

# WI RLCA News

March 2008

WISCONSIN

RURAL LETTER CARRIERS ASSOCIATION



## Spring Greetings

As I write this article, we are over half-way through the second week of mail count. When all is said and done, I hope that you all had a **fair** count. While we can't control the volume, we can make sure that we get the proper credit for what we do receive. I was encouraged by the attendance at mail count training both for management and the association membership. Checks were made of the processing plants, one week before, the day before, and the last day of the count to make sure that all the mail was being processed. Hopefully, if you had any local disagreements you were able to settle them before the count was completed. This is also the time, if you didn't already do it during the route inspection, to make sure your edit book and your 4003 were up to date, so that you received proper credit for the number of boxes, miles, etc. on your route.

As we move into Spring, its also time for the individual County units to hold their Spring business meetings. **These meetings must be scheduled no later than 40 days prior to the start of the State Convention which is June 20th this year.** Besides the election of officers and delegates to State Convention as well as other business, it is an opportunity for the assigned State Board members to inform the members on issues at the State and National levels. In recent years, some of the Board members have chosen not to serve as Area or

Assistant State Stewards. Therefore, the National Board has instructed them not to answer questions regarding the contract. I realize that this has caused some concern, especially for those who come to County meetings with very specific problems or concerns. However, we do have a full time State Steward as well as assigned Area and Assistant State Stewards that serve the State very well. They can provide a much more timely and effective response to an individual's concerns through a one on one discussion. So please don't hesitate to call your assigned Area or Assistant State Steward, or State Steward to promptly address your individual concerns.



President Dan Strobel

Wisconsin is hosting the **Mid-States Conference, May 2, 3, & 4** at the Brookfield Suites Hotel in Brookfield. The Mid-States Conference is comprised of eleven states, Illinois, Indiana,

Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, South Dakota, and Wisconsin. In attendance at this year's conference from the National Office will be National President, Donnie Pitts, Director of Steward Operations, Ronnie Stutts, Committeeman, Bill Gordon, Assistant Director of Governmental Affairs, Kevin Talley, and NRLCA Legal Counsel, Michael J. Gan. In addition, we have invited Lakeland District Manager, David Martin, a representative from the Great Lakes Area Offices, the Auxiliary National President, Hershel Miller as well as other guest speakers. It should be a very informative and entertaining weekend with an opportunity to meet rural carriers from the surrounding states. See the registration form included in

(continued from page 1)

Our **State Convention, June 20, 21 & 22** is also rapidly approaching, sponsored by the Racine/Kenosha County Rural Carriers. Please see the registration form included in this magazine. We will again offer a **Retirement Seminar for both Civil Service and FERS** employees on Friday morning prior to the start of the Convention. If you are within three years of retirement you can request a print out of your retirement benefits. If you are still working, but are eligible to retire, they will automatically send you a print out. If you would like to request a print out which will be sent directly to your home, please call me at 920-349-3782 or e-mail me at [strobe-lite@verizon.net](mailto:strobe-lite@verizon.net) with the following information: Name, Postal ID# or Social Security # and indicate which District you are in - Lakeland or Northland. **The deadline for those requests is May 31, 2008.**

State Steward applications are again being accepted. The State Steward is appointed by the State Board for a one year term. The current State Steward can reapply as well as any other interested members. Applications are reviewed and applicants interviewed at the time of the State Convention and a State Steward is then appointed. **Please send applications to President, Dan Strobel, N4431 Daley Road, Hustisford, WI 53034.**

Hope to see you at our upcoming events!

Dan Strobel

### National Delegate

Ron Berg here. Thanks to all of those who voted for me to be a National Delegate in 2007. I am also asking for your support in 2008. I am an Academy Trainer in Madison, Vice President of Grant/ Iowa counties and I am a regular carrier/local steward in Barneveld.

### In Memory of State Auxiliary Vice President, Marc Weber

State Auxiliary Vice President, Marc Weber, passed away on February 14, 2008. Marc has served the Auxiliary in many ways. For several years, Marc served as our Junior Sponsor helping with fund raisers and accompanying the Juniors on the various tours and other activities at the State Conventions. He loved being with the kids!

In the past few years, as he saw the need, he ran for and was elected to the Auxiliary Board serving on the Executive Committee and then moving into the Vice President position at the 2007 State Convention in Hayward.

The overwhelming attendance at the Memorial Celebration of His Life on March 1st was a true testimonial of the many people whose lives he has touched in his short life. Marc was a free spirit who enjoyed helping people and knew how to live life to its fullest.

Marc's dedication to the Association, and especially to the Juniors and the Auxiliary was greatly appreciated. We all will miss him. Our thoughts and prayers continue to be with Chris, Ty and Ethan.

Letters and cards of condolences may be sent to:  
Chris Weber 739 Gale Ave. Wisconsin Dells, WI 53965

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# 2008 Mid-States Conference

May 2-4, 2008

## Brookfield Suites Hotel & Convention Center

1200 S. Moorland Road

Brookfield, WI 53008

**Reservations 1-800-444-6404**

Or 262-782-2900

Room Rate \$77.00/night (single/double) plus tax

**Mention '2008 Mid-States Conference' to receive this great rate.**

### HIGHLIGHTS

Friday, May 2	4PM – 7:30PM	Registration
	6:30 PM – 8:PM	Open Steward Training
	6:30 PM – 8:PM	Legislative Seminar
	6:30 PM - 8:PM	Mid-States Open Mic with Moderator
	7:PM - ???	Complimentary Mixer with Desert bar and Chocolate Fountain
Saturday, May 3	7:AM – 1:30PM	Registration – All are Welcome Anytime
	8:30AM – 5:PM	Mid – States Conference Session
	6:30 PM	Cash Bar
	7:PM	Banquet Buffet w/Balsamic Chicken & Chef Carved Steamship Round
	8:PM	Entertainment
Sunday, May 4	8:30 AM	Devotional
	9:AM	Mid-States Conference Session

### ALSO

Saturday, May 3	1 PM	Auxiliary Meeting with Sprecher Brewery Tour to Follow – Also open for Juniors (Minimal Cost paid by attendee at time of departure for tour)
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### REGISTRATION

NAME _____	PHONE _____	E-MAIL _____
ADDRESS _____		
NUMBER ATTENDING COMPLIMENTARY MIXER _____		
BANQUET TICKETS @ \$35.00 _____	TOTAL ENCLOSED _____	

**Mail to: Mid-States c/o Mary O'Herron 315 N. West Ave #405 Waukesha, WI 53186-4582**

**RSVP by April 25<sup>th</sup> for Banquet Tickets**

**E-mail: [wojo@wirlca.org](mailto:wojo@wirlca.org) with questions or call 414-810-4860, ask for Wojo**

**Contact the Brookfield Suites Hotel directly to arrange for your free airport shuttle.**

## **Get Involved – Get Results**

So, you're perfectly happy with the way your route count turned out. You call your rural carrier friends and talk for hours about how happy you are with your job. Whenever someone outside of work asks you how you like being a rural carrier, you have nothing but wonderful things to say. You feel that being a rural carrier is the only job you would ever recommend to anyone. You have no idea why you would ever need any of your union representative's phone numbers, except to tell them all what a wonderful job they're doing for you and your fellow rural carriers.

As much as we all wish all of the above statements were always true, they simply can't be all of the time. I often get the question, "What has the union done for me?" There are also many other questions about how things came to be what they are today.

The best way to learn about the union and to try to change the way things are done is to get involved. Your County meeting is a great place to start. At your spring County meeting, there will be a business session, followed by an informational presentation by one of your State representatives. During your County business session, you will have the opportunity to place your name on a ballot to be a County delegate to our State convention in June. With your election as one of your County's representatives, you will have the opportunity to vote on issues at the state level and elect State officers. If you so choose, you may also run for your State board.

Another way to get your feet wet is to attend the Mid-States Conference. This is an excellent opportunity to meet some of your National officers and ask them any questions that are on your mind. Our state is hosting this conference this year, so there is no reason to miss it.

If you really want to be part of the whole process at the National level, you need to get your 'National Convention Delegate Nominating Ballot' (found in your National Magazine) in to Karen Schauer ASAP, so your name can be placed on the ballot. Now, you are always more than welcome to attend the National Convention as a non-delegate, but then you don't get to vote on issues or help elect your National officers.

If you feel that you simply cannot invest all of the time needed to attend your State convention and/or your National Convention, and you still want to try to change things, then you should contemplate sending in a Resolution or a Constitution & By Law change. The forms needed for these changes are also on your State website, [www.wirlca.org](http://www.wirlca.org).

Something you definitely need to keep in mind is that we are a family organization. While you are busy doing the work of the union, your spouse and children will have plenty of fun activities to keep them busy at both the State and National Conventions.

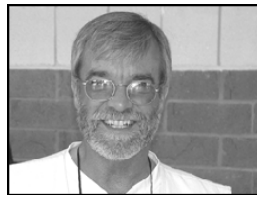
Respectfully,  
Lisa 'Wojo' Wojnarowski  
WI RLCA Executive Committeeman /  
Assistant State Steward  
[wojo@wirlca.org](mailto:wojo@wirlca.org)  
414.810.4860



**Next issue news articles  
Due April 27, 2008**

## WHO ARE YOU?

The answer to this question is more difficult, than you may think. It's definitely tougher than just looking at the address on this newsletter. It will involve a little soul searching. Who are you?



Dennis Nelson

- (1) Some WIRLCA members know what they *need* to do – and they do it.
- (2) Some members know what they *should* do – but don't.
- (3) Some members don't know what they should do.

Those of you who fit into the first category may quit reading. Now that they're no longer listening I can tell you that these are the folks who always seem to excel at everything they do. Their credo is "The harder I try, the easier it gets". These people "take charge" and do whatever is necessary, to accomplish their goals. They have personalities like those who were able to organize our Nation's first Labor Unions. I don't have to *convince* the first group.

