

WIRLCA NEWS

July 2006

WISCONSIN

RURAL LETTERS CARRIERS ASSOCIATION



Bill Jarzombeck 2006

The 2006 WIRLCA member of the year is a familiar face to anyone who has attended statewide meetings at any point over the past fifteen years. Bill has been a fixture at Spring and Fall conferences and State Conventions for fifteen years. For ten of those fifteen years he served as a member of the WIRLCA state board including five as President

Our 2006 member of the year has served as a steward for over twelve years holding the positions of local, area and assistant state steward. In addition to steward work Bill has served on committees for the national office for time-studies for scanners and alternative compensation systems. He also served as Chairman of the Constitution and By/Laws Committee at our National Convention. Bill has been active in QWL, he has served as Co-chair for the Lakeland

Continued on page 2

Convention 2006

Once again on the weekend of June 17-18th dedicated carriers from across the state gathered to conduct the business of this association. The carriers from Brown county and their families did a wonderful job of keeping things running smoothly and insuring that everyone had a good time. Convention Co-chairs Brenda

Hartstern and Richard Brockelsby did an outstanding job of coordinating the event.



Rick & Brenda work out the details

The convention kicked off on Friday morning with seminars on retirement given by Human Resources Specialist Diana Ewald. Carriers near retirement received information on what they could expect to receive in benefits after they retire. Friday afternoon got an inspirational start with a church and memorial service. At 2:00 the color guard posted the flags, following this the Pledge of Allegiance was recited. President "Marty" Schmidt introduced the WIRLCA State Board, Auxiliary President Sue Becker introduced the Auxiliary Board and Junior Sponsor Karen Rasmussen introduced the Junior Board.

After board introductions David Martin (Lakekland District Manger), Mark Rosenwinkel (Great Lakes Manager of

Continue on page 2



Diane Susa

Our auxiliary member of the year is Diane Susa. Diane is currently vice-president of the Wisconsin state auxiliary board. She is married to Jake Susa who is a rural carrier for the Marshfield post office. Diane attended her first county meeting in 1990 and has not missed any meetings since. She has attended many state conventions and has also attended national conventions. She has held offices at the county and state levels.

Diane has one daughter, one son, and two step-sons. She also has been very active in her church for many years. Her other activities include TOPS, volunteering for the Marshfield hospital, reading, and doing plastic canvas crafts. She also is a loving grandmother. Please join with us in congratulating Diane as auxiliary member for 2006.



Jacob Susa

Member of year continued

DJSC and as a member of the Central Area Joint Steering Committee. Bill has lobbied Wisconsin's Senators and Representatives on issues of concern to Wisconsin's rural carriers.

Bill was born in Green Bay, Wisconsin. He was raised in Menasha where he graduated from St. Mary's High School. In 1976 Bill graduated from The University of Wisconsin with degrees in Political Science and Economics. Bill and his wife of 34 years currently reside in Oregon, WI. They have three grown children Jeffrey(23), Phillip(21) and Jennifer(18). Bill currently carries mail out of West Side station in Madison, WI.

Congratulations Bill, you've earned it.

What Happened to the Ballots?

I'd like to take the opportunity to thank all the members who took the time to cast votes for National Delegate. This year was unusual in that we sent out two sets of ballots due to an error. The mailing house that has been sending out our ballots in recent years had made some changes and as such was not able to send them out using their postage meter. Due to a miscommunication with another firm with which they had contracted to do the mailing, the ballots were sent out bulk rate. In order to insure that all members in good standing are given the opportunity to vote our ballots are required to be sent via first-class mail. When your State Board became aware of the problem, several possible solutions were discussed with Clifford Dailing, NRLCA Secretary/treasurer. We were informed that the only option available to us under Department of Labor rules was to invalidate the first ballot and send out a second complete mailing of ballots marked as duplicates via first class mail. Our Secretary/treasurer Karen Schauer worked diligently to get the duplicate ballots printed and mailed but we were unable to get them mailed in time to be opened at the State Convention. We were able to change the ballots to insure that even if one of the original ballots was inadvertently opened it could not be counted with our scanner. President Schmidt arranged with the Greenleaf Fire department to use their fire house for opening and counting ballots. We appointed a new election committee and set the date of June 27th to count ballots. We received close to the same amount of ballots this year as we have in the past few years. Our thanks go out to all of you that voted and especially to the members of the election committee and volunteers that helped to get the duplicate ballots opened and counted. Please accept our sincerest apologies for any inconvenience this might have caused.

Convention 2006 continued

Delivery Programs Support) and Nancy Lynn Smith a Lakeland District EAP Consultant. Nancy gave us information on the programs available through EAP, David and Mark gave us a glimpse into the future by informing us about what we can expect in the near future that will affect our jobs. David then recognized several carriers for their contributions to QWL. He was even able to pronounce "Salzwedel" with a little help from the audience. Friday evening ended with a mixer and our annual PAC auction where thousands of dollars were raised for PAC.



Speakers
David Martin, Mark Rosenwinkel and Nancy Lynn Smith

Saturday Morning started off with addresses from Larry Waligora; NRLCA manager of Insurance Programs, Evelyn Miller; NRLCA Auxiliary Secretary, and Ronnie Stutts; Director of Steward Operations. Ronnie updated us on the 2002 mail count arbitration victory. Look for more information on this in the next newsletter.

Saturday afternoon brought the start of business. The Budget Committee recommended that membership dues be increased in order to create a balanced budget. Several resolutions were brought forward one of which was a binding resolution to set up a committee to investigate how the positions of secretary and treasurer should be structured and funded. Finally, the Constitution and By/laws Committee presented several changes including a yearly dues increase of \$14.59 for regular carriers, \$1.25 for retired carriers and \$6.14 for Auxiliary Carriers.

Elections were then held:

- Tom Bittner was elected as President of the WIRLCA.
- Dan Strobel was elected Vice-President.
- Karen Schauer was re-elected as Secretary/Treasurer.
- Lisa "Wojo" Wojnarowski was elected Committeeman.
- Lois Graper was elected to the second Committeeman position.

I would like to express my thanks to outgoing President Marty Schmidt. Marty and her husband Lyle have become close friends. Marty, you will be a tough act to follow .

Tom Bittner, Your President



Lois Graper

Hi! I am proud to tell you that I have been elected as a member of the Wisconsin Rural Letter Carriers board. It is truly an honor and I will work as hard as possible to represent each and every one of you. I was hired as a sub carrier (73) in 1981. The route was classified as a 39H. Needless to say, I didn't work very much the first couple years. After being a sub for eight years, I was able to become full time. After some adjustments on a different route, my route grew to a 41K. Thank you for 1 day a week off.

My regular carrier asked me to go with him to a county meeting. That evening I joined an organization that is more like family than a union. Every meeting that I attend, I still learn something. Seeing friends from all over is a definite bonus. One of the county members asked if I wanted to go to state convention with her. How can having so much fun be educational also! It didn't take long for me to want to go to national conventions as well. I have been going to national since 1999. If someone goes to meetings, sooner or later they are asked to run for an office. I started out as Vice President of Waupaca County, moved to Secretary/Treasurer and am now currently President.

When the position of local steward came about, it didn't take long for me to decide that I wanted to run for this position in our office. Although management and carriers got along quite well, I knew that knowledge would be helpful. I have never regretted that decision. Anytime that a conflict comes up, I am able to find the information

needed to talk to our postmaster. I highly recommend that every office has someone as a local steward. The information you get is priceless.

Some of the other positions that I am involved in include: academy trainer in Wausau, driver's orientation classroom and giving road tests to new hires.

My husband of twenty eight years and I are also active in our church and community. We both belong to the volunteer fire department. I was fortunate enough to be treasurer for fourteen years. When the emergency medical responders started up, we both jumped on board. I have since retired from that group. We were doing all this while owning our own business (a meat processing plant). I am also involved in our church. Having just graduated from the Lay School of Ministry, I fill in leading services when vacations or emergencies come up. Teaching confirmation class is also on the agenda. We are blessed with Two daughters. Angela is attending UW-La Crosse, and Cindy is attending Marion High School.

Thank you for your vote of confidence. If anyone wishes to talk to me, don't hesitate to call. I am open for new ideas and suggestions. Don't be afraid to attend your county meetings. You don't know what you will learn.

