



WIRLCA NEWS

WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION MAR-APR 2019

VOL. CCXIX ISSUE #2

WIRLCA OFFICIAL WEBSITE-WWW.WIRLCA.ORG



MID STATES CONFERENCE

MAY 3 – 4 – 5, 2019

Radisson Hotel & Convention Center * 2040 Airport Drive * (920) 494-7300

Single \$91 * Double \$101 FREE PARKING!!

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State Officers

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

CONTACT INFORMATION	AREA ASSIGNMENTS
Ron Berg-President 402 Dalogasa Dr. Arena, WI 53503-9112 608-753-3053 Email- Ronald.Berg@nrlca.org	Fond du Lac/Green Lake, Waushara, Winnebago, Waupaca, Outagamie Region 6
Robert "Bob" Lueck-Vice President, PAC Chair 1417 Oak St. Watertown, WI 53098-1136 920-285-6867 Email- rlueck@wirlca.org	Dodge, Milwaukee/Waukesha, Jefferson, Rock/Walworth/Lafayette/Green (Stateline), Racine/Kenosha, Cal-Man-She Regions 9 & 11
Ellen Pulver-Secretary/Treasurer PO Box 39 Wyocena, WI 53969 608-617-4704 Email- Ellen.Pulver@nrlca.org	Brown/Shawano, Columbia, Door/Kewaunee, Ozaukee/Washington Region 4
Dawn Pingel-Assistant Secretary/Treasurer 19398 Juneau Rd. Wilton, WI 54670-6121 608-343-7869 Email- Dawn.Pingel@nrlca.org	Buffalo/Trempealeau/Jackson, LaCrosse, Monroe/Juneau, Adams/Marquette, Wood/Portage Regions 7 & 8
Susan Tiffany-Chairperson Executive Committee, Provident Guild Representative 2160 Old Road Tomahawk, WI 54487 715-612-2060 Email- susantiffany@wirlca.org	Lincoln/Langlade, Marathon/Clark, Marinette, Oconto, Price/Taylor, Tri-County Regions 2 & 5
Frances Smidt-Committeeperson, Auto Insurance Representative E1295 Cedar Rd. Eau Claire, WI 54701-9504 715- 450-1881 Email- fsmidt@wirlca.org	Barron/Washburn, Chippewa/Eau Claire, Dunn, Lake Superior, Pierce/Pepin, Polk/Burnett, Northern Waters, Price/Taylor Regions 1&3
Jason Johnson-Committeeperson 630 Keep St. Darlington, WI 53530 608-482-1280 Email- jjohnson@wirlca.org	Vernon, Crawford, Grant/Iowa, Dane, Sauk/Richland Region 10

Letters to the Editor-Note: Letters to the editor are limited to 150 words.

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

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

2019 Important dates

Spring Conference	March 30-31	Warrens, WI
Candidate Announcement deadline	April 30	
National Delegate Nominations deadline	May 2	
Mid States Conference	May 3-5	Green Bay, WI
National Delegate ballot draw	May 8	Plover, WI
National Delegate ballot pack assembly	May 15	Plover, WI
Last day to mail constitution/resolutions	June 7	
Last day to email constitution/resolutions	June 17	
National Delegate election process	June 20	Mishicot, WI

CHANGE OF ADDRESS

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

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

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

ATTENTION!

**There will not be a retirement seminar at the 2019 WIRLCA state convention!
The only retirement seminar will be at the Mid-States conference
in Green Bay on Friday May 3rd.**

You have an Event coming....

Spring Conference is just around the corner and its time to turn in that leave slip and make that reservation to join us at Three Bears Resort in Warrens, WI on March 30 and 31, 2019. Local officer training is scheduled for 9:30 am to 4 pm WITH lunch included Saturday. Remember, local officers receive \$100 to attend. Then PAC Chair Bob Lueck has planned a fun and friendly game to help raise funds for the Political Action Committee (as NO...I said NO, dues are ever used for PAC).

Sunday speakers include Mr. Donald P. Taylor from the UW School of Workers who will share information on building participation and strength. Also, we will have Chris Helm and Gigi Persaud with the Federal Injury Centers* give us information on dealing with OWCP claims. Bring your questions for the stewards as well.

Clip and mail the registration (below) today.

*While the WIRLCA does not endorse or recommend any specific group, we felt it important to provide information regarding denied OWCP claims and employee's rights or resources.



2019 Spring Conference Registration

I am attending: _____ Local Officer Training _____ PAC Event _____ Conference

Name: _____

Address: _____

City/St/Zip: _____

Cell Phone: _____

Email Address: _____

Join us at the Three Bears Resort in Warrens, Wisconsin on March 30 and 31, 2019. Call (608) 378-2500 and request "Wisconsin Rural Letter Carriers group". Bring the family along for a quick break away.

Mail to:
WIRLCA Secretary/Treasurer-Ellen Pulver
PO Box 39
Wyocena, WI 53969

WIRLCA LOCAL COUNTY UNIT MEETING DATES

WATCH YOUR MAILBOXES FOR TIMES AND LOCATIONS

OR CONTACT YOUR LOCAL OFFICERS

<u>County</u>	<u>Date</u>	<u>County</u>	<u>Date</u>
Barron/Washburn	4/20	Marquette/Adams	4/24
Brown/Shawano	4/4	Monroe/Juneau	4/27
Buffalo/Tremp/Jackson	4/11	Oconto	4/18
Chippewa/Eau Claire	4/24	Outagamie	4/18
Columbia	4/11	Ozaukee/Washington	4/10
Crawford	4/3	Pierce/Pepin	4/9
Dane	2/18	Polk/Burnett	4/10
Dodge	4/17	Price/Taylor	4/6
Door/Kewanee	4/17	Racine/Kenosha	5/9
Lake Superior	4/16	RWLG Stateline	4/2
Dunn	4/16	Sauk/Richland	4/29
Fond du Lac/Green Lake	4/9	Northern Waters	4/6
Grant/Iowa	3/20	St Croix	4/23
Jefferson	4/7	Tri-County	3/28
La Crosse	4/23	Vernon	4/24
Lincoln/Langlade	4/4	Milwaukee/Waukesha	5/8
Cal-Man-She	4/2	Waupaca	4/16
Marathon/Clark	4/3	Wausara	4/25
Marinette	4/17	Winnebago	4/16
		Wood/Portage	4/11





RDN BERG PRESIDENT

"This time, like all times, is a very good one, if we but know what to do with it."

Ralph Waldo Emerson

The Groundhog has not seen his shadow. Winter should be over by now...right? Unfortunately he is buried under several feet of snow. Eventually spring will get here, I promise. March madness comes every year as all basketball fans know. All winter sports teams crown their champions and end their season.

For our labor union, the month of March is not the ending of a season, but is the beginning. Only a couple of local county units hold their meetings in February. The other thirty-six (36) counties will hold them over the months of March and April. Have you ever wondered why that is? Each local constitution requires you hold at least one (1) business meeting a year and it must be at least forty (40) days prior to the state convention. Thus, this is the TIME for you all to meet.

As your state president I look forward to attending several local meetings every year. Over the last 10 years I have been to the cluster of counties surrounding my home. This year, with the make up of our state board changing representation, I will be moving to new territories. The time has come to change.

The one thing that has not been changing is participation at union meetings. Quite frankly, attendance, for the most part, is poor. When a local considers 20% of its members a good turnout?!? This is frustrating to say the least. I know that we all have other things in our life, but it is your rural carrier career that is how you pay for many of the other things you enjoy.

Take the time to go to a meeting. Take the time to interact with your fellow carriers. It is the

best time you will bank towards the knowledge of your daily life as a rural carrier. Ask questions. If you do not understand something, ask a question. YOUR union can not fix a problem until we know it exists.

Local meetings are what you make of them folks; take the time to attend. Participate by asking questions and getting answers. One of the other important things that should be done is the election of delegates to your state convention. This is important. Even if you are only thinking about going to state, get elected so you can vote when you get there. Make your voice heard. I have heard this many times "my postmaster will deny my leave, due to a lack of sub". Well, Article 24 section 2 of your contract, in part, guarantees your right to attend "*National, State and Area Union Conventions provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and provided that approval of such leave does not seriously adversely affect the service needs of the installation.*" This is something your union has done for you, take the time to participate.

Also, at your local meeting, what issues do you want to bring forward as resolutions? Do not be afraid of the format of "the Whereas and Therefore", your state board member and other attendees will help you get your point across and help put it in print. So, these local ideas, become state ideas and then can be debated at the national level. Take the time to be heard. Take the time to consider if someone in your local deserves a nomination for member of the year. Your state officer can help you with the information on how to submit this, there are many folks out there who deserve this. Take the time at your meeting to consider if you want to change the time, place or date of your next meeting. How can you improve attendance? Use your head and be creative, think of ways to get more folks at your local meeting, discuss these ideas, then implement them. Don't just discuss and forget them.