Everyone in the second category has, no doubt, quit reading already. I probably *can't convince* the second group that they should be doing anything beyond the bare minimum. If they have a credo it may be "I shouldn't *have to* 'cause the folks in category #1 will take care of everything, for me".

Now, for the rest of us (in category #3). We know that it is vital to have the very best representation, in our Federal Government. We also understand that the only way we can be sure, which candidate is most closely aligned with our way of thinking, is to listen to what they have to say. There is this thing called "freedom of speech" but while some speech *is* free most of it costs – a lot! TV, radio, newspaper ads and direct mail are very expensive.

We could let the *other guy* pay for a candidate's campaign, but what if the other guy is UPS or any of the other alternative delivery companies? They will be funding the campaigns of folks who want to eliminate the Postal Service (or at least turn over

control to their brother-in-law). Nope, darn it, we have to help to fund political campaigns ourselves.

Okay, that's what we should do. Now, all that's left is figuring out *how* a WIRLCA member can get the most value, out of a political contribution. The most effective method is to combine your contribution with that of thousands of other Rural Carriers and Retirees, who have similar interests and concerns. Easy enough!

Write your check (for \$100, \$50 or whatever amount you choose) payable to: **NRLCA PAC**  
Mail your check to: **DENNIS R. NELSON**  
**1002 55TH ST**  
**AMERY WI 54001-3013**

Now that you are actively involved in the political process I would like to share a couple of *truths* with you: (1) Republicans vote for Republicans, Democrats vote for Democrats, but Independents vote for winners. (2) Since so many citizens stay home on election day, those who do *not* vote ALWAYS decide who wins.

Stay informed, insist on and support quality Candidates and most importantly VOTE!

Members, who attend the Mid-States Conference May 2-4, will have an opportunity to win some MAJOR money plus they will help to maintain a viable PAC fund. Details will be explained, at the Conference, but I want to give Wisconsin members a little advanced notice so they can begin to think about how to spend their newly found wealth. I would really hate to send so many dollars home, with someone from another State!

When you send me your check, for our PAC fund, I will mail out your pin and every member who contributes \$26 or more will have their name printed in the National Rural Letter Carriers' magazine. Any WIRLCA member, who contributes \$50 or more, will also be listed on the State Association's web site ([wirlca.org](http://wirlca.org)). You know "who you are" with these listings everyone else can also see that *you* are someone who understands the importance of being politically involved.

Contributions are not tax deductible.



# Request for or Notification of Absence

Employee's Name (Last, First, M.I.)			Social Security No.		Date Submitted		No. of Hours Requested		Sched- uled	Un- Sched- uled	PP		Year				
Installation (For PM leave, show city, state, and ZIP code)			N/S Day	Pay Loc. #	D/A Code	From Date	Hour	Day			Init.	Hours					
Time of Call or Request		Scheduled Reporting Time		Employee Can Be Reached At (If needed)			Thru Date		Hour								
				<input type="checkbox"/> No Call									Sat 01				
													Sun 02				
Type of Absence		Documentation (For official use only)			Revised Schedule for (Date)		Approved in Advance						Mon 03				
<input type="checkbox"/> Annual		<input type="checkbox"/> For FMLA Leave (Certification reviewed)					<input type="checkbox"/> Yes <input type="checkbox"/> No						Tue 04				
<input type="checkbox"/> Carrier 701 Rule		<input type="checkbox"/> For COP Leave (CA1 on file)			Begin Work								Wed 05				
<input type="checkbox"/> LWOP (See reverse)		<input type="checkbox"/> For Advanced Sick Leave (1221 on file)			Lunch-Out								Thur 06				
<input type="checkbox"/> Sick (See reverse)		<input type="checkbox"/> For Military Leave (Orders reviewed)			Lunch-In								Fri 07				
<input type="checkbox"/> Late		<input type="checkbox"/> For Court Leave (Summons reviewed)			End Work								Sat 08				
<input type="checkbox"/> COP		<input type="checkbox"/> For Higher Level (1723 on file)			Total Hours								Sun 09				
<input type="checkbox"/> Other: _____		<input type="checkbox"/> Scheme Training Testing, Qualifying (Memo on file)											Mon 10				
Remarks (Do not enter medical information)																Tue 11	
<b>I understand that the annual leave authorized in excess of amount available to me during the leave year will be changed to LWOP.</b>																Wed 12	
Employee's Signature and Date			Signature of Person Recording Absence and Date			Signature of Supervisor and Date Notified							Thur 13				
<b>Official Action on Application (Return copy of signed request to employee)</b>																Fri 14	
<input type="checkbox"/> Approved, not FMLA*		<input type="checkbox"/> Approved, FMLA (See Publication 71)		<input type="checkbox"/> Approved FMLA, Pending Documentation Noted on Reverse.		Signature of Supervisor and Date											
<input type="checkbox"/> Disapproved (Give reason): _____																	
<input type="checkbox"/> Ineligible for FMLA (Estimate eligibility date): _____																	

**Warning:** The furnishing of false information on this form may result in a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001)

During This Absence, I Was Incapacitated for Duty by:			<b>Leave Types (Information Only)</b>			Sched- uled	Un- Sched- uled	PP		Year	
								Day	Init.	Hours	
<input type="checkbox"/> Sickness	<input type="checkbox"/> Undergoing Medical, Dental, or Optical Examination or Treatment (Job related)		<b>Leave Type</b>	<b>Time Card Code</b>	<b>PSDS Code</b>			Sat 01			
<input type="checkbox"/> On-the-Job Injury			AL-FMLA	55/01	32			Sun 02			
<input type="checkbox"/> Off-the-Job Injury	<input type="checkbox"/> Undergoing Medical, Dental, or Optical Examination or Treatment (Not job related)		SL-FMLA	56/02	33			Mon 03			
<input type="checkbox"/> Pregnancy and Confinement			LWOP - FMLA - Part Day	59/05	36			Tue 04			
<input type="checkbox"/> Exposed to a Contagious Disease			LWOP - FMLA - Full Day	60/06	37			Wed 05			
During This Absence, I Was Unavailable for Duty Because:			LWOP - Lieu of Sick Leave	59/60	20			Thur 06			
<input type="checkbox"/> Sick Leave for Dependent Care	<input type="checkbox"/> Placement of a Child with Employee for Adoption or Foster Care		LWOP - Proffered	59/60	21			Fri 07			
<input type="checkbox"/> Birth of Child - Bonding			LWOP - Personal Reasons	59/60	22			Sat 08			
Additional Information Regarding Denial of Leave Protection Under FMLA:			LWOP - Part Day	59	23			Sun 09			
<input type="checkbox"/> Employee Not Eligible -- Less than 1250 Hours Worked.			LWOP - Full Day	60	23			Mon 10			
<input type="checkbox"/> Employee Not Eligible -- Not Employed with USPS 1 Year.			LWOP - AWOL	59/60	24			Tue 11			
<input type="checkbox"/> Employee Has Exhausted FMLA Entitlement in Current Leave Year.			LWOP - IOD (Not FMLA) - OWCP	49	25			Wed 12			
<input type="checkbox"/> Absence Not for a Covered Condition.			LWOP - Maternity	59/60	26			Thur 13			
<input type="checkbox"/> Absence Not for a Covered Family Member.			LWOP - Suspension	59/60	27			Fri 14			
<input type="checkbox"/> Requested Documentation Not Provided.			LWOP - Union Official	84	28			Sat 08			
<input type="checkbox"/> Documentation Provided. Does Not Meet Criteria for FMLA Protection.			LWOP - Suspension Pending Termination	59/60	29			Sun 09			
Additional Documentation Required			Continuation of Pay - USPS	71	03			Mon 10			
			Continuation of Pay - USPS-FMLA	71/03	34			Tue 11			
			Continuation of Pay FMLA-IOD-OWCP	49/04	35			Wed 12			
			Court Duty	61	04			Thur 13			
			Military Leave	67	05			Fri 14			
			Postmaster's Organization	89	08						
			Blood Donor Leave	69	09						
			Other Paid Leave	86	10						
			Convention Leave	66	12						
			Acts of God	78	13						
			Veteran's Funeral	86	10						
			Relocation	80	15						
			Civil Defense	77	16						
			Civil Disorder	81	17						
			Voting Leave	85	18						

**Privacy Act:** The collection of this information is authorized by 39 USC 401, 1001, 1003, 1005; 5 JSC 8339; and Public Law 103-3. This information will be used to grant or deny your request for official leave from Postal Service duty. It may be disclosed under the routine uses given in Privacy Act system notices USPS 050.020 and USPS 120.070 (see appendix of Administrative Support Manual or, if you wish to obtain a copy of these notices contact your personnel office). Completion of this form is voluntary. If this information is not provided, official leave may not be granted.

# Rest, Recreation, Personal needs-Leave Benefit and Carrier responsibilities

That's a direct quote from the ELM (Employee and Labor Relations Manual) Chapter 5, sec. 512.11 pertaining to use of Annual Leave. We, as leave earning carriers, have a right to the benefits from our employment with the USPS. However, we have a responsibility to properly request and notify our employer of our intentions. Now, for many of you this information will be old news, but sometimes it helps to review the basics.

When it is desired to use leave-sick, annual or other, such as an earned X day it is necessary to "request or notify" your Supervisor of your intentions. For most offices, we probably operate loosely in regards to putting the burden of scheduling (ref: National Agreement, EL-902 Art.30.G) on our managers. Most of us just call our relief carrier and the route gets covered and that is how it should be. However, in the cases where an individual really, really, really needs a day off and the proper steps have not been taken to get a signed request for absence, then it will be harder to grieve a denial of leave or worse, the accusation of excessive leave.

## **PS Form 3971-Request for or notification of absence** (see separate page)

The 3971 is used to request or notify your supervisor of an absence from work. Except in an unexpected illness or injury, is written notification required in advance. If you wake up sick or sustain an absence due to injury, it is still necessary to notify your supervisor of your absence or it will be charged to LWOP (leave without pay) or AWOL (absent without official leave). I think of the 3971 as a receipt for goods and PROOF of purchase. After all, you wouldn't buy something without a receipt, right?