Lois Graper
Executive Committeeman

TABLE OF CONTENTS	
Lois Graper - Hello	Page 3
Lisa Wojnarowski - Welcome	Page 4
Linda Vanden Plas - RDWL	Page 5
Sue Heiderscheidt - Insurance	Page 6
Karen Schauer - Minutes and other stuff	Page 7
County Presidents	Page 12
County Secretaries	Page 13
Bill Foley - Filing a grievance	Page 15
New Members	Page 18
2006 Convention Delegates	Page 19
Dan Strobel - Provident Guild	Page 20
Dennis Nelson - PAC	Page 21
Auxiliary and Junior Officers	Page 22
Scholarship and Contest winners!!!!	Page 23



Lisa Wojnarowski

Hello to all of you, my WIRLCA family!

I am so very proud to be writing this article as one of your newest executive committeemen. I was a bit anxious when I had to come up with my first newsletter topic on such short notice, but then it dawned on me that there are still a lot of carriers in our fine state that don't have a clue as to who I am or what I hope to accomplish for our association. Let the autobiography begin...



I have a wonderful husband, Rod, and two rapidly growing boys, Cody(7) and Jace(5). We are also the proud owners of one obnoxious dog and two killer goldfish! Rod and I got married in Arkansas, 9 years ago. We live in West Milwaukee;

Miller Park is practically in our back yard! So, with that being said, if you are ever going to a Brewer game, just let me know and maybe we could cook out at my house!

My hire date was December 25th, 1993 as an RCA; I became the regular carrier on RR4 in Oconomowoc on October 24, 1997. I became local steward in Oconomowoc in 2000; I am currently one of the appointed area stewards for our state. I handle the steward work for the following offices: Big Bend, Eagle, Mukwonago, North Prairie, Sussex, Wales, Johnson Creek, Palmyra, Delavan, East Troy, Elkhorn, Lake Geneva, Rubicon, Iron Ridge, May-

ville, Ixonia, Okauchee, and Waukesha. I can't stress enough the importance of calling your local, area, assistant, or state steward when you have questions. If you are the recipient of discipline, **call your steward**, we can't help you if we don't know that there's a problem. I have handled grievances for discipline, removals, casing equipment, territory, HC Routes, as well as others too numerous to mention. While some issues can be resolved with a phone call, still others take many hours of investigation and research. I am very energetic and eager to do my absolute best on each and every grievance. I most certainly don't have all of the answers but I'm not too shy to ask my peers for help.

I have been an academy trainer in Madison for the past 2+ years and wish I didn't have to rotate off quite so soon. I absolutely love being able to encourage and train new relief carriers; it is an awesome feeling when you see that light bulb go on in their eyes when they finally understand something like classes of mail, carrier endorsed mail, or accountable mail. I'd like to urge other carriers to apply to be an academy trainer when you see an opening posted. It actually takes more hours than my route does, but it is very rewarding.

If you are the type that likes to invest in our future, what better place to start than with the relief carriers that will be doing our routes in our absence.

Those of you that took the time to attend our state convention in Green Bay may recall that I asked for your help to get elected. Now, I'm going to ask for your help again. Bring a new face to our Fall Conference in Stevens Point. If you can get just one new person to attend a meeting, that would mean one more informed carrier out there sharing knowledge. The more informed carriers that we have, the stronger the association we will have. Knowledge is power, and we're never too old to learn.

I will be bringing a new face with me to our National Convention in South Carolina. I will introduce you to her at Fall Conference as well, hopefully! Respectfully & with utmost gratitude,☺

Lisa 'Wojo' Wojnarowski
Executive Committeeman



First time State Convention attendee and RCA Maria Leimuller speaks to the delegation

Linda Relief Day Work List Vanden Plas



Every office should have a relief day work list. You should have been given the opportunity to sign up on the list. The relief day list allows the regular carrier who wants to work their relief day to choose three different options on how they want to receive compensation.

- Option 1: An X day to be immediately scheduled by mutual agreement between the carrier and management. The scheduled X day must be scheduled within the next twelve weeks
- Option 2: Compensation is 50% of the carrier's daily rate of pay, in addition to receiving an X day within twelve weeks as scheduled by management. Management must give the regular carrier at least three days advance notice when the X day is scheduled.
- Option 3: Compensation is at 150% of carriers daily rate of pay. No X day is given.

In all three options, the carrier must notify management of what option they choose no later than the day the relief day is worked. If the regular carrier chooses not to sign the relief day list, the only option is Option 2. The relief day work list should have been established during the two weeks prior to the beginning of the guaranteed period, and the regular carrier must sign up yearly.

Once the relief day work list is established, management will rotate the assignment to work the relief day among the rural carriers on the list. The carrier can remove their name from the list at any time and will remain off until the end of the next guaranteed period. If management has selected the carrier to work, the carrier may take their name off the list but must work that relief day.

Signing up on the relief day work list does not provide an entitlement to the regular carrier to work the relief day due to unavailability of a leave replacement. Management must follow the contract to provide coverage for the route by utilizing the Matrix, PTF's or other qualified leave replacements in the delivery unit. If the route is still uncovered, management can use a TRC or other leave replacements in the office. On some occasions, management may split a route prior to utilizing a regular carrier to work on the relief day. Management may also bypass a regular carrier if it would cause the carrier to exceed the hours of the guaranteed period or to exceed fifty-six actual hours within one week.

Management may select the regular carrier to work his or her assigned route and then the leave replacement that would have been working that route will be utilized on another route in the delivery unit. If the leave replacement has never served that route management may change assignments with other leave replacements who have had experience on the route needing coverage. Management may change the assignments but is not required to do so. A leave replacement might be required to work on a route that they have not previously worked. However, substitutes, RCA's, RCR's serving primary assignments and those assigned to auxiliary routes may not have their assignments changed.

Management will not allow a regular carrier to work his or her relief day in accordance with their personal wishes when a qualified leave replacement is available. Management may allow the regular carrier to work in order to grant the leave replacement a day off. The leave must submit a request, and the regular carrier signs the request indicating agreement. The compensation for working the relief day will be an X day scheduled by mutual agreement. Please remember that it is your option if you want you to sign up on relief day work list. Management must abide by the carriers decision.

RURAL FREE CLASSIFIED

Advertising in this column is available to WI RLCA members for transfers or vehicle related sales only. Ads are free and run as they are received if space is available

Seeking Old Photo

Don Fieldhouse is writing an article for the Iowa County Historical Society Newsletter about some of his father's experiences as a rural mail carrier. Don remembers that a photograph of his dad, Virgil Fieldhouse, a carrier from the Dodgeville area, and his horse driven snow buggy with sons Donald and Gerald in the buggy, was featured on the cover of either our state newsletter or the national magazine. Not sure of the year, but think it was about 1928. Don would like to include this photo in his article. (The family had a house fire and all their photos were lost.)

Any help would be appreciated.

Please contact: Barbara Bergsma, 28115 Munz Dr., Lone Rock WI 53556-9145

608-583-5003 or babergsma@mhtc.net

For Sale

2004 Jeep Liberty RHD, V6 auto, 4wd, Air, Towing Pkg., Power windows, CD player, more asking \$18,000.
Call(920)866 or (920)217-4169

Sue Life Insurance Heiderscheidt



The question of the day is: Have you ever heard of “imputed income?”

Imputed income is a tax on the value of life insurance provided by your employer

when the value exceeds \$50,000. The IRS regulations say that an employee gets up to \$50,000 in life insurance coverage from an employer tax-free. Once the value of the insurance coverage goes above \$50,000, the amount above 50K is a taxable benefit. As rural carrier salaries have increased over the years, more and more active carriers are seeing this deduction on their pay stub.

All regular and PTF rural carriers get free Basic Life Insurance coverage in the Federal Employees’ Group Life Insurance (FEGLI) Program under the labor agreement between the NRLCA and the USPS. To determine the value of an employee’s coverage, you take their annual basic pay (no EMA) and round it to the next higher thousand dollars then add an additional \$2,000 to that amount.

For example, let’s say a carrier’s basic pay is \$49,826. The amount of Basic FEGLI coverage is \$52,000 and this carrier would have \$2,000 in coverage taxed as imputed income. Now you know about the “mystery pay deduction” if you see it on your pay stub.

DENTAL INSURANCE

Rural Carriers can choose to enroll in the NRLCA Dental Plan by the Ameritas Group. You do not have to be covered in any other NRLCA insurance plan to enroll in this insurance plan and all NRLCA members (regular, leave replacements, or retired) are eligible.

With this insurance, you can choose one of four plans to fit your needs. There are over 400 covered procedures. You can choose any licensed dentist. Coverage is provided for preventive, basic and major services. There are numerous other benefits for this plan.

DISABILITY INSURANCE

Group Disability Insurance from Hartford Life replaces a percentage of your lost income if a disability keeps you out of work. While Worker’s Compensation covers work related injuries and illnesses, disability you 24 hours a day, 7 days a week, whether or not it is a work related accident or sickness.

