



WI RLCA

July-August 2003

A New Beginning?

The state convention is history and there have been some significant changes to your state board. Elsewhere in this issue Bill Foley has written a summary of the business of the convention for those of you who were not able to be there in person. It was a memorable convention. I want to thank the members of Lincoln-Langlade & the Tri County rural letter carriers for host-

ing this year. They did a fantastic job. Way to go Barb and Sis!

Because of the changes in the state board many of you will be seeing new faces at your county meetings. Be sure to let your assigned officer know about your meeting as far in advance as possible.

I want to especially thank Louise Gonja and Jim Polk for their years of dedicated service to this union. I will miss them both and hope that they will remain active and involved members for many years to come.

make the 2004 state convention extra special. If you have items or photos of historic interest please send them to Barb. She will appreciate it.

President Bush's Postal Service Commission is scheduled to issue their report to the president on July 31. This will be a very important document and depending on what they recommend rural carriers should plan on making their feelings known to their congressman and senators. The potential exists for a radical transformation of the Postal Service. Stay tuned!

Delegates to the state convention also heard a presentation by NRLCA Secretary/Treasurer Clifford Dailing concerning alternatives to our present evaluated compensation system. This is an issue that will be with us for some time unless we negotiate a substantial improvement in the

present time standards. Let your national delegates know where you stand on this pivotal issue.

The continuing membership drive has been successful. All non-members were contacted by both the state and national union. The results are on page 10. We still need your help! We can possibly send an extra delegate to the national convention if we get a few more non-members to join. Please talk to the non-members in your office and encourage them to join.

See you at a union meeting.

Bill Jarzombeck

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We have two new members on the state board, Linda Vanden Plas and Nancy Hainstock who were both elected to committeeman positions at the Rhinelander convention. You can read about them in this issue.

The state board has named Barb Weber as our state historian. Barb's county will be hosting next years state convention in Platteville. 2004 will be the 100th anniversary of our founding on July 4, 1904 in Madison. We hope to

As this issue was going to press the Postal Service has begun to make the first allocations of additional LLVs on rural routes. The list of routes receiving these additional vehicles has been posted on the WI RLCA web page. www.wirlca.org

NEWS & VIEWS

2003 WI RLCA Auxiliary Scholarship Awards

Student	County
Heather Buecher #	Dodge
Matt Burgess	Kenosha
Peter Fisher	Taylor
Andrew Furman #	Rock-Walworth
Derrick Furman #	Rock-Walworth
Angela Graper *	Waupaca
Erin Haenel	Price-Taylor
Marsha Handrick	Rock-Walworth
Philip Jarzombek	Dane
Colin Klink	Waukesha
Melissa Konik	Cal-Man-She
Aaron Laedtke #	Winnebago
Lee Pophal	Lincoln-Langlade
Lydia Rendall	Portage
Aimee Rittenhouse	Rock-Walworth
Ryan Servais	Brown
Brandon Smith	Buffalo-Trempealeau
Jodi Welhoefer	Jefferson

\$450 * \$550 Remainder \$250

Marcus Ebenhoe has been entered in the National drawing for the \$2000 Gene Del Polito Scholarship



The Northland DJSC QWL/EI has two new members. They are Tim Padden, Senior MPOO, who is the management co-chair and Leslie Hughes MPOO 556, 557, 566 in MN.

The Northland DJSC traveled to Park City Utah the last week in May. The Western Area Joint Steering Committee held a training forum for the DJSCs in the Western area. It was very informative. We are considering bringing back area teams. The Northland district stopped having area meetings several years ago and concentrated on natural or office teams. The DJSC will be checking on the need for area teams.

There will be a meeting for all Northland facilitators at Waite Park, MN on July 24-25. We are having the area trainers come to do a session.

The WI facilitators in the Northland district are:

540--Linda Johnson	715-294-3613
Paul Ashwood	715-665-2437
546--Kathleen Ekern	608-989-2012
Debra Wilkening	608-448-4131
547--Georgann Hageness	715-926-4988
Donna Woodcock	715-532-5132
548--Bill DeNucci	715-234-3555
Rose Brunclik	715-234-7831

If you have any problems or concerns with QWL/EI feel free to contact any of these people.

As always, if I can be of help to any of you, please call me at 715-646-2121(W) or 715-646-2186(H).

Sue Heiderscheidt, craft co-chair, Northland District DJSC QWL/EI

THANK YOU

I appreciate having this opportunity to say thank you so much for the honor of "Carrier of the Year" that was presented to me at the State Convention in Rhineland. I know that there are many Wisconsin carriers who are deserving of this award.

I would like to say a special thanks to Lois Graper, our Waupaca County Secretary/Treasurer for the work she did in preparing the nomination.

This is definitely the highlight of my Postal Service career, and I will never forget it. Again, thanks so much.

Sincerely, Roger Dobbe

2003 WISCONSIN 2003 BREAKFAST

DATE: TUESDAY, AUGUST 5, 2003

TIME: 7:00 A.M.

PLACE: HYATT REGENCY
CHICAGO, ILLINOIS

A Wisconsin tradition continues this year. We will host a breakfast on Tuesday, August 5, 2003. We can join together to kick off the convention at the Hyatt Regency. Our National Officers, as well as candidates for National Office are invited to be with us. The breakfast is \$10 for WIRLCA and auxiliary members. The cost is subsidized from the Convention 2000 fund. Others that would like to join us, may do so by paying the actual cost of \$25.00. You may reserve by email to lschmidt@athenet.net. Place 'Breakfast reservation' in subject line. **RESERVE and SEND PAYMENT** by July 20, 2003, so we have an accurate count.

PLEASE RESERVE

NAME _____

ADDRESS _____

NUMBER ATTENDING _____

PHONE NUMBER () _____

MONEY ENCLOSED \$ _____

Send reservation and payment to.....

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

2080 HOURS

It's that time of year again when management is wondering what will happen with so many J and H routes. We are putting in more work hours in the guarantee year.

There are several things that management might do.

1. They might have us start later. This could put us in jeopardy of missing dispatch and can be challenged. If our starting time is later, we DO NOT have to work harder and faster to finish at the same time.
2. If we selected the high option, we agreed to use annual leave to stay under 2080. Management may require 3971's (request for leave) to be submitted to cover this. If you know you are going to need certain days off before November, submit them. Having them approved now is important if there is a shortage of RCA's in your office.
3. If management can clearly demonstrate a 2080 problem, we may be placed into a low option to avoid it.
4. As a last resort, management may say your route needs to be adjusted.

If your postmaster suggests the last two solutions, contact your steward to discuss the problem!

THE YEAR 1903: Orville and Wilbur Wright made their first flight. Harley-Davidson and Ford Motor Company began building motorized vehicles. And the National Rural Letter Carriers convened in Chicago. This year we have our NRLCA celebrating 100 year of service to the rural craft at our National Convention in Chicago. This is a great opportunity for Wisconsin members to join the festivities. It is just a few miles south.

SCHOOL IS OUT! We must take extra care to watch for children. Use every precaution to make sure they are not near your vehicle when pulling away from a mailbox. We cannot be too careful!

THANKS to Lincoln-Langlade and Tri-County for hosting this year's WIRLCA state convention. You did the great job we knew you would.

THANKS to everyone for allowing me to serve you as a committeeman the past three years. I will continue to enjoy serving you as vice-president. I will be honest, responsible and professional. I encourage you to contact me with your thoughts and concerns. Your input and continued support is vital to the success of WIRLCA.

'Marty' Schmidt

Pre-Convention Board Meeting – Saturday June 7, 2003 Rhinelander Holiday Express

Meeting called to order by President Jarzombeck at 10:00 a.m. All board members and state steward present.

