

WI RLCA

May 2003

A message to non-members

You are probably wondering why you received a copy of this UNION newsletter. It is our hope that you will read it and find something of interest to you in it and you will join the vast majority of Wisconsin Rural Letter Carriers who already belong. We know each of you have reasons that you are not now a member.

Maybe you are unhappy about last year's arbitration. We are too. Maybe you think you won't ever need the union, management will always look out for your best interests. Will they? Do they even know what your rights are? Maybe some of you aren't members because you have never been asked to join. I am asking you now. Please join. The form is on page 19. We welcome you.

will speak on the future of the USPS. I am equally pleased to tell you that the National Officer assigned to our state convention is Clifford Dailing, our NRLCA secretary/treasurer. Clifford will bring the latest national news and also give a presentation on possible alternative compensation systems. (alternative to our present evaluated system).

been closed out from automation impact (DPS). The State Steward has a meeting scheduled on April 15 to meet with management to examine the results of the count in the Lakeland District. You can call him after that date to find out about your own office.

I hope to see many of you at the Spring Conference. April 26-27 at the Voyager Inn in Reedsburg. The National Officer assigned to that meeting has changed to Dale Holton, NRLCA Vice President. Dale will speak Sunday the 27th.

I also want to remind you that if you did not sign your mail count form attesting to its accuracy and submitted a written explanation as to why you didn't, you should receive a written response from your Postmaster. When you get that written response you then have 14 days to file a grievance. Call your assigned steward.

I hope that you have all survived the recent mail count. The level of stress goes up considerably especially when it is a 4 week count. Reports that I have heard are that many of you had a small increase in evaluation. I didn't and some of you had further declines. For those of you whose offices have not yet

See you at a union meeting

Bill Jarzombek

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This issue also contains a lot of important information about the State Convention which will be held June 8-10 in Rhinelander. On page 11 you will find a short article about the convention & on page 16 the registration form. The registration deadline is May 20. I am pleased to announce that the keynote address at the State Convention will be given by Dennis Nicoski a National Account Manager with the Postal Service. Mr. Nicoski

NEWS & VIEWS

My name is **Lisa "Wojo" Wojnarowski**.

I am running for the position of Executive Committeeman.

I **am not** a smooth spoken politician just looking for a victory.

I **am** a Rural Letter Carrier asking for your support to protect our jobs.

I **am** currently a Local Steward.

I **am** a Regular Carrier with 10 years experience..

I **am** planning on working my route for at least another 30 years, so the direction and future of our Union deeply concerns me.

I **am** active in our Union.

I **am** a strong and focused person, and believe that these are two characteristics our Union is in need of.

I **can & will**, if elected, make a positive difference in the preservation and betterment of our Union and careers.

I **am** thankful for my family's support, and I am looking for your support as well.

My name is **Lisa "Wojo" Wojnarowski** and I **am proud** to be a Rural Letter Carrier.

The Arbitrator's decision in 2002 caused rural carriers in our area to want as much info on count as possible. The decision was made at the state level that there was not enough time to schedule training statewide. Our county decided to offer special meetings before and after count to help the members in our area make the most of the rural count. These meetings were very popular. Attendance was 4 times what we expected, and carriers came from other counties as well.

This year we again provided extra county meetings to help increase the flow of information to our members. This made it possible for carriers who were not able to attend the count training provided by the state steward to still receive information. We were able to spend time on the issues important to the carriers in attendance. For example, we had a lengthy discussion on phone books as boxholders and how to handle them when NDCBUs were involved. We also discussed sector segment and DPS issues.

With the recent decisions regarding label orientation, time for parcel hampers and retrieving DPS, it is expected that those carriers counting next year will again want extra training. I encourage other county units to consider holding an extra meeting or two next years to address these issues. So talk to your fellow members. Remember that there is no maximum limit to the number of meetings we may have! Use these meetings to increase membership and interest in our union. If you have questions about this issue, feel free to contact me at the Spring Conference or the State Convention.

Mary O'Herron
Vice President, Milwaukee-Waukesha County

President's Post Office Commission

The nine-member President's Commission on the U.S. Postal Service has been instructed to examine all issues related to the efficiency of the Postal Service. This commission has been specially appointed to come up with recommendations to improve the Postal Service and present their ideas to President Bush by July 31.

Ruth Goldway is a member of the Postal Rate Commission, which reviews postal rate requests and grants rate increases on a continuing basis. Ms. Goldway recently sent a letter to the presidential commission advocating privatization of the Postal Service. Privatization would give the Postal Service discipline, Goldway said. "Now, with a monopoly, the only mandate is to break even, so the Postal Rate Commission has kept the Postal Service at the break-even point," Goldway said. "But it hasn't made the Postal Service efficient and responsive to the economy and new technology."

Postal Rate Commission Chairman George Omas said that Goldway's comments did not reflect the views of the rate commission.

