the card and the gift that they sent. Since I can't ride on my motorcycle yet, at least I can play with one - ☺. It just goes to show you that rural carriers stick together in times of crisis. I can't tell you what this acknowledgement means to me.

TAKING DPS TO THE STREET

It seems to me that I get at least 2 to 3 phone calls a month about taking DPS to the street. It appears to me that more and more carriers are being requested to take DPS to the street and not case this mail. The NJSC still supports the carrier's right to case DPS mail in accordance with Part 150 of Handbook PO-603 and is our contractual right. The carrier may leave late, but not so significantly as to cause delays in the customer anticipated delivery window. In addition, carriers who cannot return to the office as scheduled or cannot, on a consistent basis, meet the overall evaluation of the route may be required to take their DPS directly to the street without casing.

POSTAL INSPECTORS

Over the past several months I have been advised that Postal Inspectors have interviewed our rural carriers and I realize that a number of you have reviewed our position on the subject already. I feel obligated to review again with you a few statements regarding postal inspectors investigative interviews.

Item 1. If a postal inspector approaches and question you, I would strongly recommend that you request a union steward be present. This is your right and you are permitted to assert your weingarten rights. Postal inspectors are not required, via our contract or law, to advise you that you may have a union steward present and rest assured that they will not advise you of this right.

Item 2. If or when you are interrogated and the postal inspector implies that you are the subject of a criminal investigation you have the absolute right to remain silent. You have the right to want your union steward and you want the opportunity to speak to an attorney. Postal inspectors are under law, required to Mirandize you.

Item 3. Under no circumstances should you sign a waiver of your Miranda rights. You are not required to make any written statements, if or when, a postal inspector requests one. It is also important that you consult a attorney or your union steward before you make a written statement. Do not allow anyone to pressure or harass you. Respond to such tactics by repeating your request for a union representative and/or your attorney. **Remember** postal inspectors are trained to get information from you in **any way** they can. They may not always tell you the truth, usually by making you believe that they want to help you. They are there for a reason, to get information from you. That information could and quite possibly will, be relied upon by management to suspend or more likely to **terminate** you.

ATTENDANCE CONTROL

Over the past several weeks I have gotten a number of phone calls regarding our sick leave policy. I am going to make an attempt to answer some of your questions.

Based on the current language in section 513.332 of the ELM, there is no requirement for rural carriers to call in sick twice in one day.

Whenever possible a notice should be required as far in advance of you scheduled starting time as reasonably possible. Individuals accepting your advanced notification of sickness may question the caller for pertinent information. However you are not obligated to divulge any confidential medical information. Every request for advanced sick leave must be supported by medical documentation (ELM 513.512).

Sick leave documentation for absences of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work, or need to care for a family member is required **ONLY WHEN THE EMPLOYEE IS ON RESTRICTED SICK LEAVE**, or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. Substantiation of the family relationship must be provided if requested.

When supervisor deems documentation desirable refers to, in my opinion, the employee's ability to physically or mentally, perform his/her duties without liability to the postal service or their co-workers. This interpretation is currently being grieved. I will get back to you with further developments.

Bill Foley Executive Committeeman

WELCOME NEW MEMBERS!

Nicole Veith

Louise Eise

Richard Champeny

Roy Johnson

Steven Johnson

Todd Koelzer

Robert Lucksted II

Jennifer Melder

Joann Rettler

Cynthia Taylor

Don Veierstahler

Donna Wenskus

Linda Detlaff

Jodi Gullickson

Michael Gwiazdon

Richard Diesterhaft

Elizabeth Anschutz

Colleen Daron

Mark Schink

Adeline Gosse

Gwendolyn Ramsdell

Sharon Stuner

Linda Adrian

Jodette Jacobson

Cindy Schilling

Joel Wickingson

Christine Baker

Joan Carl

Sara Haakenson

Roberta Peterson

Linda Schoch

Carrie Kaiser

Lori Small

COA

If you have a change of address-Please cut the label off of your *NEWSLETTER* and send it to Karen Schauer, State Secretary-Treasurer, 5857 Prill Rd., Eau Claire, WI 54701-8215 Please include your telephone number.

Rural Calendar 2003

- September 9 Wood-Portage Co. Mtg. 6 PM Smiley's Plover
September 9 Brown County Mtg. Legends 6 PM De Pere
September 18 Rock-Walworth Colonial Club Darian
September 24 Grant-Iowa County Mtg.
September 29 Sauk-Richland County Mtg.
October 7 Ozaukee County Mtg. 6:30 Belgium Comm. Center
October 8 Washington County Mtg.
October 26 Milwaukee-Waukesha County Mtg.
October 18-19 Fall Conference Stevens Point

DEADLINE FOR NEXT ISSUE DECEMBER 20

Special thanks to these carriers who attended the National Convention in Chicago as non-delegates and all your support.

