

WI RLC A NEWS

JANUARY 2007

WISCONSIN

RURAL LETTERS CARRIERS ASSOCIATION



A New Year - A New Outlook

As we close the book on 2006, we do it on a positive note. On December 9, 2006, both the US House of Representatives and the US Senate passed H.R. 6407 Postal Reform legislation. On December 20th, President Bush signed the postal reform legislation known as the Postal Accountability and Enhancement Act into law, the first major change in the Postal Service since 1971. The passage of the comprehensive postal reform legislation ensures the future viability of the Postal Service, protects your collective bargaining rights, and defends the rights of Rural Carriers across the nation.

On December 8, 2006, the National Rural Letter Carrier's Association and the United States Postal Service signed a tentative contract. Ratification meetings will be held throughout the United States from January 6th - January 21st. Our ratification meeting is scheduled for Saturday, January 20th in Madison with National Officer, Jeanette Dwyer presenting the proposed contract in detail.

Prior to this meeting, all members should have received a special issue of the National Magazine dedicated to the proposed contract language. It is the hope of your State Board that each member will take the time to read the contract in its entirety and to be present at the January 20th meeting to hear Jeanette's presentation and to get clarification on specific parts of the contract.

At the 2000 National Rural Letter Carrier's Convention held in Madison, WI, the membership voted for "one member, one vote". Therefore, all active craft members will receive a ballot in the mail. The ballots are going out on January 11th and must be returned by January 30th. Please take time to read the special issue of the National Magazine pertaining to the contract, attend the ratification meeting, or both so that you can cast an **informed vote**. It's your right and your duty!

Our Spring Conference is coming up March 17th and 18th in Tomah. I'm hoping to have a National Officer present, but that will depend on whether or not we ratify the contract. As soon as I know, I will have Lisa post it on the state website along



with a tentative line up of guest speakers and activities.

Dan Strobel, President

Very important dates to Remember:

Ratification meeting
Saturday January 20th
Madison

Spring Conference
March 17-18
Tomah

State Convention
June 8-10
Hayward

Special Board Meeting December 29, 2006, Econo Lodge Wisconsin Dells, WI

President Dan Strobel called the meeting to order at 9:10 a.m. Members present: Linda Vanden Plas, Sue Heiderscheidt, Lisa Wojnarowski, Karen Schauer, Lois Graper, Chris Bouche and State Steward Tom Bittner.

Dan shared with us a letter he received from a member regarding a request for a reissue of a check. The original check was never received. Lois made a motion, second by Sue, that we reissue the check. Motion passed.

Lakeland DJSC. Linda is currently the co-chair and her term will be extended for 1 year (to 9-01-07). Lisa will replace Linda when the extended term is done. Names were also suggested for a Lakeland District facilitator replacement.

The Tentative Contract Ratification meeting was discussed. Membership will be checked at the door. Carriers from other states are welcome but must verify membership (pp 26 check stub showing dues deduction). The meeting will be held at the Sheraton Hotel in Madison (site of the 2000 State Convention). Karen has meeting notices ready to be mailed on Jan 3rd to the voting membership. Dan will contact Jeanette on her arrival time and Lois and Linda volunteered to pick her up at the airport.

The state board members and state steward then had a very in-depth discussion on each new issue of the tentative contract. Many facts, figures and special studies were shared. After much thought and consideration it was decided to share our findings with the voting membership. A special edition of our *Newsletter* will be sent out first class to all voting members as soon as possible. Dan and Tom will both write articles. Karen will submit a notice of where and when other neighboring states are having meetings. The board would like every voting member to read National's special edition of the Tentative Contract, our *Newsletter*, attend the ratification meeting, ask questions and then cast an informed vote on this tentative contract.

The article due date for our next regularly scheduled *Newsletter* has been changed to Jan 5th, 2007. Special emphasis will be on count and the Spring Conference. Karen will do an article on the 'Member of the Year' and Dan will provide a notice for State Steward applications which will be due to Dan no later than May 21st. Due to the rising cost of printing our paper; Dan, Lois and Karen will look into getting bids from other printers for future editions.

Our Spring Conference is scheduled for March 17th and 18th. If our contract is ratified the last day of count will be March 17th but because of the difficulty in finding a date and facility for this conference it was decided to stay with this arrangement. Linda made a motion, second by Sue, that we have a board meeting on Monday following the conference. Motion passed. Names of various speakers were submitted to Dan. Linda made a motion, second by Karen, to pay Assistant State Stewards for a DROP day if they are asked to help with training on Saturday. The daily rate of pay would be minus the \$75 that a steward gets for attending the conference. Motion passed. A future policy or constitution and by law proposal will be addressed at our next board meeting.

Dan informed us that he will be attending the Presidents training in Washington DC on January 24th and 25th.

Tom updated us on the steward activities. Arbitrations went well and another is scheduled for Feb 7th. Area and local steward training agendas were reviewed. Dates and times for these trainings have been set-up and sent to the stewards. Count training sites have been contracted and a schedule has been included with the ratification notice and will also be in the Newsletter. Rural Management training in Oshkosh was discussed. Labor management meeting for the Northland District is scheduled for Jan 10th and Jan 30th for the Lakeland District. Other steward items were also discussed.

Board members were given PAC Piggy Banks to take to their county meetings. Anyone making a minimum donation of \$25 to PAC will win a bank. Also, board members will be asking attendees at the county meetings to put their loose change in the board members' bank. At the state convention we will see which board member collects the most for PAC. Tom has the appreciation gift for the stewards and board members were given the county secretary gifts.

Nominees were made for the Lakeland District Diversity Award. A 30 day posting for an academy trainer at the Wausau site will be coming out. Current trainer has become a 204B.

(continue on page 3)



Continued from page 2

Last year's State Convention minutes were discussed. Karen will contact Tammy and see if she is willing to do the task again this year. This topic will be added to the agenda of the next board meeting.

Lisa made a motion, second by Chris, that Karen be reimbursed the cost of pizza for our working lunch today. Cost \$45. Motion passed.

