



Vol. CCXVII | Issue #3

WIRLCA NEWS

MAY/JUNE 2018

WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION PRE-CONVENTION EDITION

*The WIRLCA proudly welcomes to the 2018 State
Convention in Ashland, WI
June 22-24, 2018*



***NRLCA Executive
Committeeman
Shirley Baffa
See bio on page 3***



***NRLCA Auxiliary
Committee Member
Martha Hornbostel
See bio on page 18***

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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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Ellen Pulver Secretary/Treasurer PO Box 39; Wyocena, WI 53969 NEW 608-617-4704 email-Ellen.Pulver@nrlca.org	Brown, Columbia, Door/Kewaunee, Outagamie, Ozaukee/Washington, Winnebago Regions 4 & 6
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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

Thinking & Thoughts on Thinking

Winter has finally let loose of us, I hope? With the coming of the warm weather we begin to think of our responsibilities we owe ourselves to represent our union. By now most of you have attended your local (county) meeting. Hopefully you chose to become a delegate to the state convention, in Ashland June 22nd thru the 24th. Thank you for stepping up to this responsibility to represent your local. You should also take the time to try turning your thoughts into reality, via the resolution process at your state convention. If you are new to the resolution process it is, simply put, presenting your ideas and bringing them forward to be considered for our state and national boards to implement to make our lives better in our work place. Every good thing that we have gotten has come through this process. Do not let “Where As” and “Therefore be resolved” scare you away. Just get your idea across- the members of the resolution committee will make it pretty. It is your union and working for the USPS is your career. Assistant Secretary/ Treasurer Pingel will go into more detail about this topic in her article. Take a minute to control your work place; you have that opportunity, this time of year. Think about it.

I have encouraged you to get your name on the National Delegate election ballot, the deadline is approaching, depending on the publication of this paper, you may still have time, take this opportunity to represent and lead your union. Regardless of whether your name is on the ballot or not, take the time to vote for delegate to represent you at this year’s national convention in Grand Rapids Michigan. Voting isn’t hard, but

RON BERG
PRESIDENT



it is your duty. *Think about the power of your vote*; what can this duty of voting do for you. Secretary Pulver will go into more detail. Think about the power of the pen in your hand, put some thought on this and “Just do it”. Take control of your labor organization.

This year is also an election year; think about the opportunity you have to choose someone to represent you in Washington. We need strong leadership, or should I say some leadership, in Washington. Ask questions of your representatives and their opponents where they stand on USPS issues, federal employees issues. (I know we are not federal employees, but our retirement benefits are under this group). Take a moment make a call to their office, or a novel old school idea-send them a letter, ask them these questions. Think of this as your power over this land of ours. All votes do count, so make yours count this fall.

In closing I want you to think about safety this summer. I want to know that all of you will be traveling somewhere this summer. Whether this is to the National convention or simply on your daily route assignments;. Stay focused on the road in front of you, be it the one you are driving on, or the path that you are choosing to represent the NRLCA. Think about it.

See you at a Union Meeting Ronnie Berg

BIOGRAPHICAL SKETCH OF SHIRLEY BAFFA, EXECUTIVE COMMITTEEMAN NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

Shirley was elected to the National Board in Reno, Nevada at the 111th National Convention to a four- year term as Executive Committeeman. Shirley is assigned to the Southern Area which consists of eight states and twelve postal districts. Shirley was hired by the USPS in November of 1988 as an RCA and became a regular carrier in June of 1998. Shirley has served many positions within the Arkansas District such as District Officer, State Vice-President, State President, PAC Chair, Assistant State Steward, State Steward and was also appointed District Representative for the Arkansas District until her election to the National Board. Shirley also served the NRLCA as chair of the Constitution Committee(twice), a member of the of the Appeals Commission, the Appeals Committee and Sergeant of Arms. Shirley has a strong belief that “together” we CAN make a difference. She has spent this past year working hard in the Southern Area to make that difference. She is committed to making a better working environment for the rural craft. Shirley has the total support of her husband Gus, who understands first- hand the job, her daughter, Ashley and son-in-law Darrel, her granddaughters, Sheldie and Chesney and her sister, Arkansas State Secretary, Sharon Goforth. They are all amazing and she couldn't ask for a better support group.



BOB LUECK
VICE PRESIDENT
PAC CHAIR

As I was driving to work one morning I hear on the news that President Trump has signed an executive order which creates a task force to study the Postal Service and its business model. So, what does that mean for Postal Legislation? Only time will tell. Depending on what news source you get your information from the opinions will vary from: finally someone is doing something about the USPS and its continuing deficits (\$2.7 billion in 2017), to the President doesn't care about the USPS. He just doesn't like Amazon CEO, Jeff Bezos who also owns the Washington Post which frequently criticizes the President. From what I have read the commission will have 120 days to present its findings. So, until then let's look at the problems that face the USPS that are already known. Some of the following ideas listed as remedies sound quite radical but these are the ideas out there and will undoubtedly be presented to our legislators at some point which is why we must continue to support our PAC, so they receive our side of the story as well.

The following is a list of issues from an article on Yahoo Finance by Rick Newman
First, the Postal Service is extremely limited in how it does business, because of laws that require it to operate in certain ways determined not by free-market principles, but by Congress. Postal carriers are required to visit virtually every address in America six days a week, with a price cap on first-class mail, the USPS's main source of revenue. The number of addresses goes up every year. The amount of regular mail consumers buy postage for goes down every year. Basic math explains the basic problem. There are plenty of ideas for turning the Postal Service into a profitable, or at least a break-even, operation. Back in 2010, the Postal Service hired McKinsey to analyze the problem, and the consulting firm recommended efficiency improvements that the Postal Service could undertake to

shave costs, which it has done, to some extent. But the big actions needed to truly transform the USPS require approval by the **Postal Regulatory Commission** or new **legislation from Congress**, which is why they haven't happened.

Here are a few of the common-sense moves that would help fix the Postal Service:
Cut **mail** delivery from six days a week to as few as three. (parcel delivery would continue every-day)

Let postal carriers deliver mail to centralized drop boxes instead of everybody's mailbox.

Let the Postal Service close all underperforming post offices.

Allow the Postal Service to charge market price for stamps, setting prices in a way that actually cover costs.

Let the Postal Service sell a wide range of consumer products at its 35,000 post offices, instead of limiting sales to a mere 11 non-postal products.

Stop requiring the USPS to pre-fund retirement health benefits for its employees, a ruinous financial burden no private-sector company bears.

