

WI RLCA NEWS

MAY 2006

Martha 'Marty' Schmidt - Editor



WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION

Are YOU prepared?

The members from Brown County are prepared to host the state convention June 16-18, 2006. They started 2 years ago and have followed a timeline set by Brenda Hartstern, co-chair. There is much thought and preparation in hosting a convention. Rick Brockelsby, co-chair and I will have a final tour of the Comfort Suites to see that everything is in order. We must have rooms for all of the committees, auxiliary, juniors, and members to do the business of this association. The county committees have planned for registration, decorations, ditty bags, hospitality, and entertainment. They are waiting for you to attend the biggest event of the year for WIRLCA.

Prepare to come and conduct the business of our union.

Our national board wants all of our state officers to be prepared to lead the states. In a new effort, this year each president was invited to attend "Training 2006". I attended the training with presidents of states with the most members them. It was the feeling that we experience many of the same problems as well as goals for our members. We spent 2 full days studying such things as DOL guidelines, constitution and by-laws, legislative updates, board meeting preparation, board policies, and PAC participation. The presenters included national officers, state secretaries, legislative representatives, and other state presidents.



The training took place in the new training room at our national office in Alexandria, VA. I brought back a renewed interest in my position as president, felt prepared for the future, and shared this information with your state board.

WI RLCA STATE CONVENTION

NOTE: ALL VOTING DELEGATES MUST HAVE THEIR CREDENTIALS TURNED IN TO THE CREDENTIALS COMMITTEE BY 10:30 AM ON SATURDAY, JUNE 17, 2006

After a break the credentials committee will make their final report and the business will commence.

This is a change from past procedure!

A retirement seminar will be held starting at 9:00 am on Friday, June 16th. At 9 o'clock, Diana Ewalt from the Lakeland Human Resources, will do the presentation for carriers and spouses in the CSRS system. At 10:30, she will do a presentation for carriers and spouses regarding the FERS retirement. If you are within 3 years of retirement she will prepare a retirement printout for you. You must contact Marty Schmidt by June 1st with your social security number and name to have the print out for you at the retirement seminar. Marty's name and address are on the back cover.

IN THIS ISSUE

ARTICLE	PAGE
RDSOP	3
New Members	4
Steward Application	6
April Showers	7
State Convention	8 & 19
LLV's	9
Interim Adjustments	10
Steward Names	13
QWL	14
Spring Conference	15
Academy Trainer	17
Scholarships	20
"Mr. PAC"	23

Continued on Page 2

Continued from Page 1

In preparation for steward work, Bill Foley and Tom Bittner attended the national steward training. Excellent training that included a roundtable discussion with arbitrators, workshops with director of labor relations Randy Anderson, and presentations from our team of lawyers was held in Virginia also. Much time was spent with questions and answers. This is all done to better prepare our stewards. I am sure the local, area, and other assistants will glean information from Bill and Tom.

Your secretary/treasurer, Karen Schauer, became better prepared to serve you when she attended training in March. She learned financial information, DOL updates, new health plans, membership recruitment, and used the new web-based data base. She came back just in time to attend the spring conference and share the information with your board.

In preparation for the upcoming contract negotiations, the national board has called area officer's meetings.



Your state board and state steward attended the meeting and also received training in three operational areas: administrative, legislative, and contractual. At the spring conference, the members gave the board many ideas and concerns to take along to the meeting.

The members in attendance on Saturday of the spring conference

went in breakout groups and worked on writing resolutions and constitution and by-law changes. They will come prepared to present some of them at our state convention. By the way, I will remind you, again, it is in Green Bay, June 16-18.

Members, board members and assistant state stewards, and state steward prepared articles to include in this May newsletter. This preparation is not taken lightly. Some of them spend much time researching to give you information that is pertinent and useful for you. If you have something you think would be an informative article, please give the idea to someone that can submit it. The articles in this newsletter should prepare you for your job. Maybe you have something you would like to submit.

In the Lakeland and Northland districts, your board and state steward will be meeting with the leadership teams to have labor management meetings. We have a prepared agenda that will include discussion regarding RDSOP, problem offices, mail count, and other items of importance.

Remember there are 5 positions that need to be filled on the board. Maybe it is your time to be nominated and serve this association. If you have any questions regarding the duties of any of these offices, please contact me, I can prepare a mailing to you. Also, the newly elected board will select a full time state steward soon after the convention. This is done by application and then an interview process. Follow the June 1st deadline for applications.

Ronnie Stutts, Director of Steward Operations, will be our guest at the convention. Prepare some questions for him regarding your job; he will have answers for you. We will have

Nancy Lynn Smith, Lakeland District EAP Consultant, speaking on Friday afternoon. Mark Rosenwinkel from the Great Lakes area office will bring a message from our area vice-president. Be prepared to learn many new things.

I appreciate the positive comments I received at the spring conference. You have told me that I did fulfill my campaign promise to you by using the 3 R's...Reading, wRiting, and Responding to you, the members. As I prepare to leave this position.....

*If it wasn't for friends like you,
The world
would be dark and drear:
You have a way about you
That is honest and sincere.
One can't be lonely very long
Or get to feeling "down".
You have a built-in sunshine
That follows you around.
If it wasn't for friends like you,
I think I'd lose my faith in man:
You always understand.
Your actions speak much louder
Than your words can ever do:
I know I'm better and I'm blessed,
just for knowing you.
So today I want to tell you,
In case you might not know,
How very much
your friendship means
The older that I grow.*

Thanks for the memories the last 6 years. Good luck to all the members in the future. We must all work together for the betterment of this UNION.

Martha (Marty) Schmidt

Tom RDSOP Bittner



Most of you have probably heard by now about something called RDSOP. This stands for Rural Delivery Standard Operating Procedure. Those of you that have city delivery in your office should remember something a few years ago called AMSOP for city carriers. One thing both

programs have in common is that there is a great deal of misunderstanding about their implementation. One item of the RDSOP that could cause problems is called “percent to standard”. In a nutshell, “percent to standard” is paid hours compared to budgeted hours. Rural hours are budgeted based on the evaluation of the routes in an office. For regular carriers most often their paid hours will be equal to the evaluation of their routes since they are paid their evaluation. A regular carrier assigned to a 45K route, for example, would have no effect on the office’s percent to standard if they worked less than 45 hours and in most cases would have no effect if they worked more than 45 hours on the route. Normally the only times that a regular carrier working their route without assistance would have an effect would be if they worked more than 12 hours/day, 56 hours/week or 2080 or 2240 hours/year. During the Christmas overtime period any overtime that a regular carrier earned would also effect their percent to standard, as would any time that relief carriers worked providing auxiliary assistance in order to avoid overtime. Other things that a regular carrier might do that would be reflected in percent to standard would be QWL/EI hours, training hours that are not paid on form 8127 and “O” time.

Relief carriers will in most offices have the most effect on percent to standard. Offices that have large turnovers in relief carriers will have more training hours and therefore a larger number of hours over standard. When a relief carrier fills in for the regular carrier for annual leave if they work more than the evaluation of the route this will also have an effect. Relief carriers doing miscellaneous things such as making express mail runs and doing collections that are not built into the evaluation of a route would also account for additional paid hours beyond the evaluation. Another contributor

would be if there were regular carriers on limited duty who worked on their route and had their relief carrier provide auxiliary assistance. For example: a regular carrier that has work restrictions due to a work related injury could be placed on limited duty. Their restrictions might allow them to case their route but not deliver it, in this situation the hours that the relief carrier used to deliver the route would be recorded as auxiliary assistance and would increase the number of hours over standard for that office.

