

# WI RLCA NEWS

SEPTEMBER 2006

WISCONSIN

RURAL LETTERS CARRIERS ASSOCIATION



## NRLCA National Convention

Wisconsin was well represented at our National convention this past August in Charleston, SC. Wisconsin was entitled to seat 38 delegates but due to personal issues of some of our elected delegates we were able to seat only 36. Also in attendance were several Auxiliary and Junior Members.



The convention started out for your board members on Sunday with seminars. Monday morning started off early with informational breakfast meetings for board members and stewards. Following the officers breakfasts a meeting for all delegates was held where information on proposed constitution and by/laws changes and resolutions was given.

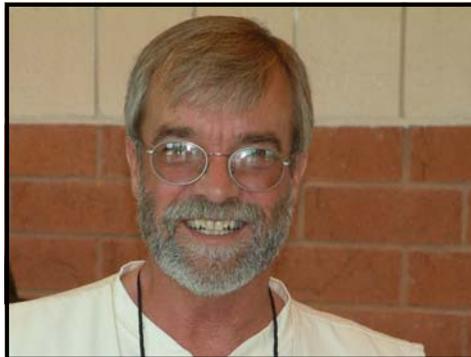
Tuesday morning started with the traditional Wisconsin breakfast where National Officers and candidates for National Office had the chance to address the Wisconsin delegation. A slide show of members of the military who were either rural carriers or members of a rural carriers family provided a moving beginning for the main convention.

Wisconsin was also well represented when it came to awards. Karen Schauer received four membership awards, check out her article for more on them. Past President "Marty" Schmidt received the state publication award for general excellence for the second year in row. Dennis Nelson also continued his tradition of being one of the most successful PAC chairs in the country by raising the third highest total of any state in the country.



**Lyle and "Marty" Schmidt**

the year and Auxiliary member of the year awards respectively.



**PAC Chairman Dennis Nelson**



**Bill Jarzombeck and Diane Susa**

Our very own Bill Jarzombeck and Diane Susa received their Member of

### Fall Conference

Due to contract negotiations, the National office has made the decision to not send a National Officer to Fall meetings. At this time your board has been in contact with various speakers but none have been finalized. It appears that we will have at least one CSA in attendance to answer questions regarding rural carrier pay issues. We have been in contact with the Lakeland District safety office in the hopes that someone could give a presentation on repetitive motion injuries. Check the web-site for more information, [www.wirlca.org](http://www.wirlca.org).

Just a reminder to county secretaries to get in contact with the board member assigned to their county for Fall meetings prior to finalizing dates. Assigned counties have changed and many of the board members have busy schedules. Thanks

# Can you help a fellow rural carrier ?

Betty J. Chadwick

A Rural Carrier at the Madison Post Office. Ms. Chadwick has crushed vertebrae and will undergo surgery.

Any Lakeland Performance Cluster career or transitional employee who is interested in donating **earned** annual leave may access PS Form 3970-D, Request to Donate Leave at <http://blue.usps.gov>. Employees may also contact the HR Shared Services Center at (877) 477-3273, option 5; or a union representative to request this form.

PS Form 3970-D with **Parts I and II completed** should be sent to:

HR Shared Service Center  
**Attn: Leave Share Coordinator**  
Compensation and Benefits  
Post Office Box 970400  
**Greensboro, NC 27497-0400**

Employees can only donate **earned** annual leave.

## Special Board meeting August 8, 2006 Convention Center, Charleston SC

President Tom Bittner called the meeting to order at 5:45 pm. Members present: Dan Strobel, Linda Vanden Plas, Sue Heiderscheidt, Lisa Wojnarowski, Lois Graper, and Karen Schauer who came late due to a committee assignment.

Linda read a letter from Louise Gonia that was a thank you letter concerning state convention and a concern about losing retirement benefits for officers that take LWOP. Lisa, Sue, and Lois will check with other states at this National convention to see what they are doing. Lois will also check with the national board on any advice they may offer.

Tom informed board members that it would be okay to submit their expense voucher at the end of the month instead of the 20<sup>th</sup>. President Tom also extended the due date for the next Newsletter. Articles are to be submitted by August 20<sup>th</sup>.

One of the Assistant State Stewards is in need of a copier. Karen will purchase a new copier/printer and her old one will be given to the Assistant Stewards. Assistant Steward Roger Schewe can bring his copier to fall conference for redistribution also. The State Stewards' copier may need repair. Karen will research the purchase date and repair history of the copier before any costly repairs are done.

The Fall Conference meeting was discussed. Our State Steward Bill Foley will be asked to have his Assistant State Stewards do the training on Saturday afternoon. The movie on "Postal Image" can also be viewed at the Fall Conference.

A Lakeland District QWL safety video on loading an LLV has been brought to this convention and will be shown. A

survey will be given to those that watch the video.

It was noted that WI only had 36 seated delegates at the convention but our membership qualified us for 38. Emergencies have occurred and there were not enough alternates. A gift will be given to the 1 non-delegate that is attending the national convention. A motion was made by Linda, seconded by Sue to order Assistant State Steward pins for those not on the state board. Motion carried.

Our Secretary/Treasurer has informed us that several county units have yet to deposit their county dues from last year. Board members, at their county meetings, will encourage county units to either transfer their banking accounts to the APCU or open just a savings account at the Atlanta Postal Credit Union so that Karen can directly deposit the dues for the county.

Minutes from the state convention were distributed for proofreading. Karen informed the board that a recruitment letter for regular non-members has been sent out.

Wisconsin received 4 membership awards for this past year. A motion was made by Dan, seconded by Linda, to have Karen set up an appreciation luncheon for academy trainers to be held at the fall conference. This will emphasize their help in receiving these recruitment awards.

The board would also like to recognize 50 year members. An article on one such individual will be in the next Newsletter. Any other members that have 50 years or more should contact Karen Schauer for additional information.

Sue made a motion to adjourn, Lois seconded. Meeting adjourned at 6:45 pm.

Respectfully submitted,  
Karen E Schauer



**WIRLCA'S  
Newest Assistant State Steward  
Chuck Groth**

Greetings Fellow Sisters and Brothers,

My name is Chuck Groth. Yes, my official signing is Charles F., but I prefer “Chuck.” I would like to introduce myself as a newly assigned Asst. State Steward for zip codes 540, 547, and 548. I feel proud to represent the Northland District! It’s unfortunate that our employer has divided our state’s association into two unique and distinct groups. I feel that this adds to a division in our ranks **which should not exist!** Wisconsin is as diverse in its membership, as it should be **UNITED** in its membership.

I have been married to my best friend, Kathy, for 23 years this August. We share the pleasure of raising two beautiful, talented young women as our daughters. Our eldest, Tyra, is in her second year at Winona State University, majoring in Special Education. Our youngest, Emily, is starting her college career at UW Stout in Menomonie this fall, majoring in Dietetics. Over their lifespan, we’ve been able to travel to 49 of 50 states, hopefully to hit Alaska next year. Many travels have succeeded from tent, to pop-up tent trailer, to pull behind, to eventually our motor home, each one accompanied with a “Chuck” story. **Don’t Ask!**

My postal career started in 1985, as an RCR. My regular at the time drove into my driveway and said, “Do you want to work for me?” I said “Yes,” not knowing what I was in for. Well, after a few months of forgetting what a real job was like-waking up and

being ON-TIME...oops, well I straightened up and flew right. I joined the Union and became active by attending local meetings. By later 1987, the changes were in the wind. Our contract had violated Federal Law by disregarding Veterans Preferential Rights. So when the position of RCA was created, I had two years and ten months seniority. However, two new hires, with higher test scores and two years juniority, ended up with full-time positions. I was appalled! How could MY Union do this to me?! So I dropped out from the membership. After licking my wounds for a year, I finally woke up! My problem was, “If I don’t like something, then I should do something about it,” so I fixed it by re-signing and becoming involved. Since going full-time in 1996, I have become our county’s association President, local Steward, Area Steward, and finally Asst. State Steward. I have also received an appointment to Northland’s DJSC. I love this organization!