Chuck Groth

A requirement of management is to provide you with a copy of an approved OR disapproved leave request within a "reasonable" time limit. The acceptable definition of a "reasonable" time limit has been termed as 3-5

days. A famous man once said, "If they meant 3 days or 5 days why didn't they just say that!" The fact still remains that we should have ample time to change our plans in case the leave is denied. The reason for disapproval should be listed on the 3971 as well.

There are many different scenarios to leave; who is entitled, limitations and exceptions, etc., to be listed in this newsletter. Some of the documents discussing leave are:

National Agreement, EL-902 Article 10  
ELM Chapter 5, section 510  
F-21 Section 580

All of these documents and manuals should be available for carriers to look at and request specific copies of pertinent language to a reasonable extent, i.e. you can't ask your Postmaster for the 9 bazillion pages to the ELM.

When in doubt contact your local, area or State steward for information.

On a personal note, after attending the recent memorial service for one of our friends, whether life is short or long, don't take it for granted. The route will always be there. Rest, Recreation and Personal needs- we have a right to them, but more importantly we have a **NEED** for them.

Respectfully submitted, Chuck Groth

### **PLEASE NOTE!**

The drawing for national delegate position on the ballot will be held at the office of the Secretary/Treasurer on Sunday, May 11, 2008 at 7:00 PM. Anyone is welcome to observe the drawing.

## Welcome New Members 12/15/07—2/29/08

WILLIAM PRITZL	APPLETON	Theodore Sprain	Onalaska
David Ruggles	Appleton	Valerie King	Osceola
Gary Goetz	Baraboo	Michelle Evenson	Phelps
Kristen Chilson	Beldenville	DENNIS WALTER	POTOSI
Dawn Moore	Bruce	NICHOLAS DOUBECK	RICHFIELD
JULIE SCHODROW	CAMPBELLSPORT	Teresa Schneider	Richfield
Becky Simonson	Cashton	LAWRENCE WILSON	RICHLAND CENTER-
Geraldine Simonson	Cashton	Mary Montwill	Ridgeland
Joseph Saggio	Cedarburg	Cindi Steger	Riplon
Dorothy Rosenbauer	Cleveland	Mary Lewandowski	Rosholt
MARY WILSON	CURTISS	James Walls	Salem
Robert Nelson	De Forest	JAMIE LORENZ	SHEBOYGAN FALLS
JENNIFER DEGRAVE	DE PERE	Maija Phernetton	Shell Lake
WESLEY SWISHER	DE PERE	Alice Kilsdonk	Sherwood
Patrick Hansen	Delafield	Dale Ebert	Sparta
Tricia Souder	Eden	Jacob Hoy	Sparta
Robb Jandrt	Exeland	Michael Taft	Stoughton
Jeffrey Abresch	Germantown	Elaine Otto-Karlman	Sullivan
Marie Jonsson	Green Bay	Lynnette Boyd	Sussex
Melanie Niles	Green Bay	Daniel Gage	Trevor
Kimberly Derks	Greenville	Michael Eilbes	Waukesha
Amanda Brenner	Hager City	Lori Gerritsen	Waupun
ROBERT IMHOFF JR	HIGHLAND	Debi Olmstead	Whitewater
Michael McAndrew	Hudson	Paula Boyd	Winter
Cheryl Ritter	Hurley	Michelle Undraitis	Wisconsin Dells
Robert Kurbat	Jackson	Tracy Bennett	Wisconsin Rapids
Rhonda Robinson	Janesville		
Maria Malueg	Kaukauna		
Lynda Bonn	Kenosha		
Diane Putman-Marshall	Kenosha		
Carolyn Heindel	Krakow		
LAURIE HENKEL	KRAKOW		
Dawn Zeinert	Larsen		
JEREMY RUENGER	LOMIRA		
Becky Boss	Madison		
HEIDI PARRY	MADISON		
Daniel Murray	Maiden Rock		
Tanya Taylor	Manawa		
Sandra Baumann	Marathon		
Kim Christianson	Marshfield		
Mary Horn	Menasha		
Donald Cimino	Merrill		
Joel Hall	Mishicot		
TONIE GUNDERSON	MUSKEGO		
Thomas Flanagan	New London		

### CHANGE OF ADDRESS

The WI RLCA uses the same address that you have on file with the USPS therefore;

If you need to change your current mailing address, you have four options: –

Option 1: Use PS Form 1216, *Employee's Current Mailing Address*. Send it to: HRSSC, Benefits/Compensation, PO Box 970400, Greensboro NC 27497-0400

Option 2: Call the HRSSC at 877-477-3273, option 5. Validate your identity with your employee identification number or Postal Service PIN, then option 9 to speak to a service representative who will assist you.

Option 3: Use the personnel computer kiosks located in large processing and distribution centers and Post Offices. A tab titled Present Job Info/Change of Address appears on the main kiosk Web page.

Option 4: for carriers with PC access: Go on line to the USPS "LiteBlue Page", then to the "My Life" tab and on the right of the page is the heading "My Profile" where you will find a link titled "Address/Phone". You will need your social security number and PIN to make the change.

# **PHONE PROTOCOL**

*If you have a problem and you do not have a local steward in your office, contact the appropriate steward for your area, either area or assistant. The State Steward can be called anytime if you have trouble reaching your assigned steward.*

## **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, La Farge, Melrose, Necedah, Onalaska, Sparta, Trempealeau, Viroqua, West Salem, Westby.

### **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, Allenton, Hubertus, Slinger, Lomira.

### **Fred Resch Home PO Antigo**

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

Neopit, Gresham, Birnamwood, Gleason, Wittenburg, Eland, Bowler, Pelican Lake, Summit Lake Aniwa, Hatley, Ringle, Elcho, Merrill

### **Sue Heiderscheidt Home PO Centuria**

**Hm 715-646-2186 wk 715-646-2121 cell 715-553-0050**

Webster, Frederic, Prescott, Cumberland, Balsam Lake, Barron, St Croix Falls, Dresser, Eau Claire, Bloomer, New Auburn, Chetek, Osceola, Grantsburg.

### **Barbara Bergsma Home PO Avoca**

**Hm 608-532-6007 wk 608-532-6880 cell 608-604-4715**

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

### **Michael Wiczorek Home PO Peshtigo**

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

Peshtigo, Coleman, Crivitz, Oconto, Oconto Falls.

### **Louan Friend Home PO Pardeeville**

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

**Email [jklmf@hotmail.com](mailto:jklmf@hotmail.com)**

De Forest, Reedsburg, Portage, Columbus, Endeavor, Poynette, Montello, Packwaukee, Westfield, Randolph, Wisconsin Dells, Rio.

### **Lois Graper Home PO Marion**

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

**Email: [loisgraper@wirlca.org](mailto:loisgraper@wirlca.org)**

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

### **Marilyn Laporte Home PO Spooner**

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

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

### **Debra Downen Home PO Omro**

**Hm 920-361-1764 wk 920-685-5199**

Berlin, Coloma, Fremont, Green Lake, Hancock, Menasha, Neenah, Neshkoro, Oshkosh, Pine River, Plainfield, Redgranite, Ripon, Rosendale, Van Dyne, Wautoma, Wild Rose

## **State and Assistant State Steward Assignments by Area**

### **Tom Bittner -- State Steward**

Phone 920-273-0760

Email: [tombittner@wirlca.org](mailto:tombittner@wirlca.org)

541,542,543,549,545,544

### **Roger Schewe**

Phone 608-835-3789

Email: [rschewe@charter.net](mailto:rschewe@charter.net)

First 3 digit zip code areas

535,538,546

### **Charles Groth**

Phone 715-634-3938

Email: [cgroth@centurytel.net](mailto:cgroth@centurytel.net)

First 3 digit zip code areas 547,548,540

### **Lisa Wojnarowski**

Phone 414-810-4860

[lwojnarowski@wi.rr.com](mailto:lwojnarowski@wi.rr.com)

First 3 digit zip code areas 532,534,530,531

### **John Phillips**

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

Email [auggie2@mhct.net](mailto:auggie2@mhct.net)

First 3 digit zip code areas 537, 539

*Anyone wishing to receive the State Stewards' electronic newsletter should send their request to: [tombittner@wirlca.org](mailto:tombittner@wirlca.org) with 'electronic newsletter' in the subject line.*

# Sick Leave Abuse!!

Snow, cold and more snow! What a winter. I know, it's Wisconsin, but as I write this article it is snowing again and I'm sick of it! Speaking of sick, did you know that congress is about to introduce a **draft bill** that would compensate retiring employees for unused sick leave? Rep. Jim Moran, D-VA latest version of this bill would give up to **\$10,000 in compensation to retiring employees under the Federal Employees Retirement System (FERS)**. Employees under the FERS currently receive no compensation for their unused sick leave when they retire. The bill is meant to **discourage them from abusing their sick leave benefits** as they near the end of their careers. The Congressional Research Service has said that sick leave abuse cost the federal government about \$68 million a year. Employees under the older Civil Service Retirement System (CSRS) are compensated for unused sick leave, and as a result have far more unused sick leave when they retire. Once this bill is introduced we should be writing our congressmen to help get it passed!

At last years' National convention in Grand Rapids I picked up the following article regarding **Thrift Saving Accounts after retirement. It's Your Move – Now or Later?**

Now that you've left Federal service, you need to make some decisions about your TSP account. Here are the options you can choose from:

1. Leave your money in the TSP. (You will have to make a final withdrawal decision for your entire account no later than April 1 of the year after you turn age 70-1/2.)
2. Take out part of your account (i.e., make a partial withdrawal). You can withdraw \$1,000 or more, which will be paid out in a single payment. (This is available only if you did not make an age-based in-service withdrawal.)
3. Take out your entire account (i.e., make a full withdrawal). You have three withdrawal methods to choose from:
  - a single payment – your entire account, paid at one time.
  - Monthly payments – in an amount you

choose or based on your life expectancy.