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In this March/April edition of the WIRLCA newsletter there are a lot of registration forms for upcoming events. If you are planning on attending, take the time to fill these out. Early registration will be greatly appreciated by your state board, especially your state secretaries for planning these events. We are presenting a very solid spring conference for members this year. The

Legislative and PAC update Civics lesson 101

On January 3rd, the 116th U.S. Congress convened and as a result of the midterm elections, the Senate is now made up of 53 Republicans, 45 Democrats and 2 Independents. The House of Representatives has 235 Democrats, 199 Republicans and one seat still in dispute.

The all-important Homeland Security and Governmental Affairs Committee is chaired by Wisconsin's Senator Ron Johnson and the ranking member on the Democratic side is Senator Gary Peters of Michigan. Among the Committee's governmental affairs responsibilities are the Archives of the United States, budgeting and accounting measures, government contracting, the Census and collection of statistics. Congressional organization, the Federal Civil Service, government information, intergovernmental relations, the Postal Service, and the status of officers and employees of the U.S.; including their classification, compensation, and benefits.

In the House, the Oversight and Reform committee is chaired by Elijah Cummings (D-MD) and the ranking member is Jim Jordan (R-OH). The legislative jurisdiction of the Committee on Oversight and Reform includes the following areas: the Federal Civil Service, the National Archives, population and demography, including the Census, Public Information and Records and lastly, the Postal Service- including transportation of the mails

These committees have the most influence when it comes to what will happen with any Postal reform legislation that will be introduced into this

tentative agenda is in this newsletter and will also be on the website (www.wirlca.org).

I believe if you are a rural carrier there will be something for each and every one of you. Take the time to attend. Please take the time to read the rest of this newsletter. If you have a topic you would like to see in this paper, contact me.

See you at a union meeting near you. Ronnie B.

BDB LUECK
VICE PRESIDENT
PAC CHAIR



new session of congress. The Committee chairs' importance is that they determine whether a bill will move past the committee stage. I included the additional areas of responsibility of these committees to highlight the fact that we are only a single line in the list and this is a very abbreviated list. At this time no bills have been introduced but when they are, they will most likely be very similar to the ones in the last session of congress and may meet with the same fate.

Several House Resolutions have been introduced and they are as follows:

On January 9, bipartisan legislation was introduced to oppose the privatization of the Postal Service, stating the Postal Service should continue as an independent entity under the Federal Government. The resolution was similar to H.Res. 993 introduced in the 115th Congress in response to the June 2018 Office of Management and Budget proposal to privatize. The Resolution, H. Res. 33, was once again introduced by Rep. Stephen Lynch (D-MA), along with Reps. Rodney Davis (R-IL), Don Young (R-AK), Paul Cook (R-CA), Brian Mast (R-FL), Brian Fitzpatrick (R-PA), Stephanie Murphy (D-FL), Marcia Fudge (D-OH), Cedric Richmond (D-LA), David Loebsack (D-IA), Elijah Cummings (D-MD), Gerald Connolly (D-VA), and Susan Davis (D-CA). As of January 16, the resolution had 45 cosponsors—six of them Republicans and 39 of them Democrats.

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This comes after a January 4 resolution, H.Res. 23, was introduced by Rep. Susan Davis (D-CA) and originally cosponsored by Rep. Peter King (R-NY) and Rep. David Joyce (R-OH). Rep. Conor Lamb (D-PA) was the only additional cosponsor as of January 14. The resolution calls for the Postal Service to “take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.”

On January 16, Rep. Gerald Connolly (D-VA) introduced H.Res. 54 stating that the “Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.” Rep. Sam Graves (R-MO) was the original cosponsor for the resolution.

On January 17, Rep. David McKinley (R-WV) introduced H.Res. 60 “Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.” Original cosponsors include Reps. Marcy Kaptur (D-OH), David Joyce (R-OH), Paul Tonko (D-NY), Don Young (R-AK), and Tulsi Gabbard (D-HI).

When I attended the Southwest Area Conference in Irving Texas in January this was the feeling that Paul Swartz shared; In light of the fact that the Democrats now control the House his feeling is that investigations will take center stage and he is not optimistic that any common ground can be found. With that in mind he is focusing on the Federal Retirement Fairness Act which has been amended from its original version to include Postal employees’. Just a reminder, this bill would allow carriers to buy back their time as an RCA so it would be included in the calculation of their annuity when it comes time to retire. At this time, it hasn’t been assigned a number but will be reintroduced by its original sponsor Rep. Derek Kilmer (D-WA). What Paul is asking for, is that everyone contact their representative, urging them to co-sponsor this legislation. The hope is we can create enough buzz to move this legislation forward. Please find your Representative’s contact info on the next page and make your

voice heard. A phone call, a letter, an email and then next week a follow up phone call and email and letter. I understand that many people are not that excited by the political process, but these are the tools we have and they have gotten the job done in the past. I believe they can again. I have said this many times over the past few years and I will continue to remind everyone that educating the members of Congress is such a necessary component of the NRLCA Legislative Department. That is why it is so important to support our PAC. Need I remind you that the 2020 election cycle has already begun? Which means that there will be candidates running for the first time. Most will have no idea who the NRLCA represent.

I hope I have provided a bit of insight into why I continue to ask you to support PAC. I also want to remind you that only voluntary contributions are used to support candidates. No membership dues can be used for this purpose. Also keep in mind that the NRLCA PAC is non-partisan, which is very rare and allows our legislative department greater access to Senators and Representatives (across party lines) that continue to affect our work lives and also into retirement.

So now that I have your attention, grab that check book and write a check out payable to; NRLCA PAC and send it to me at the address below or become a sustaining donor by signing up for payroll deductions or monthly EFT contributions. Instructions for each method will be available on WIRLCA.org.

Bob Lueck
1417 Oak St
Watertown, WI 53098

Why Give to PAC?

The NRLCA-PAC helps make the lives of Rural Letter Carriers better (period!)

2017-2018 PAC year totals can be found on
[***www.wirlca.org***](http://www.wirlca.org)

MAKE YOUR VOICE HEARD-WRITE THEM TODAY!



Wisconsin's Senator's

The Honorable Tammy Baldwin
United State Senate
709 Hart Senate Office Building
Washington DC 20510
(202) 224-5653

<https://www.senate.gov/senators>

The Honorable Ron Johnson
United State Senate
328 Hart Senate Office Building Washington,
D.C. 20510
(202) 224-5323

Wisconsin's Representative's

District 1

The Honorable Bryan Steil
1408 Longworth House Office Building
Washington, DC 20515-4901
(202) 225-3031

District 5

The Honorable F. James Sensenbrenner Jr.
2449 Rayburn House Office Building
Washington, DC 20515-4905
(202) 225-5101

District 2

The Honorable Mark Pocan
1421 Longworth House Office Building
Washington, DC 20515-4902
(202) 225-2906

District 6

The Honorable Glenn Grothman
1427 Longworth House Office Building
Washington, DC 20515-4906
(202) 225-2476

District 3

The Honorable Ron Kind
1502 Longworth House Office Building
Washington, DC 20515-4903
(202) 225-5506

District 7

The Honorable Sean P. Duffy
1714 Longworth House Office Building
Washington, DC 20515-4907
(202) 225-3365

District 4

The Honorable Gwen Moore
2252 Rayburn House Office Building
Washington, DC 20515-4904
(202) 225-4572

District 8

The Honorable Mike Gallagher
1230 Longworth House Office Building
Washington, DC 20515-4908
(202) 225-5665

<https://www.house.gov/representatives>



PAC Contributions 8/1/2018 thru 2/14/2019

Mark Becker---\$250	Scott Mueller---\$20
Ron Berg---\$50*	Nancy Neitzel-Reamer---\$50
Billie Jo Briesse---\$65*	Kay Osterberg---\$95
Diane Chambers---\$70*	Cori Pahnke---\$66
Jamie Deiss---\$40	Dawn Pingel---\$130*
Gregory Dietzler---\$40*	Gary Pingel---\$150
Lucy Dobbe---\$100	Ellen Pulver---\$70*
Roger Dobbe---\$100	Ila Sauer---\$50
Carla Freymiller---\$160*	Roger Schewe---\$100
Louan Friend---\$300*	Martha Schmidt---\$100
Charles Groth---\$25*	Linda Schoch---\$70*
Donna Hansen---\$85	Mark Scudder---\$140*
Curtis Hart---\$70	Frances Smidt---\$300.01
Thomas Jencius---\$182*	Daniel Strobel---\$150
Cynthia Johnson---\$140*	Diane Strzeszewski---\$35
Jason Johnson---\$25	Susan Tiffany---\$300
Kimbra Krueger---\$100	Thurman Vangen---\$90
Marilyn La Porte---\$250	Lisa Wojnarowski---\$588*
Robert Larschied---\$104	Barry Zeich---\$175*
Elizabeth Lehr---\$40	
James Loenser---\$110	Total-----\$6090.01
Esther Loomer---\$50*	
Robert Lueck---\$710*	*Sustaining Donors
Veronica Mhlbauer---\$320	

Special National Delegate Election Notice: All WISCONSIN RLCA members in good standing that desire to be considered for a 2019 National Convention Delegate position representing the WISCONSIN RLCA. Please refer to the NRLCA National Magazine starting with the November/ December 2018 issue for the nominating form and mailing instructions. This information will continue to be printed in the NRLCA National Magazine up to and including the May 2019 issue. This information can also be found by accessing the NRLCA Website and clicking on the Magazine tab for the applicable current issue.