The board reviewed several board policies and made some changes. The board will continue to review all remaining policies at the next board meeting.

Sue motioned that we adjourn. Motion passed.

Meeting was adjourned at 3:30 pm.

Respectfully submitted,
Karen E Schauer

TABLE OF CONTENTS	
President Dan Strobel	Page 1
Special board minutes	Page 2 & 3
PAC-Dennis Nelson	Page 4
Tort Claims Act- Sue Heiderscheidt	Page 5
Detours-Roger Schewe	Page 6
Chaplain & New Members	Page 7&8
Markup-Linda Vanden Plas	Page 9
National Delegate	Page 10
Phone protocol	Page 11
State Steward	Page 12-13
Mail Count-Lisa Wojnarowski	Page 14-16
Seasonal Routes-Chuck Groth	Page 17-18
Spring Conference	Page 19
Scholarship Application	Page 20-23

Applications

For the position of full time STATE STEWARD

For the coming year must be postmarked by May 21, 2007. Applicants that are accepted for an interview will be notified of the time and place. Resumes must be submitted to:

Dan Strobel

N4431 Daley Road

Hustisford, WI 53034.

Anyone with questions regarding the job, application, or interview process should contact Dan.



HELLO, HELLO, HELLO

Is there an echo in here?
Does it seem like you have
heard these things before?

- 1 Postal Reform legislation (Postal Accountability & Enhancement Act) has been signed into law. We, and our elected Representatives, have been debating this important issue for years and its' passage will help to assure the long-term financial stability of the Postal Service.
2. The NRLCA has announced two new methods for making Political Action Committee contributions. You may sign up for Automatic payroll deductions (through the USPS and PostalEase) to have a designated amount allotted each pay period or you may opt to allow an Electronic Funds Transfer from your checking account. Details and instructions for enrolling in either of these options will be printed in the January '07 edition of the National Rural Letter Carrier magazine.

There are a number of things that these two issues have in common. First – they didn't happen right away. Postal reform needed to have a few details resolved before it could be implemented and well...so did payroll deductions for PAC. Second – Postal reform is vital and...so are our PAC funds. Third – if the NRLCA, Postal Service and other employee organizations within the USPS didn't have a good working relationship with Congress our concerns would not have been taken into account in the drafting of this legislation. Without campaign contributions, made through our PAC fund, the working relationship mentioned above may not have existed.

Okay we have resolved a couple problems. Now, maybe, we can begin to address some of the other issues that need attention. For example; Windfall Reduction and Public Pension Offset...you know...the easy stuff.

If our tentative contract is ratified Regular Carriers will be earning an additional \$500 or \$600 per year, in each of the four years of the contract

(that's not even including the continuation of our cost-of-living adjustments) so it doesn't seem like too much to ask to have every Rural Carrier make a contribution to PAC.

I'm sure that everyone has seen the list of Political Action Committee contributors, in our National magazine. They print the names in the next edition, after the funds are received. Our State also maintains a list of all PAC contributors, of \$50 or more, which tracks contributions for the entire PAC year (which ends in July). This list may be seen on our web site: WIRLCA.org (click – officers, and scroll down to the PAC page). If you see your name on the web page – thank you! If your name doesn't appear, yet, this is your chance to rectify the situation. Since you will soon come in to some newfound wealth (if I lose this PAC Chairman gig, I may have a future as a fortune teller) you should consider making a PAC contribution of at least \$50.

Write out a \$50 check, payable to: **NRLCA PAC**

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

Consider the huge impact that your PAC contribution, of less than a dollar per week, will have when it is combined with the contributions of other Rural Carriers and Retirees from the entire country. The difference between one persons' campaign contribution and that of 110,000 NRLCA members could be compared to attending a Super Bowl and (1) talking to the football fan, that's sitting next to you in the stadium, verses (2) being the half time entertainer with an audience of millions of TV viewers. If you have important things to say it helps to have a way to share your message.

You can think of PAC as being the Public Address System that helps us to be heard on Capitol Hill. While your contribution is not tax-deductible it will be heard **LOUD AND CLEAR!**

Tort Claims Act

A tort is a wrongful act, injury or damage, not involving a breach of contract, for which a civil lawsuit may be brought. Do you know that the Federal Tort Claims Act of 1961 is a federal statute that provides for a government administered protection plan for all government employees, and the government itself, should any liability be incurred by any of its employees or agents in the course of their official duties?

As rural carriers, it is very important for all of us to understand how this works. We are protected against liability resulting from the operation of a motor vehicle while within the scope of our official employment. **This protection is on-route protection only.** Any deviation from your assigned route could jeopardize your Tort Claims coverage.

To fully protect your vehicle, separate insurance coverage must be purchased. Be sure the insurance company that insures your route vehicle understands the Tort Claims Act. Some companies may not insure your route vehicle at all, and if they do, they may charge you a more expensive business use or commercial use rate. Your policy should include a special exclusion regarding the Tort Claims Act.

If you are involved in an accident you must report it as soon as possible to your postmaster or supervisor and your insurance company. If you have an on-route liability claim, your insurance company should notify the other party that their claim should first be presented to the postmaster for payment under the Tort Claims Act.

FREE SATURDAYS

A regular rural carrier or substitute rural carrier (Designation 72) or a rural carrier associate (Designation 74) in a leave earning capacity who has an approved absence on Saturday occurring within or at the end of a period of annual leave or sick leave is not charged such leave or loss of compensation, provided the appropriate leave



balance on the form 1223 (Earning Statement) reflects at least 6 days of leave and the following conditions are met;

- a. There are more than 5 days of annual or sick leave within the period; or
- b. There are more than 4 days of annual or sick leave plus a holiday within the period. If a holiday falls on Saturday, which is a scheduled workday, absence on the preceding Friday will not be charged to leave. If the leave period is for 4 days or less, absence on the Friday will be charged to leave.
- c. Interruption during the approved period of annual or sick leave by court leave due to circumstances beyond the employee's control shall not disqualify the carrier for coverage as provided in a. or b. above.