This plan is for regular members only and has two choices. Long-Term Disability benefits take over after you have been disabled for 60 or 90 days. The next open season will be Feb.1-March 15, 2007.

VSP(VISION PLAN) (For Member regulars, PTFs, relief-carriers, retirees, and their families.) You can enroll at anytime during the year. An eye exam is fully covered after co-pay every 12 months. Prescription glasses (single vision, lined bifocals and lined trifocals) are fully covered after co-pay every 24 months, with any frame of your choice covered up to \$120 after co-pay every 24 months plus 20% off any amount over the allowance. Contacts are covered up to \$105.00 towards your contact lens exam (fitting and evaluation) and contacts every 24 months. Your cost for premiums is \$15 per month for self only, \$20 per month for self and one dependent, and \$30 per month for self and family. You will be billed for your Vision coverage premium every 6 months or annually.

Visit the NRLCA website for more information about the insurance options offered to rural carriers and their families. Until next time, be healthy and be safe.

Sue Heiderscheidt

Executive Committeeman



Karen Minutes Schauer

Meeting adjourned at 8:30 p.m.

Thursday meeting called to order by Marty at 8:15 a.m. All board members and State Steward present.

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

Board policies were discussed. A new policy regarding the purchase of alcoholic beverages was added. The new policy will allow using union money to purchase such beverages (beer) at the Spring and Fall hospitality events.

Marty and Karen gave an update on the tabulation of the National Delegate Ballot. Ballots will be counted at the Fire Station in Greenleaf on June 27th. Sue made a motion to pay the election committee one days' per diem and provide a lunch for them and all those that help with the opening of the ballots that day. Motion passed

Membership report was given. 380 new carriers have joined this past year, 175 have either quit or cancelled their membership and 77 of our members have passed away. The overall increase of 128 means we will be able to seat another delegate at the National Convention. It was also decided that there will be a written purchase order for the mailing of the ballots every year

Articles for the next Newsletter will be due June 27th

Board went into executive sessions for a half hour

The board reviewed the constitution changes that were submitted. Several were board supported

The Convention program and committee assignment were reviewed. Arrangements to meet and escort guests were made

Lakeland's seat belt policy was read. Bill will address that issue

The need for supplies for board members and stewards were discussed. It was decided to have various items available at the Fall and Spring Conference.

A guideline for the tellers committee was compiled and will be included with their committee folder

The post convention board meeting will be June 27, 2006 at Greenleaf WI starting at 7 a.m.

At 11:45 a.m. Linda made a motion to adjourn.

Respectfully submitted, Karen E Schauer,

Special Board Meeting: April 10, 2006 -- Sheraton Westport, St Louis MO



All Board members and State Steward present.

Tom made a motion to set time limits for the agenda items. Passed.

Next years' State Steward employment agreement was discussed. The term of the agreement will start the first day of the 2nd full pay period after the state

convention and the agreement will terminate at the end of the first full pay period after the state convention. The severance pay will be removed. Item number 6 (Return of Materials) will be re-written and submitted to the board for approval.

Tom made a motion to make an amendment to our current contract with the State Steward. The amendment will change number 2 (Term of Employment) and terminate the agreement on July 7th. Motion passed and Karen will type it up and will send to both the State Steward and the President for signatures.

Tom made a motion to have the post convention board meeting on June 24 starting at 9 a.m. Place to be determined at a later date. Motion passed.

Linda made a motion to adjourn. Meeting concluded at 6:45 p.m.

Respectively submitted, Karen E Schauer Secretary/Treasurer

Pre-Convention Board Meeting –June 14 & 15 2006 Comfort Suites Green Bay WI

Meeting called to order by President Schmidt at 6:00 p.m. Board members Marty, Tom, Karen, Linda, Sue, Dan and State Steward Bill were present. Karen presented the financial reports and answered all questions. A proposed budget was discussed and completed. The proposed budget will be given to the Budget committee for consideration.

WI RLCA Post Convention Meeting – June 18, 2006 Embassy Suites, Green Bay

Newly elected President Tom Bittner welcomed everyone and called meeting to order at 1:10 pm. Tom informed all that we would have a formal post convention meeting on June 27th at the Fire Station in Greenleaf WI.

Everyone is to bring interview questions for the State Steward candidates and also ideas on where to hold the 2008 Mid-States Conference.

Tom asked Past President Marty Schmidt to check out the facilities for next years' State Convention in Hayward. Tom also thanked Marty for appointing the following people to the committee that is looking into a full-time secretary/treasurer position: Marty Schmidt, Joe Rodenberg, and Vicki Kohls. They will have a preliminary report for us at the Fall Conference. Norris Samb was appointed to the Financial Review Committee, replacing Lois Graper who has completed her 3 year term.

Additional appointments will be announced at the June 27th meeting. Association equipment will be reassigned at that meeting also. Meeting adjourned at 1:45 p.m.

Post Convention Board Meeting June 27th, 2006 Fire Hall, Greenleaf, WI

President Tom called the meeting to order at 7:10 a.m. Members present: newly elected Vice-President Dan Strobel, Sec/Treasurer Karen Schauer, Committeeman Linda Vanden Plas and Sue Heiderscheidt and the newly elected committeeman Lisa "Wojo" Wojnarowski and Lois Graper.

Interview questions were reviewed and the board then went into executive session to interview candidates.

The Board selected William Foley as the full-time State Steward for the 2006-2007 Association year.

10:00 break to set up for the election committee to count ballots.

10:15 meeting reconvened. Linda gave an update on the WI Breakfast at the National Convention. Cost for association, auxiliary and junior members will be \$10 and all other will have to pay \$20. Reservations and monies will be sent to Karen.

A newly updated letterhead will be ordered and supplies will be sent to all board members. Karen supplied Board Policy booklets to board members. She also provided lists

of county officers and updates and training material for Officer training that we will have at the Fall Conference Board meeting. A short training for completing expense vouchers was also given.

A contract with the Stevens Point hotel for the Fall Conference has been signed. The dates are October 14th and 15th. The agenda for this meeting will be discussed at the next board meeting. The next board meeting will take place at the National Convention after the Monday morning officers meeting.

Ways to express our appreciation to those members that attend the National convention as non-delegates was discussed. Linda made a motion to purchase 10 \$20 gas cards and any excess cards would be part of the GMAC door prizes at the Fall Conference. Motion passed.

A question has been raised in regards to who may sign up for GMAC door prizes at the Spring and Fall Conferences and at the State Convention. Lisa made a motion that all attendees; association, auxiliary and juniors can sign up to win. Motion passed.

Tom assigned board members to county meetings and there will be no doubling up of board members attending these meetings. Our constitution and By Laws state that a Board member is to attend such meetings. Board members can exchange counties with another board member if there is a meeting date conflict. Other appointed positions are as follows: Sue – GMAC Rep, Lois – Provident Guild Rep and in charge of Flags and banner, Lisa – Webmaster and in charge of chair-backs and Linda will be Chairman of the Executive Committee.

Karen reported that the National Office has sent us a box of 100th anniversary items from 2003. Karen made a motion that the t-shirts be given to the people that came to help count ballots and that the Christmas ornaments and pins be given to the county vice-presidents as a token of appreciation. Motion passed.

The board went into executive session before breaking for lunch.

In 2008 Wisconsin will be hosting the Mid-States Conference. Lisa volunteered the Milwaukee/Waukesha County to coordinate the event. Tom made a motion to let the county pursue the project. Motion passed.

Lakeland and Northland DJSC appointments were discussed. Lois will replace Bill when he rolls off and Linda will be the new Co-chair for the Lakeland DJSC. When Linda's term is up, Lisa will replace her. In the Northland District, Chuck Groth will replace Nancy Hainstock when

her term is ended. Tom will send a letter to Joey Johnson regarding the new appointments

State Steward Bill made the following reappointments: Tom – Sr. Assistant State Steward, Linda and Roger – Assistant State Stewards and he recommended that Chuck Groth be made an Assistant State Steward.

Recruitment of new members was reviewed. Karen made a motion to continue the \$50 rebate after one year of membership but to discontinue the \$5 that is paid to the recruiters. Motion passed.

Karen requested approval for the use of LWOP days. A short discussion followed and Lisa made a motion that Karen be allowed up to 5 days per pay period to do Secretary/Treasurer work and that she keep a log of her hours. This policy would be reviewed again at the Fall Conference. Motion passed.

Sue made a motion to adjourn at 2 pm.

