

WISCONSIN RURAL LETTER CARRIERS  
ASSOCIATION



2018  
114<sup>th</sup> Annual Convention  
Ashland, Wisconsin June  
22<sup>nd</sup>, 23<sup>rd</sup>, and 24<sup>th</sup> 2018

\*\*\*\* These minutes are available  
UPON WRITTEN REQUEST  
To the WIRLCA Secretary/Treasurer.  
They will be published in digital  
form On the WIRLCA  
website.

**NRLCA Officer**

Shirley Baffa – NRLCA Executive Committeeman

**WI RLCA Officers**

Ron Berg, President Robert Lueck, Vice President

Ellen Pulver, Secretary/Treasurer Dawn Pingel, Assistant Secretary Treasurer

**WI Executive Committee**

Susan Tiffany Marilyn LaPorte Frances Smidt

**WIRLCA Appointees**

Lisa Wojnarowski – Media Committee Robert Lueck - PAC Chairman

Carla Freymiller-Chaplin Barbara Bergsma-Historian

Mark Becker – Parliamentarian

**Financial Review Committee**

Doug Brodziski Scott Mueller Jesse Hanson

**NRLCA Auxiliary Officer**

Martha Hornbostel, NRLCA Auxiliary Committee Member

**WI RLCA Auxiliary Officers**

Kathy Lueck-President

Keith Reamer- Vice President

Tana Zeich-Secretary/Treasurer

**WI RLCA Auxiliary Junior Sponsor**

Holli Johnson

**WI RLCA Junior Officers**

Emily Gallagher –President

Joe Schlies – Vice President

Jordan Jacobus-Secretary

Kyler Johnson –Treasurer/Chaplain

**Invited Guests**

AmericInn – Kristen Roettger

Julia Doggett – Lakeland District Rep

Jim Riess – Northland District Rep

Tony Williams – Northland District Manager

NRLCA Auxiliary – Martha Hornbostel

**Meeting Minutes of the  
2018 Wisconsin Rural Letter Carriers Convention  
Ashland, Wisconsin June 22<sup>nd</sup> – 24<sup>th</sup> 2018**

The 114<sup>th</sup> Annual Convention of the Wisconsin Rural Letter Carriers Association came to order at 2 p.m. on June 22<sup>nd</sup> at the AmericInn in Ashland, Wisconsin. State officers, speakers, delegates, members, and guests were present.

The colors were presented by Armed Forces Veterans Club, the body assembled sang the National Anthem and recited the Pledge of Allegiance. Chaplain Carla Freymiller led the group in an opening prayer.

President Ron Berg then introduced Kristin Roettger of the AmericInn who welcomed us to the hotel and area.

President Ron Berg gave a brief biography of Tony Williams, Northland District Manager. He shared the District's financial position, safety measures and answered questions from the members.

President Berg invited Jim Riess, Northland District Representative, to welcome the delegation to the WI State Convention.

WI RLCA Auxiliary Vice President, Keith Reamer, addressed the membership.

Vice President/PAC Chairman, Bob Lueck, addressed the membership with a small PAC update and announcement procedures.

Past President Lisa Wojnarowski then presented convention gavels to Ron Berg, President of the WIRLCA; Auxiliary President, Kathy Lueck; and Junior Representative, Kyler Johnson.

President Berg introduced the remainder of the state board including: Robert Lueck, Vice President; Ellen Pulver, Secretary/Treasurer; Dawn Pingel, Assistant Secretary/Treasurer; Susan Tiffany, Chair of the Executive Committee; Marilyn LaPorte, Executive Committeeman; and Frances Smidt, Executive Committeeman. President Kathy Lueck of the WIRLCA Auxiliary introduced members of the board for the auxiliary including: Keith Reamer, Vice President; Tana Zeich, Secretary/Treasurer and Holli Johnson, Junior Sponsor.

Holli Johnson introduced members of the Junior Board: Emily Gallagher, President (not present); Joe Schlies, Vice President (not present); Jordan Jacobus, Secretary; Kyler Johnson, Treasurer/Chaplain.

President Berg introduced members of the committees who have served for the 2018 WIRLCA State Convention. Financial Review Committee including chairperson Doug Brodziski, Scott Mueller and Jesse Hanson as the junior member. Budget committee included chair Dan Strobel, Lucille Dobbe, Bob Jacobus, John VanTrees, and Barbara Bergsma. Constitution committee included chair Roger Dobbe, Carla Freymiller, Billie Jo Brieese, Gary Pingel and Donna Hansen. Resolutions Committee included chair Greg Dietzler, Joan Barker, Linda Gneiser, Julie Doyle, and Amy Dorner.

President Berg introduced the Election Committee included chair Susan Lindenfesler, Nancy Schlies, Lisa Schloer, Kathy Einbeck and David Fischer. Jenny Grimsrud verified envelope numbers. He also explained that they met to develop the ballot and apply labels to the ballot envelopes on May 16, 2018 with Secretary/Treasurer, Ellen Pulver and Assistant Secretary/Treasurer, Dawn Pingel in Black River Falls and again to stuff the ballot packets on May 24, 2018 and mail the ballots.

President Berg continued by introducing the Teller's committee one chair is Lucille Dobbe, with Jim Loenser, Sue Verhagen, Donna Hansen and Tammy Lucht. Tellers Committee two chair is Lisa Wojnarowski with Diane Chambers, Carla Freymiller, Roger Schewe and Karen Jandourek. Media Committee is Lisa Wojnarowski. Sergeant at arms Committee chair is Dan Strobel with Linda Gneiser and Barry Zeich. The Credentials committee is chair Marilyn Miessler with Charles Lilley and Jason Johnson.

President Berg requested a preliminary credentials report from Credentials Chair Marilyn Miessler.

Credentials Committee chair Marilyn Miessler addressed the body and gave a preliminary delegate report. There are 77 delegates registered, representing 31 county units. The following counties are not yet represented: Door/Kewaunee, Lake Superior, Jefferson, LaCrosse, Lincoln/Langlade, Marinette, Marquette/Adams, Oconto and Vernon counties.

President Berg then introduced Martha Hornbostel, National Auxiliary Member and her husband, Jim.

Vice President Bob Lueck then came forward with announcements and President Berg declared session recessed until 9 am Saturday at 3:38 p.m. Steward question and answer session will follow immediately upon recess in this room.

President Ron Berg reconvened convention business at 9 a.m.

Chaplain Carla Freymiller led opening prayer.

President Ron Berg proceeded with recognition of our Veteran members.

President Berg asked Historian, Barbara Bergsma to talk about her findings on the Ashland area. Ashland had the first rural route in northern Wisconsin on October 15, 1904. It had 60 boxes, was 24 ½ miles long and by 1913 Ashland was up to three rural routes. Most deliveries were made by horse unless they couldn't make it through and then was done by foot. Ashland held two conventions – first one in July – 1930 and the second in July – 1949. Approximately 300 members were in attendance for both.

President Berg then introduced National Auxiliary Committee Member, Martha Hornbostel, who addressed the joint group on behalf of the National Auxiliary Board and shared her involvement in the Auxiliary and shared the national project information, Folds of Honor.

Following Martha Hornbostel's address, a free-will donation was collected for the Folds of Honor project.

President Berg asked Assistant State Secretary/Treasurer, Dawn Pingel, to provide information regarding the Regional Fall Seminars and noted that these seminars are for all rural carriers to stay informed. She reminded everyone that it's an opportunity to talk to a steward who is there to answer any questions. (See Appendix A)

President Berg asked Susan Lindenfelser, chair of the Election Committee to introduce the committee members and give a report of National Delegate Election process and results. The committee members were Nancy Schlies, Lisa Schloer, Kathy Einbeck and David Fischer. Jenny Grimsrud verified envelope count. 8 Ballots were returned with updated address information and re-mailed; 26 were returned UTF; 5 ballots were invalid/void/blank and 3 were challenged. 727 ballots were verified. A total of 688 valid ballots were counted. President Berg reminded all nominees for National Delegate of the meeting following session this afternoon.

President Berg asked Susan Tiffany, Executive Committeeman to give an update on upcoming conventions. Dates are as follows:

2019 – Region 6: Mishicot at the Fox Valley Resort, June 21<sup>st</sup> – 23<sup>rd</sup> Room rate: \$91.00

2020 – Region 10: Dubuque, IA – June 27<sup>th</sup> – 29<sup>th</sup> Room rate: \$119 Fri-Sat; \$99.00 Sun-Thurs.

2021 – Region 2: TBD

President Berg called a recess at 9:45 am.

President Berg called business session back to order at 10:00 am. He asked for permission to move the Credential Report down the agenda since the time of 10:30 a.m. was posted on the website and late members could still arrive and register up to that time.

NRLCA Executive Committeeman, Shirley Baffa presented information on numerous topics of interest including Contract Negotiations, Privatization of the Postal Service, National Route Data, Steward Activities, Membership Totals, Engineered Time Study, Labor Relations and Legislative Update. She also talked about the upcoming National Convention in Grand Rapids, MI and on safety and the impact of the various weather conditions that Rural Carrier employees and customers face.

Credentials committee gave their final report. Marilyn Miessler, chairperson, introduced her committee of Charles Lilley and Jason Johnson. The following counties are not represented (number of delegate votes are in parenthesis): Door/Kewaunee (14); Jefferson (12); LaCrosse (9); Marinette (12); Marquette/Adams (8); Oconto (11); and Lincoln/Langlade (9). Total registered delegates of 91 plus 7 officers for a total of 98. For voting purposes, 1/2 is 50 votes; 2/3's is 66. 575 ballot votes are possible with ½ being 288 and 2/3's being 386. If needed, 575 ballot votes plus 7 officer ballots is 582 possible with ½ being 292 and 2/3's being 390.

Secretary/Treasurer Ellen Pulver did roll call of counties to pass out voting cards

The Standing Rules were read by President Berg. Lisa Wojnarowski, delegate, Milwaukee/Waukesha, moved to suspend the rules and adopt the standing rules as printed; 2<sup>nd</sup>, MC.

## WI RLCA CONVENTION – 2018

### STANDING RULES

The State Convention Agenda (located in front of Delegate Book) shall be the order of business for this convention with the exception that the President may make changes to accommodate guest speakers. Before a member can make a motion or address the Convention upon any question, the person must rise and address the presiding officer stating their name, county and number and also whether they are a delegate or non-delegate.

Basic rules of voting: Voting shall be by delegate strength. Each county unit shall be entitled to their total delegate strength provided that at least one credentialed delegate is present. Elected State Officers shall each be entitled to one vote on all instances except election of officers. Elected State Officers WILL NOT PARTICIPATE in elections for officers. In all other instances, only credentialed delegates present on the convention floor may vote.

### Voting Rules

*A Majority Vote* shall be a number greater than half the votes cast by the delegates voting.

*Two-Thirds Vote* means two-thirds of the vote cast by the delegates voting.

*Tie Vote* Same number for and against and the motion is defeated. Note: The President will only vote where his vote will make or break a tie.

### **Rules for Debate**

The delegate upon whose motion a subject is brought before the Convention is first entitled to the floor and this person is also entitled to close debate, but not before every member who wishes to speak has spoken.

No member shall speak more than twice to the same question.

No Delegate may speak longer than two minutes on any subject or amendment.

The Chair shall recognize in turn those speaking in favor of and opposed to the item under discussion so long as debate continues.

Total debate on a single motion, including amendments, shall be limited to 15 minutes. Time limits may be extended by a 2/3 vote.

Minutes from 2017 State Convention were presented and Lisa Wojnarowski, delegate, Milwaukee/Waukesha, motioned to accept the minutes as printed; 2<sup>nd</sup>; MC.

Secretary/Treasurer, Ellen Pulver was then called forward to present the Financial Reports. (See Appendix B)

Vice President Bob Lueck made announcements and gave PAC update along with reminder that during session if a cell phone was heard that a \$10 donation would be collected for PAC.

President Berg recessed the meeting for lunch reconvening at 1:00 p.m.

President Berg reconvened the body at 1:08 p.m.

President Berg, for clarification purposes only, explained that the 2017 State Convention minutes were not in the 2018 booklet was that they had been available for viewing on the state website and also by written request. There were no requests. Bill Jarzombeck, delegate, Dane, stated he believed that the board minutes would be made available on the webpage after approval. President Berg reported that there was no requirement for them to be placed on the website. Jarzombeck believed the state constitution stated that after approval they would be made available. President Berg reported that the website had some serious issues. Parliamentarian stated the state constitution did not require the state board meetings be made available, only State Convention Minutes.

Lisa Wojnarowski, delegate, Milwaukee/Waukesha, moved to suspend the rules and dispense with the reading of the officer's reports and approve reports as printed; 2<sup>nd</sup>. MC (Officers Reports are Appendix C)

Lisa Wojnarowski, delegate, Milwaukee/Waukesha, moved to suspend the rules and dispense with the reading of the District Representative reports and approve the reports as printed; 2<sup>nd</sup>; MC.

PAC Chair, Bob Lueck gave a PAC report with totals from Friday night's PAC auction, bringing the total amount collected to over \$14,000 and still climbing.

Sue Tiffany, Provident Guild representative presented a skit on membership in the Provident Guild.

Frances Smidt, presented a report of National General Insurance Company.

Marilyn LaPorte presented a report of the Armed Force Veteran's Club and explained how scholarships are awarded. This year there will be 8 - \$100 scholarships being awarded at the banquet.

President Berg then asked the Financial Review Committee for their report. He explained Gary Pingel's resignation was due to his wife, Dawn Pingel, being elected to the State Board at the 2017 State Convention. Doug Brodziski, Chairperson of Financial Review introduced the other members of the committee – Scott Mueller, including the newest member joining the committee, Jesse Hansen, and gave their report. (Found in Appendix B)

Dan Strobel presented the proposed 2018-19 budget. He reviewed and offered explanations line by line. He explained for new member purposes that the budget was for information only and that no voting would be needed. (Found in Appendix B)

President Berg asked the Constitution Committee for their report with consideration of changes to the WIRLCA Constitution. Chairperson Roger Dobbe introduced his committee consisting of Billie Jo Briesse, Gary Pingel, Donna Hansen and Carla Freymiller and presented his report.

(See Appendix D for Constitution Changes)

Without objection, "Assistant Secretary/Treasurer" will be changed to "State Assistant Secretary/Treasurer".

**Constitution change #1:** Only for information purpose. Tells what the Board salaries are as of January 1, 2018 which reflects the increases that working carriers get contractually along with cost of living which is just under 2 ½%.

**Constitution change #2:** Committee met with maker and agreed it should be in a different section and article so the maker withdrew change. The committee rewrote it and will be coming up as change 8 and 9.

There was no objection to the maker withdrawing change.

**Constitution change #3:** Passed

**Constitution Change #4:** Passed

**Constitution Change #5:** It was noted by committee that if passed it would not go into effect until the 2019 Convention not the 2018 Convention.

Jim Landry, delegate, Brown, spoke against the change stating that any rural carrier should not feel they can't step forward just because they feel intimidated by retirees. Carriers will step forward and we would be eliminating a large group of people who can help this organization. Recommends voting against change.

Lucille Dobbe, delegate, Waupaca, spoke against the change feeling that this does not belong in this part of the constitution. Also noted the lack of regular carriers at convention and not being able to get off work to come. Retirees are the voice of those that can't make it and retirees do keep up on issues carriers are facing. Retirees are here for knowledge and have past experience. Recommends this does not pass.

Ellen Pulver, delegate, board/Columbia, spoke in favor of the change stating that this change would mirror the National Board and how they address the election of officers.