There are many other ideas for reform, including totally or partially privatizing the Postal Service and letting it operate on free-market principles. But even a short list of sensible reforms reveals why Congress does nothing. The direct-mail industry lobbies aggressively against service cutbacks. Consumers would moan if they had to leave their property to get the mail or pay more for stamps. *Rural voters would annihilate any member of Congress who shut down their local post office, no matter how vacant.* The postal union would howl about broken promises on health care. And retailers want to make sure the Postal Service never becomes a competitor for things like mobile phones, financial services, or convenience store goodies. Package delivery, which is where Amazon comes in, is actually a bright spot for the USPS. Revenue is rising—thanks to Amazon and other e-commerce sites—and the USPS is required by law to earn at least a small profit on its contracts to deliver packages. Its contract with Amazon is private, so we can't know the details for sure, but Trump is likely to

discover Amazon is a boon to the Postal Service, not a leech. But don't expect his task force to report that.

As I indicated some of the remedies sound radical but also listed are the real problems faced by our employer and like it or not our fate depends on what congress will eventually have to deal with and that is postal reform. Prior to the announcement of the task force the Senate had released S. 2629: Postal Service Reform Act of 2018 Much of the Senate bill is based on the foundation of H.R. 756, Postal Service Reform Act of 2017 a bill introduced in the House of Representatives, H.R. 756 is currently stalled in the House.

Now a little more on PAC. In the last issue I announced a little contest for those who send me a donation to NRLCA PAC and also for anyone who becomes a sustaining PAC contributor by June 15th, 2018. Since then I have received several checks but let me tell you my mailbox has plenty of room for more. Just a reminder, a check for \$10 or more is all it takes. The drawing will take place at the State Convention in Ashland, and the prize will be a \$50 gift card to Culvers or Kwik-Trip: winners choice.

In the meantime, plan to attend a union meeting and keep contacting your elected representatives.



Did you know?

Your Post Office Receives ZERO Tax Dollars

FACT: The United States Postal Service (USPS) receives no tax dollars for operating expenses and relies on the sale of postage, products and services to fund its operations.

FACT: Package volume is increasing. In these days of rising e-commerce and on-line shopping, the public Postal Service is as needed and relevant as ever.

FACT: The Post Office is established in the U.S. Constitution. The public Postal Service is part of the fundamental infrastructure of this nation – binding it together.

FACT: The U.S. Mail is the most secure and private form of communication.

FACT: The United States Postal Service delivers to every address in the country – 157.3 million addresses – no matter who we are or where we live. In contrast, private delivery companies go where they can make a profit.

FACT: Financial hardships for the USPS were manufactured by the 2006 "Postal Accountability and Enhancement Act." This Congressional action forced the Postal Service to "pre-fund" future retiree health care costs 75 years into the future. No other agency or company faces this financial drain. The unfair burden is directly responsible for the reduction in the hours of operation, staffing, mail speed, and the quality of postal services.

FACT: The Postal Service is consistently the most trusted U.S. government entity. It rates highest among young adults.

FACT: Congress should fix the problem they created by passing postal reform legislation that ensures the public Postal Service remains vibrant for generations to come.

FACT: While letter mail volumes have been declining, a lot of mail remains. The Postal Service processes and delivers 493.4 million letters and packages each day.

A GRAND ALLIANCE
TO SAVE OUR PUBLIC POSTAL SERVICE
www.AGrandAlliance.org



ELLEN PULVER
SECRETARY/TREASURER

Hear ye, Hear ye, calling all members of the WIRLCA. An exciting opportunity to stretch your vocal chords will soon arrive in

your mailbox.

That's right.... It is National Delegate election time. It is YOUR opportunity to vote for those nominated members who will vote on your behalf on many different issues – including who will serve on our National Board for the next year – in August at the National Convention in Grand Rapids MI. Wisconsin will be allowed to send 34 delegates (the maximum number you may vote for) this year.

So, you don't think you know 34 people on the list? That's ok. Vote for one, five or ten. The most important thing is to VOTE. In this issue, you may see short little passages asking for your vote. Read and consider how they could influence your future. In order for your union to better represent your wishes, you need to participate.

Your ballot packet will be clearly marked as it arrives near the end of May. Do not set it aside. Take a few moments to open the packet, read the instructions (yes, I did say "read") and carefully fill in some circles. Then, without putting any comments on the ballot (as this voids your voice), place it inside that "Secret Ballot" envelope and put the sealed ballot envelope inside the addressed envelope for return. Make sure you do not remove the label from the back of this outer envelope. It is used to verify your eligibility to vote! After your returned envelope is verified, the inner "secret ballot" envelope is removed and separated to ensure secrecy.

There are some who question why we do our elections the way we do. Well.... its because the Department of Labor dictates the way all unions hold elections. They also mandate that opportunities be given to candidates (or their designee) to observe all portions of the election process. This includes the meetings to create the ballot (draw the order, review the document for printing, and preparation of the ballot packets for

mailing), retrieving the voted ballots from the post office box for counting, and the tabulation process. Much goes into protecting the integrity of the election to ensure fairness to all. For complete details on observing the election as a candidate, please contact me. I will provide you with dates, times and locations.

In this issue you will also find information on submitting resolutions (for change) and constitution changes to be considered at the WIRLCA State Convention at the AmericInn located in Ashland in June. Resolutions passed at our state convention with national implications are submitted for consideration at the National Convention in August. This is yet another avenue for you to use your voice.

On an unrelated matter, now that you have filed your taxes, take a moment to review your paystub. With all the tax law changes passed earlier this year and changes to tax charts made mid-stream, it is important to look at where you are at now and plan for the end of the year. You may have noticed a little more in your pocket each payday now. Tax brackets changed between January and March. You will need to review the amounts being withheld now to ensure sufficient taxes withheld for the remainder of the year. The last thing any of us want is a big surprise when we finish filling out those tax forms next year.



WHATEVER!?!

Tired of management (upper or local) giving a directive changing a procedure that doesn't make sense? Or the newest change yet.... SATCHELS?!?! You ask yourself.... what else could they possibly come up with next? The comment I hear quite a bit is "Management is going to do whatever they want anyway, why should I do anything about it?"

Then there are the comments about our union. Ever hear or think these comments? "Why did the union settle for THAT?!?", "I only got a 1% raise this last time - doesn't seem worth it. They didn't get us anything!!" "What good are they?"

Do you think that there's no "voice" for you to be heard? Do you think the union doesn't care? That is where you are wrong. The union DOES care but the union isn't just one person. The union is made up of ALL it's members. That means YOU! You are a part of something that affects everyone. YOU can help make those changes. The union leadership is driven by the wants and needs from its union body. It can't do things on its own without guidance from the members. So how can you get your voice heard? Answer-by making a resolution or constitution change.

What exactly is a resolution and constitution change? What are they to me? I know these terms are thrown out there, assuming members and "potential" members know what they mean, when in reality we forget that even the simple things might not seem so simple. So here are the steps to follow.