The President's Commission on the Postal Service and the Postal Rate Commission are both comprised of citizens with only the best interest of the Postal Service at heart. They seem to be split between two "camps". One camp sees privatization as the panacea while the other camp promotes a cautious, "protect the consumer" attitude.

It would not be surprising to see a mix of ideas when their report is presented to Mr. Bush sometime this summer. A push towards privatization would certainly have many of us in the NRLCA thinking in a different direction. Stay tuned!

Jim Polk

NORTHERN LIGHTS

-Bill DeNucci, Asst. State Steward

Spring is a good time to take a close look at the mailboxes on our routes and return to the Mailbox Improvement Week mode. Besides the obvious aesthetic appeal, we should consider the ease of delivery and safety a well maintained and located mailbox provides us. **The height and condition of the mailbox and its support are areas to focus on for ease of delivery. The mailbox location is extremely important for your safety.** Is it located in a blind spot, too near a driveway, or could it be farther off the road. Discuss any concerns with your Postmaster and try to find a solution involving the willing help of your customer. Good service is our goal.

After this past Mail Count, many of you may have had thoughts on how we may be able to improve or change the way our routes are evaluated and/or how our pay is figured. Every idea is worth consideration. **Our state President, Bill Jarzombek, has been appointed to the special national committee which will be investigating possible changes to our pay system, as mandated by the last arbitration.**

All offices in the 548 Area not currently receiving DPS mail are scheduled to receive automated mail by this summer. Karen Schauer and I will be giving the Rural Automation Training and Edit Book Verification to the affected carriers. You will be entitled to a September mail count if you qualify for DPS. Please contact us after we visit your offices if you have any additional concerns.

And finally, I will leave you with this thought.

*It is better to ask some questions
than to know all the answers.*

James Thurber

Everything but the kitchen sink

Since the start of the mail count I've gotten several calls from carriers who have noticed an increase in the amount of mail that is being run on DPS machines. Carriers are also reporting certain types of mail showing up in their DPS that had previously always come in their raw mail such as utility bills. Because management has the right to decide how much and what kind of mail they process on automated equipment there is nothing we as a union can do to prevent them from putting anything they want into DPS. It is however, important to remember that management has an obligation to provide rural carriers with roughly the same amount of automated mail throughout the year as they did during the count. If mail volume stays the same as it was during the count or goes down, management has an obligation to give the carrier the same percentage of DPS. If mail volume increases, they are required to provide the same weekly volume of DPS to carriers as they received during the last mail count. For example, a carrier receives a total of 1000 letters during mail, of which 500 are DPS and 500 are raw. If the total mail volume were to drop to 500 letters on average 250 of them should be DPS. If the total mail volume increases to 2000 letters and management provides the carrier with 500 DPS letters and 1500 raw letters they will have met their obligation. If a carrier feels that DPS volume has decreased they should submit a written request for review of DPS processing.

Responsibility for monitoring both the quality and volume of DPS was entrusted to the District Joint Steering Committee's (DJSC) since they would have knowledge of local conditions that could have an effect on mail processing. The Lakeland district DJSC put in place a policy where if a carrier feels that DPS volume has decreased they would request an informal two week volume review. To help managers and carriers conduct the review they developed a simple to use form to record DPS volumes for a two week period.

The form can be found at:
www.wirlca.org/Documents/DPSreview.pdf

If either a carrier or a management representative feels that DPS volume has decreased enough on a particular route to justify a formal review the six boxes at the head of the form should be filled in and a time period selected to conduct in the informal review. Normally the middle two weeks of the month will provide the best representative period, holiday weeks should not be included in the sample. No samples will be collected during the months of July, August or December. Management will provide End of Run (EOR) reports on a daily basis to the rural carrier and enter the daily volumes on the form. At the end of the two-week period the daily EOR reports will be totalled and compared with the average number of pieces of DPS obtained during the count minus 10%. The 10% is deducted to account for normal volume fluctuations. The carrier will be provided with a copy of the completed form. If the total EOR pieces do not equal or exceed the minimum count volume, the completed form will be sent to the DJSC for further action on a formal review. If corrective action has not resolved the problem within 30 calendar days of the carrier's written request, management will prepare a Form 4003 (Official rural route description), discontinuing the application of DPS standards. The DPS volume will be reclassified as sector/segment or raw mail as appropriate and a base hour change will be made to adjust the route evaluation. The Form 4003 will be processed with an effective date beginning with the first day of the pay period in which the carrier provided written notification requesting a review of DPS processing.

Agreement has also been reached in the Lakeland district regarding routes that receive two runs of DPS letters on the day after a holiday. If during the most recent mail count the carrier did not receive two runs of DPS on the day following a holiday they would be entitled to additional compensation for the smaller of the two runs of DPS based on the formula used when more than 125 pieces of DPS mail are out of order.