My greatest wish is that non-members would realize that our strength is only as strong as our numbers! OUR Union starts with the letters YOU.

God bless, Chuck

<i>Index</i>	
New Assistant State Steward	3
Bidding on routes	4
First Time Delegate to National	5
Understanding your Paycheck	6-7
Savings bond change	8
Heroes Corner	8
Karen’s True Life Fairy Tale	8
Retirement Planning	8
Base hour route adjustments	10
EAP	12
Fall Conference	13
National Convention Highlights	14
“Just Take Care of it”	15
Academies	16
Auxiliary page	17
50 Year WILCA member	18
Steward Assignments	19

## Decisions, decisions, decisions!

As regular carriers we often face decisions regarding how we handle our routes or when to post on to a different route. Relief carriers also face many decisions, including which routes to sub on and more importantly whether to accept an auxiliary route. Following is some information on filling an auxiliary route.

When an auxiliary route is to be filled, the route will be offered to qualified substitutes, rural carrier associates, and rural carrier relief employees in order of the longest continuous period of service at that office, without regard to classification.

In offices that HAVE NOT changed the relief days of one or more regular routes (due to being a formula office), upon accepting the auxiliary route assignment, the carrier must make an election to serve only the auxiliary route six days per week OR to serve the auxiliary route in addition to serving only one route as the primary relief carrier. They then give up the right and ability to serve any other route except in an emergency situation. A carrier serving the auxiliary route and serving on the assigned regular route as the primary leave replacement may subsequently elect to serve only the auxiliary route six days, if mutually agreeable between the carrier and the installation head.

In offices that HAVE changed the relief days of one or more regular routes (formula offices), upon accepting the auxiliary route assignment the carrier must relinquish the leave replacement assignment and serve on only the auxiliary route six days per week.

I often receive calls from relief carriers questioning the advantage or disadvantage of working a small auxiliary route and being tied down to that small route 6 days each week. Many carriers feel they could receive more hours working multiple routes compared to working a small auxiliary route six days every week. There lays the decision. Another thought in that process is that once another carrier (less seniority) accepts that auxiliary route they can not be bumped from it until it becomes a full time route, no matter how large that auxiliary route becomes. Complete information regarding the filling of auxiliary routes can be found in our National Contract, Article 30.2.G, or by contacting your Union steward.

## Seniority.....Juniority

When we are hired we establish a seniority date re-

lated to employment. However, as we change offices we establish a seniority date related to our length of service in that office. Probably nowhere is it more important than when we are a relief carrier trying to snag that first fulltime regular route. Nearly as important may be when we have an opportunity to fill an auxiliary route.



Basic tie breaking formulas for relief carriers are as follows: In each instance, continuous service shall be considered before non-continuous service.

- Part-time Flexible Rural Carriers
- Substitutes
- Rural Carrier Associates
- Rural Carrier Relief's
- Length of service as a substitute rural carrier
- Length of service as an RCA employee
- Length of service as an RCR employee and/or auxiliary rural carrier
- Length of service as an Emergency Hire, either as a Designation 74 or a designation 78 (as used prior to July 21, 1981)
- Length of any other prior postal service (\*\* See below \*\*)
- (Only applied to break a tie between RCA's) Rural Carrier examination basic score.
- Numerical by the last three (3) or more numbers (using enough numbers to break the tie but not fewer than three (3) numbers) of the employee's social security number, from the lowest to the highest, 000 being considered the "longest period of service".

\*\*\*When breaking a tie for RCA positions, "length of any other prior postal service" would include any service as a TRC, emergency RCR or Casual. Complete information regarding Rural Carrier Sen-

(Continued on page 17)

ROGER

## Reflections of a first time Delegate to National

I recently had the honor of representing Wisconsin as a first time delegate at the National Convention in Charleston, South Carolina. Being that I spent a few days at the National Convention in Madison, I felt relatively comfortable with the procedure. I think the convention ran smoothly, stayed on schedule, and was a positive experience.

Things seemed to move slowly, at times, while we sat in very uncomfortable chairs and listened to long reports being read. However, the majority of the time, I was kept interested by enjoyable guest speakers. I was especially impressed by Michael Gan, the NRLCA legal counsel. Voting on issues and national officers also kept the pace moving. In addition, all attendees were entertained by the two states running for 2011 National Convention. Florida took the stage singing and dancing, as they tossed inflatable beach balls and dolphins into the crowd. Even Mickey Mouse showed up to support their efforts. Georgia responded with an outstanding show by a solo vocalist. In the end, Savannah, Georgia was chosen as our future location.

One new experience for me was our caucus night on Thursday. It was a great way to get more information from individual candidates on a smaller scale. Each candidate was given a limited amount of time to campaign and answer our questions. It was definitely politics in action as most candidates entered with a crew of supporters and goodies for the crowd.

Our PAC chairmen were busy working throughout convention. They managed to raise over 50,000 dollars on one challenge alone. As a result, two of our national officers, Ronnie Stutts and Bill Gordon, received some nice haircuts on stage before the entire crowd.

The entire week was not all business, however. I had some free time to relax and enjoy the city of Charleston. I brought my 19 year old daughter with me as a travel companion. Together, we took a boat tour of the Charleston harbor and a carriage tour of streets of the city. Both tours were very enjoyable and taught us a great deal about the interesting history of Charles-

ton. We also sampled the local lowcountry cuisine at several Great restaurants and spent some time shopping in the open air market.

Our state was well represented at National Convention by a fine group of people, delegates, auxiliary members, and juniors alike. Whether I needed advice, a ride, or just someone to chat with; the Wisconsin members were always ready to lend a hand.

Finally, I would like to say thanks for electing me as one of your delegates this year. I had a great experience, and I hope it can become the first of many.

Lynn Pettit  
Muskego, WI

## NEW MEMBERS

JEFF R BLOCK	WRIGHTSTOWN
HEIDI W RATHKE	APPLETON
SARA L RUPPEL	APPLETON
PAUL F WY SOCKY	APPLETON
LISA K WELLNITZ	BROOKLYN
CHRIS KRETSCHMANN	CASCADE
DEBRA E RUBECK	DELAVAN
DARREN L HIGLEY	FAIRCHILD
WALTER C CHOJNOWSKI	FENNIMORE
STACEY M GWIDT	GREEN BAY
RICHARD J WNEK	GREENWOOD
PAUL R SHOMAN	HARTFORD
ELAINE C DEMETROPOULOS	JEFFERSON
MICHAEL L HANAMANN	KAUKAUNA
BARBARA L BEMIS	KENOSHA
HEATHER E MCGUINNESS	KENOSHA
AMBER L CHAUDHARY	LA CROSSE
MAXINE J MUELLER	LA VALLE
AMANDA J DOUGLAS	MADISON
JON T HILLESTAD	MADISON
STEVEN J ERDMAN SR	MARINETTE
MELISSA A DEARDUFF	MONTREAL
WADE J ADAMS	ONALASKA
PATRICIA A REID	OSHKOSH
ROBERT F LEE	RHINELANDER
MICHELLE R BUCKMASTER	RICE LAKE
CRISTAL L NOVY	SPARTA
CHAD M SIELAFF	SUSSEX
LANA J WAGENSON	WARRENS
RYAN M MCMEEKEN	WEST BEND
KENNETH R HAUSER	WEST SALEM

# Do you have trouble understanding your paycheck stub?

Maybe this will help. The following description applies to the **DETAIL EARNINGS** portion of the earning statement.

