

# WI RLC A NEWS

September 2008

WISCONSIN

RURAL LETTERS CARRIERS ASSOCIATION



## Time

## Moves On

Wow! Where did summer go? It seems like we were just getting ready to host the Mid-States Conference in May and now the State and National Conventions are behind

us. Kids are going off to school, the Presidential campaign is in high gear leading up to the Nov. 4th election, and your State Board is gearing up for Fall County Meetings and the Fall Conference on October 25 & 26 in Wausau.

A few reflections on the National Convention held in Lexington, KY on August 5-8. It was very busy, yet enjoyable from the Sunday evening "Meet and Greet" through the final closing gavel on Friday evening. We were again able to seat 40 delegates based on our membership. Thanks to all of the delegates for their time and commitment to attend all of the business sessions, as well as the caucus night presentations. A special thank you to the non-delegates who attended the convention at their own cost. They were Barry Zeich, Marsha Lightner, and Norrie Samb. I appreciate their willingness to participate in the event that is the "National Convention". Thank you to Vice President, Lisa "Wojo" and Executive Committeeman, Chuck Groth for setting up the Wisconsin Breakfast which is a traditional kick-off of the National Convention for the Wisconsin Delegation as well as members of the National Board and those seeking positions on the National Board.

The Convention featured various guest speakers, a number of amendments to the Constitution, as well as numerous binding and non-binding resolutions



which were printed in the September copy of the National Magazine. Elections took up most of Friday's agenda with contested races for all positions except the Director of Steward Operations. Thank you to outgoing President, Donnie Pitts who is retiring and to Director of Labor Relations, Randy Anderson who has decided to step down and go back to his route and family. Their commitment of time and dedication to the Association is greatly appreciated.

At their post convention meeting, the National Board appointed Pennsylvania State Steward, Barbara Callahan as the NRLCA Grievance Specialist to replace Susan Knapp who was elected to the two year Committeeman position. Barb will assume the same assigned areas that Sue was responsible for. The Board also assigned Executive Committeeman, Steve Traylor to the Great Lakes Area which includes Illinois, Indiana, Michigan, and Wisconsin. Mark your calendars for next year's National convention to be held August 18-21, 2009 in Grapevine, TX.

The hi-light of the Convention for the Wisconsin Delegation was the selection of **PAC Chair, Dennis Nelson as the 2008 inductee to the PAC Hall of Fame**. We can all be proud of our "PAC Man" as he does an outstanding job! Thanks Dennis!



Anthony Vilardo Pac Manager, Dennis, and Gus Baffa

As fall approaches, Counties are scheduling their Fall meetings. Just a reminder to contact your assigned Board member as soon as possible. Board members and their assigned Counties are listed on page 18 of the State Newsletter. These assignments are for meetings only. For questions on contractual issues, please refer to the **Phone Protocol List** on page 17 of this newsletter which lists the assigned areas for State, Assistant State, and Area Stewards. Please keep a copy of both lists handy for easy reference.

The Fall Conference is just around the corner scheduled for October 25 & 26 at the Lodge at Cedar Creek in Wausau. Information on reservations can be found in this magazine and has been available on the State website. The Conference will start Saturday afternoon at 1:00 PM with Steward Training throughout the afternoon. Saturday evening will feature the Social and PAC event starting at 7:00 PM. Sunday's session will begin at 9:00 AM. Hopefully, we will have a National Board representative present to address the membership. However, this is the same weekend that past National President, Donnie Pitts is being honored at an Appreciation Party in Huntsville, Alabama. Due to this event, I have not yet received confirmation that someone will be in attendance at our meeting. If not, I will schedule other speakers to make this an informational conference. Please plan on attending and bring your children and grandchildren as the Lodge has an indoor waterpark and is a very nice facility.

You may also want to mark your calendars for March 21 & 22, 2009 when the Spring Conference will be held at the Cranberry Country Lodge in Tomah.

Most of you are aware of the financial position that the Postal Service finds itself in due to the continued decline in mail volume and the high cost of fuel. In an effort to increase revenue, the Postal Service is encouraging all employees to help promote available services. As rural carriers we can do our part through the Rural Reach Program. Lakeland District Business Development Team Leader, Chris Baltz, has made presentations at both the Mid-States Conference and the State Convention. Along with team members, he continues to visit offices with rural

through the program do not all come in at one time which would make it difficult for Chris and his team to respond in a timely manner. Chris' goal is to have the program rolled out to all offices by November. So as Rural Reach "reaches you", do what you can to submit leads from businesses on your route as it is a part of our contract.

Some other changes to watch for involve the hiring process for RCA's. USPS is rolling out a new program called eCareer in which all new hires, including RCA's, will have to apply online. **All applications for any USPS position will now be done online at the USPS.com website.** Implementation of this new process should be completed by the end of September.

Thanks,  
President, Dan Strobel

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## The All Powerful “Percent to Standard

So, most of us have had our start times changed, our cases reduced, and are being required to take our DPS to the street. Then we are told over and over again that we are not making our “percent to standard”. So we ask, “What affects our percent to standard?”

Hours that Do adversely affect the percent to standard are as follows:

- Regular carriers that work over their evaluation during the Christmas Overtime Period (From the first Saturday in December through to Christmas.)
- All auxiliary assistance-RCA's doing collections, Inter-city runs, clerk or city carrier work hours not transferred out (needs to be a dual-assignment.)
- RCA's over 40 hours and over their evaluation
- All training hours (including those from orientation and rural carrier academy.)
- Limited duty hours.
- QWL/EI “F” Days (DJSC) hours should be transferred to district and academy trainer hours should be transferred to the PEDC.
- Driver trainer hours should be transferred to Safety.
- RCA QWL/EI time put on a 1314A.
- Regular carriers working over 12 hours in a day or 56 hours in a week.
- “P” Days not transferred out.

Hours that Do Not affect the percent to standard are as follows:

- Regular carrier actual hours over their evaluation when not in the Christmas Overtime Period, up to 12 hours in a day or 56 hours in a week and under 2080/2240 in a year.
- DACA 3 & 5 Code hours (These are the codes that are used when your are on the Relief Day Work List)
- 8127 Pay (This is how you get paid for second trips, etc.)
- All Leave Days-”O” Days, Sick leave, Annual Leave, Military, LWOP

Now with all that being said, there are a few other things that need to be stated.

- All rural carriers need schedules and need to maintain them within reason.
- Based on mail volume, carriers leaving times vary but should be within an hour to meet the customers anticipated window of delivery
- On Mondays and Holidays, management may change starting times to adapt to the heavier mail volumes.
- Management may also curtail standard mail when necessary. It is management’s job to manage the mail.
- Forcing DPS to the street should be on a case-by-case basis only.
- Forcing DPS to the street should be done as a last resort to maintain the delivery window.

Some of the benefits of casing DPS mail are as follows:

- The misthrows can get to the correct routes before the other carriers leave.
- No additional costs.
- It avoids handling an additional bundle in the delivery vehicle
- By not having an additional bundle in the vehicle, carriers can concentrate more on safety and good customer service.

Please share this article with your local management if they have questions on what affects the all-powerful “Percent to Standard”.

Respectfully Submitted,

Lisa “Wojo” Wojnarowski  
WI RLCA Assistant State Steward  
WI RLCA Vice President



## **FORGIVE AND FORGET**

The ability to forgive and forget will enable you to achieve “peace of mind”. In a similar manner, if you “give and forget” you will have the same favorable result plus you get the added bonus of helping yourself, and other NRLCA members, maintain a necessary relationship with their Elected Representatives.

The Delegates that you sent to the National Convention have “done you proud” again. They contributed enough of their hard earned money to place Wisconsin near the top of the Nation, for Political Action Committee funds collected...again! Several of them are making their PAC contributions through an Electronic Funds Transfer (from their checking account) or directly from their paycheck (through Postal Ease). “Give and forget”.

I sure won’t “forget” the efforts of those sustaining members and the others who contributed to PAC by cash and check! Thanks for staying informed and involved.

I will also never forget this National Convention for another reason. I (your PAC Chairman) was inducted into the “PAC Hall of Fame”. This is such an incredible honor, for me, and all of the WIRLCA and Auxiliary members who have supported PAC and helped to achieve this award. I hesitate to acknowledge those who were responsible for nominating me because I’m not sure how many people were involved and I sure would hate to leave anyone out. But, thank you very much!

I will be anxiously awaiting the National magazine, that reports the Convention proceedings, – to see what on earth I said when I was asked to speak to the attendees. Since I had absolutely no idea that I had even been nominated I was totally unprepared. I had a piece of paper, that I had been taking notes on, which I carried up to the stage and at one point I looked at it and nearly started to recite a bunch of stuff that had just been said by previous speakers. I haven’t been so nervous since...ever!

In my last newsletter article I promised to publish the name of the first person to send me a \$50 PAC contribution. Well, I didn’t “forget”. There wasn’t anything to forget. It’s okay all is “forgiven”. Maybe we can try it again?

Write a \$50 check, payable to: **NRLCA PAC**  
Mail it to: **DENNIS R. NELSON**  
**1002 55<sup>TH</sup> ST**  
**AMERY WI 54001-3013**

Do it right now so you won’t “forget”. Thank you!  
Your PAC contribution is not tax deductible.

