

# WIRLCA NEWS



Wisconsin Rural Letter Carriers' Association; W5781 Cty G; Rio WI 53960  
WIRLCA.org

## *Changes....*

By Wisconsin State Board

As you may have noticed (and hopefully have noticed) its been a little while since you've heard any news from us. We have undergone some changes in organization and are pleased to announce that Lois Graper, former editor of the WIRLCA Newsletter, has agreed to return as our editor. We apologize to you, our members, for the delay in getting this Winter issue out. Be rest assured you will be hearing from us again VERY soon.

Enclosed are a number of very important articles with information regarding upcoming events that you need to be aware of. Please take a few moments to peruse the information enclosed.

Please join us in welcoming Lois back to the helm.

## *CONGRATULATIONS!*

By Susan Tiffany

You've just won a free trip to Mid States Conference!

Well you didn't actually win a trip to Mid States, but you could have your trip paid for by the state association. In June the delegation at State Convention voted to pay members up to \$250.00 to attend the Mid States Conference. So if you play your cards right you can reduce your expenses and still have a great time. Get three other carriers to come with you and share a room and gas expenses and your cost is much less. But

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that's not the best reason for going to Mid States. Mid States is a great way to get a lot of information in one weekend from your national officers, stewards, legal and insurance representatives. This is not a meeting that conducts the business of our association. It is purely for information only. Your national officers are more relaxed and very approachable for questions. It is very casual and laid back, and most of all FUN!

Minnesota will be hosting Mid States Conference this year in Duluth on May 2, 3, and 4<sup>th</sup>. It will be at the Holiday Inn and Suites at 200 West First Street. The standard room rate is \$89 per night and a King Suite and 2 bed suites will be \$119 plus tax of course. Reservations are under the **MNRLCA** room block. The number to call for reservation is **(800)-477-7089**. Please reserve your room by April 10<sup>th</sup>, 2014.

The conference will begin on **Friday May 2<sup>nd</sup> at 10:00am** with a Retirement Seminar and a Steward Seminar. You will also hear from our NRLCA officers, Insurance Representative, Legislative Representatives and APCU Representatives during the course of the weekend. The Banquet will be on Saturday night May 3<sup>rd</sup> and Please see *Congratulations* on page 4

# Annual Meeting

By Mark Becker

We all know it as State Convention but it is the Annual Meeting of the Wisconsin Rural Letter Carrier Association. We need to hold them and transact the business laid out in WIRLCA Constitution and the NRLCA Constitution.

Changes to the procedure for finding a place to hold a State Convention was passed by the 2013 delegates at the convention held in Janesville WI. The new procedure will be utilizing the 11 regions. The County units in each region will find and report to the WIRLCA Board places that are compatible for holding the convention. Compatible is explained in general throughout this article. The board will be responsible to negotiate terms of the contract and especially the Vice President will sign the contract best for our needs of space and finances.

In 2014 region 3 is well established in planning the state convention June 20 - 22, 2014. 2015 is in Region 4 and it will be at the Best Western in Marinette. Region 5 has 2016, Marathon, Clark, Wood, Portage, and Waupaca need to see what is in the area. I was at the Waupaca County fall meeting which they will look into a place in Waupaca itself. In 2017 we will be looking in the region 8 area. Crawford, Richland, Sauk, La Crosse, Vernon, Monroe and Juneau counties should be observing what is available during the next three years.

The members of the county units in the hosting region will still need to man the committees needed to run a successful convention. Some of those are finding activities for the juniors, hospitality and activities for the carriers to do before or after convention and the registration committee to name a few things.

What kind of place does Wisconsin need at this time? A meeting room or Banquet hall with a capacity of 200 people or more. This room is needed from Friday Morning to Sunday Night. On Friday it will have seminars, memorial service, opening joint session and hospitality. Saturday the general session and a banquet that night. Sunday it has a general session until adjournment. Some facilities will have additional large rooms to split these events. Then the need is a minimum of 3 smaller rooms that has a capacity of 10 to 20 people. The first room capacity of 20 is called the Secretary room from Wednesday through Monday. Computers and printers are utilized in this room and meeting space for 10 people. The other 2 or more rooms are needed for committees, the auxiliary and juniors from Thursday through Sunday. The committees include Election, Constitution, Resolutions, Tellers and Finance. Not all committees work at the same time, so 2 rooms is usually workable but 3 rooms are preferable. On Saturday night the juniors need a banquet room which in the immediate past has been a small group under 20.