When I first started writing this article I had hoped to come up with a list of things that would explain why an office would end up with hours over standard. After talking to managers at both the district and area levels it appears that no one really has a good grasp on all the things that might apply. One interesting situation that I couldn’t get a definitive answer for was when relief carriers each carry their assigned routes and then split a third route. The proper way to record the hours for this situation would be to assign the route for the day to a fictitious sub. The relief carriers that split the route would be paid the evaluation for the route they carried completely and actual time for the route they split as auxiliary assistance. Since it would be auxiliary assistance it could show up as hours over standard but no one could give me a

... because they don’t understand what is involved they take actions that do nothing and might even exacerbate the problem.

definite answer. My concern is that managers will find out that their percent to standard is high and because they don’t understand what is involved they take actions that do nothing and might even exacerbate the problem. In many cases the additional

hours may be unavoidable. It’s obvious that an office that has problems retaining relief carriers will have additional training hours. By trying to reduce the amount of training managers may make the problem worse by sending new hires out on the route before they are ready and setting them up to fail. According to Steve Sbarbaro (Great Lakes Area operations program analyst) “The review is to verify and correct any problems, but if the hours over standard are properly used there is nothing they can do but document that it has been verified and OK. The GLA is not stating that a % to standard number is good or bad, just that a review needs to be conducted to check.

Regular carriers should keep in mind that there aren’t a lot of situations where they can have an effect on their offices “percent to standard”. Unless they go over 12-hours/day, 56 hours/week, 2080/2240 hours/year or have overtime during the Christmas period the hours they work wouldn’t matter. Relief carriers working less than the evaluation of their route, when they work a full week, or less than 40 hours/week when being paid the daily evaluation would not increase paid hours. If management has hired sufficient relief carriers and schedules properly, hours over standard should not be an issue. If they haven’t, they need to know what caused the hours over standard so they can focus their efforts correctly

NEW MEMBERS

January 29, 2006 through April 4, 2006

<u>NAME</u>	<u>POSTOFFICE</u>
MATHEW C ANDERSON	APPLETON
TIM A PEERENBOOM	APPLETON
MARSHA K FLANNERY	ARGONNE
NANCY A NEITZEL SANTEE	BEAVER DAM
PEARL M ROMINSKE	BUTTERNUT
ANDREW F KUSKE	CHIPPEWA FALLS
DANIEL L MCDONOUGH	CHIPPEWA FALLS
ROBERT D ZIMMERMAN	CHIPPEWA FALLS
KENDRA A WIETING	CRIVITZ
DIANE M STRZESZEWSKI	DE SOTO
ROGER T MILLER	DEERFIELD
JAY R BIESZK	DELAVAN
SHIRLEY A PAKE	ELROY
FRANK E STAAB	FONTANA
DEBRA L TALMADGE	FREDERIC
THOMAS A VIGO	GERMANTOWN
LISA A HERSHEY	GLEASON
JODY J QUIMBY	GRANTSBURG
MELANIE A ESSER	GREEN BAY
KRISTINE M WRIGHT	GREEN BAY
PATRICIA ENGEL	HARTLAND
LARRY G JOHNSON	HAZEL GREEN
JACQUELIN A PETERS	HOLMEN
BRENDA K CULLEN	HUDSON
EUGENE M SALZMAN	HUDSON
CHARLOTTE M WILSON	HUDSON
GINGER R OLSON	IOLA
JERALD D RICKELS	JANESVILLE
THOMAS C POPPERT	JEFFERSON
KATHERINE L ZWIEG	JOHNSON CREEK
BRENDA L FREIS	KIEL
KIMBERLY J GONZALES	LAKE GENEVA
SHARON E VENNUM	LAKE GENEVA
LOIS M POGGEMANN	LAKE TOMAHAWK
KANDI A SOHM	LARSEN
KELLI M LANGAN	MADISON
PATRICIA A PEDERSON	MARSHALL
BERNARD L REINFELDT	MARSHALL
DONNA R HANSEN	MARSHFIELD
LAANGELA S KLATT	MC FARLAND
MICHAEL G VAN HUSS	MERRIMAC
KAREN M RAFELDT	MUKWONAGO
BENJAMIN E SCHULTZ	MUKWONAGO

<u>NAME</u>	<u>POSTOFFICE</u>
KAREN M ALBEE	MUSKEGO
ALLAN R BACHLEITNER	MUSKEGO
SHAWNA M BRICCO	NEENAH
BELINDA M ZOELICK	NEW GLARUS
KNUTE K RUNSAT	NIAGARA
LINDA M HOLLISTER	NORTH PRAIRIE
BRADLEY J BLOOM	OCONOMOWOC
CHRISTINE M MILLER	OCONOMOWOC
JAMES A TWARDOWSKI	OCONOMOWOC
KEITH M NELSON	OSSEO
NANCY J HASTINGS	PARDEEVILLE
BETHANY L ROSNER	PARDEEVILLE
PATTI S WEDDE	PRINCETON
DOUGLAS J BIEVER	RANDOM LAKE
PRISCILLA L BELFEUIL	REDGRANITE
JACQUELIN M LIGHTNER	REEDSBURG
JOHN H MEYER JR	REEDSBURG
JOY E PARRISH	REEDSBURG
TERESA M WESTPHAL	REEDSBURG
JAMES R RATHKE	RICE LAKE
BARBARA A GRIFFIN	SAINT CROIX FALLS
ANDREA J JANTZEN	SAINT GERMAIN
LOIS M HOUTSINGER	SALEM
JENNIFER L COLBY	SCHOFIELD
ROBERT MOHORKO	SHIOCTON
PATRICIA J SCHNELL	STEVENS POINT
KRISTI K ANDERSON	STOUGHTON
ROBERTA S FONS	STOUGHTON
ALEXANDER J MERTENS	STURGEON BAY
MARK A TYBORSKI	STURGEON BAY
JOHN A STEGER	SUN PRAIRIE
LEONA M KLEFSTAD	THIENSVILLE
NICOLE M FUNK	WATERFORD
GEORGE R TORRUJELLA JR	WAUKESHA
DOUGLAS J ANDERSON	WAUNAKEE
RUTH J KRUCHTEN	WAUNAKEE
ELVER G GRIMM	WAUTOMA
PAMELA R BEAUPRE'	WEST BEND
BILLIE-JO SEISER	WEST BEND
REBECCA A EBERHARDY	WILD ROSE
MELODY L RICHTER	WISCONSIN DELLS
MEGAN M HUSBY	WOODVILLE

Spring Board Meeting

Voyageur Conf. Center, Reedsburg WI
April 01st & 03rd, 2006

Meeting called to order at 10:20 am by President Schmidt. Present: Tom Bittner – Vice President, Karen Schauer – Secretary/Treasurer, Linda Vanden Plas – Committeeman, Sue Heiderscheidt – Committeeman,– and Bill Foley – State Steward. Absent: Committeeman Dan Strobel

Minutes of the December 10, 2005 meeting were read and approved.

Additions were made to the agenda. Board members volunteered to escort National Executive Committeeman to lunch and dinner during his visit.

Saturday's afternoon program was discussed. Sue and Karen will be leading the membership in an exercise of making resolutions and constitution and by law changes. Members will be also surveyed for opinions on the top 3 items that they want National to negotiate for in the next contract. The Auxiliary will be handling the Saturday evening program which will be an April Fools Auction.

An inventory of all equipment was made. Karen made a motion to dispose of a computer tower that no longer works. Motion passed.

