



WI RLCA News

May 2009

WISCONSIN

RURAL LETTERS CARRIERS ASSOCIATION

Spring Greetings

Well the mail count is behind us and I hope that everyone had a "fair" count. It seems that the average loss was 2 hours, some stayed the same, and some went up due to growth on the route or increased volume due to business gained through Rural Reach. Rural Reach is the only acceptable option that allows us to grow our own route and help generate revenue for the Post Office at the same time. State Steward Linda Vanden Plas is working with Rural CSA's Sherri Wagner and Steve Shears to try and resolve any count issues at the District levels.

As I look ahead to the next couple of months, it will be very busy. I will be attending the Mid States Conference May 1-3 in Peoria, IL and the Legislative Conference May 16-20 in Washington DC. Vice President, Lisa "Wojo" will be joining me for the Legislative Conference as we will meet with our Senators and Congressmen to discuss issues that effect us as Postal Employees.

We will immediately gear up for our State Convention June 26-28 at Olympia Resort, Spa, and Convention Center in Oconomowoc, hosted by Milwaukee/Waukesha County. Although the Convention doesn't officially start until Friday afternoon at 2:00 pm, work will begin on Thursday afternoon at 1:00 pm for the Constitution and Resolution Committees, as well as the Election Committee that tallies up the ballots for delegates to the National Convention. Friday morning the Credentials Committee will start at 8:00 am and we will again have Retirement



President Dan Strobel

Seminars. The CSRS Seminar will be from 9:00-10:30 am and the FERS Seminar from 10:30-Noon. Sandy Donnell, a Retirement Specialist for the Lakeland District, will conduct the Seminars and answer any questions. If you are within 5 years of retirement eligibility you can request a print out of benefits. ***In order to receive that print out you need to either call me (920-349-3782 or 920-344-7286 cell) e-mail me at strobelite@verizon.net, or send me***

a letter indicating your District (Lakeland or Northland) and your social security # no later than June 10, 2009. I will submit your request to the appropriate District and a print out will be sent to your home. Bring that print out along with you to the Seminar and Sandy will answer any questions specific to your benefits.

The Convention will begin Friday afternoon at 1:30 pm with a Memorial Service followed by the Opening Session at 2:00 pm. Friday evening at 7:00 pm Milwaukee/Waukesha will host the Hospitality Social and PAC Auction.

Saturday morning starts off with an Officer's breakfast to honor past and present officers - all are welcome. The Joint Session will open at 8:30 am and end at approximately 10:30 am followed by the Association Business Session. Saturday evening's Banquet is at 7:00 pm preceded by a Social at 6:00 pm. The Association and Auxiliary "Member of the Year" recipients will be announced, as well as the Auxiliary scholarship winners.

(continued on page 2)

(continued from page 1)

Note: Nominations for Association "Member of the Year" award must be submitted to State Secretary/Treasurer, Karen Schauer post-marked by June 1, 2009. See the "Member of the Year" criteria information included in this magazine.

This year the Association will vote on reformatting the Constitution and By-Laws into one document called the Constitution. I appointed a Constitution Committee following last year's State Convention to work through the reformatting. They will present the reformatted Constitution and answer any questions. The reformatting of our State Constitution & By-Laws into one document called the Constitution is to bring us into compliance with the National Constitution. All other states have already passed the reformatted document.

Another item that will be discussed by the Constitution Committee will involve the "Letter of Affiliation" between the State Association and the State Auxiliary. This letter has been drafted and signed at the National level by both Boards and will be addressed at a special board meeting on May 31st by the Presidents of our State Association and Auxiliary. There will be an explanation on the dues structure and the Family Plan that supports the Auxiliary. The Association will vote on the dues structure following the explanation and any questions that may come up. These changes are all results of the Department of Labor requirements for reporting and tracking of funds collected and dispersed. In addition, the membership will consider recommended changes to the Constitution, as well as Resolutions presented by the appropriate committees.

Prior to the close of business on Saturday, nominations for state officers will be accepted and will remain open up to elections on Sunday morning. The Sunday morning session will start at 8:30 am at which time the Association will take up any unfinished business as well as select the site for the 2012 Convention. Election of officers will then take place followed by any

new business. Installation of Officers by National Committeeman, Sue Knapp will conclude the Convention.

The newly elected State Board will meet following the close of the Convention to interview applicants for the State Steward's position. Following the interview process, the Board will then appoint the new State Steward. **Applications for the State Steward position must be submitted to me no later than June 1, 2009.**

See you at the Convention!
Dan Strobel, President

<u>Table of Contents</u>	
Presidents message	Pages 1-2
Free Saturdays/Roger	Pages 3-4
National Delegates	Page 4
ELM/Chuck Groth	Pages 5-6
PAC/Dennis	Page 7
Convention Registration	Page 8
GMAC/Louan	Page 9
2009 Count Results/Lisa	Page 10
Officers	Page 11
Phone Protocol	Page 12
Route Adjustments/ Linda	Page 13
Member of the Year Guidelines	Page 14
Provident Guild	Page 14
Board Minutes March 20, 2009	Pages 15-16
E Career/COA/ Karen	Page 17
Training/Ron	Page 18
New Member/Retiree/Deceased	Page 19
Convention Happenings	Page 20
Resolutions	Page 21
Constitution & By Laws	Page 22
Mail Count Disagreement Form	Page 23
Scholarship Form	Pages 20-22
Auxiliary Officers	Page 23
50 Year Member	Page 24

Free Saturdays

The 2009 National Count will soon be a distant memory. All that remains is your new evaluation. Are you still a K-Route? (5 days a week) Will you have to learn what it's like to work every-other Saturday? (J-Route) Maybe you'll be working every Saturday? (H-Route) Whichever is the case.....we all need to get over it and move on. We still have our jobs. If you struggled to get all your count credits during this years national count then plan on attending a count training meeting next year and fight for every credit you deserve. Knowledge can mean money.

If you are one of the carriers being introduced to a J-Route or an H-Route then maybe you're grateful to still be working 40 or more hours a week. You probably have a neighbor or a relative not so fortunate. There is another bright spot in having a J-Route or an H-Route. 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 balances.

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 (carrier's day off) does not interrupt the sick or annual leave period that would qualify the carrier to have the Saturday not 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 J-Route or an H-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 received 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: (Handbook EL-902 Article 10.4.A)

The approved absence on a Saturday of a regular rural carrier, substitute or rural carrier associate in a leave earning capacity, which occurs within or at the beginning or end of a period of annual leave or sick leave, shall be without charge to such leave or loss of compensation provided the appropriate leave balance on the Form 1223 (Earnings Statement) reflects at least 6 days of leave and the following conditions are met:

- (1) There are more than 5 days of annual or sick leave within the period; or
- (2) 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 work day, absence on the preceding Friday shall be without charge to leave. If the leave period is 4 days or less, absence on Friday shall be charged to leave.
- (3) 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 (1) or (2) above.