First, determine what the issue is. Is it something that only the union (Association) has control of? Or, is it something that our employer asks of us (or prevents us from doing)? A word of caution, be sure you propose the issue (write it up) in a way that is appropriate. Just stating a complaint with none of the facts may be disregarded by the delegation at the State Convention. If the issue is something which falls under the control of the State Association AND is referenced in the State Constitution (available on the WIRLCA.org website), you can submit a "Constitution Change". If the issue is something which the State Association can control BUT is NOT in the constitution, you can submit a

DAWN PINGEL
ASSISTANT SECRETARY/
TREASURER



"Resolution" form. If passed, a resolution is a directive to the State Board of what our members want from us.

If the issue is something that our employer asks of us or prevents us from doing, or it is something you ultimately wish the National Board could address, it needs to be submitted as a "Resolution" to the State Convention. If passed by the delegates at our state level, it would then be submitted at the National Convention for consideration. It is always a good idea to plan to attend the state convention if you are submitting proposals of either Constitution or Resolution types, since delegates ask questions and want background information in a lot of cases. This is just one more reason to register and attend!. Keep in mind, this is a democratic procedure and sometimes it takes time and multiple attempts. So, don't be discouraged and don't give up. You have a voice, use it the right way.

Next, select the appropriate form (available in PDF form-fill at wirlca.org). If needed, make copies of the form if you don't have computer access to download additional copies, .

Let's look at a resolution first. At the top of the form, you will select what category your resolution is about. If not sure, you can always use the "ask the audience" lifeline by asking other members. We think that most areas are accounted for but just in case there is always "Other". Directly underneath the category is where you would list any documents that your resolution may deal with. These could include the NRLCA Constitution, the PO-603, the Contract -EL-902, or maybe even the USPS handbook-Employee Labor Management (ELM).

Then comes a tricky question (and it's about the only one in the process); Is this resolution binding or non-binding? What's the difference? Since this resolution is only for consideration at our State Convention, does the State Board have direct and absolute control/authority

Continued from previous page

to enact this proposal if approved by the delegation? If the answer is maybe or no, the resolution is a non-binding resolution (or in a different term, the resolution is a wish). If the answer is yes, then the resolution is binding. This authorizes the State Board to take steps necessary to enact the proposal if passed.

Now for the fun.... The Whereas.

Whereas, I am attempting to dissolve the intimidation factors associated with submitting a resolution for consideration at the 2018 WIRLCA State Convention;

And, Whereas, our members routinely feel their voices are not being heard and their concerns not being addressed;

And, Whereas, the State Board members want our members to feel valued and appreciated;

Therefore, Be It

Resolved That, Assistant Secretary/Treasurer Dawn Pingel will write her next article on how to submit a resolution or constitution change to the convention committees.

Intent of/Reason for Change: Dispel the myth that Resolution suggestions and Constitution Changes are hard to write up and submit.

The "Whereas" portions are your reasons supporting your position. The "Be It Resolved" is your proposed solution. The "Intent" is just that. It is your reason to submit the resolution.

Now, maybe you think Spring Conference and State Convention should be held during the week because otherwise you don't have a sub to cover your route. Or, that Fall Regional Meetings should be held only on Saturday nights. These are examples of items which are provided for within the State Constitution and require a "Constitution Change" to address.

At this point, you would download a copy of the "Constitution Change" form from our wirlca.org website or newsletter and begin. First, do you know where to find a copy of the 2017-2018 WIRLCA State Constitution? It is available in digital form (view on your computer or tablet) at the wirlca.org website. Copies are also available by contacting me (I will print and mail to you). You will need to provide the infor-

mation on where to find the current language dealing with your proposal. Sometimes, there may be more than one location in the constitution that speaks of your issue. Individual changes will need to be done for each location. Don't worry if you miss one, we have members who help us with submitting the extra changes if we miss changing all mentions of an issue. The first box is also where you tell the delegation exactly what the current language is... Copied straight from the existing document.

Next, tell them what you'd like to see it say in the second box. If you want to delete something entirely, there would be no proposed language. However, removal may result in the need to renumber subsequent lines. As always, if you're unsure, use your resources and your State

Board members. We're here to help.

Then, tell them, why (your intent) you

are suggesting this change. This would be where you tell them you don't want to take unpaid leave to attend training or burn annual leave to do so.

Finally, tell them the reason for the change, which sometimes is very similar to the intent.

With either type of proposal, PLEASE, make sure you sign it and provide a valid daytime phone number (evening if different). This enables our committees which reviews and prepares the proposals for the convention, to contact you if they have any questions about what exactly you are proposing. This is helpful if you are unable to attend the convention and the delegation has questions. The committee is not left to guess what you really are requesting.

So, let your voice be heard & help fellow members out by doing it together. We are not just one person.... we are a group that needs to come together to make a change. Don't be just a complainer in your office. Be a doer and do something about the things that you don't like. Fill out a resolution or constitution change form and dare to make a difference!

See you at State Convention!!

Don't be just a complainer in your office. Be a doer and do something about the things that you don't like.

CONSTITUTION CHANGE 2018

NOTE: ALL CONSTITUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/TREASURER, Dawn Pingel, 19398 Juneau Rd; Wilton, WI 54670-6121 **POSTMARKED BY JUNE 6, 2018** OR E-MAILED TO ASSISTANT STATE SECRETARY/TREASURER **BY JUNE 18, 2018 BY 10AM.**

Anything submitted after this time will need to be brought to the floor as new business.

The following CONSTITUTION Change is being submitted for consideration at the 2018 WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION ANNUAL STATE CONVENTION, Ashland, Wisconsin June 22-24, 2018.

PRESENT LANGUAGE: ARTICLE #: _____ SECTION #: _____

PROPOSED LANGUAGE: ARTICLE #: _____ SECTION #: _____

INTENT:

REASON FOR CHANGE:

SUBMITTED BY:

Daytime Phone Number:

RESOLUTION CHANGE 2018

NOTE: ALL RESOLUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/TREASURER,
Dawn Pingel, 19398 JUNEAU ROAD, Wilton, WI 54670-6121 **POSTMARKED BY JUNE 6, 2018** OR E-
MAILED TO ASSISTANT STATE SECRETARY/TREASURER **BY JUNE 18, 2018 BY 10AM.**

The following RESOLUTION Change is being submitted for consideration at the 2018 WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION ANNUAL STATE CONVENTION, Ashland, Wisconsin June 22-24, 2018.

