



VOL. CCXVIII | ISSUE #1

WIRLCA NEWS

JANUARY/FEBRUARY 2018

WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION

What does the future hold for you?

Local County
meeting

Mail Count

State Convention

Spring Conference



Local Steward
Election

Conversion to
Regular Carrier

Retirement

National Convention

That's up to you!

**Times and conditions change so rapidly that we
must keep our aim constantly focused on the future-
Walt Disney**

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State Officers

If you have a contract or discipline issue, please use the contact information located at the end of this publication, under "District Representatives & Assignments"

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Letters to the Editor-

Note; Letters to the editor are limited to 150 words. Libelous or slanderous letters will not be accepted. Letters to the Editor will be printed on a "first-come" basis, depending on available space. All letters to the editor must be signed. Anonymous will not be accepted. The WIRLCA Association and State Board are not responsible for the content of letters to the editor and take no position on their content.

The WIRLCA News is published at a minimum of 4 times per year using a "Non-Profit Periodical" Permit –Portage, WI. Printed at O’Brion Agency in Portage, WI. Members in good standing will receive each edition of the paper. A recruitment issue will be published and mailed to all members and non-members once per year. Full General Standard Operating Procedures are printed in Appendix H of the WIRLCA Board Policies. Photos courtesy of MyConventionPhoto.com unless otherwise noted 2

*We in America do not have government by the majority.
We have government by the majority who participate.*

Thomas Jefferson
3rd president of US (1743 - 1826)

OK... if you are reading this, it means that you have survived the huge undertaking that was Christmas 2017. It was an incredible job done by the Rural Carriers across the nation. With that said, the carriers here in Wisconsin were up to the challenge. I would also thank the RCA's that gave assistance when they were available. You did a great job! Hopefully all of you were able to enjoy at least a day of rest during Christmas day and New Year's Day as well. As I am penning this article on December 17th, it is yet to be seen what the weather will be bringing us the rest of the winter. Hopefully we continue to see the mild weather and good roads. We still are going to be seeing a lot of parcels in January, but it will return to the new normal. Some of you will be enjoying winter outdoor activities, maybe you will seek a warmer climate winter vacation, relax and recharge, you deserve it.

Upcoming at the end of February is the 2018 National Mail count 02/24/2018 - 03/09/2018. This is a 12 day count opt in count. I would highly recommend that you give this option a lot of thought, as to whether or not you want to count. The NRLCA stewards will be holding mail count training across the state. These important trainings dates and locations will be sent out as a direct mailing to union members. As always these trainings will be available only to union members, this is one of the major benefits for being a member. Even if you decide not to count plan to attend these trainings, with the new time standards coming down the road you should try to have a good understanding of the rules as they evolve.

In March the WIRLCA spring conference will be held at the Fox Hills Resort in Mishicot. Plan to attend. This will also be the site of the 2019 WIRLCA state convention give the place a look over for the future. There will be local offic-

RON BERG
PRESIDENT



ers training on Saturday the 17th you will get notice from secretary Pulver with details if you are a local officer. There will be a PAC/social gathering on Saturday evening, St. Patricks' day (GREEN is the word) with the informational meeting on Sunday AM. Get your leave slips in so you can attend, especially if you are a local officer. Put in your leave slips soon if you are planning on attending. If management denies your leave request, contact your steward immediately.

Also in March and April, you will be having your local meetings in your own back yard. PLEASE attend these meetings. Remember it is not "the union" it is "YOUR UNION" take control of it. It all starts at the local level. Participation is the name of

***Folks our organization is a democracy;
get involved, stay involved...become
part of your future in this organization.***

the game. For those of you that have known me over the years I like to use my favorite quote on this subject from **Abie Hoffman**, "*Democracy is not something that you believe in, or something that you hang your hat on. It's something that you do, you participate. Without participation, democracy crumbles and fails. If you participate, you win, and the future is yours.*"

Folks our organization is a democracy; get involved, stay involved. Bring your co-workers, sign up nonmembers and become part of your future in this organization.

See you at a Union Meeting

Ronnie Berg

Are You Prepared?

The new year is here and it won't be long before its time to decide whether to count. For many this will be an easy decision, especially those who were so graciously given Amazon parcels to deliver shortly after the last count was over. I was one of those lucky individuals and am looking forward to seeing how much time those additional packages have added to the route.

Whether you choose to count or not, it wouldn't be a bad idea to update your edit book. Be sure to add those boxes that you've been delivering but just haven't taken the time, or should I say, haven't had the time to add. So, once you have your edit book all updated, it is probably a good idea to request new labels. That way, you don't have to wonder what that name is that is scribbled above the house number or somewhere off to the side.

*(Editors note: Edit book work is and should be built into your evaluation-PO 603 535.12 [17.c]. Management then should update PS Form 4003-this is what drives your pay. **MAKE SURE THIS REFLECTS THE DATA IN THE EDIT BOOK AND IS ACCURATE AS OF THE LAST DAY OF COUNT and every month or as needed!**)*

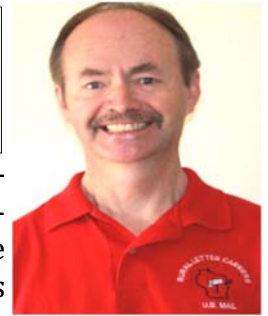
Now that you have your case all cleaned up and you plan on counting your route, take the next step and plan on attending one of the count training seminars that have already been scheduled. That schedule is conveniently located in this issue and is also on www.wirlca.org.

Continuing with the theme of being prepared, are you ready for the 2018 midterm elections? Not only will this inevitably produce lots of annoying campaign commercials, but will also produce political mailings as well. There is nothing we can do about those things, but being prepared as to what issues are important to us as

Postal employees are in my opinion, our responsibility. After all, we are Federal employees and when it comes to looking for a place to cut the federal budget. We always seem to be one of the first places some representatives in Washington come to find savings.

For example, there is a House concurrent budget resolution (H.CON.RES. 71) that establishes the congressional budget for the next 10 years and instructs the House committee on

BOB LUECK
VICE PRESIDENT
PAC CHAIR



oversight and government reform to find at least \$32 billion in savings. Now that the tax reform bill has passed, it is only a matter of time before they come looking for a way to pay for the additional trillion plus dollars added to the federal deficit as a result.

I realize that we are all extremely busy, but I encourage you to take a few moments to educate yourself on the issues that will be affecting you in your working life and beyond. I believe a very important thing to do is to educate oneself about who on the ballot has supported our concerns in the past or is supportive of our interests going forward. There are many places to do that research, but always remember to check www.NRLCA.org.

Keep in mind our Political Action Committee (PAC) is bipartisan. Our union leadership doesn't tell the membership how to vote, but provides the information necessary to make an educated decision. As always, I need to remind you that our PAC is funded exclusively by contributions made by carriers and retired carrier's and a list of those contributors are at the end of this article.

I have one other thing for you to prepare for and that is to attend your upcoming spring county meeting. Remember, this is where local officers are elected and also delegates are chosen to attend State convention. A state officer will be there to bring you up to date on what your State board has planned for Spring Conference and this summer's convention in Ashland. There will also be a steward in attendance from the National Steward System (NSS) to answer steward related questions.

As I close I want to mention H.R. **3031**, the TSP Modernization Act of 2017 was passed by Congress and signed into law by the President. The law gives TSP fund holders more flexibility when it comes time to using those funds in retirement.

Continued on next page

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From all accounts it is a positive change. Although it may take up to two years to implement these changes. Take it from someone who is at retirement age, preparing for retirement should begin as soon as your career begins. The best advice I can give you on jump starting that plan is to maximize your TSP contributions, you can't afford to let those matching contributions get away.



Hope to see you at an upcoming meeting, Happy New Year.

Bob L.