We will be conducting “PAC flight training” at the Fall Conference. You won’t *need* to bring anything special to participate (other than a little extra cash). Leather helmets, silk scarves and goggles are optional but all participants will want to arrive at the “terminal” (hospitality room) well in advance of the flight’s departure.

### **SAFETY NEEDS YOU!**

Log on to <[liteblue.usps.gov](http://liteblue.usps.gov)> to see an article by, and photo of, Hayward Rural Carrier Diane Chambers. Diane volunteered to write this safety tip – and she did a great job! Check in often to see stories from Northland District employees. If you are interested in submitting an article, for the liteblue web site, just let me (Dennis Nelson) know and I will forward your material to the District Safety Office.

President Strobel asked me to serve on the Northland District Safety Advisory Committee, which I was glad to do. I am of the opinion that no one actually wants to be injured or damage property yet accidents continue to occur. It’s costly to the Postal Service and may be devastating to the carrier and their family.

In the evaluated pay system a Rural Carrier will develop the most efficient method of delivering mail. I believe that the same approach can be used to reduce or eliminate accidents and injuries. We just *need* to constantly *think* about the things we do, during our workday. Take care...please.

# Attention all WI RLCA members

It's Fall Conference time!!!

Oct. 25-26, 2008

at The Lodge at Cedar Creek  
in Wausau, WI

The Lodge at Cedar Creek invites you to book your overnight room with us.

Please refer to the Rural Letter Carriers Association block for dates:  
October 25<sup>th</sup> and 26<sup>th</sup>, 2008.

The room rates are:

89.00 for a double queen suite.

This room rate is based on a two person occupancy and does not include Waterpark passes.

109.00 for a double queen suite.

This room rate is based on four person occupancy and does not include Waterpark passes.

139.00 for a double queen suite.

This room rate is based on four person occupancy and does include up to four Waterpark passes.

*Guest rooms must be booked by; September 24<sup>th</sup>, 2008. After this date the rooms will be released.*

*Check in time is 4:00 pm; however you may come to use the water park at noon on the date of arrival. Check-out time is 11:00 am; however you are welcome to stay in the water park until 3:00 pm on the day of departure.*

*Guests should call 888-365-6343 and ask for the Rural Letter Carriers Association room block. At the time of reservation the guest will be required to pay for the first night's stay + tax on a credit card. Cancellations must be made 24 hours prior to the arrival date or the deposit for the entire first night's stay will be forfeited.*

*Thank you for choosing the Lodge at Cedar Creek, the resort and Water Park as big as the Northwood's!*

*Please visit our website for much more information on Lodge at Cedar Creek  
[www.lodgeatcedarcreek.com](http://www.lodgeatcedarcreek.com)*

*Oct. 25, 2008*

*1-5pm Steward training*

*7-10 Social Hour/PAC*

*Oct. 26, 2008*

*8:30-end*

*General meeting, Speakers, Q&A*

*See you there!!*

## A Year of Firsts!!!

As I sit here preparing to write about my recent experiences at my first National Convention, I can't seem to stop my mind from wandering. After all, it has been a year of firsts for me, where to even start?

Let's start with a little about who I am and what drives me to get involved. I am a RCA out of Green Bay. After attending local meetings, I was finally introduced to many of you at my first Fall Conference. I learned so much there and felt so welcomed by everyone that I was hooked. At our next County Meeting, I threw myself right in. I was nominated and elected President of Brown County.

Shortly after that was Mid-States Conference. I have to say, looking back I think that was my favorite of the year. It was great to get together and get to know not only people from Wisconsin but neighboring states also. I learned so much about Rural Reach, yet I still don't think I could sell that all day. And as an added bonus the hotel we were at had a awesome breakfast spread which kept me very well energized to sit through all the speakers.

Then on to State Convention. Now that was much different than the past meetings as we got to work on the important business of our state. I was fortunate enough to have served on the Constitution & By-laws Committee. I learned how much work can go into making sure everything is worded just right. This was also a chance to see Parliamentary Rules in action.

Then it was home to wait for the call to see if I would become a delegate for National Convention. Finally the call came and I was ready to go. I was off to the airport and my first National Convention. Unfortunately one spout of bad weather in the morning can ruin an entire day for many at O'Hare Airport. Now I wish to send a huge thank you to those who saved me and helped me get to Lexington instead of back to Green Bay. Thank you Ron! I made it to Lexington on Monday, although more exhausted than I would have liked.

Tuesday started with the Wisconsin Breakfast and our first chance to listen to the candidates running for office. The day was filled with long introductions and pats on the back speeches. Being so jet lagged, I found this day most challenging.

Wednesday and Thursday started the real work of the Convention and the most interesting. We started working on constitutional amendments followed by resolutions. This is where I was grateful to have had some familiarity with Parliamentary Rules from the State Convention, otherwise I would have been lost. If I didn't know how to call the question or what a point of order was before, I do now. I'm sure this is where I am supposed to say how things can drag on at times and get tedious, but of course it is. You have 50 different states with different circumstances and the people within their states with strong opinions. If one could just remain patient and listen with an open-mind, you can learn a lot.

Thursday evening was caucus night and our chance to really learn what each candidate had to offer. We had a chance to ask the questions and learn what they could bring to their prospective positions. I will say, it seemed very political.

Friday morning started the election process. Now as a first timer, I was surprised how long that could take. It took the duration of the day with first and second ballots to elect the officers and convention city. I would like to say that I was honored to be representing the State of Wisconsin at my first National Convention as a delegate! Thank you to everyone who voted to allow me that opportunity. I hope to be able to do this again for many years to come.

So here is what I learned: drive-don't fly, come prepared for anything, and the people from Wisconsin are amazing! There isn't another group of people I would rather spend time with as we work our butts off to do the business.

And finally, to all of you who I haven't seen at a meeting, what are you waiting for? As I heard several times that week, the good times for us are over. It is time for all of us to bond together to make the strongest union we can. Besides who better to be making decisions about your future than yourself! Thank you again. Hope to see everyone this fall.

Melanie Niles, RCA from Green Bay

**Pre Convention Board Meeting June 18<sup>th</sup> and 19<sup>th</sup>, 2008 Racine Marriot, Racine WI**

President Dan called the meeting to order at 7:15 pm. All Board Members and the State Steward were present. Additions were made to the agenda

Financial reports for the year to date as of Jun 16<sup>th</sup> were reviewed. A 2008-2009 proposed budget recommendation was developed for the convention budget committee.

Lois made motion to adjourn until 8 o'clock the next day. Motion passed. Meeting adjourned 9:15 pm.

Meeting recalled to order at 8:10 am June 19<sup>th</sup> by President Strobel. All Board Members and State Steward present.

Chuck made a motion to approve the May 4<sup>th</sup> Mid-States board meeting minutes. Passed

The board reviewed the convention program. Dan gave an explanation of the changes.

Officers' reports will be compiled into one handout. State Steward Report will be separate.

State Steward Tom gave his activities report and that of the area and local. Assistants Linda, Lisa and Chuck also gave reports. Dan gave an update on the appeal case.

Convention committee room assignments were discussed along with computer availability. Secretary/Treasurer and Newsletter Editor Committee reports were discussed. The National proposed format change for our state constitution was reviewed. Board sponsored changes/additions to our constitution were made and approved along with proposed language for board sponsored resolutions. Vice President Linda will be in charge of the 'Member of the Year' committee.

President Dan and VP Linda gave their report on a successful President's Legislative Conference that they attended in May. They spent two days lobbying our Representatives and Senators on Capitol Hill, making rural carriers' voices heard.

The 2008 Mid States Conference was reviewed and deemed a great success. Lisa will check on the missed comp room for Dan and she will also review the final financial report with Mary before presenting it to the delegation. Our Constitution states that \$500 will be divided among all attendees from Wisconsin that aren't on the board. This will amount to \$7 each. A resolution addressing this issue will be submitted.

Paul Loumos, convention chair, gave us an updated report on the convention plans, banquet registration and entertainment problems. Meal and banquet tickets will be available for National Officer Bill Gordon.

The August National Convention in Lexington KY was discussed. Travel allowance for delegates will be \$1.17 a mile one way and \$75 a day per diem. The Wisconsin breakfast is set up at the Radisson Hotel and WI members will pay \$12 and everyone else \$25. WI will pay for the National Officers meal and for Larry Waligora, Mgr. of Health Programs. It was decided that after Larry retires, we would no longer invite the new Manager of Health Programs. Also, we will note in the invitation to the National officers that if they only wish to speak to the attendees but not participate in the meal they may do so. We request that they let us know so we do not include them in the meal count.

The newly elected board will hold State Steward interviews Sunday immediately following the close of the state convention.

The Fall Conference will be held Oct 25, and 26<sup>th</sup> at the Cedar Creek Lodge and Water Park in Wausau. Room rates start at \$89 a night. Additional information will be printed in the next newsletter. It was suggested to as the National Officer attending to help with the steward training that weekend. Louan made a motion, second by Chuck to purchase a new light box to replace the current one which is too costly to repair. Motion passed.

Lois made the motion to adjourn at 1:15 pm. Motion passed; Meeting adjourned.

