



WI RLCA News

February 2009

WISCONSIN

RURAL LETTERS CARRIERS ASSOCIATION

Warm Winter Greetings

Well this has been an old fashioned winter so far with snow, cold, more snow, then more cold. As I get older, I'm starting to like winter less and less and beginning to appreciate why the "snow birds" go south for the winter. The days are getting longer, major league baseball teams are getting ready to start spring training, and we are getting ready for our next mail count. I hope everyone has attended a mail count conference, or at least read the state and national magazine articles that reference the mail count. With a continued decline in mail volume, it is imperative that you know what you are entitled to and what you are not. You should also have made sure your 4003 (route description) is up to date and accurate and verify it during your route inspection. Lastly, you should have addressed any count concerns during your pre-count conference. If any issues come up during count, it is always better to try and address them immediately.

For some of you, this mail count will also be impacted by DUR (delivery unit relocation). Since the last newsletter, these offices have been added to the list: (This list may change by the time we go to print)

Silver Lake to Twin Lakes
Palmyra to Eagle



President Dan Strobel

Johnson Creek to Watertown
Cambria to Randolph
St. Cloud to Malone
Brooklyn to Stoughton
Marshall to Sun Prairie
Ordfordville to Brodhead
Lone Rock to Spring Green
Deerfield to Cottage Grove
Redgranite to Wautoma
Pound to Coleman
Loyal to Greenwood
St. Germain to Eagle River
Dorchester to Abbotsford
Withee to Owen
Almena to Barron

These offices should all be relocated by the first day of mail count on Feb. 14th. State Steward, Linda Vanden Plas, and myself have been in constant contact with Lakeland District Management as well as Great Lakes Area Management and NRLCA Committeeman, Steve Traylor, addressing issues and concerns as they come up. There no doubt will be more offices added to the list after mail count and we will continue to work with those offices as they are added. The Northland District currently is doing very little as far as DUR is concerned.

The Spring Conference is right around the corner, March 21 & 22 at the Cranberry Country Lodge in Tomah. We had a conference there in 2007 and many of you enjoyed the accommodations, the room rates, and especially the indoor water park. The Conference will start on Saturday at 1:00 PM with steward training until 3:00 PM followed by local (county) officer training until 5:00 PM. In recent years, the Department of Labor has become more stringent as far as how things are done and how they are reported.

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This is true not only at the National level, but at the State as well as the County level. It is for that reason we strongly encourage all county unit officers to attend this training as well as anyone else that may be interested. ***Both the steward and officer training is open for everyone to attend.***

Saturday evening from 7:00-10:00 PM will be the social sponsored by GMAC with a PAC Activity.

Sunday we will start at 8:30 AM with introductions, GMAC, Provident Guild, and PAC presentations, as well as reports from the State Constitution Committee and State Convention 2009 Committee. The tentative schedule of speakers will include representatives of the Lakeland District to discuss the new hiring and testing process, to update DUR (delivery unit relocation), and to discuss resources available to employees that work in an office environment that is less than desirable. A representative from the Northland District will talk about routes going on DPS letters, FSS, DUR, and RDSOP, as well as answering questions from the floor. We will end the day with a question and answer session hosted by State Steward, Linda Vanden Plas and the Assistant State Stewards. I'm sure there will be no shortage of questions because the mail count will have just been completed. So have your questions written down and drop them in the Question Box.

It's not too early to start thinking about the National Convention to be held in Grapevine, TX from August 18-21, 2009. If you would like to be on the ballot as a delegate, complete the nomination form which can be found in the National magazine and send it to State Secretary/Treasurer, Karen Schauer ***at least forty days prior to the opening of our State Convention which is June 26th.***

It is also time to start thinking about your nomination for "Member of the Year" for Wisconsin

which will be selected at our State Convention. Nominations should be sent to Karen Schauer by June 1, 2009.

Applications for the State Steward position are also being accepted and should be sent to me by June 1, 2009. The State Steward is appointed by the State Board annually following the State Convention once all applicants are interviewed.

Until next time, stay warm and let's hope for a fair mail count!

Dan Strobel,
President

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Mail Count Grievance

By the time this newsletter hits your mailbox, we should be fully entrenched in mail count. Hopefully all of you had successful pre-count conferences and worked out your differences. If not, then please read on.

It all begins with YOU!

During mail count, if you have an unresolved issue, write the specifics; like size of article in dispute, number of pieces, time required to specific tasks, etc. on a **mail count disagreement form** (page 19). Keep a copy for your postmaster, yourself and mail the original to your State Steward Linda VandenPlas. It is imperative that if you have a dispute, you document exactly what it is that you are disputing.

I strongly encourage all carriers to be aware that you **do not** have to wait for mail count to be over in order to file a grievance. If through discussion with your manager, you are unable to resolve a dispute regarding a mail count standard, you have the right to get it “fixed” right away. A grievance begins with **you**, the carrier. The union will fight for your rights, but **you** need to start the grievance. One of the benefits our Union contract provides all Rural Carriers is the ability to file a grievance. A grievance is defined (EL-902, Art. 15.2), as “a dispute, difference, disagreement or complaint ... related to wages, hours, and conditions of employment”. Further, “a grievance shall include, but is not limited to, the complaint of an Employee or of the Union which involves the interpretation, application of, or compliance with the provisions of this **Agreement**”.

The last word of this section is very important in that the “agreement” is our contract and all the other “legalize” in it. In other words, all the manuals, handbooks and publications that the United States Postal Service and the Union have agreed to (Art. 19 sec.1). I strongly encourage all carriers to obtain and read a copy of our current agreement, either from our National Office or there should be one available for you to look at, from your Postmaster. The other extremely important manual is the PO-603-Rural

Carrier Duties and Responsibilities, which there should be a copy at everyone’s case.

Knowledge is Power

One thing I have found as a steward is that some carriers are not aware of contractual violations that affect their pay and working conditions. Now, I’m all for playing nice with local management, but if my pay or working conditions are being violated, then shame on me for not knowing better. It is assumed that all employees know all there is to know about the rules and regulations. Having these tools available and used correctly can, not only educate carriers as to their rights, but also help recognize the difference between a gripe and a grievance.