There are a couple of important notes to remember here also. Annual leave, sick leave, donated leave, court leave and holiday leave

(continued on page 4)

(continued from page 3)

will not break the continuity for a Free Saturday. (Steward Reference Guide F-66) The carrier must still request the Saturday off as a day of 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 carrier's 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. In fact, a carrier on an H-Route can qualify for two (2) free Saturdays if they request leave from Saturday – Saturday and they have 7 days of leave 'in the bank'.

Learn your contract. Learn of your rights to The Free Saturday Provision. If you are a J-Route or an 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, 537, 538,
546,539



National Delegate

Kathleen Ekern-Blair, WI started January 1990-casual; 3 ½ years Postmaster Relief; RCA 14 ½ years; local union steward and county President. My concern for the Postal Service in our challenged times is to focus on today's needs that will effect OUR future. I would greatly appreciate your vote! Thank You!

Hello, my name is Karin Barth. I would like to be a delegate for National this year. I've attended union meetings since I was hired in 1985, State conventions since the 90's and many Spring, Fall and Mid-State conferences. I plan on attending with my Dad, Hans Barth.

It's that time again! The birds are singing, the rain is pouring and ballots will be arriving for us to choose who will be representing us at the National Convention. I'm Cherie Du Lac, a regular, and even after attending many National Conventions I'd be honored to serve you one more.

As a member of NRLCA since 1982 I attended most of the county union meetings & some state conventions. My daughter Karin Barth & I are interested to attend our very first national convention to bring up issues that concern the membership. Please vote for us. Thank you, Hans Barth.

Hello, I am Patricia Kehl and I am asking for your vote. Our jobs are changing now more than ever. We need to make changes also. I am a 29 year Carrier, was an Academy Trainer and worked on the Retention of RCA's. VOTE FOR CHANGE.

**Ballots will be mailed out soon.
Please vote!**

Did you know...?

First off I would like to thank all those responsible for finally bringing spring back to the Northwoods. Ya Hoo! Isn't it great to have the birds back, flowers blooming and short sleeve shirt weather! It's also that time that most of us are reflecting on mail count and the results from it.

To help take your mind off that subject, I thought I'd write a little about some things that maybe the average carrier might not know. For many of us our job is hard enough with the weather, animals and the assorted variety of mail we face each day. But unless you have had the opportunity to "learn" the hard way, most don't realize there is another manual to control our work performance the "ELM". We know we are guided by our contract, the PO-603 and several other lengthy dry manuals but the ELM could be considered the "bible" of employee management. This 1000 plus page document called **Employee and Labor Relations Manual** has it all and much of it is enforced by some federal statute or law. It is in reference to all employees and not craft specific.

I remember a song from the 70's (yes, I'm that old) by the Five Man Electrical Band called **Sign-**

Sign, sign, everywhere a sign

Blockin' out the scenery, breakin' my mind

Do this, don't do that, can't you read the sign?

If only it was so easy as to have a sign telling us of the things that we are responsible for knowing but unfortunately could be doing something innocent and in violation of the ELM. I'm certainly not trying to scare anyone or drive someone to a frothing, paranoid episode, but only to inform and provide a tool for reference.

The main chapters that might be the most interest to you are;

Chapter 4-Pay Administration

Chapter 5-Employee Benefits

Chapter 6-Conduct

Chapter 8-Safety, Health and Environment

The one that I deal with most often as a steward is Chapter 6-Conduct. In many of the disciplinary actions taken by management there is some reference to this "don't-read-before-bedtime-unless-you-want-nightmares" chapter. Apparently it still is okay to breathe. No, I'm being silly. Actually, the directives are common sense; don't lie, cheat or steal, don't come to work with a gun (good tip), or my favorite-loiter. Yes, I said loiter not litter, like throwing things on the ground but standing around.

*667.15 **Loitering** Carriers must not loiter or stop for unnecessary conversation on their routes. Employees must not linger about cases or racks after their tours of duty have ended or report at cases or racks before their tours are scheduled to begin.*

Seriously, though there are some that we are preached to regularly.

"Obey a direct order and grieve it later"

*665.15 **Obedience to Orders***

Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels.

"Do your job correctly"

*665.13 **Discharge of Duties***

Employees are expected to discharge their assigned duties conscientiously and effectively.

"Show up on time every day that you are scheduled"

(continued on page 6)

((continued from page 5)

665.41 Requirement of Regular Attendance

Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal Service.

665.43 Tardiness

Any employee failing to report at his or her scheduled time in installations where time recorders are not used is considered tardy. Tardiness in installations equipped with time recorders is defined as any deviation from schedule.

I'm sure some of you are thinking, "Ohh scary, Uncle Chuck, read us another one!", but all of this information is available from your postmaster.

I'd like to leave you with a philosophy that I have witnessed this past mail count. It's not a postal idea; it probably has been around for thousands of years. I call it, "90/10". When a directive is issued and only 10 percent of the people complain, they (management) still win 90 percent of the time. Congratulations to the 10 percent of you that stay informed and challenge management's directives.

**Get informed-join the union
Be informed-read, research, ask questions,
challenge
Stay informed-attend county meetings,
booster conferences, and state convention**

Have a great spring and enjoy every day, I'll see you at State Convention!

Respectfully submitted,
Chuck



Voting for Delegates to the National Convention.

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.** 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 can vote for more than 40 people. 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 26th. Please, **VOTE!**



WE'RE NOT GIVING YOU "THE FINGER"

There will be a reasonable charge, for the aforementioned digit, at the State Convention's PAC auction. You will definitely want to come and see what on Earth I'm talking about. All good Americans understand baseball, Mom, apple pie and Rural Free Delivery but "the finger"? Stay tuned; there may be other "hair-brained" schemes in the works, as well.

Our National Office recently sent out a letter, which was very successful in motivating our members to contribute to the NRLCA Political Action Committee. The letter quoted the statements of the Postmaster General, in testimony before the US Senate, in which he suggested that it may be necessary to reduce mail delivery to five days a week. The result of such a change would be devastating to our Leave Replacements. In this instance, it is fortunate that it would take Congressional action to eliminate a day of delivery.

New legislation will also be required to alter the Postal Service's payment schedule for the pre-funding of retirees' health benefits. It is extremely important, during these difficult economic times, to reduce this annual payment so the USPS will not be forced to take drastic measures in an effort to control their expenditures. This is "a big deal" for Rural Carriers because as postage rates continue to increase, to offset Postal losses – mail volumes decline even further (= lousy mail counts). Plus, negotiating a contract when the Postal Service is experiencing huge losses does not benefit *our* long-range interests, either.