Respectfully submitted,  
Karen Schauer Secretary/Treasurer

## The Facts Maa'm (or Sir), Just the FACTS!

I loved those old Dragnet shows when Joe Friday and Bill Gannon would haul a suspect into some bland colored (kind of like a postmasters office) room and conduct a staccato, rat-at-tat conversation concerning a "suspected" misdoing. Unfortunately, reality can mirror fictional scenarios.

Many of us have had either stand up talks of dire concerns, which have constituted "direct orders" or "job performance expectations" or actually had to withdraw to some dark, smelly area (as one carrier has said, "the naughty room") in order to find out the facts of some misconduct that we have committed. In our postal world of misdeliveries, delayed delivery and God forbid, the "double scan" it is not inconceivable that any carrier might find themselves in the position of being talked to. If the conversation is one of either general conversation or of a more serious matter, you have rights that won't always be offered you. Unlike a legal matter, which the questioning officer is legally obligated to offer you "Miranda Rights", which address your right to be silent and have the right to talk to an attorney (remember this for later), your supervisor or postmaster do not have to advise you of your "Weingarten" rights.

### Weingarten Rights

Back in 1975, a Supreme Court decision gave protection to private sector and federal government workers that basically stated that you have the right to union representation, if you are being questioned and such discussion could result in "discipline up to and including removal". Your employer representative, however, **IS NOT OBLIGATED** to inform of your Weingarten rights, YOU need to exercise them.

I have received too many calls from carriers telling me that, "the other day" my postmaster gave me my "Day in Court" or a "Pre-disciplinary Investigation". If any of you get one thing from this article, is that whenever you are asked to answer questions regarding your performance or

actions, PLEASE, PLEASE say, "If this discussion will result in some disciplinary action to me, I respectfully request we suspend this questioning until I have had the opportunity to have union representation present". At which point you should contact your local, area or nearest Assistant State Steward in order to continue with this questioning.

### Pre-Disciplinary Investigation

Or also known as a PDI, or Day in Court, is managements opportunity to give you a chance to give your side of the story, which is good in that you have the right to prove your innocence prior to being charged. Without union representation you could be left swinging in the breeze. Your manager probably has preconceived notions of some egregious act that you have committed. That is why you need a steward present, in order that the questioning is appropriate, that you have the chance to give your side of the story, and also to help put a sock in your mouth when you ramble on. One of the things that I have found, other than out and out guilt, that can sour a PDI is a humans innate ability to reject responsibility, become defensive and/or ramble on to the extent of confessing to the Lindbergh kidnapping. In many cases of **actual** misconduct, remorse for your actions can go a long way. Be a big person and accept responsibility for your actions. If all postmasters were to follow the directions in their "PO-603" (M-38 chapter 229), they will allow an employee to explain their actions and any corrective actions necessary to avoid discipline.

If the charges against you are not correct and you need to clarify some facts, be calm and non-aggressive. Stick to the facts! Be brief in your answers, but not quick. Be sure you have taken the opportunity to have union representation. If, after stating the above bolded statement, your postmaster or supervisor tries to convince you that "this will only take a second" or "I can't wait for some steward to get here" make sure you have a witness to the fact that your Weingarten Rights are being violated, which is an unfair labor practice. A carrier can refuse to answer questions in such a circumstance, however discipline might be issued for failure to answer questions. (continued on page 9)

(continued from page 8)

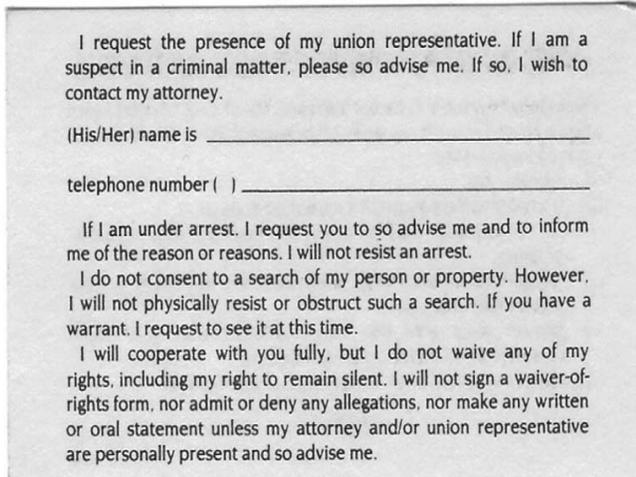
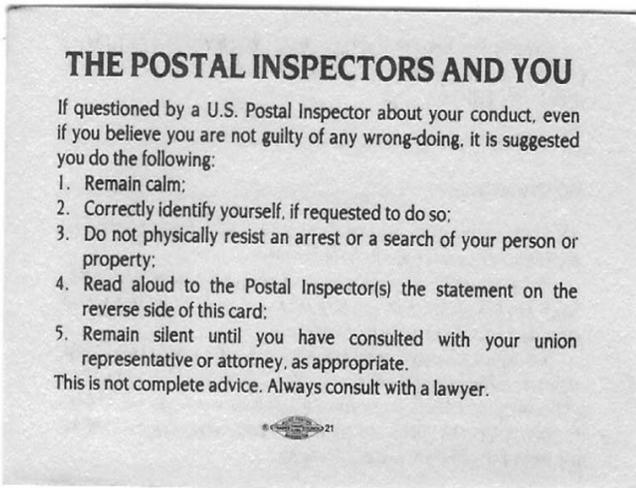
**Thing to remember**

1. Ask if this discussion could result in discipline being issued to me.
2. If so, respectfully decline to answer any questions until you have had the opportunity to have a union representative present.
3. Know WHO your union representative is. (See page 17)
4. **Stay quiet** until a union representative has arrived.

If these simple instructions are followed, you should never hear-  
Dum, da dum, dum DAH.

Included in this edition is a wallet version of your rights and necessary actions if ever questioned by a Postal Inspector.

Respectfully submitted, Chuck Groth



## Benchwarmer Observations

I was asked to write a report on what I thought about the National Convention in Lexington, KY. The Wisconsin Delegation got their forty delegates, before my name came on the list, so I was a non-delegate. This was my fourth National Convention and I have always been treated with respect, compassion and dignity. I thank the Wisconsin delegation for that. Everyone in our group respects the right to disagree.

One of the things that always got my attention is the amount of money that is raised for charities and PAC (political action committee.) The last day of the convention (PAC commitments were running behind) over \$11,000.00 was raised with challenges. If you are sitting at home not giving to PAC, you should be ashamed. Convention goers really dig into their pockets to make you look good!

It is so interesting, there are people that want every dollar accounted for, and those that want to make sure their ox is not gored! That's what makes it all work, compromise and balance. We all know that at the next post office over they do things different than us. How about six states over or more, some of them talk about dirt roads!

There are plenty of resolutions about unfairness of time standards for parcels, COAs, discounts, scans, DPS, box holders etc. While I feel there is some merit in some of the discussion, sometimes it becomes a very tough selling point and probably non-productive when the carriers hours are lumped together and we are still beating the evaluation.

The Association is nothing without us, and that's why I feel I have to give something back!

Rock-Walworth County President  
Barry Zeich

**What is a Voluntary Early Retirement (VER) Authority?** Voluntary Early Retirement, or "Early Out," as it is commonly referred to, is a strictly voluntary option that allows eligible employees to retire early.

**Post Convention Board meeting: June 22, 2008  
Racine WI**

At 3:45 pm Re-elected President Dan Strobel welcomed newly elected Vice President Lisa Wojnarowski, re-elected Secretary/Treasurer Karen Schauer, Lois Graper for the newly created position of Assistant Secretary/Treasurer, Committeemen Chuck Groth, Louan Friend and Ron Berg who was elected to the newly created 3 yr committeeman position..

The board went into closed session to interview the State Steward applicants. It was decided after the closed session to offer the full-time state steward position to Linda VandenPlas. Upon acceptance by Linda, Louan made a motion, second by Lois to have the 'full-time' start as of pp 15 (July 5<sup>th</sup>). Motion passed. Linda requested the use of 5 steward days before the 5<sup>th</sup>. Karen made a motion second by Lois to grant up to 5 days of steward LWOP before July 5<sup>th</sup>. Motion passed. Linda also announced that she would be appointing Roger Schewe as the Sr. Assistant State Steward.

President Dan made the following appointments: Louan, GMAC Representative and she will also be in charge of chair-backs, WI sign and badges. Ron will be the Provident Guild Representative and he will also be in charge of the banner, flags and flag stands. Chuck will be the Chairman of the Executive Committee. Chris Weber will be our Chaplain and Mark Becker the Parliamentarian. Lois will remain the Editor and Lisa the web-master.

Karen made a motion, second by Louan to have Ron or Chuck dispose of the old flag stands. Motion passed.

Dan will have new badges made up for Lisa, Ron, Lois and Linda. Equipment was discussed and at this time Ron will get Linda's old lap top and Linda will get the printer/copier from Tom. It was noted that the Editor needs a key board, monitor and mouse. Our inventory list will be updated at the next board meeting.

Louan made a motion, second by Lisa that John Phillips be paid for 4 months salary and for 4 days of DROP while he was an assistant state steward this past year. Motion Passed.

Editor Lois announced that newsletter articles are due July 1<sup>st</sup> and that she will send pictures of the Association and Auxiliary 'Member of the Year' pictures to National for the award ceremony at National Convention.