In recap any place that has 1 large room and 3 smaller rooms could potentially host our convention. Some of us on the WIRLCA board feel there are places in rural Wisconsin that could meet this minimum and may have more draw for participation. Our biggest competition in these rural places are Saturday night weddings in June. Do we consider having conventions in May as well as June? In my first years going to conventions, they were held from Sunday to Tuesday, which could also be in consideration.

# An Article for Everyone

By President Lisa "WoJo" Wojnarowski

Our jobs are being attacked from all sides!  
Unions are being dismantled, management is running amuck!

Think about it, do you really want your management to be able to do whatever they want to you, without following any of the proper procedures? Now, I realize some of us have management personnel that are completely fair, nice, and pleasant; this isn't the case in many offices. The Union has a purpose, the Union is here to protect you, and it's members. Unfortunately, we are losing members. We have lost members through retirement, RCA's quitting, and carriers getting removed. Not only do we need to sign up new members when they are first hired, but we need to sign up the veteran carriers that have been riding the coattails of the members we currently have. I am

## *Congratulations Wisconsin...*

By Marilyn LaPorte

The National General contest has ended for the year and I just wanted to say thank you to all of the carriers who contacted National General for a free quote. Thanks to your efforts the State earned an extra \$340.00. The contest for next year will be similar, so get your fingers ready to make the call. We will still be using State Code R62.

I recently heard from a carrier who called for a quote and was able to save over \$100.00 per month on insurance. Remember, the call is free and there is no obligation to change. And don't forget about the free his and her watches. All you have to lose is a few minutes of your time and you can help the State earn extra money. Thanks again.

also concerned when we lose existing members, when they opt out of the Union. I would like to ask them why they have come to that decision. If you happen to be one of those carriers, please email me to let me know.

Our Union fights for us, and important issues that pertain to our jobs on Capitol Hill. There are many voices on the Hill that would like to see the Postal Service be privatized. There are many voices on the Hill that would like to see our employer fail miserably. There are many Congress people that use FedEx as their shipping company. Yes, that means that even our Government is helping our demise. Your Union is there fighting for you, every step of the way!

We are an aging craft, we need to encourage participation from our younger folk. We need carriers that enjoy their career. We need carriers that care about their future. We need carriers that don't enjoy being walked all over. We need to see your butts in the seats! We need current members to take a non-member under their wing, take them to a Union meeting. Now is the time to get off our asses and do something! WE NEED YOUR HELP, WE NEED YOU!

-Wojo

## *Annual Meeting (cont from page 2)*

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When your region comes within 3 years of hosting a convention please become aware what is available in your area. Pass as much information as you have on to the WIRLCA state board during that year.

-MB

### ***Congratulations from page 1***

will feature musical entertainment. Wear your sailor's suit or mermaid costume as it is a nautical theme this year. **Pre-registration needs to be completed by April 10, 2014 to receive a special gift!** And even if you don't want a special gift please be courteous and pre-register so our hosts have an idea of how many are attending.

There will be lunches available ON Friday and Saturday, and breakfast on Saturday and Sunday along with the Banquet on Saturday night. These are all at the hotel and all require registration and payment by April 10<sup>th</sup>. You are also welcome to go off site for your meals. Please watch your National Magazine for the registration form. We will also print it in upcoming State Newsletters as well.

When the delegation voted to give each attendee \$250 dollars they also put a cap on the amount to be spent. That amount was \$5,000 to be split equally between attendees. So if only 10 members go we will only have used half of what was allotted for this. So I say **Lets break the Bank!** We won't actually break the bank but I feel if we exceed 20 members this year that cap can be higher the following year. I feel that this is one of the best opportunities for you to receive as much information possible in a setting that is not filled with other obligations. If by chance the national delegation ever votes to go to a bi-annual national convention, this meeting would be your opportunity to see and meet your national officers in the off year of convention.