If you have never contributed to our Political Action Committee before – this is *the* time, to start! If you have been waiting until it is absolutely necessary to become involved – this is *that* time! In order to *truly* be effective when attempting to educate our elected Representatives we need "a seat at the table" rather than being "on the menu". An unfortunate reality is that only *friends* will be invited to be at the table and the most effective method of developing these friendships is through helping to fund a politician's campaign (it also wouldn't hurt to avoid giving them "the finger").

Hey, did you happen to notice the photo (on page 197 of the May issue of the National Rural Letter Carrier magazine)? Someone else took the picture. Someone else printed it in the magazine. Someone else (YOU) were responsible for me being on that stage! If it weren't for the WIR-LCA and Auxiliary members, who have contributed to PAC throughout the years, I (and our State) would not have received this recognition. Thank you!

I think our next goal should be to see Wisconsin mentioned on page 211, where the States' cumulative PAC contributions are listed. We are capable of becoming much more successful. It will only involve the commitment of...you!

Committeeman Ron Berg has come up with yet another interesting idea. Members who enroll in the Provident Guild may choose to designate NRLCA PAC as their beneficiary. A couple new Provident Guild participants chose that option at our Spring Conference, this year. Great job Ron! New fundraising methods are always greatly appreciated.

Rural Carriers are an efficient group. Our evaluated pay system has encouraged us to develop this trait. Taking just a few minutes, right now, to write out a \$26 check will be the most effective use of your time, to help protect your future with the Postal Service and into retirement. That level of contribution will get your name printed in our National magazine. Again, look at page 197 of the May issue. Trust me, it feels really good to be recognized for your efforts!

Make your \$26 check payable to: **NRLCA PAC.**

Mail it to: **DENNIS R. NELSON
1002 55TH ST
AMERY WI 54001-3013**

Well that's it for now. It's time to "flip" – no – "sign" off. Don't forget to send that \$26 check. It may help to tie a string around your "finger".

Contributions are not tax deductible. Thanks!

BASEBALL, MOM, APPLE PIE and RURAL FREE DELIVERY - WHAT AMERICA WAS BUILT ON
THE WI RCLA 105th STATE CONVENTION
FRIDAY JUNE 26TH, SATURDAY JUNE 27TH and SUNDAY JUNE 28TH 2009
HOSTED BY MILWAUKEE/WAUKESHA COUNTY
All attendees and delegates MUST return registration form.

MEMBER: _____ **Regular RCA RCR Retired DELEGATE Yes No** (Circle Choices)
 COUNTY _____ Is this the first State Convention you've attended? **Yes No**
 SPOUSE: _____ **AUXILIARY DELEGATE Yes No GUEST Yes No**
 JUNIOR: _____ AGE: _____ JUNIOR: _____ AGE: _____

FREE Registration if POSTMARKED by June 10th, 2009 - \$10 LATE FEE!

Saturday Officer's Breakfast (all may attend)

Breakfast Buffet with scrambled eggs, potatoes, pancakes with maple syrup, sausage, fresh fruit and danish kringle. Served with milk, juices and coffee. _____ @ \$14.00 \$ _____

Saturday Junior Tour will be a fun filled day at the Milwaukee County Zoo. Besides seeing all the exotic animals, birds, fish and reptiles you will be able to watch the attendents feed the birds of prey and small mammals as well as watch the Sea Lion Show. Doughnuts and milk will be provided before leaving the hotel **and lunch will be provided by the Junior Association.**

Under Age 12 _____ @ \$ 8.00 \$ _____
 Over Age 12 _____ @ \$11.00 \$ _____

Saturday Junior Banquet: Macaroni and cheese, chicken and corn served buffet style with beverage and apple pie for dessert.

No Guests are allowed due to National Guidelines _____ @ \$15.00 \$ _____
Junior Registration _____ @ \$ 2.00 \$ _____

Saturday Evening Banquet:

Chicken Champignon: Breast of chicken stuffed with Wild Mushrooms, served on a Garlic - Herb Risotto. _____ @ \$30.00 \$ _____

Pecan Crusted Pork: Pan - seared and finished with a Calvados Demi - Glace and served with Fingerling Potatoes _____ @ \$30.00 \$ _____

Both Meals Include a salad of Field Greens with Strawberries, Goat Cheese, Candied Pecans and dressed with Strawberry Balsamic Vinaigrette. There will be dinner rolls with butter, the Chef will choose a Seasonal Vegetable and you will have your choice of Coffee, Tea, or Milk. Dessert will be Mom's Apple Pie.

All Meals Include 19 percent service charge and 5.1 percent Wisconsin state tax. Late Fee \$ _____
TOTAL \$ _____

MAKE CHECKS PAYABLE TO: MILW/WAUK RURAL LETTER CARRIERS

Mail To: Mary O'Herron
 315 N. West Avenue #405
 Waukesha, WI 53186

The Convention is being held at the **OLYMPIA RESORT** - 1350 Royale Mile Road Oconomowoc, WI
 Phone **1-800-558-9573** by **May 23rd** and mention **Wisconsin Rural Carrier Association** to insure your room rate of **\$72** for a single, **\$82** for a double, **\$92** for a triple and **\$102** for a quad.

If you have any questions contact Cherie Du Lac at cdontlack0@yahoo.com (that's a zero) or 262-327-1941

GMAC Insurance

Louan Friend

Did you know that every 27 seconds a vehicle is stolen? 50 cents of every dollar you pay into an insurance company goes to the legal system and tort. 14% of drivers in the U.S. are uninsured and one in every eight accidents is caused by uninsured drivers. These are only a few things that make our insurance premiums increase and we should be aware of why we pay so much for auto insurance.

How do you know which auto insurance company is right for you as a Rural Carrier? A price that sounds too good to be true probably is. When choosing an insurance company, price is important – obviously. In order to understand which company is the best value, you need to consider what they are really offering for that price. Here are a few important things to consider:

Coverage

Are the coverage's that they are offering the same as the coverage's quoted by the competition? Make sure the coverage you are getting is adequate to protect you and your assets, and then make sure all of your quotes are for those same coverage levels. Also, look at the extras that some companies will offer, like free towing and new car replacement coverage.

Claims Service

Great rates don't do much for you if can't count on the company when you need to file a claim. Can you reach them at any time? How quickly do they process claims? How much paperwork is involved in a claim? Do your homework and ask around. Technology is a great thing so use it to your advantage – go on line and compare.

Ability to Pay Claims

It is extremely important that the company you choose has a strong financial rating from an independent agency. The leading independent insurance rating agency is A.M. Best Company. Stick with companies that have at least an "A" rating from A.M. Best.

