

WI RLC A NEWS

MARCH 2006

Martha 'Marty' Schmidt - Editor



WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION

Happy March

Happy March everyone! We are now almost through the winter season and I hope that everyone is enjoying the various winter activities that Wisconsin has to offer. If you tend to suffer from sun deprivation and cabin fever, I hope you can hang on just a bit longer...spring is on the horizon!

SPRING CONFERENCE

Think about kicking off the spring season at the Spring Conference. It will be held April 1 and 2, 2006 at the Voyageur Inn in Reedsburg. On Saturday afternoon there will be a workshop on writing resolutions and constitution and by-laws. Following the training we will have breakout groups to practice what we were taught. Saturday evening during the hospitality get together an April fool's Auction will be held. Please bring an item to be sold. You may have it wrapped so no one will know what is inside.

We ask that the value of the contents be at least \$5.00. It can be something you no longer have a use for, new or used, whatever. Use your imagination. Join in the fun by supplying a box and/or purchasing one. The winner will be the PAC fund. All of the monies collected will be used to support the NRLCA Political Action Committee.

INVITATION to NON-MEMBERS

On behalf of the members of the National Rural Letter Carriers' Association (NRLCA), I am asking you to review the articles in this Wisconsin Rural letter Carriers' Association (WIRLCA) Newsletter. Members have highlighted some of the reasons that we believe you should join the NRLCA. We invite you to join our great union and help us fight to preserve our wages, benefits, and working conditions. I ask you to join in our efforts. It should be an easy career decision for you.

The primary purpose of this organization is to negotiate and enforce a national agreement with the United States Postal Service. The contract establishes wages, cost-of-living adjustments, and other pay increases; working conditions and fringe benefits for all rural carriers. The NRLCA protects rural carriers rights by representing them in day to day problems on the job, for instance...discipline, discrimination, safety, and the impact of technological change. Please complete and submit the enrollment form on page 24 and return it to our secretary. I will be contacting her and expect to see your name listed as a new member in our May newsletter. It has now become more important than ever for us to gather as a united force to protect our jobs and the life that our postal salary allows us to maintain. Our

contract expires in November and we will have our work cut out for us as we negotiate to maintain and attempt to gain benefits.

MAIL COUNT

The state and assistant state stewards have traveled many miles and spent many hours preparing and presenting mail count seminars. Much information was given to carriers and managers. Many questions were answered. If problems arise, be sure to contact the local, area, or assistant steward assigned to your office. Remember, each item counted affects your paycheck. I wish everyone a successful and peaceful count. Remember, your stewards are here to help you.

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AREA STEWARDS TRAINED



NRO, Joey Johnson Leads Steward Training

Pictured from left to right are NRO, Joey Johnson; Charles



Groth; Lisa Wojnarowski; Paul Loumis; John Phillips; Al Muench; Sue Heiderscheidt; Steve Sowle; Louan Friend; Fred Resch; Barbara Bergsma; Mike Wettstein; State Steward, Bill Foley

In December, 12 stewards received special training to become area stewards. An area steward may be assigned up to 20 offices to represent. This will help us cover the state in a more efficient way. NRO Joey Johnson spent the day training them and the assistant state stewards. If you need information regarding the contract and manuals or need to file a grievance, you must contact a steward. The steward assignments and phone numbers are on page 14&15.

WE NEED NEWS

The editor is looking for news articles regarding union members, auxiliary members, and junior members that will interest the membership. Retired members have asked to have information to connect with past friendships made while they were active carriers. If you would like to share stories about yourself, your family, your route, or your county union events, please submit them to the editor in a Microsoft Word attachment. They may be used if there is room. News articles such as these keep us united as brothers and sisters in our UNION.

The Brown County Rural Letter Carriers have made many plans for hosting the state convention and our annual meeting on June 16-18. A registration form is enclosed on page 26. During the meeting elections will be held for:

- President-----1 year term**
- Vice-president-----1 year term**
- Secretary-treasurer-----1 year term**
- Committeeman I-----2 year term**
- Committeeman II-----2 year term**

Nominations will be accepted during the meeting on Saturday and Sunday. The ballots will be cast by delegates on Sunday. Any member may submit an article, regarding your nomination, for publication in the May Newsletter. The articles are limited to 100 words.

SAFETY

Recently, two carriers from Wisconsin have died while serving on the route. Another carrier is still hospitalized following a traffic accident. Everyone please drive safely and defensively. Keep focused on your job, use extreme caution, and do not rush. Your life and well-being is important.

POINTS TO PONDER

According to our contract, in recent years the mail count is conducted in February or March. In light of this, it may be more beneficial to change our Spring Conference to a Winter Conference in January or February. A national officer could attend and have all of the information regarding the mail count. At this time there is nothing in our by-laws in regards to replacing a board member who does not complete their term. Another item is: when should the full-time state steward be selected? Is it in the best interest of the membership to have the selection following the election of a new board? Please consider these items and express your thoughts to the board you have elected, or by resolutions, or constitution and by-law changes.

WRAP-UP

Yes, wrap-up if you are cold. Remember better weather is coming. Take time to read the many articles in this newsletter. The WIRLCA board and stewards are here to serve you. Let us know your thoughts concerning this association. I hope you have all the information you need for this mail count. Good luck! Please try to attend the Spring Conference. Until the next time.....

Martha (Marty) Schmidt, your president

STATE CONVENTION

Karen HELP BUY GAS!!! Schauer



Do you remember when you were younger and we'd cruise around with our friends on Friday night? Remember how we would all pitch in to pay for the gas? Can you remember how there was always one friend who would never pitch in to help pay for gas? Much like the gas, there are those who today pay union dues and there are just a small few who don't. Which one are you?

This is an article that I hope will explain some of the reasons the union is so important. It may be long and blunt in some places but I hope you read it and think about its contents. I have interviewed some of the non-members on why they don't belong and why some got out after once belonging. I took these non-members excuses and complaints and will try to explain the union position.

1) **TOO EXPENSIVE.** My answer to that is you may be right, it is costly. But do you know what your paycheck would be like if fellow carriers and friends didn't pay union dues for you? Our last contract that the union had to go into arbitration over, cost thousands and thousands of dollars. One third of union dues go towards our national leader's salaries, arbitrators, lawyers, lobbyist, witnesses etc. All of these people are working hard to make sure you have a livable wage and job security. Only huge organizations like Wal-Mart have a comparable workforce to the USPS. Wal-Mart is not union, their employees have no representation or a way to negotiate pay increases. Which organization would you prefer to work for and retire from? A pay increase (a Cost-of-Living-Adjustment which most American workers DO NOT RECEIVE) on 9-03-05 was a \$728 (1.6%) increase that was NEGOTIATED by your union. Effective 11-26-05, the basic annual salary for each step increased by an amount equal to 1.3% of the basic annual salary for the step in effect on 11-20-04. RCAs, you are covered by our union and we negotiate your pay, ask the TRC working next to you what they get paid. In some offices there is a PMR (postmaster relief) that takes over when the postmaster can't be there. Ask them what the USPS pays them compared to the postmaster. They have no union either. Are union dues too expensive? No way, I gladly pay \$12.90 out of every pay check.

RCA/RCRs pay only \$3.92 each pay period that they work in.

- 2) **WHAT HAS THE UNION DONE FOR ME?** Besides pay increases the union has fought hard to get you better benefits. The Postal Service pays 85% of your health insurance. How much would your health insurance be if you had to pay for it all? The NRLCA negotiated for 3,000 right hand drive vehicles to be provided by the USPS EVERY YEAR for a 5 year period from calendar years 2004 through 2008 (total of 15,000 postal vehicles. These are in addition to replacement of existing postal vehicles (10,804). Mail count is going on right now. It is up to you to be informed and make sure your mail count is accurate. You should get all that you are entitled to, not more or less. One minute can make a difference of up to \$1700 per year. Do you know the contractual rules? We will soon be negotiating with the USPS for a new contract. You can give your ideas or complaints to a National Officer in person coming up at the Spring Conference in April and/or attend a county meeting and hear the latest updates, plus union members will be able to VOTE on the contract.
- 3) **I'LL NEVER HAVE TO FILE A GRIEVANCE.** I hope that's the case if it is involving discipline. I hope you never find yourself in a situation that warrants discipline. But there are many incidences that carriers find themselves in, that they get disciplined for, that does not warrant discipline. Yes, there are a few carriers that aren't the best employees and are always making trouble. You probably think that they deserve to be disciplined. Maybe so, but the union will be there for that carrier to make sure that he or she is giving their deserved due process. Membership is like owning an insurance policy on your home. It's an expense and you hope you never need it but when the house burns down you sure are glad you have it!
- 4) **DON'T AGREE WITH UNION LEADERS.** There is only one answer to this. Go to your union meetings and change the policy that you don't agree with. Every year we vote in new union officials. This is a great time to make the change that you want. One non-member told me that he wanted the union to pay for something a few years ago. It was voted down at the state convention. What that carrier was proposing was for a good cause, which I would support. I would love to have this carrier join the union again and bring his proposal up once again. I would help him lobby other carriers to support him.

Continued on page 4

HELP BUY GAS!!!

Continued from page 3

Quitting or not joining only takes that much more money from our funds so other carriers may not get their proposals passed. The Postal Service is in a major change. You can help restructure that change by being a member. Just being informed of the duties of a carrier (and what are NOT the duties of a carrier), and what your rights are, can help improve the change and your retirement. It's like voting. If you don't vote, you can't complain.