I am making a challenge to all who have attended a past Mid States Conferences to pair up with another carrier who has never attended one. And you don't have to stop at only one carrier, bring a whole bus load! I've already warned the Minnesota Mid States committee that I wanted to bring up a herd from Wisconsin. **So Giddy Up Let's Go!** See You There.

- Sue

## **Registration for 2014 WIRLCA State Convention**

In addition to the registration form being in this issue, please contact the 2014 WIRLCA State Convention hosts for information. You will find information about making reservations at the Clarion Hotel (formerly Holiday Inn) in Eau Claire Wisconsin in this edition. Remember to make your reservations early and if special accommodations are needed (hotel does not have an elevator), please be sure to mention that when making your reservation.

Further information can also be obtained by emailing [wirlca2014convention@gmail.com](mailto:wirlca2014convention@gmail.com)

# THE EXPERIENCE FACTOR

by Vicki Galgowski

For those of you who couldn't attend the WIRLCA Fall conference, I'd like to present a brief summation of the guest speaker at the conference.

Sunday morning we were gifted with a presentation entitled "Your voice, your choice, you make a difference". Jen Kuhn, one of the co-founders of The Experience Factor was the presenter.

The experience factor is a motivational approach to encouraging employees to upgrade their work performance to improve customer satisfaction. So how on earth do you get a bunch of rural carriers to even want to make an effort to change, when we are constantly bombarded with the dire straits of the postal system, and the great burden we are placing on the finances of the organization by expecting to be paid a fair wage for what we do? Well Jen had a few ideas.

We were given the dreaded work sheet to fill out. 2 items, one, to list 3 things that describe your motivation to work, and two, list the top 2 things that you're most passionate about concerning your work. We then gave feedback about our answers. Money, or wages and benefits, was a motivator. Self-satisfaction of hauling the mail out and returning everyday was another. Providing a service to many people who otherwise may not have much outside contact with others was another reason. Wow, made me realize that I do is something worthwhile. The passion of the job was delivering the correct mail, to the correct houses in a timely fashion...I believe someone

thru the term scanning in there too. Being honest, or putting a positive face on the Postal System, when dealing with the public was another.

We also went thru a couple of exercises which demonstrated the effects, both good and bad of how we communicate with each other. We were divided into groups and we all put on labels, which we didn't look at. We then were to explain to our group why, if we could be any animal in the world, why we would want to be that animal. Then the group reacted to us based on our label. Mine was "ignore me", well that just made me crazy when I couldn't get any reaction from my group. Others were ,treat me like I'm brilliant, or Funny, Or wrong about my choice. This group exercise made you realize how important listening and reacting appropriately to another can be. Not only in the effectiveness of the communication but in the feeling of value that you can provide when listening.

Another activity was pairing off with someone and looking them up and down, then turning away and each person changed one thing in their appearance. The other person was supposed to observe what that thing was. After the third attempt we all got much better at our observations, because we were more comfortable in doing the observation.

Our next exercise had us divided into teams and we had to line up according to our birthdays, with only one person stepping forward and one shifting to the left or right. We couldn't use verbal communication so it was all done by hand signals. That was a hoot, and both teams finished at about the same time and in good order. Another lesson in how to adapt our communication skills.

Lastly we were again in two teams with a part of a 2 word phrase or name and we had to find our partner. Postage was looking for stamp, orange was looking for juice, time was looking for clock. We found our partners, split up again, put on blindfolds and proceeded to look for our partners. Without the use of sight, just using sound we accomplished this task, another way to communicate to reach a goal.

We all learned that there is more than one way to reach an end and more importantly that we are all capable of using different means to get to our goals, and for this day anyway we could have some fun learning these facts. What I walked away from this presentation thinking was that I'm going to keep writing my congressional representatives to inform them of the job I do and the importance I think my job has in this world. Also to encourage my fellow carriers to come to these events to be renewed, to gain some perspective, to have a positive experience that may just carry over into my everyday work life.