Renewability

Some companies will cancel a policy after you file an expensive claim. Look for providers that have a policy against canceling coverage based on claim history.

Of course, you could make things simpler just by going with the company that offers coverage's needed by the Rural Letter Carriers- and their families. For over 53 years the Rural Letter Carrier and GMAC Insurance have worked together to build an extremely successful auto insurance program for the members of the RLC. GMAC now insure over 20% of Rural Letter Carriers nationwide. GMAC Insurance is the only company that really understands the needs of the rural letter carrier and the effects of the Federal Tort Claims Act. They are committed to keeping Rural Letter Carriers' lives moving. Rural Letter Carriers depend on their vehicles to work, to play and to live their life as they choose. Life doesn't stop just because your car does and GMAC has pledged to deliver the best in quality and service to get you back on the road as quickly as possible.

The lower right hand corner of a regular carriers pay- stub.

On the lower right hand corner of a regular carriers pay is a money amount; such as 4261.79. At our Spring Conference someone asked what this amount meant. This is the total amount contributed to your retirement fund as of the close of the prior calendar year. The amount shown does not include deductions during employment at another federal agency or deductions already transferred to OPM because of prior separations or application for disability retirement

**Fall Newsletter
deadline
July 1, 2009**

The 2009 Rural National Mail

Count results.

The Great Lakes Area (GLA) averaged a loss of 1.89 hours (1 hr & 53 min) per route per week and nationally we averaged a loss of 2.02 hours (2 hrs & 1 min) per route per week. This equates to -19,039 hours for 6 days in the GLA or -422,031 for the remainder of the year (ROY) 133 days. The GLA lost 2,040 K routes adding 642 J routes (working every other Saturday) and 1,411 H routes (working 6 days a week). The Western Area, which includes Northland, lost an average of 1.85 hours per route.

The top half of the chart shows how the Lakeland District compared to the rest of the Great Lakes Area, and the bottom half of the chart shows how the "Areas" compared.

Be sure to check out www.wirlca.com as more information becomes available for the Northland District as well as for information explaining "Free Saturdays".

Respectfully,
Lisa "Wojo" Wojnarowski
WI RLCA Vice President

2009 National Rural Count Results

	Total Routes	Act Hours Prior (PP 09)	Act Hours Count (PP 10)	Weekly Difference	Hours Per Route
Central IL	1,296	59,209	56,883	-2,326	-1.79
Detroit	473	21,632	20,781	-851	-1.80
Gateway	1,587	72,449	70,099	-2,350	-1.48
GR Indiana	1,872	86,881	83,606	-3,275	-1.75
GR Michigan	1,747	78,925	75,418	-3,507	-2.01
Lakeland	1,719	78,806	76,149	-2,657	-1.55
Northern IL	751	35,984	33,316	-2,668	-3.55
SE Michigan	640	28,866	27,461	-1,405	-2.20
GLA	10,085	462,752	443,713	-19,039	-1.89
			ROY Hrs	-422,031	
			Yearly Hrs	-961,470	
	Total Routes	Act Hours Prior (PP 09)	Act Hours Count (PP 10)	Weekly Difference	Hours Per Route
NY Metro	1,389	65,711	61,843	-3,868	-2.78
Cap Metro	9,072	431,669	414,620	-17,049	-1.88
Pacific	3,006	140,456	132,502	-7,954	-2.65
Northeast	5,395	243,796	232,385	-11,411	-2.12
Great Lakes	10,085	462,754	443,715	-19,039	-1.89
Southwest	9,717	469,505	449,271	-20,234	-2.08
Western	13,246	610,512	585,969	-24,543	-1.85
Southeast	14,608	707,327	679,423	-27,904	-1.91
Eastern	9,895	462,281	440,069	-22,212	-2.24
National	76,413	3,594,015	3,439,801	-154,214	-2.02
			ROY Hrs	3,418,410	
			Yearly Hrs	7,787,807	

<u>State Office</u>	<u>Phone Number</u>	<u>County Meeting Assignment</u>
<u>President</u> Dan Strobel N4431 Daley Road Hustisford, WI 53034	920-349-3782	Dane, Dodge, Fond du Lac-Green Lake, Waushara, Winnebago
<u>Vice-President</u> Lisa “Wojo” Wojnarowski 1202 S. 49th Street Milwaukee, WI 53214	414-810-4860	Jefferson, Milwaukee-Waukesha, Racine-Kenosha, Rock-Walworth, Washington-Ozaukee
<u>Secretary/Treasurer</u> Karen Schauer 5857 Prill Road Eau Claire, WI 54701	715-836-9612	Buffalo-Trempealeau, Chippewa-Eau Claire, Dunn, Jackson, Pierce-Pepin, St. Croix
<u>Assistant Secretary/Treasurer</u> Lois Graper W10980 Riverside Road Marion, WI 54950	715-754-4904	Lincoln-Langlade, Marathon-Clark, Shawano, Tri-County, Wood-Portage
<u>Chairman Executive Committee</u> Charles Groth 12729N Small Road Hayward, WI 54843	715-634-3948	Barron-Washburn, Polk-Burnett, Price-Taylor, Rusk, Sawyer, Lake Superior
<u>Committeeman</u> Louan Friend N685 10 Drive Endeavor, WI 53930	608-697-8113	Columbia, La Crosse, Marquette-Adams, Monroe-Juneau, Waupaca
<u>Committeeman</u> Ron Berg 402 Dalogasa Drive Arena, WI 53503	608-220-4855	Crawford, Grant-Iowa, Lafayette-Green, Sauk-Richland, Vernon
<u>State Steward</u> Linda Vanden Plas 1610 S. Ridge Road Green Bay, WI 54304	920-498-2948	Brown, Door-Kewaunee, Cal-Man-She, Marinette, Oconto, Outagamie

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

Carol Cherney Home PO Wisconsin Rapids

Hm 715-325-7613 wk 715-423-2150 cell 715-459-1203
Arpin, Auburndale, Junction City, Marshfield, Milladore, Nekoosa, Pittsville, Rudolph, Stevens Point, Vesper

Fred Resch Home PO Antigo

Hm 715-449-3026 wk 715-627-4812
Aniwa, Birnamwood, Bowler, Eland, Elcho, Gleason, Gresham, Hatley, Merrill, Neopit, Pelican Lake, Ringle, Summit Lake, Wittenberg

Barbara Bergsma Home PO Avoca

Hm 608-532-6007 wk 608-532-6880 cell 608-604-4715
Blue River, Boscobel, Dodgeville, Fennimore, Hazel Green, Lancaster, Linden, Montfort, Mount Hope, Muscodas, Plain, Potosi, Prairie Du Chien, Richland Center, Spring Green, Stitzer