Tom Bittner – Executive Committeeman

What Value ! ! ! ! !

By Martha 'Marty' Schmidt

Every so often everyone must reflect on what is important in their lives—and for their job or occupation. Whether it is a growing family, different neighbors, changing route, or where you spend your time and money, it is good to consider the value of each.

It is almost 100 years ago when some rural carriers with foresight started this association. This organization exists to protect our jobs and us. Even today the passion, vision, and desire that went into forming the National Rural Letter Carriers' Association (NRLCA) remains alive. It is through active membership that we can say today that we are making a difference in the USPS. That also remains the common thread connecting the past to the present.

Each person joining our association bring in a new ingredient adding value to it. Some members bring wisdom gained through years of working while others share tried but true insights from various experiences.

Each contribution by every member ensures this union remains valuable. That is a key as you reflect on how valuable the association is in your life. The association is dedicated to education and learning also.

The Wisconsin Rural Letter Carriers' Association offers opportunities throughout the year. Spring and Fall Conference speakers always bring us different perspectives. We may not always agree with their message. We can voice our opinion. We can have one on one conversations with members and

national officers. New ideas can add value to our association.

Some of WIRLCA offerings include the newsletter, website, spring conference, state convention, fall conference, and steward training. State stewards provide opportunities to share their knowledge by attending county meetings.

To succeed, it takes a great deal of committed work and a need to connect with people who are truly passionate about the NRLCA. We are enabled to accomplish meaningful goals. We have strength in numbers. Our greatest challenge is to insure we remain a valuable and vibrant organization. We must fulfill our mission of sharing ideas, solutions, and resources. We need to succeed.

This is a personal invitation to join the NRLCA. Don't just sit back and enjoy the benefits! Join those who belong and work for our union. All rural carrier benefits and conditions of employment would be different without our NRLCA. Your career and your future are up to you.

Feel free to call me with your questions and concerns. 920-427-6200

WIRLCA SPRING CONFERENCE

April 26-27, 2003

Voyageur Conference Center

Reedsburg, WI

608-524-6431

» Saturday, April 26th

1 to 4 PM

» Sunday, April 27th

9 AM to 3 PM

MEMBERSHIP

by Karen Schauer, Secretary/Treasurer

Thank you to all of our members for your continued support of this Association. It takes all of us to make this work and I sincerely appreciate your many efforts.

In an amazingly short time we will return to negotiations for a new contract, and our strength is in the membership numbers. That is why it is especially important that we unite and stand strong in support of our Association. Non-members should make it their number one priority to become a member of the Wisconsin Rural Letter Carriers Association. Remember the NRLCA represents you, and is the only bargaining agency that can. Consider your current benefits and how many you would not have if your entire job was controlled by management and not questioned by your Union. Join the only group concerned about your professional welfare. We need you and yes, you need us!

The National office keeps track of membership by States and by percentage to the amount of routes in the state. Wisconsin has 1721 routes and a membership of 3285 or 190%. Our neighboring states have membership percentages much higher. South Dakota is at 267%, North Dakota 257%, Iowa 243%, Minnesota 209% and Illinois 197%. 200 new members would put Wisconsin at 202% and we would be in the nation's top 10! We can do this. Wisconsin has over 1000 non-members (200+ regulars and 800 RCAs). I'm asking all members to help Wisconsin reach this goal. Ask other carriers in your office if they are members and if not, encourage them to join. Inform and educate them of the benefits of membership. It amazes me how some rural carriers have one reason or another to not support our union, yet call us when they want information about their duties and or their job is in jeopardy. We want all rural carriers to join so they will receive the same information that others do from their State and National levels. At the

State Convention I will have prizes and or awards for counties that bring in the most new members. Also, for a limited time I will send a 'bank bag' that can be used to hold stamps and other postal forms, to all new members that join. Thank you all for your efforts!

Voting for National Delegates:

About the middle of May all members will be receiving an Election Ballot to vote for delegates to the 2003 National Convention in Chicago. Please take this matter seriously. Remember, those delegates we send to national convention are developing policy to be set for our Association. Policy that affects YOUR JOB!

You will be able to vote for no more than 34 delegates. You may vote for less. Vote only for people that you know will represent your views and are well informed about the issues. Don't just vote for every other one or all of one gender or another or some other random method. Vote intelligently! Last year I sent out about 3200 ballot but only about 1000 or so were sent back. If you choose not to vote you only make the other guys vote more powerful. Results of National Delegate elections are announced at the State Convention.

Easy Address Change:

Postal employees should be the first to change their addresses when they move.

There's a new way to change your address, which only takes a few moments of your time. Log on to "Employee self-service" from a postal computer. From there, use PostalEASE to maintain your mailing address and emergency contact information. You can also adjust your Thrift Savings Plan and Flexible Spending Accounts, as well as allotments and W-4 deductions.