Keep in mind that no free Saturdays are granted for a K route.

Looking forward to seeing many of you at the spring conference in Tomah.

Respectfully submitted by Sue Heiderscheidt
Executive Committeeman

**For Sale: 2000 RHD
Jeep Cherokee 4x4
56,000 miles, loaded,
route ready,
Asking \$17,000 Please
call (715) 623-5771**



Detours, Deviations and Additional Trips:

Most of us will eventually come across a detour on our route or be forced to deviate from our usual route of travel. Even more likely we may see a day where we can't get everything in our vehicle so we will be forced to make an additional trip. I will try to simplify here, how you are compensated for these situations. There are two (2) types of compensation to understand: compensation for our time and compensation for our vehicles (EMA).

DETOURS

When you are required to travel additional mileage because of road construction, flooding, or other conditions, record the additional travel each day in the *Remarks* section on Form 4240, Rural Carrier Trip Report.

In a personally owned vehicle (POV) you will receive Equipment Maintenance Allowance (EMA) for any day of detour mileage in excess of 40 total route miles per day.

Where it is necessary to make an extensive detour to effect delivery, when practical, you may ask customers to:

- a. Temporarily relocate their mailbox.
- b. Arrange to receive their mail through another customer's mailbox.
- c. Make some other arrangement for receiving their mail until regular service can be resumed.

Any detour of more than 30 calendar days shall be added via Form 4003 to the evaluation, and the salary shall be adjusted accordingly. (see **DEVIATIONS** below) There is no additional compensation for the carrier's time involved in detours under 30 days.

DEVIATIONS and/or ADDITIONAL TRIPS

When a carrier must make a deviation (authorized or required by management) from their normal travel, whether for an additional trip, delivery of Express Mail or due to a detour of over 30 days, the carrier

shall receive additional compensation for *TIME* and *EMA* according to contractual provisions.

In each instance the carrier must note any additional mileage involved with the deviation or additional trip. This mileage will determine the actual *TIME* compensation as well as the *EMA* compensation.

Time compensation:

When it is determined by management that an additional trip is necessary, the Postal Service agrees that a regular rural carrier (covered under Section 7 (b) (2) of the Fair Labor Standards Act) or a leave replacement (when compensated on the evaluation of the regular or auxiliary route served and when actual work hours do not exceed 40 hours per week) will be compensated at two minutes for each mile involved in the additional trip and for actual loading time at the carrier's straight time rate. If it is more efficient and management authorizes, you may split the route into two separate segments for delivery and your compensation would be for the total mileage involved in returning to the post office at the completion of the first segment and then returning to the route as well as actual loading time.

Any deviation of more than 30 calendar days shall be added via form 4003 to the evaluation and the salary shall be adjusted accordingly. Upon termination of the deviation, the route evaluation shall be adjusted to its former status. All salary changes become effective at the beginning of the first pay period following completion of the first 30 days of the deviation and at the beginning of the first pay period after the deviation is terminated.

There are additional exceptions that come in to play when a carrier exceeds 12 hours in a day, 56 hours in a week, (40 hours for a relief carrier) and during the special 3 week Christmas Overtime period.

EMA Compensation

For any deviation or additional trip the carrier will also receive the current rate Equipment Maintenance Allowance for each mile the carrier is required to drive to complete his or her route when the total miles (all trips etc) for the day exceed 40 miles.

(continue on page 7)



CHAPLAINS CORNER

Well I hope all of you had a very merry Christmas.

I know that this is the time of year for people To give-up Hope, seek that dark place to Hide from the world, and shut everything and everyone out. I am here today to tell you a story.

I went to church this last Sunday, the first time in a long time, I was hiding from ... well you name it I hid from it. I just didn't care anymore. (Hard to believe, perky me. :o) Anyway, after listening, REALLY LISTENING to other people give their testimonies and giving thanks for the work our Lord had done in their lives the past week, I too gave mine. I am thankful for being alive, having a loving family, wonderful friends I can count on, a job, my health and a God that does love me. I now listen to much more than I was a week ago. The birds, my heart, and my God. He came to save us, and we need to let Him do His work. Don't hold it in, let Him do the worrying. Feel what He is trying to tell you. Don't let go of the hope that we all have in our hearts. Keep the Joy of this season with you the whole entire year through. Joy to the world, for it is His joy we should feel. I am smiling now :o) and I hope I have helped someone find that tiny spark that's still in their heart, and to bring it to the full glow that it should be, recovered that beautiful smile on your face, and put Hope back in your heart. Let me leave you with this.. When the devil brings anxiety may you have God's peace.

When you are overwhelmed
may you grasp His hope.
When you don't know the way to go
may His love guide you safely.

May your New Year be Blessed

With Love, Joy, and Happiness

And a heart to hear all.

God Bless you all

Your Chaplain and friend

Chris Weber

(continued from page 6)

When the total miles driven for the day fail to exceed 40 miles there is no additional EMA compensation. Obviously also, there is no EMA compensation for deviations and additional trips for carriers who use USPS owned vehicles.

As with so many items in our contract, it is easy to get confused or flustered when trying to comprehend all the contract language and exceptions to certain situations. Remember, if you feel you are not being properly compensated for something you are doing, contact your local, area or assistant state steward and explain your situation. We all deserve a fair days wage for a fair days work. Don't always expect your manager to know the answer or find the answer. Contact your steward.