Louan Friend Home PO Pardeeville

Hm 608-587-2053 wk 608-429-2782 cell 608-697-8113
Email jkilmf@hotmail.com
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
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

Eugene Heckel Home PO Bristol

Home 262-889-4948 wk 414-857-7111
Genoa City, Kansasville, Salem, Silver Lake, Sturtevant, Trevor, Twin Lakes

Debra Downen Home PO Omro

Hm 920-290-2903 wk 920-685-5199
Berlin, Coloma, Fremont, Green Lake, Hancock, Menasha, Neenah, Neshkoro, Oshkosh, Pine River, Plainfield, Ripon, Rosendale, Van Dyne, Wautoma, Wild Rose

Al Muench Home PO West Bend

Hm 920-994-4436 wk 262-334-3677
Adell, Allenton, Beaver Dam, Campbellsport, Cascade Fredonia, Hubertus, Jackson, Juneau, Kewaskum, Lomira, Random Lake, Saukville, Sheboygan, Sheboygan Falls, Slinger, Waupun

State and Assistant State Steward Assignments by Area

Linda Vanden Plas -- State Steward

1610 S. Ridge Road
Green Bay, WI 54304

Phone 920- 498-2948

Email: evandenplas@new.rr.com

First 3 digit zip code areas 541,542,543,544,545,549
ALL area codes

Roger Schewe

Phone 608-835-3789

Email: rschewe@charter.net

First 3 digit zip code areas
535, 537, 546, 538, 539

Charles Groth

Phone 715-634-3938

Email: cgroth@centurytel.net

First 3 digit zip code areas 540, 547,548

Tom Bittner

Phone 920-273-0760

Email: tombittner@wirlca.org

First 3 digit zip code areas 530, 531, 532, 534, 549

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

Steward Page - Route Adjustments

Linda Vanden Plas

The national mail count results are in and will be effective April 25, 2009. The average loss for the Great Lake Area (Lakeland) was a loss of 1.89 hours. In the Western Area (Northland) the average loss was 1.85 hours. My route lost 1.53 hours so, that fits in quite close to the average loss. With route evaluations decreasing many carriers are questioning if a rebuilt is possible. While a route adjustment is possible it is NOT an entitlement for the carrier. Route consolidations or dissolving auxiliary routes could be used to adjust a route upwards. Many questions need to be answered and I will attempt to do that in this article. First and foremost with any adjustment you have the right to submit comments in writing. Article 30.1.J gives you that right. If you do not exercise that right, it makes it hard to win a grievance.

1) Is management required to adjust routes by increasing the evaluation for those routes that experienced a reduction on evaluation as a result of the 2009 national mail count? No. There is no requirement to adjust routes upward because of a reduction in evaluation resulting from the mail count.

2) Is management prohibited from adjusting a route upward to an evaluation of 52 standard hours? No, however management should consider whether the adjustment is cost effective.

3) Is management prohibited from adjusting a route upward to an evaluation greater than 52 standard hours? No, provided the evaluation does not exceed 55:47 standard hours.

4) What is the definition of rural route consolidation? Consolidation is defined as the combining of territories from two or more routes which results in the elimination of one or more of those routes.

5) Which regular routes are eligible for consolidation?

A. All vacant routes

B. All encumbered routes evaluating less than 32 hours per week.

C. All routes within one office if a vacancy exists or if no carrier will be excessed as a result of the consolidation.

D. Note: Residual vacancies held from the July 28, 2008 MOU are not considered vacant.

6) Can management use a vacant route to increase the evaluation of other regular routes in the office? Yes, but only in the following circumstances.

A. If the entire route is eliminated through consolidation, a vacant route may be used to adjust other regular routes upward (provided the adjusted routes do not exceed 55:47 hours)

B. A vacant route may be used to increase the evaluation of other routes in order to provide a part-time flexible with a minimum of two K route assignments.

C. A vacant route may be used to adjust other regular routes upward at management's discretion. However, if one of the above circumstances is not present, the vacant route may not be adjusted below 40 standard hours.

D. Note: Residual vacancies being held from the July 28, 2008 MOU concerning DPS Flats Impact is not considered vacant and may not be used to increase the evaluation of other routes.

7) Are there circumstances that would prohibit consolidation of vacant routes or encumbered routes evaluating less than 32 hours? Yes. If the evaluation of any route involved results in 55:47 or more standard hours, or the customers would be required to change their addresses to that of a post office not located in the state in which they reside.

8) Can management eliminate an auxiliary route to increase the evaluation of other regular route in the office? Yes.

Many changes are coming: Route consolidations, delivery unit relocations, start times, our salaries, and change in relief days it's enough to make your head spin. We however have a job to do and that is to deliver the mail safely and conscientiously. I am proud to be a rural carrier and in this time of rapid change and uncertainty I know that the rural craft will stand tall.

Steward Hours

Monday	7:00-11:30 AM	1:00-9:00 PM
Tuesday	7:00-11:30 AM	1:00-5:00 PM
Wednesday	7:00-11:30 AM	5:00-9:00 PM
Thursday	7:00-11:30 AM	1:00-5:00 PM
Friday	7:00-11:30 AM	1:00-5:00 PM

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.

Spring Conference 2009

Ya Mon!!!!

Seems like da trade winds they be blowing...

The peoples they were joining dee Provident guild like no tomorrow. Must be the Economy? Or it could be those fabulous prizes. We had 7 new members join..... Brenda Hartstern, Lynn Pettit, Don Hilgendorf, Diane Chambers, Karin Barth, Bob Lueck and "lucky" Bob Jacobus. He be de winner of the fabulous prize package... What was this fabulous prize you ask? A six pack of Red Stripe, 2 really cool tie dyed T-shirts, a couple of doobies and some little Debbie Peanut Bars Mmmmmmmmm. He took all de Good Stuff back to Crawford County...Way to go Mon!!!

Joining this was a good thing they do. We now have 12 new members for dee year!! This is a 400 % increase over last year and I still have the rest of this year till state convention... I have a goal! 9 more members at state convention. I want 21 new members for dee year. A 700 % increase...

State convention? Let's see Mon, should we have Jamaican Ron Return? Maybe or maybe not? Time will tell... I will tell you one thing Peoples. We are gonna have a good time.

There will be 2 Fabulous Prizes at state Convention and maybe even a wilder presentation. We got to go for 9 more. Ya never know about me "dee wild Provident Guild Mon" **Be Cool**

Spring Conference Board Meeting- March 20, 2009- Cranberry Country Lodge, Tomah

Meeting was called to order by President Dan Strobel at 10:20 a.m.

Present: Dan Strobel, Lisa Wojnarowski, Karen Schauer, Lois Graper, Chuck Groth, Louan Friend, Ron Berg, and Linda Vanden Plas.