Since we are employed by the USPS, management has certain rights also. For example, they have the right to increase productivity and profits by implementing automation and technology. A gripe would be, “...the new scanners are hard to work with and I think they’re dumb!” A grievance is, “...my postmaster didn’t credit me with the proper time factor for scanner setup during mail count”.

Time is of the essence!

One thing that can kill a grievance at a higher level is not following the time line established in Art. 15.3 “*Procedure- Any employee who feels aggrieved must discuss the grievance with the employee’s immediate supervisor within **14 days** of the date the employee or the Union has learned **OR** may **reasonably** have learned of its cause. The employee may be accompanied by the steward or a Union representative, if the employee so desires.*”

This is the first phase of a Step 1 grievance. The 14 day time limit can not be extended. The employee is free to settle the issue during the discussion with the supervisor/postmaster, provided the settlement is not a “sweetheart deal” that is in violation of the contract, current Postal manuals, or something that unfairly benefits the employee or that would infringe on guaranteed rights of

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other craft employees. A carrier should be able to obtain PS Form 8191 (Joint Step 1 grievance form-see example) from his or her postmaster.

assigned to their 3 digit zip area. It is highly recommended to know who these people are. At this point the grievance becomes the property of the Union, and therefore has full authority to resolve, settle, or withdraw the

		USPS-NRLCA Joint Step 1 Grievance Form	
1a. Grievant's Name (Last, first, middle initial)		1b. Grievant's SSN	
1c. Grievant's Title, Designation Code, and Route No.		1d. Telephone No. (include area code)	
1e. Grievant's Mailing Address			
2a. Post Office	2b. Branch/Station	2c. Telephone No. (include area code)	
3a. Date of Incident	3b. Date of Step 1 Discussion with (Filing date)	3c. Was Grievance Timely? (Explain)	
4. Issue (Complaint)			

The carrier may fill out boxes 1-3a and bring the 8191 to the discussion with the supervisor. Although filling out this form is not necessary if the issue is resolved as a result of the initial discussion, it is recommended to commit any agreed upon resolution in writing. After all, you wouldn't buy something without a receipt, right?

If there is no resolve from this discussion, then the process moves into phase two of the Step 1 grievance-Union involvement. The carrier may then have the supervisor fill out boxes 3b, c making sure the supervisor initials 3b. It has been my finding that supervisors usually do not want to sign anything, thinking they are agreeing to something. Reassure them that it is only to annotate the date of discussion. In box 4 the "issue or complaint" should be listed in question form, such as, "Did management violate my contractual rights by denying the proper credit for scanner set-up during mail count?" After the unfavorable discussion the carrier should contact his /her local steward or if none is present, then their area steward. If there is no local or area steward then contact the assistant state steward

grievance. The local, area, or assistant state steward would then determine if the case has sufficient merit and start developing the case in order to meet with management and jointly complete the grievance form

- Key points of importance to carriers;
- Know your contract.
- Know your PO-603.
- Know your local, area or assistant state steward.

I would also like to recommend that if you do not have a local steward, then maybe YOU should become one. It is beneficial, even in one route offices, to have a front line person capable of resource and representation.

Respectfully submitted, Chuck



ON A SCALE OF 1-10...

A *sawbuck* is as “good as you can get!” Yes, you’re right, a *sawbuck* is worth \$10.

Quite a few WIRLCA members responded to my challenge, in our last State Newsletter, by sending a *sawbuck* for a PAC contribution. Several people (since they had their pen and checkbook out, anyhow) decided to round up their contribution, to \$50. They are: Roderick Dustin – Viroqua, Max Hofman – Rhinelander, Patricia Jung – Cambria, Bonnie Pflum – Tomahawk, Dick Sullwold – Emerald and James Wright – Silver Cliff.

My favorite *sawbuck* definition, from the group listed above, came from Pat Jung (Carrier out of Fall River). She writes: “The word *sawbuck* comes from the Dutch word *zaagbok* – which means, “saw trestle”. It came to be associated with the \$10.00 bill because of the “X” on the bill”.

Here’s a little more information (more than anyone may ever need to know). The “X” (Roman numeral 10) first appeared on the \$10 bill in 1850. Today’s *sawhorse* has a flat surface, to hold a board or plywood. 150 years ago, the stuff they were cutting was round and would roll off – unless it was held by the “X” shape of the *sawbuck*.

Bonnie Pflum offered an alternative definition. 1st Deer hunter – “See anythin’?” 2nd Deer hunter - “Yup! Saw buck!” It’s not Dutch but it is the language that is spoken “up Nort”.

A couple other members “rounded up” their PAC contributions, too; Bill Schwahn \$30 (retired, living in St. Augustine FL) and Donald Unferth \$25 – Lomira.

The rest of the “*Sawbuck bunch*” include: Martin Arndt – Wilton, Jacob Meier – Blue Mounds, Marvin Weber – Elkhart Lake and Arlon Balz (retired from Athens P.O. and living in Phillips). He wrote a detailed definition and even drew pictures of a *sawbuck* and a “bucksaw” (which was used to cut the wood that was on the *sawbuck*). Thanks Arlon, I will have your artwork framed! Orlie Uttech (retired, living in Columbus NC) sent

me the appropriate PAC contribution and actually conducted a “*Sawbuck survey*”. Half of the people he talked to knew what a *sawbuck* was, the other half did not. Now, if the results of his scientific survey are accurate, we should have had about 2,000 Political Action Committee contributions – at the \$10 level. We didn’t do nearly that well.

I had a brief chat with Roberts WI carrier Norrie Samb, at the mail count seminar in Chippewa Falls. He asked how many *sawbucks* I had received, as a result of my last newsletter article. That made me think (weird, I know) Norrie and Lisa “Wojo” Wojnarowski, (West Milwaukee) are both sustaining PAC contributors – at the \$1,000 level. The contributions from the two of them, alone, are equal to a \$10 PAC donation from 200 WIRLCA members. Think about that and thank them, for increasing Wisconsin’s per-capita average, the next time you see them. If I were to include Norrie and Lisa in the *sawbuck* challenge it still wouldn’t validate the conclusions of Orlie’s survey. We would still need 10 times as many PAC contributors to arrive at my goal, of being the State with the greatest amount of PAC donations, per member.