This issue concerns:

<input type="checkbox"/> Vehicle	<input type="checkbox"/> Leave Replacements	<input type="checkbox"/> Automation
<input type="checkbox"/> Relief Day	<input type="checkbox"/> Time Standards	<input type="checkbox"/> Mailcount
<input type="checkbox"/> Benefits	<input type="checkbox"/> Retirement	<input type="checkbox"/> Other
<input type="checkbox"/> Salary	<input type="checkbox"/> Grievance Procedures	<input type="checkbox"/> Constitution
<input type="checkbox"/> Work Rules	<input type="checkbox"/> EMA	

Identify any Handbooks, Manuals, or written documents to be amended by:

(a) Name of Document: _____
(b) Article: _____ Section: _____ Paragraph: _____

THIS RESOLUTION IS: BINDING NON-BINDING

WHEREAS,

THEREFORE, BE IT RESOLVED THAT:

INTENT OF/REASON FOR CHANGE:

Submitted by: _____

Phone number you can be reached at during day: _____

GREAT EXPECTATIONS

So, you've decided to attend the state convention in Ashland for the first time... **"Congratulations!"** You are furthering your commitment to become more involved in your union. We appreciate that and hope you have a great experience. Now your wondering what to expect and what is expected of you. Well... I'll give you a little insight to that.

First, I hope you were elected to be a delegate at your county meeting. That means you will be paid from your county unit and the state association will also pay you \$100 to attend the business sessions at convention. So, what is expected of you? You will be expected to represent your county unit and be present to vote on those matters in the manner that your county would prefer.

The convention starts on Friday with registration and a seminar or two to be announced. After lunch starts what I call, "the fluff". There are greetings from various representatives, responses, presentation of gavels, and introductions of the Association, Auxiliary and Junior boards, committee appointments and introducing our National Board Representative. Then, after session is recessed, there will be a few committee meetings and possibly a seminar. That evening will be the Hospitality/PAC fun night where there will be time to socialize and an auction to raise money for PAC.

Saturday starts with the Officer's Breakfast which anyone can attend. Session starts with guest addresses and committee reports. Now if you have been elected as a delegate you have to

SUSAN TIFFANY
CHAIR, EXECUTIVE COMMITTEE
PROVIDENT GUILD
REPRESENTATIVE



be registered with the Credentials Committee by now. This is important so your county gets to vote on upcoming issues. You need to be in attendance from here to the end of the convention. Voting cards are passed out and the "standing rules" are adopted. There will be reports given from various officers and committees. Constitution changes will be discussed and voted on, so you need to be there to vote. Resolutions will be discussed and voted on also. There will also be the nomination of Officers, then recessed until Sunday. Saturday evening will be the banquet and presentation of awards.

Sunday brings introductions of award winners from Saturday night and continuation of Resolutions. We continue with the election and installation of officers. New business, raffle winners and the retirement of colors and adjournment.

Now this is a slimmed version of what goes on at convention. There is a lot of discussion and questions on some of the reports and it may seem trivial, but it is necessary. Until you attend a convention you never realize what all goes on! Thank you for attending and being a part of the mechanics of your union!

See you in Ashland!!! Susan

From the 2015-2018 National Agreement-ARTICLE 24:EMPLOYEES ON LEAVE WITH REGARD TO UNION BUSINESS

Section 2. Leave for Union Conventions Employees will be granted annual leave or leave without pay at the election of the employee to attend National, State and Area Union Conventions provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and provided that approval of such leave does not seriously adversely affect the service needs of the installation.



MARILYN LAPORTE
 EXECUTIVE COMMITTEE PERSON
 ARMED FORCES VETERANS
 CLUB REPRESENTATIVE

Let It Go
 ♪ *Let it go, let it go* ♪

Great! Now I have that song stuck in my head again and I've never even seen the movie. The only thing I'm ready to let go of now is winter. It is mid-April with a winter storm warning and two county meetings this weekend. I could let go of all the ladybugs that seem to find their way into my house, but that is a different story for another time.

When we hear about letting go, it's usually about possessions. The items in our lives that bog us down. Professional organizers tell us we're getting rid of stuff – not the memories associated with them. Memories are forever.

One thing we all need to let go of is our comfort zone. Too often I hear "What is the Union doing for me?" What I want to know is "What have you done for YOUR Union Lately?" Our Union has one member, one vote. So when is the last time you attended a meeting and exercised your right? It could be at the county, state, or national level. Make a difference. Attend a county meeting and be elected to office. If this is not your cup of tea, perhaps you could write up and submit a resolution or constitution change.

Dawn's article gives you instructions on how to do this. Still not comfortable with the process? Call a board member and ask for help. Another way to get involved is to attend your county meeting and be elected as a delegate to the state convention. At the convention, as a delegate, you will be voting on the resolutions and constitution changes. You will be one of hopefully many and not so self-conscious. Now you have accepted a challenge to be more involved and stepped out of your comfort zone. Was it really that hard??

Another thing to consider letting go of is feelings of negativity. It could be toward co-workers, managers/supervisors or really anyone. We need to realize we are all unique beings. That makes all of us special in our own way. We are

most often referred to as the "Mailman". In 20 years will anyone even care about our title? What we will be remembered for is the relationships we have had with others. Be the best person you can be in others eyes. Another score for the "Letting Go" side.

Before you decide that I'm being a little preachy, I too have struggled with letting go recently. I plan to retire soon. It hit me hard at a board meeting that my time with this group of friends was coming to an end. These folks will always be my friends, just in a different context. I had to realize the struggles and laughs we had shared would always be good memories for me.

So give it some serious thought. Are there things in your life you need to let go of too?

See you soon in Ashland.
 Marilyn



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

IT IS YOUR LIFE....

PLAY IT THE WAY YOU WANT.....

As kids we all played games. By games, I am referring to “board” games. Some we only played once or twice and others we never seemed to be able to play them enough, we loved them so much. As I begin to write this article, all I can think of is **DON'T BREAK THE ICE**. It seems like this winter just doesn't want to go away; everywhere we go, there is ice lurking in disguise. And for some of us carriers, that can mean **TROUBLE**. Living in the Midwest, we are accustomed to this type of weather and know to proceed with caution and not **RUN WILD**; or we will end up playing our own personal game of **TWISTER** that may land us in the hospital for an **OPERATION** on broken bones. Or worse yet, a **CRANIUM** catastrophe. OSHA-Occupational Safety and Health Administration (not a game you play but not anything to mess with either) reports slips, trips, and falls account for the majority of general industry accidents. These injuries are responsible for 15% of all accidental deaths and are second only to motor vehicles as a cause for fatalities. With that in mind and considering a large portion of our jobs as rural carriers involves being behind the wheel; you could say we are definitely at **RISK** and need to develop a **STRATEGY** to **STAY ALIVE**.