WK	Week 1 or Week 2 information
RSC/LEV	Route type and route number
RATE	Annual salary for the employee or the equipment maintenance allowance (EMA) amount
Code	Designation and activity code or the EMA code with the evaluated hours of the route
TYP	Type of work/pay
C	Christmas work
F	DACACode3
H	Holiday worked
L	Leave
O	Overtime
W	Paid work hours
X	X day taken
2	Second trip
T	EMA trip
H	EMA hours
M	EMA miles
Hours	Based on TYP Code or EMA data
C	Evaluated hours of the route
F	Evaluated hours of the route
H	8 hours for each holiday worked
L	8 hours for each day of leave
O	OT hours
W	Total evaluated hours for the week or actual work hours
X	8 hours for each X day taken
2	Second trip time in hours and hundredths (Minutes from PS Form 1314 converted into hours and hundredths)
Pay	Gross amount based on the TYP Code
C	150% of the daily evaluated pay
F	50% of the daily evaluated pay
H	One day's evaluated pay
L	One day's evaluated pay for each day of leave
O	Gross amount for OT
W	One day's evaluated pay for each day worked and for each X day
X	X day displays no gross, dollars included in Code W for the week
2	Dollars for second trip, dollars are included in TYP W
T	Dollars for EMA trip, dollars include any miles deviation
H	Dollars for EMA hours for auxiliary route or auxiliary assistance
M	Dollars for EMA miles for auxiliary route or auxiliary assistance

## Regular Carriers Earning Statement (Facsimile)

	K   K13   53-1234   R C CARRIER		0000011   07 06		0000099								
	PAYLOC   FINANCE NO. EMPLOYEE NAME		EMPLOYEEID PAY PERIOD		SERIAL NUMBER								
	DETAIL EARNINGS				GROSS TO NET		LEAVE STATUS						
	W	RSC/LEV	RATE	ODE	TYP	HOURS	PAY	THIS PERIOD	YEAR-TO-	ANNUAL LEAVE			
Line 1	2	K 013	60570	710	X	24 00		GROSS PAY	2463 65	15830 53	FROMPREV	3.00	
Line 2	2	K 013	60570	710	W	3840	931 84	FEDTAXMO	323 59	2158 94	EARNED THISYR	6.00	
Line 3	1	K 013	60570	710	2	22	4 85	STTAXxxMC	131 88	890 01	BAL	9.00	
Line 4	1	K 013	60570	710	F	960	117 11	RETIRE 8	1864	125 65	USED YR	2.00	
Line 5	1	K 013	60570	710	W	48 00	116966	MEDICAR	3454	327 50	THIS PP		
Line 6					L	8 00	232 96	LUN R	1532	107 24	BALANC	7.00	
Line 7			LPA				1 35	HPVR2	78 33	541 92	SICK LEAVE		
Line 8			ADJ				10 73	A LOT	15 00	10500	FROM PREVYR	3.100	
Line 9						7 31		A LOT	300 00	210000	EARNED THIS YR	3.00	
Line 10						3		TSP15	349 44	7738 25	USED YR	3.00	
Line 11	2	K 013	2200	E48	T	300	66 00	FED	99	ADJUST	THIS PP	1.00	
Line 12	1	K 013	2200	E48	T	6 00	132 97	STATE	41	ADJUST	BALANC	31.00	
								MEDICAR	16	ADJUST	LEAVE WITHOUT PAY		
								SOSEC	67	ADJUST	THIS PP		
								SOSEC	14768	947 89	CUMULATIVE	2.00	
								NET	1047 00		BOND UNAPPL BAL # ISSUED		
								EM-E	198 97	1295 63	EE		
											I		
Line 13	CONTRACTUAL INCREASE											USPS RETIREMENT	

## Detailed Description

Line 1	Wk2, TYPX-	3X days were charged. 8 hours for each day. No gross is displayed under PAY. Dollars are included in TYP W
Line 2	Wk2, TYPW-	Payment for 4 days evaluated pay (1 work and 3 X days).
Line 3	Wk1, TYP2-	Second trip, payment for 22 hundredths (13 minutes). The gross is included in TYP W
Line 4	Wk 1, TYP F-	DACA code 3, payment for 50% of evaluated pay.
Line 5	Wk 1, TYPW-	Payment for 5 work days evaluated pay and \$4.85 for second trip
Line 6	TYP L-	Leave is for the pay period. One day of sick leave charged for the pay' period.
Line 7	LPA	Lock pouch allowance
Line 8	ADJ	Adjustment is for 30 minutes of PS Form 8127 time recorded on PS form 1314. This is paid at the national average minute rate.
Line 9	Insurance Income	Taxable income on employer provided term life insurance in excess of \$50,000.
Line 10	X Day Balance	Number of X days left to use
Line 11	WK2, TYPT	EMA, paid for 3 trips.
Line 12	WK1, TYPT	EMA paid for 6 trips (Worked relief day on Saturday) and includes the 2 miles for route deviation.
Line 13		Earnings statement messages are located in this section

## Earnings Statement for Replacement Carrier ( Facsimile).

K		K13	53-1234	IM REPLACEMENT	0000019	07 06	0000098			
PAYLOC		FINANCE		EMPLOYEE NAME		EMPLOYEE	PAY PERIOD	SERIAL NUMBER		
DETAIL EARNINGS						GROSS TO NET		LEAVE STATUS		
W	RSC/LEV	RATE	om	TYP	HOUR	PAY	THIS	IYEAR-TO-	ANNUAL LEAVE	
2	K 013	1645	780	2	25	4 11	GROSS	880 38	6589 82	FROM
2	K 013	1645	780	W	28 80	477 87	FEDTAXMO	125 63	842 89	EARNED THISY
2	J 002	1645	780	2	8	1 37	STTAXxxM	33 84	102 34	BAL
2	J 002	1645	780	W	860	142 84	RETIRE	0	0	USED YR
1	K 015	1645	780	W	960	157 92	MEDICARE	12 77	12554	THIS PP
1	A 020	1645	780	W	5 00	82 25	SOSEC	54 58	450 87	BALANCE
1	A 999	1645	780	W	1 12	1842	NET	653 56		SICK LEAVE
						1 08	EM-E	11380	98525	FROM PREVYR
2	K 013	2200	E48	T	3 00	6600				EARNED THIS YR
2	J 002	2010	E43	T	1 00	20 10				USED YR
1	K 015	1800	E48	T	1 00	18 00				THIS PP
1	A 020	485	E30	H	2 00	9 70				BALANCE
										LEAVE WITHOUT PAY
										THISPP
										CUMULATI
										BOND UNAPPL BAL #
										E
										I

I hope this helps. Until next time.

Sue Heiderscheidt  
Committeeman.



## Five star bonds

Do you receive U.S. Savings Bonds? If you do, you'll notice a change that began Aug. 1. To help protect bond owners' privacy and guard against identity theft, the **first five digits** of your Taxpayer Identification Number, the Social Security Number or the Employee Identification Number will be masked on all paper savings bonds. Asterisks will replace the masked digits. Look for more information in an insert with your bonds or contact a savings bond customer service representative at 1-800-553-2663, selecting menu option 5, then option 2.

## HEROES' CORNER

Pardeeville, WI, Rural Carrier Associate Deb Roisum heard faint cries for help from the garage of a house along her route. Roisum investigated and found a customer who had accidentally slammed the trunk of her car on her finger and couldn't get free. Roisum found the latch button inside the car's glove compartment, freeing the woman not only from her painful dilemma, but also from the undesirable prospect that — without help — she would have been trapped all night.

Amherst, WI, Rural Carrier Associate Roger Molaska was on his route when he came upon an elderly woman who had fallen outside her home. He helped her get back into her house, called her family and stayed with her until help arrived. The woman suffered minor injuries and was grateful for Molaska's assistance and compassion.

## Once Upon a Time

Someone once told me that my articles put them to sleep so I thought I'd write my report in a bedtime story format!