So okay it’s sort of cheating, but now there is no excuse - you *all* know what a *sawbuck* is and you can just send me the \$10 without having to do any research. That is pretty darn easy! Easy is all right if the result will greatly increase our ability to remain politically active during these rapidly changing times. A *sawbuck* is sort of a “thing of the past”. You don’t see them around anymore. What will our *future* look like? Should we have a “seat at the table” when the decisions are made, about our employment and retirement. That’s what the NRLCA Political Action Committee helps to preserve.

Help to preserve PAC. Write out a \$10 check, payable to: **NRLCA PAC**

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

Your PAC contribution is not tax deductible.
Thanks!

O-TIME = MONEY TIME

As we honor the passing of the Quality Work Life/Employee Involvement Program (QWL/EI) as we've known it, we now shift our focus to collecting any past due compensation. Whether it be O-Days or O-Time it is time to collect.

The National Rural Letter Carriers Association (NRLCA) decided the QWL/EI Program was no longer being useful as it had been planned at the time of its establishment. Our National Board withdrew from all participation in the QWL/EI Program effective January 1, 2009. Anyone with a remaining balance of O-Time due them must collect all compensation before July 3, 2009. (unless they have an LLV for delivering their route)

In a Memorandum released on December 12, 2008 National Joint Steering Committee Co-Chairs Don Cantriel (NRLCA) and Bill Daigneault (USPS) announced procedures to collect any outstanding balances due to QWL/EI.

*** Rural payroll will no longer accept DACA codes F or G and route 994 on rural time cards for recording QWL/EI work hours.

*** Accumulated DACA code O-Days (equivalent to eight hours) should be scheduled as soon as possible. Carriers are granted a day off (O-Day) for each eight hours of accumulated time. If there are instances where the carrier has multiple O-Days accumulated, those days should be scheduled as soon as practicable. Unless special circumstances exist all O-Days accumulated should be taken by July 3, 2009.

*** Carriers with less than eight hours accumulated toward an O-Day will continue to accumulate additional hours for events that qualify for O-Time. When the carrier reaches eight hours of accumulated O-Time, an O-Day will be scheduled. Carriers with accumulated O-Time in less than eight hour increments that do not have future opportunities to accumulate O-Time will be paid for O-Time less than eight hours on PS FORM 8127. This must be completed by July 3, 2009.

In 'plain speak' they are telling you to close all O-Time balances unless you have been assigned an LLV for delivering your route. That really is the only way to accumulate O-Time now. Mechanical breakdowns or being stuck with an LLV are the only ways to accumulate O-Time. All other compensation for miscellaneous hours/minutes should already be paid on PS FORM 8127.

If you have an O-Time tracking sheet in your log book or if you believe an O-Time tracking sheet is in your office somewhere, talk to your manager. Don't wait for your manager to approach you. Don't risk losing your time off or additional compensation. Talk to your boss or contact your steward if you need assistance.

COUNT 2009

By the time you read this you should be well in to your 2009 National Mail Count. I hope you took the time to attend one of the many Count Training classes put on by our State Steward – Linda Vanden Plas. If you believe there has been an error during your count or if you feel something just seems off.....talk to your manager. Try to settle the dispute. If you can not settle your dispute, document all the facts on a Count Dispute form (any blank piece of paper will work), give a copy to your manager and send the original to your State Steward:

Linda Vanden Plas
1610 South Ridge Road
Green Bay, WI 54304

Very Important !!! A copy of each dispute must be sent to Linda. She will meet with management to settle each dispute and respond to you. Your pay is at stake. Protect your salary. Remember.....when in doubt.....contact your Steward.

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

NATIONAL CONVENTION
Delegate Nominations & Voting
Karen Schauer, Secretary/Treasurer

The National Convention is just around the corner! This year's convention will be held in Grapevine TX on August 18-21, 2009. Now is the time to nominate people to represent WI at the National Convention. Our State Constitution and Bylaws call for nominations for delegates to cease forty (40) days prior to our state Convention, which starts June 26th this year. Therefore I must receive your delegate nomination no later than May 16th.

NOMINEES FOR NATIONAL DELEGATE: At the 2008 National Convention the delegates passed changes to the NRLCA Constitution as it relates to managerial work with the USPS and union activities. In order to be seated as a delegate you are prohibited from serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or performing any duties for the USPS that could affect rural carriers pay or could result in rural carriers being disciplined. Ad-Hoc Drivers Training and Driver Examiner positions also fall into the prohibited category. March 1, 2009 is the effective date of this policy.

Sending in a nomination is important! Nomination ballots appear in the February, March, April and May issues of the National Rural Letter Carrier magazine. Mail your ballot in a separate envelope so the envelope can be attached to the ballot to verify the date. Send one ballot per envelope. **We need representation at the National Convention to let people know the wants and desires of WI rural carriers.** Delegates will be able to participate in the election of the National Officers. More delegates mean louder and stronger voices!

Vote! At least 20 days prior to the start of state convention, a ballot will be mailed to all regular, relief and retired members of this state association for you to elect the delegates to represent us at the National Convention. It is extremely important that you vote for the person or persons who will

represent your interest. You may vote for only one person or as many as 40 but no more. Last year over 3800 members were mailed ballots and less than half of the members voted. What a shame! We can only make a difference when we **vote!**

Another thing that people might not understand is why **your name and address label has to be on the returned ballot to be counted.** (you can correct your address on the label but do not cross out your name.) The address label is for the purpose of validating your membership, not to find out how you voted. After all the member's names are validated, the ballots are all opened and the envelope marked "BALLOT" is separated from the mailing envelope. As soon as all the Ballot envelopes are separated, there is no way to tell whose ballot belonged to whom. The Ballot envelope is opened and checked for accuracy – don't vote for too many and don't write any comments on the ballot. Then all ballots are counted. The results are posted at the State Convention. There will be a short meeting for all delegates and alternates at the close of business on June 26th. Please, **VOTE!**

**Member of the Year
Applications
Must be mailed to
Karen Schauer
Postmarked no later than
June 1, 2009**

**Full Time State Steward
Applications
Must be mailed to Dan Strobel
Postmarked no later than
June 1, 2009**

**WI RLCA Spring Conference
Mar. 21-22, 2009
Cranberry Country Lodge
Water Park &
Convention Center
Tomah, WI**

608-374-2801 or 800-243-9874

Yes, It's coming soon so plan to attend!

