



# WIRLCA NEWS

WISCONSIN RURAL LETTER  
CARRIERS' ASSOCIATION  
JULY-AUG 2019

POST-CONVENTION EDITION

WIRLCA OFFICIAL WEBSITE-[WWW.WIRLCA.ORG](http://WWW.WIRLCA.ORG)

VOL. CCXIX ISSUE #4

## 2019 WIRLCA OUTSTANDING MEMBERS OF THE YEAR



ASSOCIATION-  
MARILYN LAPORTE

AUXILIARY-  
LESTER SCHLIES

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# State Officers

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

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

## **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.

## 2018-2019 Report of Ronnie Berg, WIRLCA President

Fellow Officers, National Executive committee-man Conley, delegates, members and guests of the Wisconsin Rural Letter Carriers Association; It is my honor and privilege to present you with my annual report. I would like to thank you all for this opportunity.

To say the least 2018-19 was a very busy year. I attended the National Convention in Grand Rapids, Michigan in August, I was one of the many who contracted Influenza -A. I was really sick for a month and went to the hospital for 3 days. I represented this organization at the fall Region 10 meeting. I was assigned to Fond du Lac/Green Lake, Waushara, Winnebago, Waupaca, and Outagamie local units. I spoke and represented this association at the 2019 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.

A WIRLCA board meeting was also held in Green Bay in July 2018. At this meeting we met with a Department of Labor auditor. WIRLCA was chosen for a random audit. A report was given by Jason Kish DOL auditor that we received a passing mark with a few very minor notations that have been addressed and/or corrected. I represented the WIRLCA at region 10 meeting in McFarland along with Committee-man Jason Johnson. There were 30 members in attendance. Spring conference was held in Warrens 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. I chaired the Mid States Conference in Green Bay. It was a very successful event with a great attendance of nearly 400 carriers/attendees. Thank you all for your attendance! 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

RON BERG  
PRESIDENT



July in Alexandria VA. This is a quite a challenging assignment. I gladly accept this responsibility as this will be my final year on this committee and my duties will end at national convention in Texas.

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 have turned over research of finding "50 year plus" members to Assistant Secretary/Treasurer Pingel. She is doing a great job. If you have any leads contact her. Thanks Dawn! 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 11 years. I feel that we have a great team effort by the current board with their dedication to excellence of this organization. The entire board has definitely been very good guardians of the assets of your union. Thank you all!

I hope you all have a great time at this year's 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

*The big secret in life is that there is no big secret.  
Whatever your goal, you can get there if you're willing to  
work.*

***Oprah Winfrey***, *O Magazine*  
*US actress & television talk show host (1954 - )*



**BOB LUECK**  
**VICE PRESIDENT**  
**PAC CHAIR**

**2018-2019**  
**Officers Report**  
**of Robert H. Lueck, Vice**  
**President /PAC Chair**

President Ron Berg, NRLCA Committeeman Dennis Conley, fellow officer's, auxiliary officer's, 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 fifth year as a WIRLCA board member began at last year's State Convention in Ashland. I ran for Vice President, the position that I currently held, and I was successful in my bid. I then attended the post-convention board meeting. attended the July WIRLCA board meeting held at the Radisson Hotel in Green Bay, the site of 2019 Mid-States Conference. I attended the National Convention in Grand Rapids, MI, at the Devos Place Convention Center, as a board member and as well as a delegate. I was unable to attend Region 9 fall meeting and Region 11 fall meeting due to an injury.

I attended the fall county meeting for Racine/Kenosha counties. I attended the January meeting of the WIRLCA board, held at the Three Bears Lodge in Warrens. I was in attendance at the WIRLCA board meeting held at Three Bears Lodge prior to Spring conference as well.

I attended spring meetings for Cal-Man-She, Dodge, Milwaukee/Waukesha, Jefferson and Racine/Kenosha and I wish to thank all those county officers and members for their hospitality.

I then attended the Mid-States Conference, which was hosted by Wisconsin, at the Radisson Hotel and Conference Center in Green Bay.

I attended, along with President Berg, the annual NRLCA Legislative Conference from May 18th to 22nd in Washington D.C.

I was appointed as PAC chair by President Berg as well. 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 and accountable for all contributions, 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



***Why Give to PAC?***  
***The NRLCA-PAC helps make the lives of***  
***Rural Letter Carriers better (period!)***  
***2018-2019 PAC year totals can be found***  
***on [www.wirlca.org](http://www.wirlca.org)***

# NRLCA Grassroots Initiative: Get Involved!



Below are materials to aid our legislative team on Capitol Hill and have your voice be heard by getting involved with the legislative process. If you have any questions, please contact our Legislative Department at (703) 684-5545.

These form letters are a guideline, so personalize your letter by including stories from your experience as a rural carrier. Use the [Senate Directory](#) or the [House Directory](#) to find your Congressperson, and send your letter to their district office. District office addresses are available on each Congressperson's website, which can be found in the directory. A list of Wisconsin congress representatives are on the following page

To ensure your letter will be most effective:

- ▶ **Correctly address the letter to the appropriate district office.**
- ▶ **Sign your name and include your home address.**

Sample letters are available at- <https://www.nrlca.org/Content/Grassroots>



## **FIGHT FOR 6-DAY DELIVERY AND AGAINST PRIVATIZATION!**

Contact your Senators and Representatives to urge the continuation of 6-Day Delivery.

[H.Res.54 Form Letter](#) 

## **CONTACT YOUR SENATORS AND REPRESENTATIVES TO URGE THEM TO OPPOSE PRIVATIZATION OF THE POSTAL SERVICE.**

[H.Res.33 Form Letter](#) 

## **FIGHT TO BUY BACK YOUR TIME AS AN RCA!**

Contact your Senators and Representatives to urge them to support the Buy-Back Bill.

[H.R. 2478 Form Letter](#) 

## **FIGHT TO END THE PRE-FUNDING MANDATE!**

Contact your Senators and Representatives to urge them to oppose pre-funding of retiree healthcare benefits.

[H.R. 2382 Form Letter](#) 

CONTACT YOUR LEGISLATOR: See next page OR go to the following websites

[House of Representatives](#)-<https://www.house.gov/representatives>: To find your Representative, please enter your zip code in the box in the upper right hand corner.

[United States Senate](#)-[https://www.senate.gov/general/contact\\_information/senators\\_cfm.cfm](https://www.senate.gov/general/contact_information/senators_cfm.cfm)

Source: [www.nrlca.org](http://www.nrlca.org)

# MAKE YOUR VOICE HEARD-WRITE THEM TODAY!



## Wisconsin's Senators

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 Representatives

**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>



**2018-2019  
Annual Report of  
Ellen Pulver, Secretary/Treasurer**

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

It's been another busy year. In July, we completed the Department of Labor Compliance Audit. As with any audit, there are always places to improve. We have, as an association and board, made considerable improvement in the places we needed to since the last compliance audit which was conducted in 2010. A key flag to our selection was due to the planned spend down of association reserves which occurred following the implementation of the NSS system.

In August, we attended the National Convention in Grand Rapids MI. Wisconsin was recognized as a membership leader in our division for maintaining retired membership. Together with Dawn's assistance, we contacted all local units to begin the LM4 filing process. We completed filing all 40 local units annual LM reports ON TIME electronically. This step in addition to filing the State Association's LM on time resulted in 100% on time compliance for Wisconsin. Thanks to all our local officers in assisting to meet this goal.

September and October were busy with recruiting opportunities, regional meetings and local meetings. In November, I attended mandatory second year national training for secretary/treasurers in Alexandria at our NRLCA headquarters.

We are currently expanding and improving our recruiting efforts through changes to our recruiting programs. We have implemented having a handful of recruiters go to the various orientations. This is an ever-changing process and program as the NRLCA continues to make changes to the programs. Our current process

**ELLEN PULVER  
SECRETARY/TREASURER**



will be changing yet again after July 1st. Stay tuned to the upcoming issues of the newsletters for details.

An extensive amount of additional time was taken over the year in preparation of hosting the 2019 Mid States Conference in Green Bay. Much administrative time was taken on chasing details of this large event and tracking the receipts from attendees and various entities involved in presenting the event. The bulk of this time as spent in the last month leading up to the event. We had over 360 attendees and representatives from the Social Security Administration, TSP, Joni Montroy, RCBP, Aetna, CVS Caremark, National General Insurance, Atlanta Postal Credit Union and others in our resources area and all made presentations during the event.

Additionally, I attended local meetings in Columbia, Brown/Shawano, Door/Kewaunee, Ozaukee/Washington, and Winnebago counties during the month of April. I have tried to encourage participation in our organization by submitting relevant articles for the WIRLCA Newsletter. I have overseen the processes involved in our election process for national delegates and ensured compliance with all legal aspects of the process. I have processed payroll for board members, accounts payable and receivables, prepared numerous tax and other legal reports throughout the year and overseen the financial health and wellbeing of our state association. We may be running lean, but remain frugal in providing as much information to our state's membership as possible.