Reminder:

Nominations are now OPEN for the 2019 National Delegate Election.

**Complete details are available in the current issue of
the National Rural Letter Carrier Magazine.**

Nominations must be received NO LATER THAN MAY 2, 2019.

Nominations received after that time will not be valid.

Also, in order to serve as a delegate to the 2019 WIRLCA State Convention, you will need to be elected, as a delegate, at your local meeting coming soon. If you can't attend, please contact one of your local officers to indicate your intent to attend convention and willingness to serve as a delegate.

Have you joined the fan club for our team yet?

Every successful team has a large fan base. Fans show their support of the team by attending 'games', offer financial support by purchasing memorabilia, buy season tickets and dream about either being a player or a coach (and sometimes do this by playing or coaching at a local level).

Our union is a team. Our fan base is all regular rural carriers, RCAs and ARCs. Our fan club is our union members. We have a National team: the coaches are the National Board and the players are the delegates to the National Convention. We have a State team: the coaches are the State Board and the players are the delegates to the State Convention. We have season ticket holders (dues paying members) who support both teams. Think of it like a football team. We start out at high school football (the local county unit level), our passion and talents lead us to further our careers at the collegiate level (the state level) and a select number are fortunate to participate in the NFL (the National level).

Those that play, play. Others make up the fan club and fan base. Like in sports, there are rebuilding years. If you recall the 70's, the Green Bay Packers were really struggling. Season ticket holders were not attending (some even gave up their season tickets). During the 80's, changes to the player base and the coaching base helped strengthen the team and then season ticket holders bought more tickets. The 90's came and Brett Favre steadily passed the Packers forward to a Superbowl win again. More season ticket holders and Packer-fan items are being sold.

I believe our union follows this same pattern. However, what is concerning is that we aren't engaging our coaches and players at the "high school level" and so our coaches and players at the "college" and "NFL" levels are burning out. If we lose our "high school" teams, we lose our talent to send to the "college" and "NFL" levels. We see this in smaller areas.... High school teams are merging with neighboring teams in order to have



ELLEN PULVER
SECRETARY/TREASURER

enough players on the fields. We are also seeing less dreamers coaching and playing at the "high school" level. Can you relate?

We are entering a new season (so to speak). Our local units (the "high schools") are planning their annual Spring meetings (games). This is where we elect our "coaches" (local Presidents, Vice Presidents and Secretary/Treasurers). This is also where we elect our "players" for the college level (the State Convention delegates). Did you know that if every local unit sent the actual number of delegates they are allowed to the State Convention, we would have more than 670 people in attendance. Typically we have less than 100 attend. Our team needs to work on recruiting fresh talent to the "college level". Many of our team players who have faithfully played would like to share (and maybe even turn over) the ball to younger talents with new ideas. Remember, we all strive to reach a point where we can "retire"—whether from the job or sport.

During this year's season, we have a special "Training Camp" planned here in Wisconsin. Its called the Mid States Conference. Its where players and coaches from all levels can come and receive coaching guidance, new plays, and new ideas to help our team in their quest to be better.

As a member of the fan club, you will also be receiving a very special mailing in the end of May. It's the National Delegate Election ballot. Only members of the fan club will get to vote on which players they send to represent Wisconsin at the National Convention in Grapevine, TX in August. When you receive this piece of mail, take a moment and fill in some circles. Put it in the little black envelope. Put that inside the middle envelope and put a stamp on it and mail it. I know we all have stamps yet. Oh, and did you know that if you, as a member of the fan club,

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DAWN PINGEL
ASSISTANT SECRETARY/
TREASURER

The article 'What has the Union done for the RCA' will pick up in the next newsletter.

Teamwork

We hear the comments – “We’re all part of a team”, or “It takes teamwork to get the job done” – which are fine and dandy when it’s something that is out of the ordinary and doesn’t happen every day.

What about the every day daily grind of doing our job? Sometimes it doesn’t feel like there is any teamwork going on yet when you stop and think about it – there is.

It starts with customers.

- ♦ Without them we wouldn’t have a job.
- ♦ We need the plants to sort and distribute the correct mail to the plants closer to our delivery points.
- ♦ The drivers are needed to haul the processed mail to the distribution offices.
- ♦ We need clerks to sort the mail to the routes.
- ♦ We need the rural and city carrier(s) to case and deliver the mail to customers.

When you think about all the people involved,

VISUALIZE A BIKE

The chain and peddles are the customers. They are what drive the post office.

You have the handle bars which represent management. They are what steers the post office and what direction it will go.

The wheels represent the plants and drivers getting the mail to locations all over the nation.

The spokes represent all the supporting groups of the post office.

The frame represents all the employees since we keep it all together.

The clerks sell the product, the carriers deliver the product – all do customer service.

The oil/grease represents the union. They are the ones that “cleanup” what management has let it get dirty. This is a very big and broad picture but...

What about at our own office that we work out of every day? Is your frame in prime condition or does it have a few “dents” in it? The dents can be anything from carriers being out on OWCP or other non-related work issues to RCA shortages. Whatever the dents, are you keeping the frame in the best condition possible?

When everything on our bike is working together, our ride goes great. It’s the smoothest ride. But when something goes wrong on our bike, it seems the ride either has a few bumps or has sprouted major pot holes. Some of those things we can control while others we can’t. Case in point – Amazon. Some offices do not receive Amazon while others do. In my office, we might see Amazon everyday while we may go a day or two (possibly three) without seeing them. When they do finally show up after two days of not delivering, you can imagine what condition our bike is in. Our frame gets a work out. Yet to get the job done we all pull together as a team and we get the job done. Yes, there might be grumbling and words best not repeated, yet at the end of the day, we can park our bike and be proud of the job we did - as a team and individually.

We know we’ll never have that perfect frame but we can do our very best to keep it in the best condition possible. So, ride on!!



Who do you call in an emergency?

Let's say you're at a stock car race and they are racing around the track. Suddenly two cars get tangled up in corner three and hit the wall. The track crew rushes out to the drivers and then signals for the paramedics and an ambulance. Or you're at a football game and one of the players is hit hard and is knocked out and bleeding. Medical personnel is called in and the player is taken to the hospital for treatment. Or your child has fallen off the swing and has a large gash on their arm that needs stitches. What do all these circumstances have in common? Answer-medical services. They are always there whether you need them or not. They are there for the big things and the little things. Your union is like that too. But the difference is, even though you might not think your union needs you, it really does.

You see there is an "I" in union... and also a "U". You can't have a union without "U" and "I". So, you see, your union does need you! And we need to work as a team to make it work. Just like emergency crews do when they are needed. Just like medical services, your union is always there doing what it does best. Taking care of its members even if you don't see it. They are always behind the scenes to make sure your best interests are put forward in a manner that benefits all rural carriers. But they can't do it alone. It takes all of us to make the union work. It needs input and some work from each of us to make it work as it should.

Most members treat the union like medical services and only use it when they really need it... like an emergency. But the union should be used in our day to day living. After all, the National Board does negotiate our contract e.g., pay, working conditions and benefits. They can't get everything that everyone wants for a contract, but rather, negotiates to benefit the majority. But they need input from you and I to do this. If the Board doesn't know what's going on in the field, how can they remedy it?

SUSAN TIFFANY
CHAIR, EXECUTIVE COMMITTEE
PROVIDENT GUILD
REPRESENTATIVE



Some members only call a steward if they are in trouble and need help to keep their job. But stewards are more. They are our link to the national office and officers. If there is something funky going on that you feel is a violation to you and your fellow carriers contractual rights, how does the word get out unless someone (you) lets the national office know what's happening. I was at a National Convention when suddenly someone whispered something in the president's ear. Well, three of the board members rushed off stage. A little while later they came back and we were told that upper management had decided to put cameras in rural carrier's vehicles to keep

track of what they did while on the route. It was in violation of our contract and if one of the carriers hadn't gotten ahold of a steward, who then passed it on to the board, it wouldn't have been stopped.

Don't think of our union as a bandage or temporary fix for things. It's more like the research team that looks at all angles and solutions. They need our opinions and suggestions to give it a fair chance. There are avenues out there to express your views and suggestions. It's called a RESOLUTION. Submit your resolution to the committee at state convention and it will be brought up before the delegates to be debated and then voted on. If it passes at state level, then it will be put on the agenda at national convention, where it will be discussed and voted on. If it is passed, it goes to the National Board, so that it can be brought up as recommendations as to what the members would like to see during negotiations. I don't envy our National Board when it comes to negotiations. But I am really glad that there is someone knowledgeable and willing to take on that task.

Continued on page 15



FRANCES SMIDT
EXECUTIVE
COMMITTEEPERSON,
NGIC REPRESENTATIVE

Another one bites the dust...