Motion to accept the minutes from the Spring Conference board meeting was made and passed.

Karen presented last year's budget and financial statements. It was suggested to establish another savings account designated for the annual and sick leave of the state steward. A constitution and Bylaw change was presented to address the simplification of paying the county and auxiliary dues and also to address the shortfall in the proposed budget for next year. Board approved change and sent it to the committee for delegate consideration. A board proposal for next year's budget was sent to committee also.

Meeting broke for lunch and reconvened again at 1:30 p.m.

Bill J reported that 3 counties did not have either a spring or fall meeting this past year. It was decided that Bill will draft a letter to the counties putting them on notice. Karen will send the letter to each president and secretary of each county.

Duties of the Audit, Election, Tellers, Credentials, and Convention City committees were discussed. Program for the convention and hand out of standing rules were reviewed. Bill F presented additions to the Audit committee charter. A motion was made by Bill F and seconded by Marty to add these changes to the charter. Discussion. Board approved.

Marty reported that this years Wisconsin Breakfast at the National Convention in Chicago is going to cost around \$25 - \$27. Tom made a motion that we charge members \$10 and that the State pay the balance. Motion passed and Jim P will send a letter to candidates for National office, informing them of the Breakfast. Karen reported that National deadline for delegates to check in with the credentials committee is 3 p.m. on Tuesday and then upgrades if necessary are to be made by 5 p.m. on Tuesday.

Next year is Wisconsin's 100th year. Barb Weber has been asked to be our State Historian. Her county is hosting the State Convention in Platteville. Tom suggested that we use the Wisconsin 100th year banner logo on our stationery this year. Chris suggested that we look into buying shirts with the logo for an appreciation gift for the local stewards and county secretaries. The National Convention host for this year is looking for a unique item from Wisconsin to be put into a time capsule. Karen will talk to Barb Weber for suggestions.

Louise has a model corvette to give away in a GMAC promotion. Ten \$25 cash awards will also be given away during the promotion. Marty made a motion seconded by Jim that we authorize our PAC Chairman to purchase up to \$500 worth of Centennial items at the National Convention to be used as raffle items at county meetings promoting PAC. Motion carrier. Board Policies will be tabled till our post convention meeting.

In a motion by Bill F, seconded by Tom and carried, the meeting was adjourned at 4:50 p.m.

Post-Convention Board Meeting – Tuesday June 10, 2003 Rhinelander Holiday Express

Meeting called to order by President Jarzombeck at 4:15 p.m... Welcome to newly elected Vice President Marty Schmidt and Committeeman Linda Vandenberg and Nancy Hainstock.

Bill J presented the board with three applications for the State Steward Position. Bill Foley, being one of the applicants, excused himself from the meeting at this point. The remaining board members decided to interview each applicant with the same set of questions. After two hours of interviewing and another hour of lengthy discussion, the board voted by secret ballot to hire Chris Bouche as the State Steward.

Chris appointed Karen and Bill F as Senior Assistant Stewards and will also make Linda and Nancy

Continued on page 19

Spring Board Meeting, April 25, 2003 Voyageur Conf. Center, Reedsburg WI

Meeting called to order at 10:20 am by President Jarzombek. All Board members and State Steward Bouche were present except for Committeeman Marty Schmidt.

A membership drive was discussed. Bill J provided a letter for Academy Trainers to give to new RCAs. Bill F made a motion, seconded by Jim P to send a letter to all non-members and invite them to join. As an incentive, RCAs that join and are still members next July will receive a \$50 rebate. Regular carriers that join would receive a \$100 rebate next July. Motion carried. Board agreed to help Karen prepare this 1000 non-member mailing during this weekend.

GMAC representative Louise reported that our State has received \$500 from GMAC to help promote the vehicle insurance and to act as an incentive for carriers to obtain a quote from them. Tom B made a motion, seconded by Bill F to off \$5 to each member that fills out a quote request during our Spring Conf. Members that already have the insurance could show their insurance card and also receive the \$5. Motion carried.

A request was made by an outside party to set up a booth to raise funds at our State Convention. After a lengthy discussion Bill F made a motion, seconded by Louise that the following policy be adopted: Non-profit organizations and Charities will not be allowed to promote or solicit donations at state union sponsored activities unless promoted by WIRLCA or it's Auxiliary. Prior approval by State President is required for commercial vendors and their products should be related to the rural craft. Motion carried.

The RCA Booklet that was given to new RCAs is outdated. Chris will check with the DJSC to see if they would incorporate it with another handout that is given to new RCAs.

Mid-States Conference will be May 3 & 4 in Rochester MN. Tom B and Jim P plan to attend. Tom made a motion to pay actual combine ex-

penses not to exceed \$1100. Jim P seconded and motion passed. Our Fall Conference will be in Stevens Point on October 18th and 19th. Wilber Wood from APCU will be invited. Karen made a motion that when the Chairman of the Executive Committee sets up the Spring or Fall meeting arrangements with the hotel that they also make room arrangements for the Board members. Tom seconded the motion. Motion passed as Board Policy.

Karen requested that a mailing house be used for the stuffing and mailing of delegate ballots. Request approved and ballots will be in the mail the week of May 12th.

State Convention committee assignments, program changes, equipment, guest speakers and other issues were discussed. Karen will get additional green/red voting cards. Registration will start on Sunday morning at 8 AM. Constitution & By Laws and the Resolutions Committees will meet at noon on Saturday. The Board will hold their meeting starting at 10 on Saturday morning. Karen made a motion, seconded by Bill F that the pay for the convention recorder be raised from \$500 to \$600. Passed. Board sponsored Resolutions or Constitution & By Law changes should be drafted and brought to the State Convention Saturday morning meeting.

Karen presented an overview of our up-to-date budget. Equipment needs were discussed. Karen made a motion that we purchase 3 laptop computers and an LCD projector. Total cost not to exceed \$8500. Tom made the second. Motion passed.

At 5:30 pm Bill F made a motion to adjourn till 8:30 am Saturday. Tom second. Meeting adjourned.

9 AM Saturday, April 26, 2003 meeting called to order by President Bill J.

Officers reports were given. Audit committee met with the board at 10:30 and gave their report to date.

The Auxiliary joined us at 11:00. The Auxiliary shared with the Board information regarding the auxiliary's constitution and By Laws, their expense reporting and other financial obligations. Thank you to the Auxiliary for their support to the Association.

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Chris gave his Stewards' Report. The Area Steward Training will be November 7 - 10th, 2003 in Grand Rapids MI.

At 12:30 PM Louise made the motion to adjourn. Seconded by Tom. Passed.

Respectfully submitted,
Karen E Schauer, Secretary/Treasurer

My name is Nancy, I have lived in Colfax all my life. I am in the Northland District, I have been a rural carrier for 21 years at the Colfax Post Office. Our Office has four J routes. I am the local steward in our office for the last year and a half, Secretary/ Treasurer for Dunn County RLC. I love my job as a carrier and I plan on working another 15 years before retiring . I want to learn more and to be able to help others along the way.

I have been married for 28 years in Aug. to my husband Rick. We have two wonderful children my son Derick is the oldest, he's 25 yrs old, he just started Hainstock Construction business. My daughter Shanon is 23 yrs old and works for Target Corp. in Minnesota..