I would not have been nearly as successful in this position if it weren't for the efforts of Assistant Secretary/Treasurer, Dawn Pingel. She has been invaluable in her support and still may not fully realize how much I rely on being able to delegate

*(Continued on page 16)*

1:42 PM  
06/20/19  
Cash Basis

Wisconsin Rural Letter Carriers Assn2  
Statement of Financial Position  
As of June 20, 2019

	Jun 20, 19	Jun 20, 18	\$ Change
<b>ASSETS</b>			
Current Assets			
Checking/Savings			
1000000 · State Checking Account	3,084.87	4,858.80	-1,773.93
1100000 · State Savings Account	5,926.13	8,250.10	-2,323.97
1100070 · CD # 70	0.00	-105.25	105.25
1100080 · CD# 80	0.00	106,951.35	-106,951.35
1100083 · CD# 83	112,010.33	110,033.56	1,976.77
1100084 · CD # 84	0.00	0.27	-0.27
1100086 · CD #86	51,103.07	0.00	51,103.07
Total Checking/Savings	172,124.40	229,988.83	-57,864.43
Accounts Receivable	-983.25	-420.00	-563.25
Total Current Assets	171,141.15	229,568.83	-58,427.68
<b>TOTAL ASSETS</b>	<b>171,141.15</b>	<b>229,568.83</b>	<b>-58,427.68</b>
<b>LIABILITIES &amp; EQUITY</b>			
Liabilities			
	2,654.99	11,418.68	-8,763.69
Equity			
3000000 · Opening Balance Equity	697,860.75	701,009.66	-3,148.91
3900000 · Retained Earnings	-500,259.79	-421,943.61	-78,316.18
Net Income	-29,114.80	-60,915.90	31,801.10
Total Equity	168,486.16	218,150.15	-49,663.99
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>171,141.15</b>	<b>229,568.83</b>	<b>-58,427.68</b>

1:43 PM  
06/20/19  
Cash Basis

Wisconsin Rural Letter Carriers Assn2  
Statement of Activities  
July 1, 2018 through June 20, 2019

	Jul 1, '18 - Jun 20, 19	Jul 1, '17 - Jun 20, 18	\$ Change
<b>Income</b>			
4000000 · National General Insurance	21,507.83	19,596.48	1,911.35
4050000 · Incentive Program	4,665.00	2,380.00	2,285.00
4100000 · Interest / Dividends	4,102.60	6,263.12	-2,160.52
4200000 · Membership Dues	271,577.52	235,319.43	36,258.09
4300000 · Miscellaneous	110.00	529.52	-419.52
4400000 · Reimbursements	5,137.88	4,917.71	220.17
4500000 · Sales	21,778.05	4,824.00	16,954.05
Total Income	328,878.88	273,830.26	55,048.62
Cost of Goods Sold	0.00	0.00	0.00
Gross Profit	328,878.88	273,830.26	55,048.62
<b>Expense</b>			
5000000 · Accounting Fees	4,000.00	6,046.24	-2,046.24
5100000 · Awards & Recognition	2,088.90	1,029.87	1,059.03
5200000 · Education & Training	3,707.92	3,513.18	194.74
5300000 · Employee Benefits	0.00	0.00	0.00
5400000 · Equipment Purchases	1,087.40	2,741.63	-1,654.23
5500000 · Equipment Rental	231.69	0.00	231.69
5550000 · INSURANCE	417.00	530.00	-113.00
5600000 · Lodging	24,726.09	14,046.23	10,679.86
5700000 · National Convention	29,330.43	44,806.36	-15,475.93
5800000 · Office Expense	3,350.90	5,621.05	-2,270.15
5900000 · Payroll Taxes	13,015.49	13,123.18	-107.69
6000000 · Per Capita Dues	32,960.18	39,783.50	-6,823.32
6100000 · Postage	10,646.20	9,820.65	825.55
6200000 · Printing	582.95	558.76	24.19
6300000 · Mid-States Conference	41,385.79	5,168.61	36,217.18
6400000 · Rent	0.00	0.00	0.00
6500000 · Repairs / Maintenance	0.00	0.00	0.00
6600000 · Salaries and Wages	135,053.29	132,169.96	2,883.33
6690000 · Reconciliation Discrepancies	0.00	0.60	-0.60
6700000 · State Meetings	7,877.00	7,076.55	800.45
6701000 · State Paper	15,760.87	17,149.27	-1,388.40
6900000 · Telephone & Internet	6,431.78	5,648.00	783.78
7000000 · Travel	25,339.80	25,912.52	-572.72
Total Expense	357,993.68	334,746.16	23,247.52
Net Income	-29,114.80	-60,915.90	31,801.10

**2018-2019 Annual Report of  
Dawn Pingel,  
Assistant Secretary/Treasurer**

President Berg, NRLCA Committeeman Dennis Conley, WIRLCA Board Members, Association, all first-time convention attendees; Auxiliary Members, Juniors and guests. Here is my report for the 2018-2019 year as your Assistant Secretary/Treasurer.

After having one full year under my belt, I have been able to build on what I had learned and get a better sense of how everything works. Once the convention ended, I helped with getting the information needed that would be sent to the National Office for the national convention. In August, I went to the National Convention in Grand Rapids, MI where the delegation voted on resolutions for future negotiations, an update on RSD and for the National Officer's we have in place today; I do believe we set a new record for the longest meeting. We said our good-bye's to President Dwyer who was returning to her mail route. I do encourage those that have not been to a National Convention to consider being a delegate in the future.

In September/October the Fall Regional Meetings were held where I passed along information about what was going on and upcoming events. Attendance is key to these informal gatherings and I know that we all have busy schedules, but we encourage all to try and plan to attend.

Early spring brought on getting ready for local county unit meetings and getting the information out to the local secretaries. I also attended Secretary/Treasurer Training in Alexandria, VA in March.

Along with attending local meetings, I worked on the Spring Conference which was held in Warrens, WI. The Local Officer Training was also held in conjunction with the Spring Conference and the turnout was outstanding. The speakers were a wealth of information especial-

**DAWN PINGEL  
ASSISTANT SECRETARY/  
TREASURER**



ly Chris Helms from the Federal Injury Center who was our OWCP speaker. (Not affiliated with the NRLCA)

Starting this March, I've been given the 50+ Membership Awards project that President, Ron Berg was doing for all our retiree members. I have been honored to present a few of them over the past year and I look forward to being able to present more. From the bottom of my heart, I'd like to thank all the retirees for their continued support.

May brought Mid-States in Green Bay. We had a great turnout especially for Joni Montroy's retirement seminar. I attended a Department of Labor Seminar in Appleton, WI. They are a wealth of information and every time I attend one of their seminars and their information is the same, I come away with learning something new.

Between all of the above, I have been recruiting new members at New Employee Orientations, writing newsletter articles, and attending the Board Meetings. I still enjoy recruiting new members but the new challenge that seems to be facing our membership is retention. As much as I like being the "first person" they see and they can ask questions about the job, they need our help in the office to stand up for them if/when management comes down on them.

So as my year comes to an end, I want to thank Secretary, Ellen Pulver, for guiding me through another year and being patient while I learn more about my position. She is a wealth of information and I hope to be able to acquire as much information I can from her. I'd also like to thank my husband, Gary and my daughter, Jasmine for the continued support they give me. They are

*(Continued on page 16)*



**SUSAN TIFFANY**  
CHAIR, EXECUTIVE COMMITTEE  
PROVIDENT GUILD  
REPRESENTATIVE

**Annual Report  
of Committeeperson  
Susan Tiffany**

President Berg, NRLCA Committeeman Dennis Conley, WIRLCA Board Members, Association, all first-time convention attendees; Auxiliary Members, Juniors and guests.

Holy Cow! Is it that time again? It's hard to believe that another year has gone by. Time flies when you're having fun (and when it's getting closer to retirement!). I still have a few years left yet, but I see the light at the end of the tunnel.

Well, since my last years report, I've been busy. After last years convention in Ashland, I attended the National Convention in Grand Rapids MI. My first convention as a delegate was in Grand Rapids many years ago. I thought that one was long, well we out did it this last year. With all the candidates, appeals, constitution changes and resolutions it ran into the evening hours, but we got it all done and went home.

I am the Vice-President of the Provident Guild and I attended the board meeting and the representatives meeting at National Convention also. I also helped out at the display table with the 50/50 raffle and other interesting items. Promoting the Guild at meetings, answering questions and making sure that other board members have the material is something I feel strongly about.