Roger Schewe
Assistant State Steward
535, 537, 539, 546

New Members 10/21/2006-12/31/06

<i>Name</i>	<i>Post Office</i>	<i>Name</i>	<i>Post Office</i>
JEANNE A HEMPEL	BEAVER DAM	TINA M MCINTOUSH	MADISON
CONNIE S ROGERS	BEAVER DAM	LORI L MERRY	MADISON
KIMBERLY N WISNIEWSKI	BIRNAMWOOD	BRADLEY V AASEN	MENOMONIE
MATTHEW J MALLORY	BLACK RIVER FALLS	KATYA FLANIGAN	MENOMONIE
JASON H ROWEKAMP	BLACK RIVER FALLS	KATHLEEN M BABIASH	MISHICOT
THERESA D HANEY	BRISTOL	MARK D LADWIG	MOSINEE
TRACY L ZIMMERMAN	BURLINGTON	JOHN J DEKEYSER	NEW FRANKEN
JULIE A BEUTH	CALEDONIA	JENNIFER L CARRIKER	NORTH PRAIRIE
SANDRA K RIVERA	CALEDONIA	RONALD A MAERZ	OREGON
PETER C ALBERT	CEDARBURG	JANET J DOREMUS	OXFORD
JORI K RISNER	COLEMAN	JAMES R LANDREMAN	PARK FALLS
SIDNEY P JOHNSRUD	COLUMBUS	CAROL D BROUGHTON	PEWAUKEE
LAUREL A KUNZE	DORCHESTER	DOUGLAS K POLENZ	PEWAUKEE
HOLLY JO H ORGAS	EAGLE	TAMMY K MELSHEIMER	PORT WASHINGTON
YVONNE A STEWART	EAGLE	KERRY A HONRATH	PULASKI
JESSICA L ESCH	ELKHORN	JEFFREY J OLSON	RANDOM LAKE
RALPH E WILLIAMS	ELKHORN	STEVEN J OHDE	RICE LAKE
VERLAN G VAN EE	FOX LAKE	STACY M RODRIGUEZ	RINGLE
DANIEL E LEONG	GERMANTOWN	SCOTT D MUELLER	SHEBOYGAN
ALAN M SCHWANDA	GERMANTOWN	KATHRYN A DEVINE	SHERWOOD
PEGGY L COPE	GREEN BAY	THOMAS J WILLKOMM	SUN PRAIRIE
SHERRI L FABIAN	GREEN BAY	RUTH D SCHULZ	SUSSEX
EMILY L VANDEN LANGENBERG	GREEN BAY	MARK CZECHOLINSKI	UNION GROVE
COLLEEN M WOLFE-VANCLEVE	GREEN BAY	DEBORAH A SCHEIBER	WATERTOWN
JOHN C DESS	HALES CORNERS	BINH LE	WAUKESHA
RICHARD J ERMIS	HALES CORNERS	DENISE R WOJNICKI	WAUSAUKEE
JOANNE HAUKE	HALES CORNERS	ERIC J TREAT	WEST BEND
AMY L HEINZE	HALES CORNERS	DONNA M BUSHMAN	WILD ROSE
LYNNE M OSTRICKI-SCHLEY	HALES CORNERS	JOSEPH J KLEIN	WISCONSIN RAPIDS
KIM M MACDONALD	HARTFORD	PATRICIA K WEIDNER	WISCONSIN RAPIDS
LEE A WANDSNIDER	HARTLAND		
HEDDA M RANTZOW	HUSTISFORD		
TERESA M KRUEGER	JANESVILLE		
TODD D SHANNON	KENOSHA		
WALTER L CNARE	MADISON		
DONALD L HAVLIK	MADISON		

Connect to the Past...

The first four rural mail routes in Wisconsin were established in Sun Prairie on November 16, 1896. Just less than two months after the United States' first RFD routes started in the West Virginia towns of Charleston, Halltown and Uvilla.



What If?



If the contract is settled a four week count is scheduled for February 17 thru March 17. This count will include all vacant and auxiliary routes and only those regular routes where either the regular carrier or the employer opts to count. If you opt in for the count, there are many items to watch out for. I would like to explain what credit markups are given. Markups are mail pieces that are undeliverable as addressed that require the carrier to endorse the mail with the reason for non-delivery. Markup credit is provided for the following categories of mail.

A. Mail sorted to the Undeliverable-as-Addressed Separations or Designated Location at the Carrier Case.

Credit one markup for each bundle of the following:

1. A to Z separations / Machineable or non-machineable.
2. Insufficient address.
3. Undeliverable-as-addressed, unable to forward.
4. Undeliverable bulk business mail.
5. Other undeliverable bulk business mail.

B. Excess Box holders

1. Bundle and endorse in excess of requirements and initial.

C. Mail intended for local post office boxes and caller services. This is mail that is addressed to the street and the customer has no mail receptacle.

D. If the contract is settled the mail that was individually endorsed by the carrier is now

Credited as a mark up for each bundle:

1. Attempted-Not Known.
2. No Such Number.
3. Deceased.
4. No Mail Receptacle.
5. Refused.
6. Vacant.
7. Undeliverable as addressed parcels.
8. No record Mail Credit a markup for any mail piece where the manager requires the carrier to correct errors (spelling, numbers) prior to its being sent to CMU/CFS or returned from CMU/CFS.
9. Other required individual carrier endorsements in DMM F010.4.2, as appropriate, and undeliverable mail the postmaster or supervisor

- requires the carrier to individually endorse.
10. Credit a markup for each piece of mail when management requires barcodes to be blotted or marked out.
11. These are some of the markups; just remember that any additional bundles or individual pieces that management requires the carrier to endorse will be credited as a markup. The easy way to remember that the change will be all mark ups will be credit as one bundle. This change only applies if the contact is voted as yes. Good luck on your count, and as always, if you have any questions or problems, call your assigned Steward

Linda Vanden Plas

ACADEMY TRAINER

Applications are being accepted for the Academy Trainer in Wausau. 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 communication 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, the academy trainers are expected 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 January 31, 2007

NATIONAL CONVENTION Delegate Nominations & Voting

The National Convention is just around the corner! This year's convention will be held in Grand Rapids MI on August 7-10, 2007. Now is the time to nominate people to represent WI at the National Convention. Our State Constitution and Bylaws call for nominations for delegates to cease forty (40) days prior to our state Convention, which starts June 08th this year. Therefore I must receive your delegate nomination no latter than April 28th.

Sending in a nomination is important! **We need representation at the National Convention to let people know the wants and desires of WI rural carriers.** Delegates will be able to participate in the election of the National Officers. More delegates mean louder and stronger voices! Last year we were two people short in filling all our delegate seats, we don't want a repeat performance so please consider being a delegate and send in your nomination.