- 5) **SPOUSE WON'T LET ME JOIN.** Ask your spouse if they enjoy your paycheck, benefits, job security, etc. Then ask your spouse if they believe in paying for their own way. Let your spouse read this and maybe they will see what the union does for them.

When I was younger I remember my dad telling me that if I take something that I don't pay for it is stealing and dishonest. Is that being blunt? Yes. Is it true? I guess you'll just have to answer that for yourself. We need your help. With you pitching in for gas, we can drive that much farther.

Oops! The Chicken Lady laid an egg!

In my last Newsletter article I advised anyone with OWCP related questions to direct them to Mike Watson and Associates but I gave out the WRONG phone number. The CORRECT phone number for Watson and Associates is 503-653-2911. I'm very sorry for the frustration that this has caused.

Have you seen the National Newsletter? If not then, I am very pleased to inform you that the NRLCA has entered into an agreement with Transamerica Life Insurance Company to offer Leave Replacements, WHO ARE MEMBERS OF THE NRLCA, two health plans designed to provide extremely attractive benefits for a reasonable cost. While the two available plans do not provide the same level of major benefits available to regular carriers, the benefits they do provide seem to be quite substantial, considering the level of premiums required. The effective date of the new "Small Business Owners" type health insurance plans is April 1, 2006; enrollment can commence immediately. For further information visit the NRLCA website or call Greater Insurance Corporation at 1-800-747-4472.

Looking forward to retirement? In case you were wondering how the various Thrift Savings Plans performed in 2005, the following information comes from FEDweek

Weekly Newsletter: All five Thrift Savings Plan funds yielded positive returns in 2005, with the international stock (I) fund leading the way with a 13.63 percent gain over the calendar year following a 4.64 percent gain in December. The small company U.S. stock (S) fund was up 10.45 percent for the year and the large company stock © fund rose 4.95 percent, after December gains of 0.37 and 0.07 percent, respectively. The government securities (G) fund was up 4.49 percent for 2005 and the bond (F) fund rose 2.4 percent, following gains in December of 0.45 and 0.95 respectively. Meanwhile, the lifecycle (L) funds all rose in December, with the Income fund up 0.59 percent, the 2010 fund 0.93, the 2020 fund 1.11, the 2030 fund 1.22 and the 2040 fund 1.32.

NEW MEMBERS: In this newsletter is a list of the carriers that have joined the union since Nov 1, 2005. I would like to THANK the following people for their recruitment efforts:

Marilyn LaPort	6 new members
Jeanne Salzwedel	6 new members
Joan Broadwater	4 new members
Brenda Hartstern	3 new members

The following people recruited two new members: Diane Chambers, Kathie Kaczmarek, Kevin Metzke, Mark Benson, and Vicki Kohls. One member each came from Amy Weis, Cathy Morris, Chris Weber, Jayne Duenkel, Jim Etzel, Julie Van Kirk, Lisa 'Wojo', Lois Graper, Lynn Weinschrott and Pat Kehl.

As of February 1, 2006 our membership stands at:

1589 regulars
1037 reliefs (RCA & RCR)
969 retirees
28 associates (other craft people)
3623 total membership

NON-Members

186 regulars
619 reliefs
805 total **NON-members**

In our next Newsletter I hope that I can type in YOUR NAME, either as a new member or as a recruiter! I don't want to count my 'eggs before they hatch' but it would be sooooo nice to type in 805 New members!

In Article 7 section 6 of the Wisconsin Rural Letter Carriers' Association Constitution and By Laws it states: 'Any member, who objects to paying the Auxiliary dues, may receive a refund by submitting a written request to the Secretary/Treasurer before April 15th every year. The amount will be refunded after the end of the fiscal year.'

Karen Schauer, Secretary/Treasurer

Tom HONOR SYSTEM Bittner



Years ago, prior to working for the Postal service I worked in the construction industry. I remember a little box full of goodies in the break room with a small box in the corner for money. A lot of you probably

remember these; the box had the words "snacks by the honor system," printed on it. The way it was supposed to work was, if you wanted a candy bar or bag of chips you took what you wanted and put the money for your purchase into the cash box. The theory was that the vendor could sell his products cheaper because he didn't need to spend several hundred dollars on a vending machine and he passed the savings along to his customers. In theory this was a win-win situation, the workers got a good deal on snacks and the vendor made a reasonable return on his investment without having to invest thousands of dollars in equipment. In practice, things

didn't work out like they were designed to. Some people would put in 50 cents for a 35 cent item because they didn't want to bother digging for change, others took items without paying for them because after all "no one was watching". I remember the owner of the construction company putting extra money in, just to make sure the vendor didn't lose money. In the end, the people that put in extra couldn't compensate for those that took things without paying for them and the vendor decided it wasn't worth it any more. The "snacks on the honor system" box disappeared and a vending machine appeared in its place. Because of the additional overhead of owning a machine the price of the snacks increased. Not just for the people who wouldn't pay their fair share but also for those who paid the asking price for the snacks and even for those who put in extra.

So what does this have to do with being a rural carrier? As a rural carrier we all enjoy the benefits that the NRLCA has won for us over the years. In 2004 the median family income in the United States was \$44,389, this means that half the households in the US earned less than that amount. The pay for a rural carrier at step 12 on a 40-hour route in March of 2005 was \$44,834, about \$445 more than the median household income for 2004. Rural carriers continue to receive cost of living adjustments that are a

thing of the past for most people employed in the private sector. In September this benefit alone amounted to \$728 for a 40-hour route. We are currently scheduled to receive 2 more COLA's under the 2004 contract extension. RCA's hired after August 24th, 1991 earn \$16.45/hour and when serving for more than 90 days on vacant or auxiliary routes earn sick and annual leave. Those hired before earn \$19.78. In September of 2006 all RCA's will have the COLA's earned during the extension rolled into their hourly rates.

No one can argue that the last few years have been tough ones for unions in the postal service. Rural carriers had their standards raised with the 2002 Wells arbitration, city carriers have lost routes due to route consolidations and clerks are losing jobs to increased automation. It's fair to say that things probably aren't going to get much easier in the near future, in November all the major postal unions contracts expire. It appears that the PO will be trying to increase the amount that union employees pay for their health insurance. Rural carriers will soon be subjected to something called "rural delivery standard operating procedures" or RDSOP for short. Flat sequencing systems are being designed that will put flats into delivery order. Once the Postal Service gets them up and running they will

Non-union rural carriers increase the amount that union members pay for representation in spite of receiving the same benefits.

be looking to recover their investment in equipment by changing the standards for flats received in delivery order in much the same way they raised standards for letters received in DPS order several years ago.

All of us benefit from the gains that the NRLCA has gained in the past. The Postal Service is trying to increase the amount all of us pay for health insurance; if they are successful in increasing our portion by 5% it will cost those of us with families more than \$500 each year, more than members pay in dues. When we receive flats in delivery order the Postal Service will increase all of our standards, how much will depend on negotiations between the NRLCA and Postal Headquarters. Only union members have paid for the standard of living we enjoy today. Only union members will pay to keep our share of insurance benefits affordable and to limit the effects of automation on our futures. Non-union rural carriers increase the amount that union members pay for representation in spite of receiving the same benefits. I am asking the non-members reading this to please consider sending in a dues withholding form. If you are a member and have non-union members in your office please ask them to consider joining. Together we have made being a rural carrier one of the better jobs in our communities. Together we will be better equipped to handle the challenges that face us in the future

Roger JOIN YOUR UNION Schewe

Hello to all my rural carrier brothers and sisters.

You may notice I didn't send that as a greeting to all my UNION brothers and sisters. There is a subtle difference here.



This month's state newsletter is being sent to all rural carriers in Wisconsin --- union members and non-union members alike. The difference really comes down to money. Do you pay union dues or are you a freeloader? There are other names that could describe non-members but why go there. It may be a simple misunderstanding or even just an oversight.

As a regular rural carrier, substitute carrier, PTF, RCR, RCA or auxiliary carrier you are entitled to representation by the National Rural Letter Carriers Association. Here in Wisconsin that representation starts with the Wisconsin Rural Letter Carriers Association. Your state board oversees the steward program. Bill Foley is your State Steward. He is presently in the process of completing training sessions that will leave us with approximately 120 local stewards, 12 area stewards and 3 assistant state stewards. The compensation for each steward is minimal and hardly could reimburse them for the actual time they spend learning the contract and applying it to individual situations that arise throughout the state. However, as a whole, the cost to oversee this steward system and represent the many carriers we have throughout the over 660 post offices in Wisconsin is enormous.

That is where you come in to the picture. It is important that you and your fellow carriers all feel the need to belong to YOUR union. If you have ever needed representation for a disciplinary issue or if you have ever contacted a steward over a problem with-in your office, no one asked you if you were a union member. That would violate union labor law. All carriers are entitled to equal representation. As a steward, I don't ask and I don't want to know. You are entitled to representation.....period! Do yourself and your union a huge favor. BELONG! Help provide the funds to allow your union to protect your job and all the changes in your duties.

Are you tired of working longer days due to additional duties?
Does your manager tell you things that you sometimes doubt?