Marty Schmidt, delegate, Cal-Man-She, spoke against the change stating that retirees are an important avenue for resources, history and knowledge. They have a love for this or they wouldn't be here. If retirees were not there the committees would not get filled.

Brian Feltz, delegate, Wood/Portage, spoke in favor of the change stating that he appreciates the retirees the board needs to be close to working carriers because of all the changes happening.

Darlene Herritz, delegate, Monroe/Juneau, was divided about change stating that we could learn a lot from retirees, yet who would step up if retirees are there.

Tammy Lucht, delegate, Winnebago, spoke against the change since we could learn so much from retirees since they are knowledgeable on issues. We can't short change them on what they know.

Bob Lueck, delegate, board/Milwaukee/Waukesha, spoke to clarify. The change is only that retirees cannot be elected to a state board position, not that they cannot come to conventions or share their knowledge.

Nancy Neitzel-Reamer, delegate, Dodge, spoke against the change saying we shouldn't close the door to state representatives. If you don't want them in, don't vote for them.

Roger Schewe, delegate, Dane, spoke against the change stating this would take away the ability to have a knowledgeable member on the board.

Chuck Groth, Delegate, Northern Waters, called the question and a vote was taken; measure failed.

#### **Constitution Change #6: Passed**

#### **Constitution Change #7:**

Lisa Wojnarowski, delegate, Milwaukee/Waukesha, maker of change, moved to amend to clear up language. Moved to amend to add 'per person' before 'per day' and add a comma after 'President'. Amendment was 2<sup>nd</sup>; discussion on amendment included:

Jim Landry, delegate, Brown, point of information – Is this per day? What are they getting now?

President Berg answered question that the media person receives \$125.00 per day for one person.

Michelle Buckmaster, delegate, Barron/Washburn, point of information – Where does the equipment come from?

President Berg answered that the state owns equipment.

Amendment Passed

Jim Landry, delegate, Brown, spoke against the change stating he wasn't against having two people but was against paying them every day.

Chuck Groth, delegate, Northern Waters, spoke in favor of the change reminding delegation that the President could specify one or both work each day.



Curtis Vogel, delegate, Columbia, spoke against and questioned whether the media was paid for each day or for hours worked.

President Berg responded that it was on the screen.

With no further discussion, amended measure passed.

#### **Constitution Change #8:**

Ellen Pulver, delegate, board/Columbia, opposed the change stating this would change the makeup of the executive board.

Parliamentarian's opinion was that they would not be considered a part of the board but only as an advisory and would not be able to vote.

Frances Smidt, delegate, board/Dunn, spoke in favor of change stating this would call on retiree knowledge and also get RCA's involved. Other states have this as well.

Jim Landry, delegate, Brown, opposed to change since we already elect a board and they should be giving all the information needed.

Marty Schmidt, delegate, Cal/Man/She, opposed to change since we'd need to know the additional costs, and if you want information you can call, text, email board members or attend a board meeting.

Frances Smidt, delegate, board/Dunn, favored the change because although they would not be required to attend a meeting, it would give an RCA the chance to give an RCA view point and also other RCA's would feel more comfortable approaching a fellow RCA.

Chuck Groth, delegate, Northern Waters, opposed the change since any member can go to any board meeting plus board views all crafts for knowledge and keeps it streamlined.

Susan Tiffany, delegate, board/Lincoln/Langlade, opposed the change sharing that the President could appoint his "buddies" who would agree with him and sway decisions.

No further discussion, motion failed

**Constitution Change #9:** since #8 did not pass, this change was withdrawn.

President Berg thanked the committee and dismissed the Constitution Committee.

President Berg opened nominations for the Election of Officers. Vice President Bob Lueck called for nominations for President. Carla Freymiller, Grant/Iowa, placed the name of Ron Berg into nomination for President. Vice President called for additional nominations and hearing none, declared that nominations would remain open until the election of officers occurred on Sunday.

President Berg then opened nominations for Vice President. Lisa Wojnarowski, Milwaukee/Waukesha, placed the name of Bob Lueck into nomination for Vice President. President Berg called for additional nominations and hearing none, declared that nominations would remain open until the election of officers on Sunday.

Nominations were then opened for Secretary/Treasurer. Douglas Hare, Columbia, placed the name of Ellen Pulver into nomination for Secretary/Treasurer. President Berg called for additional nominations and hearing none, declared that nominations would remain open until the election of officers on Sunday.

Nominations were opened for Assistant Secretary/Treasurer. Marilyn Meissler, Monroe/Juneau, placed the name of Dawn Pingel into nomination for State Assistant Secretary/Treasurer. President Berg called for additional nominations and hearing none, declared that nominations would remain open until the election of officers on Sunday.

Nominations were opened for the three-year committeeperson position. Roger Schewe, Dane, placed the name of Bill Jarzombeck into nomination for 3-year Committeeman.

President Berg called for additional nominations and hearing none, declared that nominations would remain open until the election of officers on Sunday.

Bill Jarzombeck gave a small speech, advocating his position and also asked/hoped that others would consider running.

President Berg called for a 10-minute recess. Reconvened at 2:46 p.m.

President Berg then called up the Resolutions Committee Chairperson, Greg Dietzler, to introduced his committee which consisted of Joan Barker, Linda Gnieser, Julie Doyle and Amy Dorner. The committee did change seven (7) binding resolutions to non-binding. There was only one binding resolution.

(Refer to Appendix E for Resolutions Report)

#### **Resolution #042:**

Dawn Pingel, delegate, board/Monroe/Juneau, was in favor of resolution explaining the reasoning behind the resolution and asking for volunteers to help keep board costs down for recruiting new members.

Bill Jarzombeck, delegate, Dane, point of information, questioned the reading or procedure of discussing if there was no objection. Normally read and either passes or fails.

President Berg explained that the Parliamentarian wanted it read being it was the only binding resolution.

Bill Jarzombeck, delegate, Dane, questioned compensation for volunteers, who volunteers would be and the number/whereabout of the sites.

Ron Berg, board/Grant/Iowa, explained the board wanted clear instructions from the members on what direction they would like the board to take regarding recruiting. Minimum payment to volunteers would be mileage and RAFT incentive. We need to make changes since we fiscally can't keep going like we are and we may have to increase dues.

Nancy Hainstock, delegate, Dunn, opposed resolution since this should be up to the academy trainer. It also needs to be a group effort, not just the board.

Jim Landry, delegate, Brown, in favor of resolution saying that the President could appoint anyone for this.

President Berg explained that the NRLCA dictates the state boards recruit.

Chuck Groth, delegate, Northern Waters, was opposed stating that contractually we are not to be at academies to recruit. States are not required by NRLCA to go to academies, since some trainers are not members. Send a message to other members to recruit in their own office.

Michelle Buckmaster, delegate, Barron/Washburn was in favor since we need to save money and recruit members also.

Division was called and standing vote taken and counted. Resolution passed.

President Berg provided a point of information to first time attendees at the State Convention explaining the resolution process and how to object and the process when they are objected. We would now continue with non-binding resolutions.

#002: PASSED

#005: Withdrew by maker, Gary Pingel, with no objections.

#011: PASSED

#017: PASSED

#038: PASSED

#009: PASSED

#010: Objected by Barbara Bergsma, delegate, Grant/Iowa

#001: PASSED at 2017 WIRLCA State Convention. Resubmitted since it was missed going on to 2017 National Convention. PASSED

#003: PASSED

#004: PASSED

#006: PASSED

#007: PASSED

#008: PASSED

#012: Duplicate of #011

#013: PASSED

#014: PASSED

#015: PASSED

#016: PASSED

#018: PASSED

#019: PASSED

#020: PASSED

#021: PASSED

#022: Objected by Diane Chambers, delegate, Northern Waters

#023: PASSED

#024: PASSED

#025: PASSED

#026: PASSED

#027: PASSED

#028: PASSED

#029: Objected by Chuck Groth, delegate, Northern Waters

#030: Objected by Lisa Rittenhouse, delegate, RWLG Stateline

#031: PASSED

#032: Withdrawn by maker, Gary Pingel, without objection.

#033: PASSED

#034: PASSED

#035: PASSED

#036: PASSED

#037: PASSED

#039: PASSED

#040: PASSED

#041: PASSED

President Berg recessed the meeting at 3:41 p.m. so the hotel personnel could set up for the banquet. Body will reconvene with the objected resolutions at 9 a.m. Sunday.

Vice President Bob Lueck made afternoon announcements reminding National delegates of the meeting to follow.

President Ron Berg called the delegation to order at 9:00 a.m. and Chaplain Carla Freymiller gave the invocation.

President Berg then introduced the member of the year. WIRLCA Member of the Year is Chuck Groth.

President Berg then asked the resolution committee to come forward to start on objected resolutions.

Resolution #010: Barbara Bergsma, delegate, Grant/Iowa, stated that anyone could be nominated for Outstanding Member of the Year and that the award is based on the involvement in the union not how good a carrier is. Did not feel that we would need two awards with one being for RCA's.

Frances Smidt, delegate, board/Dunn, was in favor saying the intent was to show and appreciate RCA's.

With no further discussion, resolution Failed.

#002: Diane Chambers, delegate, Northern Waters, resolution needed better wording.

Gary Pingel, delegate, Wood/Portage and maker of resolution moved to amend the wording to include, 'that are a member of the NRLCA. Amendment 2<sup>nd</sup>.

No discussion on amendment, amendment Passed.

With no further discussion, resolution PASSED

Jill Jentz, delegate, Grant/Iowa, rose and placed the name of Jason Johnson in nominations for 3-year Committeeperson.

#029: Chuck Groth, delegate, Northern Waters, disagreed with putting any dollar amount or timeframe on the Postal Service would not be considered and that the parties left it objective because of those reasons.

No further discussion, resolution Failed.

#030: Lisa Rittenhouse, delegate, RWLG Stateline, moved to amend changing 1 year to '2 years'. 2<sup>nd</sup>.

Amendment was passed.

With no further discussion, resolution PASSED.

President Berg thanked the Resolution Committee for their work and dismissed them.

Business continued with the Election of State Officers.

Gary Pingel, delegate, Monroe/Juneau nominated Jesse Hanson for 3-Year Committeeman.

Vice President Bob Lueck called for nominations for President and having no additional nominations, pursuant to Article V, section 3.C of the WIRLCA Constitution, declared Ron Berg President. President Berg accepted the position and thanked the delegation for their support and allowing him errors his first year.

President Berg continued with the election of officers by calling for nominations for the office of Vice President. Having no further nominations, pursuant to Article V, Section 3.C of the constitution, he declared Robert “Bob” Lueck as Vice President. Bob thanked the delegation and enjoyed being on the board although he feared microphones.

Elections continued with the position of Secretary/Treasurer. President Berg opened the floor for additional nominations. With none offered and pursuant to Article V, Section 3.C, declared Ellen Pulver Secretary/Treasurer. Ellen Pulver thanked everyone especially our families who support us in our jobs. Also, that we are a family and it’s important to let National know where we need to go since our jobs are always changing.

President Berg continued calling nominations for the office of Assistant Secretary/Treasurer. Having no further nominations, pursuant to Article V, Section 3.C of the constitution, he declared Dawn Pingel as State Assistant Secretary/Treasurer.

President Berg then called nominations for 3-Year Committeeman. Bill Jarzombeck was nominated on Saturday and Jesse Hansen and Jason Johnson were nominated on Sunday. All candidates spoke to the group and told about their qualifications for the position. Nominations were closed and President Berg called Tellers Committee #1 forward along with Secretary/Treasurer Ellen Pulver. A roll call of counties was conducted to distribute the ballots once the hall was closed. Following the voting, a roll call of counties was conducted to return the voted ballots. The tellers committee was dismissed to count the ballots and the hall was opened again.

NRLCA Executive Committeeman Shirley Baffa addressed several questions along with Lakeland District Representative Julia Doggett, ADR Gary Pingel and President Ron Berg who also answered various questions.

The Tellers Committee #1 returned with the election results: Jason Johnson received 252 votes; Bill Jarzombeck received 190 votes and Jesse Hansen received 132 votes. Parliamentarian reminded the delegation of the election rules. The delegation would need to vote a total of three (3) times unless there was a majority vote otherwise the bottom candidate would be dropped and voting would continue until a majority vote was received.

President Berg called Tellers Committee #2 forward and Secretary/Treasurer Ellen Pulver did a roll call of counties and ballots were distributed once the hall was closed. Following the voting, a roll call of counties was conducted to return the voted ballots. The tellers committee was dismissed to count the ballots and the hall was opened again.

President Berg called for a short recess for those needing to check out while the tellers were counting ballots.

The Tellers Committee #2 returned with the election results: Jason Johnson received 362 votes, Bill Jarzombeck received 177 votes and Jesse Hansen received 36 votes. As pursuant to Article V, Section 3.C of the constitution, President Berg declared Jason Johnson the 3-Year Committeeman. Jason addressed the delegation thanking them for their votes and was looking forward to representing the union.

Before new business, President Berg wanted to clear up a question that was asked about Vice President Bob Lueck “double dipping” while doing PAC. The answer was no. PAC functions are outside of board duties.

President Berg continued with the business order by calling for any new business. Motion by Lisa Wojnarowski, delegate, Milwaukee/Waukesha, to consider a constitution change being presented to the delegation, seconded and approved.

***New Business Constitution #010:***

Issue concerns: Board Minutes

Present Language: Article V Section : 2.C.1

1. The Secretary/Treasurer shall keep a correct record of the proceedings of the Annual Convention, or any special meetings of the Association, and all meetings of the Executive Board, in books provided for said purpose. Once reviewed by the Executive Board, convention minutes shall be available on the web page to the membership in a timely manner.

PROPOSED LANGUAGE: ARTICLE #: V SECTION #: 2.C.1

The Secretary/Treasurer shall keep a correct record of the proceedings/minutes of the Annual Convention or any special meetings of the Association and all meetings of the Executive Board in books provided for said purpose. Once reviewed by the Executive Board, minutes shall be available on the web page to the membership in a timely manner.

INTENT: To clarify what must be provided to the membership.

REASON FOR CHANGE: To require the Secretary/Treasurer to inform the membership concerning actions and agendas of all board meetings and the State Convention.

Submitted by: Bill Jarzombeck

Bill Jarzombeck, delegate, Dane, maker of constitution change, spoke to the body explaining that this would clear up language and board minutes would be made available on the website not the newsletter.

Louan Friend, delegate, Columbia, opposed the change pointing out the website was not a secure site and anyone, even managers, could see it.

Bill Jarzombeck, delegate, Dane, in favor of change stated that management can see the State Convention minutes and see any resolution changes the union would be asking for already so didn't understand the reason for the objection of it.

With no further discussion, the constitution change was Passed.

Lisa Wojnarowski, delegate, Milwaukee/Waukesha, moved to consider a resolution being presented to the delegation, seconded and approved.

***Resolution #043 – Other Non-binding***

WHEREAS, I have served on election committee

Whereas the outside envelopes are provided from National, not self-sealing and glue sticks are currently used

THEREFORE, BE IT RESOLVED THAT: NRLCA send out self-stick envelopes

INTENT OF/REASON FOR CHANGE: To streamline the ballot stuffing process and eliminate the need to use either glue sticks or moisture applicators to completely seal the outer envelopes for mailing.

Submitted by: Kathy Einbeck

Kathy Einbeck, delegate, RWLG Stateline, maker of the resolution explained that having self-stick envelopes would be an item which would help speed up the process since the rest of the ballot preparation is time consuming.