Respectively submitted, Karen E Schauer Secretary/Treasurer

Membership Totals

June 30, 2006

Dues Method

Cash

Class	Totals
Regular	18
Retired	61
Relief	4
Totals	83

Dues Withholding

Class	Totals
Regular	1581
PTF	3
Retired	899
Associate	30
Relief	1129
RCR	4
Recently Retired	10
Totals	3656
Grand Total	3739

NEXT ISSUE
NEWS ARTICLES DUE
August 15, 2006

2006 WISCONSIN 2006 BREAKFAST

DATE: TUESDAY, AUGUST 8, 2006
TIME: 7:00 A.M.
PLACE: Embassy Suites, Convention Ctr.
CHARLESTON, SC

A Wisconsin tradition continues again this year. We will host a breakfast on Tuesday, August 8, 2006. We can join together to kick off the convention at the Embassy Suites. 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 actual cost of \$20.00. Use karenschauer@wirlca.org for email reservations, but please don't forget to send payment to Karen Schauer. Place 'Breakfast Reservation' in subject line. **EVERYONE MUST RESERVE** by August 1, 2006. We need an accurate count.

Please reserve

NAME _____

ADDRESS _____

NUMBER ATTENDING _____

PHONE NUMBER(____) _____ - _____

MONEY ENCLOSED \$ _____

Send reservation and/or payment to...

Karen Schauer
5857 Prill Road
Eau Claire WI 54701-

2006

Statement of Financial Position

6-30-06

June 30 2006

Financial Activities

2005-2006

Jul'05-Jun'06

ASSETS

Current Assets

Checking/Savings

APCU - CHECKING 2,307.45

244,325.25

APCU - SAVINGS 01 5,308.75

4,532.98

APCU - SAVINGS 05 -WI Breakfast 103,466.63

359,941.06

APCU - Savings 06-Accrual Leave 359,941.06

APCU - Certificate Account 359,941.06

Total Checking/Savings

Total Current Assets

TOTAL ASSETS 8,802.95

8,802.95

LIABILITIES & EQUITY

Liabilities

Current Liabilities 8,802.95

Other Current Liabilities 8,802.95

Payroll Liabilities

Total Other Current Liabilities 347,952.39

Total Current Liabilities 3,185.72

351,138.11

Total Liabilities 359,941.06

359,941.06

Income

GMAC Insurance 12,546.30

Interest / Dividends 10,829.66

Membership Dues 371,421.61

Reimbursements 5,259.59

Sales 1,215.00

Steward Training Dues 14,305.75

Total Income 415,577.91

Expense

Accounting Fees 2,843.90

Awards & Recognition 3,268.00

Education & Training 52.30

Employee Benefits 13,234.44

Equipment Purchases - Admin 221.07

Equipment Purchases - Steward 1,086.14

Lodging - Admin 4,241.36

Lodging - Steward 4,632.68

National Convention 26,773.55

Office Expense - Admin 2,460.85

Office Expense - Steward 1,691.29

Payroll Taxes 15,490.66

Per Capita Dues 68,925.57

Postage - Admin 1,993.83

Postage - Steward 1,852.89

Printing - Admin 226.41

Printing - Steward 218.38

Regional Conference 2,383.10

Repairs / Maintenance - Steward 229.96

Salaries - Admin 13,927.86

Salaries - Steward 86,477.04

Sub-Hire/ DROP - Admin 21,114.99

Sub-Hire/ DROP Steward 4,208.04

Sub-Hire/ LWOP - Admin 31,109.98

Sub-Hire/LWOP - Steward 26,392.97

State Meetings 7,738.79

State Paper-NEWSLETTER 12,463.13

Steward Training 18,206.82

Telephone/Internet - Admin 4,612.11

Telephone/Internet - Steward 4,847.46

Travel - Admin 10,812.52

Travel - Steward 18,654.10

Total Expense 412,392.19

Net Income

3,185.72

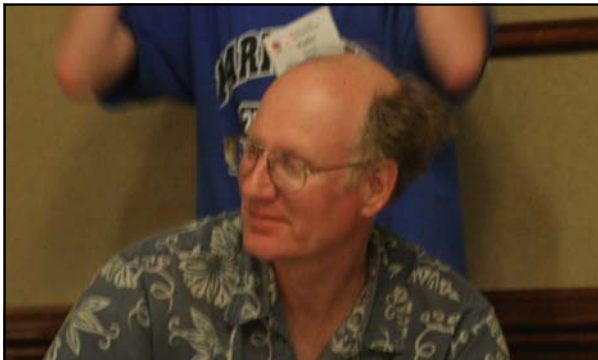


2006-07 WIRLCA APPROVED BUDGET

<u>CATEGORY</u>	<u>Budget in 05-06</u>	<u>Actual in 05-06</u>	<u>Approved for 06-07</u>
<i>Income</i>			
GMAC Insurance	\$13,700.00	\$12,546.30	\$12,500.00
Intrest/Dividends	\$7,000.00	\$10,829.66	\$9,500.00
Membership dues	\$350,000.00	\$371,421.61	\$384,800.00
Reimbursments	\$5,000.00	\$5,259.59	\$5,300.00
Sales	\$200.00	\$1,215.00	\$1,000.00
Steward Training Dues	\$14,300.00	\$14,305.75	\$15,000.00
<i>Total Income</i>	\$390,200.00	\$415,577.91	\$428,100.00
<i>Expense</i>			
Accounting Fees	\$3,500.00	\$2,843.90	\$2,500.00
Awards & Recognition	\$4,000.00	\$3,268.00	\$2,500.00
Education/Training	\$500.00	\$52.30	\$100.00
Employee Benefits	\$18,000.00	\$13,234.44	\$14,000.00
Equip Purchase-Admin	\$1,000.00	\$221.07	\$1,000.00
Equip Purchase-Steward	\$2,500.00	\$1,086.14	\$1,000.00
Equipment rental	\$500.00	\$0.00	\$200.00
Lodging -Admin	\$7,000.00	\$4,241.36	\$3,500.00
Lodging - Steward	\$3,000.00	\$4,632.68	\$5,000.00
National Conv Expenses	\$25,000.00	\$26,773.55	\$50,000.00
Office Exp - Admin	\$2,500.00	\$2,460.85	\$2,500.00
Office Exp - Steward	\$1,500.00	\$1,691.29	\$1,500.00
Payroll Taxes	\$13,500.00	\$15,490.66	\$16,000.00
Per Capita Dues-Aux, Co, Nat'l	\$65,000.00	\$68,925.57	\$67,000.00
Postage - Admin	\$2,250.00	\$1,993.83	\$2,000.00
Postage - Steward	\$2,250.00	\$1,852.89	\$2,000.00
Printing-Admin	\$200.00	\$226.41	\$200.00
Printing - Steward	\$200.00	\$218.38	\$200.00
Regional Conf-Mid States	\$2,200.00	\$2,383.10	\$2,200.00
Repairs & Maintenance-Admin	\$200.00	\$0.00	\$200.00
Repairs & Maintenance-Steward	\$200.00	\$229.96	\$200.00
Salaries & Wages - Admin	\$18,000.00	\$13,927.86	\$18,000.00
Salaries & Wages- Steward	\$71,500.00	\$86,477.04	\$85,000.00
Sub-Hire-Admin	\$26,000.00	\$52,224.97	\$45,000.00
Sub-Hire-Steward	\$47,000.00	\$30,601.01	\$30,000.00
State Meetings	\$8,000.00	\$7,738.79	\$5,000.00
State Paper-Newsletter	\$12,000.00	\$12,463.13	\$12,500.00
Steward Training	\$18,000.00	\$18,206.82	\$18,000.00
Telephone-Admin	\$9,000.00	\$4,612.11	\$4,500.00
Telephone-Steward	\$0.00	\$4,847.46	\$4,500.00
Travel-Admin	\$10,000.00	\$10,812.52	\$10,000.00
Travel-Steward	\$15,500.00	\$18,654.10	\$18,000.00
<i>Total Expense</i>	\$390,000.00	\$412,392.19	\$424,300.00