"....and it looks like Lueck in car number 33 is gaining on Berg in car number 77.... And now just as Lueck comes up along side Berg, Berg loses control and spins into the pits. As Berg climbs out, he has that look of "two deer in the headlight" expression. That man was as close to meeting his "Maker's mark" as he would like to be. He may be contemplating retirement at this point. And here comes, Pingel from behind. It appears her pit crew of RCAs has helped her get back in the race and I don't think it will be long before she takes the lead. She has already lapped Riess in his tractor. Here comes Johnson ... and oh no... what is this coming onto the track...it looks like one of the fans has managed to get an LLV through security and is on the track. All of the drivers are in dismay; causing all kinds of confusion ..wait what is he doing now. Oh no, he is backing up... and.... oh no--- he has backed right into Johnson!....."

Well, it should be no surprise that as the National General Rep, that my article would have a little bit of excitement and drama! Hopefully, you don't experience this much misfortune in your personal life. But it is important to be prepared in case an accident were to happen whether you are competing in the Daytona 500 or just the crazy race of life.

All of this talk about racing and being crazy got me to thinking and wondering how much does it cost for professional race car drivers for insurance on their car? Because I am no expert in this field I am wise enough to reach out to the resources available. A common place I could have looked is the internet, but you know not

everything on the internet is true. Of course, I could contact a local insurance agent. I have always found this method to be kind of intimidating because I always feel threatened by the notion they will try to sell me something I really don't need. However, as a "Team Union" member, I have access to a company that has partnered with rural carriers for over 63 years-NRLCA insurance marketplace. As an added bonus, they understand the "Tort Claims Act" and what that means in relation to me as a carrier. I can call them at 1-888-325-7727.

Oh...by the way... If a "red flag" just went up when I said "tort claims act", you will definitely want to get started on some of your own re-



search. The Federal Tort Claims Act of 1961 is a federal statute that provides for a government administered protection plan for all government

employees and the government itself, should any liability be incurred by any of its employees or agents in the course of their official duties. Now, I know that is quite a mouthful, but in simpler terms, that means that when you are in the 'line of duty' or at work on your route, you are protected from "liability" . And no, that does not mean you can just go out there on the route and drive reckless like the fan in the LLV. We all know what having an accident will do to our rates.

That is the reason you too, should be reaching out to other team members by calling 1-888-325-7727 and requesting a quote. MONEY-Not only could you save money like me with a reduction in your premiums but...also by calling the NRLCA insurance marketplace and mentioning code "RRP", they will send you a FREE \$10.00 Visa reward card. In addition, your call for a quote benefits our association as well. National General gives back money based upon the number of quotes and policies purchased.

Continued on next page

"Another one bites the dust" continued from previous page

The more quotes we request, the more dollars we (WIRLCA) receive. Those "additional dollars" can then be used not only to help keep dues down but allow us to spend more on the things we need for improving our jobs. Furthermore, at Mid-States conference this year (May 3-5 in Green Bay , WI), Linda Foran, who is a licensed rep with team National General, will host a Money Management seminar in conjunction with team Atlanta Postal Credit Union. What other insurance company do you know that offers all these benefits and all for free? Don't forget, if you haven't called in the last 6 months, call again! Rates can change and you get another \$10.00.

Remember, we are all in this "rat race" together. It is nice to have each other to lean on for support and to have access to supporting teams like National General and Atlanta Postal Credit Union to help make it through the rough patches and oil spills.

Keep the greasy side down! Frances

Team Executivecommittee

"Who do you call in an emergency" continued from page 13

Our union has a wealth of information available to all members WHO SEEK IT OUT. It's there, but you have to put some effort into wanting to find it. Don't be the member who just puts some iodine on a problem so it "stings a little".

Be the member that wants to cure the problem and makes sure it doesn't come back. Go to the meetings, meet your board members and help them, help you. ***It's not what your union has done for you, but it's what you have done for your union!***

See you at Spring Conference!

Susan

"Have you joined the fan club for our team yet?" continued from page 11

dream to be a player to the national level, all you need to do is nominate yourself on the form found in the National Magazine? Its true!

If you have ever dreamed of playing a sport at the collegiate, national or international level, I challenge you to take the first step. Go to your local meeting this spring. Get elected to be a delegate to the State Convention. Nominate yourself to be a delegate to the National Convention. If we follow our dreams together, we can have a really great championship team. EP





JASON JOHNSON
EXECUTIVE
COMMITTEEPERSON

Don't get benched by man's best friend!

Man's best friend...the dog. Millions of Americans have them and love them. While many of us carriers, on the USPS team, fear them. While many of us love dogs, we can never be too careful around every single one of them, every single day! Dogs can be very much like humans, loving, caring, affectionate, playful, but at the same time, man's best friend can have bad days too! Even normal fun loving dogs can bite due to stressful situations i.e. if they get scared or startled or if they aren't feeling well or if they feel like they need to protect themselves/their puppies. Dogs may also bite or nip if they feel like you are playing with them. So it is always important to remember these triggers when around ALL dogs!

According to a study from the Center For Disease Control, roughly 4.7 million dog bites occur in the United States every year. In 2017, that meant a dog bit 1 out of every 69 people! Also, according to the USPS, 6244 employees were attacked by dogs nationwide in 2017. While that number seems very alarming, it was actually a decrease of more than 500 from 2016. While the USPS claims much of the credit for the decrease is due to new technology; dog alerts on the scanners and dog notifications on customer pickup forms, most of the time, preventing a dog bite starts and ends with us, the carrier. We must be familiar with our customers and surroundings and know how to prevent these incidents before they ever occur. Some instances of prevention can include placing your foot against the door when getting a signature for an item and you hear a dog or dogs inside the house. Many carriers will no longer even knock or ring the door bell when leaving packages at the front door so they don't alert a dog or dogs that they are there. Many times, a simple honk of the horn

when pulling into a delivery location or residence will alert the resident and dogs of your presence. This can enable you to decide if it is safe to proceed. Another prevention measure includes USPS issued pepper spray, dog horns or simply not delivering mail until you, the carrier, feels safe that the dog situation has been remedied! Also, we should never give dogs treats! While it may seem like a friendly gesture, it could spell disaster when your sub or another carrier is carrying your route and doesn't have those treats. It's hard to say how a dog will react around a strange carrier, let alone, one without the treats that the dog may have become accustomed to! Finally, if you feel threatened by a dog, it is important that you share this with your supervisor, postmaster, customers and others who service your route. A solution can be obtained easier and quicker when we all communicate with each other. According to the USPS, the number of dog attacks on employees decreased for a third straight year to 5700 in 2018. While the downward trend means a healthier USPS team, we must continue to make improvements!

In the end, we are all part of a team, relying on each other to make our postal team run smoothly. Dog bites lead to missed time at work, medical bills and in some extreme instances can lead to tragedy. The USPS recognizes the second week of April as National Dog Bite Prevention Week. Take a moment to make sure you and others "On Your Team" work together to remedy dangerous situations and prevent dog bites! While we may not be able to prevent every single dog bite, we can make our team stronger and more successful when we are prepared and aware of the dogs around us! Remember to stay safe out there!



CHAPLAIN'S CORNER

When we receive unexpected news, to whom or where do we turn? If there is no one available to us at the time the message was given and feeling utterly all alone, who do we ask questions to or confide in? Remember there is no one there beside us to answer our question, WHY? With all the modern technology around us we may start calling using the smart phone. But no one answers, so we leave a message only to wait for a returned call from a loved one or really close friend. During the LONG wait with trembling hands and some sobbing we might ask, "WHY ME, GOD?" Then a close friend shows up at your door and in an instant there is some relief, just by seeing them and being comforted by them.

In those first few lonely hours, when we may think there is no one listening, that is when the calming awareness of God's presence can be affirmed. He is readily and faithfully available wherever and whenever we need help in our

CARLA FREYMILLER- CHAPLAIN



lonely time of need. When it feels as if we're surrounded by chaos or everything that we thought was stable crashes down around us, we don't have to fear.

God doesn't falter, He is our sanctuary, strength and steadfast supporter. His power is evident and effective. He gives us confidence in His unchanging character. When we call on God, His line is never busy, we can trust Him to keep His promises to Provide for us, and NEVER leave us. "God is our refuge and strength, an ever-present help in trouble."

Hope to see everyone at spring conference and mid-states, where you can talk to other rural carriers and make lots of Wonderful New Friends!

GOD LOVES KNEE-MAIL!