Make Your Day Bright by Thinking Right

Don't start your day by supposin'
that trouble is just ahead,
It's better to stop supposin'
and start with a prayer instead
Make it a prayer of thanksgiving
for the wonderful things God has
wrought
Like the beautiful sunrise and sunset,
"Gods gifts" that are free not bought-
For what is the use of supposin'
that dire things could happen to you
And worry about some misfortune
that seldom if ever comes true-

But instead of just idle supposin'
step forward to meet each new day
Secure in the knowledge God's near you
to lead you each step of the way-
For supposin' the worst things will happen
only helps to make them come true
And you darken the bright, happy moments
that the dear Lord has given to you
So if you desire to be happy
get rid of the "misery of dread"
Just give up "supposin' the worst things"
and look for "The best things" instead.

Helen Steiner Rice
Submitted by State Chaplain

Ruth Moody



I was and still am very involved in the community events and doings. I have coached Little League Baseball, coached High School Cheerleaders for 6 years, taught Sunday school, was a full time sports mom for many years. I am very active with Kiwanis Club, member of the Colfax Rescue Squad as a EMT for 12 years. We belong to the United Methodist Church in Colfax.

For fun we watch dirt track racing as often as we can, we like to ride cycle, we play softball and like to watch our son pitch on summer baseball team. I like to walk and work out at the athletic club.

I am looking forward to serving on this board and learning all I can to better myself as a steward and be a strong representative from the Northland District. Thank you for your vote of confidence, and this opportunity. I am very excited about this and will work very hard at it. Feel free to talk to me about your thoughts and concerns , be patient with me in this learning process, and I look forward to the next two years working with all of you.

A special Thank You to Roger and Lucy Dobbe for all your support for the last 2 years and especially now! Jill, thanks for nominating me, and thanks to Karen and Chris for your help. I appreciate it very much..

See you all in Chicago!!!

Nancy Hainstock
Executive Committeeman

Rural vs. City

Recently I've been getting calls from carriers who had heard from their supervisors that the Postal Service was now able to convert rural routes to city delivery. More than likely the source of these rumors was the settlement of a jurisdictional dispute from Cary, North Carolina. The settlement in this case at first glance seems to favor the NALC since approximately 1100 rural deliveries were converted from rural to city delivery while only about 50 deliveries were converted from city to rural. What is not apparent from reading the actual settlement is the underlying history of the territory in question. Originally the territory had been designated for city delivery and had been converted by the Postal Service to rural delivery without any offsetting rural to city conversion. The settlement supports the principle that once territory has been assigned to either the city or rural craft, the Postal Service cannot arbitrarily re-assign it to the other craft.

In addition to settling the Gary, NC grievance the three parties (USPS, NALC, NRLCA) signed a memorandum of understanding to create guidelines based on principles the parties are in agreement on for resolving grievances based on city vs. rural jurisdictional issues. They also agreed to establish a process to apply these guidelines to resolve a backlog of city/rural disputes and significantly reduce if not eliminate future jurisdictional disputes regarding city/rural delivery. This agreement was signed on May 9th, 2003 and the parties agreed to meet within 60 days of that date to establish guidelines and develop the process to help resolve outstanding grievances. The final report will be issued not later than six months from the date of signing the memorandum. A task force will be formed consisting of two members from the NALC, two Members of the NRLCA, and two members from the Postal Service.

Vehicles

As part of his "award" John Calhoun Wells included several on work rules that had previously

been tentatively agreed to, one of the more popular ones is in regard to employer supplied vehicles.

"It is agreed that the Postal Service will provide 3,000 right-hand drive postal-owned or postal-leased vehicles on rural routes each year for a five-year period, starting in calendar year 2004 and ending in calendar year 2008. These vehicles are in addition to any postal vehicles provided to replace the 10,804 postal vehicles currently assigned to rural routes."

The Postal service has contracted to purchase left hand drive Chrysler Caravans that will be deployed on "park and loop" city routes that currently have LLV's assigned to them. The vehicles they replace will be re-assigned to rural routes. The build cycle for the minivans began in late June and should be finished by the end of August; the first vehicles should start arriving in the Lakeland district around the first week of July. Once the new vehicles get here it will take approximately another two weeks to get them deployed to city routes and begin redeployment of the right hand drive vehicles to rural routes. Current plans call for the redeployment to be complete sometime around mid-September.

The Lakeland district will be receiving 143 new vehicles of which six will be retained for maintenance reserves, this will free up 137 right hand drive vehicles for rural carriers. At this time the vehicles will be deployed on routes of less than 22 miles, however having a shorter route does not guarantee that you will receive one, other considerations that may be taken into account are available parking, heavy parcel routes and proximity to a vehicle maintenance facility. The decision on where the vehicles are placed will be made at the district level with input from the rural carrier union. "Return on investment" will be the primary consideration when choosing which routes LLV's will be assigned to.

Management will determine which routes the vehicles are assigned to, however if you have purchased a personal right-hand drive vehicle and met the requirements of the RHD vehicle MOU you

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may have a three year waiver from the date of purchase during which time the Postal Service will not assign a RHD vehicle to your route. If your route is assigned a vehicle you should receive advance notice and familiarization training unless you have already received it. Once a USPS vehicle is formally assigned to a regular route, it can only be removed by mutual consent of the assigned regular carrier and management or when the route becomes vacant. Vehicles assigned to auxiliary routes can be removed at the discretion of management.

Tom Bittner –
Executive Committeeman

FALL CONFERENCE

Plan now on attending the 2003 Fall Conference to be held on Saturday, October 18th starting at 1:00 p.m. and Sunday, October 19th starting at 9:00 am. at the Holiday Inn in Stevens Point.

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

Please plan on attending this informative event.

On Sunday, a National Officer will be in attendance to address the group and answer questions.

Please let me introduce myself. My name is Linda Vanden Plas. At the 2003 state convention in Rhinelander the members voted me in as a committeeman on the WLRCA board.. Thank you to all the delegates that trusted and had the confidence to vote for me as a committeeman. To all the other WLRCA delegates I hope that I can win your trust and confidence and prove that I will do a good job for all.

I do have some experiences that I feel will help me with this task. I am currently working a

43K-L route out of Green Bay. I have been a full time rural carrier for 13 years with an additional 7 as a sub.

At the national level my experiences include attending 7 RLCA national conventions as a voting delegate. As a member of the finance committee for the Wisconsin 2000 national convention I learned how conventions were funded and how money was spent.

At the state level I regularly attend all spring and fall conferences and the state conventions. At the WRLCA state conventions I have been placed on numerous committees through the years, some of which include constitution and bylaws, auditing, and resolutions.

At the local level I have been involved in the Brown County Carriers Association where I have served as president and vice president. I regularly attend the spring and fall meetings. When Brown and Door counties held the 1997 state convention I participated fully in the planning and implementation of the event. I have been participating in the QWL/EI process for several years. I have served in the past as the local union steward for the Green Bay office. Green Bay is a large office with 50 routes. I have always worked in a "large office" so all of my experience stems from this. I look forward to the challenges that exist in smaller offices and hope the membership will give me more insight to the "smaller office". As a QWL/EI facilitator I have visited many of the smaller post offices in the 541 and 543 area. While in these offices I did get a chance to talk to the rural carriers and gained insight from those experiences. I am also currently a rural carrier academy trainer a position I have held for 3 years where I have gained insight on smaller post offices through my co-trainers.

As Karen would say "you did not just hatch from the union egg".

Yes indeed I do have a family. I have been married to my husband Ed for 25 years. My daughter Jessica, 24 just earned her masters degree and lives on the east coast. My son Jon, 20 still lives at home. My father is bedridden and every Thursday night I stay overnight with him to give other family members a break. The only reason I tell you this is to let you know that if you have an emergency on a Thursday night you will need to call a different state officer.

In closing I would like to say thank you delegates for your vote of confidence. I will work hard to do a good job.