Then, we had fall regional seminars and I had the privilege of presenting Region 2 and Region 5. I attended the Save Our Post Office Rally in Oshkosh, then Christmas and winter were upon us. Boy, they weren't kidding when they said "Winter is Coming"! I've worked at the Post Office for 33 years and it has never closed because of the cold. And, then we got snow, lots of it! Some people couldn't find their mailboxes for days! Well, then there was supposed to be

spring. That was strange, too. Our spring conference in Warrens was well attended and I hope we all learned something about OWCP.

We then jumped right into spring county meetings. I presented at Tri-County, Marathon-Clark, Lincoln-Langlade, Lake Superior, Marinette, Oconto and Price-Taylor. I need to remind you how important it is to get your request into your DR for a steward. If the dates are known far enough in advance then, if there are too many on one day, changes can be made. This year, I had a meeting where we did not have a steward because they were all at other meetings. We were lucky that a handful were able to meet with a steward at Mid-states, but not everyone got their questions answered.

Speaking of Mid-states, I hope most of you got to go. It was an informational bonanza. Your board worked very hard to get the most information to the greatest amount of people. It was very rewarding to hear the good reviews. We will have the opportunity to host the Mid-states again but not for another 12 years, we might be rested up by then. And here we are at State Convention again.

I enjoy getting to know all of you whether it is through your county meetings, state meetings, or requesting information for the Provident Guild. We need to band together and pull more carriers into the Union so it stays strong. Just remember, you are the Union!

Respectfully submitted,

Susan Tiffany



**2018/2019**

**End of year report**

A warm welcome and kind wishes President Berg, fellow board members, elected delegates and members of the Wisconsin Rural Letter Carriers; National Executive Committeeperson Dennis Connolly; supporting auxiliary members and juniors; guests; and friends, I submit to you my third annual report of activities as executive committeeperson of the WIRLCA for this year 2018-2019:

This report should actually be considered a continuation of the previous year's report as this is my second year of a three-year term as executive committeeperson. Thank you for electing me to serve you on the board and for your ongoing support and encouragement throughout the year that started with last year's state convention in Ashland, WI on June 22-24. It was at that post-convention board meeting I was assigned Regions 1 and 3 and most of the counties in them along with continuing my assignment as NGIC representative.

As the NGIC representative, I basically encourage you as members to call for a quote. WI had 33 quotes that resulted in policies being written. As a state we went from 557 policies to 582 in 2019. This is what has helped generate \$ back to our association and has helped keep dues lower. Keep calling for quotes and continue your policy.

As your board member, I fulfilled my duty to attend all board meetings held during the year along with submitting informative articles for each issue of the state publication, WIRLCA NEWS. It was with great pleasure I was also elected to represent our members as a delegate to the National Convention across the lake in Grand Rapids, Michigan August 14-17. For those who attended, we will not soon forget how unique it was and hopefully the knowledge gained from the experience. It was with this knowledge in hand that I was able to continue

**FRANCES SMIDT**  
EXECUTIVE  
COMMITTEEPERSON,  
NGIC REPRESENTATIVE



through the year with my obligations as a board member and provide assistance as needed and when called upon.

Along with conducting the two Fall regional meetings I was assigned, I also participated in 8 county unit meetings during the month of April mostly in the Northwestern part of the state. There were 117 members in attendance averaging 15 per meeting. Although, the percentage of membership attending leaves much to be desired, I consider 15 to be a significant increase over previous year participation. There has been an increase in first timers and a significant number of RCAs getting in on the action and knowledge at all levels of our association. Let's keep that ball going--- Build it bigger; build it stronger is my motto.

Of course, I can't forget March. March, along with Spring, always seems to kick off the busy season and this year was no different-starting with Spring Conference in Warrens on March 30-31. As in years prior, this is also when local officer training is presented and being a county President, I got to partake as an observer for information and a mock meeting. This is also when we, as a board, started a full-fledged promotion of Mid-States that Wisconsin would be hosting in Green Bay May 3-5. Part of the promotion involved a T-shirt sale and encouraging members to register. In the end, it seems all our hard work paid off judging by the attendance at Mid-States with well over 100 WI members and over 300 total! Very impressive but lots of work as well to make it a success.

And now we are back at another State Convention here in marvelous Mishicot to conduct the

*(Continued on page 16)*



**JASON JOHNSON**  
EXECUTIVE  
COMMITTEEPERSON

### **2018-2019 Annual Report of WIRLCA Executive Committeeperson Jason Johnson**

Greetings President Ron Berg, NRLCA Committeeman Dennis Conley, fellow officers, elected delegates, auxiliary members, juniors, and all other members and families. I would like to thank you all for electing me to serve you on our great state board. It has been a great first year, and has passed by quickly! I submit to you, my first annual report of my activities while serving as executive committeeperson for the 2018-2019 year.

During my first year, I was assigned to Grant/Iowa, Stateline, Crawford, Dane, and Richland/Sauk. While attending these local county meetings, I met many new carriers, and learned from them as well! I believe I also came out of my shell a bit and am slowly becoming a bit better while in front of people...it's always been a weakness, but I feel more confident than ever. I would like to thank all of you for your great hospitality!

It has also been a busy year of board meetings, starting after last year's convention and my election, and including one in Warrens in January,

and another in Green Bay in July. I attended last year's National Convention in Grand Harbor Michigan, as a paid alternate, and also took my family, as they participated in the auxiliary and junior's events. I also represented the State Board at the Region 10 meeting in McFarland.

On Oct.8th of 2018, my son and I attended "The Postal Service is Not For Sale" Rally held in Madison, and shared our thoughts and concerns with Congressman Mr. Mark Pocan, who also was in attendance. I also attended Spring Conference held in Warrens, and also Mid-States convention which was hosted by Wisconsin this year, in the great city of Green Bay. Mid-States was a lot of work and a learning experience, but was well worth it! We had excellent attendance and received many compliments for such a great Mid-States Conference!

Last year when a few people asked me to run for state board, I knew it would be a bit out of my comfort zone, but I feel as though I am becoming more and more comfortable with each passing day! Balancing a rural route, board position, and a family isn't always easy, but I am enjoying every minute of it, and look forward to serving the great members of this union for the next two years.

Thank You All, God Bless, and Stay Safe Out There!!



**ERICA KRAGNESS**  
ASSISTANT SECRETARY /  
TREASURER-ELECT

Hello WIRLCA members!

My name is Erica Kragness and I was elected to the Assistant State secretary/treasurer position at the 115th annual Wisconsin State Convention in Mishicot on June 23rd.

I am truly honored to represent our beautiful

state and all of our WIRLCA members. I was hired with United States postal service in 2014 and subbed on a J route in a 4 route office, in Colfax.

I became a Local Steward in June of 2018 and a regular carrier in August 2018.

My husband, Dustin and I, have 2 children, Jordynn 9 and Casen 3. We live in Dunn County on 40 beautiful acres where we enjoy a small hobby farm with plenty of hunting land.

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I'm looking forward to helping the WIRLCA grow. I will strive to keep our members proud of our union and keep it moving forward. I'm most excited to continue growing my knowledge within our union and meeting more of our valuable members. Thank you for all you do and believing in me!

All the best, and warm regards,  
Erica Kragness  
WIRLCA Assistant Secretary/Treasurer-elect

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## 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 the WIRLCA Assistant Secretary/Treasurer



Pictured at left is Robert "Bobby" Hahn receiving his 60 year longevity award. The award is being presented to him by Past State President, Dan Strobel, who worked with Bob for part of that time. "Bobby" worked out of the Watertown Post Office, in Jefferson County, his entire postal career.

*Congratulations*

Right-The delegation of the 115th WIRLCA State Convention was witness to the presentation of the NRLCA 50year award, by NRLCA Executive Committeeman-Dennis Conley, to Robert "Bob" Pederson. Bob is a member of the Chippewa-Eau Claire local unit.



# YOUR 2019-2020 WIRLCA STATE BOARD



Pictured above is NRLCA Executive Committeeman, Dennis Conley (L) swearing in, from left to right; Ronald Berg-President, Robert Lueck-Vice President, Secretary/Treasurer-Dawn Pingel, Assistant Secretary/Treasurer-Erica Kragness, Chairperson/Executive Board-Susan Tiffany, Executive Committeeperson-Frances Smidt and Executive Committeeperson-Jason Johnson.



## State convention 2019

Another state convention has closed! While we have been having a convention for 115 years, it was the first time that it was held in Mishicot Wisconsin. The Fox Hills Resort facility was an excellent facility for our state meeting. Its large size and hardworking staff made it easy to facilitate the convention. The convention committees showed up on Thursday and worked throughout the day.

Thank you for your hard work and dedication.!