- A life annuity -- paid to you throughout your lifetime or to you or your spouse (or another joint annuitant) while either of you is alive. Available only for an amount of \$3,500 or more.



4. A fourth possibility: a “mixed withdrawal” – any combination of the above three methods. Plus, if you have both a uniformed services and civilian TSP Account, you may be able to combine both accounts into one.

Before you request any withdrawal, you might read the booklet “withdrawing Your TSP Account after Leaving Federal Service and the tax notice “Important Tax Information about Payments from TSP Account.” The information in this material will help you make an informed decision.

If you are interested in a TSP annuity, you should also use the Annuity Calculator on the TSP Web site. When you are ready to make a withdrawal, you can obtain the material you need from the Forms & Publication section of the Web site.

The TSP is also ready to assist you with any questions: Thrift Savings Plan PO Box 385021 Birmingham AL 35238 or TSP web Site: [www.tsp.gov](http://www.tsp.gov) or the ThriftLine: 1-877-968-3778 **Planning smart and being informed makes for a happy retirement!**



## NATIONAL CONVENTION

### Delegate Nominations & Voting

The National Convention is just around the corner! This year's convention will be held in Lexington KY on August 5-8, 2008. 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 20<sup>th</sup> this year. Therefore I must receive your delegate nomination no later than May 11th.

Sending in a nomination is important! Nomination ballots appear in the February, March, April and May issues of the National Rural Letter Carrier magazine. Mail your ballot in a separate envelope so the envelope can be attached to the ballot to verify the date. Send one ballot per envelope. **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!

**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 40 but no more. Last year over 3800 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.** (you can correct your address on the label but do not cross out your name.) The address label is for the purpose of validating your membership, not to find out how you voted. 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 – don't vote for too many and don't write any comments on the ballot. 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 20<sup>th</sup>. Please, **VOTE!**

## WISCONSIN GUIDELINES FOR MEMBER OF THE YEAR AWARD

### ELIGIBILITY FOR AWARD

1. Any member of our 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 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 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

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.

### COMMITTEE SELECTION FOR MEMBER OF THE YEAR AWARD

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.

## Statement of Earnings Card

1			2			3			4			5			6		
PAYLOC			FINANCE NO.			EMPLOYEE NAME			EMPLOYEE ID			PAY PERIOD			SERIAL NUMBER		
7			7			7			8			9					
DETAIL EARNINGS			GROSS TO NET			LEAVE STATUS											
WK	RSC	LEV	RATE	CODE	TYP	HOURS	PAY	THIS PERIOD			YEAR-TO-DATE	ANNUAL LEAVE					
7A	7B	7C	7D	7E	7F	7G	7H	GROSS PAY	8A			FROM PREV YR	9A				
								FED TAX	8B			EARNED	THIS YR	9B			
								ST TAX	8C				BAL				
								RETIRE	8D			USED	YR	9C			
								MEDICARE	8E			THIS	PP				
									8F			BALANCE	9D				
												SICK LEAVE					
												FROM PREV YR	9E				
												EARNED THIS YR					
												USED	YR	9F			
												THIS	PP				
									8G			BALANCE	9G				
												LEAVE WITHOUT PAY					
												THIS PP	9H				
												CUMULATIVE					
												BOND DATA 10					
												UNAPPL BAL	10A				
												NO. ISSUED	10B				
												USPS RETIREMENT					

11

### Know what your Pay Stub tells you!!!!

Items 1-6 are self-explanatory; if you have any questions about them ask your steward or a senior carrier in your office.

- 7A. **WK** – Week, either 1 or 2, of pay period.
- 7B. **RSC** – Rate Schedule code for hours stated
- 7C. **LEV** – Grade level for hours stated.
- 7D. **RATE** – Base rate (annual or hourly), including cost-of-living allowance (COLA) for hours stated.
- 7E. **CODE** – Employee’s Designation/Activity code.
- 7F. **TYP** – Hours type code. The following codes may appear:
  - X** – X day taken      **W** – Work Hours
  - C** – Christmas Work Hours
  - L** – Leave Hours (paid and LWOP)
  - H** – Holiday Hours
  - F** – 50% of Daily Rate of Pay (DACA Code 3, Option 2)
  - O** – 150% of Daily Rate of Pay (DACA Code 5, Option 3)
- 7G. **Hours** – For every hours type listed. This space will show the actual hours and hundredths.
- 7H. **PAY** – Pay amount for hours stated.
- 8. **Gross To Net** – The total gross pay, deductions, and resulting net pay for the current pay period and the year-to-date.
  - B-G** – Deductions from your pay; taxes, union dues, allotments, life insurance bonds TSP (thrift savings plan), TSP in-

- vestment type, TSP loan payment, flex spending accounts, child support, auto insurance, FERS (Federal Employees Retirement Account), etc. If an adjustment is processed, the amount will appear in the period column and Adjust will appear in the year-to-date column. After all deductions have been printed, a Net Earnings line appears. Gross pay minus deductions plus or minus adjustments equal net earnings. Nontaxable allowances such as Rent, Equipment Maintenance, and/or TCOLA (Territorial Cost of Living Allowance) appear immediately below the net earnings line. If more than 18 detail lines are required, the remaining amounts combine and appear on the last detail line as MISC.
- 8H. **Net Pay** – Employee’s net pay: Gross pay – Deductions +/- Adjustments = Net Earnings + Nontaxable allowances = **Net Pay**
- 9. **Leave Status** – Used to identify an employee’s use of annual leave, sick leave, and leave without pay and the employee’s balances for the current leave year.
- 9A. **Annual Leave - from Previous year:** The number of hours of annual leave carried over from previous year.
- 9B. **Annual Leave – Earned: This YR.** The number of hours earned to date this leave year.
  - BAL.** The number of hours carried over from previous leave year plus annual leave earned this year

- 9C. **Annual Leave – Used This:**  
**YR.** Total hours of annual leave used to date this year.  
**PP.** Total hours of annual leave used this pay period.
- 9D. **Annual Leave Balance** – The employee’s actual annual leave balance, which includes advanced leave projected through the end of the current year.
- 9E. **Sick Leave - from Previous year** – The number of hours of sick leave carried over from previous leave year.
- 9F. **Sick Leave – used this:**  
**YR.** Total sick leave used to date this leave year Sick leave used this pay period
- 9G. **Balance** – current sick leave balance = hours carried over from previous year + hours earned – hours used.
- 9H. **Leave Without Pay:**  
**This PP.** Hours of LWOP used this pay period  
**Cumulative.** Total LWOP hours accumulated this year (from pay period 1 to date). Annual and sick leave are not earned while in LWOP status or while using donated leave. Each increment of 80 hours of LWOP will result in a reduction of 4, 6, or 8 hours of advanced annual leave depending on leave earning category.
- 10 **Bond Data** – Identifies an employee’s current bond(s).
- 10A. **UNAPPL BAL** – Amount applied toward purchase of next bond.
- 10B. **NO. ISSUED** – Number of bonds issued this pay period.
11. **USPS Retirement** - Total amount contributed to retirement fund as of the close of the prior calendar year.
12. **FLSA** – Fair Labor Standard Act – Printed whenever work hours of one or both weeks exceed 40 hours FLSA nonexempt employees.



Louan Friend

## Poli-chicks for 2008

As we inch closer to the next presidential election, many postal employees may want to get more involved in political activities. While some participation is permissible, the **Hatch Act** restricts certain political activities while on duty and prohibits other forms of involvement at all times.

The Hatch Act reform law of 1993 relaxed many provisions on political activities but the following restrictions still exist.

### YOU MAY NOT:

1. Seek partisan political office;
  2. Solicit political contributions from the general public and sub-ordinate employees;
  3. Wear political campaign buttons or distribute campaign materials while on duty or in government buildings;
  4. Wear uniforms or insignias that identify employees as postal workers while engaged in political activities;
  5. Participate in a political activity while using a government vehicle; and
- Use official positions to influence colleagues and election outcomes.

### YOU MAY:

1. Run for office within party organizations and affiliated groups;
2. Solicit fellow union members for contributions to the group’s political action committee;
3. Take active part in political management or in political campaigns;
4. Support partisan political candidates in speeches and in writing;
5. Solicit votes for partisan candidates;
6. Distribute partisan campaign material
7. Carry posters at a political rally;
8. Work on phone banks in support of partisan candidates; and
9. Solicit signatures for nomination petitions in