Linda Vanden Plas Committeeman

SMART BUSINESS

Any good businessman will tell you that "the customer is always right". If they don't treat their customer with this type of respect the ex-customer won't be buying what they are selling. After all, we know what we want and should insist on receiving the best quality goods and services, or we will take our business to someone who understands our needs.

What are we being sold? Is it really what we want? Are we willing to settle for an inferior product? These are some of the questions that you should ask yourself, not only when you are purchasing something but also, when you are considering the implications of proposed legislation.

Are we willing to pay more for a better product? Generally yes. The price of an item always plays a huge role in our decision of whether or not we will receive enough value, for our money, to warrant the expenditure. The old adage "you get what you pay for" still holds true but obviously nobody can afford to have the very best of everything so we need to make some difficult decisions. We will call these decisions "priorities".

In our households the top priorities are probably food, shelter, and if there is any money left we can go to a movie or something. If you compare the needs of Rural Letter Carriers to our nations' need for national defense "we" are way down on the list of priorities yet, we know that we perform an essential service for our country and we have the responsibility of providing an income for our families.

So, we have our own interests to protect and will have to make our legislators aware of our needs. If we don't like what our government leaders are trying to *sell* us we won't be in a buying mood. We can't go across the street, to get a better product, so we need to either get the vender to address our needs or we need to replace them with someone who will. Sounds simple? The theory is simple,

but the reality is that we tend to just accept whatever our elected representatives may decide is *best for us*.

I am writing this newsletter article shortly before the Presidential Commission reveals it's findings so I can't site all of the reports' final details. Although there have been many authorities testifying, about the future roll of the Postal Service, your Legislator may need to hear from *you* to understand how any proposed changes will affect the Postal Service (and their Postal employee constituents). The customer *is* always right!

David Klink, of Rubicon, won the Political Action Committee promotion (a propane powered mosquito trap) at our State Convention. I believe that supporting our PAC fund is much like mosquito control - if everyone would do their part we could actually make a difference. So I instructed the attendees, at the Convention, that every time they swat a mosquito they should be reminded to send a check to PAC. The mosquitoes and I will continue to buzz around your ear until we get your attention.

You will want to make certain that you attend your County meeting this coming Fall. Your State Auxiliary Officer will be having a drawing for a special PAC promotional item and you will need to be there to win.

Our new "PAC year" starts on July 5, so any contributions made after that date will be credited to 2004 and I will be sending you the new years' PAC pin. I hope that we have a successful year, both in our dealings with the Federal Government and continued support for our Political Action Committee.

Please send a \$26 check (or whatever amount you would like) payable to: **NRLCA PAC**
Mail it to: **DENNIS R. NELSON**
1002 55TH ST
AMERY WI 54001-3013

Your contribution to PAC is not tax deductible.
Thank you, very much.

WELCOME NEW MEMBERS!

Tara Heller
Tony Quarberg
Jackie Lemke
Chad Glamann
Arron Zimbelman
Sharon Fiedler
Lance Peterson
Sheri Schafer
Karen Lemke
Ronald White
Ann Monson
Vernon Patz
Brian Baker
Heidi Lynn Borden
Christine Finn
Jack Heaps
Matt Preissner
Glenn Barker
Julie Bolden
Edgar Bradley
Kathy Demrow
Dale Dhein
Felicia Duell
Judith Floistad
Joan Franke
Angela Gilbertson
Stanley Griffiths
Pete Hansen
Jef Hoverson
Jamie Kreier
Emily Larsen
Faye Lentz
Tracy Lipke
Paul Maier
Christine Minor
Melanie Mitchell
Elizabeth Morehouse
Jeremy Nordie
Radolph Powers
Michael Reinke
Todd Richards
Rosan Sweeney
Kathleen Vande Corput
Marvin Verkuilen
Tom Weyenberg
Tom Wienkes
Lillian Wilson
Stacy Ziemke

Nancy Auchtung
Bill Below
Bob Bodelson
Steven Cooper
Nancy Cunningham
John Dinga
Paula Duncan
Nicholas Gotto
Kay Johnson
Linda Koeninger
Dawn Kunda
Sheryl Lau
George Lazar
George Lazarz
Larry Lieftring
Terri Luedke
Glenn Martin
Sue Neubauer
Scott Ninabuck
Juan Perez
John Tervo
Sherry Thrun
Jennifer Van Eyuck
Heather Walbruck
Lisa Reynolds
Sharon Carlson-Willis
Leah Darr
Debra Dippel
Vickie Eick
Taffney England
Edwin Filtz
Barbara Hoberg
R Kasproicz
Tom Kloes
Arvon Kuehl
Lynn Larson
Ginger Lepasti
Katherin Maddix
Randal Nord
Annette Ravenscroft
Tamara Walker
David Young
Jef Braaksma
Traci Devine
Perry Frank
John Honer
Karen Jankowski
Wendy Kopecky

Jerry Simon
Diane Sohr
Pam Vollmar
Travis Wedige
Roger Owens
Gene Schreiber
Renee Alexander
Pam Hart
Jeff Johnson
Mike Ready
Gerri Werle
Barbara Demeuse
Rerd Roeder
Ryan Semb
Donald Yauch
Ed Bares
Jim Bockus
Patricia Hanke
Susanne Kaiser
Daniel Meyer
Cynthia Schmid
Philip Sierlecki
Lori Soens
Gwen Van Wormer
Raymond Berger
Kara Don Carlos
Jay Frank
Bette Gibbs
Daniel Hauck
Gary Hoppa
Kim Labansky
Roger Schoof
Kevin Thompson
Deborah Neubauer
Joanne Zeches

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

Rural Calendar 2003

August 4-8 National Convention

Chicago

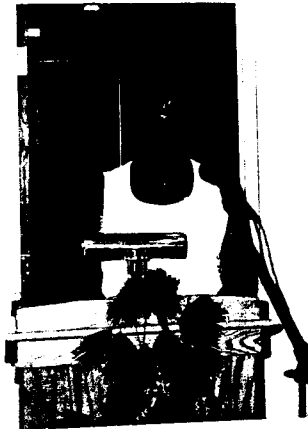
October 18-19 Fall Conference

Stevens Point

DEADLINE FOR NEXT ISSUE AUGUST 20



Linda Vanden Plas



Nancy Hainstock

Newly elected members of the WI RLCA Board

Rural Free Classifieds

Mutual Transfer:

Nothing this issue

For Sale:

Nothing this issue

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

Celebrating 100 Years

WANTED: OLD STUFF

Over the years have you collected a box full of stuff from our Association? Do you have a couple of things you found in the back of a drawer? Do you want to get that stuff out of your house? Send it to me! Or get the stuff to a member of your county unit who will be attending Fall Conference. **Don't wait!**
The time is now!

Attention County Secretaries: How far back do your county unit's minutes go? Take a look and if you see something interesting make a copy and send it to me.

Come on folks, we know there's interesting stuff out there. Let's share our history. **Thank You!**

Barbara Weber
28115 Munz Dr
Lone Rock WI 53556-9145

Home: (608) 583-5003
Fax: (608) 583-2810
E-Mail: jbweber@mhtc.net

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

Junior Contest Winners

Ages 9-11 1st place Shawn Krueger-grandfather Larry Sonnenburg
2nd place Jared Pfeifer-grandfather-Richard Pfeifer

Ages 12-14 1st place Taylor Pfeifer-grandfather-Richard Pfeifer
2nd place Rachael Rasmussen-father-Dennis Rasmussen
3rd place Peter Rasmussen-father-Dennis Rasmussen

Ages 15-17 1st place Whitney Pfeifer-grandfather-Richard Pfeifer

Ages 18-20 1st place Linda Rasmussen-father Dennis Rasmussen



STEWARDS PAGE

The State Convention is history. We have some new people on the State Board and I have again been appointed as your State Steward. I believe that this is the first year since I have been the State Steward that the board received several other applications for the position. It was a long wait as the board had to interview three candidates and then vote for the person of their choice. It was not a unanimous decision. I guess that means to me that I am doing a good job, but I could become a lot better. I will do my best to improve.