Once upon a time (this past year) the Chicken Lady (aka Karen Schauer, Secretary/Treasurer) enlisted the help of all the WI RLCA members and especially the Academy trainers to recruit new members. All year, letters were written to non-members and talks were given at the academies, and carriers asked new hires to sign up and become members. Everyone did a fantastic job! And over three hundred new members were signed up.

At the National Convention in Charleston SC this past month awards were given out to states with the best recruitment results. A total of six awards were possible. Wisconsin was given an award for the Highest Percent of Relief Membership, an award for the Greatest Increase in Percent of Total Active Membership, an award for the

Greatest Overall Increase in Active Members, and an award for the Highest Percent of Total Active Membership. We WON 4 of the 6 Awards!!!! The other states now call our Chicken Lady .... Miss Piggy!! Thank you to everyone that helped recruit this past year. Let's do it again this year. Ask everyone in your office if they belong to the WI RLCA and if they don't, sign them up. Our National Officers are in the process of negotiating our next contract. They need our support in trying to get the BEST for the best employees in the postal service. We are the cream of the crop and deserve the BEST. Okay, now go to sleep and dream of how you're going to help sign up the remaining 771 non-members we have! Next year maybe we can get all six awards!

Membership as of 8/20/2006

Regulars:	1612
Relief:	1121
Retiree:	959
Associates:	26
Total members:	3718

Non-Members as of 8/20/2006

Regulars....	194
Relief.....	577

**Address Change:** Have you moved in the last year or so? Are you planning to move in the near future? The WI RLC mailing list is based on the addresses on file with the postal service. If the postal service does not have your correct mailing address, then we don't either. Yesterday, I received two \$50 membership rebate checks back because their forwarding time had expired. Again, I get your mailing address from the postal service, so it is pertinent that you keep the postal service informed of your current mailing address. This can be accomplished by completing a PS Form 1216, Employee's Current Mailing Address and submitting it to your supervisor, or go online at <http://blue.usps.gov> and click on Employee Self-Service or thru PostalEASE. Employee change of address applications are also available on all existing Personnel Central Kiosks that employees can use to make changes to benefits in addition to job bidding.

Every carrier should understand the importance of maintaining a current mailing address and emergency contact numbers with the Postal Service. Although you may have changed your address to have your mail forwarded, the delay in receiving postal or union mail would decrease if we had your correct address. If you are not receiving Postal Service mail at your current mailing address, please make the change now. Thank you

## **Thinking About Retirement?**

I attended a retirement seminar during our State Convention and at the National Convention and the following information comes from these seminars.

Three years before you are eligible to retire, you can contact the Human Resources Shared Services Center (HRSSC) at 1-877-477-3273 and select option 5 to request an annuity estimate.

Although you can select any date to retire once you become eligible, there are certain times of the month under both the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS) that may be more advantageous to you. For example, if you are covered by CSRS the best time to retire is either on the last day of the month or the 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> day of any month and your annuity is effective the following day. On the other hand, if you fall under FERS you should retire at the end of the month so your annuity will be effective on the first of the next month.

To initiate a retirement, employees are encouraged to contact the HRSSC within 90 days of their desired retirement effective date. The HRSSC will request your annuity estimate and order your Official Personnel Folder (OPF) from your employing district/office.

A retirement specialist at the HRSSC will be assigned to your case and will ensure that your retirement application is processed from the beginning to the end. Your retirement specialist will verify your creditable service by reviewing your personnel records. This process can take up to 3 weeks to complete after receipt of your OPF.

The specialist will mail your retirement application package to your address of record that includes all the pertinent forms and informational documents you will need to retire. After you complete your retirement application, you are asked to contact the HRSSC to arrange your individual retirement counseling session.

Your assigned retirement specialist will call you back within one (1) business day and arrange a time and date to have your retirement counseling session. The specialist will conduct your individual retirement counseling session by reviewing your application and discussing a variety of other information concerning your retirement and answering any questions you may have. Following the counseling session you will mail your application back to the HRSSC for processing and the specialist will review your application to ensure that all the appropriate documents are included and signed. The specialist will then complete



the processing of your application by forwarding your application to the Accounting Service Center (ASC) who verifies your earnings and forwards your application on to the Office of Personnel Management.

The retirement specialists at the HRSSC have years of experience and are thoroughly trained to make sure that your retirement application gets the personal attention it deserves throughout the process.

### **Survivor's Annuity Option.**

One of the issues facing anyone about to retire is whether to select the survivor's annuity option. The following information comes from an article that I read in the FEDWeek. When you retire, your base annuity will be computed. Now, if you elect a survivor annuity, the amount of the reduction will be calculated and applied. After that's done, you will have a new base annuity. For example, if your original base annual annuity was \$30,000 and you elected a full survivor annuity for your spouse, that figure would be reduced by 10 percent. So your new base annuity would be \$27,000. That's the annuity amount that would be increased each time you were eligible for an annual cost-of-living adjustment. The new base annuity is not decreased annually to pay for the survivor annuity benefit.

Now, if you died before your spouse, your spouse would be entitled to the percentage of your annuity that you elected. That percentage would be applied to the annuity you would have been receiving on the day you died had you not elected a full survivor annuity. Using the example above, if your original base annual annuity were \$30,000, your survivor would receive x percent (that is, whatever percentage you chose) of that annuity increased by all intervening COLAs. On the other hand, if your spouse died before you did, your annuity would be increased to what it would have been had you never elected a survivor annuity, including all the intervening COLAs between your retirement and when your spouse died.

**Karen Schauer**

*NEXT ISSUE DEADLINE  
November 1, 2006*

## STEWARD'S PAGE



Hi there again. Well, the National Convention is over and, as most of you probably know, I was unable to attend due to family medical problems. I am sure you all had a great time and

while you were gone, I got caught up with union business and thought about all the fun you were having in Charleston. For sure my wife and I intend on visiting this great city when we retire because of all the nice things our returning reps have said about it.

### **In this issue I will be primarily addressing base hour route adjustments.**

There have been a number of phone calls and much confusion regarding this issue, and hopefully I can clarify the criteria required for those adjustments. Base hour route adjustments may be made for the following actions:

- Route consolidations
- New Routes
- Detours/temporary route deviations for more than thirty days
- Seasonal Routes changes
- Hardships

Base hour changes should be an immediate adjustment but cannot be made retroactively. Find an example below regarding base hour changes which hopefully will clear up any misunderstanding.

Q. Due to a question about the accuracy of my route's length, management conducted a re-measurement and found the true mileage to be four miles more than was previously reported. Although I am in agreement with the new mileage figure, my supervisor and I have a dispute regarding what to do with the additional four miles. She says the 48 minutes (four miles times 12 minutes) will be accumulated toward a future 60 minute interim adjustment and cannot be made retroactive. I believe the 48 minutes should be an immediate base hour change, and furthermore, it should be retroactive to when the error actually occurred eight months ago. Which of us is correct?

A. Both of you are partially correct. The additional four miles should be an immediate base hour change, but it

cannot be made effective retroactively. This is applicable whether the re-measurement results in a mileage total that is less or more than the previous total. (Ref Step 4 Decision #E7R-2D-C 13328, dated January 25, 1990, Pasadena, MD) & [Handbook M-38, Section 623-625].

### **Bank Time Towards 1-Hour Adjustments**

“Bank Time” is a term used to define the time accumulated on a route as a result of adding new boxes, miles, etc. to the route. This time is accumulated each time a PS Form 4003 is submitted with new data. This accumulated time is printed on the bottom of the PS Form 4241-A until the route accumulates an additional 1 hour of time. At that time an interim adjustment is triggered in the route's evaluation. The “bank” disappears each time an interim adjustment becomes effective or when the route undergoes a mail count. (Ref Article 9.2.C.10, Substantial service changes.)

Find again an example below which will hopefully help you understand what triggers a 1-hour interim route evaluation adjustment.