Motion was made by Ron, seconded by Louan to approve the minutes from the Winter Board Meeting held on Jan 19th Cranberry Country Lodge, Tomah. Motion approved.

The Spring Conference schedule was discussed. Linda gave an overview of the steward training. Karen and Lois talked about the county officer training.

The board was updated on the Delivery Unit Relocation. More information will be available after April 25th.

Karen handed out the financial report and membership report. Motion was made by Lisa, seconded by Louan to transfer \$100,000 from savings into 12 month certificate of deposits at the Atlanta Postal Credit Union. Motion approved. Price quotes from Bauman and Associates and Kerber, Rose, and Associates were compared. Dan will check with another accounting firm. We will revisit this at the state convention. Membership numbers will be addressed at the state convention. A Constitution & Bylaw change might be

submitted to pay for the first alternate to the National Convention.

The meeting recessed at 12:15 p.m. for lunch and reconvened at 1:18 p.m.

Discussion was held concerning the Constitution Committee and the compliance provisions checklist from the National Constitution Committee.

Karen handed out copies of the suggested auxiliary agreement and Dan handed out copies of the agreement with the National Boards.

Equipment purchases included 2 Dell laptops and a Canon printer/copier. Karen will update the inventory report.

The State Steward report was given by Linda Vanden Plas. There were many mail count issues being addressed. Motion was made by Lisa, seconded by Chuck to order 100 contracts. Motion approved. The cost would be \$2.00 per contract. The National Steward Training will be April 13-17, 2009 at Washington DC. Discussion was held concerning Formal Reviews. If management refuses a request for a formal review, we should file a grievance.

Dan, Linda, and Lisa gave a report on the Lakeland Labor/Management Meeting at Milwaukee. The next meeting will be June 18, 2009. Break for 15 minutes.

Dan, Linda, and Chuck dis-

cussed the Northland District Labor/Management Meeting. The next meeting will be May 21st.

Dan handed out suggested talking points for the county meetings. All meetings need to be held 40 days prior to the State Convention. Notices for the meeting need to be mailed out 15 days prior to the meeting.

The next newsletter deadline is May 1st. Discussion was held concerning assigned articles to board members and stewards.

The National Secretary/Treasurer Training will be held April 14-17 at Myrtle Beach. Karen and Lois will attend this training.

The President/Vice President Legislative meetings will be held May 16-20 at Washington DC.

Dan will attend the Lakeland District Extended Leadership Meeting will be April 2-3 at Milwaukee.

Any nominations for Member of the Year must be mailed to Karen Schauer and postmarked by June 1st.

State Steward Applications must be sent to Dan Strobel and postmarked by June 1st.

State Officer/Steward travel insurance will no longer be covered by the National Association. Karen will check with our current insurance company and
(continue on page 16)

(continued from page 15)
verify that we have this coverage.

The voluntary food drive will be held on May 9th.

Discussion was held concerning fall conference with possible dates being Oct. 17-18 or Oct 24-25. Chuck will check out possible sites.

In certain areas DPS mail is being sorted for the rural craft before the city craft. This is being done to bring up the delivery scores for overnight delivery and it is working.

We recessed at 6 p.m. and reconvened at 8:07 a.m. Saturday morning.

State Convention: The board will meet at 6:30 p.m. on Wednesday evening June 24th. Committee assignments were determined. Cheri Du Lac gave an update for the convention. A convention survey will be handed out to see how future conventions should be set up. Questions on the survey will include length of convention, days of convention and how often conventions should be held. Susan Knapp will be the National representative. The post convention board meeting will be held June 28th and 29th.

Dan read the National policy on OWCP/Sick Leave for State Officers/Stewards. Karen questioned if sick leave for FMLA is included in this policy. Board members will need to submit leave slips for everything, not just LWOP.

Sharon Dahlberg, PEDC, pre-

sented a power point presentation on the possible direction of the new hired RCA/TRC training. With the economic problems, it is becoming more difficult to get new hires trained if the office is more than 50 miles from the academy. A copy of a fast forward letter is needed for this training and can be sent to Lois Graper.

The Association Board and the Auxiliary Board met at 11:25 a.m. to discuss the letter of affiliation agreement. Clarification is needed on many topics in the agreement so another meeting is scheduled on May 31st at 10:30 a.m. at the Cranberry Country Lodge, Tomah. We recessed at 12:20 p.m. and reconvened at 5:05 p.m.

The members of the Financial Review Committee met with the board. They reviewed the end of year reports, cash dues payments and the inventory list. Discussion was held concerning the possibility of the association hiring an auditing firm for yearly labor law audits. The Financial Review Committee was excused.

Discussion was held concerning possible presentations for the convention. Another Secretary-Treasurer training could be given for newly elected officers or on preparing minutes.

The Board was notified that St. Croix County is no longer interested in hosting the 2011 convention.

The meeting was recessed until Sunday afternoon, March 21st at 4:17 p.m.

The Wisconsin Breakfast at the National Convention discussed. Chuck will set up the breakfast. Motion was made by Lois, seconded by Karen to charge \$15.00 for the meal with the rest of the cost come out of the WI Breakfast Fund. Motion approved.

Discussion was held concerning the National policy for association members that do driver training or road tests are considered management therefore ineligible to be delegates or county officers.

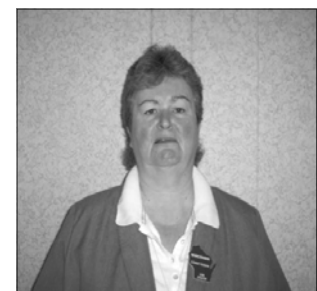
The Constitution Committee will be included in the scheduled May 31st meeting at Cranberry Country Lodge, Tomah. Motion made by Lisa, seconded by Ron to pay \$75.00 plus mileage to the members of the Constitution Committee for this work detail. Motion approved.

Ron questioned if anyone would be able to transport the State Flag to the National Convention. Motion was made by Lisa, seconded by Louan to

Authorize Ron to have the WI banner cleaned Motion passed.

Meeting was adjourned at 4:35 p.m.

Respectfully submitted by
Lois Graper,
Assistant Secretary/Treasurer



New Hiring ProcessE-Career
Karen E. Schauer, State Secretary/Treasurer



Do you have a TRC in your office that wants to convert to an RCA and has taken the old test, passed, and thinks that they are on the Register and can be converted as soon as there is a relief vacancy? They need to be informed of the new E-Career process.

E-Careers is the new process for hiring all new Postal Employees, including RCAs and TRCs. The old registers were discontinued as of February 14th of this year. Postmasters and appropriate district personnel are responsible to make sure all vacancies are posted in the E-Career system.