--VG

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## ***You've Come A Long Way Baby***

by Ellen Corlett

I had an opportunity recently to go through our local unit's records (and organize them). It is really amazing to see how far we've come in recent years. I found financial records going pretty far back (like the 1930's) - which is good! I found minutes going back to around 1955 - also good! And then I found a variety of other things such as old membership cards, lists, and books.

Did you know (and many of you do) that rural carriers used to receive actual annual

membership cards to carry once they paid their dues (there was no dues withholding then, you just wrote a big check once a year). I know it's a lot easier to be a member now than it used to be. I really appreciate the little bit taken from my check (BEFORE I even see it, so I never miss it) which grants me so many opportunities to learn about my job and how it should be done, how to protect myself from uninformed managers, and how to protect my paycheck! As near as I can figure out, most people must have received their membership cards from their local secretary or secretary/treasurer at either a Fall or Spring county meeting. If you didn't go, you didn't get your card (I came to this conclusion based upon the number of "member's copy" of the membership cards I found). It also looked like there were a lot less members then and there were those that didn't take advantage of their membership at that time also.

We recently completed eleven regional fall meetings in addition to the Fall Conference. While attendance to the Fall Conference was better than last year, it still fell short. I attended two of the eleven regional fall meetings and was pleased to see faces at these meetings that I didn't see at Fall Conference. I have questions though. First, if you did attend a regional meeting, did you find the information helpful? Second, if you didn't, Why? Was it because the dates didn't quite work for you? Or did you feel you didn't need to worry about it? Do we need to work on the locations? Third, do you normally attend your local county fall meeting? Lastly, what is it that you feel is needed from us? I really would love to hear from you (my phone number and email is listed in this edition) to see what you, the member, would like to have happen to make it easier (more convenient) to learn about our jobs.

My point is that each one of us is the only person who can have any effect on our own destiny. If you don't take advantage of the opportunities to meet with others, listen and learn, who will? We send our kids to school to learn. Then in order to be sure that our kids are learning the most current and most up to date information, we send their teachers periodically to "Continuing Education" classes. Why do you suppose we do that? Because we recognize that methods change over time. How we may have taught our children just 20 years ago, is not how they are teaching them today. I know this because I'm spending a lot of time lately reading books with my granddaughter who is first grade. Its sad to say, but the "Dick and Jane and Spot" learn to read books are no longer being used in schools today (did I just totally date myself?). Even the phonics methods I learned when my daughter was learning to read just a generation ago are not being used anymore. So I am currently learning how to read a third way. And don't even get me started on Math!! If you want to feel like the class dunce, just spend a day in first grade.

If you rely on service talks from management for your information, you may be missing out. As a sub, I know this to be true. If a service talk is given in our office during the week and I'm not there, there is a very good likelihood I won't receive the information given. If I do, it is usually in a much abbreviated form and does not always include all pertinent information.

Furthermore, if I happen to be off for an extended period of time (like when I had surgery), I did not receive any of the "catch-up" service talks from the time I was gone. I learned about "H-Scans" (prepaid acceptance scans) at a local meeting I attended. I then went back and asked if we were supposed to be doing this and learned not only were we to scan prepaid packages upon pickup, but in our office, we write "H" on them so that at a glance we know its been done. If I weren't a member, I wouldn't have attended a meeting, I wouldn't have heard about a new procedure, and I wouldn't have known I was not doing my job correctly. Now, could I blame it on management? Maybe, but I feel I have a responsibility to remain up to date on my job. And, if I were facing discipline for not doing my job correctly, its just like getting a ticket for driving and not knowing every law. Ignorance is not a justifiable defense.

If you're not a member yet, joining is as easy as filling in an 1187 form. Upon completion of this form, dues would begin to be deducted at a rate of \$20.38 per pay period for regular carriers and PTF's; and at the rate of \$7.29 per pay period for RCA's. That's not very much to pay for "Continuing Education" class, is it? If you don't have a form, call and I will print and mail you the pre-filled form that all you need to do is sign.

--EC

# Welcome

2014 WIRLCA State Convention  
June 18—June 22, 2014  
Eau Claire, Wisconsin

We have special room rates available to Convention attendees.

**\$70.00 Single Occupancy**  
**\$74.95 Double Occupancy**

To secure reservations, please call the Clarion Hotel Campus Area directly at 715-835-2211 and mention the 2014 WIRLCA State Convention.