We've met at Cranberry Country Lodge before and have had requests to meet there again, so here it is!

Ask for WI RLCA rate.

Save the dates-Mar. 21 and 22, 2009

Itinerary will develop as speakers are contacted

Mar. 21 1-3 PM Local Steward training

3-5 PM County President and

County Secretary/Treasurer training

7-10 PM Social Hour /PAC event

(Mary O'Herron will be providing celebratory retirement cake)

Mar. 22 8:30 AM-3 PM general session w/ speaker

This a great time to get together with friends, get information and enjoy the start of spring
Plan to attend and bring your family

**BASEBALL, MOM, APPLE PIE and
RURAL FREE DELIVERY
WHAT AMERICA WAS BUILT ON**

The rural carriers of Milwaukee-Waukesha County are proud to host this year's WIRLCA State Convention June 26-28, 2009.

It will be held at Olympia Resort and Convention Center in Oconomowoc. Room reservations can be made by calling 262-369-4999. Be sure and mention WI Rural Letter Carriers for the following room rates: Single \$75; Double \$85; Triple \$95 and Quad \$105. At these great rates rooms will go fast!

We are excited about this year's Hospitality Night. As has been the tradition in recent years, there will be an auction to raise money for PAC. And in keeping with this year's theme we

suggest that you may want to exercise those batting arms and sharpen up on Mom trivia. And of course there will be refreshments, too. The hospitality room is adjacent to the outdoor pool so be sure you and the kids bring your swimsuits.

Sue Becker has a wonderful tour lined up for the Auxiliary, featuring the historical uniqueness of the area.

Our annual banquet is always great, but this year's Junior Banquet might be even more fun. Mr. Rick the Magician will levitate one of the Juniors. Other Junior activities are still being finalized due to transportation costs.

Watch for more information and a Registration form in the next newsletter and at the Spring Conference in Tomah.

Thoughts on the Route

While driving in a blizzard on route 2 as all rural carriers do, I have time to think. These three questions keep coming up?

Question 1: Are we really going to need the USPS in the future?

Question 2: Does the USPS really need rural carriers?

Question 3: Do we really need our union?

“Whoa” I say to myself... I really cannot handle any more questions at one time. I also do not think that Lois would give me any more space in the newsletter either. I also think of this quote being so true.

“We live in a moment of history where change is so speeded up that we begin to see the present only when it is already disappearing.”

R. D. Laing

Answer 1: You know the world keeps getting smaller and smaller communication styles faster. It is hard to believe that a little more than 160 years ago smoke signals, and drums were disappearing as a mode of communication and correspondence. The Postal service was in business at that time. They decided to keep looking to the future, for better customer service. The pony express a splendid idea, it worked rather well until that new fangled invention, the telegraph, came along. Now, the postal service was doomed for sure...Mail by rail and RFD started a tradition of great customer service at a fair price and reasonable speed kept the mail in business.

Then telephone lines sprang up across our nation and then eventually around the world. This certainly would kill the postal service. We somehow grew business at the post office. Hard to believe it seemed like phones improved business at the post office. People still needed paper in hand.

In the last 25 years we have seen a tremendous growth in technology home PCs, the internet, fax machines, cell phones and do not forget e-mail. Surely this will be the end of the postal service...it could, if we let it happen! 150 years ago

changes forced the Postal service to transform and adapt. They did not simply look for a way to cut costs. They thought outside of the box and came up with new innovative things to grow and improve our services. The Postal service did not go up in smoke like drums and smoke signals...they grew. It is our generation's time; do we adapt and change or disappear in a puff of smoke? I choose change. How about you? Rural reach, Carrier pickup are you ready for change? We still have the one thing that digital speed and technology cannot do and that's providing customer service. It is our job. It is what we sell, it's our monopoly. No computer can care about its customers. Think about it folks.

Answer 2: When it comes to the answer to this question, needing rural carriers, of course they need rural carriers! We are the number one sellers of customer service for our company. Every small town in America, from rural routes on two wheel tracks of mud and/or snow, to multiple lane free-ways we're here to serve our customers. Literally, we are a post office on wheels; this is a very important issue right now. More than ever we must, as mail delivery professionals, exemplify this point. Postal management has been working diligently cutting costs. The consolidation of rural routes to a central larger office will cut costs. This will also cut services to the small towns that have been impacted by these decisions. I may not agree with the concept but the reality of the savings will benefit the USPS. It is our job as carriers, to insure that it is not as big a cut in services to our customers, as it could be. Stamp stocks must be maintained well. Parcel delivery and accountable mail delivery attempts to our customer's doors will be the very key to our successful future. Remember this folks. It is our job. It's our future.

Answer 3: The first 667 words of this article sound like they could have been written by someone writing for “The Lakeland USPS newsletter” Well it is not my purpose in life to ever get published in the Lakeland News... I am writing for your union's newsletter. The fact we do have to
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remember is; that our responsibility as carriers is to do our job. It is our unions job; quote "The purpose of this Association shall be to improve the methods used by rural mail carriers, to cooperate with the U.S. Postal Service and the public for the good of the service, to promote a fraternal spirit among its members, and to benefit their condition of labor. " This comes right from your Constitution of the WRLCA. The thing is that the answers to all of the first two questions are dependent on one thing...The fair compensation for doing your job. If you are busy doing your job well you may not be able to follow the money...your money... Now that new changes make the same old route you have been on for years not the same any more. Not all local postmasters are going to be real happy with the consolidations of offices. This will in many cases strain carrier and management relations even more than they are today. This is where your union can work for you. Are you being compensated for the extra you do? Local, Area and State Stewards are there to help work through these issues. Our steward system will be pushed to the limit in these times of change. If you have ever considered becoming a local steward there is no time like the present to get involved. I have always felt the knowledge is power. Becoming a local steward will increase your knowledge and your power. It will increase the power of your union by adding to the numbers of players on our team, to get us through this time of change.