Q. A major route adjustment is being completed in my office. The other routes were all overburdened and are having 10-12 hours taken off their routes. Although my route is only a 45K, due to its location relative to other routes and some other factors, management is taking one street off my route resulting in a loss of 54 minutes. My supervisor says this will be a base hour change for my route just as it will be for the others. Since the change is less than 60 minutes, is my supervisor correct?

A. Your supervisor is incorrect. A loss or gain of time caused by a route adjustment accumulates time credits toward a one hour change. Since the adjustments on the other routes meet or exceed one hour, base hour changes will go into effect immediately; however, in your case, the 54 minutes will be accumulated and will cause a base hour change only when the accumulated total loss equals one hour or more. (Step 4 Decision RE: 195R-41-C 97008871)

### **I am also including in this news article bullet comments I got at our last area Labor Management Meeting.**

\*Nationally we counted 73,158 routes during the last mail count. Of these, 8,514 were auxiliary routes. 92% of the routes were counted nationally. The cost to the Post Office to count these routes was \$27,013,600.00 or approximately \$200.00 a route. The evaluated hours gained nationally came to approximately 50 minutes per route and this will represent a total increase annually in evaluated

compensation of \$84,920,687.00.

**\*RDSOP reviews-Standardization.**

There were considerable issues that were brought up at our Spring Conference regarding RDSOP's and the affect they have on management's performance review.

Here is a recap of where we are with these reviews for the month of September. Reviews must be done by September. Offices with 10 routes or more must be audited and meet an 85% test score or better to meet the acceptable criteria. All other offices will be self audited.

**THESE ARE THE HOURS THAT DO ADVERSELY AFFECT % TO STANDARD PERFORMANCE AND THAT YOUR POST MASTER WILL BE MOST ACCOUNTABLE FOR:**

- \*Regular Carriers over their evaluation during the Christmas OT period (First Saturday in December through Christmas)
- \*All auxiliary assistance – RCA's doing collections, Inter-city runs, Clerk or City carrier work not transferred out (need dual assignment)
- \*RCA's over 40 hours and over their evaluation.
- \*All training hours (need to retain RCA's)
- \*QWL/EI "F" days (if for district committee hours should be transferred to district, also all Academy Trainer hours must be transferred to PEDC)
- \*RCA's QWL/EI time (1314A-Hourly)
- \*Regulars over 12 hours a day or 56 hours in a week.
- \*Higher level "P" day not transferred out.

**THESE ARE THE PAID HOURS THAT DO NOT AFFECT % TO STANDARD PERFORMANCE**

- \*Regular carrier actual hours over their evaluation, outside of the Christmas OT period, up to 12 a day/56 a week and under 2080/2240 in a year
- \*DACA 3 & 5 code hours
- \*PS Form 8127 pay (including carrier pickup – 2847)
- \*All leave days:
- \*"O" Days – Sick Leave – Annual Leave – Military – LWOP
- \*Excessive leave can result in Replacements over 40

**SPECIAL COUNT, SEPTEMBER 18<sup>th</sup> – 30<sup>th</sup>**

I am sure that our National Office will be sending out a list of important dates that the carriers can address regarding the pertinent dates and issues which should be addressed during and after the mail count. Listed below I have the Lakeland and Northland routes which will be counted in accordance with EL 902 Article 9.2.C.11 under Special Counts in your contract. .Please contact your lo-

cal/Area/Assistant or State Steward regarding any mail count issues. There will be info on our State Web site regarding disagreement forms, procedural issues pertaining to pre-count conference and other information. Currently the number of routes that will be counted in the Lakeland district is 33 and in the Northland District 17.

**FALL CONFERENCE AGENDA**

As most of you know there will be no National Officer attending our Fall Conference this year and so our agenda will change somewhat. Please anticipate Steward Training and a question and answer session to be scheduled on Sunday.

See you at the Fall Conference.

Bill Foley

**State Steward Office Hours**

**6 am to 11 am — 2 pm to 6pm  
Monday thru Friday**

**Coming Events**

September 18-30	Special Count
October 14-15, 2006	Fall Conference, Stevens Point
October 17, 2006	Waushara County Meeting
October 24, 2006	Cal-Man-She County Meeting
October 24, 2006	Washington County Meeting
October 19, 2006	Outagamie County Meeting
October 27, 2006	End of Current Guarantee Year
November 20, 2006	Expiration of Current Contract
June 8-10, 2007	State Convention, Hayward
June 21-23, 2008	State Convention, Racine



**Barb Bergsma sports her Cheese-head in Charleston**

# Hello Everyone!



I know that my first article was an introductory piece, but I've decided to let you know a little more about me in this article as well. As a preface to the topic that I'm

going to write about, I'm going to give you a little bit of 'Wojo' history.

When I was an RCA, I had to be the fastest, when I became the regular carrier on RR4, I had to be the best and the fastest. I took shortcuts that were unsafe, and I acquired quite a few bad habits that most certainly were not in the best interest of the customers on my route. Every day was a race against the clock, "How much could I beat my evaluation today?" I pushed myself to the maximum every single day, I didn't stop to visit with my customers, I didn't take time to notice just how beautiful my route really is, I didn't take the time to watch the young fawns playing in the fields. I was letting the clock and the job control me. Then arbitrator Wells rendered his decision, we had a nationwide mail count, benchmarks were set by the USPS; it was a very stressful time. I decided that it was time for a change, I needed to change my glass from half empty to half full.

Now, I walk into the office everyday with a smile on my face and a 'good morning' for everybody. Some of my co-workers aren't quite sure what I'm up to, but I think they got the idea after the first few months! I even had one carrier tell me that it just isn't right for someone to be so darn happy all of the time, I just smile and say that I couldn't possibly think of a better way to be! Several of my coworkers even ask me why I'm not rushing around anymore. I simply tell them that I'm taking time to enjoy my route, my customers, their children and their pets. On occasion I even find time to enjoy lunch with my sister. I have changed my entire outlook.

In the following paragraph are the words of a very special woman that I take to heart and try to live by every single day ...

*The longer I live, the more I realize the impact of Attitude on life. It is more important than facts. It is more important than education, than money, than circumstances, than failure or success or what other people think, say or do. It is more important than appearance, giftedness or skill. It will make or break a company...a church...a home...a Union. The remarkable thing is that we have a choice every day regarding the attitude that we will embrace for that day. We cannot change our past. We cannot change the fact that people will act a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude. I am convinced that life is 10% what happens to us, and 90% how we let it affect us. We are in charge of our attitude.*

Now, knowing that not all of us have mastered this technique ... I am here to tell you about the Employee Assistance Program, better known as EAP. First and foremost, EAP is **confidential**. Your privacy is protected by strict federal and state laws and regulations and by professional ethical standards.

## **EAP can help you with things like:**

- Work Stress
- Relationship Problems
- Anger Management
- Coping with Change
- Grief or Bereavement
- Family/Parenting Issues
- Anxiety or Depression
- Alcohol or Drug Dependencies
- Smoking Cessation
- Time Management

EAP is available to all USPS employees **and** their families. EAP can be reached twenty-four hours a day, seven days a week, three hundred and sixty-five days per year. You will always speak to a live person, no stressful computer prompted messages. EAP services are **free** when provided directly by the EAP. You can reach EAP by calling toll free 1-800-EAP-4-YOU (1-800-327-4968). You can also get information about the EAP and access information about a wide range of life and personal issues and resources to help on the EAP website: [www.eap4you.com](http://www.eap4you.com).

I have several friends and know of many other carriers that have used EAP, in talking to them, they are all very grateful that the EAP service was there for them. The actual quote was, "I don't know where I'd be without the help of the EAP".