Do you choose whether to case your DPS or take it to the street?
Do you like your starting times?
Do you still get Saturday as your relief day?
Do you get free Saturdays?
Do you even understand what a "Free Saturday" is?
Are you counting your route this year against your wishes?
Do you understand how to conduct a rural count?
Does your manager make you race to load your vehicle?
Do you receive count credit for all your mark-ups?
Did you get any pay for your pre-count conference?
Where do the questions end and where do you find all the answers?
JOIN YOUR UNION !!!

Read your state and national union newsletters.
Attend union meetings or trainings.
Start with your county association. Meet your county officers.
Learn what is going on at the state level.
Find your local steward or maybe even become your local steward.
Receive compensation for correcting any errors your manager makes.
Learn whom your area steward or assistant state steward is.
You will help provide the needed funds for representation at the local, state and national level.

Most importantly.....you **WILL NOT** be one of the free loaders.

Roger Schewe
Assistant State Steward
535, 537, 538, 546 areas

USPS INFO

Since 1775, the Postal Service and its predecessor, the Post Office Department, has connected friends, families, neighbors and businesses by mail. It is an independent federal agency that visits 144 million homes and businesses every day, six days a week and is the only service provider delivering to every address in the nation. The Postal Service receives no taxpayer dollars for routine operations, but derives its operating revenues solely from the sale of postage, products and services. With annual revenues of more than \$70 billion, it is the world's leading provider of mailing and delivery services, offering some of the most affordable postage rates in the world. The Postal Service delivers more than half of the world's mail volume - some 212 billion letters, advertisements, periodicals and packages a year - and serves seven and a half million customers each day at its 37,000 retail locations nationwide. Its website, usps.com, attracts more than 21 million visitors each month.

John Phillips receives “You Make A Difference” award.

The Postal Service had an awards dinner at the Radisson Hotel in Green Bay, WI on December 2, 2005. Over 100 postal employees attended the dinner to recognize the award winners. Diversity Achievement Award winners were the special guests. The keynote speaker was Terri Jordan, Headquarters Diversity Development Specialist from Washington, DC. Terri formerly worked in the Lakeland District. She told everyone that we are all different in our own way; however we can make a difference in the world. We all have different talents and we can make a difference in our personal lives and our jobs.

The Wisconsin Rural Letter Carriers’ nominated John Phillips to receive the “You Made a Difference” award. He is a Lakeland employee who has made significant contributions to encourage and promote diversity in the Postal Service. John is also an active volunteer in community groups and service programs which serve diverse populations. It was a grand evening to honor managers and craft employees for making a difference in the world.

John Phillips is a dedicated Rural Carrier with the highest seniority in Madison. He has been active in the WIRLCA for numerous years serving as the local steward in Verona and is now the Area Steward for twenty offices in the south west area of Wisconsin.



Postmaster Bob Cavinder of Madison smiles with approval as John displays his award.

He has striven to increase the quality of the performance and work life in his post office and provide excellent service to his customers in the communities of Madison. He has served as the Chair of either the Resolution or Constitution and By-Laws Committees for several years. He was the co-chair of the 2000 WIRLCA State Convention held in Madison. He chaired the Tourism and Transportation Committee for the NRLCA.

John is also very active in his home community of Mount Horeb. He served three years on the Mount Horeb Evangelical Lutheran Church Council, and was on the Liaison-Care team which visits shut-ins and other church members who are sick or in need. Serving on the Social Action committee, John helped organize and participate in the Relay-For-Life to help fight cancer. John has also served three years on the advisory board for the Mount Horeb Food Pantry providing food for the poor and homeless in his community.

Probably the greatest insight to John is found in his response to receiving the award, “I am truly humbled and surprised that I will be receiving this award. I guess I never really thought about getting something for doing the charitable work I have done in the past. I just felt fortunate to be where I am in life and wanted to give a little something back. I really think there are probably others in our rural carrier family who must be equally or even more qualified to be nominated. We have so many good people in our craft.”



John displays his award and ‘Marty’ Schmidt, WIRLCA President displays her award as a member of the Green Bay-Oshkosh Diversity Committee.

Past rural carrier recipients of this award include, Lois Graper, Roger Dobbe, Ron Behm, and Dan Strobel. Do you know a Lakeland rural carrier that is deserving of this award? Please contact Marty Schmidt with the information.

Joe Rodenberg & ‘Marty’ Schmidt contributed to this article.

NEW MEMBERS

November 1, 2005 through January 28, 2006

<u>Name</u>	<u>Post Office</u>
Kevin Pence	New Holstein
Rita Sunday	Osseo
Susan Buick	Hubertus
Scott Bargender	Wausau
Lisa Virginia Barker	Minocqua
Stacy Drager	Greenwood
Janet Kazik	Oneida
Ryan Lindner	Greenwood
Diane Peeples	Amberg
Victoria Graf	Verona
Debra Hoagland	Iron River
Sandra Miller	Wisconsin Dells
Thagendra Timsina	Pewaukee
Adam Becker	Mount Horeb
Andrene Cooper	Pewaukee
Stacey Gregory	Hales Corners
Laura Hackey	Abrams
Ericka Konkel	Arcadia
Ronald Smurawa	Krakow
Jackie McFarlin	Alma
Adam Horn	Waterford
Sally Kraczek	Cameron
Lisa Magnin	Little Suamico
Gisella Hatlevig	McFarland
Larry Jennings	Hayward
Amy Burke	LaCrosse
Allen Haugen	Onalaska
Heather Lambert	Black River Falls
Sharon Marley	Viroqua
Sara Odegard	Durand
Jackie Rindt	Eden
Jodi Pflughoeft	Greenwood
George Duerr Jr	Pittsville
Danielle Fuerst	Menasha
Brenda Weyenberg	Menasha
Laura Biel	Durand
Jon Kurtz	Shawano

<u>Name</u>	<u>Post Office</u>
Todd Monson	Chippewa Falls
Gail Opgenorth	Watertown
Paul Randall	Hartland
Rebecca Talford	Menomonie
Kelly Berg	Tomahawk
Mark Blaser	Luck
Peggy Candra	Wild Rose
Jessica Groce	Green Bay
Mark Gustafson	Grantsburg
Paul Lamon	Three Lakes
Marianne Literski	Marathon
Lori Locy	Greenville
Thomas Sabel	Fond du Lac
Amanda Schnelle	Stratford
Kristin Clemmer	Superior
Gregory Gove	Somerset
Judith Korach-Tryba	Mosinee
Glen Krueger	Peshigo
Susan McIlquham	Chippewa Falls
Jessica Olson	Strum
Roxann Osterman	Chippewa Falls
Christa	
Remondino-Nawro	Hales Corners
Richard Sirek	Hudson
John Turner	Ashland
Barry White	Maiden Rock
Kim Wilhelm	Grafton

STATE STEWARD

Applications for the State Steward position of the Wisconsin Rural Letter Carrier Association are due June 1, 2006. Please submit resume to Martha 'Marty' Schmidt, 7088 Old 57 Road, Greenleaf, WI 54126.

Dan MEMBERSHIP and you Strobel



Membership and You

Welcome to all first time readers of this newsletter. As this is going out to all non-members of the Wisconsin Rural Letter Carrier's Association, both Regular and Relief, I hope you will take the time to completely read it, as it

contains lots of valuable information that pertains directly to our jobs. Receiving the State newsletter is only one benefit of membership in the WIRLCA. You will also receive the National Rural Letter Carrier's Magazine on a monthly basis again filled with job related information, frequently asked questions regarding contractual issues, as well as classified ads where you can buy and sell items. In addition to Association news, both State and National publications also include information on the Rural Carrier's Auxiliary and Juniors. The RLCA prides itself on being a family organization, as such the spouses of Association members are automatically members of the Auxiliary and the children and even the grandchildren of Association members are eligible to join the Junior Organization.

The Auxiliary has both State and National Boards which are elected annually. They sponsor a Humanitarian project each year to raise funds, which are then donated to the project. They oversee the Juniors in their activities. The Junior Organization also has a State and National Board with annual elections. This has proven to be a learning experience in both leadership and self-confidence. Juniors are eligible to apply for State and National scholarships which will assist them in achieving higher education goals.

As a member, you have the opportunity to attend your local (County) meetings, State sponsored Spring and Fall Conferences, State Convention, as well as the National Convention. If you are interested in becoming an officer of either Local or State Boards, serving as a Union Steward in your office, or perhaps serving as an elected delegate to State or National conventions, the opportunities are limitless – It all depends on you!

As rural carriers, either Regular or Relief, we all need to take the initiative to learn as much as we can about our job and the contract that governs how we perform that job. Our current contract expires in November and as negotiations get started, there are many issues that will effect each and every one of us, whether an RCA, a Regular, or a Retiree. By joining the Association today and getting actively involved through attendance at Local and State meetings you will have the opportunity to learn more about your Association and have the chance to voice your thoughts and concerns on various issues.

Join the Association now and make plans to attend the Spring Conference in Reedsburg on April 1st & 2nd. This is a wonderful opportunity to meet other carriers and to listen to the National Officer who will be in attendance.

“...we all need to take the initiative to learn as much as we can about our job and the contract that governs how we perform that job.”

It “pays” to join!! Association members - look around your office for non-members. For signing up a new member for at least a year, you will receive \$5.00. New members who retain membership for at least

one year will receive \$50.00.

Our Association is only as strong as our members!