CLARION HOTEL—CAMPUS AREA  
(formerly Holiday Inn—Campus Area)  
800-472-3297 · 715-835-2211

Clarion Hotel Campus Area  
2703 Craig Road · Eau Claire, WI 54701

**A great place to stay:**

- Indoor pool & hot tub
- 24 Hour Fitness Center
- Green Mill Restaurant and Bar
- In room coffee brewer, microwave and refrigerator
- Complimentary wireless high speed internet



**WANTED:**

Spring. Last seen approximately  
10 months ago.  
Identifying marks: Sunshine, warmth,  
flowers, rain (not snow) showers.  
If found, detain and share with all

## RAFT Program

by Ron Berg

Today we as rural carriers are kind of floating on a river of change. The changes of our employer are happening all around us seemingly every minute of every day. Is it by chance that we have carriers with no manager on site? Is it also by chance that other offices are over managed by overzealous managers who do not understand the rural craft and do not care to learn, only being concerned about hitting the numbers at any cost? If it wasn't so frustrating it would be humorous at times.

Through all these difficult times our membership has been declining, mainly through attrition (folks moving on to that big route in the sky), the consolidation of routes and management dragging their feet (or other

parts) when hiring leave replacements due to looming 5 day delivery scares! I have been asking you as members to help recruit members. We are lucky to have a very good assistant secretary that diligently recruits monthly. I still ask for more. I have heard "Why should I recruit? What's in it for me?" The answer has always been we have strength in numbers we need to secure our future. Yes some of you help, but how do we get the rest to go along in the never ending recruiting battle? I think that as of December 1<sup>st</sup> of 2013 our rescue ship or RAFT has come in.

Membership was recently addressed by the NRLCA National board. They have adopted and endorsed a national recruitment Initiative called RAFT (Recruit A Friend Today) This special initiative is to commence on December 1<sup>st</sup> 2013 and run through the end of

the Association year June30th 2014.OK you say but so what is in this for me?

As an incentive for recruiters and new members, the RAFT Program offers the following benefits:

1. Individual recruiters will receive an incentive payment of \$25 for each RCA recruited and \$50 for each Regular/PTF Carrier recruited. The only stipulation to receive this payment is that the recruited individual must sign an 1187 Dues Withholding Authorization form and stay with the USPS employment roles for a period of 3 months after the State Secretary or National office processes the Form 1187.

2. The newly recruited member will receive 3 free months of membership before his/her Form 1187 is sent to the USPS for processing.

Now that is something that can put gas in your tank and food on your table! Cash is always a good thing to have in a rural carriers pocket! You finally have something in the recruiting game for you.

One thing to remember is that there are still looming decisions to be made by Congress that affect the future of our jobs, our families' financial stability and our employer the USPS. Because there are many tough decisions that hold our future in our hands, it is more important than ever that we stand together in solidarity with as much information as possible in front of us.

Stay tuned for more information on the RAFT program.

See you at a union meeting.

-RB

Always do right. This will gratify some people and astonish the rest.

Mark Twain *US humorist, novelist, short story author, & writer (1835 - 1910)*

Our thoughts and prayers go out to the families  
of our recently deceased members

Donald Blaha; Christine Jens; Lyman Reynolds, Jr; Sharon Leonard;  
Troy Daniels; Peter Geidans; Duane Boettcher; Lloyd Bredael; Frances Drath;  
George Fayerweather; Elmer Horstman; Richard Jaeger; Richard Mikkola;  
Roger Miller; Corwin Miser; Winford Moseley; Lawson Ogden;  
Oswald Prellwitz; Lester Timmerman; Marvin Vandenberg;  
Donald Wendorf and Matthew Zentner

## Greetings from Lakeland District....

The mail count is winding down as I write this article. New evaluations from this Feb–March 2014 mail count will go in to effect on April 19, 2014–pay period 10. If your route may be classified in more than one evaluated classification, you may elect the higher option if you qualify. To qualify, you must demonstrate your actual work hours will not exceed 2080 during the guarantee period. This determination is based on but not limited to the carriers' performance during the previous year. You also agree in writing to use sufficient annual leave to not exceed 2080, and have a minimum of 10 years of service from your retirement computation date. This latter information can be found in column 17 of your PS Form 50.