2018 PAC Totals as of 12/30/2017 \$4580.01

Diane Chambers----- 50*
Jennifer Cummings-----70
Dean Daniels-----145
Lucille Dobbe-----100
Roger Dobbe-----100
Brian Eberhart-----100
Carla Freymiller-----100
Louan Friend-----200
Linda Gneiser-----100
Charles Groth-----340*
Lowell Holup----- 10
Margaret Hornik----- 25
Robert Jackson-----100
Thomas Jencius-----130*
Cynthia Johnson-----110*
Linda Kanapka----- 60
Marilyn La Porte-----150
Robert Larschied-----104
Mary Lewandowski----- 53
Charles Lilley-----50
Esther Loomer-----50*
Robert Lueck-----210*

Dawn Pingel-----100
Gary Pingel-----100
Ellen Pulver-----140*
Mark Riedasch----- 117
Thomas Sabel----- 55
Ila Sauer----- 75
Roger Schewe----- 100
Marty Schmidt-----100
Linda Schoch----- 30*
Mark Scudder-----110*
Larry Sickler-----25
Frances Smidt-----75.01
Lynn Stone-----100
Daniel Strobel-----150
Sharon Swanson----- 96
Susan Tiffany-----250
Robert Weiss----- 55
Lisa Wojnarowski-----420
Barry Zeich-----125

*EFT and Withholding Contributions

Contribute to NRLCA-PAC

Please make check payable to **NRLCA-PAC**

Amount enclosed \$ _____

Please return this coupon with your check to;

Bob Lueck

1417 Oak St.

Watertown, WI 53098-1136

Your contribution is a gift and is not tax deductible as a charitable contribution on your tax return. Thank you for supporting NRLCA_PAC

Your PAC Chairman

Bob Lueck

You can also contribute to NRLCA-PAC monthly from your bank account

via **Electronic Fund Transfer (EFT)** or **Payroll Deduction** go to

www.nrlca.org for details

ELECTRONIC FUNDS TRANSFER

I hereby authorize my bank to deduct from my checking account the monthly sum of:

\$45 ___ \$25 ___ \$20 ___ \$15 ___ \$10 ___ Other: \$ _____

Signature: _____

Date: _____

Name (print): _____

Social Security Number: _____

Employee ID Number: _____

State: _____

Zip Code: _____

NOTE: By making a NRLCA-PAC Electronic Fund Transfer Authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers' Association or employment by the Postal Service nor part of union dues and that NRLCA-PAC will use the money it receives to contribute to candidates for federal office as permitted by the law.

You are also making this Electronic Fund Transfer authorization understanding that the NRLCA-PAC contributions are not tax deductible and your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.

Please attach a voided check and send to NRLCA-PAC

1630 Duke St. Floor 2
Alexandria, VA 22314

You and I

Welcome to 2018....lets hope it finds you healthy and happy. By now President Trump has gotten his Christmas present of a Tax Reform bill passed by both the Senate and House of Representatives (along mostly party lines of course). What does this mean for us?

Well, after several long days on the route and lots of sound bites about how the bill will help the average person, I decided to use this lovely internet we all now take for granted and see if I could see what all was included in this bill. Now, we all heard that one side of Congress passed their version in the middle of the night, without reading the text. Small wonder.... Did you know that the text of the consolidated version (after merging both the Senate and House versions) is **468** pages long?!?!?! (By the way, if you have ever been a delegate to either the State Convention or National Convention and thought our constitution changes sometimes get confusing with amendments – you ain't seen nothing yet!)

After skimming the document (because I just didn't have the energy or brain capacity to actually comprehend the document), I am extremely glad to know that almost all of the changes will take effect for tax years beginning after December 31, 2017. This is important as we will want our tax professionals to have a reasonable amount of time to decipher all the substitutions which were made. In the meantime, each of us should perform due diligence and check into and update our deductions from our pay.

You may make changes to your withholding exemptions at any time by simply completing a new W4. If you find that even with claiming zero and withholding at the higher "Single" rate, you still have to write a check to either the IRS or state or both! You might want to consider having an extra amount held out of your check. Maybe you've become an empty nester and all your kids have moved out (not just to college either). Now



ELLEN PULVER
SECRETARY/TREASURER

is a good time to use the worksheet contained on each W4 to help calculate how many exemptions you should claim. If you are unsure how the many changes to the tax laws will affect you next year, ask your tax professional this year when you are preparing your 2017 taxes. Since some items which may be deductible this year will not be deductible next year, the offset of a higher standard deduction may not be as beneficial in actuality.

On to other upcoming things.... There IS a mail count available this year. Consider your options carefully. The deadline to "opt out" is February 2, 2018. Take advantage of at least one of the "Mail Count Trainings" located throughout the state. Mail Count info is available on the ["What's New" page of www.nrlca.org](http://www.nrlca.org)

THIS IS YOUR PAYCHECK – regardless if you are the regular or a sub. Everyone needs to know how to get the proper credit for EVERYTHING they do all year long. Since we are not sure of the roll-out schedule of the results from the multi-year "Time Study", it is even more important to make sure you are being properly compensated for the work you do. Remember, these are "Closed" meetings (for members of the union only). When bringing a nonmember carrier from your office, let them know so that they will be prepared to sign an 1187 form to activate their membership immediately upon arrival at the meeting.

Watch your mail for notifications of your Spring local meetings. Mark the date, time and place and make it a point to attend this year. Lots of new information will be shared (we have lots of changes taking place still in our jobs). Remember, our "UNION" is made up of "U-N-I".

**GO TO WWW.WIRLCA.ORG FOR UPDATED
SPRING LOCAL UNIT
MEETING DATES AND TIMES**

DAWN PINGEL
ASSISTANT SECRETARY/
TREASURER



Union New Year Resolutions

As I sit and debate the topic I'd like to write about in my article, I think about the past year and think how time has flown. Yet, looking at the volume of holiday parcels – the holiday season can't come to an end soon enough. While regular carriers were being watched by management for overtime hours; RCA's were working seven days a week to stay ahead of the volume of parcels coming in as well as the ARC's on Sundays.

So as 2017 comes to a close we look ahead to 2018 and what "Union New Year Resolutions" we could have.

- Maybe recruiting a non-member in your office is a place to start, since there's no traveling required and you see them every day.
- Another idea could be that you yourself attend your own county meeting. You could sweeten the deal by bringing another rural carrier with you.
- You could resolve to run for a county office or even be a candidate for a State Board position. If that's a little too much than maybe consider coming to the Spring Conference in March at Fox Hills in Mishicot.
- You could also resolve to come to the State Convention this June, held in Ashland, as a state delegate or just come as a guest. Keep in mind that some counties pay their state delegates to attend while the state pays an amount as well. Although the amounts paid don't cover all your expenses, it does offset some of the

cost. As a state delegate you get to vote on resolution and constitution changes, among other things. If those changes pass they go on to the National Convention.

- If you want to "dive right in to the BIG stuff" you can resolve to nominate yourself to be a National Delegate. The National Convention in 2018 will be in Michigan, which is the closest it'll be for a few years. To attend National Convention is something that every carrier should do during their career.

Saying you're going to do something is easy but it's the follow through that counts the most.

So maybe these resolutions aren't something that interests you and you're looking for something with a different twist.

Maybe there's a new resolution in your own backyard.

Do you have a local steward in your office? Resolve to make a difference by becoming a local steward and help make a change locally. Does it matter that you might be a RMPO office with a local steward in the APO Office? No – EVERY office needs to have its own local steward. Maybe becoming a local steward is still more than you'd like to take on.

Another resolution idea could be to write a resolution or constitution change. If you think there's something that needs to be changed or even with the contract – writing one of these would be a good first step.

So whatever resolution you decide to do – make sure that it does. Saying you're going to do something is easy but it's the follow through that counts the most.

May your holiday season be a joyful one and may the New Year be one that is up to your expectations.

Dawn Pingel
Assistant State Secretary/Treasurer

Postal Proud

I recently went on a flight where I was traveling at night. Having a window seat, I was gazing out the window at the sight below me. I got a warm fuzzy feeling looking at all the lights of the towns we were passing over. Why the fuzzy feeling? Looking at the lights I was thinking of how they represent people, lots and lots of people. Lots of homes, lots of addresses. I work for an organization that delivers to each and every one of those addresses. Wow! That's a huge undertaking.

Have you ever stopped to think of how many that is? According to the Postal Service's website, as of Sept. 2016, the number of delivery points nationwide total a whopping 156.1 million! That's a lot of mailboxes. It takes 229,104 routes to service those addresses, of course that's city and rural routes. Each day there are 506.4 million pieces of mail processed and delivered. Of course, it takes people to get this accomplished. The Postal Service employs 508,908 career employees and 130,881 non-career employees. That's 639,789 people that are paid 160.2 million dollars in salaries and benefits every day. Did you know that USPS employs more than 113,000 veterans! Salute!

And even though the fleet of vehicles is aged and is in the process of being replaced, it is one of the largest civilian fleets in the world. It takes a lot of work to keep 227,896 vehicles on the road. Of course, it's not only our vehicles that move the mail. We pay UPS and FedEx for air transportation, taking advantage of their comprehensive air networks. In turn they pay us to deliver hundreds of millions of their ground packages to residences.