Dan Strobel

Electronic News

In an effort to keep the membership informed quickly on new and important items, we are asking to have at least one member per office to submit their e-mail address. We have had a list in the past, but feel it is outdated and we want to make it current. If you would like to be included, please submit your e-mail address to tombittner@wirlca.org and place WIRLCA ADDRESS in the subject line. Local stewards do not need to do this as we already have your e-mail address. We also post information on our web site.

**NEXT ISSUE
NEWS ARTICLES
DUE
APRIL 5, 2006**

YOU ASKED FOR IT! -- YOUR UNION GOT IT!

YOUR UNION-- NOT THE POSTAL SERVICE

GOT IT FOR YOU !!

**NEW LEAVE REPLACEMENT HEALTH PLAN NOW
AVAILABLE FOR MEMBERS ONLY**

The NRLCA is now sponsoring a Leave Replacement Health Benefit Plan that will be available starting April 1, 2006.

This new health insurance program will be offered by Transamerica Life Insurance Company, an A+ rated insurance company by A.M. Best, the insurance industry rating organization.

Open season enrollment for leave replacement carriers begins February 15 and continues through March 15 **for NRLCA members only**. Coverage will begin on April 1, 2006 if you enroll during the open season.

There are two levels of coverage, with the monthly premiums costing:

	<u>Plan 1</u>	<u>Plan 2</u>
Member Only	\$ 84	\$109
Member + Spouse	\$146	\$194
Member + Children	\$134	\$176
Member + Family	\$196	\$260

Some of the highlights of these new health insurance plans are:

- **Guaranteed Acceptance**
- **No Health Questions**
- **No Deductibles**
- **No Co-Payments**
- **Use Any Doctor Or Hospital**
- **PPO Network For Additional Savings**
- **No Referrals To Specialist Required**
- **Office Visits Covered**
- **X-Ray and Lab Benefits**
- **Daily In-Hospital Benefits**
- **Surgical & Anesthesia Benefits**
- **\$300 Accident Benefit**
- **\$10,000 Critical Illness Benefit**
- **Caremark Rx Drug Discount Card**
- **Vision and Hearing Aid Benefits**

For complete enrollment information, visit the NRLCA website: www.NRLCA.org
Then click on leave replacement health plan. You will find application forms, benefit outlines, and disclosures. If you do not have internet access, call Greater Insurance Service Corporation toll-free at 1-800-747-4472 and request an enrollment kit. For questions regarding health insurance benefits, call 1-866-867-6883.

Voting and responsibility

VICKI KOHLS

The right to cast a vote is part of our union membership. With that right, comes responsibility - to cast an informed vote.

Whether voting for County Officers, State or National Delegates, or on contractual issues, it is imperative that you educate yourself. Learn as much as you can about the issues and people you will be voting for. Ask questions of those running for office or delegate. Check on their background and experience. What type of route they have, if they are RCA, regular, or retired. Do they work in a large urban area, or a small rural office? Are they happy with the way things are for our craft now, or do they want positive change? These are just a few of the questions you might ask.

When voting for delegates, keep in mind that you do not have to vote for the maximum allowed. While it is vitally important to vote, don't squander that vote by voting solely on name recognition. If you are only sure of one person on the ballot, then only vote for that one person.

When voting on contractual issues, learn what the proposed changes mean, and what they will do for the craft as a whole. We must think past our routes and our offices - rather, we must do what is right for the craft as a whole. Do your homework: read the USPS financial reports available at www.usps.com, learn what is happening on the legislative front, go to as many informational meetings and conferences as you are able, and ask many, many questions.

There is a wealth of information available, please make time to be an up-to-date and informed voter. It is YOU who will make YOUR VOTE COUNT!

THANK YOU

ALL contributors to our newsletter need a big pat-on-the-back for their efforts in making it a success. You know who many of them are by the by-lines.

Don't forget! You too, can be a contributor. Send your news. Make your newsletter better!

Sue RESOLUTIONS Heiderscheidt



Have you ever wondered how the Resolutions that are voted on at the state convention and the national convention get to that point? When I looked up resolution in the dictionary, I found that the meaning closest to what we use resolutions for is: "a formal expression of opinion." Any **member or group of NRLCA members** can present a resolution. I looked back in our May 2005 state newsletter and found a copy of the resolution form that needs to be filled in and sent to the state secretary before the state convention. Your spring county meeting is a good time to work as a group on this. Resolutions are either **advisory** (non-binding) in nature or **binding**. (Binding is defined as the board having full authority to implement.) Keep in mind that contract changes can only happen during negotiations with the postal service. Resolutions give our national board some direction.

Some of the issues that can be addressed in resolutions are vehicles, relief days, benefits, salary, work rules, leave replacements, time standards, retirement, grievance procedures, EMA, automation and mail count.

At the state convention, there is a resolutions committee. Their job is to go over all of the resolutions and compare, combine, correct (retaining their intent) and report these proposed Resolutions to the delegates. Resolutions are adopted at the sound of the gavel unless there is objection by a delegate. The Resolutions that have been objected to will be passed over until all of the Committee Resolutions have been discussed. Then those Resolutions will be considered.

All proposed Resolutions that address national issues **after passage at the state convention** will be sent by the secretary to the national office for consideration at the national convention. At the national convention, the process is basically the same as at state convention. You can see all of the resolutions that the national delegates voted on in the printed copy of the NRLCA official proceedings of the national convention each year.

Remember, only members of the NRLCA can submit a resolution. See you in Reedsburg at our spring conference! We are planning to have a workshop on writing resolutions. Until next time, be safe.

NATIONAL CONVENTION DELEGATES 2006

The February, March, April and May issues of *The National Rural Letter Carrier Magazine* will carry the nominating ballot for placing names on the election ballot of National Convention Delegates.

- If you wish to nominate someone, self-nominations are allowed you need to
- Complete the nominating ballot
- Be sure it is SIGNED, showing the name & address of the member making the nomination
- Send by U. S. mail to the State Secretary's office no later than forty (40) days prior to the first day of the 2006 WI State Convention (this would be May 5, 2006)
- Remember a delegate must be an ACTIVE or RETIRED carrier in good membership standing at the time of nomination
- After May 5, 2006 the ballot will be prepared and mailed to all members in good standing
- Names for nominees as National Delegates will be placed on the ballot in order by a lottery drawing, **not** as they are received in the office of the State Secretary/Treasurer.
- The State Secretary/Treasurer, upon receipt of the nomination, will send a confirmation postcard to the nominee.
- If the nominees **DO NOT** receive confirmation, notify the State Secretary/Treasurer immediately. You must notify the State Secretary/Treasurer before the ballot is drawn up, or your name will not be on the ballot. You should at least talk to the State Secretary/Treasurer before May 7, 2006.

Please contact the State Secretary/Treasurer for any additional information.

Karen Schauer
WIRLCA Secretary/Treasurer

We want to be a.... NATIONAL DELEGATE

Why vote for **Barbara Bergsma**? I attend meetings ~ I'm a local/area steward ~ been a delegate before ~ look nice in the vest? How about because I'll work hard to persuade our union to work for us. We shouldn't be afraid to demand to keep what we have and to ask for more.

My name is **Etta Hagen**

I would truly appreciate your vote for National delegate! I have taken the time through out the years to attend MANY conferences and meetings. I learn useful information by attending these and would be honored to be selected as a National delegate.

Thank You 🌸

Hello! This is **Jill Jentz** co-chair of State Convention in Platteville. I would like to ask for your vote to be a delegate to National Convention. I attend Fall and Spring Conferences, State Conventions and ready to take my involvement to the national level.

Thanks for your vote.

Greetings! Please vote for me. I am active in our union and trying to stay well informed. I appreciate your vote for me in the past and ask for it again. Thank you **Lois Graper**

Please give serious consideration to your choices for delegate to National Convention. As an active carrier, I am working under the same contract as active regular and relief carriers across the nation. Please vote for **Mary O'Herron**.

We are now facing tremendous challenges that are affecting the future of our craft. It's imperative that we take the right steps now, and plan to effectively deal with those issues that will impact our working lives and paychecks. Your vote will help me push for needed positive change and help assure we follow the right path to benefit all Rural Carriers.

Vicki Kohls 262-337-1849 www.rcanswers.com

NEXT ISSUE NEWS ARTICLES

DUE APRIL 5, 2006

Part D – Medicare

The following information comes from an article in a recent FEDweek weekly newsletter and it makes a pretty strong argument that most USPS retirees need not apply.

“Through May 15, Medicare is conducting an open enrollment period for its new prescription drug benefit, called Part D. Enrollment is only voluntary, however, and there generally is little reason for anyone enrolled in both Medicare and the Federal Employees Health Benefits program – the large majority of federal retirees – to take out Medicare coverage. That’s because taking Part D would amount to paying twice for prescription drug benefits already paid by FEHB; in addition, with its monthly premiums averaging about \$32, deductibles and restrictions on which drugs are covered, the Medicare drug benefit typically is inferior to what is available through FEHB carriers. While some experts have advised federal retirees to at least familiarize themselves with Part D, others have said that there is no point in even that.

Penalty Provision Wouldn’t Apply

In general, those who are eligible for Medicare benefits by next May 15 and who fail to sign up for Part D by then must pay a penalty for delaying, about 1 percent per month of delay. However, this policy does not apply to those who are enrolled in a health plan deemed to have prescription drug benefits at least equal to Part D benefits. All FEHB plans have been so designated and the penalty thus wouldn’t apply, according to Medicare. Further, if you should lose your FEHB coverage for some reason, and you want to join a Medicare drug plan, in most cases you won’t have to pay a penalty as long as you join within 63 days of losing the coverage, according to Medicare.