At 7:40 pm the meeting was recessed until 8:30 am Monday morning (June 23<sup>rd</sup>)

Respectfully submitted,

Karen Schauer Secretary/Treasurer

**Bucky in the Mail Buggy  
Henley T-Shirts**

Attend Fall Conference in Wausau October 25 & 26 and you will be able to purchase, for \$13, one of these bodacious shirts and be a real Beau Brummell!!!

See Barbara Bergsma to make your purchase and be the envy of the other carriers in your office.



## National Delegate Newbie

My being a first-time National Delegate for the WIRLCA proved to be thoroughly eye-opening and informative. When I got the sheets of resolutions and constitution items, I knew we would be in for a long session!

It was interesting coming from a small office to hear the large office opinions vs. our small office opinions.

Today's mail volume decreases, FSS discussions, forecast of the mail volume impact to all of us, which was discussed by many speakers reinforced what we are already seeing in our offices.

The caucuses were very informative and I like the one-on-one discussions from the candidates to see their views on the issues being discussed.

There was a nice variety of booths for the public to look at and buy from.

Randy Anderson's (past Director of Labor Relations) farewell speech and slide presentation was very moving.

Congratulations to Dennis Nelson for being inducted into PAC's Hall of Fame! He does a great job!

Kathleen Ekern  
Blair, WI 54616

### **Has your Address Changed?**

If your address has changed, you can no longer use Employee Self-Service ([www.liteblue.usps.gov](http://www.liteblue.usps.gov)) to update your address of record or your mailing address. Instead, you can use one of these options:

1. By mail, send PS form 1216, Employee's Current Mailing Address to: HRSSC COMPENSATION AND BENEFITS, PO BOX 970400, GREENSBORO NC 27497-0400
2. By telephone, call HRSSC at 877-477-3273, option 5, validate your identity with your employee identification number (EIN) or Postal Service PIN

# New Members!!!

From July 1, 2008 to September 1, 2008

Bonnie J Torbeck	Cecil
Mary L Michael	Clintonville
Michelle M Schneider	Fond du Lac
James A Grohn	Greenwood
Kevin P Carey	Hubertus
Virginia Ray	Madison
Alexander L Strupp	Oakfield
Justin L Fisher	Plymouth
Cheryl M Stone	Prescott
Kay A Osterberg	Rhineland
Ehren A Fritz	Ripon
Douglas W Curwen	Stevens Point
Donavon C Lester	Viroqua
Gabriel W Green	Waukesha
Aaron C Piel	West Bend
Sara L Hemingson	Weyauwega

## Congratulations to newly retired carriers

John Parcle	Lancaster
Bill Zinsmaster	Chetek
Paul Milbrant	Janesville
Sue Gaertig	Port Washington
John Morkin	Waukesha
Fredric Punzel	Edgerton
Rose Sutherland	Blanchardville
Roger Kressin	Colfax
Gerald Meyer	Oakfield
Daniel Korten Hof	Saint Germain
Patrice West	Fond du Lac
Richard Flees	Helenville.

**Is there a time period for retiring under Voluntary Early Retirement?** Yes, each early out offer will have a 'window' during which applications may be accepted. The window dates will be established at the time of the offer.

# Membership

Change is in the air. Fall is here. The kids are back in school. The leaves are turning colors. The temperature is getting colder. Many changes are coming within the Post Office also. Economic times have caused a mail volume drop of about 5.5% which will cause the USPS to lose \$2 billion this year. Our jobs have and will be affected by this and other changes that are occurring in the postal service. This winter probably every route in the Lakeland and Northland Districts will be counted.

Your salary and all benefits are derived from the efforts of this labor union. Your membership can have a positive effect on your future. Right now we need your help more than ever. Wisconsin has 660 non members. These people need information/knowledge regarding the job. Most of them have very little knowledge of how a route is counted or evaluated. They don't understand the difference between high and low options or the high three for retirement. These non-members need to join the WI RLCA. They need to attend a count training seminar, a retirement seminar, access the national web site and they need to be receiving our state and national publications regarding their jobs, and their job future with the postal service.

Just recently a letter was sent to all non-members asking them to join the WI RLCA. If you know of any non-members in your office, please ask them to join and then have them come with you to one of the count seminars that we will be putting on. Knowledge is power and it will make a difference! Any carrier, RCA or Regular, that joins and stays a member for one year will receive \$50 back on their first year's dues. A dues withholding form can be found in this Newsletter. Dues for an RCA are \$4.07 a pay period and \$13.15 for regular carriers. Just fill in the top portion, sign and date the form and send it to our State Sec/Treasurer Karen Schauer 5857 Prill Rd Eau Claire WI 54701.

Thank you to everyone that takes the time to help recruit the non-members in their office. Strength is in numbers and when all carriers in an office are on the same page, it can and will make a positive change for all!

## Hiring Process for RCA's

The USPS is rolling out a new program called eCareer in which all new RCA's will have to apply online. Current registers will close or have already closed and the Registrants will all be notified of an online opportunity to extend their eligibility.

The new applicant: Goes to the site (USPS.com) at the bottom of the home page click on the word "careers". This will direct them to online applications and lists of searchable vacancies. They must apply directly on the site. A preliminary test will be given on line. The applicant must pass this test before being scheduled for the new proctored examination that is given by an outsourced company. The applicant in many cases will have multiple testing dates and testing sites from which to choose.

We are told that the applicant will know on the day of the test what their score is. An applicant may take the test as many times as they like. However they must wait 4 months to retake it.

### Thank You County Secretaries!!

All 43 County units have successfully filed their LM-4 report to the Department of Labor for the 2007-2008 year!

Congratulations to Jackson County for having 100% membership.



Karen Schauer

# UNITED STATES POSTAL SERVICE

## AUTHORIZATION FOR DEDUCTION OF DUES

RURAL CARRIER CLASSIFICATION		
<input type="checkbox"/> Regular	<input type="checkbox"/> PTF	<input type="checkbox"/> Relief

<input type="checkbox"/>	OR	<input type="checkbox"/>
(SOCIAL SECURITY NUMBER)		(USPS EMPLOYEE ID-NUMBER)

<input type="checkbox"/>	LAST NAME	<input type="checkbox"/>	FIRST NAME	<input type="checkbox"/>	MI
---	-----------	--	------------	--	----

MAILING ADDRESS	CITY	STATE	ZIPCODE + 4
-----------------	------	-------	-------------

POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
------------------------------------	--------------------------	--------------------------

### SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **National Rural Letter Carriers' Association** any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

**This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.**

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.  
Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax Deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE	DATE	PHONE
-----------------------	------	-------

### SECTION B- FOR USE BY STATE EMPLOYEE ASSOCIATION

## R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

<b>SIGNATURE OF ACCEPTING UNION OFFICIAL</b>	DATE	LOC#	STATE
I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at _____ per pay period			<input type="checkbox"/> <input type="checkbox"/>
_____, <b>STATE SECRETARY</b>		DATE	REMIT #

### SECTION C- FOR USE BY NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE 

Important!  
Be sure to include Postal Finance# Where Indicated.  
Submit Original and Copy to NRLCA Membership Dept.

Send to **KAREN E SCHAUER**  
**WIRLCA SECRETARY/TREASURER**  
**5857 PRILL RD**  
**EAU CLAIRE WI 54701-8215**

**Wisconsin Rural Letter Carriers' Association**  
**revised Statement of Activities**  
 July 2007 through June 2008

	<b>Jul '07 - Jun 08</b>
<b>Income</b>	
4000000 - GMAC Insurance	10,650.72
4100000 - Interest / Dividends	13,020.92
4200000 - Membership Dues	393,507.12
4300000 - MidStates	7,770.00
4400000 - Reimbursements	3,794.67
4500000 - Sales	1,440.00
4600000 - Steward Training Dues	16,768.00
	446,951.43
<b>Total Income</b>	
<b>Expense</b>	
5000000 - Accounting Fees	2,234.38
5100000 - Awards & Recognition	256.25
5300000 - Employee Benefits	28,420.60
5400000 - Equipment Purchases - Admin	2,222.65
5410000 - Equipment Purchases - Steward	284.84
5600000 - Lodging - Admin	5,452.71
5610000 - Lodging - Steward	720.48
5700000 - National Convention	31,962.79
5800000 - Office Expense - Admin	2,224.07
5810000 - Office Expense - Steward	1,007.70
5900000 - Payroll Taxes	14,717.21
6000000 - Per Capita Dues	77,644.04
6100000 - Postage - Admin	2,190.73
6110000 - Postage - Steward	1,295.27
6300000 - Regional Mid-States Conference	10,008.15
6500000 - Repairs / Maintenance - Admin	255.31
6510000 - Repairs / Maintenance - Steward	763.17
6600000 - Salaries - Admin	11,791.84
6610000 - Salaries - Steward	75,463.82
6620000 - Sub-Hire/ DROP-LWOP - Admin	60,790.27
6630000 - Sub-Hire/ DROP-LWOP Steward	28,775.23
6700000 - State Meetings	7,330.52
6701000 - State Paper-NEWSLETTER	10,033.58
6800000 - Steward Training	15,970.99
6900000 - Telephone/Internet - Admin	3,196.37
6910000 - Telephone/Internet - Steward	3,384.94
7000000 - Travel - Admin	14,354.19
7100000 - Travel - Steward	12,696.52
	425,448.62
<b>Total Expense</b>	
<b>Net Income</b>	<b>21,502.81</b>