**Rural Carrier Evaluated Schedule**

**Full-Time Basic Annual Rates**

**Effective March 15, 2008 (PP 07-2008)**

**RSC R (NRLCA)**

**Most Prev. Step: 381**

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	11,359	12,374	12,734	13,491	13,609	13,719	13,834	13,946	14,065	14,176	14,287	14,404	14,516	14,631	14,745
13	12,307	13,412	13,802	14,620	14,745	14,866	14,987	15,112	15,233	15,355	15,483	15,605	15,727	15,849	15,970
14	13,253	14,439	14,864	15,742	15,877	16,009	16,139	16,271	16,409	16,539	16,673	16,806	16,938	17,069	17,206
15	14,204	15,470	15,928	16,868	17,010	17,155	17,295	17,440	17,579	17,722	17,860	18,004	18,148	18,288	18,433
16	15,145	16,501	16,985	17,986	18,142	18,297	18,444	18,598	18,750	18,900	19,054	19,207	19,355	19,507	19,658
17	16,094	17,534	18,046	19,116	19,277	19,441	19,599	19,762	19,922	20,079	20,239	20,402	20,566	20,727	20,888
18	17,042	18,567	19,111	20,240	20,413	20,584	20,755	20,925	21,095	21,266	21,436	21,611	21,779	21,954	22,122
19	17,988	19,597	20,171	21,363	21,548	21,726	21,904	22,086	22,265	22,446	22,626	22,807	22,985	23,165	23,344
20	18,940	20,633	21,237	22,497	22,688	22,879	23,063	23,255	23,447	23,633	23,824	24,016	24,202	24,391	24,588
21	19,879	21,656	22,292	23,615	23,811	24,013	24,209	24,410	24,608	24,805	25,004	25,200	25,404	25,601	25,800
22	20,824	22,687	23,355	24,741	24,945	25,156	25,357	25,568	25,778	25,985	26,193	26,396	26,606	26,812	27,023
23	21,773	23,720	24,417	25,862	26,082	26,297	26,513	26,733	26,950	27,172	27,390	27,605	27,822	28,039	28,257
24	22,720	24,747	25,475	26,989	27,214	27,439	27,664	27,891	28,120	28,344	28,569	28,798	29,026	29,255	29,482
25	23,666	25,786	26,539	28,112	28,352	28,590	28,822	29,060	29,297	29,532	29,771	30,007	30,244	30,482	30,717
26	24,613	26,815	27,601	29,239	29,482	29,732	29,973	30,222	30,465	30,711	30,956	31,200	31,448	31,695	31,939
27	25,560	27,842	28,659	30,358	30,614	30,873	31,125	31,383	31,639	31,896	32,146	32,402	32,661	32,917	33,173
28	26,507	28,876	29,724	31,485	31,748	32,017	32,277	32,544	32,808	33,069	33,337	33,601	33,867	34,131	34,397
29	27,453	29,907	30,781	32,606	32,884	33,161	33,429	33,706	33,979	34,257	34,533	34,804	35,079	35,351	35,627
30	28,402	30,944	31,851	33,739	34,022	34,310	34,586	34,870	35,157	35,438	35,723	36,007	36,289	36,577	36,859
31	29,346	31,970	32,909	34,858	35,155	35,448	35,738	36,031	36,326	36,618	36,915	37,210	37,503	37,801	38,090
32	30,291	33,000	33,966	35,982	36,285	36,589	36,886	37,192	37,494	37,794	38,098	38,400	38,701	39,008	39,311
33	31,239	34,033	35,033	37,105	37,418	37,733	38,042	38,357	38,671	38,981	39,296	39,606	39,920	40,235	40,548
34	32,186	35,062	36,092	38,230	38,553	38,874	39,191	39,513	39,838	40,160	40,480	40,799	41,123	41,444	41,769
35	33,134	36,096	37,158	39,354	39,691	40,024	40,350	40,685	41,016	41,347	41,679	42,010	42,344	42,675	43,004
36	34,079	37,122	38,217	40,478	40,817	41,165	41,498	41,838	42,185	42,517	42,861	43,203	43,542	43,885	44,225
37	35,025	38,156	39,275	41,602	41,958	42,306	42,655	43,005	43,357	43,707	44,057	44,409	44,762	45,114	45,459
38	35,973	39,187	40,338	42,729	43,091	43,450	43,805	44,168	44,527	44,887	45,244	45,602	45,965	46,327	46,684
39	36,920	40,222	41,403	43,851	44,225	44,597	44,963	45,335	45,705	46,073	46,441	46,812	47,182	47,550	47,922
<b>40</b>	<b>37,865</b>	<b>41,247</b>	<b>42,459</b>	<b>44,975</b>	<b>45,356</b>	<b>45,736</b>	<b>46,108</b>	<b>46,490</b>	<b>46,869</b>	<b>47,244</b>	<b>47,625</b>	<b>48,003</b>	<b>48,381</b>	<b>48,762</b>	<b>49,142</b>
41	39,281	42,796	44,048	46,662	47,056	47,451	47,840	48,232	48,625	49,015	49,414	49,806	50,198	50,590	50,982
42	40,708	44,345	45,646	48,351	48,756	49,170	49,566	49,979	50,385	50,787	51,195	51,600	52,008	52,414	52,826
43	42,124	45,888	47,232	50,037	50,458	50,885	51,297	51,719	52,143	52,559	52,984	53,402	53,824	54,249	54,667
44	43,546	47,440	48,833	51,725	52,161	52,602	53,030	53,468	53,904	54,335	54,772	55,210	55,643	56,084	56,518
45	44,963	48,982	50,421	53,409	53,862	54,312	54,757	55,210	55,660	56,106	56,559	57,010	57,461	57,913	58,356
46	46,386	50,531	52,012	55,094	55,558	56,027	56,482	56,952	57,416	57,876	58,338	58,800	59,267	59,728	60,194
47	47,808	52,075	53,608	56,784	57,261	57,744	58,215	58,694	59,176	59,651	60,131	60,607	61,084	61,565	62,041
48	49,224	53,622	55,193	58,466	58,965	59,456	59,942	60,435	60,935	61,420	61,912	62,409	62,898	63,392	63,885

**Part-Time Flexible Employees - Hourly Basic Rates**

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	18.93	20.62	21.23	22.49	22.68	22.87	23.05	23.25	23.43	23.62	23.81	24.00	24.19	24.38	24.57

**Step Increase Waiting Periods**

Steps (From-To)	A-B	B-C	C-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12
Grade 1	96	96	44	44	44	44	44	44	44	34	34	26	26	24

**NOTE: This schedule reflects a \$458 cost of living adjustment effective March 15, 2008 (PP 07-2008).**

## Do You Know Where Your Accident Kit Is!!

We should all have been issued an accident kit hoping that we never will have to use it. Do you have yours in the vehicle that you use on the route? If you do not have one, ask your postmaster or supervisor to get one for you.

Inside each accident report kit there should be:

- A Standard Form 91, which in a case of an accident needs to be filled out and given to your immediate supervisor before going off duty.
- A PS Form 4585, Postal Driver Accident Information
- Pencil
- Chalk
- Local Instructions which include phone numbers that would assist you in notifying the post office of the accident.
- PS Form 4586 to give to any witnesses of the accident.

In the accident kit, there are instructions that tell you what you should do.

1. Stop at the scene.
2. Aid or assist any injured person.
3. Safeguard the scene against further accidents.
4. Safeguard the mail.
5. Provide other driver/police with any information required by law. Use form 4585 for this purpose.
6. Obtain names, addresses and telephone numbers of any injured persons. This can be obtained from the police report.
7. Obtain names, addresses and telephone numbers of the drivers or owners of property damage.
8. Obtain names, addresses and telephone numbers of any witnesses. (Form 4586)
9. Mark on the pavement with chalk the positions of vehicles wheels, or objects.
10. Complete Standard Form 91 and submit it to your immediate supervisor before going off duty on the day of the accident.

Hopefully you will never need to use it, but make sure that you have one today!

Safety is a full time job!

Lois Graper

## OPM issued the following press release:

U.S. Office of Personnel Management (OPM) Director Linda M. Springer today submitted a proposal to both chambers of Congress to establish a short-term disability insurance program to protect federal employees who suffer an injury or illness which temporarily prevents them from performing their normal job duties.

“If we are to maintain an efficient and effective Federal workforce, it is imperative to ensure workers are protected in the unlikely event of a short-term disability,” Director Springer said. “Health care costs can be economically devastating to many employees, especially those who have not yet accumulated sufficient sick and annual leave.”

OPM would leverage the purchasing power of the 2.6 million Federal employees in the Executive, Legislative, and Judicial branches, as well as the **U.S. Postal Service**, to obtain the best coverage at affordable premiums. Under the proposal, participation would be voluntary and insurance premiums would be fully paid by the policy holder.

Springer said an added benefit to this insurance product would be its ability to attract a quality work force. A sound short-term disability insurance benefit will fill the gap in an otherwise attractive and competitive Federal benefit program. “Recent college graduates, or men and women only a few years removed from college campuses who are thinking about starting families will find this benefit to be an inducement to considering a career in the Federal civil service,” Springer said. “If they know they will not be penalized should something occur before they have had enough time to accumulate sufficient sick leave, they will be more likely to consider public service.”

Springer noted the program would benefit employees in a variety of short-term situations, including childbirth, adoption, unforeseen injury to the employee or a close family member, and emergency surgery.



For this issues article I thought I'd give you a brief synopsis of the joint contract training Lisa, Roger and I attended January 29th and 30th in San Antonio, TX.

Overall I don't believe that a lot of craft people went home with a warm fuzzy feeling.

**Back pay** – the new salary schedule should be in effect since February 8<sup>th</sup> 2008

The lump sum COLA (\$686) should have shown up on February 22<sup>nd</sup> 2008 for all regular carriers who were in a full-time regular pay status during the pay period immediately prior to December 3<sup>rd</sup> 2007, and PTF's who were in a pay status at least one of the preceding 6 pay periods.

RCA's did not receive this since it is a payment in lieu of a COLA and they will not have COLA included in their salaries until February 2011. The roll-in of COLA has always been delayed until the end of the contract for RCA's.

If you were on OWCP during this time frame you were not be eligible for this one time lump sum payment.

The retroactive pay for the 1.2% increase of November 25<sup>th</sup> 2006 and November 24<sup>th</sup> 2007 should show up on May 2<sup>nd</sup> 2008.

The above are subject to change but this is what is planned at this point.

**Training pay for new RCA's** for the first five pay periods will be effective as of December 3<sup>rd</sup> 2007. If an RCA was hired prior to December 3, 2007 but had not yet completed 5 pay periods of employment prior to the 3<sup>rd</sup>, they would be eligible to be paid actual time for the balance of the 5 pay periods. This additional pay will not need to be entered at the local level, the software will be upgraded at Eagan and carriers will receive it "magically" once the software is updated. They will not receive it at this time since the software has not been updated yet. They anticipate having the software upgraded within one year; once it is updated any additional pay that is due the RCA

will appear on their check. The key here is that new RCA's will not see payment for actual time on their checks until the software is updated. TRC's will not be paid actual time, however if the are re-hired as an RCA they will get actual time for the first five pay periods that they work as an RCA. If the RCA is able to complete the work in less than the routes evaluation they will be paid the evaluation of the route.