The convention began Friday afternoon with our memorial service to honor our deceased rural carriers. It is a time to reflect and honor our folks who have moved on to the big route in the sky (I wonder if Amazon is on that route?). Chaplin Carla Freymiller, as always, had done an excellent job and was assisted by past National Convention Chaplin, Richard Pfeifer. He delivered a moving keynote address from the 2010 National Convention. This 50 year member added a great perspective to this service. **Thank You Richard!** We moved into the joint session of the convention. Lakeland District sent a representative to address this years convention. Manager, Post Office Operations (MPOO) Jean Hillsman updated the group on current issues in the postal service and fielded questions from our members. Thank You, Jean! It is always good to hear from postal management other than at the grievance table. A response was given by NRLCA committeeman Dennis Conley, sharing issues being addressed by our NRLCA National Board. He also did a presentation on our tentative contract and fielded many questions on this topic. It was nice to see the delegation feel at ease to ask questions and receive answers. Thank you to Mr. Conley and to the membership! You created a diverse and informative session. Friday evening, as always, was our social event and PAC fund raiser. The auction was a successful fund raising event. Thanks to all who helped out and to all who donated to PAC.

On Saturday we started the day with a seminar for first time convention delegates. The 2019

delegation had 23 first timers, this is AWE-SOME! I hope you all become 23 second timers! You are our future and it is looking good. Thank you for your participation. There were a small amount of constitution changes and resolutions, however the Wisconsin delegation did not let us down. We had many good debates on issues. It is good to see democracy in action...now only if congress would follow suite. We were able to get through all of our changes and resolutions on Saturday in a timely fashion.

The WIRLCA banquet was a great success with 110 people in attendance. Marilyn LaPorte was announced as the 2019 Outstanding Member of the Year. She is a well-deserved recipient. Congratulations Marilyn! The WIRLCA auxiliary announced its outstanding member of Les Schlies. He, also, is a very deserving member. Congratulations to Les as well! The banquet closed with our entertainment for the evening, which was provided by the WIRLCA juniors. It was excellent and diverse with the 22 juniors in attendance. We do have a talented juniors group. Thanks to all the juniors who participated and a special thank you to Junior Sponsor Holli Johnson for organizing the talent show. I am hoping that this talent show becomes a tradition at the banquet. We have already booked them for 2020!!!

Sunday was the closing of the convention with only elections of officers to be completed. I was elected by acclamation to my 3<sup>rd</sup> and final term as your WIRLCA State President. Thank-you for all of your support. We did have an ballot election for Vice-President. Incumbent Bob Lueck defeated Committeeperson Frances Smidt. Congratulations to Bob and thanks to Frances for running. We also had an election for Secretary/Treasurer with Assistant Secretary/Treasurer, Dawn Pingel, winning by a small margin over incumbent Ellen Pulver. Congratulations to Dawn and thank you very much to Ellen for your years of service on the WIRLCA state board. With the incumbent Assistant winning, we had an election for the office of Assistant Secretary/Treasurer

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and not think about a detail again. I know the rest of the board joins me in thanking her for keeping us on task.

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

*(Continued from page 9)*

still my sounding board and official critics. As I continue in this position, I look forward to learning new things, meeting current members and especially new members. I want to thank the membership for your continued support and help you have given me these past two years and I will continue to the best job I can being your Assistant State Secretary/Treasurer.

Respectively,  
Dawn Pingel

*(Continued from page 11)*

business of our association. How wonderful it is to be among friends and share in the “fraternal spirit” as we diligently aspire to improve the methods we use as rural carriers, in cooperation with the U.S. Postal Service, as we benefit our conditions of labor.

Speaking of “fraternal spirit”, some of my other fun things to do included; sharing at orientation with new hires about the many benefits of being a member of our “awesometastik” association, presenting longevity awards to those who started the foundation we have built upon and comparing with other unions at LMRDA session in St Paul, along with being a local steward.

“IF” I was a wine connoisseur, I would judge a pour by its clarity, aroma, flavor, complexity, elegance and often times reference the vintage variation of particular year being better than another. But, since I am not, I won’t. But I am a mail connoisseur, so I will judge the participation by numbers and in reference to this year as 2018/2019 was a good year. We can only hope the years continue to improve with age. Thanks again for all each of you contribute and making my position enjoyable.

Thanks for the continued support of my family and friends. Thanks to those who put themselves in harm’s way to protect the freedoms we enjoy. And most importantly, thanks be to God for making it so.

Respectfully submitted,  
Frances P Smidt  
Executive Committeeperson

## CHAPLAIN'S CORNER

THANK YOU to all who attended the Memorial Service at our state convention, it was a True Blessing seeing all of you.

Also, a big thank you to Mr. and Mrs. Pfeifer, Richard giving us a special message. It was very much appreciated.

Kudos to all who made this service very memorable. In our life-time and our journey while on this earth, we go through a lot of stuff. Some are very joyous occasions. But it seems like the bad out-weighs the good. Through every moment of hurting, anger, sadness, pain, regrets, rejections, even frustration; God loves you more than we can fathom and He will keep us strong through all of this. At times our flesh may get the best of us, but no matter what, God is always there for us. Family and Friends may reject us, but God will never! Through all of It! Good times or bad times, He's always there waiting to embrace us and welcome us with open arms.

### PSALM 23 FOR THE WORKPLACE- AUTHOR UNKNOWN

(I don't know who wrote this, but thought it might give us all a lift.)

The Lord is my real boss, I shall not want.

He gives me peace, when chaos is all around me.

He gently reminds me to pray and do all things without murmuring and complaining.

## CARLA FREYMILLER- CHAPLAIN



He reminds me that he is my source and my job is not.

He restores my sanity every-day and guides my decisions that I might honor him in all that I do.

Even though I face absurd amounts of e-mails, system crashes, unrealistic deadlines, budget cutbacks, gossiping co-workers, discriminating supervisors and an aging body that doesn't cooperate every morning,

I still will not stop---for He is with me!

His presence, His peace, and His power will see me through.

He raises me up, even when they fail to promote me.

He claims me as His own, even when the company threatens to let me go.

His Faithfulness and love is better than any bonus check.

His retirement plan is out of this world and beats any 401K that there is!

When it's all said and done, I'll be working for Him a whole lot longer and for that,

I'LL BLESS HIS NAME!!!!!!

May God Bless and keep all rural letter carriers and their families safe!




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DARIAN STRASSER	PRESIDENT	N2097 LONESOME VALLEY LN	STODDARD 54658-8971	(608) 397-3745
BRUCE MULLENDORE	SEC / TREASURER	15262 BUFTON HOLLOW RD	VIOLA 54664-8736	(608) 627-1724
SANDRA GILLESPIE	VICE-PRESIDENT	100 MAPLE ST	FERRYVILLE 54628-7037	(608) 734-3458

**058-Milwaukee/Waukesha**

MARK BECKER	PRESIDENT	W335N7027 STONEBANK RD	OCONOMOWOC 53066-1405	(262) 966-3344
LYNN PETTIT	SEC / TREASURER	S76W19590 PROSPECT DR	MUSKEGO 53150-9226	(262) 679-2567
LISA WOJNAROWSKI	VICE-PRESIDENT	1202 S 49TH ST	WEST MILWAUKEE 53214-3526	(414) 810-4860

**059-Waupaca**

TINA MOEN	PRESIDENT	E1744 WOLF RIVER ROAD	IOLA 54945-9415	(715) 445-3869
ANN BUCHMAN	SEC / TREASURER	1839 NASSAU ST	NEW LONDON 54961-2551	(920) 982-5758
MATTHEW LOOKER	VICE-PRESIDENT	1325 WOLF RIVER DR	FREMONT 54940-9014	(920) 667-4933

**060-Waushara**

JAMES ZELINSKE	PRESIDENT	W5029 S OAKHAVEN CIR	WAUTOMA 54982-5830	(920) 566-4035
JOAN BARKER	SEC / TREASURER	W13164 ARCHER AVE	PLAINFIELD 54966-9216	(715) 335-6975
PHILLIP LIND	VICE-PRESIDENT	W2748 COUNTY ROAD M	PINE RIVER 54965-9559	(920) 987-5988

**061-Winnebago**

CHERYL TRAXLER	PRESIDENT	8332 LIBERTY SCHOOL RD	OMRO 54963-9608	(920) 685-6857
TAMMY LUCHT	SEC / TREASURER	5524 W REIGHMOOR RD	OMRO 54963-9439	(920) 379-9402
MARK BREY	VICE-PRESIDENT	536 W 6TH AVE	OSHKOSH 54902-5916	(920) 517-1407

**062-Wood/Portage**

CRISTINA GENGLER	PRESIDENT	5003 MANOR LN	WISCONSIN RAPIDS 54495-9278	(715) 421-0989
DONNA HANSEN	SEC / TREASURER	PO BOX 185	MARSHFIELD 54449-0185	(715) 384-2426
KEITH SPINDLER	VICE-PRESIDENT	D2090 OXBO RD	STRATFORD 54484-9207	(715) 387-3161

## **TITLETOWN WAS THE PLACE TO BE.....**

**Mid States 2019 was held May 3, 4, and 5 in Green Bay WI.** Whether you were looking for information, camaraderie, “Packer” sights and tasty WI food faves; it was definitely found in ample supply when the WIRLCA welcomed carriers to TITLETOWN.