**Wisconsin Rural Letter Carriers' Association**  
**revised Statement of Financial Position**  
**As of June 30, 2008**

	<u>Jun 30, 08</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
1000000 · APCU - CHECKING	4,566.41
1100000 · APCU - SAVINGS 01	237,846.28
1200000 · APCU - SAVINGS 05 -WI Brea...	4,294.36
1300000 · APCU - Savings 06-Accural L...	4,763.37
1400000 · APCU - Certificate Account	<u>114,254.74</u>
<b>Total Checking/Savings</b>	<u>365,725.16</u>
<b>Total Current Assets</b>	<u>365,725.16</u>
<b>TOTAL ASSETS</b>	<b><u>365,725.16</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Credit Cards</b>	
2000000 · APCU-VISA	<u>1,018.32</u>
<b>Total Credit Cards</b>	1,018.32
<b>Other Current Liabilities</b>	
2100000 · Payroll Liabilities	<u>11,922.50</u>
<b>Total Other Current Liabilities</b>	<u>11,922.50</u>
<b>Total Current Liabilities</b>	<u>12,940.82</u>
<b>Total Liabilities</b>	12,940.82
<b>Equity</b>	
3900000 · Net Assets	331,281.53
Net Income	<u>21,502.81</u>
<b>Total Equity</b>	<u>352,784.34</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>365,725.16</u></b>

# Steward's Corner

Relief Day Work List: You will have the opportunity to place your name on the Relief Day Work List, two weeks prior to the beginning of the new guarantee year. The new Guarantee year starts October 25, 2008. If you have already signed the RDWL last year, you need to sign up again. The RDWL is only effective from the beginning of the guarantee period until the completion of the guarantee period. The RDWL provides all carriers on regular routes to volunteer to work their relief day if the need arises. When you sign up to work your relief day, you then have an option of how you will be paid: (1) An X day to be immediately scheduled by mutual agreement between the carrier and management. (2) 50% of the carriers daily rate of pay, in addition to receiving an X day within twelve weeks as scheduled by management. (3) 150% of the carrier's daily rate of pay. A carrier that is not on the RDWL will only have the option of the 50% pay with an X day scheduled by management. If your name is on the RDWL you MUST work your relief day, however you can remove your name from the list at any time. Remember if you had signed up last year you need to re-sign.

Cola: Cola increase is \$1497 per year. That comes out to \$57.58 per pay period or 72 cents per 40 hour route. This will be in effect August 30, 2008. Pay period 19.

RCA/RCR Hourly Wage Rates: New rate will begin November 28, 2008. The new wage is Schedule 1 \* employees receive \$18.24 an hour and Schedule 2 \*\* employees receive \$22.02. \* Applies to RCAs hired beginning August 24, 1991. \*\* Applies to RCAs or RCRs on the rolls prior to August 24, 1991.

Early outs: Voluntary Early Retirement Authority (VERA) has been offered to both Civil Service Retirement (CSRS) and the Federal Employees Retirement System (FERS). The office of Personnel Management will be offering the early outs to rural carriers. If you are eligible you should be receiving a letter notifying you. Please remember if you wish to have your health benefits when you retire, you

must have been covered under the FEHB program for the last 5 years. If less than 5 years, the employee must have the health insurance for all the years worked.

DPS Reviews: I did talk about this in my last article. A reminder, please notify me of any request that you made for a DPS Review. Anyone that has been rejected for a DPS Review call me immediately.

Special Count: A special count will be held September 17-30. The new evaluation goes into effect October 25, 2008. Only a handful of carriers are counting based on Article 9.2.C. 11 a.

Grievances: most of you would agree that this is not the same Post Office of 10 years ago. Lately there has been a new mindset for management and a more different labor climate. With RDSOP established, we as carriers are being managed more and more. With this comes more discipline. The Stewards are receiving more and more calls from carriers that have been issued disciplined. This has increased the number of PDIs, Day in Court and OIG investigations. Please see Chuck Groth's article on page 8. What is becoming a trend is that management is now stacking up discipline one right behind the other. It is very important for you as carriers to contact your assigned Steward to let them know you have been issued discipline. See the Phone Protocol on page 17 as who you should call.

Respectfully submitted,

Linda Vanden Plas State Steward

## 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

Phone 920-498-2948

# **PHONE PROTOCOL**

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

## **Area Steward Post Office Assignments**

### **Steven Sowle Home PO Tomah**

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

Arcadia, Bangor, Black River Falls, Camp Douglas, Cash-ton, Desoto, Fountain City, Galesville, Hillsboro, Holmen, La Farge, Melrose, Necedah, Onalaska, Sparta, Trem-pealeau, Viroqua, West Salem, Westby.

### **Carol Cherney Home PO Wisconsin Rapids**

**Hm 715-325-7613 wk 715-423-2150 cell 715-459-1203**

Arpin, Auburndale, Vesper, Junction City, Marshfield, Milladore, Nekoosa, Pittsville, Rudolph, Stevens Point

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

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

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

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

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

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

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

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

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

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

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

Peshtigo, Coleman, Crivitz, Oconto, Oconto Falls.

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

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

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

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

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

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

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

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

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

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

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

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

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

## **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](mailto:evandenplas@new.rr.com)**

First 3 digit zip code areas 541,542,543,549

ALL area codes

### **Roger Schewe**

**Phone 608-835-3789**

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

First 3 digit zip code areas

535,537, 546, 538

### **Charles Groth**

**Phone 715-634-3948**

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

First 3 digit zip code areas 540, 547,548

### **Lisa Wojnarowski**

**Phone 414-810-4860**

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

First 3 digit zip code areas 530,531,532, 534, 539

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

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

# Thrift Savings Plan (TSP)

As a Federal employee, you have the opportunity to participate in the Thrift Savings Plan. TSP is a retirement benefit that is offered to employees of the U.S. Government to allow you to participate in a long-term savings and investment plan.

If you are covered by the Federal Employee Retirement System (FERS), the TSP is one of a three part retirement package that also includes your FERS basic annuity and Social Security. If you are covered by the Civil Service Retirement System (CSRS), the TSP is a supplement to your CSRS annuity. Regardless of your retirement system, participating in the TSP can significantly increase your retirement income.

If you are a FERS employee, you can elect to contribute to the TSP at any time, there is no waiting period. The amount you can contribute changes annually. You may elect to contribute any dollar amount or percentage (1 -100) of your basic pay. However, your annual dollar total can not exceed the Internal Revenue Code limit, which is \$15,500 for 2007.

Your agency will start to contribute Agency Automatic (1%) Contributions to your account after you have completed the mandatory waiting period.

If you are contributing your own money, you will also receive Agency Matching Contributions after completion of the mandatory waiting period.

You can invest any portion of your account in any of the TSP investment funds:

- Government Securities Investment (G) Fund
  - Fixed Income Index Investment (F) Fund
  - Common Stock Index Investment (C) Fund
  - Small Capitalization Stock Index Investment (S) Fund
  - International Stock Index Investment (I) Fund
- Lifecycle (L) Funds

You can allocate any whole percentage of your future contributions (including loan payments and transfers from traditional IRAs or eligible employer plans) to any of the TSP investment funds by making a [contribution allocation](#). You can redistribute your existing account balance among the funds by making an [interfund transfer](#).

The TSP investment options include two fixed income funds (the G and F Funds), three stock funds (the C, S, and I Funds), and five lifecycle funds (L 2040,

L2030, L 2020, L 2010, and L Income).

To get started, first determine your approach to investing. You can manage your own account or put your money in one of the “lifecycle” funds (L funds) that are invested according to a professionally determined mix of the G, F, C, S, and I funds based on various time limits you set. If you decide to invest your entire account in one of the L Funds, you’re done making decisions. The TSP will do the rest. If you choose your own investment mix from the G, F, C, and I funds, remember that the amount you contribute and your allocation are the most important factors affecting the growth of your TSP account.

**G fund** - invested in nonmarketable U.S. Treasury Securities with 1 to 4 day maturities. No risk of loss (negative returns).

**F Fund** – tracks the Lehman Brothers U. S. Aggregate (LBA). Index values can be found in section C of the Wall Street Journal or at <http://live.lehman.com>

**C Fund** – Replicates the Standard & Poor (S&P) 500 stock index. Index and values can be found at <http://www.standardandpoors.com>

**S Fund** - Tracks the Dow Jones Wilshire (DJW) 4500 completion index. DJW 4500 completion index contains all stocks (except those in the S&P 500) actively traded in the U. S. stock markets. Information and values can be found at <http://www.wilshire.com>

**I Fund** – Replicates the Morgan Stanley’s Europe, Australasia, and Far East (EAFE) stock index. Invests in the stock markets of 21 countries included in the index. Information and values can be found at <http://www.msdata.com>

**L Funds** - For participants who do not have the time, interest, or feel comfortable making investment decisions. L funds are based on time horizon; 2040, 2030, 2020, 2010, or today. Funds with longer time horizons are invested primarily in equities (C, S, and I Funds). Income Fund is largely, but not entirely, invested in fixed income (G and F Funds)

For more information about your TSP investment options, visit the web site [www.tsp.gov](http://www.tsp.gov). You can get

recent and historical rates of return, use the calculators to estimate the effects of various rates of return on your account.