**Actual time for RCA's** - who have not worked on a route in 12 months will be limited to the first day. So if they work on a route that they have not been used on in the last 12 months and the first day they work over the evaluation of the route; they will be paid actual time for that day only. If they work under the evaluation of the route they will be paid evaluation. If they work a second day they will only be paid the evaluation of the route whether they work over or not. Nothing has changed as far as requiring an RCA to be trained until proficient. If they have never been trained on a route and management intends to continue using them on this route the RCA has a right to be trained until proficient. There is no agreement at this time about whether a carrier works a route they have not worked on in over 12 months and then works other routes how it would be handled. For example: A carrier works 12 hours on a 40K route and "earns an additional 4 hours over the 8 hour evaluation of the route. If the next three days they work their regular route and work 4 hours under the evaluation for those three days, at this time there is no agreement as to whether or not the days that the RCA worked under evaluation will eat into the 4 additional hours they earned on the route they had not worked on in the last 12 months. If the RCA works over 40 hours they will be paid actual time no matter what routes they worked on. This will not be automatic and will need to be done by the local office. The RCA would be paid for one trip and any additional time would have to be paid by utilizing form 1314-A.

**New bidding process**, at this time the new process has not been implemented, it will probably be introduced a few districts at a time, there is no time table for where and when it will be implemented. At first it will be done manually but eventually it will be done automatically be either a phone in system or some other means such as through "Lite blue." Some offices may never see the manual version. Carriers will need to indicate **any and all** routes that they are inter-

ested in. A carrier who bids on a route will not be able to refuse it if they are the successful bidder on it. If an RCA bids they won't need to list routes they are interested in unless they will only take certain routes. For example if they will only accept a route with an LLV assigned to it; they will need to list those routes. If they list a preference for certain routes and those routes do not become open they will not be considered for any route that they have not listed. If more than one route is posted at a time they will need to fill out a bid form for each posting. If they are the senior RCA on more than one posting management will decide where they will be assigned.

**Rural Reach** -- Rural carriers will be participating in a program similar to the NALC's Customer Connect program. Materials will be made available to rural carriers to try to convince customers on their routes to use the Postal Service for their mailing needs rather than our competitors. Carriers will eventually be receiving "sales talks" approximately every other week of a duration of three to four minutes. There will be no additional compensation for either passing out the promotional material or the sales talks. This will be covered in each routes twenty minute stamp stock allowance.

**RHD Vehicle Incentive** - The incentive for purchasing a new factory produced right hand drive vehicle has been increased to \$1000.00 and extended to include RCA's who have completed their probationary period. In addition carriers who purchase a used RHD vehicle or have an approved conversion kit installed on their vehicle may be eligible for a \$500.00 incentive. To be eligible for the used vehicle incentive the vehicle being purchased must be five years or less in age. In addition if someone had collected a RHD incentive on this vehicle when it was purchased originally it would not be eligible for the incentive again. To be eligible for the conversion incentive, it will need to be installed on a vehicle less than five years in age and meet minimum requirements. To be eligible to receive either incentive, the carrier will need to sign a commitment to use their vehicle on their route for three years. Prior to purchasing any RHD vehicle carriers will need to check with their Postmaster to be sure that the Postal service does not intend to provide a vehicle for their route. If the Postal Service intends to place an LLV on a carriers route; that carrier would not be eligible for any incentive. At this time the required paperwork for the RHD incentive hasn't

been finalized. Only vehicles purchased after December 3rd 2007 are eligible for the new incentives. New vehicles purchased by regular carriers prior to this date would qualify for a \$500.00 incentive under the old MOU.

**Additional Employer provided RHD vehicles** - The Postal Service will provide an additional 15,000 vehicles to rural carriers between January 1, 2009 and December 31, 2013. Each year they will provide an additional 3000 RHD drive vehicles to rural carriers. These vehicles will be placed at the discretion of the Postal Service. This is in addition to the approximately 1800 RHD vehicles still owed to the rural craft by December 31st of 2008 under the 2000-2004 contract.

This is obviously not all the provisions of the new contract but are the ones that will have the greatest impact for rural carriers in Wisconsin. We'll try to keep you updated as more information becomes available on other sections of the contract. Once the new contract language is finalized it will be printed in the National magazine.

Tom Bittner - WIRLCA State Steward

<b>STEWARD HOURS</b>	
Mon, Tues, Thurs, Fri 7-11 AM	12-5 PM
Weds.	12-7 PM

**Auxiliary Dues Refund**

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

For regular carriers that amount is \$10 a year and for Relief carriers and retired members the amount is \$7 a year.

**Special Board Meeting-January 20 & 21, 2008  
Days Inn, Wausau, WI**

Meeting called to order by President Strobel at 10:30 a.m. All Board members and state steward were present.

Louan made a motion to accept the Fall Conference board meeting minutes. Motion passed.

A membership and recruitment report was given by Karen. Copies of recruitment post cards and letters that were sent to all non-members were available. Academy trainer recruitment was discussed. Karen will put together a packet of material for trainers to give to new hires. Linda made a motion that the board will promote a union member to attend the new employee orientations in Green Bay and Madison. The union member would present union material to new RCAs. Recruitment results would be reported at the board meeting in May. Motion passed and Dan will write a letter to District Manager David Martin.

Financial reports, comparison reports and budgets were reviewed. Direct deposit is available to any board member, state steward, assistant or area stewards that have an account with APCU. Back pay for those working for the association since Nov 2006 are being calculated and checks will be issued in Feb. A new officers and stewards pay allowance was presented along with the new mileage reimbursement rate for 2008.

The board went into executive session where it was discussed and decided that the Secretary/Treasurer will work full time only for the association starting pp 7 through pp 14. Pay will be at a 46K with no monthly allowance.

The final copy of the 2007 State Convention minutes was reviewed. Lisa made a motion to accept the minutes as printed. Chuck made a motion to pay the recorder, Tammy Lucht, \$350 for her work. Both motions passed.

The board reviewed equipment needs. The Minolta printer has died and a decision to replace or not has been tabled till our next meeting. Chuck reported that the new flag stands are in and that the extra suitcase won't be needed to transport them. Linda made a motion to purchase the Norton Ghost back-up scheduler program for the sec/treasurers' computer. This is the same security and back-up program that our State Steward is presently using. Motion passed.

Newsletter report was given. We are using a new printing company. The cheaper cost of printing has off-set

the higher cost of mailing (due to the new postage rates). Articles for the next paper are due March 1<sup>st</sup>. Those wishing to run for delegates to the National Convention can submit their announcements for this issue. Those wishing to run for a state board office can submit an article for the May edition of the paper.

President Dan and State Steward Tom gave a brief report on the January 11<sup>th</sup> Northland District Leadership meeting. Both will also attend the Lakeland District Leadership meeting which is tentatively scheduled for March 10<sup>th</sup> and 11<sup>th</sup>. The President, State Steward and State Sec/Treasurer will be attending the National Training Seminar March 24-28.

State Steward Tom gave an up-to-date report on the steward activities. Karen will send a non-member list to the mail count trainers. Union sponsored count trainings are for members only. Tom reported that John Phillips has passed his national steward training and as of Jan 1<sup>st</sup> is a Wisconsin Assistant State Steward. Tom reported on steward resignations, National contract training, Great Lakes and Western Area count trainings and dates for several arbitration hearings. Area and Assistant Steward reports were also given.

Meeting adjourned at 5:30 pm and reconvened at 7:30 am Monday morning.

Spring County meetings were discussed. All counties must hold their meeting 40 days prior to the State Convention which means no county meetings after May 11<sup>th</sup>. State Steward applications are due by May 31<sup>st</sup> and should be sent to President Dan. Member of the year applications should be sent to Sec/Treas Karen Schauer by June 15<sup>th</sup>. Counties or members that wish to submit resolutions or constitution and by law changes must send them to the state Sec/Treasurer before June 15<sup>th</sup>.

Lisa gave an update on the Mid States Conference. Dan reported on possible speakers and national officers that will attend. Watch the wirlca.org web site for more information as it becomes available. The board will have a meeting at 6 pm Thursday night May 1st and 8 am Friday morning, May 2nd before the conference begins. The board will also have a short meeting after the event on Sunday afternoon.

The new co-chair for the Lakeland DJSC is Dan Strobel and Brenda Hartstern is the new coordinator. Dan will contact the MN RLCA regarding the next co-chair appointment for the Northland District. Steve Swor is the newly appointed facilitator for the 540 area.

(continue on page 22)

# Application for Steward Certification NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Date \_\_\_\_\_  
 Post Office (MAIN) \_\_\_\_\_  
 Station or Branch \_\_\_\_\_ Finance Number \_\_\_\_\_  
 Postmaster/Station Manager's Name (LFM) \_\_\_\_\_  
 Mailing Address of Post Office \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_  
 Number of Rural Routes at this Office \_\_\_\_\_ PO Phone \_\_\_\_\_ PO Fax \_\_\_\_\_  
 Name of Rural Carrier Steward (LFM) \_\_\_\_\_  
 Employee ID Number \_\_\_\_\_ Home Phone Number \_\_\_\_\_  
 Steward Phone \_\_\_\_\_ Fax Number \_\_\_\_\_ Cell Phone Number \_\_\_\_\_  
 Mailing Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

This is to certify that the above named rural carrier has been elected as the RURAL CARRIER STEWARD to represent the rural letter carrier craft of employees in labor-management relations at the above named Post Office. It is understood that this representative upon successful completion of the NRLCA Training Course will be certified in accordance with Article IX Section 3.B.3 and 4 of the NRLCA Constitution. This representative will serve until the next mandatory election, the position becomes vacant, the incumbent Local Steward retires, or a petition requesting a new election of a Local Steward is signed by a majority of NRLCA members of said office to the State Steward, and upon approval of the State Steward.

Signatures of those appearing below confirm the selection of the above named rural carrier as Local Steward for the rural carrier craft. ONLY DUES PAYING MEMBERS IN GOOD STANDING ARE ELIGIBLE TO SIGN BELOW OR BE SELECTED AS STEWARD.