Fall Conference dates have been set for October 14th & 15th. Meeting will be held in Stevens Point at the Country Suites (same place as last year).

Marty gave a short update on the Appeal. Tom made a motion to adjourn until after the afternoon session. Meeting adjourned at 11:45.

Meeting resumed at 4:05 with all board members and state steward present. The Auxiliary joined with us and introductions of both boards were made. The Auxiliary stated that Saturday's evening auction proceeds would be going to PAC. Sunday, a 50/50 raffle will be held to raise money for scholarships. Questions and concerns about the Juniors at the State Convention were addressed along with the meeting room requests. The Auxiliary also informed the board that the National Auxiliary will be seeking a dues increase at the National Convention in August.

Audit Committee met with us. They reported that they found everything in order. A need for receipts, especially complete phone bills, was emphasized but it was noted that no receipts were found missing. The Audit committee would like to change their name to "Financial Review Committee" and they will draw up a constitution and by-law change for the State Convention. They also made a request to meet the Thursday night before State Convention. Request granted.

Dan made a motion to adjourn until after the Sunday afternoon session. Passed.

Meeting resumed on Sunday at 4:45 p.m... All board members and state steward present. Marty reported on the National President's Seminar. Tom and Bill gave an overview of the National Steward Seminar and Karen gave a condensed report on the National Secretary Seminar. All National Seminars were held within the past 6 weeks.

Recruitment of non-member was discussed. Linda made a motion that we recruit non-member reliefs. A letter encouraging them to join along with information on the new Health Care program available should be included. Passed. Recruitment should be done as soon as possible. Linda will assist Karen in composing the recruitment letter.

Mid-States Conference will be held in Columbus Ohio on May 5-7. A few of the board members expressed a desire to attend. Karen made a motion to set the 2006 policy of \$2100 with a \$700 cap for each board member that attends. Motion passed. Linda made a motion that the meeting adjourn until 8:15 a.m. on Monday. That motion also passed.

Monday, at 8:15 a.m., meeting reconvened with all board members and state steward present. Present Marty announced that all Newsletter articles are due no later than April 5th. Articles were discussed. Newsletter should be out the first part of May, if everyone adheres to the deadline.

Board policies were reviewed. Chapter 5 on State Convention will be reviewed at a later date. A policy on the state steward appointment and contract is being tabled until a special board meeting in St Louis next week. A new policy regarding inventory was created. Any transfer of equipment is to be initialed and dated by both parties. A complete review of all equipment is to be conducted at the Fall Conference Board meeting each year. And any equipment that is found to be non-functioning is to be brought to the next board meeting and a decision will be made there as to what should be done with it. Karen will retype the policy book and have the new copies available to board members at the Pre-convention board meeting in June.

A lively discussion on Lakeland's Labor Management meeting ensued. Tom will send an email to all board members regarding the Percent to Standard from Steve Sbarbaro and he will also write an article on the same subject for our state paper. Dan made a motion to send Bill to the next all day Lakeland Leadership meeting and that Linda, Tom, Marty and Dan will attend the 2:30 meeting. Motion passed. Karen presented a report on our financial activity vs. our budget. It was reported that not all expense vouchers have not

Continued on Page 6

Continued from Page 5

been submitted in a timely manner. After all employees have brought their vouchers up to date and Karen has had time to process them, a new expense versus budget report will be given to the board members. The procedure for voucher approval was discussed. Area and local steward will send their expense vouchers to the state steward for review by the 15th of each month. Once the state steward has reviewed them they will be sent to the president for approval. Board members and steward's expenses vouchers must be sent to the president by the 20th of each month.

The States' Grievance Activity Report was given by Bill, Tom and Linda. The Mail count training was reviewed and suggestions for next time were given. The local steward training was also critiqued.

April 11 & 12th the National Board will be conducting an Area Officers' Training Meeting in St Louis. The purpose of the meeting will be to conduct training in 3 operational areas: administrative, legislative, and contractual. Upcoming contract negotiation issues will also be discussed. Our state board and state steward are expected to attend. Travel and hotel arrangements were discussed. Since our whole board will be in attendance we will also hold a special board meeting on Tuesday night to discuss the procedure for interviewing and hiring a state steward. The steward contract will also be open for discussion.

Marty reported on the various speakers that are lined up for the 2006 State Convention. Friday morning will be the retirement seminar and possibly a seminar on QWL, and Shared Services. Karen will contact the company that is providing the copy machine to see if it can be delivered on Wednesday night. The board will meet on Wed night to go over the board sponsored resolutions and constitution and by law changes. The board will also use the Wednesday night meeting to work on the 'budget'.

The mileage expense policy regarding the state steward when he attends DJSC meetings and conducts steward business on the same day was reviewed. Karen had contacted National and they had given her a verbal reply on her answering machine. A letter will now be written to National asking for a copy of the official mileage payment policy regarding our stated situations.

Tom reported that there will be a change in the company that hosts our web site. Linda will get more information regarding the mail box decorating project. Next years' Spring Conference date was left open after suggestions to hold the meeting in conjunction with a count training were received.

Linda is looking for a place to hold the WI Breakfast at the National Convention. Marty made a motion to have Dan work with "Custom Trophies" in redesigning our Member of the Year plaque. (Currently the plaque is 'full' and no new names can be added.) A budget of \$175 would be allotted for the new plaque. Motion passed.

Finally, the National Board's policy regarding non-stewards providing contractual information was discussed. Marty gave each board member and the state steward a copy of the policy and instructed them to comply with it.

The editor will look at redesigning the back page of the newsletter in order to provide steward and board member assignments for counties. A list of office names and area stewards assigned will also be put into the next newsletter. Bill will check into the possibility of a disclaimer that could be added to our constitution by laws.

Karen made a motion to adjourn. Motion passed. Meeting concluded at 2:50 p.m.

Respectfully submitted,
Karen Schauer WI RLCA Sec/Treas.

APPLICATIONS

for the position of full time

STATE STEWARD

for the coming year are due June 1, 2006. Interviews will take place June 24, 2006. Applicants that are accepted for an interview will be notified of the time and place. Resumes must be submitted to Martha (Marty) Schmidt, 7088 Old 57 Road, Greenleaf, WI 54126. Any questions regarding the job, application, or interview process should be directed to Marty.

Karen APRIL SHOWERS Schauer



April Showers bring May flowers and 'Mail Box Improvement Week'. Are you tired of reaching down to the mailbox that is only 30 inches high, you have no handle to open the door with, the box is so loose you fear it will fall onto your vehicle, or you get a complaint that you did not pick up outgoing letters from a box that has no

flag on it? The Postal Service designates the third full week of May as 'Mail Box Improvement Week' and Notice 209 has been used in the past to encourage the patron to make the necessary corrections. Notice 4056 "Your Mailbox Needs Attention" may be used anytime of the year. This form must be signed by a manager prior to delivery. While it is not a popular thing to do, your manager has the right to withdraw service for noncompliance and it is also your right to ask management to cooperate in assuring you have mailboxes that are safe to serve and are clearly marked for the carrier.

June is the beginning of the lazy days of summer and the **State Convention**. Our State convention will be held in Green Bay June 16 – 18 and at that time delegates from each county will be **electing the State Board Officers**; President, Vice President, Secretary/Treasurer, and 2 Committeeman. The following is a brief job description of each job:

President: "The President or the head of an organization, whatever the title may be, usually has three roles: leader, administrator and presiding officer. Each role calls for different abilities. The President and the Elected Secretary/Treasurer are recognized by the law as the legal representatives of the organization." In the NRLCA contractual issues and labor relations are the responsibilities of the State Steward. The President is responsible for compliance with the laws of the Department of Labor, Internal Revenue Service and Civil Law.