The Postal Service has the country's largest retail network. Domestically that's larger than McDonald's, Starbucks and Walmart combined. That's a lot of retail. We also process and deliver nearly half of the world's mail—47percent! If the Postal Service were a private sector company, it would rank 39th in the 2016 Fortune 500. It also is the core of the more than \$1.4 trillion mailing

SUE TIFFANY
CHAIR, EXECUTIVE COMMITTEE
PROVIDENT GUILD
REPRESENTATIVE



industry that employs more than 7.5 million people. That means that the catalogs, magazines, cards and advertisers you deliver generates more jobs. In fact, the Postal Service is the only organization in the country that has the resources, network infrastructure and logistical capability to regularly deliver to every residential and business address in the nation.

We also have the country's oldest federal law enforcement agency. Did you know that Post Office Inspectors were the first federal law enforcement officers to carry the Thompson submachine gun to combat the rash of robberies on mail trains? Occasionally these high value mail shipments contained such things as diamonds. In the 1940s Postal Inspector Robert Moon developed the idea for the ZIP Code. His system used only the first three digits of what became a five-digit and then later a nine-digit system. And it was in 1971 that the first federal law enforcement to hire female agents was the Postal Inspection Service.

Why am I telling you all these facts? I'm proud to work for this organization and to see where it has come from. Sometimes we tend to criticize things without thinking of the magnitude of work it takes to make this organization function properly. I would like everyone to have that warm fuzzy feeling about the organization they work for. I realize we've just come through a rough Christmas season, and sometimes it's hard to have a positive attitude about work when you're exhausted.

I wish everyone could be postal proud. A good way to get there is to be more involved in your job through your union. Attend meetings, participate and urge others to do so also. Things don't get better by doing nothing. You have to put in to it, if you want anything out of it.

See you at a meeting, Susan

***Things don't get better by doing nothing.
You have to put in to it, if you want anything out
of it.***



MARILYN LAPORTE
 EXECUTIVE COMMITTEE PERSON
 ARMED FORCES VETERANS
 CLUB REPRESENTATIVE

Goals

We have finally made it through the holiday rush. Hopefully Amazon will return to normal levels (if there is such a thing) and hopefully management will decide to let us do our jobs again without all of the micromanagement. It is also the time of year that we pause to reflect on the past and to make some resolutions (goals) for the New Year.

Perhaps you have decided it's time to learn more about your job. You know, the kind of stuff that you ask the more senior carriers in your office about. The things you don't fully understand, and the things that management tells you to do that don't quite sound right. How can you learn and where will you find all of the information? To start with, you should read the PO-603. This is a full description of a rural carriers job duties. A copy should be at each carrier case. If there is not one at yours, ask your Post Master for a copy.

Every rural carrier who is a Union member received a copy of the contract in the form of the National magazine. I can't tell you how many times I've heard "Oh I just toss those, I don't read them." If you are guilty of this you can access a copy of the contract on the National website, NRLCA.org. You will have to set up a user name and password, but a wealth of information will be

at your fingertips.

If these solutions don't sound reasonable I have one final one. Attend your local county meeting. At this meeting (normally held in the spring) you will be in the company of carriers you already know. A State Officer and a District level Representative are normally in attendance. They are more than willing to talk to you and answer your questions. Once you start talking to others, you may be surprised to find out how different we all do the same job under the same rules and regulations.

If you have been doing these things for a bit, perhaps it's time to consider being a County Officer. Rest assured, no one was born for these positions. However, the State Association has local officers training every year at the Spring Conference. A different position is covered each year and all current officers have most likely attended more than once. All of the current State Officers are more than willing to help new local officers ease into their position and feel comfortable at the local level. After that, perhaps you would consider running for a position at the State level. Just something to consider.

Like President Ron stated in his article, the Union is all of us, not just a select few. Please get involved and make your voice heard.

Hope to see you at a meeting soon.
 Marilyn

***The Union is all of us,
 not just a select few***



**Back to the basics:
Reading, 'riting, and 'rithmetic....**

...Ahhh, another year has come and gone and hopefully so has the extra stress of the holidays. As we begin the new year, we can start fresh and revived. Many of us compile a list of resolutions to make this year better than the last. I like to think of this as a time to reflect on the past year and to plan the future year. One way to do this is by going "back to the basics". Many of us have heard the term "**reading, 'riting, 'rithmetic**" as is relates to school. The 3 "R's" are what children need to be successful in life. This same concept can apply to each one of us as well for a successful year in our careers.

"Reading" . Of course, I am referring to reading the free publications you receive as a benefit of your membership: *The National Rural Letter Carrier* magazine and the *WIRLCA News* newsletter. All of your National and State officers, along with the stewards (including the District Representatives and Assistant District Representatives, and area stewards) spend a lot of time writing and researching articles for these publications . Also, the contact person(s) for the many program(s), offered as a benefit of your membership, such as; the Rural Carrier Benefit Health Plan- Cameron Deml, National General Insurance- Linda Foran, and the Legislative staff - Paul Swartz are in the National Magazine. This is provided, to you as a member, so that you have the latest and most up to date information available. As a board member myself, I strive to make the articles interesting and relevant to issues that both you and I encounter. It is nice to know that members are taking as much time to read the articles as it does for the "member" to write them. If you read something you like or even if you don't like it, let the author know. Then, at least we know the articles are being read. In addition to reading these two publications, don't forget about the contract and the PO-603. As one DR often points out " if every carrier were to review Article 30, read the PO 603, and report to work ready, willing, and able to perform all tasks for which they are employed, asking management for information and discussing issue(s)The end

FRANCES SMIDT
EXECUTIVE
COMMITTEEPERSON,
NGIC REPRESENTATIVE



result by default likely would be a better work place." And last but not least, be sure to read the information provided on the National and State websites.

" 'Riting" . You may think I am referring to writing a newsletter article after everything you just read. Even though that would be a welcome addition to any edition, (please do so if you desire) what I am actually more hopeful for is to write letters to your congress person. I know Bob has covered this topic in the past with lots of helpful tips to get your voice heard. We all know how important a handwritten letter can be. This IS OUR BUSINESS. This is what we do every day

This IS OUR BUSINESS. This is what we do every day and it is what keeps us going everyday .

and it is what keeps us going everyday (aside from the parcels-lol). If we, as rural letter carriers don't write and send letters, how can we expect others to do the same? When is the last time you sat down and wrote a letter to anyone? Did you send Christmas cards this year? You surely know what it feels like to receive a letter from someone you haven't heard from in a while and what a wonderful feeling it is when you deliver a letter to one of your customers and to see their face light up. Don't forget to write a couple of resolutions and/or constitution changes while you are in the writing mode. The forms will be available soon on the state website(www.wirlca.org) and also in the upcoming *WIRLCA News*.

" 'Rithmetic". I will let you do the math for this one...(ha, ha got you on that one, lol) I don't want to steal Bob's thunder on this one, but I am sure he will take anything you would like to send his way, in terms of PAC donations, that he can put to good use. Dawn and Ellen would also be happy to see membership on the rise. You can put some extra cash in your hands through the RAFT incentive.

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We all know how much Ron likes an audience when he starts telling his stories, so the more members that can come to the State Convention (or any of the other meetings) will definitely put a smile on his face.

Watch out for Sue, you never know who she will be. She just may call upon you to join the Provident Guild so that you can provide for your family in the event of something tragic, like your death. Marilyn waves the flag to support her cause. She is happy to see veterans, and anyone who supports veterans, to provide book scholarships for college age students. And of course, I encourage you to call National General to get a quote. Not only can they usually save you some money, but you also get a \$10.00 gift card just for calling. It isn't all about money either. It is about numbers. The more members we have, the stronger we are.

Going back to the basics strengthens your foundation.

And, finally don't forget about "recess" . I didn't mention that before, for fear you wouldn't listen to what I had to say. But now that you have all of your homework completed, it is time to have a little fun. That is probably one of the best benefits to being a member of this union. Sharing smiles and laughter with each other. Of course, we have to take care of the "business" first, but in the end our mission is to promote fraternal spirit among us and to benefit our conditions of labor. Since you have taken the time to read my article, I will donate one dollar to PAC for every member that calls Ron Berg and tells him you read the state newsletter. But it only counts if you truly read it and not if someone told you to read it.