It appears we may be our own worst enemy when it comes to accidents: that momentary lapse of attention or distraction—that **SPLIT SECOND** that changes your world into a **BUCKET OF DOOM** or **WHEEL OF MISFORTUNE**. AND cell phones contribute to a large portion of those distractions. The numbers are mind **BOGGLE**-ing. The National Safety Council reports that cell phone use while driving leads to 1.6 million crashes each year. Nearly 390,000 injuries occur each year from accidents caused by texting while driving. Texting while driving causes a 400% increase in time spent with eyes off the road. Texting while driving is 6 times more likely to cause an accident than driving drunk. Furthermore, according to texting and driving accident statistics furnished by Edgar Snyder and Associates, at

FRANCES SMIDT
EXECUTIVE
COMMITTEEPERSON,
NGIC REPRESENTATIVE



ANY given time throughout the day, approximately 660,000 drivers are attempting to use their phones while behind the wheel of an automobile!!!!

We hear about safety all the time in our jobs. We have standup safety talks on a weekly basis in our offices. Are we truly listening to what is being said? Are we changing our behaviors to be safe? This past month in Northland District, Tony Williams held several town hall meetings in Minnesota and Wisconsin. During his presentation he focused on safety and how it impacts all of us in the workplace. One statistic I found alarming

Texting while driving is 6 times more likely to cause an accident than driving drunk.

was the number of unsafe ACTS per week in Northland is around 17,000! It is these UNSAFE acts that are creating the accidents. I know

we are all guilty of it. We think “just this once” or “it will just take a second”. This is the reason why it has become more important than ever to stay focused on your job while at work so you can go home the way you left for work. The last thing your family wants to hear is “I am **SORRY** ...” from the officer at the door. Please, don't get caught dead in **THE GAME OF LIFE**.

Arrive alive at the next Union meeting.
Looking forward to seeing you all in Ashland!

Frances P Smidt
Executive Committeeperson





CARLA FREYMILLER-
CHAPLAIN

CHAPLAIN'S CORNER

We live in an action-oriented world!

There always seems to be something to do and no time to rest.

Take the rural letter carriers' craft, we Go, Go, Go, and Go some more until our daily route is finished. Then to some it doesn't end at the office. We get home and Go some more, it is a never ending cycle.

We say, "I don't have time to take a break or rest."

Yet God demonstrated that rest is appropriate and right.

On the seventh-day God himself rested from His work and said, "It is Good." Then we should not be surprised that we also need to rest from the work week and be able to look back and say, "It is Good", all that we accomplished.

We need to refuel our self by getting plenty of rest.

So why not take a few days off to rejuvenate yourself by going to a rural letter carriers' convention. Mid-States is in Cleveland, Ohio on May 4-6, 2018, WIRLCA State Convention at Ashland, Wisconsin on June 22-24, 2018 and Nationals is in Grand Rapids, Michigan from August 14-

17, 2018, just across the pond. You can stay busy or catch up on some rest. Receiving a ton-load of information from National Board Members (one-on-one) and Local State Board Members. There are workshops on retirement, health care, insurance, TSP, etc. and many informative meetings that will further support your rural carrier craft.

Sit back and rest with other rural letter carriers. Not only that, get away from the everyday hustle and bustle. Why not take the family on a vacation! Did you know that your spouse and children can get involved and do fun activities with the auxiliary as well as the junior members.

There is lots of fun things for the whole family!

From my very first convention that I participated in, that I really enjoyed and am looking forward to many more.

I meet wonderful people from all over the United States, rural carriers who share the same concerns as I do in our line of work.

We are all in this together!

*If at times you feel of little value,
Remember that God made you for a Good Reason!
You Are Very Valuable to God and to the WIRLCA!*

**YOU ARE A VITAL PART OF THE WISCONSIN
RURAL LETTER CARRIER' ASSOCIATION!
SEE YOU AT AN UPCOMING CONVENTION!!!!**

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

ALLEN BRADY 1/29/2018
HARVEY BRUNN 2/1/2018
DEBRA MORRIS 2/1/2018
ROBERT GAUERKE 2/1/2018
DORIS SAXBY 2/1/2018
MARTHA DIAMOND 2/7/2018
JAMES HEDBERG 2/20/2018

STEVEN WESTON 2/20/2018
SIMON VITALE 3/1/2018
FRANKLIN KRUEGER 3/1/2018
JAMES PACE 3/8/2018
EARL KUNKEL 3/15/2018
LUCAS MACK 4/2/2018

WELCOME

NEW MEMBERS

3/5/18-4/21/18

WELCOME

VALERIE ALGIERS	APPLETON	EIMAN HASAN	APPLETON
PATRICIA HANSEN	SOLON SPRINGS	RYAN WALLIN	WEBSTER
CLINTON LADE	WEST BEND	KRISTOFER BARR	LA CROSSE
VIRGINIA SMITH	MINONG	MELANIE FRYDENLUND	CASHTON
NICOLAS ZAKOWITZ	SUPERIOR	JUSTINE KNOPE	SHAWANO
ALYSHA KENNEY	MADISON	DIANA TIEGS	OCONTO
ASHLEY KUNZE	SOMERSET	JIN YANG	SHEBOYGAN FALLS
BELINDA WALTON	MADISON	JASON BEYER	MUSKEGO
RYAN CLAYTON	STOUGHTON	DAVID BERGMAN	MEDFORD
MARY LENZ	WAUNAKEE	TAMA ZUEHLS	MONTELLO
RONCAL RILEY	MADISON	JOHN BROCK	SUAMICO
PAUL CADENA	GREEN BAY	JERALIN BUCHOLTZ	BRILLION
JACOB FARM	SISTER BAY	LIBBY CARTER	STURGEON BAY
RICHARD WIED	PULASKI	PENNY HUFFMAN-CHRISTE	SPRING GREEN
LISA HERREID	BRISTOL	YI LIANG	DE FOREST
KERRY SCHUENEMAN	BRISTOL	MARK MCMAHON	LANCASTER
TAMMY BYRLEY	HAMMOND	LOUIS RECKER	PRAIRIE DU CHIEN
AARON HALL	NEW RICHMOND	REGINALD SMITH	CROSS PLAINS
TINA DAFFINSON	ETTRICK	THOMAS SAHARSKY	GREEN BAY
LUKE KELLEY	LODI	KEA KRUEGER	RIPON
MITCHELL HARDWICK	MADISON	MITCHELL BLUE JR	MADISON
KIM MEIDL	RIPON	KENNETH JACKSON	MADISON
TRINA TOMMARELLO	SURING	NAOMI KNOWLES	ADAMS
MELISSA ZUBKE	FORT ATKINSON	JACK KWON	COLUMBUS
RICHARD STEFFEN	NEW LISBON	KAMEKA PALMER	MADISON
JUDITH RIES	CEDARBURG	YOLANDA SAIN	MADISON
EUNICE BEAUCHMAN	HUDSON	PATRICIA RUTZEN	EAGLE RIVER