WIRLCA COUNTY PRESIDENTS 2006-2007

3	Barron-Washburn	Marilyn La Porte, PO Box 591 Spooner WI	54801-0591	715/635-2560
4	Brown	James Landry, 3974 Oakdale Dr., Green Bay WI	54313-8602	920/ 865-3651
5	Buffalo-Trempealeau	Carol Colbenson, S2871 Waumandee Creek Rd, Fountain City WI	54629-7901	608/ 687-8543
7	Chippewa-Eau Claire	Jim Williams, W6380 Sunny Nook Rd, Mondovi WI	54755-8542	715/ 926-4664
9	Columbia	Louan Friend, N685 10 th Dr., Endeavor WI	53930-9533	608/ 587-2787
10	Crawford	Katherine Oswald, 107 N Business St., Wauzeka WI	53826-9739	608/ 875-6803
11	Dane	Roger Schewe, 647 Dunn Ave., Oregon WI	53575-1203	608/835-3789
12	Dodge	Dan Strobel, N4431 Daley Rd., Hustisford WI	53034-9742	920/ 349-3782
13	Door-Kewaunee	Michael Bogenschutz, 3855 Fairview Rd., Bailey's Harbor WI	54202-9009	920/ 868-2605
14	Lake Superior	Debra Hoagland, PO Box 44 Port Wing WI	54865-0044	715/ 774-3364
15	Dunn	Nicole Johnson, E4804 330 th Ave., Menomonie WI	54751-6412	715/ 664-8688
17	Fond du Lac-Green Lake	Alan Bengtson 226 S High St., Markesan WI	53946-7188	920/ 398-3872
18	Grant-Iowa	Jill Jentz, 2832 Jentz Baker Dr., Platteville WI	53818-9715	608/ 348-5595
22	Jackson	Bruce Osegard, 198 Circle Dr, Hixton WI	54635-9513	715/ 963-3122
23	Jefferson	Jim Polk, N3820 Betschler Rd., Helenville WI	53137-9790	262/ 593-8587
24	Juneau	Linda Bohnert, N4767 US Hwy 12 & 16, Mauston WI	53948-9365	608/ 847-4985
26	LaCrosse	David Hanson, 1524 Cliffview Dr, Holmen WI	54636-9665	608/ 526-4371
27	LaFayette-Green	Brenda Armitage, PO Box 131, Albany WI	53502-0131	608/ 862-3472
28	Lincoln-Langlade	Fred Resch, N10398 Cherry Rd, Birnamwood WI	54414-8520	715/ 449-3026
29	Cal-Man-She	Steve Lubach, N8825 County Road J, Elkhart Lake WI	53020-1426	920/ 876-2306
30	Marathon-Clark	Douglas Brodziski, 316 Maple St., Athens WI	54411-0146	715/ 257-9091
31	Marinette	James Delfosse, W 1678 Cty JJ, Wausaukee WI	54177-8648	715/ 732-6996
32	Marquette-Adams	Leeanne Stammen, 339 Eagle Ave., Grand Marsh WI	53936-9744	608/339-9507
34	Monroe	Ralph Parkinson, 825 Dogwood Ln, Tomah WI	54660-2357	608/ 372-5326
35	Oconto	Deanne Tachick, 10923 State Hwy 32, Suring WI	54174-9764	920/ 842-2057
36	Outagamie	Tom Balza, 1831 Silvercrest Dr., Appleton WI	54911-4026	920/ 731-7630
37	Ozaukee	Harold R Nieman, N62 W658 Riveredge Rd, Cedarburg WI	53012-2030	262/ 377-3657
38	Pierce-Pepin	John Kelly, N3648 County Road D, Bay City WI	54723-8027	715/ 273-3549
40	Polk-Burnett	Mark Riedasch, 505 Oak St W, Fredric WI	54837-4639	715/ 327-8121
42	Price-Taylor	LeRoy Steffen, N1974 County Road G, Ogema WI	54459-8317	715/ 767-5474
43	Racine-Kenosha	Ilene Bailey, 15800 128 th St., Kenosha WI	53142-7901	262/ 989-0327
45	Rock-Walworth	Barry Zeich, 408 N Pine St., Orfordville WI	53576-9593	608/ 879-2791
46	Rusk	Bruce Anderson, 27275 276 th Ave, Holcombe WI	54745-8773	715/ 595-6446
47	Sauk-Richland	Eugene Setwyn, S3114 State Rd 136, Reedsburg WI	53959-9588	608/ 524-3833
48	Sawyer	Charles Groth, 12729 N Small Rd., Hayward WI	54843-6387	715/ 634-3938
49	Shawano	Jesse Hanke, W17857 Co Rd Q, Wittenberg WI	54499-8531	715/ 253-6042
51	St Croix	Steve Swor, 1099 Orange Ave E, St Paul MN	55106-2057	651/ 776-7901
53	Tri-County	Alan Zyhowski, 1586 Hwy 45 N, Eagle River WI	54521-9429	715/ 479-4723
54	Vernon	Dean Daniels, S1291 Kolbo Rd Westby WI	54667-9735	608/ 634-4076
57	Washington	Thomas Vigo, 1565 Sherwood Dr., Cedarburg WI	53012-9718	262/ 224-3330
58	Milwaukee-Waukesha	Lisa Wojnarowski, 1202 S 49 th St., Milwaukee WI	53214-3526	414/ 852-4921
59	Waupaca	Lois Graper, W10980 Riverside Rd., Marion WI	54950-9020	715/ 754-4904
60	Waushara	Barb Sellehneim, W7805 Co Rd MM, Wautoma WI	54932-7195	920/ 787-1035
61	Winnebago	Debra Downen, W2614 Fox River Shores E, Berlin WI	54923-8710	920/ 361-1764
62	Wood-Portage	Carol Cherney, 9340 52 nd St S, Wisconsin Rapids WI	54494-9137	715/ 325-2342



WIRLCA County Secretaries 2006-2007

3	Barron-Washburn	Lisa Haynes, N1547 School House Rd., Sarona WI	54870-9045	715/469-3370
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	54738-8919	715/ 287-4797
7	Chippewa- Eau Claire	Linda Cigan, 18198 50 th Ave, Chippewa Falls WI	54729-4124	715/ 726-8665
9	Columbia	Chris Weber, 739 Gale Av, Wisconsin Dells WI	53965-8660	608/ 253-7192
10	Crawford	James Helgerson, 107 Railway Ave., Soldiers Grove WI	54655-7063	608/ 624-3329
11	Dane	Mark Scudder, 7228 North Ave., Middleton WI	53562-2743	608/ 831-2968
12	Dodge	Etta Hagen, N2575 Jefferson Rd, Neosho WI	53059-9618	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	Margorie Hernandez 208 Main St Colfax WI	54730-9104	715/ 962-3980
17	Fond du Lac-Green Lake	Cyril Serwe, N1876 Hwy 67, Campbellsport WI	53010-2930	920/ 533-4864
18	Grant-Iowa	Barbara Bergsma, 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	Paul Schaller, 430 Brewster Dr., Lake Mills WI	53551-1702	920/ 648-8555
24	Juneau	Elizabeth Anderson, N3990 19 th Ave, Mauston WI	53948-9624	608/ 847-5425
26	LaCrosse	Denise Slaght, 1618 N Salem Rd., La Crosse WI	54603-1652	608/ 783-7610
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 Burg, N3002 Lakeshore Dr, Chilton, WI	53014-9479	920/ 849-2137
30	Marathon	Vicki Lemmer, 528 53 rd Ave, Edgar, WI	54426-9302	715/ 352-2680
31	Marinette	Michael Wieczorek, 1813 10 th St Apt 3 Menominee MI	49858-2878	906/ 864-4465
32	Marquette-Adams	Cheryl Lippart 1059 County Rd M Adams WI	53910-9645	608/ 339-7994
34	Monroe	James Gerke, 25357 Hockey Av, Tomah WI	54660-6650	608/ 372-1971
35	Oconto	Janet Belongia, 5669 White Tail Ln Oconto WI	54153-9474	920/ 835-2746
36	Outagamie	Karen Jandourek, N5050 Old 54 Rd., Shiocton WI	54170-9156	920/ 986-3710
37	Ozaukee	Sheila Smallish, 415 Pheasant Ln., Grafton WI	53024-9707	262/377-9356
38	Pierce-Pepin	Pamela Quarberg, W1813 Co Rd D Nelson WI	54756-8111	715/ 673-4389
40	Polk-Burnett	Roxanne White, 608 Wisconsin Ave N, Frederic WI	54837-9129	715/ 327-4892
42	Price-Taylor	Louise Gonja, PO Box 58, Gilman WI	54433-0058	715/ 447-8727
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	53121-3346	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	Cathy Morris, 5791 N Stubbins Ave., Stone Lake WI	54876-8943	715/ 558-1869
49	Shawano	Lori Szutkowski, W19268 Hemlock St Eland WI	54427-9571	715/ 253-2391
51	St Croix	Vicki Galgowski, W8114 830 Ave, 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, 20179W Good Hope Rd J3 Lannon WI	53046-9782	262/ 255-2726
58	Milwaukee-Waukesha	Vicki Kohls, 232 W Capital Dr., Hartland WI	53029-2028	262/ 337-1849
59	Waupaca	Sharon Danke, 10255 Badger Dr., Amherst WI	54406-9361	715/ 256-9959
60	Waushara	Peggy Candra, N4614 County Rd G, Wild Rose WI	54984-6464	920/ 787-2620
61	Winnebago	Tammy Lucht, 5524 W Reighmoor Rd Omro WI	54963-9439	920/ 685-6439
62	Wood-Portage	Karen Lind, 4032 Simons St Stevens Point WI	54481-2438	715/ 341-9299



Area Steward Post Office Assignments

Steven Sowel Home PO Tomah

Hm 608-372-5221 wk 608-372-5611

Arcadia, Bangor, Camp Douglas, Cashton
Desoto, Fountain City, Galesville, Hillsboro
Holmen, Lafage, Black River Falls, Melrose, Necedah,
Onalaska, Seneca, Sparta, Trempealeau, Viroqua, West
Salem, Westby.