Let's make this the best year ever!
Keep driving safe, i.e.-greasy side down
Remember the basics.
Frances Smidt-Executive Committeeperson

USEFUL WEBSITES

- LiteBlue www.liteblue.usps.gov
- USPS home www.usps.com
- Office of Personnel Management www.opm.gov
- Thrift Savings Plan www.tsp.gov
- USPS Office of Inspector General www.oig.gov
- eOPF-Find your electronic personnel folder www.eopf.usps.gov/eOPF/jsp/essLogin.jsp
- Department of Labor www.dol.gov
- Social Security Administration www.ssa.gov
- House of Representatives www.house.gov
- United States Senate www.senate.gov
- Congressional Record Resource www.congress.gov
- Postal Regulatory Commission www.prc.gov
- Equal Employment Opportunity Commission www.eeoc.gov
- Government Accountability Office www.gao.gov
- National General Insurance www.nationalgeneral.com

CHAPLAIN'S CORNER

BY: CARLA FREYMILLER



CARLA FREYMILLER-
CHAPLAIN

Does it Spark Joy?"

It's hard to believe another year has come and gone, and yes we made it through another holiday season filled with parcel deliveries more than ever imagined for the rural letter carrier craft. The weather sure did cooperate with our delivering all those parcels longer than usual too. When I think back to all the parcels that my route delivered I often wondered if it was a need or a want. Or was it just MORE STUFF. It didn't matter because we are delivering for the company we work for trying to do the best possible job that we can.

Well with bringing in the New Year it usually brings in the thought of losing weight, decluttering, being better organized, or just having a different outlook or attitude on life in general. So what about decluttering or reorganizing? A young woman wrote a book on this, helping people get rid of things that weigh them down. She would ask, "Hold up each item", and ask, "Does it spark joy?" If the answer is no, then give it away. I know I have accumulated a lot of stuff over the years, so it's time. "Out with the Old."

How about the stuff that clutters our lives. Instead of a life cluttered with anxiety, pray about everything and let God's Peace guard your hearts and minds. Looking at all of our everyday tasks and responsibilities, we see that not all of them are enjoyable. But if we can ask, "How can this spark joy in God's heart and in my own?" Then a change in why we do things can bring a transformation in the way we may feel about them.

Food for thought and a recipe for joy!
"Finally, brothers and sisters, whatever is true... noble...right...pure...lovely...admirable—if anything is excellent or praiseworthy---think about such things."

*The beginning of Joy is to
Focus on God, not self!*
**MAY THE 2018 NEW YEAR BRING
FORTH MANY WONDERFUL
BLESSINGS!"**

Recently deceased carriers "Gone but not forgotten" OUR SYMPATHIES TO THE FAMILIES AND CO-WORKERS

FRANCIS BEERS	10/29/2017	ORLIE UTTECH	11/18/2017
NICOLE CALNIN	11/4/2017	THOMAS SCHULTEIS	12/1/2017
DONALD JOHNSON	11/18/2017		



USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust

800-327-4968
(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

*Our personal and work life can
become difficult at times.*

EAP-

*Employee Assistance Program
"it's more than you think"*

WELCOME

NEW MEMBERS

10/24/17-12/26/17

WELCOME

CAROLYN MOORE	DE FOREST	MATTHEW PALMER	Chippewa Falls
KATRINA STOFFLET	PORTAGE	JENNIFER LINTNER	WATERFORD
DEMETRIUS WALKER SR	SUN PRAIRIE	ALICIA BOURDO	MUSKEGO
BROOKE WARREN	MADISON	JANELLE CHINN	SUN PRAIRIE
JORDAN MAMAYEK	WEST BEND	SUSAN FITE	MADISON
DAVID ROOS	ROBERTS	JOHN FUMO	MADISON
SIENNA ABER	WAUKESHA	AARON JONES	PRAIRIE DU SAC
ERIN ANDERSON	WEST BEND	STACEY LORENZ	SUN PRAIRIE
DANIEL BANSER	WISCONSIN RAPIDS	MARY SCHLOUGH	PORTAGE
DENAHA BOYD	CEDARBURG	MICHELLE EVANS	AMERY
MARK DUMPROFF	Hartford	MELISSA GARDNER	CAMERON
BRIAN FELTON	BARABOO	BEAU ASKINS	MADISON
DONALD FOWELL JR	RIVER FALLS	SHANDA BRESINA	JEFFERSON
CHARLES GIULIANI	WAUKESHA	HOPE BUCHDA	BEAVER DAM
RACHEL JUTZ-BAUER	WHITEWATER	ANDREW SPURLEY	MINERAL POINT
GARRETT KOCHOM	Hartford	ELIZABETH TODD	MADISON
SUSANKWAKKEL	MARKESAN	FRANCIS BROWN IV	HUDSON
VERONICA MONROE	MADISON	JOANNE GALINDO	WAUPUN
PETER PAYNE	MUSKEGO	MELISSA KALLENBACH	REEDSBURG
RUTH WASMER	KIEL	BRENNON KOK	RANDOLPH
RACHAEL ZECHES	LADYSMITH	NANCY SIMONIS	ADAMS
STEVEN BALSAMO	DENMARK	RYAN JANKOWSKI	MUSKEGO
JEFFERY BELLILE	WASHBURN	KARL HOFFMANN	FOUNTAIN CITY
EBRU CETIN-BANSE	WAUKESHA	CLOVER SCHOFIELD	Neillsville
GARY HAYNES JR	Somerset	BOBBY STREET	BELLEVILLE
GREGORY JAMES JR	BELLEVILLE	MICHAEL BERNIS JR	MUSKEGO
BARBARA MCLENNAN	CHETEK	ANDREW EADES	MUSKEGO
TOM GUMZ	Wautoma	LOUIS GIANNOPOULOS	MUSKEGO
AMBER RIBBENS	PLYMOUTH	DAYNE HARTWELL	MUSKEGO



Congratulations to Allen "Al" Hoepner!

Al's last day was December 29, 2017 and now joins the ranks of "Retired". Pictured left, Al is congratulated by Hayward PO, OIC Matt Golke for 30 years of creditable service, including military time. Al was joined by his wife Linda, daughter Sarah and son-in-law Matt with Al's grandsons Eli and Lucas, for the event.

Recent Retirees

CONGRATULATIONS

10/31/2017	DONALD HILPIPRE JR	APPLETON
10/31/2017	ANN KRITTA	HUDSON
10/31/2017	DANIEL ZIMEK	SOLON SPRINGS
11/14/2017	CYNTHIA SIVERLING	TONY
11/14/2017	SUSANPROBST	SUN PRAIRIE
11/14/2017	PAUL LINNENKOHL	MUSKEGO
11/14/2017	SUSANNE KAISER	PEWAUKEE
11/14/2017	GARY HERRITZ	TOMAH
11/14/2017	EILEEN AUERNEW	LONDON
11/14/2017	DENNIS BRAIN	Chippewa Falls
11/14/2017	BETTY CHADWICK	MADISON
11/14/2017	JAMES CUNNINGHAM	MADISON
11/28/2017	MATTHEW DOBRATZ	KESHENA
11/28/2017	RICHARD ERMIS	HALES CORNERS
11/28/2017	JOANNE ERMIS	HALES CORNERS
11/28/2017	JACKI OLANDER	Wild Rose
11/28/2017	WENDY LAFAVE	GREEN BAY
12/12/2017	DAVID SAVAGE	ELLSWORTH
12/12/2017	DONALD HILGENDORF	MAYVILLE

CONGRATULATIONS

**ALL LISTED BELOW HAVE BEEN IDENTIFIED AND
SUBMITTED FOR 50 YEAR PLUS MEMBERSHIP IN 2017**



Don Simon
 Elton Spaid
 Herbert Staude
 Rolf Hartmann-60
 Allan Nuzum
 Joseph Sanem
 Wayne McMenammin

Conlin Maier
 Wayne Herdich
 David Herdt
 Larry Sickler
 Harry Tomaszewski
 Katherine Reimer
 Robert Gauerke



Do you know someone that has been a member of the NRLCA for 50 plus years?
 Submit their name to;
 WIRLCA Secretary/Treasurer

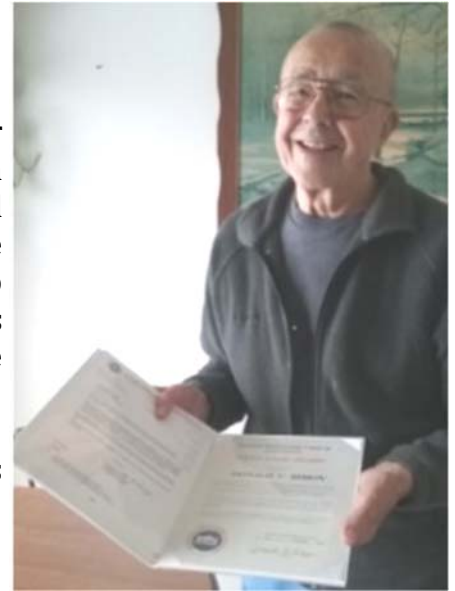
Smile on the outside ...