Respectfully,  
Louan Friend



***Democracy is not something that you believe in, or something that you hang your hat on. It's something that you do, you participate. Without participation, democracy crumbles and fails. If you participate, you win, and the future is yours.***

**[Abbie Hoffman](#)**

## Being Involved!

Today I know we have many problems facing our union, bad counts, high fuel costs and of course the occasional unreasonable manager! There is also another more serious problem lurking in the weeds, the apathy of our members. I really wished that I had a magic wand that could be tapped and make all of our postal issues become resolved. Unfortunately no such magic exists, or does it? What is the definition of a union?

According to *Wikipedia*: “A trade union or labor union is an organization of workers who have banded together to achieve common goals in key areas such as wages, hours, and working conditions, forming a cartel of labor. The trade union, through its leadership, bargains with the employer on behalf of union members (rank and file members) and negotiates labor contracts with employers. This may include the negotiation of wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety and policies. The agreements negotiated by the union leaders are binding on the rank and file members and the employer.”

The one thing that I see repeated in this definition is the use of plurals, workers and members, the many standing as one. But today are we many acting as one? I know you are a member because you are reading this column. When was the last time you attended your county meeting or the fall and spring conferences? How about the State convention? If you have attended them, that's fantastic! You have my permission to pat yourself on the back! However, even if you do attend these events, you can do more! Would it cost you some money? No. What you can do for your union is easy and painless too. Bring one person with you who usually does not attend. If we all did this we would double our participation. A county meeting of 10 becomes one of

20. Amazing isn't it? A fall conference of 50 becomes 100. Astounding! A state convention of 100 becomes 200. Man that is *Magic!*

Forty years ago some young people in this country took on the U.S. government, and they won! They got people to participate. Right now we hear “that our National board is out of touch with working membership”. If they are how can we repair this? Participation is the key. We need input from “All” of our membership.

The USPS is going through some dramatic changes. Postal management has a very strong well represented team and we need as many players as we can get. Don't just stand by idly. Your future paycheck depends on it! Get involved. Ask questions, expect answers and never settle for anything less! “If you participate, you will win and the future will be yours.”

See you at a Union Meeting. Ron Berg



Hard at work on the convention floor

# How Many Minutes In Your Hour???

If you asked the average person “How many minutes are in an hour” most everyone would surely tell you “sixty”.

What if you ask that same question of a rural carrier on an evaluated route?

You may get one of three answers: sixty, sixty-six or seventy-two.

If those 3 different answers confuse you, then I hope I can help you here.

The importance of 'your hour' may control when, or if, you get a raise in salary. It may also decide a decrease in your salary. The first thing you need to know about your route is the total weekly evaluation of your route on your most recent count or following your latest interim route adjustment. This will help you determine whether you have an 'H' route, a 'J' route or a 'K' route. An 'H' route means the regular carrier works 6 days each week of a pay period. The 'J' route is carried by the regular carrier 6 days one week and 5 days the other week of each pay period. The regular carrier works 5 days each

Route Classification					
<b>'H' Route</b>		<b>'J' Route</b>			
41	40:30 - 41:29	41	44:11 - 45:15		
42	41:30 - 42:29	42	45:16 - 46:21		
43	42:30 - 43:29	43	46:22 - 47:27		
44	43:30 - 44:29	44	47:28 - 48:32	40	47:24 - 48:35
45	44:30 - 45:29	45	48:33 - 49:37	41	48:36 - 49:47
46	45:30 - 46:29	46	49:38 - 50:43	42	49:48 - 50:59
				43	51:00 - 52:11
				44	52:12 - 53:23
				45	53:24 - 54:35
				46	54:36 - 55:47
				47	55:48 - 56:59
				48	57:00 - 57:36

\* Normally, these categories should only be used as interim route classifications pending route adjustments.

week on a 'K' route. It is also possible that your evaluation could qualify for a choice between two different route classifications.

Every carrier should understand the Table of Evaluated Hours for Regular Rural Routes (article 9.2.C.6) and how it can affect their route, their salary. If your total weekly evaluation falls in two different route classifications and you have 3 years seniority (including any military time) you can choose between high or low option. (additional stipulations do apply---article 9.2.C.7) High option would mean more work and more money. (H in

stead of J or J instead of K) Until you complete your 3 years you are only allowed the low option. Low option would thus be less work and less money. You are allowed to choose your option at the time of the national count, interim adjustment, special count, or just prior to the beginning of the guarantee period. (article 9.2.C.7.b.1)

If you study the schedules above, you will notice that H routes all begin at the 30 minute mark. When a carrier reaches the 30 minute mark they begin getting paid for the next higher hour. (ex: 40:30 gets paid for 41 hours) So, H routes have sixty minutes in each hour. (you may also notice that we always get the 30 free minutes pay until we reach the actual hour mark, but then we donate up to 29 minutes before the next increase begins).

Since J route regulars work 5 days one week and 6 days the other week (5 ½ days average each week) their evaluated hour consists of 65 or 66 minutes before the next hour begins. This is because they work 11 days each pay period and their sub works one day. The route needs to increase 60 minutes in 5 ½ days for the regular carriers salary to increase and an additional 5 or 6 minutes for the relief carriers salary to increase also. So, J routes have 65 or 66 minutes in each hour.

The K route regular only works 5 days each week so their evaluated hour consists of 72 minutes each week. The regular carrier has to work 12 minutes each day (5 days = 60 minutes) and the relief carrier also needs to work the additional 12 minutes. (60 + 12 = 72) So, K routes have 72 minutes in each hour.

It is important to understand these 60, 65/66 and 72 minute 'hours' when you qualify for an interim adjustment or when your route is being adjusted, due to your route or another route becoming over burdened.

Following your last count, if you barely made it in to the next higher evaluation in the above graph, it is entirely possible that you could add one hour to your J route evaluation (46:23 + :62 = 47:25) and not increase your salary. That hurts.

(continue on page 22)

**Reorganization meeting June 23, 2008 Racine, WI**

President Strobel called the meeting to order at 8:30 a.m.

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

Excused: Karen Schauer

Fall Conference will be held at Cedar Creek Lodge, Wausau on October 25-26, 2008. Saturday will be steward training from 1-4 p.m. A National Officer will be present and requested to assist with the training. Linda will set up the training with the help of the Assistant State Stewards. The Board meeting will be scheduled for Friday, October 24, starting at 10:30 a.m. GMAC will sponsor the hospitality night.

Labor/Management meeting will be July 9<sup>th</sup>. These are usually held quarterly. Attending will be President Dan, Steward Linda, and one of the Assistant State Stewards.

Northland District Leadership meeting will be held July 15, 2008 at Minneapolis. This is usually only informational.

Linda Vanden Plas was excused.

Discussion was held concerning the new position, Assistant Secretary/Treasurer. We determined that no additional equipment or software would be needed at this time.

The deadline for the next newsletter is July 1, 2008. Ideas were passed around on possible articles.

Dan and Linda will get together to determine county assignments.

Information was passed on to Ron on expense vouchers, National Convention meetings and duties at future meetings. Lois will send Ron a copy of the Officers Letter with the information on where and when to store flags and banners.

Dan will invite the National Officers for the WI Breakfast being held at the National Convention.

Lisa will invite the candidates running for national office. Karen will notify the Wisconsin delegates and alternates.

A Constitution Committee will be formed. Names were discussed.

The Board went into closed session at 10:25 a.m. Lisa made a motion to adjourn at 10:45 a.m. Motion passed. Meeting adjourned.

Respectfully submitted,  
Lois Graper Assistant Secretary/Treasurer

(continued from page 21)

Conversely, it could happen that when you suddenly pick up an additional 67 minutes on your J route (46:21 + :67 = 47:28) you find your salary increasing by 2 hours each week. That doesn't hurt.

When cutting an over burdened route (56:58 is a 47K), management can take it down to a 43K. To reach a 43K (from 47K) management must remove 4 hours of evaluated pay. This 4 hours of evaluated pay (from 56:58) could be anywhere from 4:47 to 5:58 in actual clock time. Any carrier could feel resentment when they think their route is going to be cut 4 hours and they see a loss of 5:58. That would tend to cause concern.

One way to better learn this process is to attend a county or state union meeting. There are always state or county board members in attendance and usually a local, area or Assistant State Steward. Ask questions. Learn what affects your salary. You might even learn how many minutes really are in "your" hour.

Roger Schewe  
Assistant State  
Steward  
535, 537, 538,  
546



**Special Board Meeting: July 21-22, 2008 Lodge at Cedar Creek, Rothschild, WI**

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

Dan called the meeting to order at 10:30 a.m.

The Pre-convention minutes from June 18-19, 2008, Post-convention minutes from June 22, 2008 and Reorganization minutes from June 23, 2008 were reviewed. Motion was made by Louan, seconded by Chuck to approve all minutes with minor corrections. Motion carried.

Lois gave a report on the progress of the 2008 Convention Minutes. Karen reported on the cost of equipment to be able to record proceedings. Chuck and Ron will check into different styles and prices of recording devices. They will report back to the Board at the Fall Conference.

Lisa gave the final Mid-states financial report. Motion was made by Chuck, seconded by Louan to approve the report as presented. Motion carried.

The State Convention Financial Report was not available.