You'll need a password to accompany your social security number. If you don't have one, the website will allow you to request one be mailed to you. Password and system help can be obtained by calling 1-877-477-3273.

The old way to make your address change still works. Employee's Current Mailing Address Form 1216 is available from your supervisor and is processed by your servicing personnel office. Finally, if you have a

Continued from Karen page 6

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

Best Wishes to the following

retirees:

Rose Yasick
Terry Engeman
Douglas Wagner
Emeline Johnson
Glenn Opper
Alvin Howell

28 March 2003

Bob Kaspar, president
Branch 507, NALC
2984 Triverton Pike
Madison, WI 53711-5841

Bill Jarzombeck
929 Katie Lane
Oregon, WI 53575
Dear Bill,

On behalf of our branch, I want to thank you and all the rural carriers in the area for supporting our food drive over the past ten years. Most people don't know the difference between a rural carrier and a city carrier, so they don't know and appreciate what you folks do on food drive day without getting near as much credit as the rest of us.

Nationwide, rural carriers add tremendously to the effort, and I appreciate the effort everyone gives to make the day such a success every year. As you probably know, the food collected stays in the city or town where it is collected, so when carriers pick up the food, they are helping their neighbors.

It has been gratifying for me this year to see the work put in early by our partners at the Community Action Coalition, the United Way, and dare I say, the U.S. Postal Service. In addition I have been asking branch members to invite their family, friends and neighbors to help during the day to move the food along the path to the food pantries. It has been extremely rewarding to see the cooperation during the planning of the food drive, and I hope the NRLCA will offer its support to this worthy community cause.

Sincerely,
Bob Kaspar

EVERY JOB IS A SELF POR-
TRAIT OF THE PERSON WHO
DID IT."

AUTOGRAPH YOUR WORK
WITH
EXCELLENCE.

A Prayer for Understanding

Teach me, Lord, the meaning of your
laws,
and I will obey them at all times.
Explain your law to me, and I will
obey it;
I will keep it with all my heart.
Keep me obedient to your
commandments,
because in them I find happiness.
Give me the desire to obey your laws
rather than to get rich.
Keep me from paying attention to
what is worthless;
be good to me as you have
promised.
Keep your promise to me, your
servant
the promise you make to those
who obey you.
Save me from the insults I fear;
how wonderful are your
judgments!
I want to obey your commands;
give me new life, for you are
righteous.

Psalm 119: 33—40
Submitted by State
Chaplain
Ruth Moody

COOCHIE, COOCHIE, COO

You are laughing, while someone is tickling you, yet it's not really funny. In fact, most people absolutely hate being tickled. There are similar contradictions in many other areas of our lives, as well.

It would seem logical that a person would really feel fortunate to "get something for nothing" but the reality is that you are not able to appreciate something - unless you work hard to earn it.

Imagine that an extremely wealthy candidate is running for Congress. Their opponent is hardworking and bright but unable to afford the high cost of a political campaign, so, nobody gets to hear how he stands on the important issues. In a perfect world each candidate would be judged on their qualifications, rather than their social status. We don't live in a perfect world.

It is highly unlikely that anyone experiences a feeling of joy when they are writing out a check, especially if there is only "a possibility" of receiving something of value. You, and/or your spouse, may question the logic of contributing to the NRLCA Political Action Committee when you can't see any immediate benefit. Yet, consider the alternative. If you don't write out that check there may be a high "probability" that you could lose something of an even greater value.

I will mention a few examples of the value that our members receive from their contributions to PAC. Our funds have helped to elect some of the members of the House Committee on Government Reform and the Senate Committee of Government Affairs. These Legislators, of both political parties, have seen the wisdom in passing a measure which would correct the Postal Services' overpayment, into the Civil Service Retirement System.

These bills (H.R. 735 and S. 380) represent a tremendous value to our members. By eliminating the \$78 billion overpayment, to the CSRS account, the Postal Service should be able to avoid raising postage rates until 2006. As you know, when rates increase our volume decreases and, of course, that means lousy mail counts and a corresponding lousy route evaluation. Plus, without this legislation, there would be an additional burden for our Unions' offi-

cers, when trying to negotiate contractual wage increases, when the Postal Service is facing financial difficulties.

It's pretty tough to put a monetary value on such legislation, but it will certainly benefit all active Rural Carriers. Let's say that I convince you to mail a \$26 check, written out to PAC. If we divided that check evenly among all the Congressmen and Senators - they would each receive about a nickel. Nowadays, 5 cents doesn't buy too much ad time on television. If I can convince all 3,000+ members, of the Wisconsin Rural Letter Carriers' Association, to contribute \$26 we could level the playing field for every candidate and enable the most qualified person to prevail. But, we don't live in a perfect world.

I have to be realistic. Not every member of our Association will contribute to PAC. But you can! I can't make you contribute, but I can make you think about it.