Vice President: "The Vice President must be familiar with the obligation, duties and responsibilities of the President and thus be prepared to assume the same.

Secretary/Treasurer: Along with the President, the elected Secretary/Treasurer is recognized by the law as the legal representative of the organization. The Secretary/Treasurer has extensive duties, serving as the chief recording and corresponding officer and custodian of the records of the organization. The Treasurer is

responsible for the collection, safe keeping and the expeditor of all funds of the organization and for keeping an accurate financial record. The Secretary/Treasurer works under the direction of the President." In the NRLCA contractual issues and labor relations are the responsibilities of the State Steward. Along with the President, the Secretary/Treasurer is responsible for compliance with the laws of the Department of Labor, Internal Revenue Service and Civil Law, Computer Skills Required: Must have or be willing to learn the following Nationally Specified Computer Software; Microsoft Word, Microsoft Access, Quick Books and E-Mail.

Executive Committeeman: The Executive Committee shall act as trustees of the association. They are charged along with the other elected officers to provide oversight; of the association between conventions.

Our State Constitution and Bylaws also list the additional duties of each officer. If you are interested in running for any of the positions and/or just want more information on the duties and responsibilities of any of the elected positions contact State Secretary/Treasurer Karen Schauer.

MEMBERSHIP – April 4, 2006

	MEMBERS	NON-MEMBERS
Regulars	1582	190
PTF	6	1
RCA/RCR	1070	611
Retirees	975	
Associates	22	
Recently Retired	10	
TOTALS	3665	802

Since February 1st of 2006 we have had 85 new members join (their names are printed in this Newsletter) and since July 1st of 2005 which is the beginning of our membership year we have had 259 join. If you have a non-member in your office, please encourage them to join us. Thank you! Also, a **BIG thank you** to the following people who have recruited 33 members since Feb 1, 2006: 6 from **Lisa 'Wojo'**, 5 from **Sue Becker**, 4 each from **Jeanne Salzwedel** and **Kathie Kaczmarek**, 2 each from **Dan Strobel** and **Vicki Galgowski**, and one each from **Al Muench**, **Brenda Hartstern**, **Cheri Du Lac**, **Debbie Seifert**, **Joan Broadwater**, **Jodi Patula**, **Karen Jandourek**, **Linda Vanden Plas**, **Lori Szutkowski** and **Mike Wettstein**.

NEW MEMBERS - When an RCA/RCR joins the WI RLCA and completes 45 calendar days of membership, they will then have a 30 day window in which to enroll in the new NRLCA **Leave Replacement Health Benefit Plan**. Also, new RCA/RCR members receive a \$50 rebate after one year of membership.

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!

Linda

LLV'S
Vanden Plas



The Postal Service has been providing more and more Long Life Vehicle (LLV'S) on rural routes. I have been receiving a lot of phone calls from carriers about what their duties and

responsibilities are. A newspaper article seems appropriate.

Refueling and Maintenance

Rural carriers are required to refuel postal provided vehicles. Rural carriers are not required to check oil and other fuels. Of course rural carriers must report any observed leaks or operating problems on Form 4565 Vehicle Repair Tag, and should not use the vehicle if damage seems likely or safety is compromised.

If the fueling location is not on the route line of travel, the deviation is determined by measuring the distance in miles and hundredths to and from the fueling station and the official line of travel. The average daily deviation mileage is added to the daily route miles utilizing PS Form 4003. The mileage addition on the PS Form 4003 is determined by multiplying the mileage deviation times daily route miles times six (6) divided by 100 miles per fueling divided by six (6) days equals daily average deviation. You receive twenty-four (24) minutes per week for scanning bar codes and entering mileage for a VUS daily, the vehicle check (as outlined on Notice 76), and PS Form 4565 (vehicle Repair Tag), as appropriate. A 4.5-minute allowance for each fueling of the vehicle. The time to be added to the weekly evaluation is determined by multiplying the daily route miles (DRM) times six (6) days divided by one hundred (100) miles per fueling times the 4.5 minute fueling allowance. In no instance will a route using a USPS provided vehicle receive less than thirty (30) minutes allowance per week.

Vehicles assigned to rural routes may be used for other duties, as long as that usage does not interfere with the rural carrier's completion of the assigned route. This usage should be on an exception or emergency basis, and other users must return the vehicle with a full tank of gas, since the rural refueling standard only covers the rural route needs.

Cleaning Vehicles

Rural Carriers are required to keep vehicles clear of trash, debris, and personal items, loose forms, etc. and to remove all mail on completion of delivery duties. Empty equipment must also be removed, unless specifically authorized to be kept in the vehicle. Rural carriers are required to clear ice and snow from the windshield as winter conditions require and the USPS must provide scrapers. Rural carriers are not required to wash the vehicle, the windshield or the windows.

Non-Availability of a Postal Vehicle

In the event a postal provided vehicle is not available for a route to which one is assigned, a rural carrier may be requested but not required to provide a vehicle. If a carrier provides a vehicle for any portion of the route, normal daily equipment maintenance allowance (EMA) is payable.

Vehicle Failure

When an employer provided vehicle fails during the use by the carrier on the route the carrier will accrue other leave (O-Time) equivalent to the time the carrier was delayed as a result of the vehicle failure. The carrier will also accrue other leave (O-Time) equivalent to the time the carrier was delayed as a result of a flat tire.

Doors

When you are traveling to and from your route and when entering or crossing intersecting roadways you must have all vehicle doors closed. When you are operating a vehicle on delivery routes and traveling in intervals of 500 feet or less and at speeds no greater than 15 miles per hour between delivery stops, you may leave the door on the driver's side open. You must still close the door when entering or crossing intersecting roadways.

Safety

Always expect the unexpected. Drive defensive, yield the right of way and make any other concessions necessary to avoid an accident. Use your turn signal so that the drivers know your intentions. Be safe on your route.

**NEXT ISSUE
NEWS ARTICLES
DUE
June 27, 2006**

Roger Interim Adjustments Schewe

So the 2006 National Mail Count has now come and gone. Some of us are quite content with our new evaluations while others are still grumbling about the ridiculous timing and the nerve of the USPS to option so many routes in to the count. Tough luck! We can't change that now.



No matter where your attitude is, if you counted and even if you didn't, it is important for you, for your own good, to know how you can help control your salary. The magic words are **INTERIM ADJUSTMENT**. My intent is to help you understand when you can qualify for an **INTERIM ADJUSTMENT**, an increase to your evaluation which usually means an increase to your salary.

Everyone who counted starts out with the same time "in the bank".....ZERO. Our goal is to accumulate 60 minutes "in the bank" so we can turn in the Postal Form 4003. Your red book does not trigger a pay change. Your Postmaster must turn in the Form 4003 to claim the bank time and increase your evaluation with the interim adjustment.

The National Mail Count ended on March 9th, 2006. Your box count on March 9th should have been used for the official box count when turning in your official count numbers. Any changes beginning on or after March 10th will affect your interim adjustment.

Let's learn about the **INTERIM ADJUSTMENTS**.

Information you will need:

1. Your most recent *Rural Route Evaluation (Form 4241-A)*. This will give you all the information pertaining to time standards presently being paid on your route.
2. Your present box count.
3. Your present route mileage.