Vote! At least 20 days prior to the start of state convention, a ballot will be mailed to all regular, relief and retired members of this state association for you to elect the delegates to represent us at the National Convention. It is extremely important that you vote for the person or persons who will represent your interest. You may vote for only one person or as many as 38 but no more. Last year over 3700 members were mailed ballots and less than half of the members voted. What a shame! We can only make a difference when we **vote!**

Another thing that people might not understand is why **your name and address label has to be on the returned ballot to be counted.** This is for the purpose of validating your membership, not to find out how you voted. This is much like what happens when you go to the polls to vote during a local or national election. After all the member's names are validated, the ballots are all opened and the envelope marked "BALLOT" is separated from the mailing envelope. As soon as all the Ballot envelopes are separated, there is no way to tell whose ballot belonged to whom. The Ballot envelope is opened and checked for accuracy – no one voted for more than the allotted amount. Then all ballots are counted. The results are posted at the State Convention. There will be a short meeting for all delegates and alternates at the close of business on June 9th. Please, **VOTE!**

"Member of the Year"

Each year at the State Convention a member of the Wisconsin Rural Letter Carriers' Association is chosen as the 'Member of the Year'. Their name is engraved on our State Member of the Year plaque along with all the previous elite recipients. This person is honored at the National Convention with an individual plaque and a watch.

ELIGIBILITY: Any member of our Association may be nominated as a candidate for the award. State 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 is frequently demonstrated that their services go far beyond the routine duties of the office and, thus may be worthy of selection. Consideration shall be given for service rendered in the immediately proceeding 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: A nomination letter should be submitted with a brief resume of carrier accomplishments. All letters of recommendation must be signed. One letter on community activities may be submitted. All information must be in the state secretary's office by June 1st.

COMMITTEE SELECTION: One board member (selected at pre-convention board meeting) will select five members from different areas of the state. The secret committee will review all nominations and make their selection. Last years' recipient will announce the newest honoree at the State Convention Banquet.

Anyone needing additional information or questions should contact Karen Schauer, Sec/Treas. 715/836-9612 or email at karenschauer@wirlca.org

**NEXT ISSUE NEWS ARTICLES
DUE APRIL 5, 2007**

PHONE PROTOCOL

Area Steward Post Office Assignments

Steven Sowle Home PO Tomah

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

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

John Phillips Home PO Madison

Hm 608-437-6718 wk 608 848-6879 cell 608-212-4556

Email auggie2@prodigy.net

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

Al Muench Home PO West Bend

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

Kewaskum, Wauzeka, Jackson, Waupun, Beaver Dam, Juneau, Freedomia, Random Lake, Campbellsport, Sheboygan Falls, Sheboygan, Saukville, Theinsville, Allenton, Hubertus, Slinger, Lomira.

Paul Loumos Home PO Racine

Hm 262-633-3882 wk 262-632-6124 Cell 262-930-4568

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.

Fred Resch Home PO Antigo

Hm 715-449-3026 wk 715-627-4812

Neopit, Gresham, Birnamwood, Gleason, Wittenburg, Eland, Bowler, Pelican Lake, Summit Lake Aaiwa, Hatley, Ringo,Elco, Merrill

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 cell 608-604-4715

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

Michael Wieczorek Home PO Peshtigo

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

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

Louan Friend Home PO Pardeeville

Hm 608-587-2053 wk 608-429-2782 cell 608-697-8113

Email jklmf@hotmail.com

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

Lois Graper Home PO Marion

Hm 715-754-4904 wk 715-754-5831

Amherst, Amherst Junction, Clintonville, Iola, Manawa, Neillsville, Ogdensburg, Rosholt, Scandinavia, Schofield, Shawano, Tigerton

Marilyn Laporte Home PO Spooner

Hm 715-635-2560 wk 715-635-6919

Birchwood, Cameron, Minog, Rice Lake, Sarona, Shell Lake, Springbrook, Trego

Karen Schauer Home PO Eau Claire

Hm 715-836-9612 wk 715-830-5300

Augusta, Boyd, Cadott, Durand, Fairchild, Fall Creek, Menomonie, Mondovi, Osseo, Stanley, Whitehall

State and Assistant State Steward Assignments by Area

Tom Bittner -- State Steward

Phone 920-273-0760

Email: tombittner@wirlca.org

532,534,530,531,539

Linda Vanden Plas

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Email: evandenplas@new.rr.com

First 3 digit zip code areas

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Roger Schewe

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First 3 digit zip code areas

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Charles Groth

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Email: cgroth@centurytel.net

First 3 digit zip code areas 547,548,540

Lisa Wojnarowski

Phone 414-810-4860

lwojnarowski@wi.rr.com

532,534,530,531,539



At the time of this writing we do not know whether the tentative contract has been ratified or not. More than likely at the time of your reading this we still won't know. THE WIRLCA State Board and my-

self felt that in the event that the contract was ratified, there would not be enough time to schedule and conduct the eight mail count trainings mandated by a binding resolution passed 2 1/2 years ago at the State Convention in Platteville. We decided that it would be prudent to schedule the trainings as though the contract was ratified since we wanted to be sure that our members were be prepared in the event of a count.

If we have a count it will begin on Saturday February 17th and conclude on Saturday March 17th. It will be a four week count and include the Presidents Day holiday on February 19th. Due to the short time frame between the completion of counting the ballots for contract ratification and the beginning of the mail count there has been a change in the requirement to hold the pre-count conference fifteen days prior to the beginning of the count. For this year only; the pre-count conference must be held no later than February 12th. The purpose of a pre-count conference is to introduce changes in procedure that will be in place during the mail count and therefore be in effect for the next year. Some examples of changes would be: if management would like to propose a change in withdrawal procedures or would like to implement new directs in the office on a rural route. Management should not make changes that could affect the evaluation of the route between the time of the pre-count conference and the mail count unless they have been discussed at the conference.