Retirees, and everyone who hopes to retire from the Postal Service, would stand to benefit greatly from H.R. 594 and S 349 which propose the elimination of the Windfall Reduction and Government Pension Offset. H.R. 577 and S 319 are bills which propose that the employers' share, of our health insurance premium, be increased. I won't go into too much detail on these bills because I'm certain that our National magazine will cover them in depth.

Such legislation stands to benefit active and retired members of our Association. These things don't just magically happen. Again, we don't live in a perfect world. Our NRLCA officers need to build relationships with legislators and educate them on the issues that affect us. The harsh reality is that unless we have helped them - they may not be willing to help us.

I keep looking for a way to motivate our members, to contribute to PAC. Let's say I'm looking for that ticklish spot, because I know that everyone has one. You can save us both some embarrassment by just pretending that you have been tickled. Maybe giggle a little bit while you are writing out a \$26 check, payable to:

NRLCA PAC Mail it to: **DENNIS R. NELSON**
1002 55TH ST
AMERY WI 54001

Your contribution is not tax deductible. I will send each contributor a PAC pin and everyone, who contributes \$26 or more, will have their name appear in our National magazine. Contributors of \$50 or more will have their names listed on the wirlca.org web page. Thank you!

GO AHEAD. BE SELFISH.

-Bill DeNucci, Asst. State Steward

I send greetings to our carrier members and non-members. I will not dwell on the advantages of unionism, as I believe that to be self-evident. **Look around at other employees in your community and you will generally find that those with union representation have more job related benefits and protections than those without union representation.**

Our union is required to represent both members and non-members in the bargaining and grievance process, however **the strength of our association is directly related to the number of members it has and the degree to which they are informed and active.**

Our association (union) is directed by majority rule. **The members in attendance at meetings determine what our priorities are; including what benefits and protections we will seek through the bargaining process.** We are organized into county units, state units, and a national unit. Meetings provide members opportunities to exchange and compare information. Changes may be introduced at the bottom, or anywhere up the ladder. **The more members a county or state has, the more voting strength (delegates) it will have to promote its agenda.**

Resolutions are the vehicle for change in the union and determine the union's focus and goals. Resolutions may be introduced at the county meeting and forwarded to the state convention, or may be submitted directly to the state convention, and subsequently submitted to the national convention. Resolutions generally begin with a statement of fact or condition (whereas... and whereas...) and are completed with a request for action (therefore, be it resolved...). Resolutions may be binding (required action) or non-binding (suggested action). Resolutions are passed by members at the meetings. You are not helping the union when you join and participate...you are

helping yourself. So go ahead. Be selfish. Join the union and attend the meetings. You are your best advocate.

*Whatever you can do, or think
you can,
begin it.
Boldness has genius, power
and magic in it.*

Goethe

National Convention Delegates

The following were received after the deadline for the last issue.

I was so proud to represent the rural carriers of WI at the National Convention in Portland ME last year! I would love to do it again this year. I have been a rural carrier for 20 years... almost 15 as a regular. I carry route 1 out of the Centuria Post Office. I am the sec-treasurer of the Polk-Burnett Association. I am on the Northlands DJSC for QWL/EI. I am currently the craft co-chair representing the rural carriers of the district. I work very hard to keep informed about issues and concerns of rural carriers and the Postal Service. I would appreciate your vote when the ballots come out for delegates to the 2003 NRLCA National Convention in Chicago. Thank you very much, **Sue Heiderscheidt**

Hello, I would again appreciate and welcome your support to be a delegate to the National Convention, Chicago, August 2003. My rural carrier activity includes; President, Jefferson County Association, involvement on committees at State Convention, attends spring and fall conferences. Issues I am concerned about are; lack of respect for the carriers, EMA, credit for parcels, starting times, and the evaluated system vs. time clock accounting. I would welcome the opportunity to represent our Rural Carriers at the National Convention.
Daniel Wiedenhoef

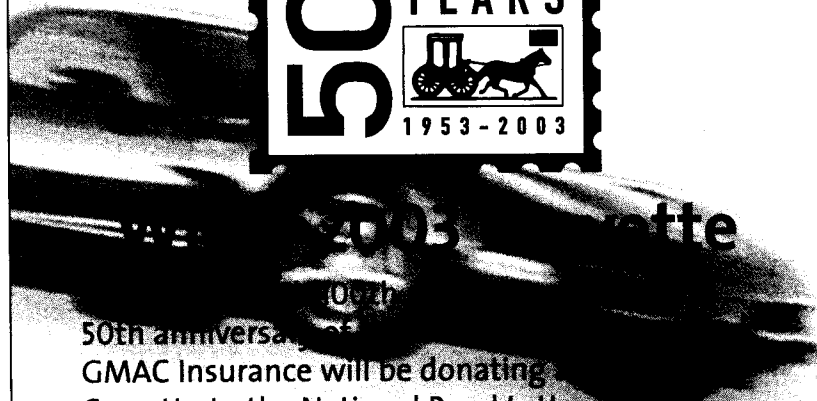
Welcome New Members!