...truly humble on the inside.

This is how I would describe Donald Simon, a recipient of 50 year member award. Donald began his career with the postal service as a clerk carrier in Stanley, WI. He became a rural carrier by "political appointment" in 1962 on Route 3 in Stanley. In later years he switched to Route 1 because it had more paved roads and was able to get rid of some of the dust. Donald retired in 1989 and still resides with his lovely wife in Stanley. In the end, he had to agree with me that a lot has changed in the post office since he retired.

Congratulations Donald.

Thank you for continuing to support our association and your years of dedication as a Rural Carrier!



Frances Smidt
Executive Committeeperson



Katherine Reimer was pleasantly surprised to be receiving her longevity certificate. Katherine delivered mail in Harford for 25 years and has been retired for 25 years as well. Katherine shared experiences of her time as a carrier which she enjoyed. She also expressed her appreciation for the RCBP and the comprehensive benefits received as compared to some of her acquaintance's.

Thank you, Katherine, for your continued membership and support of the NRLCA!

Bob Lueck
VicePresident

Robert Gauerke was at home with his wife when I presented him with the NRLCA longevity certificate. Robert had recently recovered from a health issue and was quite pleased to be receiving this recognition. Robert and I compared delivery stories and he also shared how when he was appointed as a rural carrier in 1950 how much political affiliation mattered in the appointment process. He also remembered his last Christmas season of 1983 when the temperatures averaged -20 the week prior to Christmas. His final week as a Rural carrier was definitely unforgettable.

Thank you, Robert, for your ongoing support of the NRLCA!

Bob Lueck
Vice President



Longevity Awards, Continued

Congratulations to David Herdt from Menomonie WI. David started as a sub carrier in Spooner in February 1958. He was a sub for 5 years and transferred to Minong on November 23, 1963 to start his full-time route (the day after JFK was shot). His route was 155 miles long and had 174 boxes. Paul Murphy was the postmaster.

David has never had an accident and was given a "Million Mile" certificate. He said he didn't get a plaque like they get now.

When he was hired he said he sorted mail in the plant then went to the post office, sorted the mail and then he carried his route. David's wife was his sub for many years and when he retired, she took over the route.

The customers on David's route said they could tell time on his delivery time every day. He's very proud of that. He said he loved his job and the Union. The carrier insurance has been very good to him.

David and his wife have been blessed with four children, five grandchildren and 6 great-grandchildren. He served in the Korean War from 1951 to 1955.

David was very surprised to receive the certificate and 100 year Anniversary book (which he paged through right away!). Thank you David for your service in the NRLCA and for your service to our Country!

Submitted by Nancy Hainstock
(Mr. Herdt's photo was unavailable at press time)

Armed Forces Veterans Club

Armed Forces Veterans Club

The Armed Forces Veterans Club was chartered at the 2014 National Convention in Grapevine Texas. Current officers are Dan Strobel President, Dennis Nelson Vice President, and Marilyn LaPorte Secretary/Treasurer.

The main purpose of the Club is to raise funds to give book scholarships to college students, children and grandchildren of members. All state awards are drawn at random. All applications are sent to the national level where they are also drawn at random.

Anyone affiliated with the National Rural Letter Carriers Association is eligible for membership. Veterans are full members and non-veterans are associate members. All members have full voting rights on Club issues.

Current membership dues are \$7.00 per year. Of that, \$3.00 is forwarded to the National Secretary/Treasurer for dues. The remainder of funds are used at the State level for scholarships.



ARMED FORCES VETERANS CLUB OFFICERS

**PRESIDENT DAN STROBEL
VICE PRESIDENT DENNIS NELSON
SECRETARY/TREASURER MARILYN
LAPORTE**

**NOTE: DONATIONS TO THE AFVC
SCHOLARSHIP FUND ARE ACCEPTED
YEAR-ROUND!**

**MAKE YOUR CHECKS OUT TO;
WI ARMED FORCES VETERANS CLUB
MAIL YOUR CHECK TO;
MARILYN LAPORTE, AFVC SECRETARY/
TREASURER
PO BOX 591
SPOONER, WI 54801-0591**



PROGRAM OF COURAGE,
HONOR, AND SACRIFICE
National Rural Letter
Carriers' Association
AUXILIARY
2017-2018

to children and grandchildren of rural letter carriers. Applications may be obtained from the newly elected National Member of the Board, state officers, and on the NRLCA.org website. All applications MUST be postmarked by March 1, 2018.

President: Julie Houston
Humanitarian Project: FOLDS OF HONOR
Symbol: Folded flag w/mail
Motto: "Honor Their Sacrifice"
Americanism: Be a donor (blood or organ)
Safety: Be aware of your surroundings Songs:
"What A Wonderful World", "Lean On Me", "God
Bless the USA"
Flower: Pink English Rose
Inspiration: Live your life in such a way, that if
someone spoke badly of you, no one would believe it.-Anonymous

JUNIOR CONTEST

All essays and posters must be on, or attached to a letter-size manila folder. There is no requirement as to how many sides of the folder you use, but you must be able to fold the folder.

Each entry must have the following information legibly written on the back of the folder:

- Name and address
- Date of birth and age as of 8/1/18
- Name of parent or grandparent
- State in which dues are paid

Entries with Incomplete or incorrect information will be disqualified. All entries will be judged on originality, neatness, grammar and spelling. Have fun!

- Age 6-7-Design a poster: "A Playground"
- Age 8-9-Design a poster: "A Rose Garden"
- Age 10-11-Design a poster: "Independence Day Parade"
- Age 12-14-Design a poster: "God Bless the USA"
- Age 15-17-Write an essay: "What Is a Hero?"
- Age 18-20-Write an essay: "Blood and Organ Donation"
- Special Education: Design a poster: "Our American Flag"

SCHOLARSHIPS

Your national auxiliary offers several scholarships

SAFETY-"Be Aware of Your Surroundings"

As some of you are aware, I was the victim of a stalker at the beginning of 2015, lasting approximately 4 months. I know more than ever, the importance of being aware of your surroundings.

Even when you are in a familiar place or area, you need to make a mental note of any changes to the landscape or layout, noting exits, and or, escape routes. You also need to be aware of the people that are around you. We don't need to lead our lives scared, just aware.

AMERICANISM

"Be a Donor- Blood or Organ"

Blood and organ donation can be a sensitive subject. I know that these are personal decisions, but I am simply asking that you consider being one or both. Think of the many lives you could touch with this one selfless act. This part of my program is being dedicated to two of our own rural carrier families; Katie Siessenopp, carrier, Missouri, who received a kidney transplant as a gift from a donor family in 2007, and Angela Pingel, daughter of Gary & Dawn Pingel, both rural carriers, Wisconsin. Angela was diagnosed with Aplastic Anemia, and needed a bone marrow transplant in 2016. For information about blood donation, please visit www.redcross.org, and information about bone marrow donation, please go to bethematch.org. Organ donation is as easy as signing the back of your driver's license. You could save a life.

Message and dedication from NRLCA Auxiliary President President Julie Houston

I come from a very patriotic family. I was raised to respect the men and women who have fought for my rights and freedoms, so it comes as no surprise that I have chosen "Folds of Honor" as my humanitarian project this year. Their dedication to the families of fallen soldiers encompasses my very beliefs.

When my brother-in-law, Bruce, was diagnosed with cancer directly related to his exposure to Agent Orange while serving in the Marines in Vietnam, he requested to speak to my husband Rick and I privately. His request was that we make sure his wife, my sister, Mitzi, and two grown children were protected and taken care of. Bruce lost his battle just 3 short months later, on Dec. 1, 2013.

One evening, I was asking my father-in-law questions about his service in the Marines during the Korean War. He began telling me several stories with one in particular about a day they had been in combat. They were crossing a road, when he heard someone yelling. He found a man lying on the ground and he had been shot in the leg.

My father-in-law made a tourniquet and got him to a safe place and medical attention. When I said to him "Geo you saved his life", his response was, "No, I was just doing my job. Anyone would have done the same thing "I then told him he needed to tell his

nine kids these stories, but he explained with tears in his eyes, that he never wanted his kids to know about what he did and saw. "That's why we did it", he said, "so our loved ones didn't have to see what we did. It was awful, I would never want them to have to go through that."

These two men's first thoughts were of their families. What better way to honor these thoughts than to provide help with education to their legacies. Folds of Honor does just that, by awarding educational scholarships to children and spouses of fallen soldiers or those permanently disabled while on active duty.