Recently deceased carriers "Gone but not forgotten"

12/6/2018	KRUEGER, KENYON K	PRINCETON
12/6/2018	CLEASBY, TOBY A	MONDOVI
12/20/2018	FRAMBS, ROGER H	WAUPACA
12/31/2018	MCMAHON, GORDON E	GILLET
1/22/2019	STROZEWSKI, CARLA A	BLACK RIVER FALLS

**MAKE A DIFFERENCE
IN THE LIVES OF POSTAL WORKERS**

GIVE 2

THE POSTAL EMPLOYEES' RELIEF FUND

TAKE **TWO MINUTES**  | GIVE **TWO DOLLARS**  | RECRUIT **TWO COWORKERS** 

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust 

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







Wisconsin Rural Letter Carriers Association 2019 State Convention Registration * Mishicot, WI June 21-23, 2019

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

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

Local Officers Breakfast: Scrambled eggs topped w/cheese, breakfast potatoes, bacon, sausage, coffee, juice & milk; assorted pastries, fruit tray _____ @ \$18.00
 Total: _____

Saturday Tailgate Lunch: Grilled Wisconsin bratwurst and hamburgers, lettuce, tomato, pickles and onions, condiments, home-baked buns, baked beans, creamy coleslaw and chips _____ @ \$18.00
 Total: _____

Convention Banquet: Oven roasted chicken, tenderloin tips with pearl onions and mushroom sauce, sage stuffing, mashed potatoes and gravy, seasonal vegetables, creamy coleslaw, dinner salad, coffee, milk, lemonade and dessert. _____ @ \$30.00
 Total: _____
 Total Enclosed _____

ALL ATTENDEES MUST REGISTER – EVEN IF NOT PARTICIPATING IN MEALS

Hotel Reservations can be made by calling the Fox Hills Resort located in Mishicot at 920-755-2376.

Remember to tell them you're with WIRLCA.

Return registration form to: WIRLCA Assistant Secretary/Treasurer

Dawn Pingel; 19398 Juneau Rd; Wilton, WI 54670

Checks should be payable to WIRLCA – 2019 Convention

Registration forms must be returned by June 1, 2019 or include a \$10 Late Registration fee.

CONSTITUTION CHANGE 2019

NOTE: ALL CONSTITUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/TREASURER, Dawn Pingel, 19398 Juneau Rd; Wilton, WI 54670-6121 **POSTMARKED BY JUNE 1, 2019** OR E-MAILED TO ASSISTANT STATE SECRETARY/TREASURER @ dawn.pingel@nrlca.org **BY JUNE 15, 2019 BY 10AM.**

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

The following CONSTITUTION Change is being submitted for consideration at the 2019 WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION ANNUAL STATE CONVENTION, Mishicot, Wisconsin June 21-23, 2019.

PRESENT LANGUAGE: ARTICLE #: _____ SECTION #: _____

PROPOSED LANGUAGE: ARTICLE #: _____ SECTION #: _____

INTENT:

REASON FOR CHANGE:

SUBMITTED BY:

Daytime Phone Number:

RESOLUTION CHANGE 2019

NOTE: ALL RESOLUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/TREASURER, Dawn Pingel, 19398 JUNEAU ROAD, Wilton, WI 54670-6121 **POSTMARKED BY JUNE 1, 2019** OR E-MAILED TO ASSISTANT STATE SECRETARY/TREASURER at dawn.pingel@nrlca.org **BY JUNE 15, 2019 BY 10AM.**

The following RESOLUTION Change is being submitted for consideration at the 2019 WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION ANNUAL STATE CONVENTION, Mishicot, Wisconsin June 21-23, 2019.

This issue concerns:

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

(a) Name of Document: _____

(b) Article: _____ Section: _____ Paragraph: _____

THIS RESOLUTION IS: ☐ **BINDING** ☐ **NON-BINDING**

WHEREAS,

THEREFORE, BE IT RESOLVED THAT:

INTENT OF/REASON FOR CHANGE:

Submitted by: _____

Phone number you can be reached at during day: _____

WELCOME

NEW MEMBERS

DEAN REINHARDT
CHRIS KAMINSKI
SCOTT DAVIDSON
SARAH NEVINS
TERESA SIMON
ANGELA CUEVAS
KAITLYN HALL
MARK KARSTEDT
KATHERINE KOPAC
JOSH LAUBENHEIMER
KEVIN LISIECKI
RICHARD OCONNELL
PATRICIA TOWNSEND
KURT KNUTSON
GREY SCHEER
MARY MARVIN
ROBIN KIGGINS
MICHAEL NOHNS
CASSANDRA HOPKINS
DEBORAH PALMI
ANGELYN TINUCCI
TODD WERMAGER
GARRETT HALAMA
STEVEN MORGAN
KERRI SCHUH
TABITHA WARING
WILLIAM BARROW
LORI BODENDEIN
DANIEL BROWN
TAJUANNA GLENN
DAWN HEITSMAN
NATHAN LABREE
SUSAN MARTIN
DANIEL MENARD
CAMARON SCHENCK
JESSICA SCHUMACHER
GRANT SHARPEE
BRADLEY FLORA
DONOVAN SVEUM
ROBERT DONOVAN
WENDIE GREGERSON
JEFFREY KLINGBEIL
KELSEY MISHLER
WILLIAM PIKE III
ELISE PROCTOR
ALASHA RIENDEAU
SAMANTHA RITTENHOUSE
MICHAEL RYTKONEN JR
DIANE SMITH

GENOA CITY
WEST BEND
HUDSON
WASHBURN
FREDERIC
MUSKEGO
KENOSHA
HARTLAND
MUSKEGO
HARTFORD
MUKWONAGO
CEDARBURG
BRISTOL
MADISON
OMRO
WISCONSIN DELLS
MOSINEE
DODGEVILLE
ASHLAND
SOLON SPRINGS
HAYWARD
WOODVILLE
BLACK RIVER FALLS
LACROSSE
TREMPEALEAU
TOMAHAWK
WAUNAKEE
RICHLAND CENTER
WISCONSIN DELLS
SUN PRAIRIE
MILTON
WAUPUN
MADISON
DODGEVILLE
SUN PRAIRIE
MARKESAN
COTTAGE GROVE
MOUNT HOREB
STOUGHTON
WAUNAKEE
WISCONSIN DELLS
CROSS PLAINS
PORTAGE
MAUSTON
BARABOO
MADISON
EDGERTON
HALES CORNERS
MADISON

REBECCA UNDERWOOD
TODD CUTLER
JOHN GILKEY
JONAH LEWIS
HOLLY MEYERS
DONALD PAUL JR
ANGELA VADNER
JEAN WILLIAMSON
MAYLENE BOONE
DOUGLAS BRANTLEY
JOSE CASTILLO
KAYLA HURNING
MICHAEL OLIVE II
ANGELA PAYNE
DIANA WENDLAND
TRINA CALMES
JANISE COOPER
ANGELA CREIGHBAUM
JASON PFILE
REBECCA WEBB
WALLACE KISSH
KIMBERLY EIGENBERGER
JESSICA BLAKE
JOSEPH BUDRIS
SCOTT BAYERL
SAMANTHA BEEBE
JEFF RICHARDSON
ELIZABETH RUHLAND
ASHLEY STEVENSON
COURTNEY WHITEHORSE
TONYA BENNIS
TERRY HOPFENSBERGER
LAWANA LOVE
AMELYA PRADO
LISA WEISS
REBECCA WENZEL
KRISTINE NEMEROV
JANEL JOHNSON
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JOEL KLAPPER
ELENORA RAIT
ERIN THOMPSON
TRACY VANT HOFF
DEENA ALTREUTER
RICHARD MENADUE
FUE MOUA
RYOJI MURAKAMI
MARIE PAFFEL
MATTHEW FUSINATO

WISCONSIN DELLS
WEBSTER
GREENVILLE
LAKE NEBAGAMON
SPOONER
HAYWARD
FREDERIC
CUMBERLAND
GREEN BAY
RIPON
GREEN BAY
CRIVITZ
APPLETON
GERMANTOWN
GREENVILLE
HARTFORD
PEWAUKEE
BURLINGTON
PEWAUKEE
KENOSHA
OAK CREEK
WATERFORD
WEBSTER
COLUMBUS
PITTSVILLE
PARDEEVILLE
HAZEL GREEN
CROSS PLAINS
MERRILL
PRINCETON
BALDWIN
COLBY
PORT WASHINGTON
HALES CORNERS
WATERTOWN
STANLEY
HUDSON
GREEN BAY
KAUKAUNA
GREEN BAY
BRILLION
GREEN BAY
OCONTO
DOUSMAN
PLATTEVILLE
MADISON
BELLEVILLE
BELOIT
GENOA CITY



LONGEVITY AWARD 50+ YEARS OF NRLCA MEMBERSHIP



Do you know someone that has been a member of the NRLCA
for 50 plus years?

Submit their name to WIRLCA Assistant Secretary/Treasurer

CONGRATULATIONS

Recent Retirees

CONGRATULATIONS

LAURA MARKS
DENIS GABEL
WILLIAM LAACK
KIMBRA KRUEGER
TAMMY LARSON
GARY MCINTEE
JAMES LOTZER JR
JAMES ACKERLUND
BARBARA HOBERG
CARLA MUELLER

BERLIN
MARSHFIELD
MAUSTON
JANESVILLE
MADISON
WAUPACA
MUSKEGO
COLFAX
ELKHORN
NEW LONDON

CAROL STINSKI
DAVID ARENZ
MARY AXTMAN
DONALD SWENSEN
BECKY ILLGEN

MICHAEL HOLZHUETER

JOEL HAMMOND

WEYAUWEGA
KIEL
DE FOREST
MARSHFIELD
COTTAGE
GROVE
COTTAGE
GROVE
COTTAGE
GROVE

**DON'T FORGET TO CHECK OUT THE WIRLCA WEBSITE
WWW.WIRLCA.ORG**

**FOR-CURRENT EVENTS-"HOT" NEWS-SCHEDULES OF EVENTS
and VAST INFORMATION**

There will only be one retirement seminar this year on May 3, 2019 at Mid-States in Green Bay

So you're thinking about retiring?