John Phillips Home PO Madison

Hm 608-376-6718 wk 608-624-1738

Arena, Barneveld, Black Earth, Blanchardville, Blue Mounds,
Cross Plains, Dane, Darlington, Dodgeville, Hollandale, Madi-
son(Middleton Brch),
Madison (Westside station), Mazomanie, Mineral Point, Mt.
Horeb, Prairie Du Sac, Ridgeway, Sauk city, Waunakee.

Charles Groth Home PO Hayward

Hm 715-634-3938 wk 715-634-2388

High Bridge, Superior, Solo Springs, Rice Lake, Lady-
smith, Trego, Mellen, Park Falls, Danbury, Fifield, Butter-
nut, Glidden, Minong, Magengo, Mason, Drummon, Shell
Lake, Raddison, Lake Nebagamon.

Al Muench Home PO West Bend

Hm 920-994-4436 wk 262-334-3677

Kewaskum, Wauzeka, Jackson, Waupun, Beaver Dam,
Juneau, Freedomia, Random Lake, Campbellsport, She-
boygan Falls, Sheboygan, Saukville, Theinsville, Allen-
ton, Hubertus, Slinger, Lomira.

Paul Loumos Home PO Racine

Hm 262-633-3883 wk 262-632-6124

Burlington, Caledonia, Franksville, Kansasville, Racine
(Main), Racine (4-Mile), Racine (west), Sturtevant, Union
Grove, Waterford, Salem, Silver Lake, Trevor, Twin
Lakes, Kenosha, Genoa City, Sharon, Fontana, Williams
Bay.

Lisa Wojnarowski Home PO Oconomowoc

Hm 414-852-4921 wk 262-567-7241

Big Bend, Dousman, Eagle, Mukwonago, North Prairie,
Sussex, Wales, Johnson Creek, Palmyra, Waukesha, Dela-
van, East Troy, Elkhorn, Lake Genava, Rubicon, Iron
Ridge, Mayvile.

Fred Resch Home PO Antigo

Hm 715-499-3026 wk 715-627-4812

Neopit, Gresham, Birnamwood, Gleason, Wittenburg,
Eland, Schofield, Bowler, Pelican Lake, Summit Lake

Sue Heiderscheidt Home PO Centuria

Hm 715-646-9366 wk 715-646-2121

Webster, Federic, Prescott, Cumberland, New Richmond,

Barron, St Croix Falls, Eau Claire, Bloomer, New Auburn,
Chetek, Osceola, Grantsburg.

Barbara Bergsma Home PO Avoca

Hm 608-583-5003 wk 608-532-6880

Benton, Blue River, Boscobel, Cuba City, Darlington,
Fennimore, Hazel Green, Lancaster, Linden, Lone Rock,
Mineral Point, Montfort, Muscoda, Plain, Potosi, Prairie
Du Chein, Spring Green, Stitzer, Mount Hope.

Michael Wieczorek Home PO Peshtigo

Hm 906-864-4465 wk 715-735-7342

Pestigo, Pound, Coleman, Porterfield, Crivitz, Oconto,
Oconto Falls, Lena

Louan Friend Home PO Pardeeville

Hm 608-587-2787 wk 608-429-2782

De Forest, Reedsburg, Portage, Columbus, Endeavor,
Poynette, Montello, Sauk City
Packwaukee, Westfield, Randolph

State and Assistant State Steward Assign- ments by Area

Bill Foley

Phone 715-479-6143 or 715-482-3911

Email: bnfoley@nnex.net

First 3 digit zip code areas

547,548,540

Tom Bittner

Phone 920-273-0760

Email: tombittner@wirlca.org

First 3 digit zip code areas

549,432,534,530,531,539

Linda Vanden Plas

Phone 920-498-2948

Email: lvandenplas@nennet.net

First 3 digit zip code areas

541,542,543,549,545,544

Roger Schewe

Phone 608-835-3789

Email: rschewe@charter.net

First 3 digit zip code areas

537,535,538,546

Bill Foley

STEWARD'S PAGE

Hi There!!! I am back again.



Well the State Convention is over and was quite exciting. Brown County hosted our convention and did an outstanding job. If you were not in attendance, you missed a great time. I

would like to take this opportunity to congratulate and thank Tom Bittner for taking on the burden and responsibility as your newly elected President along with Dan Strobel who is our new Vice President. I would also like to congratulate Lois Graper and Lisa "WOJO" Wojnarowski for taking on the responsibility as our newly elected State Officers. Tom, Dan, Lois and Lisa have been involved with our Association in various capacities and their dedication over the years has been greatly appreciated. I would also like to take this opportunity to thank our out-going President, Martha "Marty" Schmidt. Your leadership and organizational skills made the difference. Marty, it was a job well done and I look forward to seeing you at future functions.

In this issue, I am addressing primarily the grievance procedures. I am hoping that the outline and guidance provided below will assist our members in filing and addressing issues and grievances.

RESOLVING ISSUES YOU HAVE IN YOUR OFFICE

In a perfect world, there would be little need to worry about resolving issues or disputes. Rural carriers need not be told that the USPS is not a perfect world. With top level managers constantly predicting financial ruin from the continuing E-business erosion of the Postal Service's bottom line, and mid-level managers knee-jerking ever more severe hourly budgets, the fallout from the higher levels of the company inevitably works its way down to

those who touch the mail. From red-lining to leave denial, conditions have never been better for disagreements between craft and management.

Every rural carrier needs to realize that when management gives an order, as long as that order is not patently harmful or dangerous to the employee or the people who will be affected by the employee's compliance to the order, the employee needs to follow the order first, and attempt to reverse and/or restore losses at a later date. **Every employee, not just stewards and Union officials, needs to understand the process for resolving disputes that inevitably occur in the workplace.** The responsibility for ensuring that management conforms to the rules and regulations set forth in the contract and relevant Postal manuals starts with each one of us as individuals. Stewards are facilitators of dispute resolution; they are not the personal servants or supervisors of either craft or management.

The outline below is designed to provide a step-by-step procedure for dealing with conflicts and/or complaints between the rural craft and management. It is suggested that every rural craft employee keep a copy of this outline in an accessible location at the Post Office. It is a rare individual indeed who will never have the opportunity and/or inclination to resolve an issue of contention with management.

Remember, it is your responsibility to file your grievance within 14 days of when you learn, or could reasonably be expected to learn, of the event that you are electing to grieve.

BEFORE FILING A GRIEVANCE:

1. Discuss the possible contractual violation, problem, or complaint with your immediate supervisor.
2. If the issue remains unresolved, contact the steward responsible for representing your office. Describe all pertinent facts relating to the issue, and then ask the steward for advice. If your office does not have a local steward, call or email your State Steward (see information at the end of this article), and your State Steward will identify the Area or Assistant State Steward assigned to your office.
3. If, after discussing the issue with the steward responsible for representing your office, you feel that a grievance is warranted, contact your immediate supervisor and arrange for a mutually convenient time to file your grievance and discuss its merits.

WHEN YOU MEET WITH YOUR IMMEDIATE SUPERVISOR TO FILE AND DISCUSS YOUR GRIEVANCE:

1. Clearly state at the beginning of the meeting that you are filing a grievance. **Remember, it is your responsibility to file your grievance within 14 days of when you learn, or could reasonably be expected to learn, of the event that you are electing to grieve.**

2. Make a sincere effort to clarify the facts and resolve the issue(s) with your immediate supervisor.

3. If you are successful in clarifying misunderstandings and or reaching common ground, document your mutual agreement, preferably by utilizing the NRLCA Settlement Form.

4. If resolution isn't forthcoming, or your immediate supervisor indicates that he/she will need some time to render a decision, fill out section 1 through 4 on the PS Form

“If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union steward be present at the meeting. Without representation, I choose not to answer any questions at this time.”

8191 (Joint Step 1 Grievance Form.)