Sincerely, Lisa 'Wojo' Wojnarowski  
WIRLCA Committeeman J

# **Come and join your fellow RURAL CARRIERS AT THE WIRLCA FALL CONFERENCE**

- **Saturday, October 14, 2006 -- 1 PM to 4:00 PM**
- **Saturday, October 14, 2006 -- 7 PM to 9:00 PM**
- **Sunday, October 15, 2006 -- 9 AM to 3:00 PM**

## **COUNTRY SPRINGS**

(FORMERLY -- Holiday Inn Convention Center)

**1501 North Point Drive  
(Business 51 and North Point Drive)  
Stevens Point, WI**

Please plan on joining us, on Saturday evening of the Fall Conference, for the Hospitality Night. Everyone in attendance will be able to witness the first ever "There's a 50% chance that it's a hole in the ground" contest plus "Not the same" game. While details are, by design, sketchy you are instructed to avoid wearing a hat (exceptions may be made for those suffering a "bad hair day" - no - we won't be cutting any ones' hair, so you can just relax and enjoy the event) and the only thing you have to bring is a mit full of cash or your checkbook. You will have to pay to participate in the contests but there is a good chance that you will be leaving with a lot more money, than you arrived with. Excess proceeds will be given to our Political Action Committee fund.

**It is the time and place for *YOU*....**

- **To receive information**
- **To learn about your association**
- **To meet the State Board**
- **To meet the State Steward**
- **To bring your family**
- **To bring another rural carrier**

### **ROOM RESERVATIONS AND RATES**

**A block of rooms has been reserved with special WIRLCA rates**

**Rooms must be reserved by October 1st, 2006**

**Rates: \$72.00 single; \$82.00 double-triple-quad (plus taxes)**

**Phone: 715-341-1340 or 800-998-2311**

## National Convention Highlights

Well, we survived a week in Charleston, South Carolina. I will not complain of the 90 degree heat in Wisconsin for quite a long time. It was very hot down there! The great part of the national convention is that any of us can attend as many meetings or seminars as we choose.

Sunday morning started the week out with morning devotions. The afternoon was a training session for the state editors. Evening brought everyone together for a get-acquainted reception. What a great way to start the week.

Monday was all business, especially for the state officers and stewards. The meetings that were held informed all who attended of what to expect in the next few days. We were informed of which constitution & by-laws or resolutions that were submitted and why. I was able to go to my first Provident Guild Meeting. This fraternal organization has been in existence for 75 years. Come to the fall conference in Stevens Point in October to see how you can join. Monday afternoon was packed with more meetings. Our dedicated PAC chair, Dennis Nelson, attended a PAC seminar. He did a fantastic job, again winning 3<sup>rd</sup> place in contributions at convention. We could also have attended the Legislative Seminar or the First Timers' Seminar depending on what you wanted to learn. The seminars on Monday evening were either the Thrift Savings Plan or OWCP.

WI breakfast started out Tuesday's activities. We all gathered for food, fun and fellowship. The general session started out with a Memorial Service. A slide show was shown honoring our military family. Anyone that was either in the military or had a family member in the military could have sent a picture in to be included in the presentation. This was a very moving presentation. The main speaker today was Michael J. Critelli, Chairman of the Board and CEO of Pitney Bowes, Inc. He has provided advice to federal government elected officials on postal reform, the President's Commission of the Postal Service, and the USPS Transformation Plan. We also heard a legislative report from the people that are keeping an eye on Capitol Hill. The Postal reform bill has passed the senate and the house. Unfortunately, that is probably where it will stay, for this year anyway. The evening was filled with valuable seminars – Academy Trainers, Insurance Programs, Pre- and Post-Retirement (Civil Service) and (FERS). Take your pick!

Wednesday morning, Postmaster Potter addressed the attendees. He renewed focus on growth, operational efficiency, and the enhancement of a performance-based culture, critical strategies in an increasingly competitive delivery and communication marketplace. Some of the concerns facing the USPS are transportation, reform, postal rates and contract negotiations. With an emphasis on the upcoming contract negotiations, he wants them to be "healthy" and wants a "negotiated settlement" as opposed to having to go to interest arbitration. Michael Gann, NRLCA legal counsel, gave an overview to the delegates of the 2002 mail count grievance award and the upcoming contract negotiation from the NRLCA prospective. He stated that all Association participants are ready for them to start.

The biggest change in the constitution & bylaws was the ratification committee. In the past, we had a committee of five members, one chosen from the three officer seminars and two members chosen from the national board. We now have nine members to count the ballots. This committee will consist of two members from each geographic area served by the four executive committeemen and one member being selected at large. This committee will be needed for counting ballots for the ratification of a new contract.

### Passed Binding Resolutions:

That the correct code for rural carrier stamp purchases be published in The National Rural Letter Carrier.

The NRLCA refrain from scheduling the National Steward's Seminar during the mail count.

When Training days are scheduled by National for officers and stewards, consideration be given to minimizing the cost to both the National and State organizations. Travel expenses when attending any meetings called by the National Board, excluding National Convention and ratification meetings, shall be reimbursed as follows: Actual expense for the nationally-selected hotel. \$1000.00 per attendee be paid to the individual.

Our wish list on the non-binding resolutions dealt with ways to improve mail count, raising EMA, increasing pay, and ways of getting adequate-sized RHD vehicles. Convention was great! I can't wait to see you at either your county meetings or fall conference to share the information. Have a great day! Lois Graper



## “JUST TAKE CARE OF IT”

We often allow others to address issues which directly affect our lives. Government (from the National to Local level), School and Church boards, etc. are elected to make decisions for us. We also have the ability to pay our bills directly (through electronic bank transfers), so we can go about our daily business without having to worry about “the details.” For the most part, (\*) these systems work extremely well.

The delegates that you elected to represent you at our NRLCA Convention in Charleston SC, helped to “take care of it” for you. They voted on many issues of importance to Rural Carriers and Retirees, and they also forked-over a lot of their hard earned cash (which will benefit every one of our members).

I will leave it to others to describe the Convention proceedings, but I want every WIRLCA member to understand how incredibly well our Delegates supported this Association’s Political Action Committee. Wisconsin contributed the third highest amount of PAC funds among all 50 States!

Thirty-one of the 36 Delegates in attendance donated to PAC (\*\*), plus three non-delegates contributed as well. We collected \$4,871, which equaled over 5% of the country’s total amount of \$95,085.10. This is quite an accomplishment!

The two States that collected more PAC funds than Wisconsin actually have *fewer* Delegates. Iowa (27 delegates, \$5,405) and California (31 delegates, \$8,300). This unfortunate fact may give us an even greater incentive next year. The WIRLCA PAC contributors, who were lucky enough to receive a PAC piggy bank before they were all gone, may want to start saving-up for next year’s convention. The reason I’m telling every one of our members about this situation is because I will almost certainly forget between now and next year, and someone will have to remind me about how much money it will take for us to achieve our goal of becoming the state with the greatest amount of PAC contributions.

(\* Note 1<sup>st</sup> paragraph) If you are satisfied with every facet of your job or retirement, and therefore don’t feel there are any reasons to attend your county, district or state union meetings, you can rest assured that others will continue to make decisions for you. They will “take care of it.” Unless you give them different instructions, your elected Officers will represent you as they have in the past. Don’t get me wrong. It is absolutely okay to skip those meetings if you are willing to accept the fact that you will lose your

“American right” to complain about unfavorable results.

(\* Note 1<sup>st</sup> paragraph) Everyone is aware that when their electricity bill arrives, they won’t be able to tell the electric company to “just take care of it.” Even though the utility already has a lot of money, they are going to need some more...yours! If you want electricity next month, you have to pay. Funding of political campaigns is similar in many ways.

Political campaigns (and producing electricity) are *very* expensive.

Everyone benefits from good government representation (and reliable energy sources).

Those receiving the benefits from competent leadership (and running your air conditioner this summer) *have to pay*, or the whole system won’t function properly. Your neighbor can’t be expected to “take care of it” for you.