A route evaluation must rest between 44:11 & 46:29 hours and 47:24 & 50:43 hours to be classified in more than one evaluated classification; there is a space between 46:30 & 47:23 where the option does not come in to play.

*(see Table 1 on page 11–12)*

Choosing high option gives higher pay and one less relief day in a pay period than the low option. Occasionally problems can occur when the high/low option data is entered after the mail count, if this occurs, contact your assigned steward immediately so it can be corrected.

After the new evaluations go in to effect, a re–calculation of the relief day formula should be reviewed in formula offices. A formula office is one where routes are authorized a non–Saturday relief day to alleviate scheduling issues due to a shortage of leave replacement carriers. The recalculation of the formula may result in additional Saturday relief days or a

change on a route to a non–Saturday relief day. J routes are provided a Saturday relief day unless a non–Saturday relief day is mutually agreed upon by both the carrier and management. To determine the minimum number of Saturday relief days after an office has invoked the formula, use the total number of leave replacements assigned and working in the office minus the number of auxiliary routes divided by the number of routes with an authorized relief day. Subtract .10, multiply the result by the total number of routes authorized a relief day. This number is rounded down to the next whole number. The result is the minimum number of Saturday relief days to be authorized in the office. Subtracting this figure from the total number of regular routes authorized a relief day provided the maximum number of K routes that may be assigned a non–Saturday relief day.

Additionally, something to consider after this mail count; a change in the classification of a route without a primary leave replacement is cause for offering that primary assignment by seniority to leave replacement carriers in the office. For example, if a J route without a leave replacement becomes a K route due to the mail count, that leave replacement vacancy is offered by seniority to leave replacement carriers in the office. Other triggers for offering vacant primary assignments can be found in article 30.2.E.2.

*(see Reference 1 on page 11)*

Every year we participate in the National Stamp out Hunger Food Drive; this year is no different. May 10, 2014 is the 22<sup>nd</sup> annual Stamp Out Hunger food drive, a day we Rural Carriers' volunteer to pick up bags of non–perishable food items left out by our customers at their mail boxes. Our participation is completely voluntary; if you choose not to

participate, please notify your manager so they can find another means to pick up the food left out by your customers.

More than 50 million people a day, 17 million of them children, face hunger. The food collected on this largest one day food drive event goes to local food banks. Last year nationally over 307 pounds of food was collected; let's help make this year the biggest ever.

VOE (Voice of the Employee) Surveys are strictly voluntary and confidential; if you do participate you should be paid for your time on an 8127 (supplemental payment form) to complete the survey. Responses are sent to an independent party who tabulates the responses and reports them back to the USPS in summary form. The results of the latest survey are available through the USPS intranet.

Each year as spring approaches, the USPS dedicates the third full week of May as "mail box improvement week". This year it will fall on May 19-25. Mail box improvement week is dedicated to remind and encourage customers to examine and where necessary, improve the appearance and functionality of their mail box. It calls attention to the need to provide mailboxes that are PMG approved, fully operational and designed to protect the mail from weather, safe, conveniently located and neat in appearance. A PS Form 4056 (Your mailbox needs attention) can be used to draw attention to a customer that their mailbox that is in need of improvement. This form should be filled out and be approved for delivery by your Postmaster/manager.

Time is upon us again, for the opportunity to sign the relief day work list. Regular carriers are given the opportunity twice a year to sign the relief day work list; each new list supersedes the previous list. Beginning April 12 regular carriers desiring to work their relief day may sign the relief day work list,

regardless of route classification. The opportunity to sign the list will remain open for 2 weeks, and then the list will become effective Saturday May 3, 2014.

Be safe out there; see you at state convention.