The two new board members, Nancy Hainstock and Linda Vanden Plas have been appointed as Assistant State Stewards. Their phone numbers and county assignments will be published in the magazine. Don Wyman was an Area Steward last year. I have appointed him as an Assistant State Steward and he will help us out as needed. Unfortunately Bill Denucci will not be coming back as an Assistant State Steward. Bill had some health problems the past year and asked to take some time off until his health gets better.

The hours that I will usually be in my office will be the same as last year. The hours are 7AM-6PM, Monday-Wednesday-Friday and 11AM-8PM on Tuesday-Thursday. I do also take a lunch break and on some days are out of the office attending grievance hearings or meetings. I usually remember to put a message on my answering machine if I will be out of the office all day. You should when possible call in order your Local Steward, Assistant State Steward and then the State Steward. If you are seeking information give the Local Steward and/or State Board member time to respond. If imminent discipline is forth coming call State or Assistant State Stewards. Depending on your question it would help if you have your contract and the PO-603 at your side. If you receive the answering machine please leave your name and home phone number including area code and a brief description of your question or problem.

I recently read an article by one of the POOM's from the Northland District concerning carriers who have car problems. The POOM stated that it is the carrier's responsibility to have a back up car available. This is not true. I questioned the national officer at the state convention about this alleged violation and looked in the PO-603. The PO-603 states in article 120.f that it is the carrier's responsibility to provide and maintain a vehicle of adequate size to serve the route safely and efficiently. It does not state that the carrier must have two vehicles. If you have a break down while on the route you only have two options besides having your vehicle repaired. You could get another vehicle to finish the route or have the relief carrier called in to finish the route. Article 581.4 of the F-21 states "When a regular carrier becomes ill or cannot finish the route while on duty, either in the office or on the route, and is unable to complete service for the day, she or he is granted annual or sick leave for the entire day. The salary payment for the trip will be made to the replacement carrier and will include equipment maintenance." This means that if you cannot finish the route and a relief person is called in you do not receive any payment for the hours and/or mileage that you have invested. You only can receive sick or annual leave. Remember it is your responsibility to have your vehicle in good running condition.

I have a meeting scheduled for June 23 with the Lakeland District concerning the deployment of LLV's on rural routes. I believe there will be approximately 135 additional LLV's placed on rural routes. These will be vehicles that used to be on city routes. The initial criteria is the route must be 22 miles or less. The vehicles are to be in place by October 31. This is part of the arbitration decision on providing more vehicles to rural routes. I will try and get the information out as soon as possible of which routes and offices will be affected. I will provide a list to Tom to place on the web site.

Chris

WI RLCA COUNTY PRESIDENTS 2003-2004

3	Barron-Washburn	Bill De Nucci, 1992 27 ½ St., Rice Lake WI	54868	715/ 236-7583
4	Brown	Rick Brockelsby, 1013 Clement St, Green Bay WI	54302-	920/ 469-5370
5	Buffalo-Trempealeau	Carol Colbenson, S2871 Waumandee Creek Rd, Fountain City WI	54629-	608/ 687-8543
7	Chippewa-Eau Claire	Jim Williams, W6380 Sunny Nook Rd, Mondovi WI	54755-	715/ 926-4664
8	Clark	Gary Fritz, W4671 Willow Rd, Owen WI	54460-	715/ 229-4528
9	Columbia	Doug Hare, 110 Morton St, Pardeeville WI	53954-	608/ 429-3221
10	Crawford	Thurman L Vangen, 13761 State Hwy 27, Ferryville WI	54628-	608/ 734-3161
11	Dane	Deborah Morgenroth, W9585 Ivan Rd., Cambridge WI	53523-	
12	Dodge	Dan Strobel, N4431 Daley Rd., Hustisford WI	53034-	920/ 349-3782
13	Door-Kewaunee	Mike Bogenschutz, 3855 Fairview Rd., Bailey's Harbor WI	54202-	920/ 868-2605
14	Lake Superior	Cynthia Greely, PO Box 155, Hawthorne WI	54842-	715/ 374-2436
15	Dunn	Nicole Johnson, E4804 330 th Ave., Menomonie WI	54751-	715/664-8688
17	Fond du Lac-Green Lake	Ken Pitzen, N8330 Konen Rd, Malone WI	53049-	920/ 795-4571
18	Grant-Iowa	Michael E Lyons, 221 S Randolph St, Cuba City WI	53807-	608/ 744-2890
22	Jackson	Bruce Osegard, 198 Circle Dr, Hixton WI	54635-	715/ 963-3122
23	Jefferson	Dan Wiedenhoeft, W1243 Marietta Av, Ixonia WI	53036-	920/ 261-7413
24	Juneau	David Faulkner, 319 E Council St., Tomah WI	54660-	608/ 343-6908
26	LaCrosse	David Hanson, 1524 Cliffview Dr, Holmen WI	54636-	608/ 526-4371
27	LaFayette-Green	Brenda Armitage, PO Box 131, Albany WI	53502-	608/ 862-3472
28	Lincoln-Langlade	Fred Resch, N10398 Cherry Rd, Birnamwood WI	53020-	715/449-3026
29	Cal-Man-She	Steve Lubach, N8825 County Road J, Elkhart Lake WI	53073-	920/ 876-2306
30	Marathon	Doug Brodziski, 316 Maple St., Athens WI	54411-	
31	Marinette	James Delfosse, W 1678 Cty JJ, Wausaukee WI	54177-	715/ 732-6996
32	Marquette-Adams	Don Lloyd, 320 Freedom Ln, Oxford WI	53952-	608/586-5970
34	Monroe	Ralph Parkinson, 902 Hollister Av, Tomah WI	54660-	608/ 372-4326
35	Oconto	Ruth Giese, 538 Peshtigo Brook Rd, Suring WI	54174-	920/ 842-4041
36	Outagamie	Therese Schroeder, W4351 Kropp Rd, Black Creek WI	64106-	920/ 984-3710
37	Ozaukee	Harold R Nieman, N62 W658 Riveredge Rd, Cedarburg WI	53012-	262/ 377-3657
38	Pierce-Pepin	John Kelly, N3648 County Road D, Bay City WI	54723-	715/ 273-3549
40	Polk-Burnett	Mark Riedasch, 505 Oak St W, Fredric WI	54837-	715/ 327-8121
42	Price-Taylor	Louise Gonias, PO Box 58, Gilman WI	54433-	715/ 447-8727
43	Racine-Kenosha	<u>Eugene Heckel, 520 N Riverside Dr., Silver Lake WI</u>	53170-	
45	Rock-Walworth	Jay Thull, W1475 W Birchwood Rd., Lake Geneva WI	53147-	262/ 279-3480
46	Rusk	Bruce Anderson, 27275 276 th Ave, Holcombe WI	54745-	715/ 595-6446
47	Sauk-Richland	Eugene Setwyn, S3114 State Rd 136, Reedsburg WI	53959-	608/ 524-3833
48	Sawyer	Charles Groth, 12729 N Small Rd., Hayward WI	54843-	715/ 634-3938
49	Shawano	Jesse Hanke, W17857 County Rd Q, Wittenberg WI	54499-	715/ 253-6042
51	St Croix	Steve Swor, 1099 Orange Ave E, St Paul MN	55106-	651/776-7901
53	Tri-County	Michael Otte, 1164 Zeman Rd., Eagle River WI	54521-	715/ 479-4552
54	Vernon	Dean Daniels, S1291 Kolbo Rd Westby WI	54667-	608/ 634-4076
57	Washington	Gary Erdmann, 620 Decker Dr, West Bend WI	53095-	262/ 338-3100
58	Milwaukee-Waukesha	Dennis Rasmussen, N55W31185 Co Rd K, Hartland WI	53029-	262/ 367-2330
59	Waupaca	Stan Boutwell, N5193 Waupaca Rd, Ogdensburg WI	54962-	920/ 244-7967
60	Waushara	Phillip Lind, W2748 County Road M, Pine River WI	54965-	920/ 987-5988
61	Winnebago	Debra Downen, W2614 Fox River Shores E, Berlin WI	54923-	920/ 361-1764
62	Wood-Portage	Carol Cherney, 9340 52 nd St S, Wisconsin Rapids WI	54494-	715/ 325-2342