New Medicare Rates for 2006

Meanwhile, Medicare has announced the new premium and co-payment rates for 2006 enrollees in Part A (hospital insurance) and Part B (medical insurance). The Part B premium will be \$88.50 per month and the annual deductible \$124. Most people do not pay a monthly Part A premium because they or a spouse has 40 or more quarters of Medicare-covered employment. The Part A premium will be \$216 for people having 30-39 quarters of Medicare-covered employment and \$393 per month for people who are not otherwise eligible for premium-free hospital insurance and have less than 30 quarters of Medicare-covered costs except the Medicare Part A deductible, which in 2006 will be \$952.

ACADEMY TRAINER

Applications are being accepted for an Academy Trainer in Wausau. All full-time rural carriers who are union members in good standing, within local commuting distance (50 miles) of the Rural Carrier Academy, and have a minimum of 1-year experience are eligible to apply for this ad hoc position. Salary will remain the daily-evaluated rate for your route.

Qualifications

Applicants must demonstrate to a sufficient degree, the following knowledge, skills and abilities:

- **Highly-developed interpersonal and communications skills.**
- **Practical experience in presenting training material.**
- **Ability to effectively work as a team leader.**
- **Ability to work with minimum supervision.**
- **Ability to use various instructional methods and classroom techniques applicable to adult students.**
- **Ability to motivate and manage class participation.**
- **Ability to instruct, lecture and demonstrate hands-on-training.**

According to the Wisconsin Rural Letter Carriers Constitution, we expect the academy trainers to attend at least one-half of our planned meetings.

Send your application to Melissa Tarlton, QWL Coordinator, Townsend, WI 54175. You can also contact her for more information by calling 715-276-6857 or ask your supervisor to check the *Lakeland Website*. Follow all the guidelines and have your application in by April 5, 2006.

MAIL DISAGREEMENT FORM

DATE: _____ Page 1 of _____ (add more pages as necessary)

DEAR POSTMASTER: _____

This is to inform you that I have not signed Form 4241. I disagree with the information on PS Form for the following detailed and documented reasons:

Respectfully yours: _____

Cc: File

Cc: Asst State Steward

Bill Steward's Page Foley

Hi there again. I will be addressing a number of concerns that have been brought to my attention.

As you know mail counts can be very stressful. We can always agree to disagree but we should not let our emotions affect our better judgment. If we cannot resolve a disagreement at the local level, a **disagreement form** should be annotated by the carrier and presented to local management stating what the issue is, the number of pieces and/or credit which is in question. A copy of this disagreement form should be forwarded to your State Steward and the original given to local management. Be sure that you note on the disagreement form all the details and issues. These disagreement forms will be forwarded on to the MPOO for review and resolution. The MPOO will evaluate and provide a written reply to local management. Local management will advise the carrier in writing in regards to the MPOO's decision. If the carrier is not satisfied with the decision a grievance will be annotated by the State Steward.

Remember if you disagree with the count data you are not required to sign the 4241. However you must submit on your disagreement form written comments explaining the reasons for the objection to sign the 4241 citing the nature of the error or omission.

HIGH/LOW OPTION

Remember carriers who are in a 6 or 8 hour leave category are eligible for high option. You can always elect the high option and change to the lower option but you cannot convert back to the high option once this choice has been made.

COUNT ISSUES

There have been strides made to clarify a number of issues relating to the mail count, however, we have run into some obstacles regarding issues which have been resolved but have not been disseminated to some of our offices and hopefully this will be corrected prior to the mail count.



Note below those issues which have been resolved:

Edit Book time – All carriers should receive some time during the mail count period, even if no changes are made. Time should be included to open the book and find the location points that need changing. Additional time is authorized if the edit book is unavailable and the carrier has to input the information on the maintenance sheet.

If a carrier is required to mark a bin number on a bundle of hold mail, 1 mark-up credit is given. If mail is held at the carrier's case, there is no need to mark bin numbers and no credit is given.

If an item qualifies as a parcel at the 2 lb. rate, the carrier should receive credit for a parcel collected. Even if someone besides the carrier is required to weigh it, the carrier still gets credit for the item. If an item collected needs to be weighed, rated, and postage affixed, the item will be credited as a parcel collected only if it meets the measurement requirements of a parcel.

There is no set maximum or minimum riffle time. The time that it takes to make 5 verifications per tray, usually no more than 10 seconds and additional time if needed to move out of sequence mail if found.

On Saturday if no management is available carriers who are required to count and record their collection mail in these situations should document the time taken, and they should get paid on form 8127, and the time taken to count should be recorded on PS 4239 column W. Follow the instructions in the PO 603 Section 481.

Carriers are credited for the carrier pick up program on a quarterly basis and are paid on form 8127.

If a COA yellow sticker does not come back the next day, requiring the carrier to put the forward mail on hold a mark up credit should be given.

Parcels which do not fit in four shelf vertical cases having one inch cell separations will be credited in column D as parcels.

Non rigid parcels that do not fit in case separations with other mail should be credited in Column D as a parcel.

Carriers should be credited with R time while going to and from the hold case and/or throw back case including the time to deposit the mail.

Continued on page 15

Area Stewards

Post Office Assignments by Zip code

Mike Wettstein Home PO Appleton
Hm 920-921-4976 wk 920-996-9950
54230, 54247, 54427, 54944, 54956, 54952, 54947, 54940,
54938, 54961, 54929, 54987

Steven Sowle Home PO Tomah
Hm 608-372-5221 wk 608-372-5611
54612, 54614, 54618, 54619, 54624, 54629, 54630, 54634,
54636, 54639, 54601, 54642, 54646, 54650, 54654, 54656,
54611, 54665, 54669, 54667

John Phillips Home PO Madison
Hm 608-212-4556 wk 608-624-1738
53503, 53507, 53515, 53516, 53517, 53528, 53529, 53530,
53533, 53544, 53562, 53711, 53560, 53565, 53572, 53821,
53582, 53583, 53597

Charles Groth Home PO Hayward
Hm 715-634-3938 wk 715-634-238
54846, 54880, 54873, 54868, 54848, 54888, 54546, 54552,
54837, 54524, 54514, 54527, 54546, 54855, 54856, 54832,
54871, 54867

Al Muench Home PO West Bend
Hm 920-994-4436 wk 262-334-3677
53040, 53026, 53037, 53963, 53916, 53039, 53021, 53075,
53041, 53085, 53081, 53080, 53092, 53002, 53033, 53086,
53048

Paul Loumus Home PO Racine
Hm 262-681-1359 wk 262-632-6214
53015, 53108, 53126, 53139, 53503, 53404, 53406, 53177,
53182, 53185, 53186, 53170, 53179, 53181, 53141, 53128,
53585, 53121, 53192

Lisa Wojnarowski Home PO Oconomowoc
Hm 414-852-4921 wk 262-567-7241
53103, 53118, 53119, 53149, 53153, 53098, 53183, 53038,
53156, 53094, 53115, 53120, 53121, 53147, 53078, 53035,
53050

Fred Resch Home PO Antigo
Hm 715-499-3026 wk 715-627-4812
54150, 54128, 54414, 54435, 54499, 54427, 54476, 54416,
54463, 54485

Sue Heiderscheidt Home PO Centuria
Hm 715-646-2186 wk 715-646-2121
54893, 54837, 54021, 54829, 54017, 54812, 54024, 54703,
54724, 54757, 54728, 54020, 54840

Barbara Bergsma Home PO Avoca
Hm 608-583-5003 wk 608-532-6880
53803, 53518, 53805, 53806, 53807, 53530, 53809, 53811,
53813, 53553, 53556, 53565, 53517, 53820, 53578, 53588,
53825, 53816

Michael Wieczorek Home PO Peshtigo
Hm 906-864-4465 wk 715-735-7342
54157, 54161, 54112, 54159, 54114,
54153, 54154, 54139

Louan Friend Home PO Pardeeville
Hm 608-587-2787 wk 608-429-2782
53532, 53959, 53901, 53925, 53930, 53955, 53949
53583, 53953, 53964

State and Assistant State Stewards Assignments by Area

Bill Foley
Phone 715-479-6143 or 715-482-3911
Email: bnfoley@nnex.net
First 3 digit zip code areas
540, 547, 548

Tom Bittner
Phone 920-273-0760
Email: tombittner@wirlca.org
First 3 digit zip code areas
530, 531, 532, 534, 539, 549

Linda Vanden Plas
Phone 920-498-2948
Email: lvandenplas@netnet.net
First 3 digit zip code areas
541, 542, 543, 544, 545, 549

Roger Schewe
Phone 608-835-3789
Email: rschewe@charter.net
First 3 digit zip code areas
535, 537, 538, 546

State Steward Office Hours

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

Special Board Meeting

Voyageur Inn, Reedsburg WI

December 10, 2005

President Schmidt called the meeting to order at 10:05 am.

Members present: Marty Schmidt, Karen Schauer, Tom Bittner, Linda Vanden Plas, Sue Heiderscheidt, Dan Strobel and State Steward Bill Foley.

Minutes from the fall conference board meeting were read and approved.