First and foremost – CONGRATULATIONS!!!!

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

Next (and this is important): To sign up for dues withholding from your annuity, you must FIRST provide us with your newly assigned "CSA" number. The Office of Personnel Management (OPM) assigns this number during their processing of your retirement. We cannot process your application for dues withholding without it.

IF you should choose to pay "Cash" dues: Regardless of when you start paying, it is an annual payment of \$105.00, payable by July 1st each year.

Group Tours of Lambeau

We have teamed up with Lambeau Field in conjunction with Mid-States 2019 to offer stadium tours.

Classic Tour Plus: 1 hour guided tour beginning in the Atrium (includes walking through the players tunnel, the club level suite and field level) followed by a self-guided tour of the 15,000 square foot, two level Green Bay Packers Hall of Fame (typically takes up to 2 hours to complete).
Cost: **\$23.21** (\$21.10 Seniors; \$12.66 children under 11)

Champions Tour Plus: 1.5 hr guided tour beginning in the Atrium (includes all locations in classic tour plus view the South End and Roof Loft) followed by a self-guided tour of the 15,000 square foot, two level Green Bay Packers Hall of Fame.
Cost: **\$28.49** (\$27.43 Seniors; \$17.94 children under 11)

Classic Tour: 1 hour guided tour beginning in the Atrium (includes walking through the players tunnel, the club level suite and field level). ****Does not include Hall of Fame**
Cost: **\$12.66** (\$11.61 Seniors; \$7.39 children under 11)



(circle your choices)

Thursday Afternoon: 2 pm

Sunday Afternoon: 1 pm

Classic Tour

Classic Tour Plus

Champions Tour Plus

Number of tours: _____

Amount enclosed: _____

**if less than 20 people per tour sign up, money will be returned.

Name: _____

email address: _____

Send form and payment to: Mid-States 2019 Tours; PO Box 708; Wyocena, WI 53969

MID STATES CONFERENCE MAY 3 – 4 – 5, 2019

Radisson Hotel & Convention Center * 2040 Airport Drive *

(920) 494-7300 Single \$91 * Double \$101 FREE PARKING!!

Name: _____

Address: _____

City/ST/Zip: _____

Phone: _____

Email: _____

Friday Lunch _____ @ \$20.00 ea

Friday Meet & Greet _____ (qty)

Saturday Breakfast _____ @ \$20.00 ea

Saturday Lunch _____ @ \$25.00 ea

Saturday Banquet _____ @ \$40.00 ea

Sunday Breakfast _____ @ \$20.00 ea

\$ _____ Total Amt Enclosed

Mail to: WIRLCA Mid-States
PO Box 708
Wyocena, WI 53969

Questions? Call (608) 617-4704

GET YOUR LEAVE SLIPS IN NOW!!

NRLCA NATIONAL AUXILIARY INFORMATION

2018-19 President-Cheryl Rodenbeck

PRESIDENTS MESSAGE

I received many excellent recommendations for humanitarian projects. I have supported and worked on many projects, all of which were very dear to the President who selected them, and there has not been a bad one in the decades that I have been involved.



Many of our membership either need or provide assistance to others. Our time and talents can help others in many ways, more than most of us realize. I chose a PROGRAM OF AWARENESS to encourage each of us to use our time and talents to help someone else. While considering a project for the coming year, I wanted to increase our membership's awareness of opportunities to support others.

The National Auxiliary scholarships continue to "age out" with funding depleting, therefore the recipient of the raised through this project will become a scholarship fund to be known as the Francis & Laurie Raimer Scholarship. As many of you know, Laurie has blessed the Auxiliary and PAC funding efforts with her art. Francis, a former National Association Committeeman, has supported her work, and believe me the donations of this type are a family affair. It has become apparent that the Auxiliary was about to lose some scholarships that have been in place for several years. I believe the scholarships offered through the NRLCA Auxiliary are an important part of what we do.

This scholarship will be available to ANY member of the NRLCA organization and will be a judged scholarship (similar to the PNO Scholarship). NATIONAL AUXILIARY SCHOLARSHIP DEADLINE IS MARCH

PROGRAM OF AWARENESS 2018-2019

Humanitarian Project:

Francis & Laurie Raimer Scholarship

Motto: "Helping Hands, Sharing Our Hearts"

Symbol: Helping Hands

Americanism: Organ Donation

Safety: Buddy System

Songs: "I Can Only Imagine" "The Prayer"

Flowers: Texas Yellow Rose & Texas Bluebonnets

Inspiration: "Success has nothing to do with what you gain in life or accomplish for yourself. it's what you do for others"

-Danny Thomas, Entertainer and Founder of St. Jude Children's Hospital

AMERICANISM PROJECT:

In keeping with the goal to raise awareness of how each of us, at any age, can help others. Raising awareness for organ donation registration and the life giving commitment to help others with the ultimate gift. Please consider registration to be an organ donor, and inform your loved ones. Also, please share your decision and encourage others to register as well.

SAFETY:

Increase your safety by utilizing the "Buddy System" when out and about. There is always safety and strength in groups rather than a single person. Please help your friends by using your awareness to your surroundings and protect yourself and your friends .HINT: This is important for people of all ages.

SCHOLARSHIPS

JUNIOR CONTEST The following rules apply to all age groups. Entries with incorrect information or incomplete will be disqualified. All essays and posters must be on or attached to a letter size manila folder. Each essay and poster must have the following information legibly written on the back of the folder: **Name, address, date of birth and age as of August 1,2019, the name of the parent or grandparent, and the state in which dues are paid.** Entries are judged on originality, neatness, grammar, and spelling. You must be able to fold the folder.

Please have fun and participate!

Age 6-7 Design a Poster-"Who helps me? "

Age 8-9 Design a Poster -"How do I help my family? "

Age 10-11 Design a Poster-"Who do I help ?"

Age 12-14 Design a Poster-"What will I do to help others?"

Age 15-17 Write an Essay-"How do animals assist humans?"

Age 18-20 Write an Essay-"What I Can Do to Make Our World Better?"

Special Needs Juniors-Ages 6-20: Design a Poster-"Helping Someone"

WIRLCA AUXILIARY OFFICERS **2018-2019**

President

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

Vice-President

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Secretary/Treasurer

Tana Zeich
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Junior Sponsor

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johnsonhjean@gmail.com

WIRLCA JUNIORS **OFFICERS** **2018-2019**

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@gmail.com

Chaplain

Kyler Johnson
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Darlington, WI 53530
608-482-1180
KylerStevenJ1211
@gmail.com

Juniors

WISCONSIN RURAL LETTER CARRIERS AUXILIARY

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

(Applicant's Name)

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

Dear Applicant:

The WIRLCA is pleased to offer scholarships in amounts of \$500. Also \$750 scholarships will be awarded to active WIRLCA Juniors.

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

APPLICATION INSTRUCTIONS:

Include an official transcript with Notary Seal beginning with Grade Nine through the first semester of the Senior year. The grade point average must be 2.5 (C+) on a 4 point scale.

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

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

All applications **must be postmarked no later than May 18, 2019.**

Any Application received with a postmark **later than May 18, will not be considered.**

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

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

Applicant may include a recent photograph or high school senior picture of the applicant with this application. By including this photograph, applicant is authorizing the WIRLCA to use this picture in our State Newsletter.

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

Scholarships will not be paid until the student has successfully completed the first semester (with grade point average 2.5 (C+ or higher on a 4 point scale) and enrolled for the second semester. **A letter including grades received for first semester and a schedule of classes for second semester must be sent to the Auxiliary Secretary/Treasurer by February 15, 2020.**

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

Name: _____ Birth Date: _____

Street Address: _____

City: _____ State: _____ Zip +4: _____

Phone Number: _____

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

Check one: Regular Carrier____ Retired____ Substitute____ Widow(er) of Carrier____

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

Are your Parent/Grandparents members in good standing in: WIRLCA – Association **Yes**____ **No**____
WIRLCA – Auxiliary **Yes**____ **No**____

In what county are membership dues paid? _____

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

PLEASE ANSWER THE FOLLOWING QUESTIONS AS COMPLETELY AS POSSIBLE

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

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

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

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

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

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

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

Your career goals.

Why you wish to pursue the career you have chosen.

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

Any other information about yourself that might be relevant to this application.

Signature of Applicant: _____

Father's Name (Please print): _____

Signature of Applicant's Father: _____

Mother's Name (Please print): _____

Signature of Applicant's Mother: _____

Date of Application: _____

Attach
Picture
Here

(Optional – Refer to #6
application instructions)

Thank you! Good Luck with Your Future!