### Signatures of Rural Carriers <sup>1</sup>

Route No. <sup>2</sup>	REGULAR	LEAVE REPLACEMENT
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____
5	_____	_____
6	_____	_____
7	_____	_____
8	_____	_____
9	_____	_____
10	_____	_____

- <sup>1</sup> If additional space for signatures is needed, attach a separate sheet.  
<sup>2</sup> Indicate Vacant Routes.

I accept the responsibilities of the position of steward for the rural carrier craft for the above Post Office.

\_\_\_\_\_  
 Signature of Steward

\_\_\_\_\_  
 Print Name of Steward

State Steward Use Only - Do Not Write In This Space

Date Trained / Certified \_\_\_\_\_

Date PM / Steward Notified \_\_\_\_\_

\_\_\_\_\_  
 Signature of State Steward  
 The affixing of the signature of the State Steward  
 will serve to validate this document

**NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**



# Local Steward Election Call

**A Local Steward Election is called for the \_\_\_\_\_ Post Office.**

**This election will be held on \_\_\_\_\_  
at \_\_\_\_\_**

**Location \_\_\_\_\_**

**THIS NOTICE MUST BE POSTED AT LEAST 15 DAYS  
PRIOR TO THE ELECTION DATE**

**Date of Posting \_\_\_\_\_**

In accordance with the Constitution of the National Rural Letter Carriers' Association Article IX, Section 6., this notice hereby constitutes written notification to all NRLCA members that an election shall be held for the position of a Local Steward in their office. Failure of members to exercise this right will result in the local office being assigned representation in accordance with the Constitution of the National Rural Letter Carriers' Association.

The selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carriers' Association. Mandatory Local Steward Elections will be conducted in the month of July of every fourth year (i.e.; 2008, 2012, 2016 etc.) unless the incumbent Local Steward is unopposed. The term will be for four years unless stipulations in Article IX Section 6.B.1. and 2. apply. A Local Steward may be re-elected to the position. Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an installation, including stations and/or branches, a Chief Steward will be elected by the NRLCA members of said office in accordance with Article IX Section 6.B.1. and 2.

Nominations will be accepted at the time of election and any dues paying members of the National Rural Letter Carriers' Association can announce his/her intention to be a candidate by signing below:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

(Sign name)

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

(Print name)

## Free Saturdays (really---better than vacation leave)

By the time you read this the 2008 count will be completed. It may have brought a smile to your face or left an ugly feeling in the pit of your stomach. Whichever is the case.....we need to get over it and move on. As I often hear managers say.....it is what it is!!! The 4 week count of 2009 (with a holiday) is only 11 months away. If you struggled to get all your count credits this year then plan on attending a count training meeting next year and fight for every credit you deserve. Knowledge is power.

And knowledge can earn you a 'day off with pay'. If your route is (or will be due to the recent count) a J-Route (5 days one week and 6 days the other week of a pay-period) or a H-Route (6 days each week) then you can qualify for a 'free Saturday'. A 'free Saturday' is compensation from the postal service for staying home on your scheduled Saturday work day. You receive your daily compensation, without working and without any time being charged to your annual or sick leave. Thus---'free Saturday' equals 'free money'.

Congress first granted "Free Saturday" to rural carriers because they were scheduled to work 6 days a week when other Postal Service employees were scheduled to work only 5 days a week. The Saturday leave provisions were made a part of the National Agreement at a later date. Those provisions remain in effect today. The Saturday leave provisions still only apply to those rural carriers that are scheduled for work 6 days in one week. A carrier assigned to an "H" route is entitled to those provisions on each Saturday, provided the carrier meets the requirements. A carrier assigned to a "J" route is entitled to the Saturday leave provisions only when the "J" day does not interrupt the sick or annual leave period that would qualify the carrier to have the Saturday not to be charged to annual leave. A "K-route" carrier is never entitled to the "Free Saturday" provision since they are not scheduled to work 6 days a week.

It really is important for carriers serving a H-Route or a J-Route to understand the "Free Saturday" rule or they could find themselves working a full day on their route when they could have stayed home and still receiving their full evaluated pay for the day.

Rules for approved absences of regular rural carriers or substitute rural carriers (Designation 72) or rural carrier associates (Designation 74) are subject to the specific conditions of the [USPS-NRLCA National Agreement](#). Accordingly:

a. Absence on Saturday which occurs within or, at the beginning or end of a period of annual leave or sick leave, is not charged to such leave, nor is there loss of compensation provided:

(1) There are 5 or more days of annual or sick leave within the period; or

(2) There are 4 or more days of annual or sick leave plus a holiday. If the holiday falls on a Saturday which is a scheduled workday, absence on the preceding Friday is not charged to leave. If the leave period is for less than 4 days, absence on Friday is charged to leave; or

b. Interruption during the approved period of annual or sick leave by 1 day of court leave due to circumstances beyond the carrier's control does not disqualify the carrier for coverage as provided above.

There are a couple of important notes to remember here also. The carrier must still request the Saturday off as a day of annual leave or sick leave along with the rest of the days of the week requested. The carrier must have the requested leave time available 'in the bank' when the leave request is turned in. Management will still key the Saturday according to the leave request slip. The payroll system will automatically issue the corresponding pay but payroll will not charge the hours to the carriers annual leave or sick leave balances.

These days, the free Saturday and the annual or sick days must be consecutive days but they may still fall in different pay periods.

There are managers who just can not understand a carrier being paid for a scheduled Saturday without being charged annual or sick leave. Those managers are wrong. You have contractual rights to the Free Saturday provision in your contract.

Learn your contract. Learn of your rights to The Free Saturday Provision. If you are a J-Route or a H-Route and you want to better learn how to receive a free days pay, contact your union steward and get a better understanding. Learn how to maximize your available leave time.

Roger Schewe  
Assistant State Steward  
535, 538, 546

Assistant State Steward  
Roger Schewe



(continued from page 18)

## ACADEMY TRAINER

State Convention updates. Lois and Karen will share recording secretary duties. Louan, Chuck and Lisa will share the timekeeper duties. Dan is working on committee assignments. Lisa made a motion that the election committee comes in the day before convention to do their work. Committee members will be paid \$75 per diem for the day. Motion passed. Karen, Linda and Lois will work on writing up any constitution and by-law changes that the board may want to sponsor. All board members that are up for re-election, expressed a desire to probably seek re-election. The board will meet at 7 pm the evening of June 18<sup>th</sup> to work on the budget for the up-coming year. The board meets again 8 am till noon on the 19<sup>th</sup> and will then assist members of various committees with their assignments.

The board completed the yearly State Officers' Resource Training. The NRLCA State Officer's Manual and the Wisconsin State Officer's Handbook were the sources of the study.

The Fall Conference is tentatively scheduled for Oct 25 and 26, 2008 and the 2009 State Convention will be June 12-14, 2009.

Louan made a motion to adjourn at 12:15 pm.  
Respectfully submitted,  
Karen Schauer Secretary/Treasurer

### **PROVIDENT GUILD**

**Providing** for those we love  
**Ready** in time of need  
**Open** to carriers and spouses  
**Very** affordable  
**Information** available  
**Dependable**  
**Economical**  
**No** waiting for benefits  
**Tried** and true

**Giving** assistance when needed most  
**Under** age of 56—you qualify  
**Interested**  
**Like** to know more? Contact Lois Graper at  
715-754-4904  
**Decide** now before it's too late.

Applications are being accepted to be an Academy Trainer in Oconomowoc. All full-time rural carriers who are within local commuting distance (50 miles) of Oconomowoc, 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, the academy trainers are expected to attend at least one-half of our planned meetings. Employees should complete Ad Hoc application. Include all relevant information and mail to Melissa Tarlton, c/o District Joint Leadership Committee, PO Box 9998 Gillett, WI 54124-9998.

**State Steward Applications** must be post-marked by May 31, 2008. All resumes must be submitted to:

Dan Strobel  
N4431 Daley Rd.  
Hustisford, WI 53034

Anyone with questions regarding the job, application, or interview process contact Dan at 920-349-3782.

# 2008 WI RLCA STATE CONVENTION

## FRIDAY JUNE 20, SATURDAY JUNE 21, AND SUNDAY JUNE 22

### Hosted by Racine-Kenosha Counties

All attendees and delegates must return registration form

Member \_\_\_\_\_ regular RCA RCR RETIRED  
 Delegate Yes No  
 Spouse \_\_\_\_\_ Aux delegate Yes No Guest yes no

Junior \_\_\_\_\_ Age \_\_\_\_\_ Junior \_\_\_\_\_ Age \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

County \_\_\_\_\_ Phone \_\_\_\_\_

**FREE registration before June 1, 2008—\$10. late fee after!!**

**Saturday Officers Breakfast** with National, State, and \_\_\_\_\_ @ \$15.00 \$ \_\_\_\_\_  
 County Officers. **Open to all to attend.** Buffet.