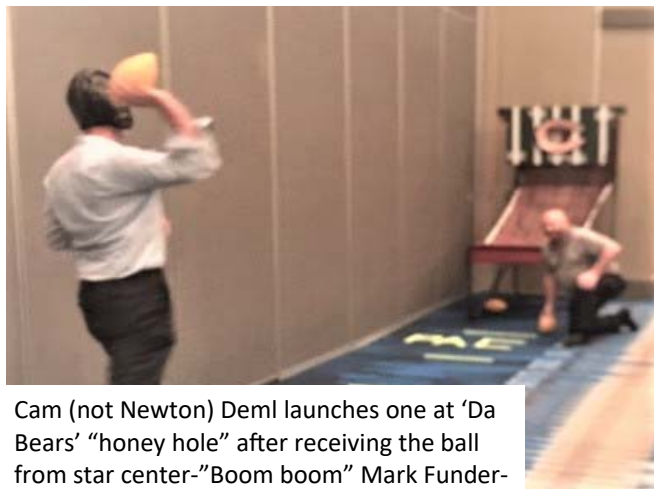
Guests from the Mid-States conference (Illinois, Indiana, Iowa ,Kansas, Michigan, Minnesota, Missouri , North and South Dakota, Nebraska, and Ohio ) plus National officers– President-Ronnie Stutts, Vice President-Don Matson, Director of Labor Relations (DLR)-David Heather, Director of Steward Operations (DSO)-Sue Knapp, Executive committeemen Johnny Miller and Patrick Pitts, .

“Support team” members included;

- Manager of NRLCA Insurance Services- Cameron Deml
- APCU Representative-Diane Yost
- NGIC Plan Director-Linda Foran
- NRLCA Director of Governmental Affairs-Paul Swartz with Communications and PAC Manager-Jordan Schultz
- NRLCA legal counsel-Jean Marc Favreau
- Joni Montroy-Key Retirement Services
- Melissa Vincent-Bennett and Nicole Hoese-SSA
- James Walsh-TSP Agency Liason

Before the start of the “game”, several carriers took to the streets for a tour of the iconic Packer Hall of Fame and the famous Lambeau Field. Friday morning began with an RCA roundtable of career planning for new carriers, followed by three separate mini seminars that showcased each “leg” of the retirement stool – social security, tsp, and annuity/pension. The retirement information presented by the specialists seemed to be a big score among attendees. Another favorite was the information presented about Family and Medical Leave Act (FMLA) and how the act pertains to us as rural carriers. The large number of questions about this topic seemed to reflect a definite interest in the topic and ways to maximize its benefits. The

final session of the day gave way to information from Atlanta Postal Credit Union and National General Insurance. This is when we were informed about the retirement of Diane Yost- all of us will miss her “monetary playbook” advice. Friday evening seemed to go down “the toilet” as carriers took to the field for some football toss and



Cam (not Newton) Deml launches one at ‘Da Bears’ “honey hole” after receiving the ball from star center-“Boom boom” Mark Funderburgh-OHRLCA President

Hail Mary’s to raise money for PAC. “Seats” off to those that contributed!

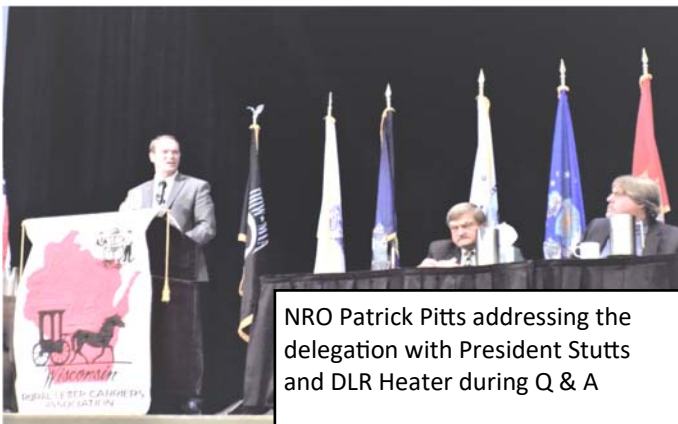
Saturday began bright and early with lots of “official information” from several national officers including an update by Ronnie Stutts in regards to the time standard study (RRECS) and progress on the negotiating of a tentative agreement, which is now in the ratification process- be sure to get the facts by reading the special newsletter edition and by attending the ratification meeting in Wausau on July 20. **Be sure to vote when you receive the contract ratification ballot in the mail.**

Paul Swartz and Jordan Schultz brought us up to speed on all the legislative tidbits including newest legislation about “buy back” and prefunding, along with each states all-too-important PAC donation totals. DSO Sue Knapp and DLR David Heather shared information about different contract components and explaining in detail about relief day worklists (RDWL), matrixes, and Sunday parcel delivery.

*(Continued on page 21)*

(Continued from page 20)

Manager of Insurance Programs, Cameron Deml gave highlights of the Rural Carrier Benefit Plan (RCBP). Several questions about the contract were tackled during the Q&A. The day was finished off with a “Tailgate” Buffet and some “Monkey Business” that made tears run down some cheeks but hopefully not on their seats. The state of Michigan was awarded the traveling trophy with 43 attendees. Although not eligible, WI had 165 in attendance and nearly 400 total in attendance from all states.



NRO Patrick Pitts addressing the delegation with President Stutts and DLR Heater during Q & A

At right-NRO Johnny Miller

The conference concluded with the business session on Sunday along with comments from NROs Johnny Miller and Patrick Pitts.



Other highlights of the conference included: roundtable lunches, one for State Presidents/VPs and one for State Secretary/Treasurers. The Secretary’s lunch had a first ever Skype™ interaction with Clifford Dailing. There was first ever flag presentation of states attending Mid States (many members shared positive comments about this as a memorable component) along with the tribute to POW/MIA’s at the banquet. Many members

described how the presentation ignited feelings and emotions during the reading of the meaning for each component of the display. And last but not least, there were 40 first timers attending.

As your WIRLCA board members, we scored many positive comments, for our state association about this huge obligation that we undertake every 11 years, as part of the rotation of states in the conference. This is a huge testimony to the dedication and professionalism of all WIRLCA members! I think the chaplain (a seasoned carrier and frequent attendee) from Missouri summed it up best: **“Wisconsin RLCA showcased the 2019 Mid States by organizing a conference that was one of largest on record. From beginning to end, all events were smoothly ran with a WI membership operating on a premise of working together with a helpful smile....It was a Mid-States Conference that was welcoming and very informative.”**

-Kevin D. Holloway, MORLCA Chaplin

Thank you to all those who attended and contributed to make it a success.

### Touchdown!



### GO PACK GO!

Nebraskan Robert Short and WIRLCA’s own Barb Bergsma show their true colors!

-written by Frances Smidt along with contributions from fellow team board members and carriers.

# NATIONAL DELEGATE ELECTION RESULTS FOR THE 115TH NRLCA NATIONAL CONVENTION IN GRAPEVINE, TX AUGUST 13-16, 2019

<u>#</u>	<u>NAME</u>	<u>VOTES</u>	<u>#</u>	<u>NAME</u>	<u>VOTES</u>
1	Lisa "Wojo" Wojnarowski	466	28	Billie Jo Briece	150
2	Ronald "Ron" Berg	410	29	Lucille Dobbe	145
3	Louan Friend	339	30	Jason Johnson	137
4	Bob Lueck	305	31	Jacob Susa	123
5	Martha "Marty" Schmidt	276	32	Lynn Stone	122
6	Ellen Pulver	275	33	Charles Lilley	119
7	Roger D Schewe	274	34	Donald Koch	117
8	Dennis Nelson	266	35	Linda Gneiser	114
9	Dan Strobel	266	36	Eileen Fletcher	113
10	William "Bill" Jarzombeck	255	37	Jennifer Gregesich	110
11	Dawn Pingel	255	38	Julie Doyle	108
12	Susan Tiffany	254	39	Nancy Neitzel Reamer	107
13	Gary Pingel	232	40	Tammy Kuhnle	107
14	Mark Becker	232	41	Suzanne Verhagen	99
15	Marilyn La Porte	218	42	Joan Block	97
16	Carla M Freymiller	207	43	Carrie Naparalla	97
17	Barbara Bergsma	206	44	Kim Mac Donald	96
18	James "Jim" Landry	204	45	A Karin Barth	94
19	Roger Dobbe	203	46	Hans Barth	93
20	Frances Smidt	202	47	Erica Kragness	86
21	Amy Dorner	182	48	Christine Riihimaki	81
22	Susan Becker	175	49	Joanne Licari-Brown	79
23	Greg Dietzler	170	50	Garnett Meier	73
24	Tammy Lucht	165	51	Jessi Jones	71
25	Nancy Hainstock	161	52	Shanna Jordan	69
26	Diane Chambers	155	53	Patrick Raimer	68
27	Lisa Rittenhouse	151			