The two most common causes for an increase (and even decreases) in a Rural Route Time Standard is the total box count and the total mileage.

To determine if box and mileage differences have warranted an adjustment to your route, follow the four part computation below.

Box Count:

1. Add/subtract the difference between your box count NOW and the box count (line 5) on your most recent 4241-A. The difference is _____.
2. Multiply the difference by your box factor (line 4) on that same 4241-A.
3. The resulting number will be **part one** of your Time Standard adjustment in minutes.
4. Determine the number of those boxes (the difference) which are regular boxes and which are centralized boxes (apartment and NDCBU). Regular boxes _____ Centralized boxes _____

5. Multiply the increase in Regular Deliveries by 2.0 minutes (Non-L Routes) or 1.82 minutes (L-Routes). The resulting number will be **part two** of your Time Standard adjustment in minutes.
6. Multiply the increase in centralized boxes by 1.0 minutes (L and non-L routes) and the resulting number will be **part three** of your Time Standard adjustment in minutes.

NOTE: Any delivery, which has been discontinued for 90 days, must be subtracted from your current box count when calculating these adjustments.

Total Mileage:

If your route has increased in mileage (even a fraction of a mile), multiply that increase by 12.00 minutes and the resulting number will be **part four** of your Time Standard adjustment in minutes.

Results:

Add the four parts together. When the total equals 60 or more minutes, you are then eligible for an INTERIM ADJUSTMENT on your route.

Note: Dismounts, dismount walking distance, collection boxes and other miscellaneous changes can have an effect on your route evaluation also.

Part One	_____
Part Two	+ _____
Part Three	+ _____
Part Four	+ _____
Total	= _____

To process the adjustment: The postmaster sends your Postal Form 4003 with the new mileage and new box totals to the Customer Service Analyst in your District. This will generate a new PS Form 4241-A. In approximately three to four weeks, you will receive an updated PS Form 4241-A. It is very important to **VERIFY THE UPDATED PS FORM 4241-A. Mileage and boxes will NOT change on the 4241-A until there's been a one hour change on the route. However, bank time should have increased accordingly.** Differences must be resolved immediately.

Understanding all the numbers and forms with-in the Postal Service can seem quite overwhelming. Even the numbers involved in an interim adjustment may seem to set your brain on fire. Talk with your Postmaster. Take this information with you. Many managers struggle to understand interim adjustments also. Don't let them discourage you or 'blow you off'. Call your local, area or assistant state steward. They can help you.

If you did not participate in the 2006 National Mail Count you can still track your own changes toward an interim adjustment. The one major difference is you will need to know the balance in your 'bank' at a given point or you will need the totals from your last count so you have a solid beginning point. Your Postmaster has that information for you or again.....contact your union representative.

CONSTITUTION & BYLAW CHANGE

NOTE: SEND ALL CONSTITUTION & BYLAW CHANGES TO:
KAREN SCHAUER, WI RLCA SECRETARY
5857 Prill Rd
Eau Claire WI 54701-8215

ANY RECEIVED AFTER JUNE 14, 2006 WILL NOT BE CONSIDERED

The following CONSTITUTION & BYLAW is being submitted for consideration at the 2006 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Green Bay June 16-18, 2006

PRESENT LANGUAGE: ARTICLE # SECTION #

PROPOSED LANGUAGE: ARTICLE # SECTION #

INTENT OF CHANGE:

REASON FOR CHANGE:

ADDITIONAL TIPS: Use a different sheet for each change. Identify any handbooks, manuals or written documents to help present your proposed change as clearly as possible.

Submitted By: _____

Bill Steward's Page Foley

HI THERE!!

Hope all of you faired well during the mail count. All the numbers aren't in yet but it would appear that across the state we gained approximately $\frac{3}{4}$ of an hour on our evaluations. As you probably have heard over 90 % of our offices were mandated by management to be opted in. Perhaps management's directive to



opt us in had some bearing on the January's postage increase. We also had some administrative issues regarding management's and the carrier's responsibility to provide in writing the opt in form to the carrier or management. As a result of this 28 offices in the state and several routes were not required to count.

Review of Rural Delivery Standard Operating Procedures

All of the area and assistant State Stewards have received a copy of the "Clarification of Rural Delivery Standardization Procedures". The RD SOP was discussed at length at all local and area steward trainings. Also, your officers have been given a copy of Clarification instructions and are aware of all of the issues. I know that most all of you have heard of the program and I am going to give you a brief synopsis of the issues that I believe are paramount to our craft.

RD SOP is a directive which came down from Postal Headquarters and basically what it does is hold management accountable for operating expenses from the National down to the local level. This accountability will be documented at all levels and performance will be rated by management's standards, which are primarily derived from the P603, the rural carrier's duty and responsibility manual. Quite frankly there is nothing in the RD SOP which hasn't been in the P603 for many years.

The only difference now is that management will, at all levels, have to justify their performance where as in the past this performance rating would only be addressed and be held accountable at the local level.

The nuts and bolts of the process comes from a RD SOP review which is sent out to all of your post offices. Standards have been established and come from sections of the P603. RD SOP reviews will be done at the local level

and those who don't meet the minimum percent of standard criteria will be identified and addressed again via RD SOP review on a quarterly basis, however this could change as the program develops. Almost all offices have been reviewed and there are a number of offices that will be scheduled for review in April. The primary issues pertaining to the review procedures require that managers evaluate rural carrier performance when actual work hours vary an average of 3 hours or more above or below the evaluated hours for the route over the course of a full quarter. Actual time can be expected to vary from daily or weekly evaluations due to cyclical changes in mail volume, changes in mail arrival, etc. The intent of the review process is to determine what changes can be made to improve overall efficiency.

One of the goals outlined in the RD SOP is to have a maximum of three pieces of casing equipment for all rural routes, and they imply there are exceptions that may warrant more than 3 pieces of equipment. They also point out that high volume and separations and the size of separations and the number of deliveries for separation on each specific route will depend upon the volume and characteristics of the route.

Our position is that the equipment must accommodate the heaviest volume day in the course of the week. The P603 is very specific regarding the amount of equipment, cell size and volume. Section 223.21 states case both letter and flat mail into the letter case separations. Using this system, after considering the volume and mix of mail on the route determine the width of separation and the number of addresses of separation no separation must be less than 2 inches in width. Management must consider volume and characteristics of the individual deliveries when determining width. Remember this implies that each piece of equipment or route must be accessed based on the volume prior to any consideration of any equipment removal. I would also infer that growth should be a consideration as some routes are growing at an accelerated rate.

Anyone that has any issues regarding case reduction or performance please address those issues with myself or your Asst State Stewards and they will relay the information to me and I will address them with the Manager of Postal Operations. See you at the State Convention.

**NEXT ISSUE
NEWS ARTICLES
DUE
June 27, 2006**

Area Stewards

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, Lafarge,
 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, Madison(Middleton Branch), 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,
 Ladysmith, Trego, Mellen, Park Falls, Danbury, Fifield,
 Butternut, 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, Fredonia, Random Lake, Campbellsport,
 Sheboygan Falls, Sheboygan, Saukville, Theinsville,
 Allenton, Hubertus, Slinger, Lomira.

Paul Loumos Home PO Racine
Hm 262-633-3882 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, Watertown,
 Delavan, East Troy, Elkhorn, Lake Genava, Rubicon, Iron
 Ridge, Mayville.

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
 Chien, Spring Green, Stitzer, Mount Hope.