I have to rely on this newsletter article to try to convince the members, who choose not to attend association meetings that it is *vital* to be politically involved. Members, who are present to hear our officers emphasizing the importance of PAC (\*\* Note 4<sup>th</sup> paragraph), have always responded by making generous PAC contributions.

Help “take care of it” by writing out a \$26 check, payable to: **NRLCA PAC** Mail the check to:

**DENNIS R. NELSON**  
**1002 55<sup>TH</sup> ST**  
**AMERY WI 54001-3013**

Contributions are not tax deductible. Thanks!

### Chaplain’s Corner

*This day  
and your life  
are God’s gifts to you—  
so give thanks  
and be joyful always!*

*Our Heavenly Father has blessed us all.  
I thank Him for bringing you all  
home safely to your families and friends.  
He watches over us and protects us all.  
God Bless you all.*

Chris Weber State Chaplain

# Rural Carrier Academies

QWL/EI is a process that has worked well for the Rural Letter Carriers and the Post Office for more than twenty years. Many ideas to improve the quality of work



life in our jobs has come from the process-- strobe lites (safety), the orange stamp envelopes (form 3227R), and of course the Rural Carrier Academy, to mention only a few.

I will focus on the Rural Carrier Academy in this article. Back in the early 80's when I started as a rural sub, there weren't Academies to help new subs learn the duties and responsibilities of the job. We had to learn from the regulars for whom we would be working. If the regular was a good instructor, then you as a new sub were fortunate and learned quickly. If they gave you the bare necessities, then you were forced to learn it on your own as you did the job. Let's face it, some rural carriers are good on the job trainers (OJT), and some are not. That is why the Rural Training Academies were created. Our job as rural carriers has become more difficult with added responsibilities and required paper work to fill out, especially since the scanners were first introduced and all the extra services that the Post Office offers through the "Rural Post Office on Wheels." The Academies are providing necessary training to help the new relief carrier to not only understand the expectations and responsibilities of the job, but also teaches them how to meet those expectations by performing the duties of the job correctly. This helps the new relief carrier to feel confident about themselves and to be successful as rural carriers.

The Lakeland District currently has five Academy sites: Oconomowoc, Madison, Oshkosh, Wausau, and Green Bay. The Academies are staffed through the PEDC's with rural carriers who have applied for the position and have been selected after going through the interview process. Once selected, they must pass the instructional FIW training. They then go to their assigned Academy location and sit in on the three day academy course to observe the current trainer. At the next Academy class, they are encouraged to team teach with the regular trainer. Then if they feel confident at the next class, they will do the teaching. The regular trainer will observe them and offer any helpful hints, suggestions, or changes in their presentation methods. Academy trainers are usually appointed for a three year term and are then replaced as required by the National Guidelines established by the National Joint Steering Com-

mittee for the Quality of Work Life Employee Involvement process or the "NAJSC for QWL/EI" for short.

**The current Academy trainers for the various sites are as follows:**

## Lakeland District Sites

<b>Oconomowoc</b>	Kathleen Kaczmarek Vicki Kohls Paul Linnenkohl
<b>Madison</b>	Ron Berg Lisa Wojnarowski Louan Friend
<b>Oshkosh</b>	Lynn Weinshrott Stan Boutwell
<b>Wausau</b>	Lori Szutkowski Lois Graper
<b>Green Bay</b>	Brenda Harstern Karen Jandourek Jeanne Salzwedel Amy Weiss
<b><u>Northland District Sites (in Wisconsin)</u></b>	
<b>Eau Claire</b>	Marilyn La Porte Jim Loesner
<b>La Crosse</b>	Joan Broadwater
<b>Duluth</b>	Diane Chambers (lives in Hayward, WI)

These trainers do an outstanding job in preparing new relief carriers for their job assignments. The three day (24 hour) course is formatted on "A day in the life of a Rural Carrier" and covers what they need "to know," what they need "to do," and "how to do it." They are also shown different methods of casing and pulling down mail.

Once the relief carrier has completed the three day Academy course, they will return to their assigned office to start their on the job training (OJT) with the regular carrier. This training is a minimum of twenty-four hours or more based on whether the new relief carrier is competent to carry the route on their own as determined by local management. The OJT instructor will use the "On-the-Job Training Guide" check list provided by the PEDC to

*Continued on page 17)*

*DAN*

(Continued from page 4)

**ROGER**

iority can be found in our National Contract Article 12.2, or by contacting your union steward. Don't wait until there is an opening to discuss a seniority issue. Bring it up immediately and understand where you stand. Most conflicts arise when an office hires more than one relief carrier at the start of a new pay period.

Roger Schewe  
Assistant State Steward

(Continued from page 16)

**DAN**

determine any areas that may need additional instruction or clarification. While the Academy provides the basic training, the OJT instructor must assist the new relief carrier in applying that basic training in the performance of their duties as a rural relief carrier. Therefore, if **you** are training a new relief carrier, remember their success depends greatly on **you!**

Dan Strobel,  
Vice President

WIRLCA AUXILIARY OFFICERS - 2006-07

President

Sue Becker  
W335N7027 Stonebank Road  
Oconomowoc, WI 53066-1405  
262-966-3344

Vice-President

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

Secretary/Treasurer

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

Executive Board - Chair

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

Executive Board -Secretary

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

Junior Sponsor

Karen Rasmussen  
N55W31185 Cty Rd K  
Hartland, WI 53029-9305  
262-367-2330

(County Assignments will be taken care of at a later date.)

JUNIOR OFFICERS - 2006-07

President

Allison Du Lac  
S76 W19302 Sunset Drive  
Muskego, WI 53150-9237  
262-327-0608

Vice President

Katie Volz  
W6225 West Bush Road  
Pardeeville, WI 53954  
608-429-2475

Jr. Vice-President

Rachel Rasmussen  
N55 W31185 Cty Rd K  
Hartland, WI 53029  
262-367-2330

Secretary

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

Treasurer

Kyle Schewe  
647 Dunn Avenue  
Oregon, WI 53575  
608-835-3784

Chaplin

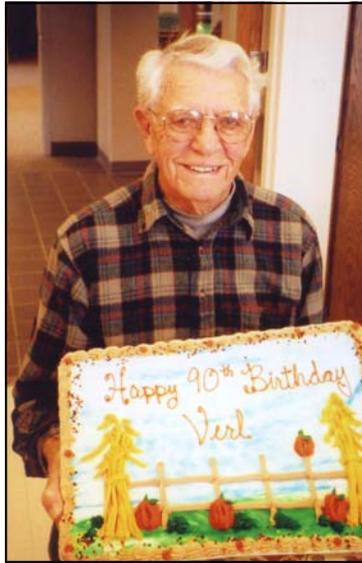
Cindy Graper  
W10980 Riverside Road  
Marion, WI 54950  
715-754-4904

Verl Maas, 91, of Barron, Wisconsin, is celebrating 50 years of membership in the National Rural Letter Carrier's Association.

Maas' experience with the postal service is varied and full of nostalgia. His long association with the postal service began as a search for employment after graduating from Barron High School in 1933. Not too many places were hiring during that time in Barron, so he had to be persistent.

His back-up plan was helping on the family farm, which he did until 1936. He remembers the winter of 1936 being very cold as there were 40 days in a row of below zero weather. That year also produced one of the hottest summers that he can remember.

Maas' work at the Barron Post Office began that same year as a substitute. He recalls his mother not allowing him to have a telephone so being notified of going to work at the post office was difficult. A friend by the name of Golden Barritt, who later became Post Master, would cross country ski to work and would stop by the Maas farm to let Verl know he should come to work that day.