Lori Barber
Carol Bergen
Kathleen Clausing
Peggy Coopman
Debra Hooyman
William Jacobson
Joan Kloman
Bradley Knight
Robert Lee
Donna Mehaffey
James Neville

Kathryn Privett
Todd Rideout
Gina Schupp
Nikki Shultis
Debra Sorge
Mari Spencer
Frederick Tillman
Cheryl Toner
Judith Van Lanen
Deb Lowney
Joyce Miller

Linden Simonson
Calvin Lewis
Fredrick Kopitzke
Bruce Laughrin
Rickey Krueger
Katherine Oswald
Linda Faherty
Jennifer Flanagan
Ashley Kees
Angela Onesti
Audrey Johnson

1-800-847-2886



50th anniversary of
GMAC Insurance will be donating a
Corvette to the National Rural Letter Carrier
Association to be given away by the RLC to
one lucky member. Every Rural Letter Carrier
member is eligible to win the Corvette.
GMAC Insurance needs to insure 50,000
vehicles in the RLC Vehicle Insurance Plan.

Call toll free for a free, no-obligation quote from
RLC Vehicle Insurance Program, **1-800-847-2886**,
mention Savings Code RCP.



Vehicle Insurance by
GMAC Insurance

National General Insurance Company - National General Assurance
Company - Reinsurer of Home State County Mutual Insurance Company (TEXAS)
Not available in HI and MA.

Rural Calendar 2003

April 9	Racine-Kenosha County Mtg.	Silver Lake
April 10	Washington County Mtg.	Heidle's
April 12	Rusk County @ Iron Horse	Holcombe
April 26	Monroe County	Kendall
April 26-27	Spring Conference-Voyageur	Reedsburg
April 28	Sauk-Richland County Mtg.	
April 29	Milwaukee/Waukesha	
May 2-4	Mid-States Conference	Rochester, MN
June 8-10	State Convention	Rhineland
August 4-8	National Convention	Chicago, IL

DEADLINE FOR NEXT ISSUE JUNE 20

Rural Free Classifieds

Mutual Transfer:

Platteville, WI 53919— 4 route office 46J seeking route in Sauk, Columbia or Northwest Dane County 608 987-3327 ask for Bob

For Sale:

96 RHD AWD Subaru Legacy Wagon. 145K miles Runs & looks great. Green \$6,400— 608 493-2556 ask for Karen

99 RHD Jeep Cherokee has trays & light bar, new tires. 61K miles \$14,500 715 447-8727 Louise Gonia

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

LINCOLN-LANGLADE & TRI-COUNTIES INVITE YOU TO OUR 99th ANNUAL STATE CONVENTION IN RHINELANDER, WI.

The newly redecorated Holiday Inn Express has everything we need for another great Convention. We are so pleased to have you finally come to OUR PART of this fine State.

On Saturday, June 7th, there is a huge Craft Fair and Antique Car Show on the Courthouse grounds. We also have a Free Bus to Lake of The Torches Casino for gambling fun. We need a Minimum of 25 people who pre-register for the bus to go. Also Convention registration from 9:00 a.m. to 5:00 p.m.

On Sunday, June 8th Morning registration, Seminars, Church and Memorial Service with sessions starting at 2:00 p.m. Hospitality Nite & Auction start at 7:00 p.m.

On Monday, June 9th, we begin with Members and Officers Breakfast, Sessions all day and the Banquet in the evening with great entertainment.

The Junior Tour will include the "WINGED WONDERS".

Tuesday, June 10th, will include session from 8:30 a.m. til ?????

The Holiday Inn Express is located on Rhineland's West Side on West Kemp St. -- Hwy 8 goes east and west and at the first set of stop lights at the intersection of Hwy. 8 and Hwy 47 , go straight ahead - east - This is Kemp St. and the Holiday Inn Express is about 2 blocks from the intersection.

We will have a table at Spring Conference so you can pre-register or get brochures on our part of the state and campgrounds, if you would like to camp. Hope to see you soon!!!!

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

The Wood-Portage County Rural Letter Carriers' Association & Auxiliary recently awarded a \$200 scholarship to Victoria B. Mallek. She is the daughter of Peter & Betty Mallek, Junction City. Her father is a rural carrier at the Junction City Post Office.