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

EAP-

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

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust 

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



ALL LISTED BELOW HAVE BEEN IDENTIFIED
AND SUBMITTED FOR 50 YEAR PLUS
MEMBERSHIP IN 2018



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

Roger Davis
Francis Furlano
Lowell Holup
Lowell Kamke

Donald Kiehna
Logan Maybee
Gile McWain

CONGRATULATIONS

Recent Retirees

CONGRATULATIONS

BARBARA BERNITT
THOMAS DULMAGE
ANITA MUCKERHEIDE

MARK SLADE
BARBARA DEEHR
SUSAN TEWS
RUSSELL MARTIN
MELVIN BAUGHMAN

SCHOFIELD
MADISON
PORT
WASHINGTON
GREEN BAY
REEDSVILLE
ANTIGO
MADISON
MEDFORD

LYNN ARNESON
MARCY MCCONLEY-KLAPPE
TWYLLA DOBBS
JEANNE SALZWEDEL
THOMAS MULLARKEY
GREGORY MLEZIVA
KAREN BUECHLER

WEBSTER
BEAVER DAM
BLACK RIVER
FALLS
CHILTON
OCONOMOWOC
LUXEMBURG
NEW LISBON

So you're thinking about retiring?

First and foremost – CONGRATULATIONS!!!!

Please take note: There can sometimes be a difference between when you actually stop reporting to work and actually “retire” on paper. Please wait until you have received your final “Form 50” with your retirement date.

Next (and this is important): To sign up for dues withholding from your annuity, you must FIRST provide us with your newly assigned “CSA” number. The Office of Personnel Management (OPM) assigns this number during their processing of your retirement. We cannot process your application for dues withholding without it. IF you should choose to pay “Cash” dues: Regardless of when you start paying, it is an annual payment of \$105.00, payable by July 1st each year.



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

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 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.

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.



Martha Hornbostel was elected to the Auxiliary National Board last year in National Harbor, Maryland. She has been an Auxiliary member since 2011 and also serves as secretary/treasurer for the Kansas auxiliary. She and her husband

Jim, a full-time rural carrier since 1994, live 45 miles from Walmart, 40 miles from McDonalds and hail from Palmer, KS, population 115: Saaaa-lute! (Remember HeeHaw?) Martha and Jim, current Vice-President of the KSRLCA, are both excited for the opportunity to serve the Auxiliary (and Association) and meet its many members.

Mr. Dave Dierinzo is a Regional Development Officer for the Folds of Honor. A military Non-Profit whose mission is to Honor the Legacy and Educate the Legacy of our fallen and disabled military service men and women, by providing scholarships to the spouses and children of these service



FOLDS of HONOR

Since 2007, the Folds of Honor has carried forth this singular, noble mission. To provide educational scholarships to spouses and children of America's fallen and disabled service-members. Our motto says it best.

Honor Their Sacrifice. Educate Their Legacy.

www.foldsof Honor.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
408 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
johnsonhjean@gmail.com

WIRLCA JUNIOR OFFICERS - 2017-2018

President

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

Vice President

Joe Schlies
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!

*WIRLCA Auxiliary Registration
114th Annual WIRLCA Convention
June 22nd, 23rd, & 24th, 2018
Ashland, WI*

Auxiliary Meetings At Convention

Friday, June 23rd

- 1:00 pm - Memorial Service
- 2:00 pm - Joint Session with Association
- 6:30 pm - Hospitality & PAC Auction

Saturday, June 24th

- 9:00 am - Joint Session with Association
- 12:00 noon - Association/Auxiliary Lunch Buffet (paid for by the Auxiliary)
- 1:30 pm - Tour: Guided Mural Trolley tour in Ashland (paid for by the Auxiliary)
- 6:00 pm - Cash Bar
- 6:30 pm - Banquet (make reservation on Association Registration form)
Junior Scholarships plus, Poster & Essay Winners Announced
Awards for Carrier of the Year & Auxiliary Member of the Year Announced

Sunday, June 25th

- 9:00 am - Auxiliary Business Meeting {All business with be conducted in one session}

Registration - Auxiliary Member

I will attend the Saturday Luncheon
 I will attend the Tour

Name _____

Address _____

City, State, Zip _____

Home Phone _____ Cell Phone _____

E-Mail _____ Receive Text Messages? Yes No

Send Registration to:

Kathy Lueck
1417 Oak St.
Watertown, WI 53098-1136

Direct Questions to:

Kathy Lueck
(920) 262-1980 (cell) phone or text
email: bkmlu@charter.net

Auxiliary registration must be postmarked by: June 11th, 2018

*WIRLCA Junior Registration
114th Annual WIRLCA Convention
June 22nd, 23rd & 24th, 2018
Ashland, WI*

Junior Meetings at Convention

Friday, June 22nd

- 1:00 pm - Memorial Service
- 2:00 pm - Joint Session with Association
- 6:30 pm - Hospitality & PAC Auction

Saturday, June 23rd

- 8:00 am - Meet for juice and doughnut
- 8:45 am Tour: Coach transportation provided: Northern Great Lakes Visitors Center guided tour/interactive exploring in the Center
- Picnic Lunch: Sub Sandwich, Chips and Bottled Water
- Afternoon tour: Sheer's Lumberjack Show: Hayward
- 4:30 pm - Approximate return time
- 7:00 pm - Banquet - Dine with family (FREE - paid for by the Auxiliary)

Sunday, June 24th

- 9:00am - Junior Business Meeting with juice and pastry

Registration - Junior Member(s) *(Due to National Junior Guidelines ~ No guests are allowed)*

Name (s)	Age(As of 6-23-18)
	Age
	Age
	Age

Address _____

City, State, Zip _____

Personal email: _____

___ Attending Banquet Attending Parent/Grandparent cell # _____

\$20.00 Fee Includes: Tour, Picnic Lunch, Banquet, \$2.00 Junior Dues

Checks written to: WIRLCA Junior Auxiliary
Kathy Lueck
1417 Oak St.
Watertown, WI 53098-1136

Questions? Holli Johnson, Junior Sponsor
(608) 482-1180 (cell)
E-mail: johnsonhjean@gmail.com
or
Kathy Lueck Auxiliary President
Cell:(920) 262-1980 call or text
Email: bkmlu@charter.net

Is Required Permission Slip Signed (At Convention) _____

Junior registration must be postmarked by Monday, June 18

ATTENTION YOUNG PEOPLE AGES 6-20



Do you like to meet people? Are you interested in exploring, adventures, and activities with other young people? Do you have a parent, grandparent, or great grandparent that is an Association dues paying member? Would you like to have the chance to earn scholarships to help continue your education? If any or all of these things sound amazing, **THEY ARE!**

You could be a part of an incredible group called **The WIRLCA Junior Program** and we are looking for you!