Jim Landry, delegate, Brown, opposed resolution only on the fact that it had to come forward as a resolution.

Jesse Hansen, delegate, Buffalo/Trempeleau/Jackson, spoke in favor of resolution stating that it would be hard with non-sealing envelopes and it would be a good way to send a message to the National Office. Is there a cost difference?

President Berg explained that the National Office mails everything to the States. Secretary/Treasurer Ellen Pulver further explained that with the quantities the National Office would be ordering, they should get a bigger discount and the cost difference would probably be minimal.

Seeing no further discussion, the resolution was Passed.

No other new business was brought forward.

President Berg then recognized the first-timers and asked them to come forward. NRLCA Executive Committeeman Shirley Baffa presented each with a pin and a picture was taken for the newsletter.

Executive Committee Chairperson, Susan Tiffany, then took a point of personal privilege and presented gifts of appreciation to outgoing 3-Year Committeeman, Marilyn LaPorte.

President Kathy Lueck introduced the new Auxiliary board consisting of Vice President Keith Reamer, Secretary/Treasurer Tana Zeich and Junior Sponsor Holli Johnson. President Kathy Lueck announced the State Auxiliary Member of the Year, Holli Johnson.

Junior Sponsor Holli Johnson introduced the new Junior Board. President: Joe Schlies; Vice President: Alexandria Stone; Secretary: Jordon Jacobus; Treasurer: Autumn Butenhoff; Chaplain: Kyler Johnson. The Juniors then awarded their raffle prizes.

Marilyn LaPorte, representing the Armed Forces Veterans Club, announced the book scholarship winners. \$900 were given out in scholarships this year including an honorary Curtis Bender scholarship. Scholarship winners: Bailey Brown, Mitchell Einbeck, Lily Hinz, Jonathan Jandourek, Kristine McCann, Harrison Stone, Matthew Waldschmidt and Dakota Wojnarowski. Noah Panzer was the receiver of the Curtis Bender scholarship.

Secretary/Treasurer of the AFVC, Marilyn LaPorte, announced the winners for the AFVC raffles.

PAC Chair, Bob Lueck, then updated the delegation on proceeds raised over the weekend for PAC. The auction Friday evening raised \$5,000 and a total of over \$6,000 has been raised through the weekend. Silent Auction winners were announced.

Frances Smidt, National General Insurance, came forward and announced raffle winners for NGIC.



Barbara Bergsma, Historian came forward and presented her raffle item.

President Berg then asked NRLCA Executive Committeeman Shirley Baffa to install the newly elected officers of the State Board.

President Berg did a point of information letting the delegation that over \$400 was collected for the Folds of Honor project.

Secretary/Treasurer Ellen Pulver gave the end of convention instructions regarding the return of badge holders, submission of delegate vouchers and return of the voting cards.

President Berg asked the Veterans Club to come forward to retire the colors and had the group sing "God Bless America".

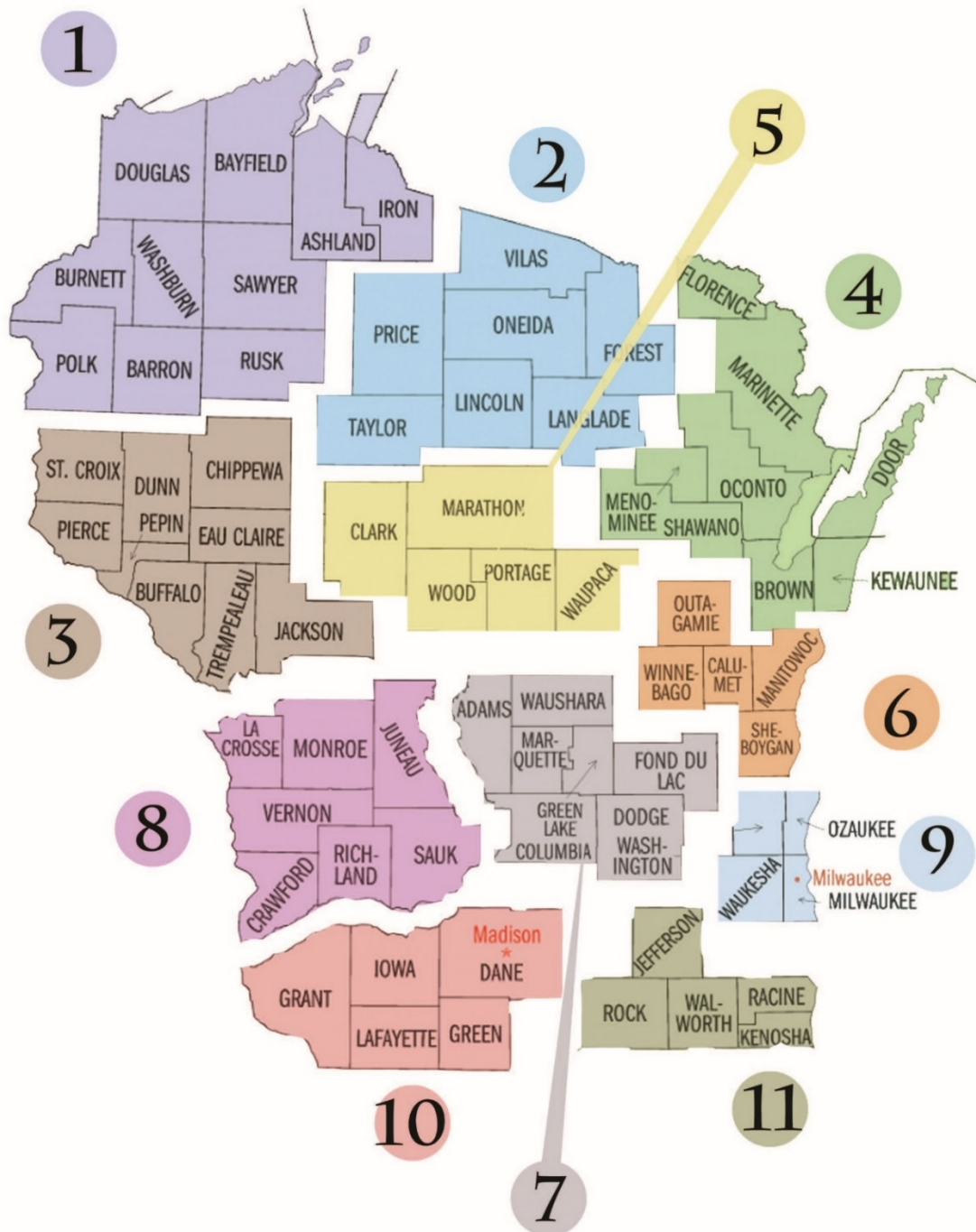
President Berg asked for a motion to adjourn meeting; motion was made and 2<sup>nd</sup>. MC

The 114<sup>th</sup> WIRLCA State Convention adjourned at 12:22 p.m. Sunday, June 24, 2018.

**Appendix A:**

**ALL SEMINARS ARE 6 P.M. TO 9 P.M.**

|   | <b>Host Local</b>                | <b>Date</b>          | <b>Board Rep</b> |
|---|----------------------------------|----------------------|------------------|
| Region 1  | <b><u>Barron/Washburn</u></b>    | September 26, 2018 – | Frances          |
| Lake Superior, Barron/Washburn, Polk/Burnett, and Northern Waters<br><b>Vintage Italian Pizza; 1201 Tower Avenue; Superior</b>          |                                  |                      |                  |
| Region 2  | <b><u>Tri-County</u></b>         | September 27, 2018 – | Susan            |
| Vilas, Price, Oneida, Forest, Taylor, Lincoln, Langlade<br><b>Quality Inn; 668 W Kemp St; Rhinelander</b>                               |                                  |                      |                  |
| Region 3  | <b><u>St Croix</u></b>           | September 25, 2018 – | Frances          |
| St. Croix, Dunn, Chippewa, Pierce, Pepin, Eau Claire, Buffalo, Trempealeau and Jackson<br><b>American Legion; 410 Maple St; Baldwin</b> |                                  |                      |                  |
| Region 4  | <b><u>Brown/Shawano</u></b>      | September 26, 2018 – | Ellen            |
| Marinette, Menominee, Shawano, Oconto, Brown, Kewaunee and Door<br><b>Radisson; 2040 Airport Dr; Green Bay</b>                          |                                  |                      |                  |
| Region 5  | <b><u>Wood/Portage</u></b>       | September 29, 2018 – | Susan            |
| Clark, Marathon, Wood, Portage and Waupaca<br><b>Eagles Club; 1104 South Oak Ave; Marshfield</b>  |                                  |                      |                  |
| Region 6  | <b><u>Winnebago</u></b>          | September 25, 2018 – | Ellen            |
| Outagamie, Calumet, Winnebago, Manitowoc and Sheboygan<br><b>Stone Toad; 1109 Oneida St; Menasha</b>                                    |                                  |                      |                  |
| Region 7  | <b><u>Dodge</u></b>              | October 2, 2018 –    | Ron              |
| Adams, Waushara, Marquette, Green Lake, Fond du Lac, Columbia and Dodge<br><b>American Legion; 220 W. State St; Fox Lake</b>            |                                  |                      |                  |
| Region 8  | <b><u>Crawford</u></b>           | October 3, 2018 –    | Dawn             |
| LaCrosse, Monroe/ Juneau, Vernon, Crawford, Richland, and Sauk<br><b>Country Gardens; 100 W Sunbeam Blvd; Soldiers Grove</b>            |                                  |                      |                  |
| Region 9  | <b><u>Milwaukee/Waukesha</u></b> | October 3, 2018 –    | Bob              |
| Washington, Ozaukee, Waukesha and Milwaukee<br><b>Bubs Irish Pub; N116W16218 Main St; Germantown</b>                                    |                                  |                      |                  |
| Region 10 –   | <b><u>Dane</u></b>               | October 4, 2018 –    | Jason            |
| Grant, Iowa, Dane, Lafayette and Green<br><b>American Legion Post 534; 4911 Burma Rd; McFarland</b>                                     |                                  |                      |                  |
| Region 11 –   | <b><u>StateLine</u></b>          | October 2, 2018 –    | Bob              |
| Jefferson, Rock, Walworth, Racine and Kenosha<br><b>Junction Pub; 130 Merchant Row; Milton</b>  |                                  |                      |                  |



**Appendix B:**

3:17 PM

06/21/18

Cash Basis

**Wisconsin Rural Letter Carriers Assn2  
Statement of Financial Position**

As of June 21, 2018

|                                       | <u>Jun 21, 18</u>        | <u>Jun 21, 17</u>        | <u>\$ Change</u>         |
|---------------------------------------|--------------------------|--------------------------|--------------------------|
| <b>ASSETS</b>                         |                          |                          |                          |
| Current Assets                        |                          |                          |                          |
| Checking/Savings                      |                          |                          |                          |
| 1000000 · State Checking Accou...     | 3,160.19                 | 6,343.99                 | -3,183.80                |
| 1100000 · State Savings Account       | 8,421.84                 | 18,609.16                | -10,187.52               |
| 1100070 · CD # 70                     | -105.25                  | 63,387.74                | -63,492.99               |
| 1100076 · CD #76                      | 0.00                     | -75.21                   | 75.21                    |
| 1100080 · CD# 80                      | 108,492.34               | 105,074.58               | 1,417.76                 |
| 1100083 · CD# 83                      | 109,384.79               | 107,438.59               | 1,946.20                 |
| 1100084 · CD # 84                     | 0.27                     | 0.00                     | 0.27                     |
| Total Checking/Savings                | <u>227,353.98</u>        | <u>300,778.85</u>        | <u>-73,424.87</u>        |
| Total Current Assets                  | <u>227,353.98</u>        | <u>300,778.85</u>        | <u>-73,424.87</u>        |
| <b>TOTAL ASSETS</b>                   | <u><b>227,353.98</b></u> | <u><b>300,778.85</b></u> | <u><b>-73,424.87</b></u> |
| <b>LIABILITIES &amp; EQUITY</b>       |                          |                          |                          |
| Liabilities                           |                          |                          |                          |
| Current Liabilities                   |                          |                          |                          |
| Other Current Liabilities             |                          |                          |                          |
| 2100000 · Payroll Liabilities         | <u>9,481.47</u>          | <u>7,801.20</u>          | <u>1,680.27</u>          |
| Total Other Current Liabilities       | <u>9,481.47</u>          | <u>7,801.20</u>          | <u>1,680.27</u>          |
| Total Current Liabilities             | <u>9,481.47</u>          | <u>7,801.20</u>          | <u>1,680.27</u>          |
| Total Liabilities                     | <u>9,481.47</u>          | <u>7,801.20</u>          | <u>1,680.27</u>          |
| Equity                                |                          |                          |                          |
| 3000000 · Opening Balance Equity      | 701,009.66               | 701,009.66               | 0.00                     |
| 3900000 · Retained Earnings           | -422,294.27              | -312,120.11              | -110,174.16              |
| Net Income                            | <u>-60,842.88</u>        | <u>-95,911.90</u>        | <u>35,069.02</u>         |
| Total Equity                          | <u>217,872.51</u>        | <u>292,977.65</u>        | <u>-75,105.14</u>        |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <u><b>227,353.98</b></u> | <u><b>300,778.85</b></u> | <u><b>-73,424.87</b></u> |

10:00 AM  
06/21/18  
Cash Basis

Wisconsin Rural Letter Carriers Assn2  
**Statement of Activities**  
July 1, 2017 through June 21, 2018

|   | Jul 1, '17 - Jun ... | Jul 1, '16 - Jun ... |
|---|----------------------|----------------------|
| <b>Income</b>                           |                      |                      |
| 4000000 - National General Insurance    | 19,596.48            | 16,829.17            |
| 4050000 - Incentive Program             | 2,380.00             | 0.00                 |
| 4100000 - Interest / Dividends          | 5,151.76             | 4,516.80             |
| 4200000 - Membership Dues               | 235,424.43           | 162,862.00           |
| 4300000 - Miscellaneous                 | 529.52               | 220.00               |
| 4400000 - Reimbursements                | 4,917.71             | 3,369.41             |
| 4500000 - Sales                         | 4,824.00             | 3,891.00             |
| <b>Total Income</b>                     | <b>272,823.90</b>    | <b>191,688.38</b>    |
| <b>Expense</b>                          |                      |                      |
| 5000000 - Accounting Fees               | 6,046.24             | 2,000.00             |
| 5100000 - Awards & Recognition          | 1,029.87             | 804.36               |
| 5200000 - Education & Training          | 3,513.18             | 5,193.95             |
| 5300000 - Employee Benefits             | 0.00                 | 0.00                 |
| 5400000 - Equipment Purchases           | 2,741.63             | 913.61               |
| 5500000 - Equipment Rental              | 0.00                 | 0.00                 |
| 5550000 - INSURANCE                     | 530.00               | 508.00               |
| 5600000 - Lodging                       | 14,046.23            | 11,113.92            |
| 5700000 - National Convention           | 44,806.36            | 36,644.81            |
| 5800000 - Office Expense                | 4,951.67             | 5,012.15             |
| 5900000 - Payroll Taxes                 | 13,123.18            | 10,108.50            |
| 6000000 - Per Capita Dues               | 39,783.50            | 42,272.86            |
| 6100000 - Postage                       | 8,546.10             | 2,865.75             |
| 6200000 - Printing                      | 558.76               | 576.42               |
| 6300000 - Mid-States Conference         | 5,168.61             | 6,025.75             |
| 6400000 - Rent                          | 0.00                 | 0.00                 |
| 6500000 - Repairs / Maintenance         | 0.00                 | 37.61                |
| 6600000 - Salaries and Wages            | 132,169.96           | 100,503.60           |
| 6690000 - Reconciliation Discrepanci... | 0.60                 | 0.00                 |
| 6700000 - State Meetings                | 7,076.55             | 19,876.16            |
| 6701000 - State Paper                   | 18,423.82            | 23,116.45            |
| 6900000 - Telephone & Internet          | 5,648.00             | 4,095.76             |
| 7000000 - Travel                        | 25,912.52            | 15,930.62            |
| <b>Total Expense</b>                    | <b>334,086.78</b>    | <b>287,600.28</b>    |
| <b>Net Income</b>                       | <b>-61,262.88</b>    | <b>-95,911.90</b>    |