-Julia Doggett

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## TABLE 1:

a. TABLE OF EVALUATED HOURS FOR REGULAR RURAL ROUTES  
Total Hours and Minutes Per Week Evaluated Hours (Standard Hours)

H Routes (No Relief Days)

40:30 to 41:29 41 Hours

41:30 to 42:29 42 Hours

42:30 to 43:29 43 Hours

43:30 to 44:29 44 Hours

44:30 to 45:29 45 Hours

45:30 to 46:29 46 Hours

J Routes (Relief Day Every Other Week)

44:11 to 45:15 41 Hours

45:16 to 46:21 42 Hours

46:22 to 47:27 43 Hours

47:28 to 48:32 44 Hours

48:33 to 49:37 45 Hours

49:38 to 50:43 46 Hours

K Routes (Relief Day Each Week)

47:24 to 48:35 40 Hours

48:36 to 49:47 41 Hours

49:48 to 50:59 42 Hours

51:00 to 52:11 43 Hours

52:12 to 53:23 44 Hours

53:24 to 54:35 45 Hours

54:36 to 55:47 46 Hours

55:48 to 56:59 47 Hours\*

57:00 to 57:36 48 Hours\*

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

### ***Reference 1:***

#### **E. Filling a Leave Replacement Vacancy**

2. If a part-time flexible rural carrier vacancy exists, the Employer will have the option of eliminating the parttime flexible rural carrier position or posting the assignment in accordance with Article 30.2.A.3.

b. TABLE OF EVALUATED HOURS FOR  
AUXILIARY ROUTES  
Standard Hours and Minutes Per Week Evaluated  
Hours

(Standard Hours)  
11:30 to 12:29 12 Hours  
12:30 to 13:29 13 Hours  
13:30 to 14:29 14 Hours  
14:30 to 15:29 15 Hours  
15:30 to 16:29 16 Hours  
16:30 to 17:29 17 Hours  
17:30 to 18:29 18 Hours  
18:30 to 19:29 19 Hours  
19:30 to 20:29 20 Hours  
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25:30 to 26:29 26 Hours  
26:30 to 27:29 27 Hours  
27:30 to 28:29 28 Hours  
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35:30 to 36:29 36 Hours  
36:30 to 37:29 37 Hours  
37:30 to 38:29 38 Hours  
38:30 to 39:29 39 Hours  
39:30 to 40:29 40 Hours  
40:30 to 41:29 41 Hours  
41:30 to 42:29 42 Hours\*  
42:30 to 43:29 43 Hours\*  
43:30 to 44:29 44 Hours\*  
44:30 to 45:29 45 Hours\*  
45:30 to 46:29 46 Hours\*  
46:30 to 47:29 47 Hours\*  
47:30 to 48:29 48 Hours\*  
48:30 to 49:29 49 Hours\*  
49:30 to 50:29 50 Hours\*  
50:30 to 51:29 51 Hours\*  
51:30 to 52:29 52 Hours\*  
52:30 to 53:29 53 Hours\*  
53:30 to 54:29 54 Hours\*  
54:30 to 55:29 55 Hours\*  
55:30 to 56:29 56 Hours\*  
56:30 and Over 57 Hours\*

\*Auxiliary routes will be converted to regular  
within days of reaching 42:00 standard hours,  
unless otherwise withheld in accordance with  
this Agreement.

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Not quite Ghostbusters  
but who should you call:

**President:** Lisa "Wojo" Wojnarowski  
1202 S 49<sup>th</sup> St  
Milwaukee, WI 53214-3526  
(414) 852-4921 [wojo@wirlca.org](mailto:wojo@wirlca.org)  
*Racine/Kenosha; Cal-Man-She; Brown; Door/Kewaunee;  
Winnebago; Outagamie*

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# **WANTED**

**!!INFORMATION!!**

**ON MEMBERS  
WHO JOINED THE  
WIRLCA  
ON OR BEFORE  
TODAYS DATE WAY  
BACK IN 1963  
THESE MEMBERS  
QUALIFY FOR  
50 YEAR MEMBER  
AWARD NOTIFY YOUR  
STATE SECRETARY  
ASAP!!**

**1<sup>st</sup> – Paul Ryan** Wash DC 202-225-3031

\*20 S Main St Ste 10  
Janesville, WI 53545  
608-752-4050

\*5455 Sheridan Rd Ste 125  
Kenosha, WI  
262-654-1901

\*216 6<sup>th</sup> St  
Racine, WI  
262-637-0510

**2<sup>nd</sup> – Mark Pocan** Wash DC 202-225-2906

\*10 East Doty St Ste 405  
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\*131 S Barstow St Ste 301  
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715-831-9214