I'm dedicating this humanitarian project to my daddy, Elmer Young (Navy, Korean War) my husband Rick (Marine) and the most patriotic person I have ever known, my brother-in-law, Bruce (Marine, Vietnam) my father-in-law, George Houston (Marine, Korean War) and all those who have ever served in order that we may enjoy the freedoms we so often take for granted.

Thank you for your service, and love for our country and your families. Please join me, my very patriotic rural carrier family, in supporting Folds of Honor. Together we can help to change the future of America's grieving spouses and children.

For more about FOLDS OF HONOR go to: www.foldsofhonor.org

WIRLCA AUXILIARY OFFICERS - 2017-2018

President

Kathy Lueck
1417 Oak Street
Watertown, WI 53098-1136
920-262-1980
bkmlu@charter.net

Vice-President

Keith Reamer
1143 Schenck Rd.
Marshall, WI 53559
920-296-3212
knrtransporting@yahoo.com

Secretary/Treasurer

Tana Zeich
480 N Pine Street
Orfordville, WI 53576
608-879-2791
nighthawkacres@yahoo.com

Junior Sponsor

Holli Johnson
630 Keep St.
Darlington, WI 53530
608-482-1180
JohnsoH@mcsfd.org

WIRLCA JUNIOR OFFICERS - 2017-2018

President

Emily Gallagher
W6225 West Bush Road
Pardeeville, WI 53954
608-617-4959
Emily_Gallagher1997@hotmail.com

Vice President

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E656 Cty Rd J
Denmark, WI 54208
920-863-8485
nschlies@netnet.net

Secretary

Jordan Jacobus
255586 Hwy 61
Boscobel, WI 53805
608-375-5755

Treasurer/Chaplain

Kyler Johnson
630 Keep St.
Darlington, WI 53530
608-482-1180

**WISCONSIN RURAL LETTER
CARRIERS AUXILIARY**

Tana Zeich, Secretary/Treasurer
408 N. Pine St.
Orfordville, WI 53576

(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 \$500. Also \$750 scholarships will be awarded to active WIRLCA Juniors.

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

APPLICATION INSTRUCTIONS:

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.

All spaces on the application **must be filled in.**

All applications **must be typed or neatly and legibly hand printed in ink** to be considered.

All applications **must be postmarked no later than May 19, 2018.**

Any Application received with a postmark **later than May 19 will not be considered.**

Mail your completed application (and all requested information) to:

Secretary/Treasurer, WIRLCA Auxiliary
Tana Zeich
408 N. Pine St.
Orfordville, WI 53576

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.

Winners will be announced at the WIRLCA State Convention in June. Notification to the award winners will be sent after the June State Convention.

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 16, 2019.**

**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 Parent/Grandparents members in good standing in:

WIRLCA - Association **Yes**___ **No**___

WIRLCA - Auxiliary **Yes**___ **No**___

In what county are membership dues paid? _____

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

PLEASE ANSWER THE FOLLOWING QUESTIONS AS COMPLETELY AS POSSIBLE

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

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

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

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

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:

Your career goals.

Why you wish to pursue the career you have chosen.

Experiences you have had to date that might be relevant to your career goals.

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!



Wisconsin Rural Letter Carriers Association
 2018 State Convention
 Registration * Ashland, WI
 June 22-24, 2018

Name: _____
 Address: _____
 City _____ ST: _____ Zip: _____
 Email Address: _____
 Home Phone _____ Cell Phone: _____
 Local Unit Representing: _____ Guest? _____
 First-Time Attending: Y N Willing to serve on Committee: Y N
 I am: Retired Regular Sub/RCA

Interested in break-out sessions: Retirement Info RCA Info Steward Q&A

Local Officers Breakfast: Eggs w/ham topped w/cheese, breakfast potatoes, bacon, coffee, juice & milk; muffins & pastries, fruit tray _____ @ \$15.00
 Total: _____

Local Officers Lunch: Soup & sandwich buffet – Hoagies, Deli smoked turkey, deli ham, lettuce, tomatoes, red onions, pickles, cheese, mayo & mustard packets; dessert; soup - TBD _____ @ \$12.00
 Total: _____

Convention Banquet: Roast beef, broasted chicken, parsley buttered red potatoes, California blend vegetable, dinner salad, coffee, milk, lemonade and dessert. _____ @ \$30.00
 Total: _____

Total Enclosed _____

ALL ATTENDEES MUST REGISTER – EVEN IF NOT PARTICIPATING IN MEALS

Hotel Reservations can be made by calling the AmericInn located in Ashland at 715-682-9950.
 Remember to tell them you're with WIRLCA.

Return registration form to: WIRLCA Assistant Secretary/Treasurer
 Dawn Pingel; 19398 Juneau Rd; Wilton, WI 54670
 Checks should be payable to WIRLCA – 2018 Convention

Registration forms must be returned by May 15, 2018 or include a \$10 Late Registration fee.

Mail Count class schedules and dates

MAIL COUNT BEGINS FEB.24 ending MAR.9 2018 BE PREPARED; ATTEND A COUNT CLASS

In 2018 a national mail count will be conducted for twelve (12) working days beginning February 24 ending March 9, 2018. All routes will be counted except those routes where both management and the regular carrier agree in writing not to count.

Mail count training sessions are conducted by the National Rural Letter Carriers' Association; only **MEMBERS** of the NRLCA will be allowed to attend these sessions.

You MUST bring your NRLCA magazine, January/February 2018 issue, which has the 2018 Mail Count Guide printed in it.

2018 Lakeland District Mail Count Training Schedule

All Lakeland count classes are held from 6:00pm-9:00pm

1/17/18-CTE Academy, 950 US Highway 20 West, Elizabeth, IL. 61028
1/18/18-Community Building, 111 W. First St. Belvidere IL. 61108
1/18/18- Quality Inn, 668 W Kemp St. Rhinelander, WI 54501
1/19/18-The Brat Stop, 12304 75th St. Kenosha WI. 53142
1/23/18-Westwood Conf. Ctr., 1800 Westwood Ctr. Blvd. Wausau WI.
1/24/18-American Legion, 4911 Burma Rd. McFarland WI. 53558
1/24/18-VFW (Duck Creek) 754 Riverview Dr. Green Bay WI.
1/25/18-American Legion, 500 Fond du Lac Av. Fond du Lac WI. 54935
Questions-Julia Doggett, NRLCA District Representative-Lakeland
PO Box 503
West Chicago, IL 60186-0503
(217)-622-3820-Julia.Doggett@nrlca.org

IOWA LOCATION FOR THOSE IN SW PART OF WI

1/21/18- Best Western Plus, 3100 Dodge St., Dubuque, IA, Symposium Room, 1-5 p.m.

2018 Northland District Mail Count Training Schedule *note different start times

1/15/18	<u>1 - 4 PM</u> @ the North Branch Library	6355 379 th St North Branch MN
1/15/18	<u>1 - 4 PM</u> @ the Jenkins VFW	3341 Veterans ST Jenkins MN
1/15/18	<u>1 - 4 PM</u> @ Mankato Monson-Ario VFW	1900 N Riverfront DR Mankato MN
1/17/18	<u>6 - 9 PM</u> @ the Veterans Community Center	10534 S Main ST Hayward, WI
1/18/18	<u>6 - 9 PM</u> @ the Avalon Conference Center	1009 W Park Ave Chippewa Falls, WI
1/25/18	<u>6 - 9 PM</u> @ the La Crosse Post Office 2nd floor	425 State ST La Crosse WI
1/25/18	<u>6 - 9 PM</u> @ Carlton VFW	124 Chestnut Ave (also HWY 210) Carlton MN
1/31/18	<u>6 - 9 PM</u> @ Spicer American Legion	155 Lake Ave Spicer MN

Food and/or beverages will be available at most sites.

Questions – James W. “Jim” Riess, NRLCA District Representative-Northland
897 Roosevelt Ave Pine River MN 56474-5162
(218) 587-2206 - Jim.Riess@nrlca.org

LAKELAND DISTRICT REPRESENTATIVE-JULIA DOGGETT

GREETINGS FROM LAKELAND!

Workplace Harassment

Rural Carriers should be aware of the official position on workplace harassment as found in Poster 159 which I have inserted below for your information.

Service Performance Measurement

Rural carriers will record SPM alerts/work orders utilizing the PS form 4240. This will continue until the effective date of the February 24 – March 9, 2018 national mail count. Compensation will be provided via PS Form 8127 for regular carriers and through 1314A for leave replacements, each pay period.

Prior to the 2018 count, instructions will be issued regarding the recording of alerts and work orders and the process to affect a base hour change for those routes not counting.