Total Ballots Mailed: 3278

Total Ballots Counted: 634

Unverifiable Ballots : 17

UTF: 29

Returned for Postage: 1

Total Ballots Remained: 1

Sue Lindenfelser

*Sue Lindenfelser*  
Nancy Schlies  
*Nancy Schlies*

David Fischer

*David Fischer*  
Kathy Einbeck

Kathy Einbeck

*Kathy Einbeck*  
Scott Mueller

Scott Mueller

*Scott Mueller*

# WELCOME

## NEW MEMBERS

4/17/19-6/17/19

ARELY ARIAS	SUN PRAIRIE	KENNEDY MCMILLAN	LANCASTER
JAY ATHEY	JEFFERSON	KARLY MCMILLAN	GERMANTOWN
SEAN BARTON	PARDEEVILLE	DAILYN MORTENSON	COLFAX
CLETUS BASS	REEDSBURG	ERIK NELSON	GREEN BAY
ADAM BERNHARDT	LANCASTER	DEBRAH NETZER	WAUTOMA
RENEE BOARDMAN	AMERY	KAREN NORMAN	OSHKOSH
STEVEN BOETTCHER	JEFFERSON	MARK NYHUS	OREGON
PENNY BOLEN	ANTIGO	ASHLEY PASQUALE	MADISON
BECKEY BONZELET	APPLETON	RICHARD QUIRK III	BEAVER DAM
DANA CARLSON	STANLEY	HEIDE RIECKMANN	NEW LONDON
ALAN CHEN	LA CROSSE	AMANDA RILEY	HOLMEN
COLLIN CLOPE	BURLINGTON	JOSE RIOS	FORT ATKINSON
DANA CURRY	NEENAH	JOE RODGERS	CROSS PLAINS
EMILY DEHNE	MEDFORD	MICHAEL ROWELL	DE PERE
MARK DORCUS	SUN PRAIRIE	CHRISTOPHER SALAS	NEW RICHMOND
ROXANNE ESTRADA	WILD ROSE	KRISTIN SCHAEFER	NEENAH
CINDY FISCHER	WEST BEND	JENNA SMOGOLESKI	MANITOWOC
LEIF GRYTTR	HAYWARD	NATALIE SORTEDAHL	WOODVILLE
RACHEL HEATH	CAMERON	CARRIE STAGE	SURING
SHANNON HERNANDEZ	BLACK RIVER FALLS	JULIE STOLP	SALEM
SELENA HOWARD	EAU CLAIRE	EDWARD STUART III	COLFAX
KAYLA KASTENSON	BURLINGTON	MEGAN STUHR	HAYWARD
MICHAEL KROENKE	KESHENA	JACOB SULLIVAN	MAUSTON
SHAWN KRUEGER	KEWASKUM	BAMBI TISCHER	SUN PRAIRIE
KEN KRUMSEE	APPLETON	IVAN VOIGT	MERRILL
RYAN LEHMKUHL	THIENSVILLE	CHA YANG	MADISON
JESSICA LESTINA	PRAIRIE DU CHIEN	STEVE ZIRBES	APPLETON

*(Continued from page 15)*

position, Erica Kragness was elected. Thank you to Tammy Kuhnle for also running for this position. The final election was for 3 year Committeeperson. Incumbent Susan Tiffany being elected by acclamation. Congratulation Susan! With the elections complete the convention was also closing down.

Once National Officer Conley installed the new board, the convention was then closed by motion

The 115<sup>th</sup> convention was a success! Looking to 2020, we have new faces on our board along with familiar faces in new positions and I am very confident that as a team your state board can move forward and lead the WIRLCA towards the 116th convention in Dubuque.

See you at a union meeting, Ronnie Berg

CONGRATULATIONS

# Recent Retirees

CONGRATULATIONS

CATHLEEN S GEORGE	SCHOFIELD
ROSEMARIE K HILPIPRE	APPLETON
JANET M KENNEDY	CORNELL
RICHARD M KOEPKE	FREDONIA
DENNIS G LITCHFIELD	EAU CLAIRE
KATHLEEN B NEUMEYER	KIEL
GLEN A OLSON	BLACK RIVER FALLS
MICHAEL J SHEPARD	WOODVILLE
DAVID W SOMMER	RICHLAND CENTER
DONALD J STAPLETON	RHINELANDER
RICHARD M TRAVER	SPOONER

## 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 1<sup>st</sup> each year.

### IT'S A FACT...

#### THE RURAL CARRIERS' PROVIDENT GUILD

WHAT... The Guild is a Fraternal NON-PROFIT Death Benefit Plan.

WHO.... Open to all Regular, Substitute, RCA, PTF and ARC Rural Carriers and their spouses, who are under 56 years of age.

HOW MUCH.... Your choice of benefit classes, ranging from \$10 to \$50 (per year). The available classes depend on your age at time of application.

For more information, go to: [www.wirlca.org/Forms](http://www.wirlca.org/Forms)

## NRLCA NATIONAL AUXILIARY INFORMATION

### 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.



## WIRLCA AUXILIARY OFFICERS 2019-2020

### President

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

### Vice-President

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

### Secretary/Treasurer

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

### Executive Committeeperson

Lester Schlies  
E656 Cty Rd J  
Denmark, WI 54208

### Junior Sponsor

Holli Johnson  
630 Keep St.  
Darlington, WI 53530  
608-482-1180  
johnsonhjean@gmail.com

## WIRLCA JUNIORS OFFICERS 2019-2020

<p><b><u>President</u></b>                  Alexandria Stone                  10881 Circle Road                  Lancaster, WI 53813                  608-732-4214                  stonealex101@aol.com</p>	<p><b><u>Secretary</u></b>                  Jordan Jacobus                  255586 Hwy 61                  Boscobel, WI 53805                  608-375-5755                  Jordanmjacobus@icloud.com</p>	<p><b><u>Chaplain</u></b>                  Kyler Johnson                  630 Keep St.                  Darlington, WI 53530                  608-482-1180                  KylerStevenJ1211@gmail.com</p>
<p><b><u>Vice President</u></b>                  Kyler Johnson                  630 Keep St.                  Darlington, WI 53530                  608-482-1180                  KylerStevenJ1211@gmail.com</p>	<p><b><u>Treasurer</u></b>                  Joe Schlies                  E656 Cty Rd J                  Denmark, WI 54208                  920-863-8485                  nschlies@netnet.net</p>	

### 2019 WIRLCA AUXILIARY SCHOLARSHIP WINNERS

Congratulations to the following Scholarship winners:

\$500.00

<u>Student</u>	<u>County</u>	<u>Carrier</u>
Megan Drager	Marathon-Clark	Stacey Drager
Cayden Egnarski	Brown	Robert Egnarski
Jacob Feltz	Wood-Portage	Brian Feltz
Jadon Koegel	Sauk-Richland	Eric Koegel
Emily Much	Tri County	Robert Much
Trinity Mueller	Fond du Lac	James S. Young

\$750

<u>Student</u>	<u>County</u>	<u>Carrier</u>
Joseph Schlies	Brown	Nancy Schlies
Alexandria Stone	Grant-Iowa	Lynn Stone

All students will receive their scholarship money upon completion of their Fall semester with a grade point of 2.5 or higher and proof of enrollment in the Spring Semester. Students will need to provide their Fall Transcript and will be notified by mail.

### 2019 JUNIOR CONTEST WINNERS

Congratulations to the following poster and essay contest winners

Poster and Essay Contest Winners: 1st place – \$35, 2nd place – \$25, 3rd place – \$10 Honorable Mention – \$10

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

Honorable Mention-Ashley Scherer, age 6-Grandparent is James Polk

3rd place-Corrine Becker, age 6-Grandparents are Mark and Sue Becker

2nd place-Lydia Becker, age 6-Grandparents are Mark and Sue Becker

1st place-Lily Rocolo, age 7-Grandparents are Daniel and June Strobel

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

Honorable Mention-Logan Rocolo, age 8 -Grandparents are Daniel and June Strobel

3rd place-Victoria Scherer, age 8-Grandparent James Polk

2nd place-Micah Larson, age 9-Grandparents are Nancy and Keith Reimer

1st place-Ayden Fleisner, age 9-Grandparent Larry Sonnenburg

Age 10-11 Design a Poster-"What will I do to help others?"