WI RLCA COUNTY SECRETARIES 2003-2004

3	Barron-Washburn	Karen Holmstrom, 2245 23rd Av Rice Lake WI	54868-9707	715/ 736-0451
4	Brown	Brenda Hartstern, 3392 Water Division Rd, Denmark WI	54208-8838	920/ 863-3748
5	Buffalo-Trempealeau	Larry Drangstveit, W26277 Drangstvert Ln, Eleva, WI	54738	608/287-4797
7	Chippewa-Eau Claire	Linda Cigan, 18198 50th Av, Chippewa Falls WI	54729-4124	715/ 726-8665
8	Clark	Beth Priekeschat, W7665 Hickory Dr, Withee WI	54498-9126	715/ 669-3699
9	Columbia	Chris Weber, 739 Gale Av, Wisconsin Dells WI	53965-8660	608/ 253-7192
10	Crawford	Roger Forde, PO Box 84, Eastman WI	54626-0084	608/ 874-4204
11	Dane	Joe Rodenberg, 50 Schroeder Ct Apt 102, Madison WI	53711-2520	608/ 438-3508
12	Dodge	Etta Hagen, N2575 Jefferson Rd, Neosho WI	53059-9617	920/ 625-3635
13	Door-Kewaunee	Charmaine Zellner, E1220 Church Rd, Luxemburg WI	54217-8147	920/ 845-5679
14	Lake Superior	Melvin E Raivala, 73500 Raivala Rd, Iron River WI	54847-5734	715/ 372-4674
15	Dunn	Nancy Hainstock, PO Box 474, Colfax WI	54730-0474	715/ 962-3900
17	Fond du Lac-Green Lake	Cyril Serwe, N1876 Hwy 67, Campbellsport WI	53010-2930	920/ 533-4864
18	Grant-Iowa	Barbara Weber, 28115 Munz Dr, Lone Rock WI	53556-9145	608/ 583-5003
22	Jackson	Marlene Bautch, PO Box 215, Hixton WI	54635-0215	715/ 963-2635
23	Jefferson	Joyce Lins, N1983 Cty Rd II, Waterloo WI	53594-9624	920/ 478-2044
24	Juneau	Jeremy Bohnert, N5926 Walker Rd, New Lisbon WI	53950	608/ 562-5407
26	LaCrosse	Dorothy Johnson, 223 Greens Coulee Rd, Onalaska WI	54650-8214	608/ 783-5182
27	LaFayette-Green	John Tuescher Jr, N 391 Dinges Rd, Monroe WI	53566-9737	608/ 325-7590
28	Lincoln-Langlade	Katherine Gane, N10611 Moodig Rd, Tomahawk WI	54487-9746	715/ 453-5478
29	Cal-Man-She	Tina Berg, N3002 Lakeshore Dr, Chilton, WI	53014-9479	920/ 849-2137
30	Marathon	Vicki Lemmer, 528 53 rd Ave, Edgar, WI	54426	715/352-2680
31	Marinette	Mike Wiczorek, 132 ½ N Emery Av, Peshtigo WI	54157-1214	715/582-2845
32	Marquette-Adams	Donald Dahlke N2115 15 th Lane Montello WI	53949-8724	608/ 297-9043
34	Monroe	James Gerke, 25357 Hockey Av, Tomah WI	54660-6650	608/ 372-3131
35	Oconto	Bridget Soderbeck, 8926 Elm Rd, Suring WI	54174-9533	920/ 373-4013
36	Outagamie	Judy Peters, N6436 Cty C, Seymour WI	54165-8421	920/ 833-6684
37	Ozaukee	Jeffrey S Pauly, 300 South Judge Dr, Saukville WI	53080-1838	262/ 284-7019
38	Pierce-Pepin	Pam Quarberg, W1813 Co Rd D, Nelson WI	54756-8111	715/ 673-4389
40	Polk-Burnett	Sue Heiderscheidt, 2020 180th Av, Centuria WI	54824-7704	715/ 646-2186
42	Price-Taylor	Rodger S Mravik, 410 S 9th Av, Gilman WI	54433-9398	715/ 447-5777
43	Racine-Kenosha	Ruth Atwood, 9151 184th Av, Bristol WI	53104-9612	262/ 857-7275
45	Rock-Walworth	Patricia Kehl, N7417 Co Rd ES, Elkhorn WI	53121	262/642-7187
46	Rusk	Bonnie Lang, N6736 Cty Rd H, Sheldon WI	54766-9510	715/ 452-5123
47	Sauk-Richland	Alice Cummings, E10164 Terrytown Rd, Baraboo WI	53913-9234	608/ 356-6233
48	Sawyer	Sandra Henkels, N7936 Chappell Rd, Springbrook WI	54875-9412	715/ 766-3016
49	Shawano	Debra Reinhardt, W1569 Middle Dr Pulaski WI	54162-7743	920/ 822-5753
51	St Croix	Vicki Galgowski, W8114 830 Av, River Falls WI	54022-4214	715/ 425-7093
53	Tri-County	Rose Welch, 7092 Highway X, Three Lakes, WI	54562-9209	715/ 546-8928
54	Vernon	Bruce Mullendore, 15262 Bufton Hollow, Viola WI	54664-8736	608/ 627-1724
57	Washington	James L Etzel, 20179 W Good Hope Rd J3, Lannon WI	53046-9782	262/ 255-2726
58	Milwaukee-Waukesha	Mark Becker, W335 N 7027 Stone Bank Rd, Oconomowoc WI	53066-1405	262/ 966-3344
59	Waupaca	Lois Graper, W10980 Riverside Rd, Marion WI	54950-9020	715/ 754-4904
60	Waushara	James Zelinske, 3573 Blackhawk Av, Redgranite WI	54970-7053	920 /566-4035
61	Winnebago	Tammy Lucht, 5524 W Reighmoor Rd, Omro WI	54963-9439	920/ 685-6439
62	Wood-Portage	Karen Lind, 4032 Simonis St, Stevens Point WI	54481-2438	715/ 341-9299

STATE CONVENTION RECAP

First of all I would like to thank all for the support you have shown me over the past two years as your committeeman. I would also like to thank Lincoln-Langlade and Tri-County for the outstanding job they did in hosting this years State Convention. I would like to give a special thanks to Barbara Schmidtbauer and her committee for all the hours of work they put into this monumental task. The family hospitality function, the auction and the banquet were all very successful and all had good times. Those of you, who did not attend the State Convention, missed out.

My intent with this article is to recap from my personal notes what I felt were the highlights of our state convention this year, so here goes...

OFFICER ELECTIONS

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

President - Bill Jarzombeck ran unopposed and was reelected unanimously by voice vote.