I am confident that we, as a craft, can overcome today's "telegraph"... Our ability to adapt and improvise has always been a strong point of our craft. I can see no reason to fear change....Let's make it an opportunity like we have in the past.

See you at a Union Meeting Ron Berg

Something to do when it Snows.....Heaps!

One good thing about snow storms or blizzards is talking to customers on the route.... The Friday before Christmas we got a 15 inch snow fall, it was nasty day, but the snow quit around 10 a.m. I was given an ice cream pail of cookies by a customer on one of my very first stops....They were still warm.... MMMMMM..... I went on my way spinning and crashing through snow banks on the route. I would occasionally come upon one of my customers (there were many home that day) digging out their drives and their mail-boxes. I would give them a cookie and commend them on the great job they were *going* to do around their mail box.....It was THE MOST UNBELIEVABLE thing I ever saw! On Saturday those mail boxes on my route were cleaned perfectly all due to a cookie and a "that a boy"... Makes me have faith in humanity... You can bet your sweet snow shovel I will have a bunch of cookies with me again the next big snow!! Even if I have to buy them at the bakery!!

Signed Blizzard Boy Berg

Running for National Delegate?

The next issue will have space available for those members whose names will be on the ballot for National Convention Delegates. Your submission has to be 50 words or less. The deadline for the next newsletter is May 1, 2009. You can send them to Lois Graper either by mail (W10980 Riverside Rd. Marion, WI 54950 or email in microsoft word to loisgraper@wirlca.org.

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

PHONE PROTOCOL

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

Area Steward Post Office Assignments

Carol Cherney Home PO Wisconsin Rapids

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

Fred Resch Home PO Antigo

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

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, Dodgeville, Fennimore, Hazel Green, Lancaster, Linden, Lone Rock, Montfort, Mount Hope, Muscodia, Plain, Potosi, Prairie Du Chien, Richland Center, Spring Green, Stitzer

Louan Friend Home PO Pardeeville

Hm 608-587-2053 wk 608-429-2782 cell 608-697-8113
Email jklmf@hotmail.com
Reedsburg, Portage, Columbus, Endeavor, Poynette, Montello, Packwaukee, Westfield, Randolph, Wisconsin Dells, Rio.

Lois Graper Home PO Marion

Hm 715-754-4904 wk 715-754-5831
Amherst, Amherst Junction, Clintonville, Iola, Manawa, Ogdensburg, Rosholt
Scandinavia, Schofield, Shawano, Tigerton

Marilyn Laporte Home PO Spooner

Hm 715-635-2560 wk 715-635-6919
Birchwood, Cameron, Minong, Rice Lake, Sarona, Shell Lake, Springbrook, Trego

Debra Downen Home PO Omro

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

Al Muench Home PO West Bend

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

Eugene Heckel Home PO Bristol

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

State and Assistant State Steward Assignments by Area

Linda Vanden Plas -- State Steward

1610 S. Ridge Road
Green Bay, WI 54304

Phone 920- 498-2948

Email: evandenplas@new.rr.com

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

Roger Schewe

Phone 608-835-3789

Email: rschewe@charter.net

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

Charles Groth

Phone 715-634-3938

Email: cgroth@centurytel.net

First 3 digit zip code areas 540, 547,548

Lisa Wojnarowski

Phone 414-810-4860

lwojnarowski@wi.rr.com

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

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

Delivery Unit Relocations

As a cost savings measure the postal service has begun Delivery Unit Relocations (DUR). Every Post Office is scrutinized to see if any savings could be realized by moving rural routes to a neighboring office. The savings looked at are clerk hours, down grading the postal level, postmaster's pay, ect .While in many cases the rural route will gain in compensation the overall savings will warrant the move. When the rural carrier and sub move with the route, certain compensation changes may occur:

- Loading time
- Change in withdraw
- Where holds are placed
- Throwback case
- Saturday closure
- Route mileage
- Parking spot
- Accountable cage
- Outgoing mail separations

This certainly is not a complete list. Every office is a little different. Other changes that could occur are accountable mail and left notice parcels. While in some offices a clerk might bring the items to the old office. In other offices the carrier might be required to bring the items to their old office. Once again proper compensation should be included in your route evaluation. Another change is that seniority will be merged with the new office which will result in a new office wide seniority list. Two new seniority lists will be posted. One seniority list for regular rural carriers and another list for RCA's RCR's and TRC's. A change in the line of travel could occur once your route is relocated.

A DUR Coordinator has been named in the Lakeland District. I and your President Dan Strobel have been in contact with him. The new coordinator has promised to keep the union informed. In the Northland District the delivery unit moves are monitored by the Manager of Post Office Operations. The Union will be kept informed by the District Function 2 Coordinator.

The Postal Service has a contractual right to

combine offices. The Union's job is to make sure you are properly compensated. The rural carrier must receive a 30 day letter notifying you of a move to another location. Please make sure you are compensated properly. There are so many small changes that can happen and might seem insignificant but if you add them all up...Your evaluation could change. If you have any questions call your local, area, Assistant State Steward or me.

These cost savings measure the Postal Service are starting to implement will have a big impact on the carriers. It's hard to move to another office where the local procedures might be different and we are changing the way we do some things. It's hard to leave your small office and merge with another larger office with more carriers that you don't know. It even might be hard to leave your Postmaster and learn to deal with new rules in that office. It's hard to merge personalities within the new office. It's hard for the carriers in the other office also. The office space will be smaller, parking and loading will be tighter and new carriers will be coming in. It's hard for the new Postmaster to go thru these changes. And, it's hard for the old Postmaster losing all the great carriers he or she has come to know. Hopefully everyone can work together and begin a new era in our postal career. There are big changes that are coming within the Postal Service, hopefully these measures will help reduce costs and make the Postal service a stronger organization.

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

A Day In The Life ...

We as rural letter carriers are responsible for the prompt and efficient delivery and collection of mail under varying conditions within a prescribed rural delivery area. As representatives of the US Postal Service, we must be able to demonstrate a general familiarity with postal regulations and delivery procedures. Over the course of the next several articles, I will try to assist you in meeting these requirements.