Kathleen Ekern
Charles Lilly
Ed Ebenhoe
Joan Block
Marsha Lightner
Etta Hagen
Barry Zeis
Louan Friend
Roger & Lucille Dobbe
Eugene Setwyn
Don Wyman
Nancy Hainstock
Barb Schmidtbauer
Doug Hare
Ruth Moody
Kay Schorbaun

Rural Free Classifieds

Mutual Transfer:

Nothing this issue

For Sale:

1995 Jeep Cherokee RHD, 4WD
6 cyl., 99K \$6,800 608 831-4482

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



Still Looking.....

In 2004 WI-RLCA is celebrating its 100th anniversary. We'd like to have a display of artifacts of the state association and rural mail delivery. If you have something to contribute please contact me.
Thank You!

Barbara Weber
28115 Munz Dr
Lone Rock WI
53556-9145
(608) 583-5003
jbweber@mhtc.net

<u>Auxiliary Officer</u>	<u>Address</u>	<u>Phone</u>	<u>Assignments</u>
Judy Pederson President	1794 Mc Kinley Road Eau Claire, WI 54703-1334	715-834-1424	Barron-Washburn, Buffalo-Trempealeau Chippewa-Eau Claire, Clark, Lake Superior District, Dunn, Jackson, LaCrosse, Lincoln- Langlade, Marathon, Monroe, Pierce-Pepin, Polk-Burnett, Price-Taylor, Rusk, Sawyer, St. Croix, Tri County, Vernon
Dianne Koch Vice-President	115 W. Main St. Waupun, WI 53963-1909	920-324-5083	Fond du Lac-Green Lake, Waushara Winnebago, Outagamie, Rock-Walworth
Caroline Sonnenburg Secretary	2417 Elm Road Manitowoc, WI 54220-9570	920-682-5363 carlarso@lakefield.net	Brown, Door-Kewaunee, Cal-Man-She Marinette, Oconto, Shawano
Bea Bengtson Treasurer	226 South High St. Markesan, WI 53946-7188	920-398-3872	Juneau, Lafayette-Green Sauk-Richland, Waupaca, Wood-Portage, Jefferson
June Strobel Executive Board Chairman	N4431 Daley Road	920 349-3782	Dane, Dodge, Marquette-Adams Washington
Sue Becker Executive Board Secretary	W335N7027 Stonebank Rd. Oconomowoc, WI 53066-1405	262 966-3344	Crawford, Grant-Iowa, Ozaukee, Milwaukee-Waukesha, Racine-Kenosha
Karen Rasmussen Junior Auxiliary Sponsor	N55W31185 HWY K Hartland, WI 53029-9305	262-367-2330	

Message from the State Auxiliary Board

This year the National Auxiliary has chosen to work with the National Alliance for Research on Schizophrenia and Depression (NARSAD) for their humanitarian project. Depression is a very common disorder in our society, affecting about 5% of the population at any given time. Researchers estimate that approximately 10% of Americans will experience major depression at some time during their lives. A pin mailbox with an anchor in front of the box will be this year's fund-raiser for a \$10.00 donation. A sun catcher with the NRLCA logo will be a \$10.00 donation also. Animal bookmarks will sell for \$5.00 each. We as an auxiliary ask that each one of you participate and support the Auxiliary Program of Hope by buying these project items at Fall Conference, Spring Conference, State Convention and also at your county meetings. Thanks for your support and donations.



STEWARDS PAGE

The Lakeland and Northland Districts will begin to deploy additional LLV's to rural routes in the near future. I will try and give you a brief description of your rights and responsibilities when an LLV is placed on your route. The carrier **cannot** refuse the LLV unless the carrier signed the three-year waiver when purchasing a new right-hand drive vehicle. The three-year waiver does not apply if you bid on a route where an LLV has been assigned. Once an LLV is placed on your route management may not remove the LLV unless removed by mutual consent of the carrier and the USPS. Management may remove an LLV at anytime from a vacant route. If you or your relief carrier has not received training on the LLV you and the relief carrier will be required to attend the training, which will be on the clock. This training should be done before the LLV's are sent to your office. You may not operate the LLV until you received the proper training. The carrier may be requested, but not required to provide a replacement vehicle during periods when the LLV is not available. Relief carriers are required to have a vehicle if they are needed or assigned on non-LLV routes. Regular carriers will accrue other leave (O-Time) when an employer provided vehicle fails during use by the carrier on the route. The carrier will accrue other leave equivalent to the time the carrier was delayed as a result of the vehicle failure. When the regular carrier accrues eight (8) hours of other leave, the carrier will be granted one (1) day's relief to be taken within in the next eight (8) weeks. Relief carriers will not accrue O-time but will be paid via PS Form 1314-A.