9:57 AM

06/21/18

Cash Basis

**Wisconsin Rural Letter Carriers Assn2**  
**Profit & Loss Budget vs. Actual**  
 July 1, 2017 through June 21, 2018

|  | Jul 1, '17 - Jun 21, 18 | Budget            | \$ Over Budget    | % of Budget   |
|--|-------------------------|-------------------|-------------------|---------------|
| <b>Income</b>                          |                         |                   |                   |               |
| 4000000 - National General Insurance   | 19,596.48               | 15,000.00         | 4,596.48          | 130.6%        |
| 4050000 - Incentive Program            | 2,380.00                | 0.00              | 2,380.00          | 100.0%        |
| 4100000 - Interest / Dividends         | 5,151.76                | 4,000.00          | 1,151.76          | 128.8%        |
| 4200000 - Membership Dues              | 235,424.43              | 279,226.00        | -43,801.57        | 84.3%         |
| 4300000 - Miscellaneous                | 529.52                  | 100.00            | 429.52            | 529.5%        |
| 4400000 - Reimbursements               | 4,917.71                | 4,000.00          | 917.71            | 122.9%        |
| 4500000 - Sales                        | 4,824.00                | 4,000.00          | 824.00            | 120.6%        |
| <b>Total Income</b>                    | <b>272,823.90</b>       | <b>306,326.00</b> | <b>-33,502.10</b> | <b>89.1%</b>  |
| <b>Expense</b>                         |                         |                   |                   |               |
| 5000000 - Accounting Fees              | 6,046.24                | 6,000.00          | 46.24             | 100.8%        |
| 5100000 - Awards & Recognition         | 1,029.87                | 500.00            | 529.87            | 206.0%        |
| 5200000 - Education & Training         | 3,513.18                | 5,500.00          | -1,986.82         | 63.9%         |
| 5300000 - Employee Benefits            | 0.00                    | 0.00              | 0.00              | 0.0%          |
| 5400000 - Equipment Purchases          | 2,741.63                | 2,500.00          | 241.63            | 109.7%        |
| 5500000 - Equipment Rental             | 0.00                    | 250.00            | -250.00           | 0.0%          |
| 5550000 - INSURANCE                    | 530.00                  | 600.00            | -70.00            | 88.3%         |
| 5600000 - Lodging                      | 14,046.23               | 12,000.00         | 2,046.23          | 117.1%        |
| 5700000 - National Convention          | 44,806.36               | 37,500.00         | 7,306.36          | 119.5%        |
| 5800000 - Office Expense               | 4,961.67                | 7,500.00          | -2,538.33         | 66.2%         |
| 5900000 - Payroll Taxes                | 13,123.18               | 12,000.00         | 1,123.18          | 109.4%        |
| 6000000 - Per Capita Dues              | 39,783.50               | 43,000.00         | -3,216.50         | 92.5%         |
| 6100000 - Postage                      | 8,546.10                | 3,000.00          | 5,546.10          | 284.9%        |
| 6200000 - Printing                     | 558.76                  | 1,000.00          | -441.24           | 55.9%         |
| 6300000 - Mid-States Conference        | 5,168.61                | 6,000.00          | -831.39           | 86.1%         |
| 6400000 - Rent                         | 0.00                    | 800.00            | -800.00           | 0.0%          |
| 6500000 - Repairs / Maintenance        | 0.00                    | 750.00            | -750.00           | 0.0%          |
| 6600000 - Salaries and Wages           | 132,169.96              | 110,000.00        | 22,169.96         | 120.2%        |
| 6690000 - Reconciliation Discrepancies | 0.60                    | 0.00              | 0.60              | 100.0%        |
| 6700000 - State Meetings               | 7,076.55                | 25,000.00         | -17,923.45        | 28.3%         |
| 6701000 - State Paper                  | 18,423.82               | 25,000.00         | -6,576.18         | 73.7%         |
| 6900000 - Telephone & Internet         | 5,648.00                | 5,000.00          | 648.00            | 113.0%        |
| 7000000 - Travel                       | 25,912.52               | 20,000.00         | 5,912.52          | 129.6%        |
| <b>Total Expense</b>                   | <b>334,086.78</b>       | <b>323,900.00</b> | <b>10,186.78</b>  | <b>103.1%</b> |
| <b>Net Income</b>                      | <b>-61,262.88</b>       | <b>-17,574.00</b> | <b>-43,688.88</b> | <b>348.6%</b> |

Financial Review Committee  
State Convention 2018  
Ashland, WI  
06/21/2018

The Financial Review Committee meeting was scheduled for 4:00 P.M. on June 21, 2018 at the American Inn in Ashland, WI.

Members present were Doug Brodziski, Scott Mueller, and Jesse Hanson. There will be no new committee appointment due to the resignation of Gary Pingel in August after his wife, Dawn, was elected to the state board.

Items requested from Secretary/Treasurer Ellen Pulver and Assistant Secretary/Treasurer Dawn Pingel were: Three (3) copies of the inventory list, bank statements and expense vouchers for March, 2018 through May, 2018, the Year to date Statement of Financial Condition and Statement of Activities.

The materials provided were reviewed and the question/comments for the board were:

1. How were the county dues paid to the counties on direct deposit? Account numbers for each county were presented to us and verified.
2. A few missing vouchers were found after being misfiled and verified by committee.

All items on the inventory list were accounted for.

The next meeting will be in conjunction with the state board when they meet in the fall of 2018.

Items requested for the next meeting are: Three (3) copies of the inventory list, bank statements and expense vouchers from June, 2018 to August, 2018, final Statement of Activities and Statement of Financial Condition for July 2017 through June 2018, the current yield of CD's held by the association, and the latest LM report.

Respectfully Submitted,

Doug Brodziski  
Chairman

## **Appendix C:**

### **2017-2018 Annual Report of Ronnie Berg, WIRLCA President**

Fellow Officers, National Executive Committeeman Baffa, delegates, members and guests of The Wisconsin Rural Letter Carriers Association; It is my honor and privilege to present you my annual report. I would like to thank you all for this opportunity.

To say the least 2017-18 was a very busy year. After the state convention it was a transition time to go from being state secretary treasurer to WIRLCA President. Former President Groth was extremely helpful in helping me with my new responsibilities, Thank You Chuck. The moving of the office and the mentoring of year end duties to Secretary Pulver, this was time consuming and successful. Ellen is performing very well she is an excellent secretary/treasurer.

I attended the national convention in National Harbor, Maryland in August. In September I returned to Alexandria and NRLCA headquarters for new presidents training, I have to admit this was very helpful for me although being a long-time board member, being President is definitely a different responsibility, a different perspective a challenge I accept and enjoy. I represented this organization at region 10. I was assigned Dane, Grant/Iowa, Sauk/Richland, and Crawford Counties. I spoke and represented this association at 2018 spring meetings of these county units. It is always fun to get together with our fellow members and listen to their concerns and answer questions, this year was no exception.

I represented the WIRLCA at region 10 meeting in Platteville 30 members were in attendance. Spring conference was held in Mishicot in early March, the WIRLCA held a local officers training and it was very well attended. A WIRLCA board meeting was also held in conjunction with the conference; at this meeting we met with a department of Labor auditor. WIRLCA was chosen for a random audit, the interview by Jason Kish DOL auditor took 5 hours, he is very thorough we submitted all financial record from 2016-2017. We have been in complete co-operation with him since this meeting. Due to his heavy work load this audit has not been completed at the time of this report.

I attended Mid States Conference in Cleveland, Ohio this year. I arrived there on Thursday to witness how things are to be set up as Wisconsin is hosting in 2019 I hope you all will attend in 2019. I arranged for a Presidents meeting to be attended by all 13 Presidents, all states were represented. We were also surprised to have NRLCA President Dwyer and NRLCA Vice President Stutts in attendance. I was appointed chairman of this meeting. We discussed the lack of a guide line for Mid States conference. This guideline is going to be prepared with data from the last 2 years (only information available at this time) and each year in the future financial and space data will be updated. Mid States presidents discussed many common issues and concerns. We decided that this meeting will be an annual event. President Dwyer agreed this is a very good idea; we will also include Vice Presidents in 2019.

I was honored to be appointed to the NRLCA national finance committee again this year. My fellow board members approved my appointment to this challenging committee. I attended a meeting for a week in March and May as well as returning in July in Alexandria VA. This is a quite a challenging assignment. I gladly accept this responsibility; I hope to remain on this committee thru 2019.

I attended and chaired all regular and special meetings of the WIRLCA executive board, as well as assigning articles and writing my own for each newsletter. I am still researching and successfully finding many long-time members they are also an important part of our future showing their dedication to the NRLCA for such a long period. I am grateful that secretary Pulver has allowed me to continue this research



after leaving the secretary's position. At this time, I would also like to thank the academy trainers, DRs, ADRs and fellow board members we have been very successful at recruiting this past year and I certainly hope this trend continues.

This year has gone by in a blink of an eye, as always it has been a challenging, yet rewarding experience. For me, it is hard to believe I have been on the WIRLCA state board for 10 years. I have served under 3 state presidents this is my first year to lead the WIRLCA as state president. I have learned something from all of my predecessors. I feel that we have developed a great team effort by the current board, their dedication to excellence of this organization, the entire board has defiantly been very good guardians of the assets of your union. Thank you all!

I hope you all have a great time at this convention. It has been an honor to serve you all. I would like to at this time again thank all who have supported me as a WIRLCA State President.

Respectfully Ronnie Berg

### **Expenses July 1, 2017 thru June 30<sup>th</sup> 2018.**

|                                | <u>Jul 1, '17 - Jun 19, 18</u> |
|--------------------------------|--------------------------------|
| <b>Expense</b>                 |                                |
| 5600000 · Lodging              | 2,074.88                       |
| 5800000 · Office Expense       | 566.53                         |
| 6100000 · Postage              | 216.77                         |
| 6600000 · Salaries and Wages   | 15,066.00                      |
| 6900000 · Telephone & Internet | 719.86                         |
| 7000000 · Travel               | 3,061.48                       |
| <b>Total Expense</b>           | <u>21,705.52</u>               |
| <b>Net Income</b>              | <u><u>-21,705.52</u></u>       |

### **2017-2018 Annual Report for WIRLCA Vice President Robert Lueck**

President Ron Berg, NRLCA Committeeman Shirley Baffa, NRLCA Auxiliary Committee Member Martha Hornbostel, fellow officers, auxiliary officers, delegates, and all members and friends of The Wisconsin Rural Letter Carriers Association. It has been my pleasure to serve on your State Board this past year as your Vice President and PAC chair. I thank you for the opportunity, my annual report follows.

My fourth year as a WIRLCA board member began at last year's State Convention in Reedsburg. I ran for the Vice President position that I currently held, as I was successful in my bid I then attended the post-convention board meeting.

I attended National Convention at the Gaylord in National Harbor Maryland as a board member as well as a delegate.

I attended the September WIRLCA board meeting held here in Ashland at the Americinn.

I attended Region 9 fall meeting at Bub's Irish Pub in Germantown and Region 11 fall meeting at the Brat Stop in Kenosha. I also attended the fall county meeting for Fond Du Lac/ Green Lake Counties. I was present at the January meeting of the WIRLCA board held at the Arrowhead Lodge in Black River Falls. I also attended the WIRLCA board meeting held at the Fox Hills Resort in Mishicot prior to Spring conference. I then attended Spring conference in Mishicot at the Fox Hills resort. I attended spring meetings for Cal-Man-She, Fond Du Lac/Green Lake, Dodge, Milwaukee/Waukesha, Jefferson, Racine/Kenosha and RWGL State Line (Rock / Walworth / Green / Lafayette counties.) I wish to thank all those county officers and members for their hospitality.

This past year I had the privilege to present 50-year membership certificates to Robert Gauerke of Appleton, Katherine Reimer of Hartford, Roger Davis of Delavan, Lamont Lukens of Cedar Grove, Alan Strutzman of Campbellsport, Richard Pfeifer of Helenville, James Monogue of Jefferson and Donald Kiehnau of Grafton.

I was appointed as PAC chair by President Berg as well, and my duties as PAC chair this past year included writing an article for each newsletter, attempting to keep members informed on the effects of legislation on our jobs and our retirement. I strive to make fund raising as painless as possible by encouraging paycheck withholding or EFT contributions. As I am responsible for and accountable for all contributions received I maintain a database of all donations received. I submit all contributions to National monthly. I also am responsible for distributing PAC pins to those members who have reached the designated level with their cumulative contributions. I also try to be creative with fund raising at State and county meetings not only to raise funds but to also have some fun. I encourage the membership to share any ideas with me and the board to further that effort. I wish to thank all of you who continue to support our PAC.

Respectfully submitted,

Robert H. Lueck  
WIRLCA Vice President/PAC Chair

I plan to seek another term as your Vice President and if re-elected I will strive to remain current with the ever-changing environment experienced by the USPS and our association and I will continue to communicate to the best of my ability the effects of those changes upon the membership. Thank you, my financial report is as follows:

|                                | Jul 1, '17 - Jun 20, 18 |
|--------------------------------|-------------------------|
| <b>Expense</b>                 |                         |
| 5600000 · Lodging              | 2,474.04                |
| 6600000 · Salaries and Wages   | 9,333.72                |
| 6900000 · Telephone & Internet | 660.00                  |
| 7000000 · Travel               | 2,772.70                |
| <b>Total Expense</b>           | 15,240.46               |
| <b>Net Income</b>              | <b>-15,240.46</b>       |

## **2017-2018 Annual Report of Ellen Pulver, Secretary/Treasurer**

President Berg, NRLCA Committeeman Shirley Baffa, WIRLCA Board members, Association Members, Auxiliary Members, Juniors, and guests, I am happy to share this report of my activities for the past year.

Wow.... I can't believe how fast the past year has gone! I would like to thank my assistant Dawn Pingel for jumping right in. While it might not feel like it, in one year she has hit the ground running and is doing almost all the same tasks I was just one short year ago.

As much as President Berg tried to prepare me for the position of Secretary/Treasurer (in order to try to eliminate some of the pitfalls he encountered), I still needed to take extra time to wrap my head around many of the extra tasks which we did not have time to train on.

In July 2017, both Dawn and I attended new secretary/treasurer training at our national office in Alexandria. We were just 2 in a class of 8 new secretary/treasurers within the NRLCA this year. As newbies, we bonded and networked with others sharing the same boat in other states.

At this time, I was also working to transfer all the various account information, prepare and assist our local secretary/treasurers and presidents in preparing the LM reports electronically (for the first time), preparing for National Convention, and preparing the reports which needed to be filed following our last state convention.