CLASSIFIEDS

Do you have a route vehicle to sell? Do you want to make a mutual transfer?

THEN ADVERTISE IT HERE! SEND REQUESTS TO editor@wirlca.org by the deadline listed on the back page.

TRANSFER WANTED-From Hayward, WI-11 Rural Routes, 10 POV, 1 LLV to locations within the Wausau ~ Stevens Point areas. Contact me at 2laurel@charter.net or 715-613-1562

**FOR SALE-2011 Dodge Grand Caravan with a Pedal Pro Conversion. Less than 5000 carrier miles with a total of 100000 miles on it. Excellent condition with no issues. Dark grey ext. and light grey int. New Blizzard tires and a good set of tires for summer. Comes with signage and ready to deliver. \$16000
608-963-9624 or woodchuk@reagan.com**

USEFUL WEBSITES

LiteBlue www.liteblue.usps.gov

USPS home www.usps.com

Office of Personnel Management
www.opm.gov

Thrift Savings Plan www.tsp.gov

USPS Office of Inspector General
www.oig.gov

eOPF-Find your electronic personnel folder
www.eopf.usps.gov/eOPF/jsp/essLogin.jsp

Department of Labor www.dol.gov

Social Security Administration www.ssa.gov

House of Representatives www.house.gov

United States Senate www.senate.gov

Congressional Record Resource
www.congress.gov

Postal Regulatory Commission www.prc.gov

Equal Employment Opportunity Commission
www.eeoc.gov

Government Accountability Office
www.gao.gov

National General Insurance
www.nationalgeneral.com

Keeping Posted-website for retirees
www.keepingposted.org

Employee Assistance Program (EAP)
www.eap4you.com

Rural Carrier Health Benefit Plan
www.rcbphealth.com

Wisconsin Rural Letter Carriers' Association
www.wirlca.org

Northland District Representative– James “Jim” Riess

THINGS EVERY RURAL CARRIER SHOULD KNOW

1. If you receive discipline, you have only 14 DAYS from the day you receive the discipline to file a grievance; discipline for safety violations are on the rise and all discipline need be grieved; if you do receive discipline, your steward cannot initiate the grievance for you unless you are incapacitated or incarcerated.
2. Every carrier needs to verify that payroll has been submitted properly each pay period (1314's, 1234s need be available and reviewed every other Friday); see cut-out information contained in this newsletter;
3. Your detailed earnings statement can be viewed on Lite Blue;
4. PS Form 3971 Request of leave need be used by all rural employees; management must respond to leave requests in a timely manner normally when submitted in advance a reasonable period of time for regular carriers is 3 to 5 business days;
5. When the edit book is submitted, management must update the 4003 and a new 4003 added to the route book within 3 to 5 business days; a 4241-A should appear in 2 to 3 weeks if applicable;
6. All regular carriers who do not have an assigned relief carrier on their assigned routes need complete a 30.2.A.2 request;
7. Carriers are responsible for knowing and following the working rules in Article 30 of the Contract and replicated throughout the PO 603;
8. Never leave an unattended running vehicle, period; emergency placements and removals are rampant!
9. Every office, branch, and station with rural delivery personnel need elect a local steward (Article 17 of the contract); you do not need a steward to initiate a grievance. In fact, the first step in any grievance especially when grieving discipline, is a discussion between you, the grievant, and your immediate supervisor.
10. If Agents of the Office of the Inspector General (OIG) or the Inspection Service (USPIS) wish to interview you, you should ask for a steward immediately; the Agents ARE NOT required to offer you Union representation and they, most likely, will not. It is incumbent upon YOU to request Union representation;
11. After you request Union representation, you are not required to answer any questions until your steward is present. If you choose to voluntarily answer questions without Union representation, your answers CAN be used against you.
12. If you believe you are involved in a Pre-Disciplinary or Investigative Interview being conducted by your Postmaster and/or Supervisor exercise your Weingarten Rights immediately;
13. Postal Regulations require that we REPORT ALL ACCIDENTS immediately-even “minor” ones. Generally, carriers do not get fired for having an accident. Failing to report an accident immediately is another story; it can and does result in removal from the Postal Service; leaving an unattended running vehicle will most likely result in being emergency placed and eventual removal from the Postal Service;
14. A copy of our Contract (National Agreement) is available to all members at www.nrlca.org. It is mailed to all members as part the *National Rural Letter Carrier* magazine whenever a new contract is ratified or implemented.
15. Arbitrators who hear Grievances over discipline have little or no patience for Postal employees who steal, dispose of, or mishandle mail. Their attitude seems to be that “trust” is one of the main things the Postal Service has going for it. Employees who violate that trust will often times find themselves out of a job; ignorance of the Duties and Responsibilities of a rural carrier (PO 603) is not accepted by arbitrators!
16. The grievance process has not changed in 22+ years – see associated information in this newsletter;

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.

James W. “Jim” Riess, Northland District Representative
897 Roosevelt Ave Pine River MN 56474-5162 Tel: 218-587-2206 Email: Jim.Riess@nrlca.org

Cut and post on Employee Bulletin Board

If management attempts to meet with an employee, and the employee perceives that the results of that meeting could potentially lead to discipline, the employee has the right to ask for Union representation.

- ♦ The right for Union representation arises only when requested by the employee. Management or law enforcement agencies are under no obligation to offer this right.
- ♦ The employer is under no obligation to bargain with the Union representative during the investigatory interview and may insist on hearing only the employee's account of the matter being investigated.
- ♦ The local steward has the Weingarten right to meet privately with the employee prior to the investigative interview.
- ♦ If the employer denies the employee's request for Union representation and continues the meeting, the employee can refuse to answer questions.

WEINGARTEN RIGHTS

If you fear your job and/or rights are in jeopardy make this statement to your manager:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union steward be present at the meeting. Without representation, I choose not to answer any questions."

THE POSTAL INSPECTION SERVICE /OFFICE OF INSPECTOR GENERAL AND YOU

If questioned by a U. S. Postal Inspector and/or OIG Special Agent about your conduct, even if you believe you are not guilty of any wrong-doing, it is suggested you do the following:

1. Remain calm;
2. Correctly identify yourself, if requested to do so;
3. Do not physically resist an arrest or a search of your person or property;
4. Read aloud to the Postal Inspector(s) and/or OIG Special Agent(s) this statement:

"I request the presence of my union representative. If I am a suspect in a criminal matter, please so advise me. If so, I wish to contact my attorney."

(His/Her) name is _____

Telephone number () _____

"If I am under arrest, I request that you so advise me and inform me of the reason or reasons. I will not resist an arrest."

"I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a search. If you have a warrant, I request to see it at this time."

"I will cooperate with you fully, but I do not waive any of my rights, including my right to remain silent. I will not sign a waiver-of-rights form, nor admit or deny any allegations, nor make any written or oral statement unless my attorney and/or union representative are personally present and so advise me."

5. Remain silent until you have consulted with your union representative or attorney, as appropriate. This is not complete advice. Always consult with an attorney.

LAKELAND DISTRICT REPRESENTATIVE-JULIA DOGGETT

GREETINGS FROM THE LAKELAND DISTRICT REPRESENTATIVE!

By the time you receive this newsletter, we “should” be heading out of winter and moving closer to SPRING! This winter was one for the history books, with suspension of mail delivery due to the extremely cold weather.

FMLA

Serious health conditions are a part of some people’s lives. Running the gamut of migraines, asthma, and too many more conditions to list, whether their own condition or that of a family member, it becomes necessary to take time off work due to the condition. A very important act was passed in 1993, called the Family and Medical Leave Act (FMLA). This act protects employees of qualifying employers against discipline or discharge for using leave to attend to their own, or a qualifying family member’s, serious health condition. The USPS is a qualifying employer. The FMLA is law and the Postal Service has incorporated much of that language into section 515 of the Employee and Labor Relations Manual (ELM). Nothing in Section 515 may contradict the FMLA.

ELM Section 515.2 defines qualifying family members as:

- “a. Son or daughter — biological, adopted, or foster child, stepchild, legal ward, or child who stands in the position of a son or daughter to the employee, who is under 18 years of age or who is 18 or older and incapable of self-care because of mental or physical disability.
- b. Parent — biological, adoptive, step or foster parent or any other individual who stood in that position to the employee when the employee was a child.
- c. Spouse — husband or wife.

“Subparts (d) through (h) apply to leave to care for a covered service member or for qualifying exigency leave related to a covered military member’s call to duty.” (see ELM 515.2.d-h for complete definitions)

- d. Son or daughter of a covered service member
- e. Parent of a covered service member
- f. Covered service member
- g. Military member
- h. Next of kin of a covered service member (applies only to leave to care for a covered service member)

On February 23, 2015, the definition of “spouse” was revised to ensure members of legal, same-sex marriages equal protection under the FMLA.

To be a qualifying employee, a rural carrier must meet the following criteria, found in ELM 515.3:

“For an absence to be covered by the FMLA, the employee must have been employed by the Postal Service for an accumulated total of 12 months and must have worked a minimum of 1,250 hours during the 12-month period before the date leave begins.”