Vacancies are posted on the USPS.com website for two weeks only, so applicants need to keep checking for the postings at least once a week in order to apply within the deadline. Applicants must register and complete an online application. Once they have an E-Career profile they can apply for job openings anywhere in the Postal Service as well as any location in the United States.

To find a job posting as a Relief Carrier, the applicant must LOG IN to USPS.com and go to the bottom of the page and click on: career; Job Search; Job title (rural career); Location (you can type in city or put in state and all postings state wide will be listed); Functional Area (for TRC or RCA click on Customer Service/Delivery): START. The job posting will list the job posting # at the top of the page, and all job descriptions and information is listed below. You can now click on Apply and follow the instructions provided. A test will be administrated by an outside test service company and will cover all positions for the Postal Service, not just the carrier craft.

The biggest glitch in the E-Career process is getting the vacancies posted in the first place. If you know of a vacancy that is not being

posted, contact your management and ask if all the Form 50's have been cut to take all former employees off the roles so the vacancy will appear in the office.

In addition, management needs to submit a hiring request for the vacancy. Remember, all routes still have the right to have a relief carrier assigned to their route.

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 three 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: for carriers with PC access: Log on to LiteBlue using your Employee ID and USPS PIN. Then click on the Change of Address/Phone/Emergency Contact link under Employee Resources. Your current information will be displayed on the Address Phone Emergency contact form. To update your information, click the Edit button, and you're on your way. Follow the prompts to review, save and confirm your changes. That's it, you're done!

Training anyone?

Over the last 4 years I have trained, give or take 120 new substitute rural carriers. It has been a rewarding experience. I have taught the basics and relearned some things that I had forgotten long ago; that really are part of just doing my job. Due to the death of QWLEI the rural carrier academies were left to the discretion of postal management, the DJSC formally supervised the training academies. Now as most of my fellow union members and I know it is not necessarily in the best interest of our craft to rely on managements opinions.

In December of last year, postal management tightened up the purse strings on training budgets. They would no longer pay for overnight stay for new hires from remote areas (over 50 miles) or they would not pay them mileage for excess of 50 miles to a surviving academy. The surviving academies are in Wausau, Green Bay, Oconomowoc and Madison. At this point they are to remain open. This left our craft in a very slippery slope on hiring a new sub. I am sure you can all think of at least one person that needs a sub. I also bet there are a great many of you that live more than 50 miles from these sites. I think you all can see where I am going with this.

The original USPS solution was to simply send an academy trainer to a remote area. This would solve the mileage issue for sure. They would only have to pay extra mileage to one instead of 4 or 5... This was the answer! I was that trainer and it was not the answer. Armed with some training manuals I tried to teach 4 new hires in the kindergarten room in the basement of the Platteville library. I was not able to give them the training they deserved. I did my best. They did get to observe working carriers at Platteville one on one for part of 2 mornings while sorting and loading. I thank the Platteville carriers for helping out. Also I would like to thank their OIC who allowed this during the Christmas overtime period.

I voiced my concern to the PEDC (Postal Education Development Center). They agreed that we needed something better for training but how? It was suggested that we show the trainees videos of how to do our jobs. I really did enjoy the humor of this concept as a trainer. I just did not think movies alone could do the job. I also knew that the possibility of new subs getting zero training

was real too. What could be done? A solution was to be found soon because relief would be needed by some carrier, possibly you.

With that in mind Sharon Dahlberg, from the Madison PEDC and I worked with other trainers to develop hopefully an adequate alternative. I believe we have come up with a quality product. It is online training using a power point on meeting place on the USPS secure internet site. The course will last 4 days with 1 day of on the job training sandwiched in on the 3rd day. This gives the student the opportunity for some hands on and the ability to ask the trainer questions the following day. Online training also involves teleconference at the same time so questions can be asked and answered by an online trainer. It also has a way to poll trainees on questions to see if they are learning the material. The course will also include training material to be shipped to hiring postmaster so that students will have a text book and example of postal forms booklet along with a guide for postmasters how to train new hires on how to operate a scanner. It has live training barcodes so students can actually decide which barcode to scan and how to make appropriate entries. Oh yes the class will have some videos. These are made of operational tasks that a video can explain best. You know a picture is worth 1000 words. As a side note this video was filmed at the Pardeeville Post Office using some local Pardeeville Postal "Movie Stars" along with an imported amateur actor (yours truly).

So as you can see this is a work in progress. The district wants this up and running by mid-summer. This is an ambitious goal. We will have to wait and see if this deadline can be met. I certainly hope so. I also hope that this training can get the "nuts and bolts" of our job in the minds of our new employees. Time will tell.

The one thing that this class will be lacking is the opportunity for the trainer to explain the benefits of joining our association. This is going an opportunity for you as members to recruit the new hires at the workplace. I am confident that you all will be up to this task. Remember these recruits are our future.

See you at a union meeting Ron Berg

Needed: Rural Carriers that have moved!
 Training is in need of a good example of Fast Forward (where the new address is already printed on the lower right of the envelope)

Please send the envelope to:
 Lois Graper or Ron Berg.

New Members

1-25-09 to 4-26-09

William Brunner	Green Bay
Jackie Budden	Hazel Green
Pamela Dongarra Hardin	Janesville
Ryan Hacker	Bristol
Kevin Holbrook	West Bend
Kevin Janicki	De Pere
Claire Kurschner	Prairie Farm
Gail Mertens	Waukesha
Mark Mullins	Green Bay
Cynthia Nowacki	Muskego
Lucinda Phillips Mamaye	West Bend
Kim Pinkham	Prairie du Chien
Alex Polnaszek	La Crosse
Jerry Rubio Jr.	Waukesha
Stephanie Tarlton	De Pere
Angela Bignell	Madison
Edward Jansen	Balsam Lake
Albert Kempfer	Janesville
Deborah Stebnitz	Oconomowoc
Jacklyn Wood	Darlington
Cary Bergstrom	Centuria
Carol Nelson	Lodi
Heidy Reihbandt	Beaver Dam
Beth Mieszkowski	Hales Corners
Patricia Quinn	Newton
Honey Reneau	Muskego

Recent Retirees

1-25-09 to 4-26-09

Patsy Sargent	West Bend
Mary Gall	Hartford
Constance Larmay	Lena
Diane Dryden	Eau Claire
Mary Tucker	Aniwa
Shirley Alexander	Albany
Gary Fritz	Owen
Ruth Homan	Antigo
Brian Brunn	Hales Corners

Michael Zinke	Rosendale
Cecil Miller	Baraboo
Steven Sowle	Tomah

Memorial

January 25, 2009 –April 26, 2009

Gordon N Litchfield	Mondovi
Donald R Mason	Brodhead
Pamela F Meier	Phelps
Lawrence J Toufar	Chetek

The following letter was published in The Dodgeville Chronicle March 19, 2009

Service is outstanding

An open letter to the Postal Service,
 Enclosed is \$0.64 to cover the added postage you noticed on our tax return mailed to the IRS.