2nd place-Anyka Johnson, age 10 (as of Aug 1) Parents are Jason and Holli Johnson

1st place-Sadie Serman, age 11-Parent is Janis Remmen

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

1st place-Alyza Johnson, age 13-Parents are Jason and Holli Johnson

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

1st place-Kyler Johnson, age 16-Parents are Jason and Holli Johnson

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

DIANE FUNK  
JODY QUIMBY

3/18/2019  
5/16/2019

The Armed Forces Veterans' Club, at its annual meeting in Mishicot, installed a new slate of officers. Dan Strobel has chosen to step down and Dennis R. Nelson was elected to serve as President, for the upcoming year.

As a charter member of the Club, Dan's efforts to establish a vibrant organization...cannot be overstated. We thank him, for his commitment to the Club and to the WIRLCA! He should know that his extraordinary efforts have not gone unnoticed.

Roger L. Dobbe was selected to be the new Vice President. He will certainly prove to be a valuable asset for the Club.

Our Secretary/Treasurer Marilyn LaPorte (the 2019 Member of the Year) will continue to provide the same high-level of service that we have grown accustomed to.

I hope that every WIRLCA member will consider joining the AFVC. You don't need to be a veteran and the annual dues are only \$10. The primary mission, of the Club, is to provide scholarships to children and grandchildren of WIRLCA members.

We had a very successful year of fundraising, but a strong membership will help to secure the future viability of the Club.

Thank you, for your continued support of the AFVC and a special "thanks" to Dan Strobel, for his military service and his willingness to serve our Association (in every possible way).

Dennis R. Nelson

**ARMED FORCES VETERANS CLUB OFFICERS**

**PRESIDENT- DENNIS NELSON**

**VICE PRESIDENT- ROGER DOBBE**

**SECRETARY/TREASURER- MARILYN LAPORTE**

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

**MAKE YOUR CHECKS OUT TO;**

**WI ARMED FORCES VETERANS CLUB**

**MAIL YOUR CHECK TO;**

**MARILYN LAPORTE, AFVC SECRETARY/  
TREASURER**

**PO BOX 591**

**SPOONER, WI 54801-0591**



# 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](mailto: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](mailto:2laurel@charter.net) or 715-613-1562

## USEFUL WEBSITES

LiteBlue [www.liteblue.usps.gov](http://www.liteblue.usps.gov)

USPS home [www.usps.com](http://www.usps.com)

Office of Personnel Management  
[www.opm.gov](http://www.opm.gov)

Thrift Savings Plan [www.tsp.gov](http://www.tsp.gov)

USPS Office of Inspector General  
[www.oig.gov](http://www.oig.gov)

eOPF-Find your electronic personnel folder  
[www.eopf.usps.gov/eOPF/jsp/essLogin.jsp](http://www.eopf.usps.gov/eOPF/jsp/essLogin.jsp)

Department of Labor [www.dol.gov](http://www.dol.gov)

Social Security Administration [www.ssa.gov](http://www.ssa.gov)

House of Representatives [www.house.gov](http://www.house.gov)

United States Senate [www.senate.gov](http://www.senate.gov)

Congressional Record Resource  
[www.congress.gov](http://www.congress.gov)

Postal Regulatory Commission [www.prc.gov](http://www.prc.gov)

Equal Employment Opportunity Commission  
[www.eeoc.gov](http://www.eeoc.gov)

Government Accountability Office  
[www.gao.gov](http://www.gao.gov)

National General Insurance  
[www.nationalgeneral.com](http://www.nationalgeneral.com)

Keeping Posted-website for retirees  
[www.keepingposted.org](http://www.keepingposted.org)

Employee Assistance Program (EAP)  
[www.eap4you.com](http://www.eap4you.com)

Rural Carrier Health Benefit Plan  
[www.rcbhealth.com](http://www.rcbhealth.com)

Wisconsin Rural Letter Carriers' Association  
[www.wirlca.org](http://www.wirlca.org)

## LAKELAND DISTRICT REPRESENTATIVE-JULIA DOGGETT

### 2019 Lakeland District Representative Convention Report- June 3, 2019

To National Board guest, all the members of the Wisconsin Rural Letter Carriers Unions, State Board President Ron Berg, the rest of the State Board members, Lakeland District Local Stewards, Area Stewards, and the Assistant District Representatives; this is my 7th as District Representative of Lakeland District.

Lakeland District has 404 Rural delivery post offices, 132 of them are designated RMPOs. Delivery Unit Relocations, later called Delivery Unit Optimizations, APOs and creation of RMPOs have served to consolidate many of the Post Offices and operations, most often to the detriment of the rural carrier craft. Merging offices in to one building reduces work space and on some occasion making that same office an Amazon hub further limits available space. For this and numerous other reasons, many of the offices that were originally part of the relocation process are being reviewed to the end of transferring routes out and relocating them to another facility. If it is still available, potentially the office from which the routes came from. There is one office currently undergoing this process as of the writing of this article and others are sure to follow; we will be notified as they are approved.

Post Offices in Lakeland District house anywhere from 1 rural route to 34 routes under one roof, when viewing the offices together through the lens of station, branch, APO or RMPO, we can count up to 90 rural routes within one office designation. Lakeland District has a total of 2012 routes as of this writing, up 15 routes from last years' count. 210 auxiliary routes, 103 H routes, 215 J routes and a whopping 1484 K routes make up the 2012 rural routes in Lakeland District. We deliver to 952,583 regular mailboxes and 148,734 centralized, traveling a combined 101,466 miles to accomplish these deliveries every day. Just over half the routes are assigned

an LLV; 1080; while 932 are maintained by use of a POV.

The steward system in Lakeland District is comprised of 49 Stewards who work tirelessly to protect the rights of carriers and maintain the integrity of the contract in their assigned offices. Included in this number are 3 ADRs, one who is also assigned to work in a neighboring district, and at the time of this writing 4 Area Stewards in addition to the DR. Many issues we learn of can be resolved through a phone call, but enough of those issues were unresolvable through those attempts generating 544 grievances that were handled at the district level this past year. Area Stewards processed an additional 167 grievances. Collectively we processed 711 grievances; 141 class action cases, 410 individual contract and 160 that were filed for disciplinary actions. Of the cases being processed this fiscal year, 31 are currently open at step 1 and 37 are open at step 2. We also have 31 additional grievances that were filed in a prior year that are being held in abeyance at step 2 pending the outcome of a lead case file.

We continue to see an increase in pre-disciplinary interviews; there were 176 conducted this year where a district level steward was present, while Area Stewards attended an additional 53 pre-disciplinary interviews for a total of 229; this number does not include the many that were conducted with a Local Steward or no representation at all. Please be certain you and everyone else assigned to your office is aware of your Weingarten Rights.

The top reasons for these investigative interviews were attendance and vehicle accidents while most of the cited issues for contractual grievances relate to compensation; due to management not updating route information, late posting of routes and denial of annual leave. Grievance meetings, pre-disciplinary interviews,

*(Continued from page 29)*

day of reflection meetings, district and local labor management meetings, county meetings, regional meetings, steward elections, seminars, certification and enhancement trainings, boosters, conventions and arbitrations comprised much of the reasons for travel this year.

The required Local Steward Enhancement training just wrapped up for the 2019-year. The optional training will be held in the second half of 2019 and new Local Steward Certification trainings are held on an as needed basis.

Collectively, the district level stewards traveled well over 100,000 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. RRECS, rural route digitization, Amazon hubs, route relocations, the testing of new scanners and prototypes of new LLVs, all can affect our working condition. Check often the National and state level websites to keep up with the latest news, MOUs and step 4 settlements, and most recently the scheduling of ratification meetings, as we now have a tentative contract. Make sure you find your way to one of

these meetings, so when you cast your vote you are fully informed. Our responsibilities do not end here; consider becoming a Local Steward, county unit or state board member; attend every meeting you are able; the possibilities for involvement in our craft are many.

I'd like to thank the Illinois and Wisconsin State Boards for your dedication to the all Rural Letter Carriers. Thank you, every Local Steward and Chief Steward in Lakeland District, for your dedication and commitment to your fellow carriers. Area Stewards Donna Beard, Jennifer Gregesich, Kim MacDonald and Brian Ulrich, thank you for working tirelessly between delivering the mail; processing grievances, taking calls and attending to other responsibilities given to you. And thank you to Assistant District Representatives Amy Dorner, Louan Friend and Greg Dietzler, for all you do. I cannot convey enough how appreciative I am for the work you do.