During August and September, I traveled to many counties to assist locals without access to computers and provided phone assistance to those local officers who did have computer access, with filing of the LM reports. I also worked with our CPA firm in the audit of the books and review of our records. The end of September brought the regional meetings in both Region 6 and 4. I also assisted with Region 7.

October was the first meeting with our mostly new Financial Review committee and also filing of the 990N postcards on behalf of the locals and Fall dues to the local units were sent. As volume increased on the route, many tasks for this position were relegated to being done on weekends.

Year-end reports were filed as required and W2's sent. Late winter brought thoughts of spring meetings, spring local officer training, additional national secretary/treasurer training and planning for state convention.

Over the year, I recruited new members personally in Madison and Menasha academies frequently. I sent letters to our recent retirees, processed new memberships, prepared financial reports for regular board meetings, met with the Financial Review committee, and attended meetings in Brown, Shawano, Winnebago, Outagamie, Ozaukee/Washington and Columbia counties. I assisted with the merger of Brown and Shawano Counties and will be preparing the necessary reports to the appropriate agencies, including the Department of Labor and IRS.

Wisconsin was notified in early February by the Department of Labor that a routine "Compliance Audit" would be conducted. This type of audit was also done back in 2010-2011. While we have completed the first portion of the audit process, we have not yet been notified of its completion. The audit has resulted in additional days being spent preparing records for review by the DOL Investigator, a meeting which was ultimately rescheduled as we were traveling to it, another day spent with Investigator for initial interview and numerous emails, phone calls, and requests for additional information. I anticipate this audit to be

completed within the next several weeks and the board will assemble to meet with the investigator for the closing interview/report.

Membership continues to be a source of concern for us. Dawn is routinely following up with active carriers who have not yet joined and I have been recruiting our recent retirees. Despite our vigorous efforts, membership has remained fairly constant. We have identified a couple of potential areas in which actions by office managers are affecting our membership numbers. An example of this is when a member transfers offices and the losing postmaster codes the member as "separated" thus cancelling their membership. Another happens when carriers who retire are incorrectly being coded and we have identified that membership does not currently follow when carriers move from state to state. These issues are being addressed and we are awaiting further instruction on how to rectify these issues. I will be reaching out to local officers and local stewards to assist in determining who are still actively employed and who needs to be "re-signed" up.

As we close the year, I am feeling more confident in my role and am pleased with how quickly Dawn has picked up the tasks she's been given. I'm certain we will soon have the DOL audit complete and receive information on our membership concerns.

I have enjoyed meeting and talking with all of you and learning from you. We learn from one another as we meet and discuss our experiences. I thank you for the support and confidence I receive. I do have to extend a special thanks to my immediate family for supporting me as I serve this association and spend time with you, my extended family.

Respectfully,  
Ellen Pulver

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|                                | Jul 1, '17 - Jun 19, 18 |
|--------------------------------|-------------------------|
| <b>Expense</b>                 |                         |
| 5600000 · Lodging              | 2,349.62                |
| 5800000 · Office Expense       | 2,524.23                |
| 6100000 · Postage              | 1,136.18                |
| 6600000 · Salaries and Wages   | 49,271.28               |
| 6900000 · Telephone & Internet | 1,277.17                |
| 7000000 · Travel               | 5,991.80                |
| <b>Total Expense</b>           | <b>62,550.28</b>        |
| <b>Net Income</b>              | <b>-62,550.28</b>       |

## **2017-2018 Annual Report for WIRLCA Assistant Secretary/Treasurer Dawn Pingel**

President Berg, NRLCA Committeeman Shirley Baffa, WIRLCA Board Members, Association, especially all first-time convention attendees; Auxiliary Members, Juniors and guests. Here is my report for the 2017-2018 year as your Assistant Secretary/Treasurer.

I would like to start by thanking everyone for electing me to this position and to all that have helped me “get in the groove”. The Board has been patient with me while I ask questions – some more than once! This has been a learning experience and one that I can use wherever I go and grow upon which I already have.

After being elected, I flew out to our National Office in Alexandria, VA for Secretary/Treasurer training. While there, we were given the tour of our national office which is impressive and was able to put names with faces. I learned a lot and met fellow Secretary/Treasurers from across the country. We all admitted that this was one of the best groups of individuals to have class with and we’ve kept our relationships going when we have met at the different convention’s that we attend.

I experienced my first National Convention in National Harbor, MD in August where I played a part in this great union voting on issues that concern our every day job. To watch the American and State flags being walked in not only gave me goose bumps but brought tears to my eyes because it reminded me of just how proud I am to be in our great country and to be among fellow members. That alone was worth going. It is a great experience that I highly encourage anyone who hasn’t gone to go at least once in their career.

In September/October I attended the Fall Regional Meetings where I met fellow members and was able to pass along information of what was going on and coming up. Although I would have liked to think members came to hear me, I knew the reality was that they came to see the steward.

The late winter/early spring brought on getting ready for local county unit meetings and getting their information mailed. I attended five local units and again was able to put names with faces. I had discussions on various issues going on and talked about recruiting ideas.

March brought a follow up Secretary/Treasurer training in Alexandria, VA and also our Spring Conference in Mishicot, WI where we also held local officer training. The local officer training had about 50% of attendance by officers and we had positive feedback on the mock meeting we had. Our PAC night had a great turn out with the basketball tournament that turned into a serious game of competition!

In May I attended my first Mid-States Conference in Columbus, OH. We had a lot of fun raffling items to promote our state hosting next year’s Mid-States in Green Bay. We even had a little competition vying for people to buy our raffle tickets with others there. Our cow bell helped us out by drowning out others who were calling out they were selling tickets so that we could get potential buyers to see what we were all about with our load cow bell. I was also able to take in the sites Columbus had to offer before Mid-States began and visited the Rock-n-Roll Hall of Fame after Mid-States before heading home.

Besides the various Board Meetings, I attended a Department of Labor Seminar in Madison, wrote articles for our newsletter, and presented 50+ awards. One of the jobs that I enjoyed doing was recruiting new members at New Employee Orientation. Although it is a challenge to get new relief carriers signed up, it’s nice to be the first person from our craft that they see. Being able to share what our union does and what it can offer them has been rewarding.

As my first year comes to a close, I look forward to learning new things, meeting more members and doing the best job that I can. I look forward to this next year and I thank every member of our State for their support in our organization because we couldn't do this without you.

Respectfully submitted ~

Dawn Pingel

Assistant Secretary/Treasurer

|                                | <u>Jul 1, '17 - Jun 20, 18</u> |
|--------------------------------|--------------------------------|
| <b>Expense</b>                 |                                |
| 5600000 · Lodging              | 731.94                         |
| 5800000 · Office Expense       | 1,022.90                       |
| 6100000 · Postage              | 276.01                         |
| 6600000 · Salaries and Wages   | <u>20,131.68</u>               |
| 6900000 · Telephone & Internet | <u>650.97</u>                  |
| <b>Total Expense</b>           | <u>22,813.50</u>               |
| <b>Net Income</b>              | <u><u>-22,813.50</u></u>       |

### **2017-2018 Annual Report for WIRLCA Executive Committeeman Susan Tiffany**

President Berg, fellow board members, delegates, guests and members of the Wisconsin Rural Letter Carriers Association, it is my pleasure to give you my report.

It seems like yesterday we were just doing this in Reedsburg and here we are again. I've had the privilege to attend local meetings in Lincoln/Langlade, Marathon/Clark, Marinette, Oconto, Shawano, Tri-County and Waupaca. I also attended fall regional meetings in regions 2 and 5. I was very happy to see all that took the time out of their busy lives to learn more about what is going on in the rural carrier craft and with the issues that affect the Postal Service.

I attended the Mid-States Conference in Cleveland Ohio in May. I then attended the Legislative Conference in Washington DC with President Berg. That was an eye- opening experience. It's a good thing

they give you training and guide you through the experience otherwise I would have been lost! I now know more about the issues and answers that affect the Postal Service and ultimately the rural craft.

In August I was privileged to attend the national convention in National Harbor, Maryland. There I was elected to the position of Vice-president of the Provident Guild. As your state representative I try to inform our members of the benefits of joining the Guild. I also tell the new RCA's at the academies that I attend about those benefits and all the other benefits of joining the union. Even thou they can be overwhelmed with information at least we get them thinking in the right direction.

Presenting 50 and 60-year members with their awards is enlightening. It's always a pleasure to hear the stories they have and hear the pride in their voices as they tell me about their routes. And the main reason they are still members, is because of the rural carrier health insurance. The Postal Service is our way of making a living but the union gives us the tools so we can have a good life.

Thank you for the chance to continue to represent you as your committeeperson.

Respectfully submitted,

Susan Tiffany

|                                | Jul 1, '17 - Jun 19, 18 |
|--------------------------------|-------------------------|
| Expense                        |                         |
| 5600000 · Lodging              | 2,688.14                |
| 5800000 · Office Expense       | 84.48                   |
| 6600000 · Salaries and Wages   | 12,858.00               |
| 6900000 · Telephone & Internet | 600.00                  |
| 7000000 · Travel               | 4,677.89                |
| Total Expense                  | 20,908.51               |
| Net Income                     | -20,908.51              |

### **2017-2018 Annual Report of WIRLCA for Executive Committeeperson Marilyn LaPorte**

Greetings President Berg, Committeeperson Shirley Baffa, elected delegates and friends of the Wisconsin Rural Letter Carriers Association. I would like to thank you for electing me to serve you on the Board. Following is my annual report.

This year I was assigned to Barron-Washburn, Lake Superior, Polk-Burnett, Price-Taylor and Northern Waters. I represented the Association at the 2017 Regional Meeting in Spooner. I represented the Union at the Spring meetings for all counties assigned. I attended the Spring Conference in Mishicot, the Mid-States Conference in Cleveland, OH and the National Convention in National Harbor, MD.

This year I continued to serve as Secretary/Treasurer for the Wisconsin Armed Forces Veterans Club. Due to successful fund raising at the State Convention, the Club was able to award four (4) book scholarships

at the State level. Winners were Kristine McCann, Lily Hinz, Harrison Stone, and Mitchell Einbeck. All applications were forwarded to National. Due to the drawings being late, I do not have a report of winners at the National level.

I attended and participated in all scheduled meetings of the WIRLCA Executive Board. I have done my best to answer all questions (or point folks in the right direction) and stay current with the ever-changing environment of the Post Office. I have contributed articles for each edition of the state newsletter.

Due to retirement later this year, I will not be running for the Board again. I thank all of the members for their support over the years and the current Board for the support and friendship. I will miss you all but will continue to see you at Union meetings near and far.

Hope to see you at a meeting soon!!

Marilyn LaPorte – Executive Committeeperson

|                                | Jul 1, '17 - Jun 19, 18 |
|--------------------------------|-------------------------|
| <b>Expense</b>                 |                         |
| 5600000 · Lodging              | 1,929.03                |
| 6600000 · Salaries and Wages   | 7,662.84                |
| 6900000 · Telephone & Internet | 600.00                  |
| 7000000 · Travel               | 2,188.61                |
| <b>Total Expense</b>           | <b>12,380.48</b>        |
| <b>Net Income</b>              | <b>-12,380.48</b>       |

### **2017-2018 Annual Report of WIRLCA Executive Committeeman Frances Smidt**

Salutations and kind wishes President Berg, fellow board members, elected delegates and members of the Wisconsin Rural Letter Carriers; National Executive Committeeman Shirley Baffa; National Auxiliary Committee Member Martha Hornbostel, supporting Wisconsin auxiliary members and juniors; guests; and friends I submit to you my second annual report of activities as executive committeeperson of the WIRLCA for this year 2017-2018.

The year began with the successful election of my first full three-year term as your executive committeeperson at the Voyageur Inn in Reedsburg, WI at the 115<sup>th</sup> WIRLCA state convention. I am most grateful for all of your support and encouragement throughout the year. As has been past practice, the convention was followed by the post-convention board meeting which I happily participated in, as well as the subsequent board meetings that were held in September, January, March, and June(pre-convention).

I must confess, the highlight of the year was being selected as a delegate to represent Wisconsin at the National Convention in National Harbor, MD in August. I also took the opportunity presented to us to



experience a 25-mile “leisure” bike ride to Mount Vernon (lol-anyone that participated knows what a leisure ride it was!)

As Fall rolled around, it was time to conduct the Region 3 meeting I had been assigned earlier in the year. Attendance was up from last year and especially the number of first timers. However, some of the added interest may have been in anticipation of the scheduled mail count. And since there was a mail count this year, there were also several mail count trainings conducted around the state and I assisted in the one held in Chippewa Falls, WI. This year was definitely the highest turnout I have ever witnessed.

In March, all who attended Spring Conference-myself included- got the opportunity to preview the awesomeastik site for next year’s state convention as it will be held at Fox Hills in Mishicot also. Definitely looking forward to the facility and all it has to offer. We also offered the county officers an opportunity to participate in a mock meeting as part of their yearly training. Many officers commented about the things they learned: and it showed when I attended their county (5 of them to be exact) meetings. It looks like some of them are on their way to becoming state officers and who knows maybe even on to the National level! The board also got a bonus at the Spring conference as we all had the privilege of participating in the LM audit review. It isn’t every year we get such a welcome bonus.

One other bonus I got this year was to attend a Labor Management Meeting in St Paul, the challenge that day really was the weather but I also was given insight to the “bigger picture” and not just how rural carriers impact the postal service but other crafts as well. The key point focused on safety and the number of unsafe acts committed on a regular basis. Much of this same information was presented at the town hall meetings that Tony Williams conducted throughout Northland District.

May was also the month to check out Cleveland Ohio for this year’s Midstate’s Conference. If you didn’t attend, you missed a great opportunity for lots of information. It was especially important to have Wisconsin well represented this year as we will be the host next year so we brought some Wisconsin to the show.

And now we have come full circle and are back to this year’s state convention in Ashland. In addition, to the aforementioned, I also wrote several newsletter articles and answered questions of members in person and via phone either by talking or texting. I also had the opportunity to attend several orientation classes to recruit new hires. And also, on the other end of the spectrum to present longevity awards. In addition to serving as your executive committeeperson, I have also continued my position as President of our local county unit and also continue to serve as the local steward in the office. I am looking forward to the upcoming year and the new opportunities and encourage your continued participation.

Thanks to all who have shown their support, no matter how small or great as this is how we will be successful.... together! Most importantly- thanks to those who serve our country and thanks to the One who makes it all possible.

Respectfully submitted,

Frances P. Smidt  
Executive Committeeperson

|                                | Jul 1, '17 - Jun 19, 18 |
|--------------------------------|-------------------------|
| <b>Expense</b>                 |                         |
| 5600000 · Lodging              | 1,111.30                |
| 6600000 · Salaries and Wages   | 1,338.00                |
| 6900000 · Telephone & Internet | 600.00                  |
| 7000000 · Travel               | 1,955.76                |
| <b>Total Expense</b>           | <b>5,005.06</b>         |
| <b>Net Income</b>              | <b>-5,005.06</b>        |

### **2018 Annual Report of the Northland District Representative**

Greetings to both the Wisconsin and Minnesota State Boards; to those carriers attending the respective 2018 State Conventions; national guests; auxiliary; and juniors. As the Northland District Representative, I offer this report.