Board policies were reviewed. Changes were made. Two new chapters were added; one on miscellaneous items which included a mailing label policy and another on State Convention requirements. The State Convention requirements will be reviewed again at the spring board meeting. Three Appendixes were also added; one for the full-time steward contract, and another for Flag procedures and finally one on Conference set up tips.

The state steward gave an in-depth report on his activity since our last meeting. Assistant state stewards Linda and Tom also gave reports on their activity and the Regional Stewards' meeting in St. Louis. The upcoming arbitration has been cancelled due to a pre-arbitration settlement.

The board accepts the resignation of Committeeman Joe Rodenberg. Sue made the following motion: A replacement for the position will not be made and the position will remain vacant until the elections at the state convention in June. Motion passed. Tom made a motion to appoint Dan Strobel to Joe's vacant DJSC position. Motion passed. Marty appointed Dan to be our new GMAC and Provident Guild representatives. Karen will notify the NRLCA office of the changes.

Labor Management meetings were discussed. Bill is attempting to set up a meeting for the Northland District in January. The Lakeland District has a District Leadership meeting set for Jan 31st. Lakeland Board members and the state steward will attend that meeting.

Marty gave a brief update on the Appeal.

Pay vouchers were discussed. Tom and Karen will work on developing a new voucher that will also help with the DOL reporting. It was also suggested that everyone get their vouchers up to date for the year. If approval has been granted to send a voucher direct to Karen then photo copies of expenses need to be sent to Marty. Linda made a motion to include 'per diem for the state steward' in Chapter 2.B.1 of the board policies. Motion passed. The board will also submit a By-Law change to the state convention committee. Questions were asked regarding stewards that attend a QWL meeting and do union activities on the same day. Who pays the mileage expenses? Karen will contact National to see how to proceed.

State Steward Bill informed us that Joey Johnson from National would be doing the training for the new Area Stewards. Bill would be doing the entire local steward training with help from the assistants. Mail count training would be done by all the assistant state stewards and Bill. Dates, times and places were listed in the Newsletter.

Karen gave an update on our membership and suggested that we do a recruitment letter to all regular non-members. Board consensus decided not to do that at this time.

Budget report and other financial statements were looked at. Tom made a motion to purchase another LCD projector. The need was discussed and the motion was passed to purchase one. A \$1200 limit was imposed.

The Spring Conference Saturday program was discussed. Breakout groups will be used again. Karen will give a short presentation on how to make a proposal for a constitution and by-law change or a resolution. Sue made a motion to switch the board meeting to the Monday following the Spring Conference. After some discussion the motion was passed.

DJSC vacancies and roll-off dates for current members were reviewed. Tom made a motion to extend Bill as co-chair of the Lakeland Dist DJSC until fall. Motion passed.

Sue made a motion to adjourn. Meeting concluded at 5:40 p.m.

Respectively submitted, Karen Schauer, Secretary/Treas



Come Make History!

This year Green Bay will be hosting our State Convention for the ninth time! That makes Green Bay the city that's "hosted the mosted". That will tie Brown County with another County Unit that has also hosted 9 conventions.

This tidbit just begs for a contest!!

What other County Unit has hosted State Convention 9 times?

Hint: The top "five" cities, as of 2006, that have hosted the most:

1. Green Bay ~ 9
2. Madison ~ 7
3. Wisconsin Rapids ~ 6
4. Fon du Lac / La Crosse / Wausau ~ 5
5. Eau Claire / Manitowoc / Milwaukee / Portage / Sheboygan ~ 4

(We have 45 county Units ~ 28 have hosted State Convention)

Enter the contest at the History Table in Green Bay. The winner will be drawn from the correct entries. The prize? *Something historical!* Come Make History!

Barbara Bergsma, WI-RLCA Historian

NORTHLAND DJSC NEWS

Northland District Steering Committee welcomes Tracy Franseen and Bill Bires as management members.

Interview process will be very soon for these academies St Paul, Mankato, St Cloud, and Eau Claire.

Reminder for facilitators: When a rural carrier craft member is serving in a managerial or supervisory position such as an OIC or 204B, the member is prohibited from Union participation. Rural carriers serving as county, district and state officers and all leadership positions with QWL/EI to include (but not limited to) coordinator, facilitator, DJSC member, whether elected or appointed, shall be deemed to have resigned from any and all of the above mentioned leadership positions upon acceptance of a 204B, OIC or any other managerial position with the USPS within the provisions as set forth in Article XVIII Section 2 of the NRLCA Constitution and Bylaws. Facilitators who take the training for 204B or OIC are not included in the above, only when they accept the position.

Academy Trainors; the National Guidelines for QWL/EI on page 15 under RURAL CARRIER ACADEMIES it states trainers must be advised they cannot act in a managerial capacity as long as they retain the trainer position.

Rural Carrier of the Month

The Northland DJSC Committee has created a Rural Carrier of the month award. The winner of this award will receive a Jacket with the Quality of Work Life logo stitched onto the jacket. They will also receive a certificate, and a copy of the certificate should be placed in the employees OPF. The award will be presented by the facilitators who service the office of the winner.

The goal of this award is to recognize deserving rural carriers for their contributions to the success of the Northland District.

Any questions concerning the Rural Carrier of the year award can be directed to: Mel Miller, 550 South Facilitator, at 952-469-8308.

REVENUE: All carriers will be receiving the revenue generation training course in fiscal year 2006. They will receive four service talks on "how to be an ambassador for the post office", revenue course #41501-41. This course will focus on customer service. Carriers need to be educated to promote the better service the post office offers.

SAFETY: Roll away, run away problems are still happening. Carriers need to be reminded more often of the proper procedures when leaving their vehicle. Carriers

need to be reminded again of the new seat belt policy in the revised PO 603.

ERGONOMICS: March 30-31 we will wrap up the ergonomic team projects. Case design, vehicle design, exercise, office layout, mailbox design, apparel and footwear, pull down equipment, case atmosphere, mail conveyance, loading and reloading.

Looking forward to meeting with all of you and we are very excited to see the finished proposals.

Hope to see many of you at the spring conference in April. Drive safely out there and have a great day.

Your Northland DJSC Committee Member,
Nancy Hainstock

Chaplain's Corner

Chris Weber

A MEANINGFUL PRAYER

"Do not pray for the easy lives.

Pray to be a stronger person.

Do not pray for tasks

only equal with your strength.

Pray for strength equal

with your tasks.

These are the prayers that are heard

and answered by our loving Lord

and lead to an abundant life.

Phillips Brooks

Many times in our lives we sell ourselves short. We give up too easy, turn back, and fall behind. We all need to look in the mirror, smile at what you see, tell yourself you can do it, that you will do it, and go forward. Life is not about looking back and saying gee wish I would have done that different. Life is about learning from our mistakes, trying not to make the same one twice, and always, ALWAYS being able to smile at the mirror, and be happy with yourself. Yours is the opinion that makes a difference and really counts.

:o) God Bless.

WELCOME TO "MID-STATES CONFERENCE"

MAY 5-7, 2006

Holiday Inn Worthington, COLUMBUS OHIO

With a Full Junior Program May 6 and 7 including Banquet and special activities.

LODGING AND TRANSPORTATION

Holiday Inn Worthington **\$84.00** **175 Hutchinson Ave** **(614) 885-3334**

Overflow Hotels are available and located on either side of the main hotel and have adjoining parking lots. Rooms are available Thursday through Sunday. Complimentary Shuttle Service is available from the airport Friday from 4-9PM and Sunday from 12-5PM from Clipper Transportation call (614) 251-7272 for service to the Holiday Inn. Free parking at all hotels.

Homewood Suites (Cont. Breakfast) **\$114.00** **115 Hutchinson Ave** **(614) 785-0001**

Sheraton Suites **\$89.00** **201 Hutchinson Ave** **(800) 325-3535**

Make reservations by April 7, 2006. For special rate mention the Ohio Rural Carriers / Mid-States Conference.

HIGHLIGHTS

MAY 5 10AM-4PM Longaberger Basket Factory & Shopping Tour Open to all.

A small transportation fee will be charged. If interested please register below.

6:30-7:45PM Open Steward Training Session with Ronnie Stutts

6:30-7:45PM Mid States Network Session with Moderator

8:00-11:00PM Complimentary Mixer Buffet & Country Western Entertainment with Karaoke /Cash Bar

MAY 6 1:00-4PM Ohio State University-- Horticultural Tour

8:30 AM- 5PM NRLCA National President Donnie Pitts & many other Special Guest speakers, Retirement Speaker, APCU, PAC & Legislative Issues, Legal Council and Q & A forum with speakers and Conference State Stewards - Saturday night 7PM Dinner Buffet and Entertainment

MAY 7 8AM- 12 Noon Devotional - NRLCA Executive Committeemen Joey Johnson & Francis Raimer - Q&A Conference Business Session

MEALS

May 6, 2006 Mid-States Conference Dinner Buffet and Entertainment

"Oldies But Goodies Night" 50/60's sock hop theme & karaoke (50/60's dress encouraged)

Reception - Cash Bar 6-7PM - Dinner at 7PM \$30.00 per person Buffet Menu:

Boneless Chicken Breast, Beef Stroganoff ,salads, vegetables, potatoes, rolls, desert and beverages

Saturday May 6 & Sunday May 7 Holiday Inn - Conference Hot Breakfast Buffet. \$13.80 per person

REGISTRATION

Name _____ phone _____ e-mail _____

Address _____

How many? Association ____ Auxiliary ____ - Junior(s) ____ Age(s) _____

Juniors will be contacted about activities once registered.