Michael Wieczorek Home PO Peshtigo
Hm 906-864-4465 wk 715-735-7342
 Peshtigo, 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 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: evandenplas@new.rr.com
 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

Two Day Training Request for new QWL-EI Office Team

Date sent to QWL _____
 Office/Zip Code _____
 Rural Routes in office _____
 Postmaster _____
 Postmaster Signature _____

	Name	Manager	Regular Rural Carrier	RCA
1.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A carrier that is unable to attend the next scheduled training will be put on a waiting list for the next available training. The carrier can attend their office meetings when on the waiting list.

By committing to the two day training you may also be requested to be available for a District Task Team.

Postmaster: The QWL District Joint Steering Committee will contact the Postmaster of the next scheduled training session. Class size is limited to 24 participants. Sessions will be six hours a day to accommodate travel time. The DJSC will attempt to schedule the class in a centralized area to minimize travel expenses. All work hours stay in the office and can be transferred to training. The training can be used toward the mandatory W.E.I. rural training. All travel related expenses stay in the office. The work hours for the trainers will be divided and transferred to the offices in attendance. The N.J.S.C. guidelines state that all dues paying rural carriers have the opportunity to join QWL. Contact a facilitator if you have any questions. Send this completed request form to the QWL Facilitator and POOM within 10 days of receipt. The facilitator will forward the request to the DJSC.

CONTACT: Bob Lueck
1417 Oak Street
Watertown, WI 53098
920-262-1980 (WORK)
262-646-8423 (HOME)

Dan Spring Conference Strobel



As I write this article, we have just returned from the 2 day Spring Conference held at the Voyager Inn in Reedsburg April 1 & 2. The conference was an enjoyable weekend and as the weather was cold and rainy it was good to be inside. The conference started Saturday afternoon with small group discussions. The groups brainstormed issues that they felt should be considered during contract negotiations later this year. The State Board will present these issues to the National Board when they travel to St. Louis, MO on April 11 & 12 to attend an Area Officer's Meeting. The afternoon session concluded with a question and answer session with State Steward, Bill Foley.

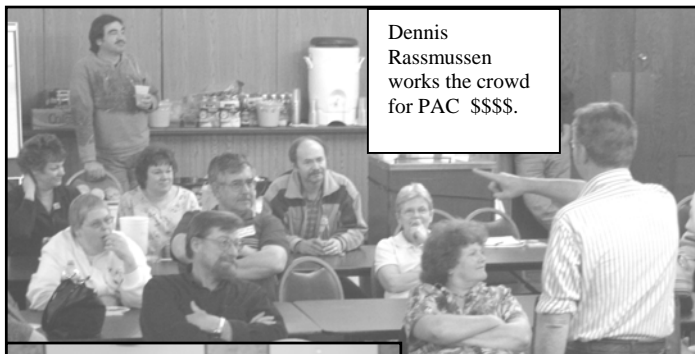
Sunday began with introductions of both State Association and Auxiliary Boards. National Board member, Bill Gordon, then addressed the approximately 90 members informing them on many issues that included:

- New Insurance Plan for Relief Carriers
- Postal Reform – RDSOP
- EMA

Following his comments on these and many more issues,



Bill concluded his presentation with a question and answer session assisted by State Steward, Bill Foley. The afternoon concluded with the Auxiliary announcing the winners of various raffles to raise money for Junior Scholarships. PAC Chair, Dennis Nelson, reported that in addition to the more than \$1200.00 raised on Saturday evening – he had received more than \$2000.00 Sunday for a grand total of over \$3200.00 for the weekend – Great Job!! I then announced the winners of the door prizes provided by GMAC Insurance.



Dennis Rasmussen works the crowd for PAC \$\$\$\$.



What's in that bag??

As a separate announcement, GMAC is sponsoring a special award entitled the “GMAC Insurance Award for Extraordinary Service” to be given to an individual who through his or her actions best reflects the true ideals of the Rural Letter Carrier's Association. For more information on this award, please see the detailed information sheet included in the National magazine.

One last comment before I close regarding QWL/EI. The District Joint Steering Committee (DJSC) that oversees the Quality of Work Life/Employee Involvement (QWL/EI) process has recently reviewed and is in the process of updating training requirements as established by the National Joint Steering Committee. The directives require that all current office team members should receive 2 day training as well as any “new” office teams that may be created. If you are a member of the Wisconsin Rural Letter Carrier's Association and would like to get a QWL/EI team started in your office, you just have to fill out a request form. The request form is included as a separate sheet in this magazine. By filling out the form, a facilitator pair (1 Rural Carrier and 1 Management person) will come to your office and give you a twenty minute presentation on the process and then sign you up for the 2 day training – it's that easy!! Let QWL/EI work for you – Sign up today!!

The Saturday evening social included food and refreshments as well as an “April Fool's Day” mystery bag auction with Dennis Rasmussen, auctioneer. The auction raised over \$1200.00 for PAC and a good time was had by all!! (Editor's side note about bags—especially handbags. This PAC auction taught one person to hold on to her bag or buy it back.)



RESOLUTION

NOTE: SEND ALL RESOLUTIONS TO:

KAREN SCHAUER, WI RLCA SECRETARY
5857 Prill Rd
Eau Claire WI 54701-8215

ANY RECEIVED AFTER JUNE 14, 2006 WILL NOT BE CONSIDERED

The following RESOLUTION is being submitted for consideration at the 2006 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Green Bay June 16-18, 2006

ISSUES Check one:

- | | | |
|-------------------------------------|---|---------------------------------------|
| <input type="checkbox"/> VEHICLE | <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> AUTOMATION |
| <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> MAILCOUNT |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RETIREMENT | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> SALARY | <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> CONSTITUTION |
| <input type="checkbox"/> WORK RULES | <input type="checkbox"/> EMA | & BY LAWS |

Identify any Handbooks, Manuals, or Written Documents to be amended:

By: (a) Name of Document _____
(b) Article _____ Section _____ Paragraph _____

THIS RESOLUTION IS:

BINDING

NON-BINDING

WHEREAS,

WHEREAS,

WHEREAS,

THEREFORE, BE IT RESOLVED THAT:

INTENT OF/REASON FOR CHANGE:

Submitted By: _____

Sue IT'S OVER... .. Heiderscheidt

Mail Count is over. I hope it went OK for all of you. Good, bad, or otherwise, we have to live with it until the next time we have a mail count.

I assume you received some Edit Book time. Strange as it may seem, all districts don't operate under the same rules. In the Northland district, this was sent out to the field: "ALL carriers should receive some time during the mail count period even if no changes were made. Management should add the delivery changes to the 4003 within 3 days and then forward the book to AMS (Address Management System) for processing."



The edit book was brought into existence in 1997. It replaced the worksheet on the back of the Form 4240, Rural Carrier Trip Report. It should be kept at the carrier's case and the entries should be made as they occur. All annotations in the edit book should be made in red ink. Red pens will be provided wherever edit books are in use. Carriers do not have to provide red pens.

It is extremely important for carriers to keep the information up to date in the edit book. The CLASS (Computerized Labeling and Address Sequence System) labels for your case are printed from the information in the edit book. This book is one of the tools used to teach the route to a new sub. It also is used to keep the 4003 up to date.

Form 4003, Official Rural Route Description, must be filled out by your postmaster or supervisor **every** time your edit book is sent in to AMS. This is the **only** way that you will get credit toward an hour increase in your pay when you add new boxes. So if you don't get a new 4003 and a new Form 4241-A Rural Route Evaluation after each change to your edit book, you need to check and make sure that a 4003 was sent in!