Conventions “mean” statistics, PowerPoint’s, and handouts to review, digest, discuss, and discard. The amount of data generated by our NRLCA Database is overwhelming, however, In place of the statistical nightmare I offer again these quick observations: One, the number of grievances handled (recorded in the database): 114 disciplinary grievances – remember discipline may be issued and never grieved; 672 contractual grievances (up significantly); and 193 pre-disciplinary interviews (up); two, the number of open cases remain approximately the same as the continuing emphasis from USPS headquarters is to settle issues; we did have 4 arbitrations this year as well as 4 others pre-arbed and one to be scheduled. Changes in management at all levels in the Service continues to warrant the call for steward elections in every station and branch to best deal with issues. Carriers do need remember that the ‘Step 1 Meeting’ is the equivalent of a trial thus when a grievance is denied at that point, the appeals process through Steps 2, 3, and 4 often takes much longer than many believe should happen – the reality is Article 15.1 stresses that grievances be settled at the lowest possible level yet many managers will simply not make the decision that they are empowered to make stating that ‘downtown’ or the MPOO said deny the grievance! At this point the “Local Steward” often with first-hand knowledge can ‘carry the day’!

Northland today has 2068 routes (more coming). Other statistics: 1,048,996 active deliveries; 133,799 miles driven daily by rural; carriers; 1839 Regular carriers, 105 PTF’s, 1292 RCA’s, and 60 ARC’s; if Article 30.2.A.2 were fulfilled, Northland would have at least 4136 rural employees – make your 30.2.A.2 requests! There are 346 Administrative Post offices in the

Northland District with 544 separate delivery units with rural carriers and **only 71 stewards!** In lieu of additional statistics I offer:

**Points all need consider and “add to their operational SOP”**

1. Ask Management; the "opinion" of the steward is not needed to discuss issues;
2. The steward's job is not to be the answer person to the craft; doing so creates issues since the steward normally does not have access to the necessary information to provide an appropriate response;
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 many grievance situations;
8. Nor should stewards be filing grievance/s on the aggrieved party's behalf;
9. Nor should we ever forget Article 3 of the USPS-NRLCA Agreement to wit:

**Rights – what rights do carriers have!**

What rights do I have? Stewards hear that question many times over and over at meetings; on telephone calls; via email; and yes, *some carriers actually have sent letters invoking that phrase!* So, what are our rights? I have often answered that question by stating “As carriers we have the right to report to work when scheduled (no earlier or no later without management consent); we have the right to withdraw the mail if that function is in place, to case that mail that need be cased for delivery, to perform the functions associated with hold mail, forwarded mail, and miss-sorted mail; we then tie out, load our vehicles and deliver all mail as directed in a safe and efficient manner including parcels and accountable mail to the residence or business if that be the case; we are to return to the office to clear ourselves of all accountable items noting any unusual events in our remarks section on the 4240. Our rights/responsibilities are clearly outlined in Article 30 of the National Agreement and in the PO 603 which is at every carrier case. We have the right to follow all orders given us by our managers including those that may violate the agreement but do not cause safety or health issues or violate federal, state, or local statutes.” My basis for these comments is Article 3 which follows to include the bold comments extracted from past NRLCA National President Scottie Hicks analysis of the National Agreement; please note as well the reference to ‘subject to the provisions of this Agreement’.

### Article 3

#### MANAGEMENT RIGHTS

The Employer shall have the exclusive right, subject to the provisions of this Agreement and consistent with applicable laws and regulations:

- a. To direct employees of the Employer in the performance of official duties;
- b. To hire, promote, transfer, assign, and retain employees in positions within the Postal Service and to suspend, demote, discharge, or take other disciplinary action against such employees;
- c. To maintain the efficiency of the operations entrusted to it;
- d. To determine the methods, means, and personnel by which such operations are to be conducted;
- e. To prescribe a uniform dress to be worn by letter carriers and other designated employees; and
- f. To take whatever actions may be necessary to carry out its mission in emergency situations; i.e., an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature.

**Comments: The entire language contained in Article 3 is the exact language that is included in Title 39 U.S. Code Section 100I. Management traditionally relies heavily on Management Rights in the day to day operation of the Postal Service. Neither the Union nor management has the ability to change any of the wording or application of the language contained in the Article since it is enunciated in the Postal Reorganization Act as law. Article 3 is a general clause which has the retained rights of management but cannot supersede a specific clause of the contract which states specifically how certain jobs or functions are to be performed and completed by rural carriers.**

Staffing for the Northland District includes full-time ADR's Peter Buckingham and Valerie Fredrickson, part-time ADR's Dean Maier, Gary Pingel, Shaun Gould (Dakotas based), and Greg Dietzler (Lakeland based); and Area Stewards Marti Roberts, Billie jo Brieese, and Tracie Kuhlman. Please note Area and Local Stewards can only adjudicate grievances in offices in which they are certified whereas the ADR's and I can work in all offices throughout the District. Chuck Groth recently retired and I offer my thanks to him for his many years of service to both the steward system and the Association!

Repeating the mantra from years past, contractual issues continue to increase as carriers become better informed about scheduling, borrowing, Relief Day Work List, leave approval, and hiring issues to name a few broad categories. A major contributing factor to this rise is that so many rural managers are inexperienced and rather than review the pertinent parts of the Contract in particular Articles 8.5, 9.2.C.5, 10, 11, and 30; the PO 603, and the M-38, they prefer to rely on knowledge gained from other contracts, and/or will call other offices or District officials, and, unfortunately, blindly accept directives without verifying the validity of the order in those instances where carriers ask for clarification when 'changes' occur. Rural carriers for their part would greatly aid these managers if they would review the Contract articles cited, timely fill out PS Form 3971's for leave, understand that scheduling is management's responsibility (rural carriers should never be scheduling, period), and last but not least insure that there is an elected, trained, and certified steward in all stations and branches!

**Discipline:** carriers do need understand their Weingarten rights with regard to investigative interviews as well as the need to grieve discipline in a timely manner to include contacting the District Representative when discipline is issued or the possibility of discipline exists. All carriers need review your Official Personnel Files on the USPS Lite Blue website to ensure that the file does not contain inappropriate, incorrect, or incomplete information. A plethora of other information is available to carriers via the internet and as computer access has broadened greatly, many who thought they would never use that venue have 'embraced' the computer to include the use of email often forsaking the written word and the use of greeting cards!

As carriers, it is important to remember it is the aggrieved carrier who must discuss the issue/s with the immediate supervisor to include asking for a resolution of the matter. If no resolution is attained, a PS Form 8191 starts the formal part of the Step 1 grievance process; must be done jointly with the PM/supervisor during (following) the discussion; after annotation or round dating in many cases in 3c by the PM/Supervisor, the 8191 is immediately provided by the carrier to the office steward who will adjudicate the grievance within ten days; a local office steward is provided per Article 17! No office steward – elect one. The mantra promulgated by me for many years:

Do your Job (Art 30/PO 603)  
Ask Management (Discuss)  
File the Grievance (Article 15.3)  
Steward (All Offices/Article 17)

If every carrier were to review Article 30, read the PO 603, 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 a favorable or appropriate response is the proper procedure followed by the completion with management of the 8191 through #4. The 8191 then immediately presented to their local (assigned) steward along with their statement, form 50 and other appropriate documentation! The end result by default likely would be a better work place.

**My closing remark** in every annual report: carriers need be vigilant in the performance of their jobs including reviewing the Contract, the PO 603, keeping abreast of all information available to them today in our National Magazine, State Newsletters, on the official NRLCA

website. All members need follow the actions and/or inactions in Congress on matters related to the Service. The USPS is mandated by law to provide universal service to all citizens in all parts of the country albeit with Congressional oversight that significantly affects our craft and those we serve as rural carriers!

James W. "Jim" Riess

Northland District Representative

897 Roosevelt Ave Pine River MN 56474-5162

TEL: 218-587-2206 FAX: 1-855-677-0009 EMAIL: [Jim.Riess@nrlca.org](mailto:Jim.Riess@nrlca.org)

***Text messaging is not a recognized form of business contact – I do not text.***

State Convention 2018 Lakeland District Representative (IL&WI)

To NRLCA National Board guests; Johnny Miller attending Illinois and Shirley Baffa who is attending the Wisconsin convention, members of the Illinois & Wisconsin Rural Letter Carriers Unions, State Board Presidents Lisa Grubar and Ron Berg, the rest of the State Boards, Local Stewards, Area Stewards, and our Assistant District Representatives; this is my 12th report as a steward to a State Convention.

Lakeland district covers around 68,000 square miles, (about 381 miles from north to south and 180 miles at the average east to west coast). Post Offices in Lakeland District with Rural Delivery have anywhere between 1 and 34 rural routes. Delivery Unit Optimization, APOs and RMPOs have served to consolidate many of the Post Offices and operations, often to the detriment of the rural carrier craft. Merging offices in to one building reduces work space, on some occasion making that same office an Amazon hub further constrains available space. For this and numerous other reasons, many of the offices that were originally part of the DUO process are being reviewed for un-doing; as this development unfolds carriers involved as well as the Union will be notified. District indicates there are over 1950 rural routes; 1351 RCAs, 132 of this number are assigned to auxiliary routes, and we have 112 ARCs. The most recent list shows a total of 1752 regular carriers. After the most recent spring mail count, Lakeland counted over 350 overburdened routes.

After the effective date of the count results, adjustments began in earnest. Many new auxiliary as well as regular routes were and are still, being created at a quick pace.

The steward system in Lakeland District is comprised of 45 Stewards who work tirelessly to protect the rights of carriers and maintain the integrity of the

contract in their assigned offices. We have 4 ADRs including one who is assigned to work in a neighboring district and at this writing two Area Stewards in addition to the District Representative. Many issues we learn of can be resolved through a phone call, but enough of those issues were unresolvable through that method generating 524 grievances that were handled at the district level this past year. 294 of these grievances were due to individual contractual violations, 119 were for disciplinary actions and 111 regarded class action issues. Of all the grievances that began in this past year, 190 were settled at step one, 80 settled at step two with 2 holding in abeyance, 40 were settled at step 3 with the remainder considered beyond that for resolve.

We continue to see an increase in pre-disciplinary interviews, as there were 166 conducted this year where a district level steward was present.

The pre-disciplinary interview total does not include the numbers occurring at the Local level, with the assigned Local or Chief Steward, therefore that overall number is much higher.

The top categories for discipline being issued were vehicle accidents, failure to follow instructions and attendance, while the most cited issues for contractual violations included denial of leave requests, compensation issues and work environment issues. It is alarming that we continue to see an increase in the latter category of grievances.

Of the grievances that began in this fiscal year, 11 are pending Area arbitration, 35 are open at step 1, 30 are open at step 2 and 20 are open at step 3.

Including prior year grievances, there are 46 cases currently being held in abeyance at step 2 that are pending Nationally filed grievances and 8 cases pending review by the city/rural territory committee.

Case files processed at step 1 and step 2 remain timely.

Grievance meetings, pre-disciplinary interviews, day of reflection meetings, district and local labor management meetings, mail count classes and visits to the plant, county meetings, steward elections, steward seminars, certification and enhancement trainings, boosters, conventions, arbitrations and occasional RCA academy visits comprised much of the reasons for travel this year.

Collectively, the district level stewards traveled well over 85,000 miles by car and countless miles by air over the last year attending to the duties of the National Steward System.

The Postal Service continues to go through a lot of changes; we all must stay diligent and informed with every new turn that pertains to our livelihood. I hope everyone continues to make your voice heard while decisions are being made that will affect your future, the future of the Union member sitting next to you and the condition of the rural carrier yet to become. Check often the national and state level websites to keep up with the latest news, MOUs and step 4

settlements; our responsibilities do not end here at the Convention call but extend outside of these halls and beyond. Become a Local Steward, county unit or state board member; attend every meeting you are able; the possibilities for involvement in our craft are many. Stay involved, stand strong and united.

I'd like to thank the Illinois and Wisconsin State Boards for your dedication to the all Rural Letter Carriers, and I'd also like to thank every Local Steward, Chief Steward, every Area Steward and all the Assistant District Representatives for all you do.

It has been an honor and a privilege to work with you all.

Respectfully submitted,

Julia Doggett



**Appendix D:**

**Report of the Constitution Committee to the 114<sup>th</sup> WIRLCA Convention in Ashland, WI June 23, 2018**

**CHANGED LANGUAGE: Effective January 1, 2018**

**ARTICLE V Section 4. Compensation.**

**A. Allowances**

1. Increases in allowances shall be adjusted on an annual basis, January 1 of each year. The increases shall be equal to the total percent of pay raises paid regular rural carriers by contractual agreement in the preceding year, to include COLA.
  - a. The 2018 allowance of the State President shall be **\$267.00** per month.
  - b. The 2018 allowance of the State Vice-President shall be **\$152.00** per month.
  - c. The 2018 allowance of the State Secretary/Treasurer shall be **\$618.00** per month. (Unless in a temporary full-time status.)
  - d. The 2018 allowance of the Assistant Secretary/Treasurer shall be **\$335.00** per month.
  - e. The 2018 allowance of the State Committeeperson shall be **\$113.00** per month.

Report of this change is to be able to update subsequent printing of the Constitution.

**Constitution Change # WI-002-C-ART3:**

|         |   |         |   |           |   |
|---------|---|---------|---|-----------|---|
| Article | 5 | Section | 1 | Paragraph | A |
| <hr/>   |   |         |   |           |   |

**PRESENT LANGUAGE:**

- A. The officers of this Association shall consist of President, Vice-President, Secretary/Treasurer, Assistant Secretary/Treasurer and an Executive Committee of three (3) members. These officers shall constitute the Executive Board.

**PROPOSED LANGUAGE:**

- A. The officers of this Association shall consist of President, Vice-President, Secretary/Treasurer, Assistant Secretary/Treasurer and an Executive Committee of five (5) members of which two (2) will be advisory positions and one advisory position is to be a relief carrier and one advisory position shall be a retired carrier. These officers shall constitute the Executive Board.

**INTENT OF / REASON FOR CHANGE:**

The WIRLCA is comprised of three (3) distinct classifications of members (namely – retired, regular, and relief carriers); and a “board” should be representative of its entire membership.

All classifications of members have equal opportunity to assist in the functions of the organization. By having all types of membership represented, it is more likely those individuals would be able to represent that point of view in discussions.

Submitted by: Frances Smidt

Withdrawn by maker:

**Constitution Change # WI-003-C-ART8:**

Article 5 Section 2 Paragraph A.2.i

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**PRESENT LANGUAGE:**

No current language

**PROPOSED LANGUAGE:**

A Convention Committee consisting of at least three (3) members to include a “rotating position” of a past convention host, present convention host, and the future convention host.

**INTENT OF / REASON FOR CHANGE:**

Carriers in the proximity of the area where the convention is hosted would be more accessible and/or familiar with the resources of that area. By having the past, present, and future member from the area, the past member would bring experience for the other members.

The board should be focused on the business of convention.

SUBMITTED BY: Frances Smidt

The committee recommends that the proposed amendment be adopted.

**Constitution Change # WI-004-C-ART4:**

Article 4 Section 1 Paragraph G

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**PRESENT LANGUAGE:**

G. The state shall be divided into 11 regions. Meetings will be held in the fall in each of these regions, on a rotating basis. These regional meetings will be for information only. Hosting county units will be determined by alphabetical order of county units in the regions. Hosting county unit will determine the site. The state association will pay for meeting room if any fees are required. The state may provide refreshments (No Alcohol) up to a maximum of \$250.00. Notices for region meetings will be sent out by the state secretary no less than 15 days prior

to each meeting. State board will be required to send a representative, and a national district representative will be requested to be at these meetings.