Pre-Count Conference Items For Discussion

You may want to go through the following list and if you have a question on something give it to your Postmaster prior to the pre-count conference to give them a chance to get an answer.

1. Clarify mail processing procedures on the day preceding the count and

2. the last day of count.
2. How to use rural template for the measurement of mail.
3. Mail withdrawal procedures and recording of DUVRs if carrier is required to record volume.
4. Carriers have the right to observe mail count on their relief days or when they are on leave.
5. Carriers have the right to count their own mail for verification while in an on duty status.
6. Review of PS Form 4239 with an understanding of definitions. Forms must be available to carriers daily, upon request, before the mail is trayed or strapped out.
7. Cut-off times for mail.
8. Implementation of "Directs."
9. Depositing of CFS mail, hold mail, getting stamp box, etc.
10. Clerk/Supervisor interruptions for official business, being called to the phone or counter, etc.
11. Collection boxes, collection compartments in CBU's, and parcel lockers.
12. Dismounts and dismount distance. Heavy volume days may require more than one trip.
13. Proper credit for collected mail:
Certified and registered mail.
Express mail.
Parcels collected on the route.
14. Loading procedures, including time for moving vehicle if it is not loaded or unloaded where it is parked.
15. Intermediate office procedures for routes that work out of more than one office.
16. Misthrows.
17. Mark-ups.
18. Credit for detached-label mailings.
19. Locked pouch when transporting unsorted mail from one post office to another.
20. High Option/Leave Commitment.
21. Safety Talks (actual time, approximately five minutes). If two safety talks are given, compensation must be given for both.
22. Any required functions for Saturday closeouts must be credited.

23. Procedures and time values for USPS vehicles. Average daily mileage deviation for fueling up the LLV must be added to the route mileage on PS Form 4241.
24. Any local requirement that happens on a regular basis (daily or weekly.)
25. Any unique situations.
26. Delivery point sequence (DPS) issues.
27. Service talks (actual time).
28. Proper credit for oversized letter (over 6 1/8 inches) processed with DPS mail.

Pre-count conferences should be short (usually no more than 20 minutes). If management **requires** you to attend for longer than 20 minutes you should be compensated for anything more. You are required to attend the first 20 minutes without additional compensation. If there are questions that you and your supervisor cannot come to an agreement on, make a note of them and get in contact with the steward assigned to your office. **A pre-count conference is not meant to be a mail count training.**

How to Survive Mail Count

Mail count time is one of the most stressful times for carriers and management alike, if you keep in mind that this isn't a whole lot of fun for your boss either it'll make things a little easier. When you have a question on something set the item in question aside until the person counting your mail has a chance to finish what they are doing and devote their full attention to you. Once you have a chance to discuss the item in question, if you still cannot come to agreement on how to credit the item in question, document the specifics of the item and move on. It's not going to do anyone any good to get into an argument on the workroom floor. **Give a copy of the documentation to your supervisor and send a copy to the assistant State Steward assigned to your area and one to me.** Try to remember that your steward may be going through a mail count also. Please don't add to their stress by demanding an answer immediately, remember they want to get their route delivered also. If you need to speak to a steward immediately please call me at (920)273-0760.

Make sure that you get credit for what you have com-

ing but don't try to inflate your count by taking credit for things that you don't have coming. You may not agree with the credit that you get for certain items but that does not give you the right to try to get more than you are entitled to in other areas. If we are having a mail count that starts on February 17th that means that the membership as a whole has decided that this is a good time to count, that the new standards for mark-ups and COA's are fair and that all other things count related are acceptable. While you may not agree with everything, when you accepted this job you agreed to abide by the collective wisdom of the membership when it ratifies a contract.

Make sure that your edit book is up to date prior to the end of the mail count to insure that you are getting proper credit for the number of boxes that you are serving. While the edit book does not automatically increase the amount of deliveries that are credited to your route you can get a good idea of how many deliveries you should be getting credit for by going to the last page of the edit book and looking at the summary. You can compare the number of deliveries with what is shown on your form 4241. Remember to delete any deliveries that have been vacant for more than 90 days on March 17th.

Remember that you have a job that pays you well, it doesn't make a whole lot of sense to put a \$40,000+ job in jeopardy by trying to pick up a few extra minutes during mail count. Over the years we have had carriers terminated for something as insignificant as removing a rubber band from incoming mail. While in many cases we are able to save peoples jobs, it is not unusual for them to sit home for several months without a paycheck. I have read through several arbitrations regarding people "padding their mail count" and it is obvious that arbitrators consider this to be "theft" and "fraud" and have little sympathy for people that engage in it. We have a process in place for disagreements and most people that took advantage of it last year were able to resolve their disagreement without a grievance. Ironically one person who is now waiting to see if they will get heir job back would have gained enough time to go up an hour if they had let the system work instead of trying to pad their count. Get all that you have coming but don't try to get something aren't entitled too.

Tom Bittner
WIRLCA State Steward

DOCUMENTATION!

DOCUMENTATION!

DOCUMENTATION!



“Easier said than done!” This is the phrase that I hear most often from carriers.

As a carrier on a 45K with a piddly 4.0 volume factor, I do realize that time isn't always plentiful. You have to find time to case all of your mail, maintain your edit book, maintain your case labels, line up all of your parcels, etc., etc., etc.; and maybe find a minute somewhere to use the restroom. Then you call your Steward with a question about count, and what do we tell you? Quite possibly the last thing that you want to hear, **“Document it!”**

As a Steward, I must repeat those dreaded words, **“Document everything!”** Trust me, I know it's a pain in the backside, but I've had cases where it was the documentation that won the case for us.

A few years ago I came up with a very primitive template that made it a little easier to **“Document everything!”** Since then, I have modified the template, and created a second one, making it much easier to **“Document everything”** and

easier to understand exactly what it is that you just spent all of your valuable time documenting!