Time Recording

We are required to maintain detailed reports describing our day on a 4240, Trip Report; this is to ensure that our hours are properly recorded to assure that we can be compensated properly. Both the regular and relief carrier must fill out this form in ink. You should be making the appropriate entries at the appropriate times: report to office, leave to serve route, return from route, and leaving at the end of the day. You should also be recording the actual time that you may have spent on breaks or lunch, up to 30 minutes. If you had any deviations, or other variances in your normal day, you would make the necessary notations in the remarks column.

Relief carriers, when you are on training time or when you are doing work above and beyond your route assignment for the day, use the Green Card, form 1234. Also, you can be required to be trained on up to 3 routes. You may also be required to carry routes other than your primary route.

Vehicle Inspections

All vehicles used on rural routes are required to be in proper operating condition to ensure the safe and prompt handling of the mail. Carriers that use postal owned vehicles are responsible for daily inspections. Any damage or defects found during the vehicle inspection should be reported on a form 4565, Vehicle Repair Tag. This form should be turned in to management promptly, so that repairs can be initiated. Carriers that use their own vehicles for the delivery of their route are responsible for maintaining their vehicle. A vehicle inspection, and any necessary repairs, should be

done prior to arriving at work. Management may declare a vehicle unsafe and not permit it to be used on a route until repairs are made. Carriers must provide liability insurance in accordance with state law. It is also the carrier's responsibility to maintain a valid state driver's license. If your license is ever canceled, suspended, or revoked, you must notify your supervisor immediately. Management may review your driver's license at any time.

Classes of Mail & UAA Mail

In order to handle each piece of mail correctly, you must have a general knowledge of mail classes. These are big topics, so I'll cover them in the next issue.

The Case

Accurate casing of the mail saves time and helps preserve and maintain the Postal Service's standards of proficient, timely, and accurate mail delivery. The layout of the case should follow the line of travel that you will use when you deliver the route. At your option, DPS letters can be cased along with other mail while in the office or carried to the street and merged with other mail there. I will post the NJSC meeting minutes, supporting our option to case DPS, at www.wirlca.org. It is very important to keep your work area organized and clean for safety. Pick up loose straps, bands, shrink-wrap and other materials that may cause slips, trips or falls. Never place bundles, trays, or tubs in places that may cause tripping. Never block passageways; allow a minimum of 28-inch clearance.

To Be Continued ...

While some of you may find most of this information boring and redundant; in my travels, I have found that there are many instances where a simple refresher in the basics could have avoided many misunderstandings and grievances.

Knowledge is Power.

Respectfully,

Lisa 'Wojo' Wojnarowski
WIRLCA VP, Asst. State Steward

GMAC Insurance and PROPER TIRE MAINTENANCE

Are you doing your part??

How important is proper tire care? Think about it! When we want to describe a crucial point of success or failure of a project – in business, science, or even sports – we often say “This is where the rubber meets the road”. Tire pressure was even a campaign issue in our latest Presidential race. Our tires are so important that we use them to describe just how important other things are.

So how is it that we so often neglect our own tires? Acceleration, braking, suspension – no matter how much we invest in our vehicles, even the finest systems are limited by the performance we get from are tires. Ask any race car driver!

So what should we be doing? According to the Rubber Manufacturers Association, each of us should do our **PART**. (Catchy phrase, isn't it)

- **Pressure** – Measure your tire pressure at least once a month and always before you drive more than a mile. Air expands and contracts with changes in temperature, so driving more than a mile will change the pressure reading. Use a reliable gauge and look for the tire information placard inside your driver's door, fuel door, or glove box for the best tire pressure for your vehicle. **IMPORTANT** : Some drivers believe that they can increase their traction on snow or ice by reducing their tire pressure. This is a dangerous myth. For every drop of 10 degrees Fahrenheit, even properly inflated tires will lose as much as two pounds of pressure. Tires already under-inflated can quickly be damaged.
 - **Alignment** – improper alignment can cause uneven tread wear and damage your tires. Check your tires regularly for uneven wear, and make sure your car is properly aligned.
 - **Rotation** – As a general rule, tires should be rotated every 6,000 to 8,000 miles, but check your owner's manual for the recommended frequency. Your manual should also tell the recommended pattern for rotation.

- **Tread** – Your tire tread is critical for maintaining traction and reducing hydroplaning. The most common test for worn out tread is to insert a penny into the tread so that Lincoln's head points straight down. If the tread is not deep enough that at least part of Lincoln's head is not hidden, its time for a new tire. Always make sure new tires are properly balanced and watch your alignment and rotation.

When it comes to safety, your tires are where the rubber **really** meets the road.

GMAC Insurance is your inside connection for auto insurance. Rural Carriers shouldn't have any unanswered questions when it comes to auto insurance. If you have any questions or concerns about your current policy, or would like a free quote from us, just call 1-888-325-7727.

GMAC Representative/ Committeeman
Louan Friend

CHANGE OF ADDRESS

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

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

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

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

Option 3: for carriers with PC access: Log on to LiteBlue using your Employee ID and USPS PIN. Then click on the Change of Address/Phone/Emergency Contact link under Employee Resources. Your current information will be displayed on the Address/Phone/Emergency contact form. To update your information, click the Edit button, and you're on your way. Follow the prompts to review, save and confirm your changes. That's it, you're done!

**Winter Board Meeting – Cranberry
Country Lodge, Tomah – January 19, 2009**

President Strobel called the meeting to order at 9:05 a.m.

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

Dan and Karen meet with the Constitution-Committee. Constitution Committee present: Bill Jarzombeck, Al Bengston, Debra Downen, and Sue Heiderscheidt. Absent: Roger Dobbe. They worked on the reformatted Constitution. Handouts of this form will be available at the Spring Conference. Motion was made by Chuck, seconded by Lisa to pay the Constitution Committee \$75.00 plus mileage for their meeting in Tomah on January 19, 2009. Motion passed

Motion was made by Ron, seconded by Chuck to approve the Fall Conference Board Meeting Minutes of Oct. 24, 2008. Motion passed.