This year it has been an honor and a privilege to work with you all.

Respectfully submitted, Julia Doggett



## Northland District Representative– James “Jim” Riess

### 2019 Annual Report of the Northland District Representative

Greetings to both the Wisconsin and Minnesota State Boards; to those carriers attending the respective 2019 State Conventions; national guests; auxiliary; and juniors. As the Northland District Representative, I offer this ‘partial repeat’ 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 noting the numbers are skewed because these are the numbers of those grievances handled by the District level stewards (Local Stewards have processed several hundred grievances that were resolved at Step one): One, the number of grievances handled (recorded in the database): 203 disciplinary grievances – remember discipline may be issued and never grieved; 786 contractual grievances; and 188 pre-disciplinary interviews; two, the number of open cases remain approximately the same as the continuing emphasis from USPS headquarters is to settle issues; 5 arbitrations were held this year as well as 3 others pre-arbed and 2 were withdrawn from arbitration.

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 2111 routes (growing). Other statistics: 1,064,825 active deliveries; 134,441 miles driven daily by rural carriers; 100,883 standard daily evaluated hours; 3294 rural carriers currently employed in the District; if Article 30.2.A.2 were fulfilled, Northland would have at least 4222 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 81 stewards though we did briefly peak at 91 stewards before retirement, resignations and failure to attend enhancement trainings diminished the number of stewards!

Every year I attempt to emphasize an issue when addressing carriers, stewards, and those who will listen to my pontifications. This year that emphasis has been on “employees” – rural carriers are employees and as such need be especially cognizant of that fact given the Service’s increased ‘management’ of rural delivery via in person and via the ‘scanner tracking’. Carriers do have certain rights via contract and labor law though many times carriers will attempt to exercise ‘rights’ that there is no basis to be found in the contract or elsewhere. Often, carriers become upset with ‘stewards’ because they assume the steward system can ‘change’ things that we have no capacity to do as our primary work is grievance handling, labor-management meetings per the contract, and yes abiding by and ensuring the contract is properly followed. I am copying a recent article by Director of Steward Susan Knapp into my report for all to review – stewards have had that opportunity already. It deals with the grievance process in general.

“The National Agreement contains the language that has been negotiated by the NRLCA and the USPS and is the contract that sets the terms and

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conditions of employment for the rural carrier craft.

The grievance procedure contained in Article 15 of the National Agreement allows the Union to challenge the interpretation, application or compliance with already existing language, as well as, through Article 19, any changes management has proposed to Handbooks, Manuals, and published regulations of the Postal Service, that directly relate to wages, hours or working conditions.

Management has the right to make changes to their Handbooks and Manuals provided they do not conflict with the National Agreement and the changes are fair, reasonable, and equitable. The Union has the right to dispute these changes through the grievance procedure.

The grievance procedure cannot change The National Agreement. The only thing that can change the National Agreement is negotiation at the national level. Negotiations can take place in two forums. The first and most common, is Interest Arbitration. Interest Arbitration takes place prior to the expiration of the existing contract. The second negotiating opportunity is when the parties agree to create a Memorandum of Understanding that may temporarily change the language in the existing contract.

Step 4s and National Arbitrations as well as National Pre-Arbitration settlements are precedent setting (unless otherwise stated in the decision). These decisions interpret already existing contractual language and are considered an extension of the contract.

Step 1, Step 2, Step 3 and Area Arbitration decisions are not precedent setting. They deal with a specific set of circumstances and the decisions are specific to the individual case. The Union frequently will cite Area Arbitrations in the grievance procedure, to illustrate how arbitrators have typically ruled on a specific issue. The USPS can also cite Area Arbitrations illustrating the opposite position."

A special added note to Susan's information, the NRLCA is not always consulted on daily issues or matters affecting rural carriers nor are district level stewards 'informed' of changes that in many cases are within management's purview to do though may be challenged as Susan notes. One such change this past year is the 'order' to use satchels whenever you dismount. – it is not an option and discipline is being issued for failure to follow that instruction. NRO (at the time) Don Maston did address the issue of proper compensation for the additional work and implementation of that settlement has taken place in most offices. Again, carriers do not have the right to refuse to use satchels!

Points all need consider and "add to their operational SOP"

**Ask Management;** the "opinion" of the steward is not needed to discuss issues;

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;

Nor do stewards submit the payroll information;  
Nor do stewards or anyone in the craft schedule;  
Nor do stewards or craft promote or demote;  
Nor do stewards discipline up to and including "separation" from employment;

Nor are stewards the aggrieved party in many grievance situations;

Nor should stewards be filing grievance/s on the aggrieved party's behalf;

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

*(Continued on page 33)*

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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 missorted 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 100l. 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 Valerie Fredrickson, part-time ADR's Billie Jo Briese, Dean Maier, Gary Pingel, Shaun Gould (Dakotas based), and Greg Dietzler (Lakeland based); and Area Stewards Dale Blonigen, Tracie Kuhlman, Marti Roberts, and Alex Wilson. 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. Peter Buckingham recently retired and I offer my thanks to him for his many years of service to both the steward system and the Association! I offer as well my thanks to all who serve as local stewards often without proper compensation for their efforts and often with little appreciation for those efforts.

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

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*(Continued from page 33)*

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.

I do feel that it need be mentioned in this report that there is a tentative agreement between the USPS and the NRLCA; that there are scheduled meetings in every state to discuss the provisions of the agreement; that as members you may attend the closest meeting be it in MN, WI, Illinois, Iowa, South or North Dakota; that this is your future and you need take charge by becoming informed because knowledge is power.

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  
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Text messaging is not a recognized form of  
business contact.



## District Representatives (Stewards) & Assignments WISCONSIN AREA



<p><b>Full Time <u>Lakeland District</u> Representative</b>  <b>Julia Doggett</b>          PO Box 503 West Chicago, IL 60186-0503          Phone: 217-622-3820          Email: <a href="mailto:Julia.Doggett@nrlca.org">Julia.Doggett@nrlca.org</a>          Assigned Zip Code Areas: All Lakeland District</p>	<p><b>Full Time <u>Northland District</u> Representative</b>  <b>Jim Riess</b>          897 Roosevelt Ave. Pine River, MN 56474-5162          Phone: 218-587-2206          Email: <a href="mailto:Jim.Riess@nrlca.org">Jim.Riess@nrlca.org</a>          Assigned Zip Code Areas: All Northland District</p>
<p><b>Full Time Assistant District Representatives (Lakeland)</b>  <b>Louan Friend</b>          PO Box 33 Endeavor, WI 53930-0033          Phone: 608-745-2481          Email: <a href="mailto:Louan.Friend@nrlca.org">Louan.Friend@nrlca.org</a>          Assigned Zip Code Areas: 530, 535, 537, 538, 539</p>	<p><b>Full Time Assistant District Representatives (Northland)</b>  <b>Valerie "Val" Fredrickson</b>          PO Box 241244 St. Paul, MN 55124-1244          Phone: 507-676-3805          Email: <a href="mailto:Valerie.Fredrickson@nrlca.org">Valerie.Fredrickson@nrlca.org</a>          Assigned Zip Code Area: All Northland District</p>
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<p><b>Area Steward-Lakeland</b>  <b>Jennifer Gregesich</b>          Phone: 920-740-4734          Offices assigned: GB Cofrin-54302,          Greenville-54942, Hortonville-54944, Kewaunee-54216,          Manawa-54949, New London-54961, Oshkosh-54901,          Weyauwega-54983</p>	<p><b>Area Steward-NW Wisconsin</b>  <b>MARTI ROBERTS</b>          6583 Saint Louis Road          Esko MN 55733-930 Phone: 218-590-6437          Email: <a href="mailto:martinrlca@aol.com">martinrlca@aol.com</a></p>
<p><b>Area Steward-Lakeland</b>  <b>Brian Ulrich</b>          815-742-7091          WI office assigned:          Beloit WI-53511</p>	<p style="text-align: center;"><b>VISIT</b>  <b>WWW.WIRLCA.ORG</b></p>

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## **Deadline for next issue: August 21, 2019**

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

### **CHANGE OF ADDRESS**

The WIRLCA uses the same address that you have on file with the USPS. Therefore, if you need to change your address, you have three options; **in addition to FIRST contacting the WIRLCA Assistant Secretary/Treasurer:**

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

### **COMING EVENTS**

JULY 20, 2019, 6-9 PM CONTRACT RATIFICATION  
INFORMATIONAL MEETING-THE PLAZA HOTEL  
& SUITES, WAUSAU  
AUG. 13-16-115TH NRLCA  
NATIONAL CONVENTION-GRAPEVINE, TX  
SEPT. 2-LABOR DAY

#### UPCOMING BOARD MEETINGS

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