**Saturday Junior Tour:** lighthouse, zoo lunch \_\_\_\_\_ @ \$25.00 \$ \_\_\_\_\_  
 Action Territory, dinner.

Optional climb to top of lighthouse \_\_\_\_\_ @ \$10.00 \$ \_\_\_\_\_  
 According to National Guidelines guests will not be allowed to attend Junior Functions

**Saturday Evening Banquet;**  
**Kentucky Broil:** Sliced beef with Jim Beam glaze, \_\_\_\_\_ @ \$35.00 \$ \_\_\_\_\_  
 Sauteed mushrooms, And crispy onion straws

**Chicken Fontanelle;** Chicken breast stuffed with  
 rice, mushrooms, spinach, fontanelle cheese with  
 boursin cheese sauce \_\_\_\_\_ @\$30.00 \$ \_\_\_\_\_

**Both meals include** Door County salad, starch,  
 vegetable, dessert and coffee or tea.  
 Tax and gratuity included in price.  
 TOTAL \$ \_\_\_\_\_

**Make checks payable to WI Rural letter Carrier Convention**

**WIRLCA Convention**  
**C/O Paula Pollock**  
**4812 33 Ave.**  
**Kenosha, WI 53144**

**Convention location: Racine Marriot, 7111 Washington Avenue (Hwy 20). Phone (262) 886-6100**

**CONSTITUTION & BYLAW CHANGE**

**NOTE: ALL CONSTITUTION & BYLAW CHANGES SHOULD BE SENT TO THE STATE SECRETARY  
KAREN SCHAUER 5857 Prill Rd Eau Claire WI 54701-8215**

**PRIOR TO THE OPENING OF THE STATE CONVENTION  
ANY RECEIVED AFTER JUNE 16<sup>th</sup>, 2008 WILL NOT BE CONSIDERED**

The following CONSTITUTION & BYLAW is being submitted for consideration at the 2008 WISCONSIN  
RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Racine June 20-22, 2008

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: \_\_\_\_\_

**RESOLUTION**

**NOTE: ALL RESOLUTIONS SHOULD BE SENT TO:**  
**STATE SECRETARY KAREN SCHAUER 5857 Prill Rd Eau Claire WI 54701-8215**  
**ANY RECEIVED AFTER JUNE 16th, 2008 WILL NOT BE CONSIDERED**

The following RESOLUTION is being submitted for consideration at the 2008 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Racine June 20-22, 2008

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:** \_\_\_\_\_



Vice President Linda VandenPlas

## What's it worth?

I have received a few calls from carriers wondering what time standards are credited during count. I know that it's too late for count but this is a nice chart to keep handy. The totals in the chart are in minutes. For example 1 mile is equal to 12 minutes. A special thanks to Goldie for the chart.

TIME STANDARDS

DESCRIPTION	AMT	OFFICE	STREET	TOTAL
MILES	1		12.00	12.00
NON L ROUTE BOX	1		2.00	2.00
L ROUTE BOX	1		1.82	1.82
CENTRAL BOXES	1		1.00	1.00
COLLECTION COMP.	1		1.00	1.00
PARCEL LOCKERS	1		2.00	2.00
LETTERS	18	1.00		1.00
SECTOR SEGMENT	22.5	1.00		1.00
FLATS	10	1.00		1.00
PARCELS	2	0.67	0.33	1.00
BOXHOLDERS	25	1.00		1.00
REG/CERT/EXPRESS	1	1.00	3.47	4.47
COD/CUSTOMS	1	1.50	4.47	5.97
POSTAGE DUE	1	1.00		1.00
COA(3575,3575Z, 3546 IF REQ.)	1	2.00		2.00
COA(YELLOW STICKER/PARS)	1	0.25		0.25
MARK UPS	4	1.00		1.00
FORM 3821	1	2.00		2.00
DPS LETTER	30	1.00		1.00
MONEY ORDERS	1	1.50	2.00	3.50
L & F COLLECTED	100	4.00		4.00
PARCELS ACCEPTED	1	2.00	2.00	4.00
REG/CERT ACCEPTED	1		2.00	2.00
LOADING	ACTUAL			ACTUAL
COLUMN R	ACTUAL			ACTUAL
STAMP STOCK	FIXED	20.00		20.00
RETURN RECEIPTS (L ONLY)	4	1.00		1.00
STRAP OUT TIME	70	1.00		1.00
PERSONAL TIME	FIXED	30.00		30.00
DISMOUNTS	10		1.00	1.00
DISMOUNT DISTANCE	353 FEET		1.00	1.00
LOCKED POUCH STOPS	1		30.00	30.00
WITHDRAWAL		30.00		30.00
USPS VEHICLE		30.00		30.00
UNLOADING/RELOADING	FIXED		18.00	18.00
DELIVERY CONFIRMATION	1		18 SEC	18 SEC
SCANNER SET UP	DAILY		1.00	1.00
CARRIER PICKUP EVENT	DAILY		1.50	1.50
CARRIER PICKUP PARCELS	DAILY		9 SEC	9 SEC

# WISCONSIN RURAL LETTER CARRIERS AUXILIARY

June Strobel, Secretary/Treasurer  
N4431 Daley Road  
Hustisford, WI 53034-9742

---

(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. There are also five \$200.00 scholarships awarded each year from money raised at the 2000 National Convention hosted in Wisconsin.

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, 2008.**  
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 53034-9742
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 grade point average 2.5 (C+) or higher on a 4 point scale) and enrolled for the second semester. A letter including grades received for first semester and a schedule of classes for second semester must be sent to the Auxiliary Secretary/Treasurer by February 20, 2009.

**SCHOLARSHIP APPLICATION FOR WRLCA JUNIOR MEMBERS  
ENTERING HIGHER EDUCATION AS A FRESHMAN**

Name: \_\_\_\_\_ Birth date: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip+4: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Name of Rural Carrier Parent/Grandparent: \_\_\_\_\_ Postal ID \_\_\_\_\_

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

Post Office where your Parent/Grandparent is/was employed: \_\_\_\_\_

Are your Parents/Grandparents members in good standing in:  Yes  No WRLC Association  
 Yes  No WRLC Auxiliary

In what county are membership dues paid? \_\_\_\_\_

What school of higher education have you been 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.

**ENTERING HIGHER EDUCATION AS A FRESHMAN**

**On a separate sheet of paper, please submit the following information:**

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:** \_\_\_\_\_

Father's Name: \_\_\_\_\_ (please print)

**Signature of Applicant's Father:** \_\_\_\_\_

Mother's Name: \_\_\_\_\_ (please print)

**Signature of Applicant's Mother:** \_\_\_\_\_

**Date of Application:** \_\_\_\_\_

Attach  
Picture  
Here

(Optional - Refer to #6  
Application Instructions)

**Thank You! Good Luck With Your Future!**

## WIRLCA Auxiliary Officers—2007-08

### President

Diane Susa  
10686 County Road Bb  
Marshfield, WI 54449-9559  
715-676-3376

### Vice-President

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

### Secretary/Treasurer

June Strobel  
N4431 Daley Road  
Hustisford, WI 53034-9742  
920-349-3782

### Executive Board—Chairman

Kathy Lueck  
1417 Oak Street  
Watertown, WI 53098-1136  
920-262-1980

### Executive Board—Secretary

Jane Hilgendorf  
N7437 Old Hwy 28  
Horicon, WI 53032-9736  
920-485-2576

### Executive Board—Junior Member

Betty Lilley  
2941 Hwy 80  
Wisconsin Rapids, WI 54495-9388  
715-884-6592

### Junior Sponsor

Karen Rasmussen  
N55W31185 Cty Rd K

Planning on running for the state board!  
Space will be available in the next newsletter for  
your announcement of 50 words or less. Send them  
to loisgraper@wirlca.org by April 27, 2008

## Junior Officers—2007-08

### President

Katie Volz  
W6225 West Bush Road  
Pardeeville, WI 53954  
608-617-5780

### Vice-President

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

### Jr. Vice-President

Matt Jandourek  
N5050 Old 54 Road  
Shiocton, WI 54170  
920-986-3710

### Secretary

Kyle Schewe  
647 Dunn Avenue  
Oregon, WI 53575  
608-669-2552

### Treasurer

Kevin Schewe  
647 Dunn Avenue  
Oregon, WI 53575  
608-835-3789

### Chaplain

Ian Ekern  
PO Box 121  
Blair, WI 54610  
608-987-2126

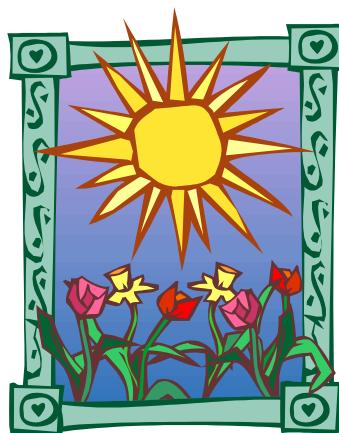
### **Retirement in 3 years?**

Retirement seminar will be held on Friday,  
June 20 at Racine. Request your printout by  
giving Dan Strobel your: name, postal id# or  
social security number, and which district  
you work in. Deadline is May 31, 2008

<b>STATE OFFICERS</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>ASSIGNMENT</b>
Dan Strobel President	N4431 Daley Rd. Hustisford, WI 53034	920-349-3782	Dane, Dodge, Grant-Iowa, Fond du Lac-Green Lake, Ozaukee-Washington
Linda Vanden Plas Vice-President	1610 S. Ridge Rd. Green Bay, WI 54304	920-498-2948	Brown, Door-Kewaunee, Marinette, Outagamie, Oconto
Karen Schauer Secretary/Treasurer	5857 Prill Rd. Eau Claire, WI 54701	715-836-9612	Buffalo-Trempealeau, Chippewa-Eau Claire, Jackson, La Crosse, Pierce-Pepin, St. Croix
Lisa "Wojo" Wojnarowski Chairman Executive Committee	1202 S. 49th St. Milwaukee, WI 53214	414-810-4860	Jefferson, Lafayette-Green, Milwaukee-Waukesha, Racine-Kenosha, Rock-Walworth
Lois Graper Committeeman	W10980 Riverside Rd. Marion, WI 54950-9020	715-754-4904	Lincoln-Langlade, Marathon-Clark, Shawano, Tri-County, Wood-Portage
Charles Groth Committeeman	12729N Small Rd. Hayward, WI 53843	715-699-0070	Barron-Washburn, Polk-Burnett, Price-Taylor, Rusk, Sawyer, Lake Superior
Louan Friend Committeeman	N685 10th Dr. Endeavor, WI 54843	608-697-8113	Crawford, Columbia, Monroe-Juneau, Sauk-Richland, Vernon
Tom Bittner State Steward	PO Box 305 Chilton, WI 53014	920-273-0760	Cal-Man-She, Waupaca Marquette-Adams, Waushara, Winnebago
Dennis R. Nelson PAC Chairman	1002 55th St. Amery, WI 54001	715-948-2605	

WI RLCA Lois Graper-Editor  
W10980 Riverside Rd.  
Marion, WI 54950-9020

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**AAH!! is spring here yet!**