Routes assigned LLV's will be compensated using the following standard allowances: Twenty-four minutes per week for completing PS Form 4570 (Vehicle Time Record) daily, the vehicle check (as outlined on Notice 76), and PS Form 4565 (Vehicle Repair Tag), as appropriate. A 4.5-minute allowance for each fueling of the vehicle. The time to be added to the weekly evaluation is determined by multiplying the daily route miles (DRM) times six (6) days divided by one hundred (100) miles per fueling times the 4.5-minute fueling allowance. If the fueling location is not on the route line of travel, the deviation is determined by

measuring the distance in miles and hundredths to and from the fueling station and the official line of travel. The average daily deviation mileage is added to the daily route miles utilizing PS Form 4003. The mileage addition on the PS Form 4003 is determined by multiplying the mileage deviation times daily route miles times six divided by 100 miles per fueling divided by six (6) days equals daily average deviation. In no instance will a route using a USPS provided vehicle receive less than thirty (30) minutes allowance per week.

Rural carriers are required to refuel postal provided vehicles. Rural carriers are not required to check oil and other fluids. This can be done by another postal employee or incorporated to local contracts with service stations. Rural carriers must report any leaks or operating problems on PS Form 4565, Vehicle Repair Tag. Vehicles assigned to rural routes may be used for other duties, as long as that usage does not interfere with the rural carrier's completion of the assigned route. This usage should be on an exception or emergency basis and other users must return the vehicle with a full tank of gas. Priority parking is given to vehicles required for delivery. If rural carriers are required to use wheel chocks, an appropriate time allowance for their placement and removal must be granted using PS Form 4003. Rural carriers are required to keep vehicles clear of trash, debris, personal items, loose forms, etc. and to remove all mail on completion of delivery duties. Empty equipment must also be removed, unless specifically authorized to be kept in the vehicle. Rural carriers are required to clear ice and snow from the windshield and windows as winter conditions require and the USPS must provide scrapers. However, rural carriers are not required to wash the vehicle, the windshield or the windows. Remember you are being paid to do a vehicle check on the LLV before leaving for your route and are responsible to do this duty every day.

There is a good possibility that I will be having new local steward training this fall. If there is anyone considering becoming a local steward now is the time the put up the election form to become local steward. Contact me if you have any questions.

Chris

ON YOUR MARK, GET SET,

SIT! This may not seem to be an effective strategy, for competing in some sporting events, but there are instances when sitting down may actually lead to a victory for your team.

Like in a "Tug of War" contest where all of the people on your side of the rope just sit down and let the other team keep pulling until they are so tired that they can easily be defeated. As your Political Action Committee coach, I am going to ask each and every member of our Rural Letter Carrier team to give me their very best effort. It will require - sitting. The real secret to winning is, that, while you are seated you write out a check for PAC.

Our new "PAC year" has begun and the WIRLCA members who attended the National Convention, in Chicago, have gotten us off to a tremendous start. Nearly every attendee contributed to Wisconsin's PAC fund and we were able to collect the fourth highest amount of all of the states (\$4,695 or an average of \$134.14 per delegate). This accomplishment makes your PAC Chairman very proud.

These members have set a fast pace (without ever leaving their chairs) for the rest of us to follow. Mary O'Herron (Waukesha) wants to stay "above average". She is! We all assumed this to be true but now we have data which provides indisputable proof. You have heard the expression "Lead, follow or get out of the way" well, that may work on occasion but I have a new saying "Sit, relax and write the check". Staying "out front" has never been easier.

Jim Landry (Green Bay) won a large wooden rocking cradle, as a result of his contribution to PAC. He has generously decided to donate the cradle for use in our PAC fundraising efforts and you will have an opportunity to bid on this beautiful oak baby-cradle, at our State Convention next June. Debby Siefert (Mukwanago) volunteered to haul it home and bring it to next year's State Convention. These dedicated members are willing to go "above and beyond" for their fellow Association members.

I promised everyone that we would be having some fun, while raising some funds, at our upcoming County meetings. Your State Auxiliary Officers will be bringing a NRLCA 100th anniversary commemorative plate to your Fall meeting (or in the Spring if your county doesn't have a Fall meeting). These decorative plates are "one of a kind". If you don't win the plate at your County meeting you will have to wait another century for such an opportunity, to pass your way again. Thankfully, Mark and Sue Becker (Oconomowoc) had room enough in their vehicle to transport three boxes of fragile plates back to Wisconsin. They may not have fared quite as well in the baggage compartment of the train, that I was traveling on.

We also picked up some really beautiful 100th Anniversary NRLCA ornaments, for PAC promotions, so be sure to look for these at the Fall and Spring Conferences and State Convention. Ask one of your State Auxiliary Officers "how can I get one of them?" They will explain the rules (you may want to begin a training regiment now because I'm pretty sure that this event will involve strenuous sitting and check writing).