Hello, my name is Holli Johnson and I am the WIRLCA Junior Sponsor. In other words, I have the honor to work with and organize learning opportunities and activities for children/grandchildren of WIRLCA members. I live in Darlington, WI with my rural carrier husband Jason and my four incredible kids/ junior members! I am an elementary P.E. Teacher in the Middleton/Cross Plains School District and I enjoy being a Girl Scout Leader, Coach, Volunteer for local organizations; doing crafts, and creating awesome experiences for young people! I became the Junior Sponsor at last spring's convention and had the opportunity to go with my husband and children to the National Convention this past August. It was an incredible week of experiences and fun! I would love to see your child(ren), grand and great grandchild(ren) join this beneficial group. Youth ages 6-20 are eligible to join.



Juniors can become Junior Board Members, earn great credentials for scholarships, and partake in writing/drawing contests as well. Most of all, it gives young people an opportunity to get together, build friendships, and have fun.

The Wisconsin Rural Letter Carriers State Convention will take place June 22-24, 2018 in Ashland, WI at The AmericInn-Ashland. Juniors will partake in local events such as a visit to a local lumberjack show, area scavenger hunt, and hands on experiences at The Northern Great Lakes Visitor Center. Not to mention the fabulous hotel waterpark we can enjoy! We would love to have you join us by attending the Wisconsin Rural Letter Carriers Convention and "**jumping in**" to the wonderful opportunities this program offers.



If you are interested in being a part of The Juniors Program please register, including fees payment, or if have any questions about the group or the upcoming convention activities, please e-mail Holli at johnsonhjean@gmail.com or call 608-482-1180. If you are or have been a Junior and plan to attend the convention, please send the registration slip and fees to Auxiliary President Kathy Lueck and then e-mail Holli at the above address with your information, so you can receive e-mails and updates from the Junior Program.

The more the merrier!

Let's go for a record breaking turn out of Juniors on June 23!



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.

LAKELAND DISTRICT REPRESENTATIVE-JULIA DOGGETT

Mail count has ended and for Lakeland District that means the possibility of route adjustments, formula recalculations and all the questions that follow.

Evaluations from this mail count do not become effective until April 28th. After that if a route became overburdened, management may adjust the route to 51 standard hours. (43K). An exception to this is if you are in a formula office and voluntarily chose a Tuesday, Wednesday or Thursday as your relief day, you qualify for the incentive that goes along with that; an adjustment to only 53-55 standard hours. (44K-46K). Depending on the location of the route to be ad-

justed, management may involve other routes in the office; adding and deleting territory to reach routes that can absorb additional deliveries. But if a route is not over-burdened, the evaluation of the route must remain the same (or higher) than prior to adjustment.

Management must notify in advance, all carriers who will be involved in a route adjustment and afford the carrier an opportunity to submit comments in writing. These comments will be considered as a factor when adjustments are under consideration and before any decisions are made. (Article 30.1.)

Spring is here, and along with that comes; **Mailbox Improvement Week**

Each year, the Postal Service™ designates the third full week of May as Mailbox Improvement Week to encourage customers on city motorized, rural, or contract delivery service routes (formerly highway contract box delivery routes) to examine and, where necessary, improve the appearance of their mailboxes. Neat, attractive mail-boxes make a significant contribution to the appearance of the countryside and streets in suburban areas. Mailbox Improvement Week, in 2018 the third full week is May 20-26, calls attention to the need for providing mailboxes that are:

1. Approved by the Postmaster General.
2. Designed to protect the mail from weather.
3. Safe to use.
4. Conveniently located.
5. Neat in appearance.

Generally, mailboxes should be installed at a height of 41–45 inches from the road surface to the bottom of the mailbox or point of mail entry. Mailboxes should be set back 6–8 inches from the front face of the curb or road edge to the mailbox door. However, because of varying road and curb conditions and other factors, the Postal Service recommends that customers contact their local Post Office™ before erecting or replacing mailboxes and supports.

Coordinate with your manager the use of a PS Form 4056 to inform customers of the need to improve the condition of their mail box when necessary.

Got discipline?-grieve it!"

"Your Union is only as strong as YOU!"

***"Get involved, get informed,
stay involved"***

LAKELAND DISTRICT REPRESENTATIVE-JULIA DOGGETT

Also occurring in May is the NALC Stamp out hunger food drive, for which the NRLCA has assisted and become a partner in this noble effort. Every second Saturday in May, (May 12th for 2018) letter carriers in more than 10,000 cities and towns across America collect the goodness and compassion of their postal customers, who participate in the NALC Stamp Out Hunger National Food Drive — the largest one-day food drive in the nation.

Led by letter carriers represented by the National Association of Letter Carriers (AFL-CIO), with help from rural letter carriers, other postal employees and other volunteers, the drive has delivered more than one billion pounds of food the past 24 years.

Participation in collection of goods by the Rural Carrier Craft is encouraged but continues to be voluntary. If you do not wish to participate, let your manager know, so they can send someone to make collections on your route.

SAFETY –

You've been probably receiving a lot of service talks about safety. ...

Lakeland District is starting a new program to involve more employees in identifying and correcting safety hazards. It is called The Safety Ambassador Program. **It calls for 1 Safety Ambassador for every 25 employees by craft, in addition to the current Safety Captain position.**

Safety and Health meetings as well as Safety meetings which include training for employees who volunteer to be Safety Ambassadors are being held at the District level on a frequent basis.

" At the core, labor unions (we) are working men and women, unified as one force. Despite any personal differences that may exist between us, we have banded together to protect and improve the lives of workers. We rise up together for the greater good. We defend one another like family."

"We're Not a Fee-for-Service Organization",

SUE CARNEY, The American Postal Worker, March/April, 2014



**IF YOU HAVE A MAILBOX
(OR BUCKET)...WE'LL FIND
IT!**

PHOTO COURTESY OF LYNN GAUTHIER-RR 1, SURING

Northland District Representative- James "Jim" Riess

Bullet points from the NRLCA Northland District Rep

~~ Article 30.2.A.2 requests need be completed by every regular rural carrier without an assigned primary leave replacement and that need be followed up with a grievance filed by the carrier if a replacement is not hired within 120 days; this contract article is one of many that management routinely violates when it does not expeditiously fill all leave replacement vacancies as they occur - compliance with this contract provision solve many if not most other contractual violations - read on.

~~Article 30.1. G Scheduling is the responsibility of management is not unclear and is routinely violated by both management and craft to include violations of Articles 8.5 and 30.2.D when "scheduling" relief carriers from other postal units - Contract language, various step 4s, and the Wilson Letter 9/1/2000.

~~Article 10.2.A is violated when management regularly denies leave applications for personal reasons for "needs of the Service" when leave replacements are available. Please understand that most contract violations cited in this article have their basis in the Article 30.2.A.2, proper staffing cures problems.