STEWARDS PAGE

The count is finally done and the winner is either management or the carriers depending on whom you talk to. I received many, many, many phone calls from carriers and management during the count. Most of them were on smaller issues or questions on receiving credit in column R. We did have a major problem at about a dozen offices that had the DPS mail all mixed up. With the help of Jeanette Dwyer this problem was resolved in our favor with the carriers receiving DPS count plus raw letter count for all the pieces out of order. The carriers were also paid to case the pieces that were out of order. We have told carriers that attended our training and on our web page to keep documentation of anything that you disagree with. This was also stated in the national magazine. I received a call from a carrier who was very upset with the union because they were not told to keep track of certain mail pieces. Carriers who kept track of these items were credited properly. We cannot tell you every piece or type of mail to keep track of. If you believed you did not receive the proper credit you should have documented the item. I stated this at all the training sessions that I attended. I did not see this person at any of the training sessions that I was at. Could it be possible that some of the carriers that are complaining about the job the union is doing are not union members so therefore do not receive the national or state magazine? This carrier was within minutes of the next evaluation. I do not know if this carrier is a union member but if they are not the wage at a higher evaluation would have more than offset the union dues they would have paid. One last issue about the count. Filing a grievance that you did not receive enough mail is not going to be a winner unless you have some documentation that management has purposely held mail during the count period.

The new MOU that was signed concerning special counts may be especially important to some

of you that have L-routes. In the past a special count could be scheduled if your route went over 12 boxes per mile or more. The new MOU also states a special count will be conducted if your L-route goes below 12 boxes per mile. All special counts will be conducted the last 12 working days in September.

Chris

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

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

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

Joining the WI RLCA is the best way to remain informed about your rights and benefits as a rural carrier craft employee.

It's your career and your future.

The Wisconsin Rural Letter Carrier's Auxiliary

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

What is the purpose of the Auxiliary?

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

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

Who are members of the Auxiliary?

The membership of the Auxiliary consists of the spouses of rural letter carriers, spouses of substitute and tempo carriers, and spouses of retired carriers who are eligible for membership in the WI RLCA. Under the payroll deduc-

tion system, the Auxiliary, National, State, and County annual dues are included with the Association.

Is the Auxiliary only for women?

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

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

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

Who can belong to the Junior Organization?

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

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

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

What are the benefits of belonging to the Junior Organization?

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

PROVIDENT GUILD

Case Labels:

New case labels are self-adhesive and are placed on top the label holders. If the rural carrier needs new case labels, time is to be provided to allow the carrier to place labels on label holders.

GMAC - General Motors Acceptance Corporation -

2003 is the one hundredth anniversary of National Rural Letter Carriers Assoc. It is also the fiftieth anniversary of GMAC affiliation with NPLCA. GMAC has insured rural carrier route and personal vehicles for the past fifty years. The big news for this year is GMAC is donating a Corvette to NRLCA for some lucky carder. GMAC has set a goal of 50,000 policies nationwide to be in effect by August. Currently, there are about 45,000 policies issued nationally. GMAC is seeking another 5,000 policies (including friends and family policies). If you are soon to renew your vehicle policy, call 1-800-VIP-AUTO (1-800-841-2886) for a quote. There are some bonus features from GMAC for rural carriers. Towing and Labor packages are available. The packages include roadside service. GMAC also has thorough knowledge of Federal Torts Claims Act, which is important for a rural carrier who has been in an accident.

Some carriers state that the quote they receive is much higher than their present insurance premium. Is the comparison "apples to apples"? I found when asking for comparable coverage, the premium quote was actually less than the premium I was paying. I was paying a business rate for the mail vehicle without a towing package.

GMAC has announced that Rapid Response Road Service, a California based motor club affiliated with GMAC will assist carriers with towing when the insured carrier calls in an accident claim, if the carriers coverage includes towing-labor package plus collision and/or comprehensive coverage.

Provident Guild is a fraternal, non-profit death benefit policy, which can be purchased, by regular, substitute, PTF, RCA, RCR carriers and their spouses up to the day before the insured's 56th birthday. There are benefit classes ranging from \$10 to \$50. The available class depends on the age of the applicant. For example, the \$10 class is open to all. The annual dues are \$10 and do **not** change as one ages. The maximum benefit for that class is \$100; minimum benefit is \$300. The immediate payment when the claim is filed for that class is 30% of the maximum. Any balance is paid following the next national convention. Provident Guild is created and operated by rural carriers for rural carriers. Members of Provident Guild provide their survivors with cash to help cover immediate expenses. Settling an estate can be a long and cumbersome experience. Claims for benefits must be made within sixty (60) days following death of member. Granted nobody likes to think about death, but it is part of our reality. A little pre-planning can help when life becomes chaotic.

RETIREMENT:

Thinking about retiring?? Good for you!! Again planning will help ease the way. Save some money for those first few months. One receives an interim payment, which is less than the permanent annuity, usually. The interim payment often begins two months after retirement.