5. In the small space provided for sections 3B of the PS Form 8191, be sure to indicate the date of your discussion of the grievance with your immediate supervisor and then indicate that the date is correct by both you and your immediate supervisor initialing right above the date.

6. Frame the issue of your grievance by stating it as a question in section 4 of the 8191. Try to include “who, what, and when” in the question that you pose in section 4. For example, the following is some typical language found in section 4: “Should RCA John Smith have been utilized on RR003 on Saturday, December 09, 2000, instead of RCA Jane Doe? If so, what should the remedy be?”

7. If the grievance is against discipline issued to you by management, it is strongly suggested that you obtain advice from the steward representing your office on what to put in section 4 of the 8191.

Most important of all, if you are ever approached by management or postal inspectors to answer questions about an incident which might lead to discipline or possible criminal charges, immediately state the following: “If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union steward be present at the meeting. Without representation, I choose

not to answer any questions at this time.” Remember, you are entitled to a pre-disciplinary investigation prior to the discipline being imposed.

9. If the issue of your grievance is the same as for other regular carriers and/or non-TRC leave replacements in your office, then you should contact the steward assigned to represent your office about the prospect of filing a class action grievance.

AFTER FILING A GRIEVANCE:

Make 2 copies of the PS Form 8191. One copy is for your records, the other copy is for your immediate supervisor, and the original PS Form 8191 should be immediately mailed to the steward assigned to represent your office. Along with the original of the 8191, be sure to mail to your steward the original of your signed and dated written statement of events and pertinent facts leading up to the grievance. Once you have filed your grievance it becomes the unions responsibility to process the grievance.

IF YOU NEED ASSISTANCE, PLEASE CONTACT FIRST YOUR LOCAL STEWARD, (AND IF THERE IS NOT ONE ASSIGNED TO YOUR OFFICE) YOUR OFFICE ASSIGNED AREA STEWARD, NEXT THE AREA STEWARD ASSIGNED ASSISTANT STATE STEWARD BY 3 DIGIT ZIP CODE OR YOUR STATE STEWARD.

Bill Foley

State Steward Office Hours

***6 am to 11 am / 2 pm to 6 pm
Monday thru Friday
715-479-6143 or 715-482-3911***



Ronnie Stutts—NRLCA Director of Steward Operations answers questions from concerned Wisconsin Carriers



USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last first middle initial)		1b. Grievant's SSN
1c. Grievant's Title, Designation Code, and Route No.		1d. Telephone No. (include area code)
1e. Grievant's Mailing Address		
2a. Post Office	2b. Branch/Station	2c. Telephone No. (include area code)
3a. Date of Incident	3b. Date of Step 1 Discussion with (Filing date)	3c. Was Grievance Timely? (Explain)
4. Issue (Complaint)		
5. Contract Provisions (Articles at issue)		
6. Full, Detailed Statement of Undisputed Facts (Attachments, as necessary)		
7. Management's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)		
8. Management Contentions		
9. Union's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)		
10. Union Contentions		
11. Remedy Sought by the Union		
12a. Disposition (Check one) <input type="checkbox"/> Settled <input type="checkbox"/> Denied <input type="checkbox"/> Withdrawn <input type="checkbox"/> Sustained <input type="checkbox"/> Other (Specify)		12b. Date of Disposition
13. Signature of Installation Head of Desianee and Telephone No.		14. Signature of Union Step 1 Official and Telephone No.

New Members Continued

ALAINE V LAGASSE'
ALLEN J WETOR
CARRIE J KRAUSE
KENNETH R HAUSER
CHER M BRADT
JON R HILDEN
STEPHANIE M HOLMES
ROBERT T SCHROEDER
CAROL ANN HOOD
DAVID E MC CAMBRIDGE
PAUL J SCHUMACHER

ONALASKA
WEST BEND
ONEIDA
WEST SALEM
OSCEOLA
WEST SALEM
PEWAUKEE
WINDSOR
PLATTEVILLE
WISCONSIN DELLS
POTOSI

CATHERINE L BEHSELICH
SHANALEE L CARDEN
PAMELA M KAMINSKI
GINGER S RAPPLEY
VESNA RISTIC
KATRINA M STEVENS
MARCIA F BOLLMAN
TERESA M WOESTMAN
SHERRY L KASPRAK
DIANE L MONTOUR
JASMEET KAUR

WISCONSIN RAPIDS
PRAIRIE DU SAC
WISCONSIN RAPIDS
RHINELANDER
WRIGHTSTOWN
RHINELANDER
RICHLAND CENTER
ROBERTS
SCHOFIELD
SHAWANO
SHEBOYGAN

2006 — National Convention Delegates — 2006 Ballot Results

Rank	Name	Votes	Rank	Name	Votes
1	Karen E. Schauer	586	24	Lois Graper	277
2	Chris Bouche	547	25	Bob Lueck	277
3	Tom Bittner	543	26	Joe Rodenberg	270
4	Dennis R. Nelson	517	27	Vicki L. Kohls	269
5	Martha (Marty) Schmidt	512	28	Cherie DuLac	264
6	Bill Jarzombeck	476	29	Kay Van Laanen	259
7	Daniel L. Strobel	476	30	Deborah Siefert	253
8	William S. Foley	473	31	Jill Jentz	252
9	Lisa 'Wojo' Wojnarowski	468	32	Thomas J. Balza	248
10	Linda Vanden Plas	449	33	Lynn Pettit	247
11	Larry Sonnenburg	388	34	Louan Friend	247
12	Alan Bengtson	376	35	Don Koch	241
13	James R. Landry	375	36	Tammy L. Lucht	233
14	Sue Heiderscheidt	375	37	Charles R. Lilley	226
15	Roger D. Schewe	370	38	Jeanne Salzwedel	225
16	Mary O' Herron	348	39	Joyce Voelker	199
17	John Tuescher Jr.	340	40	Jacob Susa	195
18	Robert (Bob) Pederson	329	41	Douglas Hare	194
19	Mark Becker	317	42	Dale Masanz	187
20	Barbara Bergsma	316	43	Curtis Bender	178
21	Nancy Hainstock	294	44	Robert A. Berra	176
22	John M. Phillips	290	45	Stanley Boutwell	157
23	Roger L. Dobbe	278			

Total Ballots Mailed	3662
Total Ballots Returned	938
Total Ballots Voided	32

Dan

Provident Guild Strobel



I have been serving as the Provident Guild representative for our State Association for approximately ten months. I presented a report to the Association members in attendance at our State Convention in Green Bay on June 16th-18th. For those of you that weren't in attendance, I would like to explain a little about it.

The Provident Guild is a non-profit fraternal organization created and operated by rural carriers for our Association and Auxiliary members. It gives their survivors an amount of **"Ready Cash"** for those days immediately following a member's death when routine procedures of the court and legal action can tie-up their estate.

This is not insurance, and therefore, is not managed by an Insurance Company, but rather by rural carriers just like you and I. The Guild is a Fraternal Death Benefit Fund which guarantees you at least 30 times your annual dues and depending on the number of claims in any given year, could pay up to 100 times your annual dues. Here's the best part. There are **no** physical examinations, **no** assessments, **no** commissions, and **no** high salaries. And this low cost protection does not decrease as you get older, nor can it be canceled when you reach age 65. You can become a Guild member until you reach 56. After that age, you cannot enter the program. But you do remain a member as long as you pay your Guild dues annually. Membership is open to all Regular, Substitute, R.C.R., R.C.A., and P.T.F. Rural Carriers and their spouses who are under 56 years of age. Your choice of benefit classes range from \$10.00-\$50.00 annually and the available classes depend on your age at the time of membership application.

The fiscal year runs from July 1st to June 30th of the following year. Dues are payable in advance and are pro-

rated the first year depending on when you join. For example, if you join during July, August, or September you pay your full dues. During October, November, or December you pay 75%. During January, February, or March you pay 50%, and those joining in April, May, or June pay only 25%. A \$2.00 entrance fee is payable regardless of when during the year you join.

A death benefit claim form, along with a death certificate must be filed within 60 days after death with the Secretary/Treasurer. (If death occurs in the month of June, please call the Provident Guild Secretary immediately). Upon receipt of these forms, an **"Immediate Relief Check"** is mailed to the beneficiary. The balance of the settlement is mailed in August following the Board Meeting held during the National Rural Letter Carrier's Convention. 100% of your annual dues is returned to the beneficiaries, pro-rated among all the claims for that fiscal year in which you die. This can all be done without a lawyer. The President and Secretary/Treasurer of the Provident Guild are bonded in sufficient amounts to cover the funds in their possession at any one time. The Provident Guild is a safe, sound way to put some money away to help those loved ones we leave behind when we die with financial needs until the estate is settled.