MAY 5 Longaberger Basket Factory & Shopping Tour Yes # _____

MAY 6 Ohio State University—Horticultural Tour Yes # _____

Both tours are open to all. A small transportation fee will be charged

MAY 5 Complimentary Mixers Buffet Yes # _____

Soup, salads, deli meats & cheeses, sandwich buffet selections, deserts, beverages

Banquet \$30.00 _____ - Breakfast Buffet: May 6 \$13.80 _____ - May 7 \$13.80 _____

Make checks out to OHRLCA Total amount enclosed \$ _____

Mail to: Mid-States % Diana Hausfeld PO Box 105, Minster OH 45865-0105

RSVP by April 28, 2006 for all meals and activities - E-mail Diana@nktelco.net for meal ticket confirmation.

Contact Person: Sandy Laramie Co-Chair **sj43147@insight.rr.com** **(740) 927-6767**

WISCONSIN RURAL LETTER
CARRIERS AUXILIARY

June Strobel, Secretary/Treasurer
N4431 Daley Road
Hustisford, WI 53034

(Applicant's Name)

SCHOLARSHIP APPLICATION

FOR WI RLCA JUNIOR MEMBERS

ENTERING HIGHER EDUCATION AS A FRESHMAN

Dear Applicant:

The WRLCA is pleased to offer Scholarships in amounts of \$250. A \$350 scholarship will be awarded to an active WRLCA Junior.

Eligibility for these scholarships is determined by parents/grandparents membership in good standing in the NRLC Association and/or Auxiliary.

APPLICATION INSTRUCTIONS:

1. **Include an official transcript with school seal** beginning with Grade Nine through the first semester of the Senior year. The grade point average must be 2.5 (C+) on a 4 point scale. Attach transcript to second page of application.
2. All spaces on the application **must be filled in.**
3. All applications **must be typed or neatly and legibly hand printed in ink** to be considered.
4. All applications **must be postmarked no later than May 20, 2006.**
Any application received with a postmark **later than May 20th will not be considered.**
5. Mail your completed application (and all requested information) to:

**June Strobel, Secretary/Treasurer, WRLCA
N4431 Daley Road
Hustisford, WI 53034**

6. Applicant may include a recent photograph or High School Senior Picture of the applicant with this application. By including this photograph, applicant is authorizing the WRLCA to use this picture in our State newspaper.
7. Winners will be announced at the WRLCA State Convention in June. Notification to the award winners will be sent after the June State Convention.

Scholarships will not be paid until the student has successfully completed the first semester (with acceptable grades) and enrolled for the second semester. A letter including grades received for first semester and schedule of classes for second semester must be sent to the Auxiliary Secretary/Treasurer by February 20, 2007.

SCHOLARSHIP APPLICATION

FOR WI RLCA JUNIOR MEMBERS ENTERING HIGHER EDUCATION AS A FRESHMAN

Name: _____ Birthdate: _____

Street Address: _____

City: _____ State: _____ Zip+4: _____

Phone Number: _____

Name of Rural Carrier Parent/Grandparent: _____ SSN: _____

Check one: Regular Carrier Retired Substitute widow(er) of carrier

Post Office where Parent/Grandparent is/was employed: _____

Are Parents/Grandparents members in good standing in WI RLC Association: Yes No

Are Parents/Grandparents members in good standing in WI RLC Auxiliary: Yes No

In what county are dues paid? _____

What school of higher education has accepted you as a freshman? _____

PLEASE ANSWER THE FOLLOWING QUESTIONS AS COMPLETELY AS POSSIBLE.

1. Have you participated in the WRLCA Junior organization at State Conventions?
If so, in what way?
2. Did you receive any academic honors or awards during high school? If so, please list.
3. Did you participate in school-sponsored activities such as clubs, organizations, sports, etc? If so, please list.
4. Have you participated in non-school sponsored activities? If so, please list.
5. Please list any hobbies, special interests or talents you have.

SCHOLARSHIP APPLICATION

FOR WIRLCA JUNIOR MEMBERS
ENTERING HIGHER EDUCATION AS A FRESHMAN

Submit with this application, on a separate sheet of paper, in letter form explaining:

1. your career goals
2. why you wish to pursue the career you have chosen
3. what experiences you have had to date that might be relevant to your career goals
4. any other information about yourself that might be relevant to this application.

Signature of Applicant: _____

Signature of Applicant's Father: _____

Signature of Applicant's Mother: _____

Date of Application: _____

**ATTACH
YOUR
PICTURE
HERE**

Thank You! Good Luck With Your Future!

WI RLCA AUXILIARY

<u>Auxiliary Officer</u>	<u>Address</u>	<u>Phone</u>	<u>Assignments 2005-06</u>
Sue Becker President	W335N7027 Stonebank Rd Oconomowoc, WI 53066	262-966-3344	Ozaukee, Racine-Kenosha, Grant-Iowa, Lafayette- Green, Rock-Walworth
Diane Susa Vice-President	10686 County Road Bb Marshfield, WI 54449-9559	715-676-3376	Marinette, Oconto, Shawano, Lincoln-Langlade, Tri-County, Marathon- Clark, Price-Taylor, Wood- Portage
June Strobel Secretary-Treasurer	N4431 Daley Road Hustisford, WI 53034-9742	920-349-3782	Waupaca, Outagamie, Juneau, Adams-Marquette, Dodge
Cindy Bittner Executive Board Chairman	Po Box 305 Chilton, WI 53014	920-273-0760	Cal-Man-She, Washington, Fond du Lac-Green Lake, Brown, Door-Kewaunee
Marc Weber Secretary, Executive Board	739 Gale Ave. Wisconsin Dells WI 53965-8660	608-253-7192	Wausara, Winnebago, Monroe, Vernon, Columbia
Kathy Lueck Executive Board	1417 Oak St. Watertown, WI 53098-1136		Crawford, Richland-Sauk, Dane, Jefferson, Milwaukee- Waukesha
Judy Pederson	1794 McKinley Rd. Eau Claire, WI 54703-1334	715-834-1424	Buffalo-Trempealeau, Jackson, Chippewa- Eau Claire, LaCrosse, Polk- Burnett, Pierce-Pepin, Dunn, Rusk, St. Croix, Sawyer, Barron-Washburn
Roy Peterson	6288 S. Pine Grove Rd. South Range, WI 54874	715-399-2338	Lake Superior
Karen Rasmussen Jr. Auxiliary Sponsor	N55W31185 Hwy K Hartland, WI 53029-9305	262-367-2330	

WI RLCA JUNIORS

WI RLCA AUXILIARY SCHOLARSHIP APPLICATIONS ARE IN THIS ISSUE.

PRESIDENT..... Michael Rasmussen
VICE-PRESIDENT..... Allison DuLac
JUNIOR VICE-PRESIDENT..... Katie Volz
SECRETARY..... Peter Rasmussen
TREASURER..... Rachel Rasmussen
CHAPLAIN..... Matt Jandourek

Linda
DIRECT ORDERS
 Vanden Plas



Direct Orders--
 To Obey or
 Disobey.....
 That Is The
 Question

Today, more than ever, I am dealing with carriers who are issued letters of warning, 7 day and 14 day paper suspensions and letters of removal for the simple fact of insubordination, in other words, “disobeying direct orders”. The ELM. Section 666.51 states, “employees must obey the instructions of their supervisors, if the employee has reason to question the propriety of a supervisor’s order, the individual will nevertheless carryout the order and immediately file a protest in writing to the official in charge of the installation, or appeal through official channels” This means in simple terms, do what you are told to do and then grieve the issue later. We all know management may have us do things that are in violation of our contract and handbooks and manuals, many carriers become very angry and argue with supervisors and postmasters, which creates a hostile work environment. It is easy to understand why an individual would want to disobey orders, however we must resist the temptation. Management considers insubordination, or disobeying orders, one of the deadly sins, right up there with theft and violence. So if management tells you to throw the mail on the floor and run around it three times, do it, file a grievance and then call your steward immediately. When the union investigates the grievance you have at least done the right thing by obeying the direct order. In closing there are some times you might disobey direct orders, for instance: if management told you to do something that might be hazardous or harmful to your health, you as the carrier must report it and ask that it be made safe. Rather than an outright refusal, a safer response would be, “I will comply with your request when the unsafe condition is corrected”. Remember, the right to refuse dangerous work is upheld in the US by the occupational safety and health act. For simple everyday orders please obey and prove management wrong the right way through the grievance process.

ADDRESS CORRECTIONS

IS YOUR ADDRESS CORRECT ON THIS ISSUE OF THE STATE PAPER?

The address of each active rural letter carrier member will be updated to reflect the address that **YOU** have given to your employer, the United States Postal Service. The address for all mailings of the Wisconsin Rural Letter Carriers’ is the NRLCA Database. These addresses are updated according to the USPS Pay Period Reports. If the address on the WI RLCA State Paper is not your correct mailing address, please notify Karen E Schauer, immediately. You also need to fill out a PS Form 1216 for the USPS; you do this through the personal office or the blue page at your post office.

RETIREES

The address you see on this state paper is the address that is in the National Database and it is the mailing address that WI RLCA will be using. If you need to correct your mailing address, please notify Karen E Schauer, immediately.