**PROPOSED LANGUAGE:**

- G. The state shall be divided into 11 regions. Meetings will be held in the fall in each of these regions, on a rotating basis. These regional meetings will be for information only. ~~Hosting county units will be determined by alphabetical order of county units in the regions. Hosting county unit will determine the site.~~ The state association will pay for meeting room if any fees are required. The state may provide refreshments (No Alcohol) up to a maximum of \$250.00. Notices for region meetings will be sent out by the state secretary no less than 15 days prior to each meeting. State board will be required to send a representative, and a national district representative will be requested to be at these meetings.

**INTENT OF / REASON FOR CHANGE:**

Bring constitution in line with actual practices.

We rotated through the counties within a region during first few years of these meetings. Experiences dictate a change to how the State Board is allowed to carry out scheduling and selection of sites. Goal of these regional meetings is to reach as many members as possible and the State Board should be allowed to draw upon their experiences in selection of sites so that we achieve that goal. It is not necessary to have a “host” county as the State Association bears the expense of each of these meetings.

Submitted by: WIRLCA Board

The Committee chooses to make no recommendation on the proposed amendment, however for the purpose of discussion moves for adoption.

**Constitution Change # WI-005-C-ART3:**

Article            3                            Section    2    Paragraph   B

**PRESENT LANGUAGE:**

**B. Retired Member.** Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year’s dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National office.

**PROPOSED LANGUAGE:**

**B. Retired Member.** Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National **or State** office.

**INTENT OF / REASON FOR CHANGE:**

Mirror guidelines of national constitution.

If our retired members continue to "bail" us out in filling positions, active carriers will be less likely to step up and take responsibility for their destiny. Active carriers may feel intimidated by retired carrier's leadership experience and be unwilling to put themselves outside of their comfort zone.

Submitted by: Ann Lerum

The Committee chooses to make no recommendation on the proposed amendment, however for the purpose of discussion moves for adoption

**Constitution Change # WI-006-C-ART5:**

|         |   |         |   |           |       |
|---------|---|---------|---|-----------|-------|
| Article | 5 | Section | 2 | Paragraph | A.2.i |
| <hr/>   |   |         |   |           |       |

**PRESENT LANGUAGE:**

No current language

**PROPOSED LANGUAGE:**

An Audio / Visual Committee of two (2) members.

**INTENT OF / REASON FOR CHANGE:**

To specify the amount of Audio / Visual Committee members.

Same as intent.

SUBMITTED BY: Lisa Wojnarowski

Proviso: If Constitution Change #003 passes and Constitution Change #006 passes, Constitution Change #006 will be Article 5, section 2, Paragraph A.2.j

The Committee chooses to make no recommendation on the proposed amendment, however for the purpose of discussion moves for adoption.

**Constitution Change # WI-007-C-ART5:**

|         |   |         |   |           |     |
|---------|---|---------|---|-----------|-----|
| Article | V | Section | 4 | Paragraph | D.9 |
| <hr/>   |   |         |   |           |     |

**PRESENT LANGUAGE:**

9. The Association will pay the Audio/Visual Person \$125.00 per day for duties at the State Convention and Spring Conference as required by the President.

**PROPOSED LANGUAGE:**

9. The Association will pay \$125.00 per day as required by the President to the two (2) Audio Visual Committee Members for duties at the State Convention and Spring Conference.

**INTENT OF / REASON FOR CHANGE:**

Same as intent

SUBMITTED BY: Lisa Wojnarowski

The committee chooses to make no recommendation on the proposed amendment, however for the purpose of discussion moves for adoption.

**Constitution Change # WI-008-C-ART5:**

|         |   |         |   |           |      |
|---------|---|---------|---|-----------|------|
| Article | V | Section | 2 | Paragraph | A.10 |
| <hr/>   |   |         |   |           |      |

**PRESENT LANGUAGE:**

No current language.

**PROPOSED LANGUAGE:**

The President, with the approval of the State Board, shall appoint two members to two advisory positions; one relief carrier and one retired member to attend board meetings and perform other duties as assigned by the State Board.

**INTENT OF / REASON FOR CHANGE:**

The WIRLCA is comprised of three (3) distinct classifications of members (namely – retired, regular, and relief carriers); and a “board” should be representative of its entire membership.

All classifications of members have equal opportunity to assist in the functions of the organization. By having all types of membership represented, it is more likely those individuals would be able to represent that point of view in discussions.

Note: Constitution Change #002 was withdrawn by the maker and re-written by the Constitution Committee to place the change in the proper Article and Section of the Constitution with the approval of the original maker.

by the Constitution Committee Submitted:

The Committee recommends that the proposed amendment be adopted.

**Constitution Change # WI-009-A-ART5:**

|         |   |         |   |           |     |
|---------|---|---------|---|-----------|-----|
| Article | V | Section | 4 | Paragraph | A.6 |
| <hr/>   |   |         |   |           |     |

**PRESENT LANGUAGE:**

No current language

**PROPOSED LANGUAGE:**

The State Association will pay the two (2) appointed advisors \$75.00 per diem plus mileage for each board meeting attended.

**INTENT OF / REASON FOR CHANGE:**

To establish reimbursement for the appointed advisors.

Proviso: If Constitution Change #008 does not pass, Constitution Change #009 will be withdrawn.

Submitted by the Constitution Committee:

The Committee makes no recommendation on the proposed amendment, however for the purpose of discussion moves for adoption.

## **Appendix E:**

### **Report of the Resolutions Committee to the 114<sup>th</sup> WIRLCA Convention in Ashland, Wisconsin June 23, 2018**

#### **WHEREAS:**

**We** are grateful to God for the many blessings we enjoy,

**We** appreciate and thank our members, who have or are serving and supporting our Armed Forces,

**We** express our sincere thanks to our State Board and our National Stewards for their timely efforts on our behalf,

**We** express our gratitude to our National Board,

**We** express our gratitude to the members of Congress, and the Civil Service Committee for their efforts in sponsoring legislation beneficial to the Rural Carrier Craft,

**We** express our continued cooperation to promote the activities of mutual interest and to support our Auxiliary and Junior members,

**We** express our appreciation to the members of Lake Superior, Barron/Washburn, Polk/Burnett, and Northern Waters counties for assisting with our 114th WIRLCA Convention in 2018,

**We** express our appreciation and thanks to: Shirley Baffa  
Jim Riess  
Martha Hornbostel  
Kristin Roettger and Venise, and the staff of the American  
Armed Forces Veterans Club

**We** extend our deepest sympathy to the families and friends of all who have passed away and those struggling through the challenging events of the past year,

**We** express our appreciation to all that have helped make this convention a success for our Association.

The following resolutions have been submitted for consideration at the 2018 WISCONSIN RURAL LETTER CARRIERS' Annual State Convention:

***The first Resolution is Binding:***

☒ **BINDING**  
☐ **NON-BINDING**

**WI-042-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Recruiting new members is extremely important,  
Whereas the NRLCA requires states to recruit new members at orientation and/or academy  
Whereas this is a great opportunity to recruit new members,  
Whereas utilizing state board members comes at a great expense in time and resources.

**BE IT RESOLVED:**

The state board is allowed to utilize volunteers local to the orientation and/or academy sites to present the union presentation

**INTENT OF / REASON FOR CHANGE:**

Substantial savings could be realized by eliminating DROP, and excessive mileage exp. Currently being spent to achieve this directive.

WIRLCA Board

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***The next 40 resolutions are all non-binding:***

☐ **BINDING**  
☒ **NON-BINDING**

**WI-002-R-Vehicle**

By: (a) Name of Document

**3-7-88 MOU on LLV's**

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**



Many Rural Carriers have been assigned LLV's.  
Most rural routes have many miles of unimproved roads.  
The age and condition of LLV's make them unsuitable for use on unimproved roads.

**BE IT RESOLVED:**

NRLCA negotiate with USPS to insure rural routes assigned LLV's will receive vehicles with a minimum of front wheel drive and preferably 4-wheel drive.

**INTENT OF / REASON FOR CHANGE:**

Improve safety of rural carriers assigned LLV's.

Marilyn LaPorte      715-520-0352

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**BINDING**

**WI-005-R-Other**

☒

**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

SharePoint is not updated on a regular basis.

**BE IT RESOLVED:**

SharePoint will be updated on a weekly basis to include all the new information and cases.

**INTENT OF / REASON FOR CHANGE:**

To allow NSS employees up to date information and resources to help adjudicate their cases.

Gary Pingel      608-343-9917

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**BINDING**

**WI-011-R-Leave Replacements**

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**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Rural employees are hired to report to one assigned office.

And whereas, RCAs are required to report to the HUB office to deliver Amazon parcels on Sundays and holidays, as volunteers or non-volunteers.

And whereas, reporting to these HUB offices may involve a longer commute than going to the assigned office.

**BE IT RESOLVED:**

RCAs that commute further to an Amazon HUB than to their assigned office will be compensated for the difference in mileage through e-travel.

**INTENT OF / REASON FOR CHANGE:**

To compensate the RCAs traveling more miles to deliver Amazon on Sundays and holidays than they drive to report to work Monday thru Saturday.

Louan Friend      608-745-2481

\*\*\*\*This is a duplicate submitted for both Binding and Non-binding. The resolution committee decided this resolution is a non-binding resolution.\*\*\*\*

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**BINDING**

**NON-BINDING**

**WI-017-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Numerous non-binding resolutions are adopted each year and sent up for consideration and no report is given to the membership.

**BE IT RESOLVED:**

A report is given to the membership of the resolutions used and presented during negotiations with the USPS response. This would also include the ones not presented and why.

**INTENT OF / REASON FOR CHANGE:**

To inform the membership of the outcome of the submitted resolutions.

Gary Pingel      608-343-9917

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-038-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Local Stewards have been the backbone of the union: being the feeder system to representing the carrier at every level;

Every National President we have had has been a local steward trained and weaponized

**BE IT RESOLVED:**

That the President form a committee to study and report the effect of the move from State Run to a National run steward system on local stewards and ways to encourage this local carrier representation.

**INTENT OF / REASON FOR CHANGE:**

To find additional ways to get local representation. (Hopefully states will step forward to lead in reinvigorating local stewards.)

James R. Landry      920-639-1670

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-009-R-Leave Replacements**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

We currently recognize stewards during steward week;

Whereas: relief carriers play a vital role in the function of the post office,

**BE IT RESOLVED:**

A week during the year be designated relief carrier appreciation week.

**INTENT OF / REASON FOR CHANGE:**

Relief carriers are a vital part to helping regular carriers

Frances Smidt      715-450-1881

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-010-R-Leave Replacements**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

There currently is a member of year award for all carriers; the likelihood of RCA/relief carrier being awarded it are minimal.

**BE IT RESOLVED:**

An award be created to recognize an RCA of the year similar to “Carrier of the Year”.

**INTENT OF / REASON FOR CHANGE:**

Relief carriers sometimes feel left out and underappreciated.

Frances Smidt      715-450-1881

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-001-R-Training**

By: (a) Name of Document      **Standard Training for Rural Carriers**

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

When training new rural carriers, the Academy trainers are paid the evaluation of their route; and Whereas some academy trainers have a lower evaluation than the schedules class time; and Whereas other crafts are compensated for the actual time of preparing, facilitating, and reorganizing, including travel time (location dependent) and overtime,

**BE IT RESOLVED:**

The RCA/ARC Facilitators be compensated for actual time to prepare, facilitate, reorganize, and travel (location dependent) when facilitating Postal Trainings.

**INTENT OF / REASON FOR CHANGE:**

To fairly compensate our Rural Facilitators for all they do

Lisa Wojnarowski 414-852-4921

**\*\*RESOLUTION COMMITTEE\*\* THIS RESOLUTION WAS PASSED AT THE 2017 STATE CONVENTION UNDER NEW BUSINESS AND WAS MISSED BEING SUBMITTED TO THE NATIONAL CONVENTION. RE-SUBMITTING AT 2018'S STATE CONVENTION FOR FORMALITY.**

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**BINDING**  
**NON-BINDING**

**WI-003-R-Benefits**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Currently rural carriers are only allowed to carryover 55 days of annual leave.

**BE IT RESOLVED:**

Carriers have the option of cashing out anything over 55 days.

**INTENT OF / REASON FOR CHANGE:**

Some carriers would rather not take the time off OR have been denied the time off.

Gary Pingel 608-343-9917

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**BINDING**  
**NON-BINDING**

**WI-004-R-Benefits**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

There are no informational meetings for newly appointed regular carriers.

**BE IT RESOLVED:**

That each district in conjunction with the NRLCA, host a monthly informational meeting in a central location to explain their benefits and to go over documents to maintain their route, i.e. edit books, 4003, etc.

**INTENT OF / REASON FOR CHANGE:**

To explain their benefits and how to properly sign up for them as well as answer questions.

Gary Pingel      608-343-9917

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**BINDING**

**WI-006-R-Other**

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**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Currently when a regular dies while on the job, they must have a seat belt on to have any benefits afforded to their family.

**BE IT RESOLVED:**

The ELM 567 has language changed, to say “when an employee dies in the office or on the route, benefits will be awarded.”

**INTENT OF / REASON FOR CHANGE:**

To include all employees whether in the office or on the route regardless if the seatbelt is on.

Gary Pingel      608-343-9917

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**BINDING**

**WI-007-R-Other**

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**NON-BINDING**

By: (a) Name of Document **National Agreement**

Article 9.2 Section C.7 Paragraph A.3

**WHEREAS:**

A rural carrier must have a minimum of ten (10) years from the retirement computation date to select the high option.

**BE IT RESOLVED:**

A rural carrier must have a minimum of five (5) years from the retirement computation date to select the high option.

**INTENT OF / REASON FOR CHANGE:**

Ten years is too long

Bryan Krause

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**BINDING**

**WI-008-R-Other**

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**NON-BINDING**

By: (a) Name of Document **suspension letter of notification MOU**

Article 16 Section 3 Paragraph \_\_\_\_\_

**WHEREAS:**

Any discipline issued is serious and whereas the MOU obligates management to send a copy of each 7 and 14-day suspension to the State Steward, now District Representative (DR).

Whereas a Notice of Removal and Notice of Proposed Removal is also significant and should be sent to the (DR) as well.

**BE IT RESOLVED:**

Management be obligated to send a copy of each 7 and 14-day suspension and each Notice of Removal and Notice of Proposed Removal that is issued to a rural carrier to the appropriate District Representative.

**INTENT OF / REASON FOR CHANGE:**

To allow the assigned representative to impress the seriousness of the discipline issued and explain the importance of filing timely on all discipline.

☐ BINDING  
☒ NON-BINDING

**WI-012-R-Leave Replacements**

By: (a) Name of Document **Amazon MOU**

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Rural employees are hired to report to one assigned office.

And whereas, RCAs are required to report to the HUB office to deliver Amazon parcels on Sundays and holidays, as volunteers or non-volunteers

And whereas, reporting to these HUB offices may involve a longer commute than going to the assigned office

**BE IT RESOLVED:**

RCAs that commute further to an Amazon HUB than to their assigned office will be compensated for the difference in mileage through e-travel

**INTENT OF / REASON FOR CHANGE:**

To compensate the RCAs traveling more miles to deliver Amazon on Sundays and holidays than they drive to report to work Monday thru Saturday

Louan Friend 608-745-2481

\*\*\*\*This is a duplicate submitted for both Binding and Non-binding. The resolution committee decided this resolution is a non-binding resolution.\*\*\*\*

☐ BINDING  
☒ NON-BINDING

**WI-013-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

That there is no clear set guidelines on how to properly grant leave requests.

**BE IT RESOLVED:**



In any office which there is less than a full complement of leave replacements, management be required to utilize the RDWL before denying leave.