The Board went through the Constitution & Bylaws changes. Lisa will put it on the web site [www.wirlca.org](http://www.wirlca.org). And copies also will be available at the Fall Conference and by request.

Karen handed out an updated budget report. An error was noticed in the July newsletter. A corrected financial report will be printed in the next newsletter.

The expense vouchers were explained by Karen. Lisa brought up that there should be a revision to the expense voucher. She will contact Tom Bittner to redesign the voucher. Per Diem is now \$39.00 effective July 1, 2008. Motion was made by Karen, seconded by Chuck to pay \$20.00 for internet service and \$20.00 for phone service if itemized bills are not submitted. Motion carried

The county assignments were reviewed by the

board members.

We recessed at 12:15 p.m. for lunch and had a tour of the facilities.

We reconvened at 1:30 p.m.

The Fall Conference was discussed. The Board will meet at 10:30 a.m. on October 24, 2008. Steward training will be held on Saturday the 25<sup>th</sup> starting at 1 p.m. Meet and Greet will be held on Saturday evening starting at 7 p.m. Motion was made by Dan, seconded by Lisa to spend \$200.00 for the Meet and Greet. Motion passed. Sunday meeting will begin at 8:30 a.m.

All equipment has been transferred from Tom to Linda. Tom was very helpful on the move and transition of duties. The name of Carol Cherney was brought forward for the position of Area Steward. Motion was made by Chuck, seconded by Karen to approve this appointment effective August 1, 2008. Motion carried.

The Board went into closed session at 4 p.m.

At 4:35 p.m. the Board came out of closed session and discussed the newsletter. All Assistant State Stewards will be required to write a news article when requested by the State Steward. The request for Linda, Tom, Lisa and Louan to attend arbitration at Milwaukee on August 19-22, 2008 was approved. Linda will be looking into having a training session for Assistant State Stewards and Area Stewards. The regional training for the State Steward and Assistant State Stewards will be by November 3-5, 2008 at Bloomingdale, IL. The Board moved into closed session at 5:15 p.m. and came out of closed session at 5:30 p.m.

Dan gave a brief overview of the Lakeland Labor/Management telecom that was held on July 9, 2008. Those present for the information were Dan, Linda and Roger Schewe.

A Leadership Meeting was held in the Northland District on July 15, 2008. Attending this meeting was Dan, Linda, and Tom. Dan gave a  
(continue on page 24)

(continued from page 23)  
brief summary of this meeting.

Nancy Rettinhouse is the new Co-Chair of the GLAJSC. The Lakeland DJSC will be looking into possible candidates to submit when Dan's term expires this winter. The Co-Chair meeting will be held September 11-12, 2008. Lakeland DJSC will be meeting with GLAJSC August 20, 2008 in Milwaukee.

Motion to adjourn was made by Ron and seconded by Louan. We adjourned at 6:15 p.m.

Dan called the meeting to order at 8:25 am on July 22.

Dan announced that he will be on the Tellers Committee at National Convention. Karen will be on the Credentials Committee. Lisa and Tom will be Sergeant of Arms. WI Breakfast will be Tuesday August 5, 2008 in the Spirits Room at the Radisson at 7 a.m. Karen explained how the mileage and per diem is calculated for the delegates.

Spring Conference will be held on March 21-22, 2009 at the Cranberry Lodge, Tomah.

The President, Secretary/Treasurer/ and Steward Conference is scheduled for April 14-16, 2009 at Washington. DC.

Discussion was held concerning equipment needs. A monitor and possibly another laptop will be purchased. Ron will receive the Canon PC 980 copier from Linda. Lisa received the extra laptop.

Names of possible members for the committee to reformat the Constitution & By-Laws were discussed. Dan will contact the various individuals and the committee will have their first meeting during the Fall Conference.

Possible candidates were brought forward for the replacement for Doug Hare, who has completed his obligation on the Financial Review Committee.

Recruitment of non members was discussed. Motion made by Karen, seconded by Lisa to authorize

a \$50.00 rebate for any RCA or regular who joins the union and remains a member after 1 year. Motion carried. Karen made a request, seconded by Louan, to authorize that Lois and Karen take two days to prepare and mail a recruitment letter to all non members and do more training on the membership file. Motion carried. Motion was made by Karen, seconded by Louan that the September Newsletter be sent to non-members also. Motion carried.

Discussion was held on the job description of the new position of Assistant Secretary/Treasurer. Some possibilities were: membership recruitment, academy trainers mailing, retirement mailing, and board meeting minutes. We will visit this again at the Fall Conference.

Board policies were updated.

Motion was made by Chuck, seconded by Louan to adjourn at 1:15 p.m. Motion carried

Respectfully submitted,

Lois Graper  
Assistant Secretary/Treasurer

**Upcoming County Meetings**

Mark your calendars

- Sept. 17 Wood-Portage, Vernon, Oconto
- Sept. 18 Outagamie
- Sept. 24 Grant-Iowa, Polk-Burnett
- Sept. 28 Lake Superior
- Sept. 29 Richland-Sauk
- Oct. 1 Crawford, Rock-Walworth
- Oct. 5 Chippewa-Eau Claire, Dunn
- Oct. 7 St. Croix, Brown
- Oct. 9 LaFayette-Green, Lincoln-Langlade, Jackson, Buffalo-Trempealeau
- Oct. 16 Racine-Kenosha, Door-Kewaunee
- Oct. 21 Fond du Lac-Green Lake
- Oct. 23 Marinette, Tri-County
- Oct. 25 Monroe-Juneau
- Oct. 28 Columbia, Dodge, Cal-Man-She, Sawyer, Shawano, Waushara

## **RURAL CARRIER ACADEMY AD HOC INSTRUCTOR**

**DATE OPENS: October 1, 2008**

**DATE CLOSSES: October 31, 2008**

Unless otherwise indicated, this position is open to all regular rural carriers assigned to an office where new carriers receive training from the **Green Bay Rural Carrier Academy**. Seeking applicants with extensive rural carrier experience who have an interest in providing instruction to newly assigned rural carriers and rural carrier associates, in the duties and responsibilities of rural carriers. This ad hoc assignment is not expected to exceed three years.

### **DUTIES:**

#### **Academy instructors must:**

Be familiar with the training materials and instructional methods used.

Ensure that all materials are current and available. When handouts and reference materials are needed, the instructor is responsible for having them ready to use and/or distribute.

Refer to the instructions in each module to determine needed classroom equipment and support materials and put them in place before class begins.

Utilize your rural carrier experience to educate newly-appointed regular rural carriers, rural carrier associates, and temporary relief carriers to help supplement the course materials.

Update and maintain rural carrier training materials by using the appropriate directives.

### **SELECTION:**

The selection process involves an interview. Selected instructors must successfully complete Facilitative Instructor Workshop, Course 21258-00 before assuming the duties of rural carrier academy instructor.

### **HOW TO APPLY:**

Applicants should complete the attached form, including addressing each of the listed requirements.

Submit the completed application to:

**Brenda Hartstern, DJSC Coord.**  
**De Pere Post Office**  
**123 Ninth Street**  
**De Pere, WI 54115-9998**



**VER Offering for:  
February 28, 2009 Effective Retirement Date**

**Headquarters/Headquarters-Related EAS & PCES; Motor Vehicle; Maintenance (excluding Electronic Technicians); Rural Carriers; City Carriers**

The Postal Service recently received approval from the office of Personnel Management (OPM) to offer voluntary early retirement to eligible employees nationwide.

Automation and technological advances coupled with mail volume reductions has the Postal Service continuing to look for ways to voluntarily reduce its workforce while maintaining excellent customers service.

This offer is open to employees in those positions who meet the OPM conditions, and who are at least 50 years of age with 20 years of creditable federal service or any age with 25 years of creditable federal service.

Please note: The age and years of service criteria must be met by the effective retirement date of the VERA: February 28, 2009. If you don't meet the criteria by February 28, 2009, you are not eligible for voluntary early retirement.

For your convenience, a timeline of activity related to this VERA can be found on page 29. Read through this timeline carefully and consider your retirement options. It's important to note that November 21, 2008 is the date when an employee's voluntary choice to retire becomes irrevocable (cannot be withdrawn) under this VERA.

As a reminder, a voluntary early retirement is just that-voluntary. But if retirement is part of a near-future plan for you, make sure to navigate through all the information on the website and get all the information you need to make an informed decision.

**VER Information Sessions**

While Local Services won't have any additional information regarding VER eligibility lists, HQ and HRSSC will work together to coordinate and set up information sessions to provide opportunities for Q&A dialogue. VER Information Sessions include reviews of eligibility requirements, the pre-established timeline and the Retirement Seminar DVD. Watch for local announcements within your District on times and locations.

In the meantime, don't waste time; it's your retirement, after all! Look through all the information provided on the website and view the retirement videos along with the workbooks to prepare prior to the VER Information Sessions.

**HRSSC Assistance**

We're always here to help but where the VERA is concerned, the HR Shared Service Center cannot verify whether employees are on the eligibility listing or discuss individual questions/concerns until application for early retirement is submitted and approved.

Those employees identified as tentatively meeting eligibility requirements for this VERA will receive annuity estimates and a separate notification package via U. S. Mail at their address of record from approximately October 10 through October 20.