On the next two pages of this newsletter are two templates for you to use to help **“Document everything.”** The first is to be used for ‘do not fold / do not bend’, the second is to be used for ‘sector segment’. The templates may seem a bit confusing at first, but if you just drop me a line, I'll be happy to answer any of your questions.

The pre-count conference needs to be done by February 12, 2007. If you have any disagreements at the pre-count conference, **“Document everything.”** If you agree on things at the pre-count conference, **“Document everything.”** There are plenty of times that Union and management don't see eye to eye, but what we all need to realize is that it is OK to agree to disagree. That is why we have the grievance procedure. So, if we all take the time to **“Document everything,”** and show that the issue is worth the fight, chances are, we will prevail.

In my very own office, there were issues with certain things during count, we were organized, we took good notes, and we **“Documented everything.”** We were 100% prepared and by having all of that documentation, we were able to prove our point and get everything settled in office, without even using the grievance process.

I highly recommend attending a Union organized Count Training, just in case the contract was to get ratified.

It's your paycheck, is it worth your time to get what you rightfully deserve? If so, **“Document everything!”**

Sincerely,

Lisa “Wojo” Wojnarowski
414-810-4860

2006 Rural Mail Count

A(main case)

Date: _____ Route: _____

B

(outline your casing configuration using A B C D E)

#1 _____

#2 _____

#3 _____

#4 _____

#5 _____

#6 _____

C

D

Sector Segment Mail?

E

Quantity Hold Mail _____

Quantity Forward Mail _____

Quantity Missort Mail _____

Quantity Loop Mail _____

Quantity POBox Mail _____

Total Pieces _____

Additional Comments:

Carrier Initials _____

Management Initials _____

Mail Jumps ...

from Shelf ___ Case ___ TO Shelf ___ Case ___

from Shelf ___ Case ___ TO Shelf ___ Case ___

from Shelf ___ Case ___ TO Shelf ___ Case ___

from Shelf ___ Case ___ TO Shelf ___ Case ___

from Shelf ___ Case ___ TO Shelf ___ Case ___

from Shelf ___ Case ___ TO Shelf ___ Case ___

from Shelf ___ Case ___ TO Shelf ___ Case ___

Mail on Same Shelf ...

is a distance of ___ Inches Apart

is a distance of ___ Inches Apart

is a distance of ___ Inches Apart

is a distance of ___ Inches Apart

is a distance of ___ Inches Apart

is a distance of ___ Inches Apart

is a distance of ___ Inches Apart



Vacant, Seasonal, Snow- bird... Now you see them, Now you don't

If you were to ask two different people what the difference was, you'd probably get two different answers.

Well, let's start with the basics

Carriers are responsible for managing (adding and deleting) their route Edit (red) book. It should **always** be at the carriers' case unless it has been sent to AMS for changes. I usually ask my Supervisor if I can make a copy of it to keep at my case until I get the official one back. This allows me to keep track of changes as necessary until I get it back. I can also double check against the official copy for any of those "mysterious" changes that sometime occur.

90 days is 90 days! It doesn't matter if customers –regular, seasonal, snowbird-have moved out and no one has moved in, that delivery point is not considered vacant (non-delivery) until the 91st day. An exception to this would be if a house/business was torn down and there was no chance of another residence/business occupying that address. Some carriers have had difficulty in keeping track of these time limits. If you don't have a calendar at your case, get one! When you receive notice of a change, such as a customer generated COA, go to your calendar and count ahead 90 days. Mark down which addresses need some action. There is a horror story from a neighboring state in which a carrier was audited and found to be off by **100 boxes!** It won't take an Einstein of a Manager to see that a route which only gains boxes and never loses them will be red-flagged and checked.

The following is taken from the Northland District Seasonal Route Policy (sic) and is similar to information from Lakeland District

Seasonal Box

Typically in a resort or vacation area, but not

limited to this type of area

Normally delivery to this box is for less than 6 months-The occupant's permanent address is somewhere else and has mail forwarded to a local address.

The number of boxes and mileage combined with an increase or decrease to **cause paid evaluation change.**

Seasonal Route

Seasonal routes require a **base hour change** i.e. no. of boxes X (box factor + 2 min.) + (no. of miles no longer driven X 12min/mile)

Example- 11 seasonal boxes with no miles lost Box factor=3.00

$3+2=5$ $5 \times 11=55\text{min.}$ Not enough to be considered seasonal so these boxes would be vacated individually on their respective 91st day.

Example- 11 seasonal boxes with ½ mile not driven BF=3.00

$3+2=5$ $5 \times 11= 55\text{min.} + 6 \text{ min.}$ (12min. X ½ mile) = 61 min. **Now you have a "seasonal" route.**

The additional mileage for a seasonal extension would only be removed completely when ALL seasonal customers have left. Example- Only 5 seasonal customers live on a side road that is 2 miles including retrace. All 5 are gone for more than 6 months to their regular residence. Only 4 leave in Oct. and the last family (who lives at the end of the road) leaves later in Nov. or Dec. From the start of the "out" season (when boxes AND mileage were removed from your PS 4003) until the last family leaves, you would record in the "comments" section of PS 4240, each day you drive those additional miles

The required methods are adding seasonal boxes **once** in the spring and remove them **once** in the fall. **Note-**This requires the manager and the carrier to agree on a "fair period of time for the seasonal period (4, 5, 6 months). The length of the "out of season" period should equal the average length of time service was temporarily suspended to **at least fifty percent (50%)** of the boxes within this" temporarily away" time frame. The length must be equal to whole pay periods only.

(continue on page 18)

(continued from page 17)

Seasonal route can only be created or deleted during a National or Special count.

Documentation must be kept. This documentation includes reviewing PS 3982 and must include a roster of seasonal boxes, which include customer name, address, date for start & end of seasonal period. If a roster does not exist, the carrier(s) need to be paid for creating the initial list via PS form 8127. This list should be revisited every year during route inspection for any changes (positive or negative) and kept with the PS 4240 and PS 4003. These boxes should be marked in the appropriate section of the route Edit book with a “Y”.