Financial report was given by Karen. She informed the board of the current membership and officer/steward allowances. Proper documentation of requested LWOP days was addressed by Karen. Lois and Karen informed the board of the costs of an external financial review or audit. Additional information will be available at the next meeting.

Equipment: Purchased were 2 printers, 1 monitor and 1 shredder. We are still checking on prices for 2 laptops. Discussion was held concerning software owned by the union. All board members should bring the laptops to the next meeting to update the computers with the updated software. Roger Schewe was issued a fax machine that was in storage. Chuck was issued a Brother printer that Lois had. Karen will update the inventory list. Chuck reported on a digital recorder. Motion was made by Ron, seconded by Lisa to purchase a Zoom H2 Digital Recorder. Motion passed.

Break - Reconvened at 10:25 a.m.

Discussion was held concerning the Sunday Steward/count training and comp time for the State Steward. This was tabled until a future meeting. Motion was made by Karen, seconded by Ron to pay the Assistant State Stewards that assist with the Sunday Steward/Count training \$75.00 if they are not local stewards. Motion passed.

Spring Conference: Saturday schedule is to have steward training from 1-3 p.m. and county president and secretary/treasurer training from 3-5 p.m. Motion was made by Karen, seconded by Lisa to pay the county presidents and secretary/treasurers \$75.00 if they are not local stewards. Motion carried. Motion was made by Karen, seconded by Lisa to allow Lois and Karen to have 2 days to prepare the county officer training. Motion passed.

Saturday evening will be the Social/Pac event. Sunday's schedule will include GMAC, Provident Guild, and Constitution Committee. Dan is also trying to set up speakers for DUR, new hiring process, Fair/threat assessment and a Northland CSA. There will be question and answer session at the end.

Mid-States Conference will be held May 1-3, 2009 at Peoria, IL. Board attendance was tabled until March.

President/Vice President Legislative Conference will be May 16-20, 2009.

The President/Secretary-Treasurer/Steward training scheduled for April 14-16, 2009 has been changed to just National Steward Training. The Secretary-Treasurer/President training has been cancelled until further notice.

There will be a Northland Leadership Meeting January 22, 2009 from 10-3.

(continue on page 17)

(continued from page 16)

Lakeland Labor/Management meeting will be March 4, 2009 from 1-3 p.m.

Break for lunch at 12:30 p.m. and reconvene at 1:15 p.m.

The deadline for the February newsletter is January 24, 2009. Discussion was held on article assignments. The deadline for the Convention newsletter will be May 1, 2009.

Member of the Year nominations need to be sent to Karen by June 1, 2009.

State Steward applications need to be mailed to Dan by June 1, 2009

State Convention will be June 26-28, 2009 at Oconomowoc. The board will meet at 6:30 p.m. on the 24th with a reorganization meeting on the 29th.

Linda presented the steward report.

A Rural Oversight Committee will be formed to address closure issues of QWL. More information will be coming.

Karen and Lois handed out the State Officers County Handbook.

Chuck would like to see training or a guidebook concerning the transition from RCA to regular carrier.

Next meeting will be March 20, 2009 at 10am.

We adjourned at 3:42 p.m.

Respectfully
submitted
Lois Graper
Assistant
Sec/Treas



SEXUAL HARASSMENT

Know Your Rights! Take Responsibility!

The USPS is committed to providing a work environment free of sexual harassment and inappropriate conduct of a sexual nature.

Although inappropriate conduct of a sexual nature may not fit in the legal definition of sexual harassment, such behavior in the workplace undermines morale and violates the USPS standards of conduct.

Employees will be subject to disciplinary action for engaging in sexually harassing behavior such as, but not limited to:

- Making employment decisions based on whether an employee submits to or rejects sexual advances or requests for sexual favors.
- Deliberate or repeated unsolicited remarks with a sexual connotation or physical contact of a sexual nature that is unwelcome to the recipient
- Behavior that creates a sustained hostile or abusive work environment so severe or pervasive that it unreasonably interferes with or changes the conditions of one's employment.

What can you do? Employees can seek relief through the EEO complaint process, grievance arbitration procedures established through the collective bargaining agreements with the unions, and the non-bargaining grievance procedures described in section 650 of the ELM (Employee and Labor Relations Manual). Employees pursuing an EEO complaint must contact an EEO counselor within 45 days of the act giving rise to the claim in order to preserve their rights under federal law.

The bottom line is that the Postal Service has a zero tolerance against sexual harassment. If this is happening to you, don't think you have to put up with it! ACT! All managers have Publication 552 available to them when a complaint is brought to their attention. They must take prompt and appropriate action.

2009 MID STATES CONFERENCE

BUILDING ON THE BEST

MAY 1 – 3, 2009

**PEORIA HOLIDAY INN CITY CENTER
500 HAMILTON BLVD, PEORIA IL 61602**

Room Reservations: 309-674-2500 or 1-800-HOLIDAY
Fax: 309-674-8705

A \$69.00 a night, plus tax, double occupancy room. Parking is complimentary. Same great service & convenient location with fantastic new look in 2008 - indoor pool, whirlpool, sauna & fitness center, FREE high-speed wireless internet - business center - regency lounge - Bennigan's Grill & Tavern. Need to fly in? visit www.flypia.com - Want to make your itinerary early? www.peoria.org. Room Block Ends March 30, 2009!