\*205 Fifth Ave S. Ste 400  
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**4<sup>th</sup> – Gwen Moore** Wash DC 202-225-4572

\*219 N Milwaukee St. Ste 3A  
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**5<sup>th</sup> – James Sensenbrenner Jr** Wash DC 202-225-5101

\*120 Bishops Way #154  
Brookfield, WI 53005  
262-784-1111

**6<sup>th</sup> – Tom Petri** 202-225-2476

\*2390 State Rd. 44 Ste. B  
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\*490 W Rolling Meadows Dr. Ste B  
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**7<sup>th</sup> – Sean Duffy** Wash. DC 202-225-3365

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## Senators

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Appleton, WI 54911  
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\*550 N. Military Ave. Ste 4B  
Green Bay, WI 54303  
920-471-1950



# 110th Wisconsin Rural Letter Carriers Association State Convention Registration

Register Early..... Register Now..... After June 1, 2014, add \$5.00 late fee

Member: \_\_\_\_\_ Regular RCA PTF Retired

County: \_\_\_\_\_ Delegate? Yes No (circle)

Guest: \_\_\_\_\_ First Time? Yes No

*Saturday Officer's Lumberjack Breakfast Buffet (all may attend) \_\_\_\_\_ @ \$12.00 =\$*

Flapjacks with maple syrup, bacon, sausage links, farm fresh scrambled eggs, shredded seasoned hash browns, and seasonal fresh fruit tray. Coffee or hot tea included.

*Saturday Babe's Pizza Lunch Buffet \_\_\_\_\_ @ \$12.00 =\$*

Assorted Chef's choice pizzas, garden salad with assorted dressings and fresh baked bread with butter. Coffee or hot tea included.

*Saturday Hungry "Mailman's" Evening Dinner \_\_\_\_\_ @ \$30.00 =\$*

Home cook pot roast with carrots, sage stuffed chicken breast, mashed potatoes and gravy, fettuccine noodles, steamed fresh vegetable d' jour, tossed garden greens and assorted dressings, fresh fruit tray, and dinner rolls with butter. For dessert: pie selection from Main Street Cafe. Coffee and hot tea included. Entertainment will be live and guaranteed to get your toes tapping

### *Sunday Breakfast*

Breakfast will be on your own. The Green Mill Restaurant will have a buffet available for a nominal charge and the hotel provides a free grab n go breakfast. There are also several eateries in the near proximity of convention headquarters.

Are you interested in a local tour of the area that would include a stop at Leinenkugels and Irvine Park in Chippewa Falls?

Cost is dependent upon number going and must be at least 15 registered(approx. \$20.00) Yes No

Would you be interested in a shuttle to and from a local attraction that includes an authentic 1890's logging camp with "lifesize" statues of Paul Bunyan and babe his blue ox. Yes No

\* Any special dietary needs? Late fee: \$

Total encl: \$

\*Return form and check (payable to "WIRLCA 2014 Convention") for meals/late fees to: E1295 Cedar Rd, Eau Claire, WI 54701. Questions can be directed to Frances Smidt at (715) 579-3785 or Linda Cigan at (715) 579-3649 -. For room reservations, call either the Clarion Hotel – Campus Area at 1-800-472-3297 or 1-715-835-2211 and mention the "2014 WIRLCA State Convention". Rates are \$70 Single/night; \$74.95 Double/night plus taxes, etc.

**District Representatives (Stewards) & Assignments**

**Full Time Lakeland District Representative**

PO Box 503 West Chicago, IL 60186-0503  
Assigned Zip Code Areas: All Lakeland District

**Julia Doggett**

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**Full Time Northland District Representative**

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**Full Time Assistant District Representative (Northland)**

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**Full Time Assistant District Representative (Lakeland)**

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**Louan Friend**

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**Roger Schewe**

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**Part Time Assistant District Representative  
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**Chuck Groth**

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WIRLCA

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