Routes that fall in an overburdened category during the “in” season and are not overburdened in the “out” season will not be adjusted under the normal overburdened procedures.

Snowbird Box

Typically the customer is on the route more than 6 months during the year and usually uses local address as formal address.

“Snowbird” changes are handled like normal extensions or deletions via submission of PS 4003. Snowbird boxes are counted until they are individually **vacant over 90 days**. If the mailbox is singular on a retrace (only box on an extension) then the mileage is removed as soon as the box is vacated. There is no waiting 90 days (makes sense-if you’re not driving the mileage you shouldn’t get paid for it and if you are still driving it-why?)

Snowbird changes are normally handled in “BANK” time of your PS 4241-a and would not trigger a base hour change **unless** a 1 hour accumulation/depletion has been reached

Whether a snowbird or seasonal customer, the Edit book should not be coded with vacant/no stat unless it reasonably assessed the customer will not be returning and no deliveries will occur at that address after the customer would be expected to return.

I hope this information has dazed and confused all of you as it has me for the last 20 years. When questions arise, consult with your manager as to a fair and equitable solution in (continually changing) matters like this; after all you don’t want to lose your job for second guessing.

Respectfully submitted, Chuck



Needed!!

You will find an ad hoc position for trainer for the rural academy in the Wausau area. If you are a rural carrier with at least 1 years experience and looking for a little change, I highly recommend that you apply. It was one of the best opportunities that I could have applied for. I thoroughly enjoyed meeting all the new hires and watching their eyes light up when they began to realize what this job is about. You will not just be thrown in a classroom and be expected to teach. After you apply for the position, there will be an interview. Again I was very nervous but should not have been. After you are hired for the job, you will be given facilitator training. This class was fun! You will be given advice on how to be able to be in front of people talking and how to get the class to interact with you. We all know that we learn a lot more if we are involved with the process instead of just being lectured to. After this training, you will receive the instructional book and sit in on a rural academy class. The first class is just for observation. The second class that you attend will be to co-teach with an instructor. Remember the instructor that you will be observing is also a rural carrier. The third class you will do the teaching and the other trainer will observe you. After that you will do classes on your own. You can see that you receive plenty of training for this position. The rural classes are for 3 days every other week. Depending on how the hiring is going in the offices, you might have a class for 3 days once a month. Please consider applying for this position. WE NEED YOU!

Running for National Delegate?

The next issue will have space available for those members running to be national convention delegates. Your submission has to be 50 words or less. The deadline for the next newsletter is April 5th. Please send them to me as an email attachment if you can. Lois Graper, Editor

State Steward Office hours

Monday, Tuesday, Thursday, Friday
7:00 AM to 11:00 AM
12:00 PM to 5:00 PM
Wednesday
12:00 PM to 7:00 PM

WIRLCA

SPRING CONFERENCE

MARCH 17-18, 2007

Cranberry Country Lodge
Tomah, WI
800-243-9874 or 608-374-2801

The lodge has a water park!
The cost of the rooms will be \$62.00.
To get the special rate you need to make your reservation by Feb. 15th and
mention the WIRLCA rate account #3040

Saturday March 17th
1 to 4 PM-Informational Speakers

7 to 9 PM-Hospitality Room

Sunday March 18th
9 AM TO 3 PM
Informational Speakers
Question & Answer period

Due to a problem with the raffle for the week long stay at Treelands Resort in Hayward,
The Sawyer/Barron/Washburn counties RLCA are in the process of obtaining a state raffle permit.
If you purchased a ticket from the Stevens Point Fall Conference, please contact Cathy Morris at
715-558-1869 or e-mail-cmorris777@charter.net. A new ticket with the permit number will be sent to you.

WISCONSIN RURAL LETTER CARRIERS AUXILIARY

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

_____ (Applicant's Name)

SCHOLARSHIP APPLICATION FOR WRLCA 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, 2007.**
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.
8. 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, 2008.

SCHOLARSHIP APPLICATION FOR WRLCA 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: Yes No WRLC Association
 Yes No WRLC Auxiliary

In what county are dues paid? _____

What school of higher education are you accepted into 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 WRLCA 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
Picture
Here

Thank You! Good Luck With Your Future!

WIRLCA Auxiliary Officers—2006-2007

President Sue Becker W335N7027 Stonebank Rd. Oconomowoc, WI 53066-1405	262-966-3344	Racine-Kenosha, Ozaukee, Fond du Lac-Green Lake, Winnebago, Outagamie, Waupaca, Brown
Vice-President Diane Susa 10686 County Road Bb Marshfield, WI 54449-9559	715-676-3376	Tri-county, Price-Taylor, Lincoln-Langlade, Marathon-Clark, Wood-Portage, Oconto, Marinette, Shawano
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Executive Board-Chair Marc Weber 739 Gale Avenue Wisconsin Dells, WI 53965-8660	608-253-7192	Monroe, Juneau, Adams-Marquette, Waushara, Columbia
Executive Board-Secretary Kathy Lueck 1417 Oak Street Watertown, WI 53098-1136	920-262-1980	Lafayette-Green, Rock-Walworth, Jefferson, Milwaukee-Waukesha, Washington
Cindy Bittner	920-273-0760	Door-Kewaunee, Cal-Man-She
Judy Pederson		Burnett-Polk, Barron-Washburn, Lake Superior, Sawyer, Rusk, Chippewa-Eau Claire-Dunn, Pierce-Pepin, Buffalo-Trempealeau, Jackson, St. Croix
Junior Sponsor Karen Rasmussen W55W31185 Cty Rd K Hartland, WI 53029,9305	262-367-2330	



WI RLCA Lois Graper – Editor
 7088 Old 57 Road
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**NON-PROFIT
 ORGANIZATION
 US POSTAGE
 PAID
 PERMIT 34
 BRILLION, WI**

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Sue Heiderscheidt Chairman Executive Committee	2020 180 th Ave. Centuria, WI 54824	715-646-9366	Barron-Washburn, Polk-Burnett, Dunn, Pierce-Pepin, Rusk, St. Croix, Lake Superior
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