REMEMBER THIS IS THE ADDRESS THAT WILL ALSO BE USED FOR THE NATIONAL DELEGATE BALLOT MAILING.

If you have any questions, please contact Karen E Schauer, WI RLCA Secretary/Treasurer

COMING EVENTS

February 24, 2006	First Day of Mail Count
March 9, 2006	Last Day of Mail Count
April 1, 2006	WIRLCA Board Meeting
April 1-2, 2006	Spring Conference, Reedsburg
April 3, 2006	WIRLCA Board Meeting
April 4, 2006	Cal-Man-She Meeting
April 18, 2006	Waupaca County Meeting
June 15, 2006	WIRLCA Board Meeting
June 16-18, 2006	State Convention, Green Bay
August 8-11, 2006	National Convention, South Carolina
October 14-15, 2006 (tentative)	Fall Conference, Stevens Point (tentative)
June 8-10, 2007	State Convention, Hayward
June 21-23, 2008	State Convention, Racine

Submit dates of upcoming events to the editor.

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"/>
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(SOCIAL SECURITY NUMBER)

LAST												FIRST						MIDDLE	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
MAILING ADDRESS												CITY						STATE	ZIP CODE +

POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
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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
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SECTION B - FOR USE BY STATE EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL	DATE	LOC. #	STATE
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.		<input type="text"/>	<input type="text"/>
		DATE	REMIT #
_____ STATE SECRETARY			

SECTION C - FOR USE BY THE NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE →

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

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

50036

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



PLEASE JOIN US.

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

WI RLCA Spring Conference

- **Saturday, April 1, 2006 -- 1 PM to 4 PM**
Informational Speakers
Workshop on Writing Resolutions
Workshop on Writing Constitution and
By-Law Changes
Break-out Groups
- **Saturday, April 1, 2006 -- 7 PM to 9 PM**
Hospitality Room
PAC Auction (See Marty's article)
- **Sunday, April 2, 2006 -- 9 AM to 3 PM**
National Officer Report
State Officers Report

Voyageur Inn & Conference Center
Reedsburg, WI

Reservations & Information
608-524-6431

Rooms are limited, but call for special WI RLCA rates!
Other nearby rooms are also available. Rooms must be
reserved by March 15, 2006.

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

2006—WI RLCA 102nd STATE CONVENTION—2006
FRIDAY, JUNE 16 – SATURDAY, JUNE 17 – SUNDAY, JUNE 18
HOSTED BY BROWN COUNTY – Green Bay, WI
All attendees and delegates MUST return registration form.

MEMBER: _____ **Regular RCA RCR Retired** Delegate **YES NO** (Circle Choices)

SPOUSE: _____ **AUXILIARY DELEGATE--YES NO** GUEST—**YES NO**

JUNIOR: _____ AGE: _____ JUNIOR: _____ AGE: _____

ADDRESS: _____ CITY: _____ ZIP: _____

COUNTY: _____ PHONES: () - OR () - _____.

FREE Registration if mailed BEFORE JUNE 1, 2006--\$10 LATE CHARGE WILL BE ENFORCED!

Saturday Officers Breakfast with National, State, _____ @11.00 \$ _____
 & County Officers, (open for all to attend), Eggs, Bacon,
 Hash Brown, English Muffins, Fresh Fruit Cup, Juice, & Coffee.

Saturday Luncheon Buffet: Build-your-own Sandwich, _____ @ 10.50 \$ _____
 Potato Salad, Potato Chips, Relishes, Coffee, & Milk

Saturday Junior Tour: Wildlife Sanctuary, Lunch, _____ @15.50 \$ _____
 Bay Beach Amusement Park tickets, skating party,
 and pizza.

Saturday Evening Banquet: Chicken & Tenderloin _____ @25.00 \$ _____
 Tips, Mashed Potatoes, Sides, Coffee, Milk, & Bars

All meals include gratuity and tax. Lobby breakfast is included with room.

MAKE CHECKS PAYABLE TO: Brown County RLCA Convention

Mail to: Brown County RLCA Phone: 920-863-3748
 C/O Brenda Hartstern
 3392 Water Division Road
 Denmark, WI 54208-8838

Comfort Suites, 1951 Bond Street, Green Bay, Wisconsin-920-499-7449 or comfortsuitesgb.com. Use Highway 41 on west side of city to exit Hwy 29. Turn east on Shawano, then North/left on Bond, three blocks. See website for map, amenities, and booking. Rate is \$64-\$72. **Reserve Early!** End date for our block is May 15, after which rooms not booked will be used for other parties. Comfort will refer to other hotels.

PARTY! PARTY! PARTY!

Dennis

GOOD NEWS -- BAD NEWS

'Mr. PAC' Nelson

I'VE GOT GOOD NEWS...



and I've got bad news, which do you want first? Normally, when you hear this statement, you would muster-up a fake grin and brace yourself for a really stupid joke. Well, I can't see whether or not you're forcing a smile and anyone who knows me will tell you that I am *always* serious.

The good news: Marcelyn Barth, of Black Creek, received a \$50 gas card (as a result of winning the PAC contest, which I described in the last newsletter).

* The bad news: Only two other members (Richard Stormoen, Westboro and Eugene Setwyn, Reedsburg) made a Political Action Committee contribution. Even though they didn't have their names drawn, for the gas card, they are *winners!*

The good news: Secretary-Treasurer Karen Schauer, and the County Secretaries, have enrolled about 3,600 WIRLCA members.

The bad news: See (*) above.

The good news: On page 1034, of the December edition of the National Rural Letter Carrier magazine, you may have noticed that Wisconsin ranked #1 in aggregate PAC contributions and #2 in per capita amounts. This accomplishment was made possible as a result of the efforts of our members who attended, and made PAC contributions, at the Fall Conference. Funds collected during the Halloween costume contest and bids for the opportunity to shave Dennis Rasmussen's mustache helped to increase the total amount. Note - even though it is my

name, that appears next to the State's ranking, *all* of the credit goes to those members who's names are printed in the contributor's columns.

The bad news: Having Wisconsin achieve such a high ranking is a *very* rare occurrence.

The good news: 19 WIRLCA members enrolled to have a "PAC Allotment" deducted from their paycheck.

The bad news: On November 23, 2005 the National Office notified the State PAC Chairs that we were no longer allowed to accept the allotment forms, from our members. The USPS payroll system is unable to process the requested deductions. We are awaiting further instructions, from the National Office, concerning an alternate method of payroll deduction.

The good news: We will be able to exercise our freedom by casting a vote, for our Congressional Representatives, this coming November.

The bad news: Over half of us won't bother.

The good news: You dream of taking a trip.

The bad news: You are in a *hand-basket*. (This is really the same good news/bad news scenario as in the preceding two sentences, only stated in a different way).

The good news: It's easy to make a contribution to help support political candidates, who are willing to listen to Rural Letter Carriers and Retirees. Write out a check, payable to: **NRLCA PAC** Mail it to:

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

The bad news: Uh, I can't really think of any bad news about making a contribution to our Political Action Committee (other than it will cost an extra 2 cents for the postage now).

The good news: I will be happy to receive a contribution of any amount \$25, \$50, etc. All PAC contributors, of \$26 or more, will have their names printed in the next edition of the NRLCA magazine.

The bad news: Your PAC contribution is not tax deductible.

WI RLCA 'Marty' Schmidt – Editor
 7088 Old 57 Road
 Greenleaf, WI 54126
ADDRESS SERVICE REQUESTED

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

<u>STATE OFFICERS</u>	<u>ADDRESS</u>	<u>PHONE</u>	<u>ASSIGNMENT</u>
Martha 'Marty' Schmidt President	7088 Old 57 Road Greenleaf, WI 54126	920-427-6200	Cal-Man-She, Waupaca, Outagamie, Waushara, Winnebago
Tom Bittner Vice-President	619 Park St. Chilton, WI 53014-1551	920-273-0760	Milwaukee-Waukesha, Ozaukee, Racine-Kenosha, Washington, Fond du Lac-Green Lake
Karen Schauer Secretary/Treasurer	5857 Prill Road Eau Claire, WI 54701	715-836-9612	Buffalo-Trempealeau, Jackson, Chippewa-Eau Claire, Monroe, Vernon, La Crosse
Linda Vanden Plas Chairman Executive Committee	1610 S Ridge Road Green Bay, WI 54304	920-498-2948	Brown, Marinette, Oconto, Shawano, Door-Kewaunee
Please contact Martha 'Marty' Schmidt For Officer Assignment		920-427-6200	Crawford, Grant-Iowa, Dane Lafayette-Green, Rock-Walworth, Sauk-Richland
Sue Heiderscheidt Committeeman	2020 180 th Ave. Centuria, WI 54824	715-646-9366	Polk-Burnett, Pierce-Pepin, Dunn, Rusk, St. Croix
Dan Strobel Committeeman	N4431 Daley Road Hustisford, WI 53034		Wood-Portage, Juneau, Adams-Marquette, Columbia, Dodge, Jefferson
Bill Foley State Steward	PO Box 681 St. Germain, WI 54558	715-482-3911	Lincoln-Langlade, Tri-County, Sawyer, Marathon-Clark, Wash- burn, Price-Taylor, Lake Superior
Dennis R. Nelson PAC Chairman	1002 55 th Street Amery, WI 54001	715-948-2605	

>>> COUNTY ASSIGNMENTS ARE SUBJECT TO CHANGE <<<