I have had several questions about customers who live on a rural route but get mail in town. The latest information I have received says: "If a customer has a PO Box and no mail is delivered to the street address and there is no mail receptacle the address should be flagged as a B on the edit sheet which will show as a No-Stat in the edit book."

And now I have a tip for you—you might have seen it somewhere else. If you have a bar code that can't be scanned, the traditional method is to enter all of the numbers—20 or more on most labels—manually. Try this instead: manually key a few numbers of the bar code starting at the beginning. Attempt to scan again. If there is a definite defect in the bar code, it is only necessary to key in the number just past the defect before scanning again. I tried it and it worked. The other carrier in our office tried it and it didn't work. It's worth a try. Luckily there doesn't seem to be many labels anymore that won't scan. Until next time, be safe.

ACADEMY TRAINER

Applications are being accepted for an Academy Trainer in Wausau and Madison. All full-time rural carriers who are 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 June 1, 2006.

WIRLCA 2006 STATE CONVENTION

COMMITTEE ASSIGNMENTS

<u>COMMITTEE</u>	<u>MEMBERS</u>	<u>CTY #</u>	<u>BOARD CONTACT</u>
AUDIT	Lois Graper	59	
	Tammy Lucht	61	
	Doug Hare	9	
BUDGET	Stan Boutwell, Chair	59	Linda Vanden Plas
	Lisa Wojnarowski	58	
	Norris Samb	51	
	Debra Dowen	61	
	Bill Jarzombeck	11	
CONSTITUTION BY LAWS	Cherie Du Lac		Tom Bittner
	Carol Cherney	62	
	John Phillips	11	
	Paul Loumos	43	
	Louan Friend	9	
CONVENTION CITY	Deborah Siefert, Chair	58	'Marty' Schmidt
	Dorothy 'Sis' Jorgensen	28	
	Joe Rodenberg	11	
CREDENTIALS	Warren Reiser, Chair	18	Karen Schauer
	Charles Lilly	62	
	Susan Tiffany	28	
RESOLUTIONS	Pat Tyler, Chair	62	Bill Foley
	Chris Bouche	13	
	Larry Sampo	30	
	Barbara Bergsma	18	
	Mary O'Herron	58	
ELECTION	Dennis Rasmussen, Chair	58	
	Neil Mott	29	
	Vicki Galgowski	51	
	Tony Plicka	58	
	Jim Loenser	59	
TELLER #1	Etta Hagen, Chair	12	Sue Heiderscheidt
	Jim Polk	23	
	Kate Gane	28	
	Jacob Susa	62	
	Lori Szutkowski	49	
TELLER #2	Cathy Morris, Chair	48	Sue Heiderscheidt
	Diane Chambers	48	
	Eugene Setwyn	48	
	Jeanne Salzwedel	29	
	Therese Schroeder	36	
MEDIA	Vicki Kohls, Chair	58	Tom Bittner

WI RLCA

2006 – STATE CONVENTION – 2006 TENTATIVE ASSOCIATION PROGRAM

Friday June 16

Registration 8 am-5 pm

9:00 am – 12 Noon Retirement Seminars

- 9 to 10:30 am -- CSRS
- 10:30 to Noon – FERS

1:00 pm - Church & Memorial Service

2:00 pm Call to Order

- Guest Speakers
- Committee Appointments
- Tabulation of National Convention Delegate Ballots

7:00 pm Family Hospitality & PAC Auction

Saturday June 17

Registration 8:00 am to Noon

7:00 am Officers Breakfast, open to all members with Breakfast ticket. Honoring past & present officers

8:00 am County Secretaries Meeting

9:00 am Call to Order – Joint Session

- Ronnie Stutts, National Officer
- Evelyn Miller, National Auxiliary Officer
- Larry Waligora, Insurance Representative
- 2009 Convention City Bids
- 2007 State Convention Update

10:15 am End of Joint Session

10:30 am - Reports

- Credentials Committee Final Report
- Adoption of Standing Rules-Pass out voting cards
- Audit Committee Final Report
- Treasurers Financial Report
- Budget Committee Final Report
- Election Committee Final Report
- Resolutions Committee Final Report
- Constitution & By Laws Final Report

Nomination of Officers

National Convention Attendees
(meeting after session)

7:00 pm Banquet

Sunday June 18

8:30 am Call to order

Continue Constitution & By Laws
Selection of 2009 Convention City
Election of Officers
New Business
Installation of Officers
Retirement of Colors
Adjournment

WISCONSIN GUIDELINES

FOR

MEMBER OF THE YEAR AWARD

ELIGIBILITY FOR AWARD

1. Any member of Association may be nominated as a candidate for the Outstanding Member of the Year Award.
2. State Association Officers should not be arbitrarily selected for the Award, nor should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office and, thus may be worthy of selection.
3. Consideration shall be given for service rendered in the immediately preceding 12 month period. Such policy will encourage each carrier, even the newest one, to work to achieve the award during the current year.

CRITERIA FOR SELECTION

1. The service rendered by the candidate to the rural Letter Carriers' Association.
2. Attendance and participation in local, state and national meetings.
3. Willingness to accept responsibilities and dedication in performing these duties.
4. Fraternal attitude toward others of the Rural Letter Carrier craft.

NOMINATION OF A CANDIDATE

1. One letter on community activities may be submitted.
2. All letters of recommendation must be signed.
3. All information must be in the state secretary's office by June 1st.
4. Nomination letter should be submitted with a brief resume of carrier accomplishments.

SELECTION COMMITTEE

1. One board member will select five members from different areas of the state.
2. Board member will be selected at pre-convention board meeting.

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

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

Wisconsin State Scholarships If you have a son, daughter, grandson, or granddaughter that is graduating from high school this year, they are eligible to apply for the Wisconsin State Scholarship. Forms are available from any Auxiliary Board Member or you can copy it from the previous newsletter. Deadline for applications is May 20th and should be sent to June Strobel, N4431 Daley Road, Hustisford, WI 53034

Please remind the student to accurately follow directions and include everything that is requested. Students will be disqualified for either of the above.

CAL-MAN-SHE SPRING MEETING

Over 40 carriers and auxiliary members attended the Cal-Man-She Spring Meeting in Valders. The carriers from Reedsville made the arrangements and brought the door



prizes for the meeting. A delicious meal of broasted chicken and barbequed pork was enjoyed by everyone. The officers were elected to serve for the next year include: Steve Lubach, president, Jeanne Salzwedel, vice-president, and Tina Burg, secretary-treasurer. Marty Schmidt and Linda VandenPlas gave informative talks regarding new things in the postal service and our union. Cindy Bittner presented the message from the auxiliary.

A surprise visit from Oscar Ulness, retired carrier from Valders, turned out to be an educational event for everyone in attendance. Oscar told about the days he served in World War II. He had seen many things we have only read about or have seen in the movies. Oscar had even seen General



Oscar Ulness with Aggie Schmitz, his rural carrier.

Patton. He still attends reunions with the armed forces he worked with. In earlier days he went back to Europe where he had experienced the war. He is now almost blind and appreciated carriers telling him their name so he could visit with them. He enjoyed meeting Aggie Schmitz, his mail carrier. We also enjoyed hearing how when he worked stamps went from 3 to 4 cents. Also thanks to Larry Sonnenburg, retired carrier from Manitowoc, who always comes to support our union. Members left feeling they had listened and learned. The fellowship of sisters and brothers in the union was enjoyed by all.