Please join the 169 Wisconsin members, including one that just joined at our State Convention in planning for the future by joining the Provident Guild today!

For more information, feel free to call me or our newly appointed Wisconsin Association Representative for the Provident Guild, Lois Graper.

Another Task has been done.

During our lives we have done many tasks that have been set before us. Our Lord did many tasks for us while on this earth. He has set paths for each of us. Follow the path He has made for you, by listening and following your heart, and you will follow the right path.

**Isaiah 26:4
Trust in the Lord forever,
for the Lord, for the Lord is the
rock eternal.**

**Paths are made of many substances,
but all have rock beneath. Remember
Who is your rock in those rough times.**

**God Bless you all
Chris Weber, State Chaplain**

“I HEAR YA BROTHER”

Do you remember the 1976 Martin Scorsese movie “Taxi Driver”? There was one scene in the film, which everyone can quote. It’s when the Travis Bickle character (played by Robert DeNiro) is standing in front of a mirror saying “You talkin’ to me? Well, I’m the only one here.” If you viewed the movie in a theater you may recall feeling a little uncomfortable when he keeps asking the same question – over and over.

Even if you never actually saw the movie, you could identify the origin of the phrase because it has been part of our culture for 30 years. “You talkin’ to me?” Have you ever asked yourself that question? Not necessarily in front of a mirror but, perhaps when reading an article in the Wisconsin Rural Letter Carriers’ newsletter.

“Well, I’m the only one here.” Look around, if there isn’t anyone nearby, maybe I am “talkin’ to you.”

I can’t deliver a powerful line, of script, like DeNiro, but I have been known to keep repeating things – over and over and over.

Have I ever mentioned that Rural Letter Carriers have to stay politically involved if they hope to retain favorable health and retirement benefits? How about the unfortunate fact that political campaigns are tremendously expensive? You’ve heard this stuff before, you say?

Sometimes we need to be reminded of some things that are so obvious that we no longer even think about them. For instance, don’t forget to vote in the midterm elections. A popular excuse for not voting is that “neither candidate takes a position which I agree with on all the issues that are important to me”. At least the person making this statement has taken the time to research a candidate’s voting record (or position papers).

Unless you are always satisfied with your choices you may believe that the most qualified candidate is not even in the race. Maybe he/she can’t afford to run. Maybe you can help.

We are all busy with our daily routines, and very few of us actually have enough time in the day to determine which political candidates deserve our financial support. A few people who work at the National office of the NRLCA will help us to perform this function. They constantly deal with congressmen and the senators and know which members are willing to listen to the concerns of Rural Letter Carriers and Retirees. These well informed NRLCA employees also determine how funds from our Political Action Committee are contributed to

candidates. We need to insist on having the very best Legislators representing us in the Nation’s Capitol and we also need to help them get elected.

But, “I am just one person,” you say, “How can I make a difference?” All those individual votes add up to an election victory. Plus, all those PAC contributions from every Rural Carrier and Retiree can really help improve a candidate’s chance of having their message heard by the constituents who will be casting their vote.

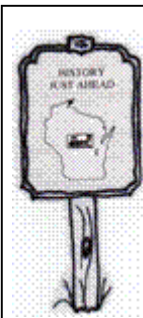
Listen, ‘cause I’m talkin’ to you. Please consider writing a check (for \$75, \$50, or \$25) payable to: **NRLCA PAC**. Mail your check to:

DENNIS R. NELSON
1002 55TH ST
AMERY WI 54001-3013

You can take a look at all the WIRLCA members, who have chosen to take an active part in determining their future, by logging on to <wirlca.org> and clicking on “officers,” then scrolling down to the PAC page. If you don’t see your name there...well, we can fix that. Send the check, payable to NRLCA PAC!

Contributors of \$26 or more, will also have their names printed in the National Rural Letter Carrier’s magazine. Contributions are not tax deductible.

THANK YOU, VERY MUCH!



Answer to the History Contest

For the ninth time the city of Green Bay was our host and Brown County put on a great state convention!

What other County Unit has hosted State Convention 9 times?

Wood-Portage

Wisconsin Rapids: 1922, 1939, 1945, 1960, 1966, 2001; Marshfield: 1931, 1943; Stevens Point: 1944

Congratulations to Ron Berg who had the winning correct answer and won the fabulous historical prize.

Keep Making History!
Barbara Bergsma, Historian

WIRLCA AUXILIARY OFFICERS - 2006-07

President

Sue Becker
W335N7027 Stonebank Road
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262-966-3344

Vice-President

Diane Susa
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Secretary/Treasurer

June Strobel
N4431 Daley Road
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920-349-3782

Executive Board - Chair

Marc Weber
739 Gale Avenue
Wisconsin Dells, WI 53965-8660
608-253-7192

Executive Board -Secretary

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920-262-1980

Junior Sponsor

Karen Rasmussen
N55W31185 Cty Rd K
Hartland, WI 53029-9305
262-367-2330

(County Assignments will be taken care of at a later date.)

JUNIOR OFFICERS - 2006-07

President

Allison Du Lac
S76 W19302 Sunset Drive
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262-327-0608

Vice President

Katie Volz
W6225 West Bush Road
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Treasurer

Kyle Schewe
647 Dunn Avenue
Oregon, WI 53575
608-835-3784

Chaplin

Cindy Graper
W10980 Riverside Road
Marion, WI 54950
715-754-4904



2006 - SCHOLARSHIP WINNERS

Congratulations to the following scholarship winners!

	<u>Student</u>	<u>County</u>
\$350.00	Active Junior - Peter Rasmussen	Milwaukee-Waukesha
\$250.00	Kevin Block	Shawano
	Carissa Hansen	Wood-Portage
	Samantha Litty	Sauk-Richland
	Jacob Pagels	Milwaukee-Waukesha
	Nicole Rohner	Marquette
	Kyle Schounard	Marinette
	Taylor Voeltz	St. Croix
	Katelyn Volz	Columbia
\$200.00	Gregory DeMeuse	Dunn
	Lindsay Kitchell	Green
	Andrew Kruzicki	Outagamie
	Trevor Szutkowski	Shawano
	Matthew Wetzel	Clark
	1st Alternate Thea Jo Nasseth	Vernon
	2nd Alternate Drew Adamczak	Portage

Hannah Freymiller has been entered into the National Drawing for the \$2000.00 Gene Del Polito Scholarship.



2006 - JUNIOR CONTEST WINNERS

Congratulations to the following poster and essay contest winners!

Ages 6-8	1st Cody Wojnarowski Parent - Lisa Wojnarowski
Ages 12-14	1st Jared Pfeifer Grandparent - Richard Pfeifer
Ages 15-17	1st Rachel Rasmussen Parent - Dennis Rasmussen 2nd Peter Rasmussen Parent - Dennis Rasmussen 3rd Cindy Graper Parent - Lois Graper
	Honorable Mention Taylor Pfeifer Grandparent - Richard Pfeifer
Ages 18-20	1st Michael Rasmussen Parent - Dennis Rasmussen



WI RLCA Tom Bittner – Editor
 7088 Old 57 Road
 Greenleaf, WI 54126

**NON-PROFIT
 ORGANIZATION
 US POSTAGE
 PAID
 PERMIT 34
 BRILLION, WI**

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Dan Strobel Vice-President	N4431 Daley Road Hustisford, WI 53034	920-349-3782	Columbia, Crawford, Dane Dodge, Grant-Iowa Sauk-Richland
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Linda Vanden Plas Chairman Executive Committee	1610 S Ridge Road Green Bay, WI 54304	920-498-2948	Brown, Door-Kewaunee Marinette, Outagamie, Oconto
Sue Heiderscheidt Committeeman	2020 180 th Ave. Centuria, WI 54824	715-646-9366	Barron-Washburn, Polk-Burnett, Dunn, Pierce-Pepin, Rusk, St. Croix
Lisa ‘Wojo’ Wojnarowski Committeeman	1202 S. 49 th St. Milwaukee, WI 53214		Jefferson, Lafayette-Green, Milwaukee-Waukesha, Racine-Kenosha, Rock-Walworth
Lois Graper Committeeman	W10980 Riverside Rd. Marion, WI 54950		Juneau, Marquette-Adams, Shawano, Waupaca, Waushara, Wood-Portage
Bill Foley State Steward	PO Box 681 St. Germain, WI 54558	715-482-3911	Lake Superior, Lincoln-Langlade, Marathon-Clark, Price-Taylor Sawyer, Tri County
Dennis R. Nelson PAC Chairman	1002 55 th Street Amery, WI 54001	715-948-2605	