Vice-President - Marty Schmidt ran against incumbent Jim Polk, and Marty Schmidt was elected as your new Vice-President with 416 of the 593 votes cast. Congratulations to Marty on her new positions and thank you to Jim Polk for all the efforts during your term in office.

Secretary/Treasurer - Karen Schauer ran unopposed and was reelected unanimously by voice vote.

Committeemen

1st Position - Louise Gonia retired. Thank you Louise, for your efforts and dedication over the years. Don Wyman ran against Linda Vanden Plas and Linda received the majority of the vote's cast and 321, and was elected as your new 3-year committeeman.

2nd Position - Don Wyman, Nancy Hainstock and Lisa Wojinarowski ran for position vacated by Marty Schmidt and Nancy Hainstock received 321 votes and was elected as your new 3-year committeeman. The final vote cast being a runoff between Nancy and Lisa.

Constitution and By Law Changes.

The following constitutional changes were voted on and passed.

Article 11, section 1,2,3,4,5,6. This article pertains to trusteeship and has been incorporated into our constitution and bylaws and is a requirement for

us to comply with the labor/management reporting and disclosure act of 1959.

Article 5, paragraph c. The election committee has been reduced from 7 to 5 members. This number was reduced due to improved methods used in counting ballots.

Article 6 - Allowances. Daily rate of pay for LWOP for officers and the state steward attending conventions is to be changes from 9% compensation allowance to as defined in 46K step 12. This is being done to simplify salary compensation and to provide equitable compensation for union duties. The reason for this change is that the post office does not compensate for FERS contribution while on union related activities while under the status of LWOP. Other changes were made in section 2 and section 8 relating to compensation for steward training. Also dues increased under section 4 and compensation changed to auxiliary and all other related areas. Also all state officer allowances were increased to be inline with National guidelines.

Article 7 - National Per capita dues were increased by 7%. All other monitorial references were adjusted accordingly.

Non-Binding Resolutions.

There were 35 resolutions proposed; and all had some merit but of the 35, 12 passed. Some of the ones that I highlighted was a resolution for the NRLCA to develop a program to train association officers and stewards about he USPS processing plant operating procedures so we could assure ourselves of a more accurate mail count and inspect plants with trained personal. Also to conduct a national rural route satisfaction survey. Also have the national officers change the sick days to personal days. That we negotiate a higher time standard going from 2 minutes per mile to 2 minutes 30 seconds per mile. Also that we be given actual time for handling hold mail and that we be given credit for removing shrink rap and that we be given credit for canceling stamps and that we be given credit on all boxes of checks to be counted as parcels. And that they let auxiliary routes grow, providing available territory, to grow to J or K routes.

Keynote Speakers.

William Mitchell, Lakeland District Manager.

William greeted the membership and I thought presented himself sincerely in regards to the work place atmosphere, management/labor communications, supervisory training and advancement opportunities. Bill recognized the need to improve upon the employee/management relations as being one of his primary concerns. He referred more than once on the employee survey and intends on using this survey to improve upon our work place atmosphere. He also took questions from the floor and was questioned repeatedly

about sick leave policies, late starting times, and how that is affecting our accident rates and employee moral. Bill addressed all of these issues and his plans to make improvements and take actions on the other issues. Bill also talked about a strategic plan and in this plan we are looking at no postal rate increases until 2006 and that we are going to be getting some federal assistance in regards to our contribution made to the retirement funding. Bill also brought up on a number of occasions in his speech about how people will be treated with dignity and respect and as human beings in the Lakeland Cluster under his direction and in addition noted that management will follow the guidelines outlined in our manuals and policies.

Mark Rosenwinkle, USPS Operations Great Lakes area.

Mark discussed sales and how this has affected budgets. Mark stated revenues are down by 1.8 billion. and consequently it has necessitated a re-adjustment of our budget. Mark indicated that first class mail was up 2.1%, standard a mail was up 1.5%, parcel post is up 6%, express mail was down 6% and priority mail was down 13%. The gain in these various categories did not offset the losses due to the decline in mail volume. He also mentioned we added 1.8 million delivery points this year and we still are generating less revenue. He then went onto discuss the presidents commission on the USPS and their recommendations will be coming out some time in July. We will have to keep an eye out for this as this could make a monumental change for our postal system. He also brought up his working relationship with our association implying since the last contract we have begun to re establish and improve upon our communications and cooperation. He also mentioned in the Lakeland area 75% of the routes were counted and standard hours went down by 1700 nation wide but in the Lakeland area standard hours went up by 173%. 16 aux routes went to H routes, 19 K routes to J routes.

Clifford Dailing, NRLCA Officer

Clifford reviewed our health insurance and the potential for changes and we went over some legal requirements in regards to our county charters and constitutions. Clifford also made a presentation in regards to the arbitrator's request that the USPS and the NRLCA work on revamping or coming up with a different compensation incentive system. Clifford reviewed 4 different plans, 1 plan referred to standard hourly rate of pay verses our current evaluated system, second proposal pertained to group incentives based on targets and meeting performance goals. The third proposal was extending the Christmas period

which did not appear to me to provide an incentive and the fourth proposal pertained to conducting studies taken on each route, broken down by office time and street time establishing a normal work base and providing an incentive if worked beyond expectation. This study would be perhaps 2 to 3 days and this would be somewhat similar as to how the city routes are studied. Cliff also answered a number of questions, from the floor. There was considerable discussion in regards to seasonal routes, obviously there is a need for management to clarify and distribute a policy throughout the district that we can work with.

Carrier of the Year.

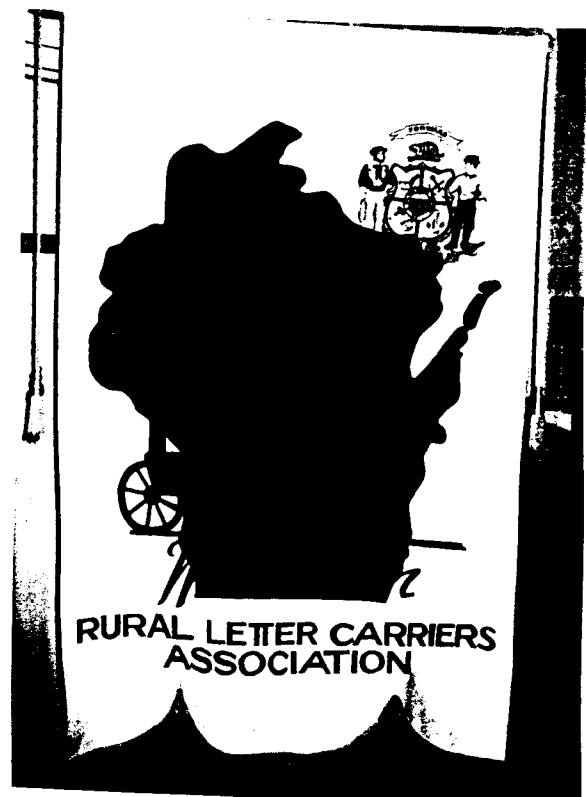
Roger Dobbe has been presented with the carrier of the year award. Congratulation Roger. This award is well deserved. I know that I speak for all that Roger is always there when needed and always willing to help. Roger you are an asset to the association and your fellow carriers.

Summation

All in all I thought the convention was a success and a very eventful one. Our district manager appeared to be generally concerned about how management values us and how we perceive them. We have heard much praise and this sounds very encouraging and I hope that they follow through with their stated comments.