The fact that you took the time to notice this mistake and call us after proceeding to add the necessary postage is emblematic of the level of concern and customer service orientation which has been shown to us by the employees at the 53507 (Barnveld, WI) USPS office.

Ever since our arrival in Barneveld four years ago, the level of service from the post office has been consistently outstanding. You went out of your way to watch for and protect a very fragile item which was shipped to us in the very cold weather this winter. You have delivered mail to our door when it did not fit in our box, you have expedited the most cost-effective forwarding of our mail when we have been away. And, of course, you have been consistently cheerful and helpful when weather and other conditions have dictated the opposite.

Ever since the days of the so-called “Regan Revolution,” it has been fashionable to claim as a truism that “Government is not the solution, it’s the problem.” You prove that it is more than possible for local government services to “get it right.” Now, if only our private HMO could get health care as right as you get delivery services!

Gratefully,
 Michael & Mary Ann Wolkomir
 Barneveld

BASEBALL, MOM, APPLE PIE and RURAL FREE DELIVERY

WHAT AMERICA WAS BUILT ON

THE 105th CONVENTION OF THE WI RLCA

JUNE 26th, June 27th and June 28th, 2009

at Olympia Resort - 1350 Royale Mile Road Oconomowoc, WI

Phone 1-800-558-9573 by **May 23rd** and mention the **Wisconsin Rural Letter Carrier**

Association to reserve your room rate of

\$72 for a single, \$82 for a double, \$92 for a triple and \$102 for a quad.

Friday Hospitality Night and Pac Auction should be a lot of fun!

There will be several games that all ages may participate in and have a chance to win **MARVELOUS** prizes. The Hospitality Room is adjacent to the **outdoor pool**, so dress accordingly if you or the kids want to take a dip!

The Juniors will have a great time Saturday at the **Milwaukee County Zoo** where they'll be able to see all the exotic animals, watch zoo attendees feed the birds of prey and small mammals as well as see the **Sea Lion Show**.

Their Banquet Room will be adjacent to the outdoor pool, but **NO SWIMMING** will be allowed! After being entertained by **Mr. Rick, the Magician** a boom box will be available to play cd's.

SO JUNIORS..... don't forget to bring your cd's along!

The Auxiliary has a fun luncheon and historical program planned for Saturday.

They will depart for the **Historic Train Depot**, by shuttle, at noon for lunch where they will have four items to choose from. At 1:30 it's onto the **Oconomowoc Historical Museum** where a special program has been planned for them. The program will end at 3pm. There is **NO PRE-PAY**.

If you have any questions please email **Sue Becker at sebecker0413@att.net**

1 Family + 1 Office = 97 years of Service

With the recent retirement of Brian, this is the first time in 97 years a Brunn has not been delivering mail out of Hales Corners/Franklin.

Brian and his father, Harvey will be our guest speakers on Saturday.

Don't miss out on hearing the story of this Rural Family.

RESOLUTION

**NOTE: ALL RESOLUTIONS SHOULD BE SENT TO:
STATE SECRETARY KAREN SCHAUER 5857 Prill Rd Eau Claire WI 54701-8215
ANY RECEIVED AFTER JUNE 20th, 2009 WILL NOT BE CONSIDERED**

The following RESOLUTION is being submitted for consideration at the 2009 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Oconomowoc WI June 26-28, 2009

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 | <input type="checkbox"/> & 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: _____

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 20th, 2009 WILL NOT BE CONSIDERED**

The following CONSTITUTION & BYLAW is being submitted for consideration at the 2009 WISCONSIN RURAL LETTER CARRIERS' ANNUAL STATE CONVENTION, Oconomowoc WI June 26-28, 2009

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: _____

WIRLCA AUXILIARY OFFICERS-2008-2009

President

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

Vice-President

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

Secretary/Treasurer

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

Executive Committee Chairperson

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

Executive Committee Member

Betty Lilley
2942 Highway 80
Wisconsin Rapids, WI 54495-9388
715-884-6592

Junior Sponsor

Karen Rasmussen
N55W31185 County Road K
Hartland, WI 53029-9305
262-367-2330

Wisconsin Breakfast at Grapevine Texas will be cancelled this year due to the high prices that were quoted to the Board. We don't think that anyone wants to pay over \$40.00 for a simple breakfast.

The WI Fund will stay intact.

AUXILIARY MEMBER OF THE YEAR

Guidelines

The Auxiliary of the Rural Letter Carriers' Association presents a challenge to the membership in selecting a potential member for this award.

An Outstanding Auxiliary Member should:

- Show interest, enthusiasm, and concern for the organization.
- Become involved in meetings at the County, State, and National level, and accept the responsibility of holding offices on any level.
- Become informed by reading the Rural Carrier Magazine.
- Support the State and National humanitarian projects, thereby gaining valuable knowledge about leading health problems.
- Further the purpose of the Auxiliary by showing interest in the Rural Delivery Service and Association work.
- Become a more useful and better-informed citizen of the community.

The nomination for Auxiliary Member of the year is to be made by a paid State Auxiliary member.

The nomination should be submitted to the State Auxiliary President prior to the start of the first session of the Auxiliary at the State Convention.

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

Nonprofit
Organization
US Postage
Paid
Permit 47
Waupaca, WI

50 year Member

Maurice Jones attended his first National Convention 76 years ago. He was 12 years old and his folks took him with them. Maurice started work for the post office in May of 1958 in Cambria WI on route 2. In 1958 the route was 58 miles long and when Maurice retired in 1984 the route was 80 miles long with 280 stops.



carrier was receiving the 'Outstanding Carrier of the Year' award at the State Convention in Brookfield in 1974.

Maurice Jones ran for the state board a couple of times but was lucky enough not to be elected, he said. He also told me that it is always a good feeling when he runs into

many of his past patrons and they tell him that they wish he were still their mailman!

The Jones family has a long history of postal service. Maurice's dad, Gib Jones, was a rural carrier and past state president of the WI RLCA and Maurice's son retired as postmaster from the Sun Prairie post office.

Mr. Jones was the Auto Insurance Rep for our association and his wife Jennie Mae is a past state treasurer of the WI RLCA Auxiliary. Maurice told me that one of his proudest moments as a

Thank you, Mr. Jones for your fifty-year enrollment in the WI RLCA. The strength of this Association can be attributed to people like Maurice who have continued to maintain continuous membership over the years. Thank you for such dedication and support to this Association and may you enjoy many more years of happy retirement.