For the period between September 3, 2016 and September 1, 2017, those carriers who properly recorded SPM alerts and work orders on PS Form 4240, should have been compensated via PS Form 8127 for regulars and 1314A for leave replacements. In the event you have not received payment please contact your steward.

Local Stewards Needed

If your office does not have a local steward, you can help the Union by conducting a steward election. Once elected new stewards will be provided certification training. Post a Local Steward Election Call today!

Questions and Answers

Q 1) Can regulars be used to work on a route other than their own?

A) No, as per the provisions of Article 30.1.P.

Q 2) Can regular carriers be asked to switch their day off?

A) Management can ask under the provisions of the relief day work list (RDWL) as a carrier properly reached on the RDWL could agree to work their relief day in exchange to a day off later (“R” for “X”)

Q 3) A mail count is scheduled for February will the new engineered standards be applied to the count?

A) No, the new standards will not be ready. On October 31, the parties received the Chairperson’s “recommendation for a

Revised Evaluated Compensation System.” Given the scope of the project, the parties mutually agreed to extend the time for evaluation and comment until February 1, 2018. This extension does not change the ex-

pectation that the Chairperson will issue the final determination within ninety (90) days of receiving the parties’ comments.

Q 4) How long is the next mail count?

A) Two weeks, beginning February 24, ending March 9, 2018.

Remember, you only have 14 days to file a grievance when you believe that management violated your rights. Whether it be a contractual violation or issuance of discipline, the process starts with an informal discussion between you and your supervisor. If you need assistance, please call on your steward.

Article 30.1.E – Route Re-measurement. You have a right to ensure your mileage reported is correct.

My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: We must be together; our masters are joined together and we must do the same thing.
Mother Jones

Continued from previous page

This provision of the contract states that upon request of the rural carrier or if determined necessary by the Employer a route shall be re-measured.

Additionally, the rural carrier assigned to the route has the right to be present in a non-duty status at the re-measurement.

Mileage changes incur a base hour change, there is no requirement of 60 minutes to update the standard hours for a base hour change.

Each mile is equivalent to 12 minutes, so make sure you are being paid for every mile of travel.

Article 30.1.J affords the regular carrier assigned to a route the right to be notified in advance of any route adjustment, and opportunity to submit

comments in writing. The knowledge and insight can be a valuable asset to the manager, and can ensure the best service results. Management's failure to involve the carrier in the adjustment process is a violation of the National Agreement.

When providing relief to overburdened routes (in excess of 55:48 standard hours) through an adjustment, management may only adjust the route to 52:00 standard hours. Any adjustment below 52:00 standard hours must be made due to sufficient operational reasons pursuant to National policies, or upon the carriers' request. If you did not request an adjustment to less than 52:00 hours, contact your assigned steward.

Even if a route is not overburdened, a carrier may, at any time, request in writing to have the route adjusted. Management is not obligated to honor the request, however where it is practical, a request is usually honored.



LATEST VERSION
DO YOU HAVE ONE
AT YOUR CASE?

Did you know...
The basic "Mail Count Guide" is in Chapter 5 of the PO-603!
If you have the most recent* PO-603 at your case, then you have had it all along!
• Don't have one?
Ask your manager to provide you with one!

Rural Carrier Duties and Responsibilities

Handbook PO-603

September 2013
Transmittal Letter

- A. **Explanation.** This is a revision of Handbook PO-603, *Rural Carrier Duties and Responsibilities*. Revisions are made to part 535, Mail Count Forms.
- B. **Online Availability.** This handbook is available on the Postal Service™ intranet as follows: go to <http://blue.usps.gov/cpim>, click HBKs, then PO-603.
- C. **Questions and Comments.** Suggestions and comments about this handbook should be sent to:
RURAL DELIVERY
UNITED STATES POSTAL SERVICE
475 L'ENFANT PLZ SW RM 7336
WASHINGTON DC 20260-2802
- D. **Cancellations.** All previous issues of Handbook PO-603 are obsolete.
- E. **Effective Date.** This publication is effective as of September 2013.

Edward Phelan
Vice President

Northland District Representative- James "Jim" Riess

Retain for use before, during and after Mail count

Are You Considering Filing Grievance?

Steward Enhancement Trainings have taken place in various parts of the Northland District throughout the year and mail count trainings are on the horizon as well. A common 'mantra' in these trainings has and will continue to be 'the grievance process'; Article 15.3 specifically states how the process works and is an 'extension' of Article 3 "Ask Management" since it is management that directs carriers in the performance of their duties and responsibilities as well as signs all pay and benefit checks. Article 15.3 is the means to address issues and I offer a summary below followed by an excerpt from our steward training manual that is applicable to all rural craft employees and those who manage them to include handling issues, concerns, and yes grievances.

Considering a possible grievance let's define the process

What is a grievance? A grievance is defined as a dispute, difference, disagreement, or complaint between you and management related to wages, hours, and conditions of employment.

Note: GRIEVANCES ARE EITHER CONTRACTUAL OR DISCIPLINARY

A grievance exists if there has been a violation of any of the following five areas of worker's rights:

- Violation of the contract, including handbooks, manuals, etc.
- Violation of past practice.
- Violation of fair treatment.
- Violation of applicable Federal, State, or Local Law
- Violation of management's rule or responsibilities.

DISCUSS, ASK FOR A REMEDY, THEN GRIEVE

If you have decided that a discussion need be initiated that could lead to a grievance filing, what's next?

One: Within 14 days of the date of the incident you need to have that discussion with your supervisor/manager about the issue including the remedy desired and you do need state your intention to file a grievance by asking for PS Form 8191 should the discussion not resolve your issue.

Two: You and the supervisor/manager fill out only the top portion of the grievance form; this includes numbers 1 through 4. Have management date and initial 3b or as some will insist round date the form;

Three: In section 4 word your issue as a simple question, not a statement-statements regarding the issue or issues need be made separately for the union's use as needed (in other words to the union steward).

DO NOT FILL OUT ANY OTHER SECTIONS OF THE PS FORM 8191

Now that you have filed a grievance with management and have the top portion of the PS Form 8191 (sample below) filled out you need bring this form to your Local Steward immediately; you will work with your Steward to get all pertinent papers and facts into the grievance process so your Steward is aware of your issue/s and what you would like in the remedy of the grievance.

PREPARE

A statement about the incident, this includes all events leading up to the grievance being filed; the sooner you write your statement the better while your memory is still fresh about the issue. Provide copies of all appropriate paperwork to include documentation from forms 50, 4239, 4241, 4241-A, 4240, 4584 and so forth plus names of any witnesses that you feel need be interviewed.

YOUR STEWARD WILL REQUEST INFORMATION FROM YOU AS NEEDED during the process!

(In the grievance process, hard copy documentation required and need be mailed/given to appropriate steward)

James W. "Jim" Riess, NRLCA Northland District Representative
897 Roosevelt Ave
Pine River MN 56474-5162
Telephone: 1- 218-587-2206; FAX: 1-855-877-0009;
Email: Jim.Riess@nrlca.org (text to email if you must text)



USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last, first, middle initial)		1b. Grievant's EIN (Employee Id Number)
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)		
5. Contract Provisions (Articles at issue)		
6. Full, Detailed Statement of Undisputed Facts (Attachments, as necessary)		
7. Management's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)		
8. Management Contentions		
9. Union's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)		
10. Union Contentions		
11. Remedy Sought by the Union		
12a. Disposition (Check one) <input type="checkbox"/> Settled <input type="checkbox"/> Denied <input type="checkbox"/> Withdrawn <input type="checkbox"/> Sustained <input type="checkbox"/> Other (Specify)		12b. Date of Disposition
13. Signature of Installation Head of Designee and Telephone No.		14. Signature of Union Step 1 Official and Telephone No.

PS Form 8191, March 2007

CARRIER-ONLY FILL OUT LINES 1-4 AFTER INITIAL DISCUSSION

Helped wanted - contact your District Representative

Northland and Lakeland District Rural Carrier Offices have a desperate need for stewards!
(Applications accepted and processed at all times)

ARTICLE IX Steward System

Section 7. Local Stewards

Local Stewards shall be responsible to the District Representative and have no authority until certified.

Selection

Any member in a local office or a delivery unit may be elected Local Steward and shall serve until a successor is elected and certified or until he/she resigns. Where a local steward is in place, any member may call for an election in the month of July of every fourth year. An election may also be called for any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval.