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

Your Committeeman
Bill Foley



<u>CATEGORY</u>	<u>Budget in 02-03</u>	<u>Actual in 02-03</u>	<u>Approved for 03-04</u>
Member Cash Dues	\$12,500.00	\$17,699.00	\$13,000.00
NRLCA Dues Withholding	\$275,000.00	\$278,756.09	\$280,000.00
GMAC	\$12,300.00	\$13,730.00	\$13,000.00
Interest Income	\$7,000.00	\$6,922.10	\$7,000.00
Publications/Contracts/PO-603	\$250.00	\$158.00	\$250.00
Nat'l Reimbursement/Breakfast	\$18,000.00	\$11,392.20	\$11,500.00
NRLCA Steward Training	\$12,500.00	\$14,096.25	\$14,000.00
Total Income	\$337,550.00	\$342,753.64	\$338,750.00

Expense

Salary	\$80,000.00	\$82,923.61	\$85,000.00
Sub-Hire/LWOP/DROP	\$30,000.00	\$35,998.18	\$40,000.00
Payroll Taxes	\$10,000.00	\$10,182.50	\$13,000.00
Benefits	\$15,000.00	\$14,029.98	\$15,000.00
Travel/mileage/perdiem/hotel	\$26,000.00	\$23,854.65	\$26,000.00
Office Supplies	\$3,500.00	\$4,665.99	\$5,000.00
Phone Expenses	\$8,500.00	\$5,642.10	\$6,000.00
Equip/Rental/Purchase	\$4,000.00	\$7,900.80	\$8,000.00
Postage	\$3,000.00	\$4,014.51	\$4,500.00
Printing	\$10,000.00	\$951.09	\$1,000.00
Dues Refunds	\$500.00	\$365.80	\$400.00
Auxiliary Dues	\$25,000.00	\$27,092.85	\$30,000.00
County Dues	\$21,500.00	\$21,588.50	\$22,000.00
Nat'l Dues	\$6,000.00	\$8,778.00	\$8,500.00
MidStates Dues/Expenses	\$1,300.00	\$472.35	\$1,300.00
Newsletter	\$250.00	\$10,576.80	\$12,000.00
Steward Educ/Training	\$16,000.00	\$11,467.95	\$17,000.00
State Conven/Conference Expenses	\$6,750.00	\$7,184.51	\$7,500.00
GMAC Promotions	\$12,300.00	\$11,328.20	\$13,700.00
National Conv Expenses	\$44,000.00	\$46,320.64	\$50,000.00
Legal Fees	\$150.00	\$0.00	\$1,000.00
Accounting Fees	\$2,500.00	\$1,527.60	\$2,500.00
Total Expense	\$326,250.00	\$336,866.61	\$369,400.00

Continued from page 4 Karen

Assistant State Stewards. Tom and Bill will help with Steward training. Chris will attend Labor/Management meeting in the Northland District but will have other board members rotate attendance at the Lakeland District Leadership meetings. Karen made a motion, seconded by Bill F to pay Chris' cell phone bill and that the phone be turned on during published office hours unless Chris is at home. Motion carried. Chris will publish his set office times in the next Newsletter.

The following appointments were made: Nancy will be our representative for GMAC and Provident Guild, Linda will be in charge of chair-backs and flags, Tom will be the new Executive Committeeman and Nancy will replace Sue Heiderscheidt on the Northland DJSC in October.

Newsletter articles are due by June 20th. Article suggestions were made. Expenses vouchers and bills submitted by the Resolutions and Constitutions & Bylaws committees for printing were discussed and approved.

A special Board meeting will held July 13, 2003 with Tom to find a meeting place in Stevens Point. Board Policies will be discussed at this meeting.

In a motion by Karen, seconded by Tom and carried, the meeting was adjourned at 9 p.m.

Respectfully submitted, Karen E Schauer
WI RLCA Secretary/Treasurer



2003 National Delegates vote tabulation		
1	Chris Bouche	573
2	Karen E. Schauer	498
3	Bill Jarzombek	487
4	Dennis R. Nelson	483
5	Ruth Moody	470
6	Martha "Marty" Schmidt	431
7	James H. Polk	420
8	Larry Sonnenburg	393
9	Tom Bittner	389
10	Al B. Bengtson	378
11	Lisa "Wojo" Wojnarowski	373
12	James R. Landry	361
13	John Tuescher Jr.	352
14	Daniel L. Strobel	345
15	Chris Weber	316
16	Bill Foley	313
17	Mary Oherron	295
18	Vilas M. Smith Jr.	280
19	Louise Gonja	280
20	Mark W. Becker	267
21	Robert Pederson	250
22	Judy A. Peters	245
23	Barbara Weber	243
24	Bob Lueck	226
25	Dan Wiedenhoeft	226
26	Don Koch	223
27	Thomas Balza	222
28	Sue Heiderscheidt	219
29	Linda VandenPlas	219
30	Bill De Nucci	218
31	Deborah Siefert	207
32	Roger D. Schewe	204
33	John M. Phillips	203
34	Richard Pfeifer	201
35	Kay Van Laanen	197
36	Cherie DuLac	184
37	Lois Graper	184
38	Dale Masanz	181
39	Ann M. Dalke	177
40	Vicki L. Kohls	169
41	Karen Holmstrom	152
42	Roger Dobbe	145
43	Therese Schroeder	141
44	Louan Friend	138
45	Donald F. Hiegel	137
46	Douglas E. Hare	136
47	Charles R. Lilley	121
48	Neil J. Mott	121
49	Donald R. Johnson	119
50	Etta Hagen	106
51	Kathleen M. Ekern	106
52	Ed Ebenhoe	104
53	David Faulkner	101
54	Barry Zeich	95
Total Ballots mailed		3285
Total Ballots returned		987
Total Ballots voided		21

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<u>STATE OFFICERS</u>	<u>ADDRESS</u>	<u>PHONE</u>	<u>ASSIGNMENTS</u>
William Jarzombeck President	929 Katie Lane Oregon, WI 53575-3249	608-835-8260	Crawford, Grant-Iowa Lafayette-Green, Rock-Walworth Sauk-Richland, Columbia, Dane
Martha (Marty) Schmidt Vice President	7088 Old 57 Rd. Greenleaf, WI 54126-9748	920-427-6200	Cal-Man-She, Dodge, Juneau Fond Du Lac-Green Lake Dodge Marquette-Adams
Karen Schauer Secretary/Treasurer	5857 Prill Rd. Eau Claire, WI 54701-8215	715-832-5211	Buffalo-Trempealeau, Jackson Chippewa-Eau Claire, La Crosse, Monroe, Vernon
Chris Bouche State Steward	E 691 Cty. Rd. K Luxemburg, WI 54217-8443	920-845-5663	Door-Kewaunee, Clark Marinette, Wood-Portage Shawano, Oconto
Tom Bittner Chairman	619 Park St. Chilton, WI 53014-1551	920-849-7350	Jefferson, Ozaukee Milwaukee-Waukesha Racine-Kenosha, Washington
Bill Foley Committeeman	4610 Tanglewood Drive Eagle River, WI 54521-9428	715-479-6231	Lincoln-Langlade, Sawyer Price-Taylor, Rusk, Marathon, Tri-County
Linda Vanden Plas Committeeman	1610 S. Ridge Rd. Green Bay, WI 54304-3206	920-498-2165	Brown, Outagamie, Waupaca Winnebago, Waushara
Nancy Hainstock Committeeman & GMAC & Provident Guild	PO Box 474 Colfax, WI 54730-0474	715-962-3900	Barron-Washburn, Dunn, St. Croix Lake Superior, Pierce-Pepin Polk-Burnett
Don Wyman Assistant State Steward	1065 Laager Lane Oshkosh, WI 54902-6699	920-233-3083	
Dennis R. Nelson PAC Chairman	1002 55th Street Amery, WI 54001-3013	715-948-2605	