The notification package will contain important forms, instructions and frequently asked questions (FAQs) which will answer retirement benefits-related questions and help eligible employees make an informed decision.

We want to make sure you receive this important information as well as other official U.S. Postal Service related mailings. Check to see if it is time to update your address of record.

(taken from the NRLCA website)

## Sand and Stone

Two Friends were walking through the desert. During some point of the journey, they had an argument, and one friend slapped the other one in the face. The one who got slapped was hurt, but without saying anything wrote in the sand, "Today my best friend slapped me in the face." They kept walking until they found an oasis where they decided to take a bath. The one who had been slapped got stuck in the mire and starting drowning, but the friend saved him. After he recovered from the near drowning, he wrote on a stone "Today my best friend saved my life." The friend who had slapped and saved his best friend asked him "After I hurt you, you wrote in the sand and now you write on a stone. Why" The friend replied "When someone hurts us we should write it down in sand where winds of forgiveness can erase it away. But, when someone does something good for us, we must engrave it in stone where no wind can ever erase it" Learn to write your hurts in the sand and to carve your benefits in stone.

We all have our sand writing we could do, but I pray that we all have more stone carvings to chisel out. Forgiveness is a tough thing to do at times, but it must be done. Not for the other person as much as it is for yourself. What you do with a situation is your choice. You can forgive and watch it blow away, or harbor those feelings and let it eat away at you. There is too much in this life to be thankful for to hold ill feelings toward anyone or any circumstance. Wake up, take your chisel and carve in your stone. We all should have a very large stone wall full of benefits, I pray a thank you prayer every morning to God, it goes like this

Dear Heavenly Father thank You for waking me this morning and giving me another day in Your world. I thank You for the friends and family I have and that I can count on them when I need that extra help or that extra little encouragement. Let me go through this day and honor You in any way that I can and let me be a help to someone in need. Keep my friends and family safe from harm and keep their bodies healthy and their spirits right with You. I pray this in Your precious name. Amen

God Bless you all.  
Your State Chaplain and friend Chris Weber

## The Provident Guild

Being the newest member of the state board I have assumed "Thee Position" Representing the Provident Guild. I was thrilled to accept the position to say the least. I do belong to the Provident Guild myself. We do have 164 living members in Wisconsin. We gained three members last year but lost 6 for a net loss of three members. We need to improve on our membership, or in 2061 when I am 105 years old I will be the only person left? We just cannot let that happen. I will explain the Provident Guild better at Fall Conference. I will be doing a "Live" Presentation on a dead subject and a chance for new members to win a *fabulous prize* (really!) Be thinking of this tremendous opportunity coming in October.

### Who is eligible for Voluntary Early Retirement?

Employees covered by the Civil Service Retirement System (CSRS) and employees covered by the Federal Employees Retirement System (FERS) are eligible if they meet the following requirement:

1. At least 50 years of age with at least 20 years of service, or any age with at least 25 years of service,
2. At least five years MUST be creditable civilian service, not military service. Employees may use military service to meet the balance of service required for eligibility.

CSRS employees must have been employed under CSRS for at least one year out of the last two years, but the service need not be continuous.

### **I will not meet the service requirements. Can I use my accumulated sick leave to meet the years of service requirement?**

No neither annual nor sick leave can be used to meet eligibility requirements.

## February, 28, 2009 Voluntary Early Retirement Steps At-a-Glance

The Voluntary Early Retirement offer is not a complicated process but it does require some careful thinking on the part of eligible employees. To help you make an informed decision, please review the following quick steps and important dates. This is a summary of the instructions spelled out in the Offer Letter and can be used in conjunction with the annuity estimate and any other forms in the Offer Packet.

**Important Items:** (taken from the National website)

Dates	What Happens	What Should You Do?
August 25- August 29, 2008	Postal Service announces 2008 VERA for EAS and PCES in Headquarters and Headquarter-related positions (excluding bargaining unit positions and Area positions) Maintenance, Motor Vehicle, City Carriers, and Rural Carrier positions.	Don't panic! If you are VER-eligible, you will receive all assistance needed. Make sure your address of record is accurate.
October 10, 2008	Annuity Estimates are mailed out to all VER eligible employees.	Study the estimate carefully and start considering your retirement options.
October 15, 2008	VER Offer Packet mailed out to all VER eligible employees.	Read through the information provided and in conjunction with the annuity estimate, make a decision whether voluntary early retirement is best option for you.
October 20- November 21, 2008	VER eligible employees must decide whether to apply for retirement during this period.	Complete all required forms and send to the HRSSC per instructions provided.
October 20, 2008	HRSSC begins sending out Retirement Forms to all early retirement applicants.	Review and complete personal information on the forms for retirement which will be discussed during your counseling session with HRSSC.
November 21, 2008- 8:30 p.m. (Eastern time)	Required documents must be received at the HRSSC to take advantage of VER offer.	<b>DON'T MISS THIS DEADLINE!</b>
November 21, 2008- 8:30 p.m. (Eastern time)	Sent in your retirement application and changed your mind? <b>SUBMIT REQUEST TO WITHDRAW BEFORE THIS TIME.</b>	If you REALLY want to withdraw your application, pay close attention to this deadline!
Mid-January, 2009	HRSSC begins notification to employees on status of VER applications	Take necessary action and start planning based on application results.
February 28, 2009	Effective retirement date for approved EAS and PCES in Headquarters and Headquarters-related positions (excluding bargaining unit positions and Area positions). Maintenance, Motor Vehicle, City Carrier, and Rural Carrier positions.	If you applied for retirement and your application was approved, have a wonderful retirement.

## QWE/EI Workteam Guidelines

Hi all, I realize that all of you aren't in QWL. The question arises WHY NOT? QWL is an excellent way to solve any problems you might have. You don't have any problems! Then use your creative minds and energy to come up with new and better ways to help us all do our jobs better.

### **The guidelines for a team are:**

Use and demonstrate use of the six-step process.

Give complete information.

Include all the research that has helped you reach the conclusion that you have reached.

Be sure to include the benefits you feel your proposal will have when implemented.

If applicable, provide estimated costs of the implementation.

Be imaginative. Just because it hasn't been done before doesn't mean it can't be done.

Try to anticipate every negative reason anyone might have for turning the proposal down; be prepared to answer the question before it is asked.

When you prepare a proposal try to make it look as professional as possible. Remember, the better your product looks, the better its chance for implementation.

### **Contest!**

The DJSC is having a contest!

All teams are eligible.

All you need to do is meet and come up with an proposal by May 1, 2009. Work on the proposal using the guidelines above. Whatever your project is, can you sell it, not just submit it? Does the proposal show what the benefits are and who they will affect? What are the costs involved? What statistics back up your plan and how did you arrive at them? Is safety involved? Does the proposal ease the workload? Does it improve productivity or service? How does the proposal improve the Quality of Work Life?

### **How to present your idea to the DJSC for consideration.**

Send your proposal to:  
Brenda Hartstern, Coordinator  
3392 Water Division Rd.  
Denmark, WI 54208

QWL does work, schedule a meeting and let's get busy!  
Lois Graper

Lily  
Zeich  
At the  
Junior  
Talent  
Show



Wisconsin had an awesome representation  
Katie, Monica, Lily, Katlin, Cindy  
Jake, Kyle, Ethan, and Kevin



Ethan  
Weber  
Did a  
Comedy  
routine

## 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

## **Congratulations!**

At the National Convention in Lexington, KY two Wisconsin Juniors who are continuing their education in institutions of higher learning and had applied for National Scholarships that were available Won!

Congratulations to Kyle Schounard whose name was drawn for one of the four \$5,000.00 Shirley Corno scholarships and to Stacy Schounard whose name was drawn for the \$1,000.00 Olga Smith scholarship.

Taking the time to fill out the application forms completely and carefully following the directions can pay off! Many students were disqualified again this year for not doing so. We wish Kyle and Stacy all the best as they continue their education!

National Scholarship forms are available to download from the WIRLCA website or call any of the Auxiliary Board Members and they will mail you a set of the 8 scholarships that are available at the National Level. Applications need to be **post-marked no later than March 1, 2009 to qualify.**

**Congratulations** also goes out to Wisconsin Junior, Lily Zeich, who took second place at the National Convention in the Ages 12-14 Poster Contest "Attitude and Family". Information on the Poster and Essay Contests can also be found on the WIRLCA website or is available from Auxiliary Board Members.

### **2008-09 Program of Blessings**

National Auxiliary President, Pat Gunnell, has chosen "Give Kids the World" (GKTW), a non-profit organization that exists only to fulfill the wishes of children with life-threatening illnesses, as her humanitarian project this year. GKTW provides accommodations, attraction tickets, meals and much more for a week-long fantasy vacation at the "Give Kids the World" Village which is connected with Disney World.

Project items will be available at various County Meetings throughout the state, at the Fall and Spring Conferences, and at State Convention next June. Information and pictures of the items available are on the WIRLCA website. Donations to this worthwhile project can be sent to Auxiliary Secretary/Treasurer, June Strobel with checks written to the WIRLCA Auxiliary.

For the Safety and Americanism part of her program, Pat is providing information on Cyber Safety and Organ/Tissue Donation.

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

Nonprofit  
Organization  
US Postage  
Paid  
Permit 20  
Waupaca, WI



Wisconsin Group at Lexington Kentucky