'PASTRIES FOR PAC' WINNERS

Seymour
Katchkey



Pat
Loose

Waukesha-Milwaukee Meetings

Hello to all WIRLCA members! As most of you know, Waukesha-Milwaukee County has a very active membership, that loves to keep as much of the membership involved as humanly possible! The members of our county have taken on the challenge to see how many new faces we will see at each of these meetings; the extra challenge being, we want to see the familiar faces returning to each of these meetings too!

We have arranged with Fox Run Lanes to hold these meetings at their fine establishment. Their address is: 2440 W. Sunset Dr. in Waukesha. Their phone # is (262) 544-2010, and they do serve pretty good food as well. The meetings will be held on the third (3rd) Thursday of each month at 7:00 PM. Primary meeting topics will be set to specific months; if the 'topic' isn't of interest to you, you need not attend (however, who can ever have too much information?!). We held our first meeting on March 23rd, there were 12 carriers in attendance, two of which were 1st time attendees.

If you are in the neighborhood stop on in, we'd love to see you! Yes, that's right, any carrier from any county is welcome to attend any and all of these meetings. The month of June doesn't have a meeting scheduled ... we will be taking care of business with the rest of the State Association in GREEN BAY!

President: Lisa "Wojo" Wojnarowski
414-852-4921

knznbrz@netzero.net

Vice President: Cherie DuLac
262-679-0729

cdontlac0@sbcglobal.com

Secretary/Treasurer: Mark Becker
262-966-3344

mwbecker@wi.rr.com

WAUSHARA SPRING MEETING

Waushara County had 30 carriers and friends in attendance at their spring meeting. It was encouraging to see new faces and always great to see the "regulars". John Jazdzewski won the "Pie for Pac" raffle and \$50.00 will be given to PAC in his name. Barbara Sellenheim was re-elected president. Lyle and Marty Schmidt presented information from the auxiliary and association. Hopefully interest was sparked in having carriers from this county in attendance at the state convention. Most of the routes had stayed the same or gained time in the recent mail count. Next year Waushara County will celebrate 100 years since they formed an association. The dues at that time were \$1.50/year. Everyone enjoyed the dinner in a room where they could have a view of the lake. October 17th is the date set for their fall meeting.

Small County

Collects Big Funds for PAC

Lois Graper was re-elected president of the Waupaca County Rural Letter Carriers' Association, along with Stan Boutwell, vice-president, and Sharon Danke, secretary-treasurer. It was announced that only 4 carriers in the county are NOT members. The county had a PAC raffle along with another one from the Auxiliary and \$152.00 was collected for PAC.



Dave Looker (second from left) was the winner of Auxiliary Pie #1 and will have the money collected credited to his name for PAC. Other in the picture from left are Sonja Grawvuder winner of Auxiliary Pie #2, Donna Jordan winner of a \$25 gas card and Roger Dobbe who won a Brett Farve picture. Lyle Schmidt gave a "short" presentation regarding auxiliary news. Marty Schmidt presented information to the carriers regarding union activities and Linda VandenPlas answered questions.



Tina Moen, new RCA, from Iola was given a gift for being a first time attendee.

COMING EVENTS

May 18, 2006	Milwaukee-Waukesha
July 20, 2006	Milwaukee-Waukesha
August 17, 2006	Milwaukee-Waukesha
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	Fall Conference, Stevens Point
October 17, 2006	Waushara County Meeting
October 17, 2006	Cal-Man-She County Meeting
October 19, 2006	Outagamie County Meeting
June 8-10, 2007	State Convention, Hayward
June 21-23, 2008	State Convention, Racine

CLASSIFIED ADS

For Sale: 1996 Jeep Cherokee, 4X4, dual controls, 218K, 30K on transmission, excellent condition, new tires, new brakes, well maintained, garaged, \$5750.00 Call 608-334-7833

For Sale: 2000 RHD Jeep Cherokee, 4X4, 4 door, 75,000 miles, route ready, \$14,200. Call 715-623-5771

2003 Liberty, Dual Control, Silver, 6 cyl, all power, AC, CD, Tow Package, Tinted Window, Keyless Entry, 37K Miles, \$18,000 call 715-736-0451 or 715-296-0451

1999 RHD White Subaru Legacy Station Wagon, 96K, new tires, great condition, carefully driven by the president Call 920-858-9186

DON'T FORGET WIRLCA 102nd STATE CONVENTION **2006**

FRIDAY, JUNE 16 – SATURDAY, JUNE 17 – SUNDAY, JUNE 18

HOSTED BY BROWN COUNTY – Green Bay, WI

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

Dennis WHO THE _____?

‘Mr. PAC’ Nelson

WHO THE _____?

What the _____? Some-times it’s best to take a step back and try to figure out what is actually going on. It seems as though we are living in an era when it is acceptable to use an “economy of truth” (since some people believe that “lying” is a bad thing).



Some folks prefer to remain uninformed and don’t want the hassle of applying for a passport just so they can “visit reality”. Rural Letter Carriers and Retirees are honest and “plain spoken”. We prefer “tell it like it is”, over nuance or “spin”.

So here it is...We have to contribute money to help fund political campaigns. We don’t have to “like” it...We just have to “do” it.

When our members help to support the efforts of the most qualified candidates we will ultimately be rewarded through the establishment of cooperative relationships and an ability to help craft favorable legislation. If we aren’t involved, someone else will be choosing “our” representatives and writing laws which control “our” lives. I, personally, don’t trust anyone else to make decisions for me!

It’s easy for us, when confronted with the choice of “doing good” or “doing evil”; we are a decent group who know the difference between right and wrong. What I am asking of you is to choose between “doing good” and “doing nothing”. This seems to be more of a dilemma for many of our members. Let me try to help.

It is extremely easy to “do good”. Just write out a \$26 check, payable to: **NRLCA PAC**. Mail it to:

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

The people who administer our Political Action Committee funds, at our National Office, will make the best possible use of your hard-earned money. They will combine your contribution with that of many other members to achieve the maximum benefit for the Wisconsin Rural Letter Carriers’ Association.

If everyone reading this article would send a \$26 check, Wisconsin would have a tremendous amount of political power. The \$26 contribution amounts to about 7 cents per day, over the course of a year (spend 7 cents “doing good” versus spending “eternity” for “doing evil”). Just kidding, I don’t have the ability to punish anyone (although the Congress of the United States has been know to inflict some unpleasant surprises on Americans who “do nothing”).

The WIRLCA members, who attended the Spring Conference, had some lively discussions about possible changes in our working and retired lives. We also had some fun, with the drawing for the Craftsman tool chest and grab bag auction. Fortunately, many of your fellow Union members generously contributed to PAC. While it is good to “talk” about our future it is also necessary to actually “do” something about it, as well.

What I am asking of you is to choose between “doing good” and “doing nothing”.

“Do” one good thing today – send me a \$26 check, payable to NRLCA PAC. Or, you could do something twice as nice (a \$52 check) and take the next day off.

Approximately one month ago you received a letter from your

NRLCA National Office in which potential changes to our health insurance benefits were explained. They also requested that you consider making a contribution to PAC. I won’t discuss these issues again, in this article, but you should be aware that there is nearly *always* pending legislation which could affect us (either positively or negatively) and we need to pay attention, and pay into our Political Action Committee.

Whether you responded to that request from our National Office, or this newsletter article, you have “done good” for yourself and all Rural Carriers and Retirees. So to answer my question...who the? You? If not you, who?

I will send a PAC pin to each contributor and your name will appear in the next edition of the National Carrier magazine (if your check is for \$26 or more). Your PAC contribution is not tax deductible.

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

**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	920-349-3782	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 <<<