FMLA protection applies to serious medical conditions, either chronic (asthma, diabetes) or acute (broken leg, surgery) or to allow a bonding period after the birth or adoption of a child. This protection allows an employee to use up to 12 weeks (480) hours of their leave and/or LWOP without disciplinary consequences. Even though regular rural carriers may only take leave in full-day increments, just the time used for the FMLA purposes will be counted against the 480-hour balance. So, if a carrier with approved FMLA takes a day of sick leave to have a 2-hour medical test done, only the time associated with the medical appointment and test are deducted from the FMLA balance.

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It is a common misnomer that the employer does not have the right to request documentation for each FMLA protected absence. It does, and this documentation should help maintain accurate FMLA hour balances.

Additionally, if a carrier is the spouse, child, parent or next of kin of a covered service member, the carrier must be allowed up to 26 workweeks (1040 hours) of leave during a single 12-month period to care for the service member with a serious injury or illness, defined in ELM 515.2(j).

Finally, FMLA covered employers are required to have the Department of Labor poster WH1420 posted prominently in every installation. All covered employers are required to display and keep displayed a poster prepared by the Department of Labor summarizing the major provisions of the FMLA and telling employees how to file a complaint. The poster must be displayed in a conspicuous place where employees and applicants for employment can see it. A poster must be displayed [at] all locations even if there are no eligible employees.

<https://www.dol.gov/whd/fmla/posters.htm>

The most important resource of a union is its rank and file. —Ray Rogers

FILING A GRIEVANCE 101

There has been an increase in instances that grievances are not being filed properly by carriers, or they are just not being forwarded to the assigned Steward after being initiated. Article 15 of our National Agreement provides a process we have, that not many others have access to. Other sector employees working without a contract would not necessarily have this avenue for addressing “a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment.” (Article 15.2)

Article 15.3 lines out in the simplest terms, the procedure we must follow to exercise our right to file a grievance. The process at the local level is in two parts. First, a carrier is responsible to discuss the issue with their immediate supervisor within 14 days. Before a grievance is filed, Management must be given an opportunity to correct the deficiency you have identified. If a carrier is hesitant, uncertain or otherwise concerned about approaching management, this section of the article also grants the right to bring along your Steward!

I am also going to throw in here that carriers are compensated for any time spent discussing and initiating a grievance, as well as time spent with management during a pre-disciplinary interview.

The next step for processing a grievance involves the PS Form 8191 Joint Grievance Form. If the parties are unable to resolve the issue at this discussion, sections 1-4 of this Postal Form are filled out between the employee and manager. Lines 1-4 consists of the carrier’s personal information; name, EIN, address, phone, title and route number. It also includes other relevant information regarding the grievance itself; the date the incident occurred as well as the date the discussion was held. Man-

agement should be initialing and placing a date in box 3b of the form, indicating when this discussion was held. Line 4 is a little trickier, but it is important that it is filled in. This explains to the Steward who will be handing this grievance what exactly the issue is. It should always be posed in the form of a question; such as “Did management violate the National Agreement by..... ?” Or with disciplinary measures, “Did management have just cause to issue.....?” You can always contact your steward for assistance with the wording, or if they are there with you, they can assist with it right then.

This concludes the initial discussion and constitutes the official filing of the grievance, leading in to the second part of the process at the local level. After this discussion and the initiation of the grievance, it is important that the original of the grievance form is given to the assigned steward for further processing. Management should make a copy, and one made for the carrier too. The installation head and assigned steward must meet within 10 days of the date a grievance is initiated, so it is vitally important that the steward is given the form immediately. There are steps the steward must take to prepare for the meeting, so the more advance notice they have that there is a grievance, the better.

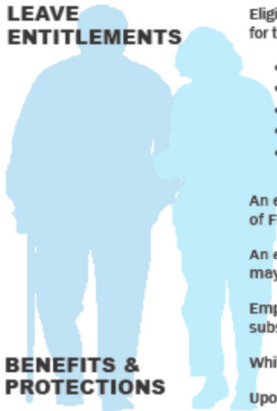
Your steward will thereafter keep you apprised of the progress of your grievance.

Please, help your steward help you, by correctly starting the grievance process and forwarding the form right away. If you are having trouble getting management to meet with you, make notes of your efforts, of who you spoke to and how, and contact your steward. Article 15 provides the procedure but also the right to address a concern you have related to those conditions.

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS



Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within one year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

*Special "hours of service" requirements apply to airline flight crew employees.

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.



For additional information or to file a complaint:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division



WH1420 REV 04/16



District Representatives (Stewards) & Assignments WISCONSIN AREA



Full Time <u>Lakeland District Representative</u> Julia Doggett PO Box 503 West Chicago, IL 60186-0503 Phone: 217-622-3820 Email: Julia.Doggett@nrlca.org Assigned Zip Code Areas: All Lakeland District	Full Time <u>Northland District Representative</u> Jim Riess 897 Roosevelt Ave. Pine River, MN 56474-5162 Phone: 218-587-2206 Email: Jim.Riess@nrlca.org Assigned Zip Code Areas: All Northland District
Full Time Assistant District Representatives (Lakeland) Louan Friend PO Box 33 Endeavor, WI 53930-0033 Phone: 608-745-2481 Email: Louan.Friend@nrlca.org Assigned Zip Code Areas: 530, 535, 537, 538, 539	Full Time Assistant District Representatives (Northland) Peter Buckingham PO Box 556 Waconia, MN 55387-9615 Phone: 952-856-4151 Email: Peter.Buckingham@nrlca.org Assigned Zip Code Area: All Northland District
Greg Dietzler PO Box 101 Marshfield, WI 54449-0101 Phone: 715-533-0132 Email: Gregory.Dietzler@nrlca.org Assigned Zip Code Areas-541, 542, 544, 545 & 549	Valerie "Val" Fredrickson PO Box 241244 St. Paul, MN 55124-1244 Phone: 507-676-3805 Email: Valerie.Fredrickson@nrlca.org Assigned Zip Code Area: All Northland District
Part Time Assistant District Representative (Lakeland) Amy Dorner PO Box 2 Union Grove, WI 53182-0002 Phone: 262-853-1118 Email: Amy.Dorner@nrlca.org Assigned Zip Code Area-531, 532, 534	Part Time Assistant District Representative (Northland) Gary Pingel PO Box 664 Tomah, WI. 54660-0664 Phone: 608-387-5045 Email: Gary.Pingel@nrlca.org Assigned Zip Code Areas-546 & 547
Area Steward-Lakeland Kim MacDonald Phone: <u>Contact ADR assigned to these zip codes</u> Offices assigned: Hartford-53027, Horicon-53032, Pewaukee-53072	Part Time Assistant District Representative (Northland) Billie Jo Briese PO Box 692 Cushing, WI 54006 Phone # 715-255-7754 Email: Billie.Briese@nrlca.org
Area Steward-Lakeland Jennifer Gregesich Phone: 920-740-4734 Offices assigned: Appleton-54913, GB Cofrin-54302, Greenville-54942, Hortonville-54944, Manawa-54949	Greg Dietzler FT-ADR PO Box 101 Marshfield, WI 54449-0101 Phone: 715-533-0132 Email: Gregory.Dietzler@nrlca.org Contact Northland District Representative for area assignment
Area Steward-Lakeland Brian Ulrich 815-742-7091 WI office assigned: Beloit WI-53511	Area Steward-NW Wisconsin MARTI ROBERTS 6583 Saint Louis Road Esko MN 55733-930 Phone: 218-590-6437 Email: martimnrlca@aol.com

**VISIT
WWW.WIRLCA.ORG**

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

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VISIT WWW.WIRLCA.ORG

Important Candidate Notification

Any candidates for State Board Office or National Delegate have the right to submit a political announcement in the May issue of the WIRLCA NEWS. DEADLINE IS APRIL 21, 2019

Political announcements are limited to 50 words and are printed as written. The announcement is ended upon reaching the word limit. No political announcement will be edited for content, grammar or punctuation. Publication program's word count will be used. The only exception is to eliminate fully capitalized, bold faced or italicized type. All political announcements will be allotted the same amount of space and the same size type will be used for each announcement. *****NOTE: Candidates are free to say whatever they please in their candidate announcements (subject to editing for labor law compliance) and may contain vulgar or offensive language which must be printed exactly as submitted.***

COMING EVENTS

MAR 30-LOCAL OFFICER TRAINING AND PAC
HOSPITALITY-THREE BEARS IN WARRENS
MAR 31-SPRING CONFERENCE IN WARRENS
APR 20TH RDWL SIGN-UP BEGINS
MAY 3RD-5TH-MID-STATES CONFERENCE IN
GREEN BAY @RADISSON HOTEL
JUNE 21-23 115TH WIRLCA STATE
CONVENTION-MISHICOT

UPCOMING BOARD MEETINGS

***PLEASE CHECK WEBSITE FOR MOST UP TO DATE
INFORMATION AS DATES /TIMES AND/OR
LOCATIONS MAY BE CHANGED AS NEEDED.