The big issue is health insurance. Have you kept your federal health benefit? You must have a FEHBP for five years prior to retirement in order to carry health insurance into retirement. (there are exceptions, of course). The carrier who elected self-only coverage can convert coverage to include spouse who prior to retirement had non-federal health coverage. A retired carrier cannot re-enroll in FEHBP if coverage was not carried into retirement; the spouse is then also excluded from future enrollment

Louise Gonia Executive Committeeman

**WI RLCA STATE CONVENTION 2003 JUNE 7-10
RHINELANDER, WI HOSTS LINCOLN/LANGLADE & TRI-COUNTY**

Name: _____ Regular RCA RCR Retired (circle one)

Address: _____ County: _____

City: _____ Zip: _____ Phone: _____

Spouse Name: _____ Junior(s) & Age _____

Association Delegate _____ Non-Delegate _____ Auxiliary Delegate _____ Guest _____

Saturday - Art on The Court House Lawn & Classic Car Show

Saturday - Free bus to Flambeau Casino at 5:00 p.m.
Need at least 25 Number of persons _____

Monday Breakfast buffet w/National, State & County Officers and WRLCA
Members, spouses, aux. Members & guests _____ @ \$10.00 _____

Monday Luncheon Buffet, all attendees welcome _____ @ \$11.00 _____

Monday Junior Tour:
Logging Museum Tour, Winged Wonders, & Family Fun Park,
Go Carts Additional Charge. Pizza Party at Hotel with Music and Prizes.
Includes \$2.00 Junior Dues _____ @ \$14.00 _____

Monday Evening Banquet: Buffet style including:
Roast Beef & Broasted Chicken _____ @ \$20.00 _____
Entertainment included

TOTAL ALL MEALS AND JUNIOR TOUR _____

MAKE CHECKS PAYABLE TO: Lincoln Langlade Rural Carriers Convention, Mail to:
Sue Tews
N1232 Hwy 52
Antigo, WI 54409 Phone - 715-623-7259

REGISTRATION DEADLINE IS MAY 20, 2003

ROOM RESERVATIONS AT THE HOLIDAY INN EXPRESS Rural Carrier Special Rates are \$63.00 + tax for a double and is \$10 per person extra . Make your reservations at 1-800-HOLIDAY or 1-715-369-3600. You can also make reservations on the web at www.holiday-inn.com/rhinelandervi . Please use Group Code WMC for all reservations. The Holiday Inn Express does not have a restaurant. They offer continental breakfast for guests. There is a fast food place and a restaurant close by. Hotel does have an indoor pool.



CONSTITUTION & BYLAWS CHANGE

The following Constitution and Bylaws change was adopted at the 2003 Annual Convention of the (State) WI Rural Letter Carriers' Association. It is hereby submitted to the Constitution and Bylaws Committee of the 2003 National Convention in Chicago, Illinois for consideration and appropriate action.

The following procedures are suggested for effectively presenting state – adopted Constitution and Bylaws Changes:

- 1) Place only one Constitution or Bylaws Change per sheet.
- 2) Present in word document format.
- 3) Indicate whether a Constitution or Bylaws change. Constitution or Bylaws

(b) Article _____ Section _____ Paragraph _____
Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading)

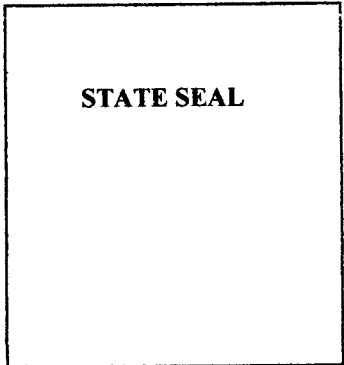
PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Signature _____
State Secretary

Date _____



RESOLUTION

BINDING

CHECK APPROPRIATE BOX

NON-BINDING

The following Resolution was adopted at the 2003 Annual Convention of the (State) WI Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2003 National Convention in Chicago, Illinois for consideration and appropriate action.

ISSUES

Check one:

VEHICLE

RELIEF DAY

BENEFITS

SALARY

WORK RULES

LEAVE RELACEMENTS

TIME STANDARDS

RETIREMENT

GRIEVANCE PROCEDURES

EMA

AUTOMATION

MAILCOUNT

OTHER

CONSTITUTION &
BY-LAWS

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Present in Word Document Format.
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:
By: (a) Name of Document _____

(b) Article _____ Section _____ Paragraph _____

- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

Signature _____
State Secretary

Date _____

STATE SEAL

Sponsor

Revised
NRLCA Form 1187
2000

UNITED STATES POSTAL SERVICE

AUTHORIZATION FOR DEDUCTION OF DUES

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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(SOCIAL SECURITY NUMBER)

LAST										FIRST					MIDDLE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

STREET AND NUMBER	CITY	STATE	ZIP CODE +
-------------------	------	-------	------------

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

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

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

SECTION B - FOR USE BY EMPLOYEE ASSOCIATION

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

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

\$ _____ per pay period.

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

Date of Delivery to Employer (For National Office use)

<input type="checkbox"/>

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

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

Original - NRLCA

50012

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