Local steward elections require written notification to all members at least 15 days before the date of the election. Election shall require a majority of votes cast by members in a local office or a delivery unit. In the event of a tie vote, the National Association, upon recommendation of the District Representative, shall select a steward to serve in that office or delivery unit

until a new Local Steward has been elected and certified.

When more than one Local Steward has been elected in a delivery unit, a Chief Steward shall be elected by the members of that delivery unit. When an office is comprised of multiple delivery units, a Chief Steward shall be elected from among the current local stewards by all members of that office and shall represent the craft in matters that concern the entire office. A Chief Steward shall be selected by the District Representative in the event of a tie. The Chief Steward for the office shall also serve as the Local Steward for delivery units where no Local Steward has been elected.

Duties

Assist any rural craft employee who feels aggrieved and accompany the grievant during any discussion with management, if the employee desires;

Meet with the Postmaster or designee as expeditiously as possible to jointly develop the facts in the grievance file and attempt to resolve the grievance when the Step 1 discussion has failed;

Appeal grievances to Step 2 and submit the original file to the District Representative; 4. Represent the rural carrier craft in the office or delivery unit;

5. Maintain certification by attending annual enhancement training and other training as required. Failure to do so shall result in decertification by the District Representative.

Do You Know Your Weingarten Rights?

These rights were established by the US Supreme Court in 1975 to help protect employees against intimidation and to prevent coerced confessions. The Weingarten rule gives employees the right to request union representation during investigative interviews. This means the employee has the right to request a steward to be present during any interview when he or she feels discipline could be imposed based on what is said during the interview.

This rule does not apply for job discussions between the employer and employee or meetings in which the supervisors give instructions on operating methods or safety practices.

During the investigative interview, the employee must make a request to have a steward present; management is not required to inform the employee of his or her Weingarten Rights.

When the employee makes the request for a steward to be present, management may either;

- 1) Stop questioning the employee until the steward arrives. Call off the interview.
- 2) Tell the employee they will call off the interview unless the employee voluntarily gives up his or her rights to a steward.

KNOW YOUR RIGHTS

CLASSIFIEDS



**Do you have a route vehicle to sell?
Do you want to make a mutual transfer?
THEN ADVERTISE IT HERE!
SEND REQUESTS TO editor@wirlca.org
by the deadline listed on the back page.**



2018 WIRLCA/ Spring Conference Registration

**PLAN NOW,
BOOK EARLY!**

Join us March 17, 2018 at Fox Hills Resort in Mishicot, WI for "Local Officer Training", stay overnight (activities to be announced on website) and listen/learn during the Spring Conference on Sunday, March 18, 2018.

Name: _____

Address: _____

City: _____ ST: _____ Zip: _____

Phone: _____

Cell: _____

Email: _____

I am attending: Local Officer Training Conference
I am a: Regular RCA Retired Local Officer (specify): _____

Room rate is \$91 per night plus taxes; Mention "Wisconsin Rural Letter Carriers Association" to get rate.
Fox Hills Resort, 250 W Church Street, Mishicot WI 54228 and
reservations can be made by calling (800) 950-7615.

Return forms to: WIRLCA; 19398 Juneau Rd; Wilton WI 54670

**DON'T FORGET TO CHECK OUT THE WIRLCA WEBSITE
WWW.WIRLCA.ORG
FOR-CURRENT EVENTS-"HOT" NEWS-SCHEDULES OF EVENTS
and VAST INFORMATION**



District Representatives (Stewards) & Assignments
WISCONSIN AREA

***note changes to Northland District assignments**

<p>Full Time <u>Lakeland District Representative</u> Julia Doggett PO Box 503 West Chicago, IL 60186-0503 Phone: 217-622-3820 Email: Julia.Doggett@nrlca.org Assigned Zip Code Areas: All Lakeland District</p>	<p>Full Time <u>Northland District Representative</u> Jim Riess 897 Roosevelt Ave. Pine River, MN 56474-5162 Phone: 218-587-2206 Email: Jim.Riess@nrlca.org Assigned Zip Code Areas: All Northland District</p>
<p>Full Time Assistant District Representatives (Lakeland) Louan Friend PO Box 33 Endeavor, WI 53930-0033 Phone: 608-745-2481 Email: Louan.Friend@nrlca.org Assigned Zip Code Areas: 535, 537, 539, 541, 549</p>	<p>Full Time Assistant District Representatives (Northland) Peter Buckingham PO Box 556 Waconia, MN 55387-9615 Phone: 952-856-4151 Email: Peter.Buckingham@nrlca.org Assigned Zip Code Area: All Northland District</p>
<p>Noreen Ribbs PO Box 1001 Round Lake, IL 60073-1001 Phone: 815-347-3147 Email: Noreen.Ribbs@nrlca.org Assigned Zip Code Area-531, 532, 534, 600</p>	
<p>Part Time Assistant District Representatives (Lakeland) Amy Dorner PO Box 2 Union Grove, WI 53182-0002 Phone: 262-853-1118 Email: Amy.Dorner@nrlca.org Assigned Zip Code Area-530, 542, 543</p>	<p>Part Time Assistant District Representatives (Northland) *Gary Pingel PO Box 664 Tomah, WI. 54660-0664 Phone: 608-387-5045 Gary.Pingel@nrlca.org Assigned Zip Code Areas-546 & 547</p>
<p>Greg Dietzler PO Box 101 Marshfield, WI 54449-0101 Phone: 715-533-0132 Email: Gregory.Dietzler@nrlca.org Assigned Zip Code Areas-544, 545</p>	<p>*Area Steward-Wisconsin Billie Jo Briese 2807 275th Street Saint Croix Falls WI 54024-3209 TEL 715-760-0588 mbbriese@grantsburgtelcom.net assigned 540 and 548 offices</p>
<p>April Sundberg PO Box 6505 Rockford, IL 61125-5225 Phone: 815-520-2139 Email: April.Sundber@nrlca.org Assigned Zip Code Areas-538, 610</p>	
<p>Area Steward-Lakeland Katherine Paape Ph. 262-224-4292 KatyPaape@hotmail.com Offices assigned: Fort Atkinson-53538, Germantown-53022, Hartford-53027, Jefferson-53549, Menomonee Falls-53051, Plymouth-53073, Theinsville-53092, Waupun-53963</p>	<p align="center"><i>Got discipline?-grieve it!"</i> <i>"Your Union is only as strong as YOU!"</i> <i>"Get involved, get informed, stay involved"</i></p>

Ellen Pulver-Sec/Treasurer
PO Box 39
Wyocena, WI 53969

COMING EVENTS

JANUARY 15, 2018-MARTIN LUTHER KING HOLIDAY	<u>UPCOMING BOARD MEETINGS</u>
JAN. 15-31, 2018 MAIL COUNT TRAINING CLASSES	JAN. 20, 2018 ORANGE MOOSE,
FEBRUARY THRU APRIL-LOCAL UNIT MEETINGS-	BLACK RIVER FALLS 8 A.M.
WATCH YOUR MAILBOX FOR MAILING	MARCH 16, 2018 FOX HILLS, MISHICOT 8 A.M.
FEB. 4, 2018-"THANK A MAIL CARRIER DAY"	JUNE 20, 2018 AMERICINN, ASHLAND 8 A.M.
FEBRUARY 14, 2018-VALENTINE'S DAY	***PLEASE CHECK WEBSITE FOR MOST UP TO DATE
FEBRUARY 19, 2018-PRESIDENTS DAY	INFORMATION AS DATES /TIMES AND/OR
<u>FEB. 24-MAR. 9, 2018-MAIL COUNT</u>	LOCATIONS MAY BE CHANGED AS NEEDED.
MARCH 18, 2018-SPRING CONFERENCE	

Deadline for next issue: February 21, 2018

If you have a vehicle for sale, transfer request or a story you would like to share, please do so and we will gladly publish them, space permitting. Send to editor@wirlca.org

CHANGE OF ADDRESS

The WIRLCA uses the same address that you have on file with the USPS. Therefore, if you need to change your address, you have three options;

in addition to FIRST contacting the WIRLCA Assistant Secretary/Treasurer:

1. Use PS Form 1216, Employee's Current Mailing Address. Send it to: HRSSC, Benefits/ Compensation, PO Box 970400, Greensboro, NC 27497-0400.
2. Call the HRSSC at 877-477-3273, option 5. Validate your identity with your Employee ID number or USPS Pin, then option 9 to speak to a service representative who will assist you.
3. For carriers with PC access: Log on to Lite Blue using your EID and USPS Password Click on the Change of Address/Phone/Emergency Contact link under Employee Resources. Your current information will be displayed. To update your information, click the edit button, and you're on your way. Follow the prompts to review, confirm and save your changes.