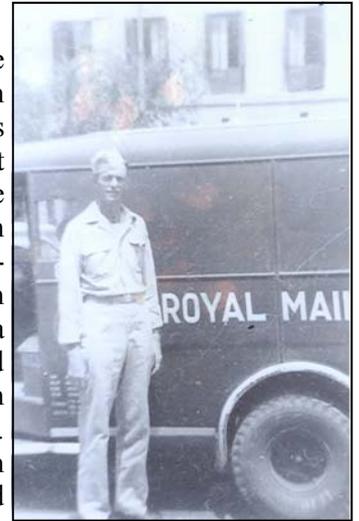


There was no delivery in the city in the 1930's, so citizens had a rental box in the Post Office. Maas particularly remembers rental box number 384. It belonged to Violet Josephson, a young female teacher who came into the post office one day. She didn't have enough money for a three-cent stamp, so he lent it to her. He later married her, and they raised three children together, but he never got his three cents back!

His substitute status continued, and he remembers at one time working the whole month of July. He made \$110 tak-

ing the place of an employee who had become ill, and he put \$90 in savings.

In September of 1942, he enlisted in the Army, and in November of that year, was assigned to the 6th Base Post Office handling mail for the desert training troops in Pomona, California. In October 1943, he left for North Africa, arriving in Algiers a month later. He was assigned to the Army Postal Unit in Eisenhower's Headquarters. In January 1944, he arrived in Bombay, India and handled mail for the China Burma India Theater for two years and also set up the Army Rest Camp Post Office in the Himalayas in Tibet.



When he returned from the war in February 1946, he was employed at the Barron Post Office as a substitute clerk working full-time with about 60 hours each week. Maas transferred to Rural Route #2, becoming a salaried employee in January 1955. He continued in this position until his retirement in January 1976. While he was a Rural Mail Carrier he accumulated 21 years of safe driving. Maas never used a day of sick leave during his 40 years with the Barron Post Office.

A special treat for his wife and children were the many gifts he received from his patrons at Christmas time. Some of the favorites were the personalized gingerbread men cookies, boxes of chocolate covered cherries (still Verl's favorite treat!), homemade candies and cuts of farm raised beef, just to name a few.

Because of his 90 plus years as a resident of the Barron area and his association with the Post Office, Verl has been a resource for community agencies and others in their attempt to locate people or gather information.

A widower since 1990, Maas lives in Barron in the house he and his wife built in 1950. He is an avid reader and enjoys following the Brewers and the Packers. He also takes pride in his support and interest in the Arbor Day Foundation and has planted hundreds of trees (don't forget to mulch!) and grows squash, gourds and pumpkins in his backyard garden. Over the years, he has enjoyed bowling, golfing and cross county skiing and still manages to do some snowshoeing around his property. In October 2004, he bought himself a four-wheeler for his birthday and has enjoyed trail riding near his property in Barron and with his son and grandsons in the Minong area.

## Area Steward Post Office Assignments

**Steven Sowel Home PO Tomah**  
**Hm 608-372-5221 wk 608-372-5611**

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

**John Phillips Home PO Madison**  
**Hm 608-437-6718 wk 608-848-6879**

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

**Charles Groth Home PO Hayward**  
**Hm 715-634-3938 wk 715-634-2388**

High Bridge, Superior, Solo Springs, Rice Lake, Lady-  
smith, Trego, Mellen, Park Falls, Danbury, Fifield, Butter-  
nut, Glidden, Minong, Magengo, Mason, Drummon, Shell  
Lake, Raddison, Lake Nebagamon.

**Al Muench Home PO West Bend**  
**Hm 920-994-4436 wk 262-334-3677**

Kewaskum, Wauzeka, Jackson, Waupun, Beaver Dam,  
Juneau, Freedomia, Random Lake, Campbellsport, She-  
boygan Falls, Sheboygan, Saukville, Theinsville, Allen-  
ton, Hubertus, Slinger, Lomira.

**Paul Loumos Home PO Racine**  
**Hm 262-633-3883 wk 262-632-6124**

Burlington, Caledonia, Franksville, Kansasville, Racine  
(Main), Racine (4-Mile), Racine (west), Sturtevant, Union  
Grove, Waterford, Salem, Silver Lake, Trevor, Twin  
Lakes, Kenosha, Genoa City, Sharon, Fontana, Williams  
Bay.

**Lisa Wojnarowski Home PO Oconomowoc**  
**Hm 414-852-4921 wk 262-567-7241**

Big Bend, Dousman, Eagle, Mukwonago, North Prairie,  
Sussex, Wales, Johnson Creek, Palmyra, Watertown, De-  
lavan, East Troy, Elkhorn, Lake Genava, Rubicon, Iron  
Ridge, Mayvile.

**Fred Resch Home PO Antigo**  
**Hm 715-499-3026 wk 715-627-4812**

Neopit, Gresham, Birnamwood, Gleason, Wittenburg,  
Eland, Schofield, Bowler, Pelican Lake, Summit Lake

**Sue Heiderscheidt Home PO Centuria**  
**Hm 715-646-9366 wk 715-646-2121**

Webster, Federic, Prescott, Cumberland, New Richmond,  
Barron, St Croix Falls, Eau Claire, Bloomer, New Auburn,  
Chetek, Osceola, Grantsburg.

**Barbara Bergsma Home PO Avoca**  
**Hm 608-583-5003 wk 608-532-6880**

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

**Michael Wieczorek Home PO Peshtigo**  
**Hm 906-864-4465 wk 715-735-7342**

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

**Louan Friend Home PO Pardeeville**  
**Hm 608-587-2787 wk 608-429-2782**

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

## State and Assistant State Steward Assignments by Area

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

**Tom Bittner**  
Phone 920-273-0760  
Email: [tombittner@wirlca.org](mailto:tombittner@wirlca.org)  
First 3 digit zip code areas  
549,432,534,530,531,539

**Linda Vanden Plas**  
Phone 920-498-2948  
Email: [lvandenplas@nennet.net](mailto:lvandenplas@nennet.net)  
First 3 digit zip code areas  
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  
537,535,538,546

**Bill Foley**

WI RLCA Tom Bittner – Editor  
 PO Box 305  
 Chilton, WI 53014

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

<b><u>STATE OFFICERS</u></b>	<b><u>ADDRESS</u></b>	<b><u>PHONE</u></b>	<b><u>ASSIGNMENT</u></b>
Tom Bittner President	PO Box 305 Chilton, WI 53014	920-273-0760	Cal-Man-She, Fond du Lac-Green Lake, Ozaukee, Washington, Winnebago
Dan Strobel Vice-President	N4431 Daley Road Hustisford, WI 53034	920-349-3782	Columbia, Crawford, Dane Dodge, Grant-Iowa Sauk-Richland
Karen Schauer Secretary/Treasurer	5857 Prill Road Eau Claire, WI 54701	715-836-9612	Buffalo-Trempealeau, Chippewa- Eau Claire, Jackson, La Crosse, Monroe, Vernon
Linda Vanden Plas Chairman Executive Committee	1610 S Ridge Road Green Bay, WI 54304	920-498-2948	Brown, Door-Kewaunee Marinette, Outagamie, Oconto
Sue Heiderscheidt Committeeman	2020 180 <sup>th</sup> Ave. Centuria, WI 54824	715-646-9366	Barron-Washburn, Polk-Burnett, Dunn, Pierce-Pepin, Rusk, St. Croix
Lisa ‘Wojo’ Wojnarowski Committeeman	1202 S. 49 <sup>th</sup> St. Milwaukee, WI 53214		Jefferson, Lafayette-Green, Milwaukee-Waukesha, Racine- Kenosha, Rock-Walworth
Lois Graper Committeeman	W10980 Riverside Rd. Marion, WI 54950		Juneau, Marquette-Adams, Shawano, Waupaca, Waushara, Wood-Portage
Bill Foley State Steward	PO Box 681 St. Germain, WI 54558	715-482-3911	Lake Superior, Lincoln-Langlade, Marathon-Clark, Price-Taylor Sawyer, Tri County
Dennis R. Nelson PAC Chairman	1002 55 <sup>th</sup> Street Amery, WI 54001	715-948-2605	