**INTENT OF / REASON FOR CHANGE:**

To allow carriers to use their leave according to their personal wishes and to motivate management to hire a full complement of relief carriers.

Gary Pingel 608-343-9917

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**BINDING**

**NON-BINDING**

**WI-014-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Currently when a leave replacement dies while on the job, there is no payment made to the RCA's family.

**BE IT RESOLVED:**

The ELM 567 have language added to include all leave replacements.

**INTENT OF / REASON FOR CHANGE:**

To include all employees.

Gary Pingel 608-343-9917

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**BINDING**

**NON-BINDING**

**WI-015-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Regular carriers are receiving an hour increase of evaluated time but not receiving an hour base change.

**BE IT RESOLVED:**

Bank time will be maintained until it actually changes the routes evaluation.

**INTENT OF / REASON FOR CHANGE:**

Not all rural carriers are aware that they may need more than 60 minutes or management is processing their 4003 before requested to be done.

Gary Pingel 608-343-9917

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-016-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

If a regular rural carrier is required to work on a designated Christmas holiday, such carrier shall receive one and one-half (1 ½) times the daily rate of pay in addition to the holiday leave pay.

**BE IT RESOLVED:**

If a regular rural carrier is required to work on a designated holiday, such carrier shall receive one and one-half (1 ½) times the daily rate of pay in addition to the holiday leave pay.

**INTENT OF / REASON FOR CHANGE:**

Pay should be 1 ½ times for all designated holidays worked.

Gary Pingel 608-343-9917

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-018-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Management rides with leave replacements for a route inspection.

**BE IT RESOLVED:**

Management must ride with the regular carrier to perform the route inspections unless the regular carrier is on extended leave.

**INTENT OF / REASON FOR CHANGE:**

To ensure that the route inspections be properly conducted.

Gary Pingel      608-343-9917

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**BINDING**

**WI-019-R-Leave Replacements**

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**NON-BINDING**

By: (a) Name of Document

Article      Section      Paragraph

**WHEREAS:**

A leave replacement may be utilized to perform duties on a holiday and will be paid actual hours worked.

**BE IT RESOLVED:**

All relief carriers, will be paid 1 ½ times for actual hours worked on a holiday.

**INTENT OF / REASON FOR CHANGE:**

To compensate those relief carriers working the holidays appropriately.

Gary Pingel      608-343-9917

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**BINDING**

**WI-020-R-Leave Replacements**

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**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

RCA's are not compensated to travel to HUBS.

**BE IT RESOLVED:**

All RCAs are to be paid mileage from the spoke to the HUB offices times 2 for Sunday/ Holiday Delivery.

**INTENT OF / REASON FOR CHANGE:**

To be compensated for mileage when working in the HUB office.

Gary Pingel 608-343-9917

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**BINDING**

**WI-021-R-Leave Replacements**

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**NON-BINDING**

By: (a) Name of Document

Article 9 Section 2 Paragraph M.1

**WHEREAS:**

A newly appointed leave replacement rural carrier craft employee will be paid the greater of the actual hours worked or the evaluation of the route (up to 40 hours) for the first five (5) pay periods of employment.

**BE IT RESOLVED:**

A newly appointed leave replacement rural carrier craft employee will be paid the greater of the actual hours worked or the evaluation of the route (up to 40 hours) throughout their duration of their probationary period.

**INTENT OF / REASON FOR CHANGE:**

To allow those serving on an H route or those that struggle, more time to become proficient.

Gary Pingel 608-343-9917

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**BINDING**

**WI-022-R-Leave Replacements**

☒ **NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

RCAs do not have access to the Rural Carrier Benefit Plan (RCBP).

**BE IT RESOLVED:**

RCAs be given an option of having a option through the Rural Carrier Benefit Plan (RCBP) as well as the plan through the Postal Service.

**INTENT OF / REASON FOR CHANGE:**

RCBP has better coverage and benefits as compared to the plan through the Postal Service.

Gary Pingel 608-343-9917

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☐ **BINDING**

**WI-023-R-Leave Replacements**

☒ **NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Currently those interested in the RCA position are only allowed to choose 3 Post offices on the application.

**BE IT RESOLVED:**

The application for RCA employment be changed to allow selection of 5 Post Offices.

**INTENT OF / REASON FOR CHANGE:**

To draw more people to a bigger selection of potential offices where they are willing to work.

Gary Pingel 608-343-9917

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☐ **BINDING**

**WI-024-R-Leave Replacements**

☒ **NON-BINDING**

By: (a) Name of Document

Article 10 Section 5 Paragraph B

**WHEREAS:**

RCAs assigned to an aux route shall earn leave benefits based on the number of hours worked when serving the aux route in excess of 90 days. On the 91st day, the RCA shall be credited with annual and sick leave for the first 90 days in hourly increments.

**BE IT RESOLVED:**

When a DES 79 is assigned to another DES 79 position, that there will be no waiting period.

**INTENT OF / REASON FOR CHANGE:**

To allow RCA not to have a disruption to the leave earning status.

Gary Pingel 608-343-9917

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-025-R-Leave Replacements**

By: (a) Name of Document **EL-902**

Article 10 Section 5 Paragraph B

**WHEREAS:**

There is a shortage of leave replacements and whereas our leave replacements assigned to Auxiliary routes are being required to work on multiple routes and whereas Auxiliary carriers only earn annual and sick leave while working their Auxiliary route

**BE IT RESOLVED:**

Auxiliary carriers earn annual and sick leave on hours worked

**INTENT OF / REASON FOR CHANGE:**

To allow auxiliary carriers to earn leave while they are working and to impress on management the importance of hiring more RCAs

Louan Friend      608-745-2481

☐ **BINDING**  
☒ **NON-BINDING**

**WI-026-R-Leave Replacements**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

There has been an ongoing shortage of leave replacements  
Whereas, benefits to leave replacements are limited

**BE IT RESOLVED:**

RCA's who have remained in the craft for five continuous years be permitted to contribute to the Thrift Savings Plan without employer match.

**INTENT OF / REASON FOR CHANGE:**

This rewards leave replacements who have shown a commitment to the craft, while not allowing short term employees to participate, creating additional, unnecessary paperwork for the TSP

Roger L. Dobbe      715-281-6034

☐ **BINDING**  
☒ **NON-BINDING**

**WI-027-R-Leave Replacements**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

There has been an ongoing shortage of leave replacements  
Whereas, benefits to leave replacements are limited

**BE IT RESOLVED:**

RCA's who have remained in the craft for five continuous years be permitted to contribute to the Thrift Savings Plan with employer match.

**INTENT OF / REASON FOR CHANGE:**

This rewards leave replacements who have shown a commitment to the craft, while not allowing short term employees to participate, creating additional, unnecessary paperwork for the TSP

Roger L. Dobbe      715-281-6034

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**BINDING**

**WI-028-R-Relief Day**

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**NON-BINDING**

By: (a) Name of Document    **EL 902**

Article    9.2

Section    C

Paragraph    7.a.3

**WHEREAS:**

The shortage of leave replacements is nationwide, and whereas, high option J and H routes use leave replacements less often than K routes.

**BE IT RESOLVED:**

Regular carriers in a 6-hour leave earning status will be eligible to elect high option

**INTENT OF / REASON FOR CHANGE:**

To give regular carriers the choice to take high option prior to having a minimum of 10 years from the retirement computation date.

Louan Friend      608-745-2481

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**BINDING**

**WI-029-R-Work Rules**

☒

**NON-BINDING**

By: (a) Name of Document

Article    9

Section    2

Paragraph    M.2

**WHEREAS:**



A newly appointed rural carrier craft employee or a leave replacement assigned to more than one route will be allowed a reasonable period of pay to become familiar with the route and become proficient.

**BE IT RESOLVED:**

A newly appointed rural carrier craft employee or a leave replacement assigned to more than one route will be allowed 16 hours or more of pay to become familiar with the route and become proficient.

**INTENT OF / REASON FOR CHANGE:**

To define a "reasonable period."

Gary Pingel 608-343-9917

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-030-R-Work Rules**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Newly converted regulars can be moved to a higher-level assignment.

**BE IT RESOLVED:**

Newly Converted regulars must work a minimum of 1 year before moving to a higher-level assignment and/or detail.

**INTENT OF / REASON FOR CHANGE:**

To have the experience and understand the fundamentals of the job as a rural carrier.

Gary Pingel 608-343-9917

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-031-R-Work Rules**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Deliveries on holidays and Sundays are being made to customers on hold or have a forward in.

**BE IT RESOLVED:**

If there are special delivery instructions on file with the Postal Service that a prompt be given on IMD/MDD for packages on Sunday and Holiday delivery. (I.e. Hold and forward.)

**INTENT OF / REASON FOR CHANGE:**

To provide customer service for those with the special delivery instructions.

Gary Pingel      608-343-9917

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**\*\*\*This Resolution has been withdrawn**

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**BINDING**

**WI-032-R-Grievance Procedures**

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**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

No current language.

**BE IT RESOLVED:**

The Review and Concurrence Officer must be in a higher position on the Form 50.

**INTENT OF / REASON FOR CHANGE:**

To ensure the correct procedures are taking place when issuing discipline.

Gary Pingel      608-343-9917

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**BINDING**

**WI-033-R-Grievance Procedures**

☒ **NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The union receives no compensation for non-compliances.

**BE IT RESOLVED:**

The USPS shall reimburse the NRLCA for any associated costs in the grievance procedure when management has been found to be non-compliant with prior violations.

**INTENT OF / REASON FOR CHANGE:**

To hold management accountable to their agreed upon settlements.

Gary Pingel 608-343-9917

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-034-R-Time Standards**

By: (a) Name of Document Agreement EL-902

Article 9 Section 2.D Paragraph \_\_\_\_\_

**WHEREAS:**

The compensation for an L-route should be changed allowing more time for delivery of each address.  
Reasons:

1. L-routes are created and measured from a non-scientific evaluation from 1954 (p.167)
2. 91% coverage factor applied to the regular box allowance (boxes are already reduced to 1:00 min. & 1.82 min. & then reduced again) (p.160)
3. "Incentive time" not relevant as L-rte carriers are most often the carriers on the 2080
4. L-route carriers spend more time delivering parcels than non-L-route – more parcels do not fit in cluster boxes but must be taken to door.
5. CBU's must be opened and closed with a key – more time
6. Non-L-routes are already compensated by mileage, so L-routes do not need to be given "less time" between boxes – they already do not have the mileage
  - a. Non-L-rte and L-rte should receive equal time for all boxes
  - b. Reg boxes on an L-rte do not take less time to serve than a regular box on a non-L-rte

7. L-routes, on average, have higher letter volume, higher flat volume, higher parcel volume, less mileage than non-L-routes. L-route equals more work and less pay than a non-L-rte

**BE IT RESOLVED:**

L-rtes have higher volume and more work so they should be rated 2 minutes per box regardless whether a CBU box or regular mail box. There should be no distinction between L-routes and non-L-routes other than the payment for applicable miles and L-rtes get higher credit/time for parcels.

**INTENT OF / REASON FOR CHANGE:**

L-rte compensation is unfairly low.

Dawn Kunda 262-707-0572



**BINDING**

**WI-035-R-Time Standards**



**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The P.O. requires the union to forward to national level grievances by Date, (FIFO) a FIRST IN FIRST OUT basis any level 3 grievances not withdrawn.

Whereas: many time standards affect Rural carriers (parcels) more than city carriers or other craft, Whereas, the P.O. and union should not delay time standards submitted to the Engineered time study Committee, and not delay resolving standards and pay.

**BE IT RESOLVED:**

We use (FIFO) to fairly resolve time standards in the committee we both agreed to use. That the list is redone retroactively immediately, using (FIFO), and pay is applied retroactively.

**INTENT OF / REASON FOR CHANGE:**

That the PO and union not be allowed to delay, time standards in the committee, to delay paying carriers fairly. These time standards changes should not be delayed!!

James R. Landry 920-639-1670

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☐ **BINDING**  
☒ **NON-BINDING**

### WI-036-R-Grievance Procedures

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

#### **WHEREAS:**

Carriers must follow office mgt orders first; then ask that same manager to admit they were wrong and make the carrier whole, (thus supervisors are the genesis of most every grievance).

WHEREAS: There is no incentive for local managers to admit they are wrong; exceed their budgets and look inept,

AND WHEREAS: if there is no local steward, the union pays a stewards travel time, mileage, and salary to process a step 1 grievance.

#### **BE IT RESOLVED:**

The P.O. pay for all step 1 grievance regardless of the designation of the steward doing the work.

#### **INTENT OF / REASON FOR CHANGE:**

To incentivize settlements at the lowest level and correct policies meant to delay settlements and delay payments. Local supervisors should not be rewarded for their failures.

James R. Landry 920-639-1670

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☐ **BINDING**  
☒ **NON-BINDING**

### WI-037-R-Grievance Procedures

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

#### **WHEREAS:**

Far too many step 1's are sent to step 2, where the PO assigns them to their step 2 designee, truly settlement shopping,

WHEREAS: the PO step 2 designee has no incentive to settle, thus delaying costs to the PO, and where many times the PO designee does not have the authority to settle, as so directed by the POOM or higher authority,

AND WHEREAS: we already have an agreement with the PO at step 4 or national level grievances that "loser Pays".

**BE IT RESOLVED:**

That Step 2 grievances sent up and thereafter resolved in favor of the carrier/union, that the step 2 costs incurred by the union be reimbursed.

**INTENT OF / REASON FOR CHANGE:**

Force grievances to be resolved at the lowest level, unplug the system and lower costs to all.

James R. Landry 920-639-1670

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-039-R-Other**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The PO has failed to hire enough subs to properly serve the needs of the office,  
Whereas, the PO has failed to properly manage, pay, and retain carriers sufficient to meet the needs of the office and the service,  
And Whereas, managers should avoid budget overruns and keep costs down with proper management,

**BE IT RESOLVED:**

All carriers will receive penalty overtime, (double time) for all hrs./time worked over 54 hrs. in a week!

**INTENT OF / REASON FOR CHANGE:**

Force management to maintain a sufficient working level of subs., well paid, and trained, and available.

James R. Landry 920-639-1670

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☐ **BINDING**  
☒ **NON-BINDING**

**WI-040-R-Duties of the President**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Historically Presidents served only 2 – 1-year terms; this changed when we no longer went 1 year behind other unions on contracts, took what was already agreed to and modified our contract needs thereafter; now 3 – 1-year terms cover the many needs of the contract.

WHEREAS: Carriers still feel that presidents are too long off their routes, national officers have lost touch with local carriers, national officers pay is no longer affected by decisions they make, and 6 years gives the national board “2 kicks at the Contract”!

**BE IT RESOLVED:**

The by-laws are changed to reflect that a president can serve a total of 6 years. And this change be effective at the 2019 National Convention.

**INTENT OF / REASON FOR CHANGE:**

To return to the premise that change grows the whole board, keeps it responsive to all carriers, and the office of President was not intended as a lifetime job.

James R. Landry 920-639-1670

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**BINDING**

**WI-041-R-Other**

☒

**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

In contract talks, the mediator, allowed the PO to bring up losses and told us we must share in the viability of the PO

Whereas: Our pay is affected by the POs’ decisions/losses,

And Whereas: the PO in its charter is required to treat small and large shippers alike,

**BE IT RESOLVED:**

That the board ask the IG to review possible “Sweetheart Deals” the PO may have with shippers.

**INTENT OF / REASON FOR CHANGE:**

To examine and share in the viability of the PO.

James R. Landry 920-639-1670