Congressional hearings may begin as early as this Fall on legislation resulting from recommendations of the Presidential Commission. Stay involved with this process. Keep your Representatives well informed about the important issues for Rural Carriers, Retirees and the Postal Service.

I bet you are already sitting, am I right? Well then you are half way to achieving our objective. All you need to do is write out that check, payable to:

NRLCA PAC Mail it to:

DENNIS R. NELSON

1002 55TH ST

AMERY WI 54001

Contributions are not tax deductible. I will mail you the appropriate 2004 PAC Pin and all contributions, of \$26 or more, will be listed in an upcoming edition of our National magazine.

DELEGATE DALKE'S DIARY

National Convention, Chicago

Monday

Arrived at the Hyatt Regency with my daughter. Stopped in to see the junior's Talent Show, followed by the auction for the Make A Wish Foundation. The Hyatt consists of twin towers, many banquet rooms on the sub levels, in addition to another sub level of shops and restaurants. We're impressed. I'm a native Chicagoan and held several office jobs in downtown Chicago, many years ago but I was still awed at the beauty of the Magnificent Mile, especially at night. My favorite sites are the Wrigley Building and the Tribune Tower, gorgeous gothic architecture.

Tuesday

Attended the Wi Carriers' breakfast, hosted by the WI RLCA. Met some of the Candidates running for office. Three of us introduced ourselves as first timers at a National.

Session opens with Pledge of Allegiance, National Anthem, then a rousing Blues Brothers rendition that had us all up and clapping to "Chicago". Some of us were even dancing (go, Jimmy). Adjourned for lunch. Back in session. Greetings, presentations, appointments, awards. Adjourned at 5:00 P.M. just enough time to grab a bite and get over to the Retirement Seminar till 10:00.

Wednesday

Call to order. Review, debate, adopt or reject Constitution & Bylaw Amendments, Binding Resolutions, and Non-Binding Resolutions (About 200 in all). Nominations for National Office. Break for a quick lunch. Went down a level to the Carriers' Country Store and had a quick sandwich. Viewed all the vendors' and candidate's booth's. 1:15 P.M. Back to Business Meeting adjourned at 5:00 P.M. to get ready for the Banquet. I see my daughter for a few minutes before she goes off to her Junior Banquet. Haven't seen her much as she is so busy with field trips, mixers, and meetings. She says she is having a blast and is making a lot of new friends from many different states. I chose not to attend the adult's banquet but met at Linda's room with several other women to discuss resolutions, amendments and candidates over pizza. Ended just in time to go out on Wacker Drive to see the fire works at Navy Pier at 9:30

Thursday

Back to Business. Amendments, Resolutions, many yet to cover. I'm so sore from sitting all day. Meeting adjourns for 1 hour for lunch. So Nancy, my roommate

and I dash off to Michigan to shop and grab a quick lunch.

1:15 P.M. Meeting starts. Lots more resolutions and amendments to cover. Oh, I'm so aching from sitting. Now some are taking off their shoes and putting their feet up on chairs to adjust to all that sitting time. Meeting ends at 5:15 and we have to hurry back to meet the Candidates at the 6 o'clock caucus. Nancy, my daughter and I all charge over to Hardrock Café for dinner. A man with a bicycle/rickshaw offers us a quick way to get there. Going down Michigan in six lanes of traffic in a rickshaw was a little intense, especially when the bike frame bent (no, we aren't *that* heavy). 6:30 P.M. Caucuses started. I am very impressed with our Candidates, most of which are seeking reelection. These are our very best rural carriers, so intelligent, knowledgeable and dedicated. Meeting ends at 10:30 P.M.

Friday

6:55 A.M. Chris, Nancy's ride back to Green Bay, telephones to say he will meet her in the lobby in 5 minutes to pre-load the car with the luggage so he will be ready to roll soon as convention ends. Nancy starts talking to herself and I pull the covers over my head and go back to sleep. 8:30 A.M. Session opens. We elect new officers, select the 2008 National Convention site of Lexington, KY. Debate more resolutions. Skipped lunch. We have so many resolutions to go. Getting worried we won't ever finish business. Oh, I don't want to sit any more and am wondering how I can deliver mail standing in my car on Saturday. Much business to cover yet. The juniors are finished with their business and are waiting in the hall. Several motions made to table the remaining resolutions but we decide our members sent us there to take care of all the resolutions. We keep going. Gus tells us the room must be vacated by 4:30 but we keep going to 5:30. The former Officers receive acknowledgement and the newly elected officers are installed. Convention is now over. We retrieve our valet parked vehicles and hop onto the Expressway in all the rush hour traffic. I call Sturgeon Bay to arrange to take Saturday off. Had a great time. Thanks to all for giving me the honor of being your delegate. I hope every one of our votes will be the best choice for every one of us. Sincerely, Ann Dalke