HIGHLIGHTS FOR TENTATIVE AGENDA

Friday, May 1 2:00 – 8:00 PM Registration is Open
5:30 – 7:30 PM Steward Roundtable - Secretary/Treasurers Meeting
8:00 – 11 PM Open Mic – Mixer for All Attendees
Saturday, May 2 7:00 – 8:30 Registration
8:30 AM Welcome, Key Note Address, Open Forum Panel for Stewards
APCU, GMC, Health Insurance Information
1:30 PM Legal Counsel, PAC, OWCP, Open Forum
6:00 PM Reception/ Banquet/Special Presentations/Entertainment
Sunday, May 3 7:00 AM Breakfast Business Meeting for MidState Members only
9:00 AM Open Session with Key Note Address – Adjourn by 12:00

Conference Registration

Name: _____ Association _____ Auxiliary _____ Guest _____

Name: _____ Association _____ Auxiliary _____ Guest _____

Name: _____ Association _____ Auxiliary _____ Guest _____

Address: _____

Phone # _____ Email: _____

Attending Friday Night Complimentary Mixer/Open Mic: _____

for Saturday Breakfast _____ #for Saturday Lunch _____ #for Saturday Banquet _____

#for Sunday Breakfast _____ (Breakfasts (\$10) Lunch (\$10) Banquet (\$16))

for Auxiliary Luncheon on Saturday (\$10) _____

Mail Registration and meal information by April 18, 2009 – Checks payable to MidStates Conference and send to: Mid States Conference

**Attention Sheila Anderson
610 Carlton Street, Benton IL 62812-1069
618-439-6877– email: rtside@gmail.com**

WISCONSIN RURAL LETTER CARRIERS AUXILIARY

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

(Applicant's Name)

SCHOLARSHIP APPLICATION FOR WIRLCA JUNIOR MEMBERS ENTERING HIGHER EDUCATION AS A FRESHMAN

Dear Applicant:

The WIRLCA is pleased to offer Scholarships in amounts of \$250. A \$350 scholarship will be awarded to an active WIRLCA Junior. There are also five \$200.00 scholarships awarded each year from money raised at the 2000 National Convention hosted in Wisconsin.

Eligibility for these scholarships is determined by parents/grandparents membership in good standing in the NRLC Association and/or Auxiliary.

APPLICATION INSTRUCTIONS:

1. **Include an official transcript with school seal** beginning with Grade Nine through the first semester of the Senior year. The grade point average must be 2.5 (C+) on a 4 point scale. Attach transcript to second page of application.
2. All spaces on the application **must be filled in.**
3. All applications **must be typed or neatly and legibly hand printed in ink** to be considered.
4. All applications **must be postmarked no later than May 20, 2009.**
Any application received with a postmark **later than May 20th will not be considered.**
5. **Mail your completed application (and all requested information) to:**
June Strobel, Secretary/Treasurer, WIRLCA
N4431 Daley Road
Hustisford, WI 53034-9742
6. Applicant may include a recent photograph or High School Senior Picture of the applicant with this application. By including this photograph, applicant is authorizing the WIRLCA to use this picture in our State newspaper.
7. Winners will be announced at the WIRLCA State Convention in June. Notification to the award winners will be sent after the June State Convention.
8. Scholarships will not be paid until the student has successfully completed the first semester (with grade point average 2.5 (C+) or higher on a 4 point scale) and enrolled for the second semester. A letter including grades received for first semester and a schedule of classes for second semester must be sent to the Auxiliary Secretary/Treasurer by February 20, 2010.

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

Name: _____ Birth date: _____

Street Address: _____

City: _____ State: _____ Zip+4: _____

Phone Number: _____

Name of Rural Carrier Parent/Grandparent: _____ Postal ID or SS# _____

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

Post Office where your Parent/Grandparent is/was employed: _____

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

In what county are membership dues paid? _____

What school of higher education have you been accepted into as a freshman : _____

PLEASE ANSWER THE FOLLOWING QUESTIONS AS COMPLETELY AS POSSIBLE.

1. Have you participated in the WIRLCA Junior organization at State Conventions?
If so, in what way?

2. Did you receive any academic honors or awards during high school? If so, please list.

3. Did you participate in school-sponsored activities such as clubs, organizations, sports, etc? If so, please list.

4. Have you participated in non-school sponsored activities? If so, please list.

5. Please list any hobbies, special interests or talents you have.

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

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

1. Your career goals
2. Why you wish to pursue the career you have chosen
3. What experiences you have had to date that might be relevant to your career goals
4. Any other information about yourself that might be relevant to this application.

Signature of Applicant: _____

Father's Name: _____(please print)

Signature of Applicant's Father: _____

Mother's Name: _____(please print)

Signature of Applicant's Mother: _____

Date of Application: _____

Attach
Picture
Here

(Optional - Refer to #6
Application Instructions)

Thank You! Good Luck With Your Future!

WIRLCA AUXILIARY OFFICERS-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

**Convention Newsletter
Articles Due
May 1, 2009**

**New Members since 12-1-08
Welcome!**

Debra M Clark	Wautoma
Colleen J Staeck	Gleason
Penny L. Auter	Oconomowoc
Janet L. Stiebs	Port Washington
Elizabeth M Tachick	Pound
Darla D Harper	Amery
Kent L Janisch	Hancock
Wayne E Verstein	Prairie du Sac
Laura L Lueneburg	Seymour
Stacey L Ozment	New Holstein
Jennifer A Murray	Lancaster
Jody L Stortzum	Cuba City
Jerald R Michels	Warrens

**Recent Retirees
Congratulations!**

Stanley Boutwell	Waupaca
Michael Bowers	Bagley
Tina Jaminski	Nekoosa
Barbara Rottler	Wisconsin Rapids
Anthony Sazama	Rudolph
Charles Vogt	Waterford

**Memorial
We send our condolences to friends
and family**

Charles E Bertermann	Racine
Richard L Bieda	Green Bay
Lloyd H Buck Sr.	Merrill
Norman D Dawson	Wyocena
Kenneth E Hium	Eau Claire
Kenneth F Kafer	Winona
Walter S Mortimer	La Valle
Thomas H OConnor	Manitowoc
James A Rhode	Oakfield
Paul J Schumacher	Potosi
Alphons P Schneider	Germantown
Willard J Spindler	New Holstein
Earl H Steinbrecher	Green Bay

We apologize if we missed anyone. Please contact Lois or Karen if we did. .

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

Nonprofit
Organization
US Postage
Paid
Permit 47
Waupaca, WI

Upcoming Happenings

**Mail Count February 14-March 14, 2009
at a Post Office near you**

**Spring Conference March 21-22, 2009
at Cranberry Country Lodge, Tomah, WI**

Mid-States May 1-3, 2009 at Peoria, IL

**WIRLCA State Convention June 26-28, 2009
at Olympia Resort, Oconomowoc, WI**

**NRLCA National Convention August 18-21, 2009
at Grapevine, TX**