~~Article 9.2.C.5 need be understood by all craft employees; this is the "formula" office article dealing with the creation of a formula office and the proper payment for carriers used on their relief days.

~~Article 30.1.E and M-38 Chapter 6, route measurement; with approximately 250 overburdened routes being adjusted carriers must insist all routes be properly measured per appropriate procedures.

~~Articles 15.1, 15.2, & 15.3 Grievance procedures - the most egregious contract violations involve these three contractual provisions in place since 1996 particularly Article 15.3 Step 1.c read it, abide by it - elect a local steward to be

trained, certified, and therefore in place to deal with management.

~~**Changes made to daily procedures need receive appropriate compensation - Satchel** (a change) implementation need be timed and a base hour change made; if not grievances filed for timing.

~~ Mail count issues -**benchmarking** for edit book and riffle times are addressed by the 2002 Arbitration Award; **4003** managers failing to update the 4003's when edit books (carrier responsibility) are submitted to generate a new 4003 within 2 to 3 business days and an updated 4241-A within 2 to 3 weeks MAX; improper credit for **service\safety talks**, all service - safety talks need be noted on the 4240 to include the time each week; the 4240 does have this information on it for the REMARKS section (Explain any failure to serve the entire route; include miles actually served. Also, state cause for any deviation from schedule. If regular carrier was absent, give name of relief. If more space is needed, use reverse of this form.).

Concluding Points shared many times

1. Ask Management; carriers need ask management, the "opinion" of the steward is not needed;
2. The steward's job is not to be the answer person to the craft; doing so often creates issues because the steward normally does not have all the facts or access to the necessary information;
3. Nor do stewards submit the payroll information;
4. Nor do stewards or anyone in the craft schedule;
5. Nor do stewards or craft promote or demote;
6. Nor do stewards discipline up to and including "separation" from employment;
7. Nor are stewards the aggrieved party in most situations (unless it involves multiple carriers)
8. Nor should stewards be filing grievance/s on the aggrieved party's behalf;
9. Nor should we ever forget what is stated in **Article 3** of the USPS-NRLCA Agreement!

Northland District Representative- James "Jim" Riess

When a grievance is filed is when the union is able to enforce the contract, associated handbooks, and manuals; though ultimately each and every craft employee is the union and the craft need hold management accountable for management's actions, inactions, or inappropriate actions!

All rural craft Employees need understand:" Do your Job (Art 30/PO 603); Ask Management (Discuss first); File the Grievance if necessary (Article 15.3); Steward (All Offices/Article 17).

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 knowing that the need to file a grievance if they do not receive an appropriate response is followed of course by the completion with management of the PS Form 8191 through #4. The 8191 then immediately presented to their local steward along with their statement, form 50 and other appropriate documentation! The end result by default likely would be a better work place.

Attend your State convention, become better informed!



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

Notice for Election Observers

As with any labor union election, candidates have the right to observe any or all parts of the election. To that end, all candidates for the National Delegate Election are hereby notified that they may observe, either in person or by appointing a designee, to observe the following steps within the election process:

- May 16, 2018 - Nominee verification/Ballot creation Meeting
Best Western Arrowhead Lodge, Black River Falls; 10 am
- May 24, 2018 -- Ballot packet assembly meeting
Best Western Arrowhead Lodge, Black River Falls; 10 am
- June 21, 2018 -- Retrieve voted ballots/UTF ballots; process and tabulate ballots
AmericInn, Ashland; 11 am

Candidates are required to notify the chairperson of the Election Committee of their intent to observe any portion of the election. The 2018 Election Committee Chair is Susan Lindenfelsler.

For a complete list of rules for observers, please request from State Secretary/Treasurer.

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

Keeping Posted-website for retirees
www.keepingposted.org



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>*Valerie "Val" Fredrickson PO Box 241244 St. Paul, MN 55124-1244 Phone: 507-676-3805 Email: Valerie.Fredrickson@nrlca.org</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>*Greg Dietzler PO Box 101 Marshfield, WI 54449-0101 Phone: 715-533-0132 Email: Gregory.Dietzler@nrlca.org</p>
<p>Area Steward-Lakeland Katherine Paape Ph. 262-224-4292 KatyPaape@hotmail.com Offices assigned: Belgium-53004 Fort Atkinson-53538, Germantown-53022, Grafton-53024, Jefferson-53549, Lannon-53046 Menomonee Falls-53051, Plymouth-53073, Theinsville-53092, Waupun-53963</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>Area Steward-Lakeland Brian Ulrich 815-742-7091 Offices assigned: Beloit WI-53511, Belvidere IL-61008, Galena IL-61036,</p>	<p>*Area Steward-NW Wisconsin MARTI ROBERTS 6583 Saint Louis Road Esko MN 55733-9301 Phone: 218-590-6437 Email: martimnrlca@aol.com</p>

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

Wisconsin Rural Letter Carriers' Association National Delegate Election Notice

A secret ballot election for the Delegates of the WIRLCA, to the 2018 NRLCA National Convention in Grand Rapids, Michigan on August 13-17, 2018, is being conducted by mail.

Any eligible member who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting Election Chairperson Susan Lindenfelser at 715-520-3691. If you request and return another ballot, only the replacement ballot will be counted.

Notice of Election of State Officers

An election of Officers for the Wisconsin Rural Letter Carriers Association will be held June 24, 2018 in Ashland, Wisconsin at the AmericInn. The following positions will be elected:

<i>President</i> (one year term)	<i>Vice President</i> (one year term)
<i>Secretary/Treasurer</i> (one year term)	<i>Assistant Secretary/Treasurer</i> (one year term)
<i>Executive Committeeperson</i> (three year term)	

Duly elected and seated local unit delegates to the State Convention will be voting in this election. Nominations for these positions will open Saturday, June 23, 2018 and will remain open until the elections held on June 24, 2018.

Deadline for next issue: June 27, 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

COMING EVENTS

MAY 5, 2018-	CINCO DE MAYO
MAY 12, 2018-	NATIONAL FOOD DRIVE
MAY 13, 2018	MOTHER'S DAY
MAY 28, 2018	MEMORIAL DAY
JUNE 14, 2018	FLAG DAY
JUNE 17, 2018	FATHER'S DAY
JUNE 21, 2018	SUMMER BEGINS

JUNE 22-24, 2018 WIRLCA STATE CONVENTION

UPCOMING BOARD MEETINGS

JUNE 20, 2018 AMERICINN, ASHLAND 8 A.M.
***PLEASE CHECK WEBSITE FOR MOST UP TO DATE
INFORMATION AS DATES /TIMES AND/OR
LOCATIONS MAY BE CHANGED AS NEEDED.