



WIRLCA NEWS

WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION MAR-APR 2020

VOL. MMXX ISSUE #2

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Step 4 Grievance Filed on Delayed Retro Payments

On February 21, 2020, the Postal Service notified the NRLCA that the contractual retro payment would be delayed once again due to programming issues within the system. This delay would cause the retro payment to be processed and paid on May 15, 2020.

The National Agreement was ratified on August 6, 2019. This latest delay would cause rural carriers to wait some forty weeks before receiving the retro payment.

This delay is inexcusable, excessive, unreasonable, and unprecedented. Rural carriers have been harmed by being deprived of these required retro payments.

The Postal Service has unjustly enjoyed an interest windfall as rural carriers have waited patiently and had to forgo or delay financial decisions, losing out on the opportunity to accrue interest and realize other gains through their TSP contributions and other investments.

The Postal Service has not kept its contractual promise and we intend to enforce the National Agreement at Step 4 or in National Arbitration.

Important dates:

Spring Conference	March 21-22	Rhineland, WI
Candidate Announcement deadline	April 21	
National Delegate Nominations deadline	May 7	
Mid States Conference	May 1-3	Springfield, IL
National Delegate ballot draw	May 14	Black River Falls, WI
National Delegate ballot pack assembly	May 21	Black River Falls, WI
Last day to mail constitution/resolutions	June 1	
Last day to email constitution/resolutions	June 15	
National Delegate election process	June 25	Dubuque, IA



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 840 E. Woodland Trail Prairie Du Sac, WI 53578 Ph 608-220-4855 Email-Ronald.Berg@nrlca.org	Columbia, Waupaca, Door/Kewanee, Waushara, Winnebago, Brown/Shawano Regions 6 & 7
Robert "Bob" Lueck-Vice President, PAC Chair 1417 Oak St. Watertown, WI 53098-1136 Ph 920-285-6867 Email-rlueck@wirlca.org	Cal-Man-She, Dodge, Jefferson, Milwaukee/Waukesha, Racine/Kenosha, Ozaukee/Washington Regions 9 & 11
Dawn Pingel – Secretary/Treasurer PO Box 7 Tomah, WI 54660-0007 608-372-7869 Email-Dawn.Pingel@nrlca.org	La Crosse, Fond du Lac/Green Lake, Marquette/Adams, Monroe/Juneau, Vernon, Wood/Portage Region 8
Erica Kragness-Assistant Secretary/Treasurer PO Box 194 Colfax, WI 54730-0194 Ph 715-563-5302 Email- Erica.Kragness@nrlca.org	Barron/Washburn, Chippewa/Eau Claire, Dunn, Lake Superior, Northern Waters Region 1
Susan Tiffany-Chairperson Exec. Committee, Provident Guild Representative 2092 Rapids Water Dr. Tomahawk, WI 54487 715-612-2060 Email-susantiffany@wirlca.org	Lincoln/Langlade, Marathon/Clark, Marinette, Oconto, Outagamie, Tri-County Regions 2, 4 & 5
Frances Smidt-Committeeperson, Auto Insurance Representative PO BOX 40 Elk Mound, WI 54739 Ph 715- 450-1881 Email-fsmidt@wirlca.org	Buffalo/Tremp/Jackson, Pierce/Pepin, Polk/Burnett, Price/Taylor, St Croix Region 3
Jason Johnson-Committeeperson 630 Keep St. Darlington, WI 53530 Ph 608-482-1280 Email- jjohnson@wirlca.org	Crawford, Dane, Grant/Iowa, RWLG Stateline 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 will not be accepted. The WIRLCA Association and State Board are not responsible for the content of letters to the editor and take no position on their content.

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

Welcome to March. It is always a very unpredictable time of the year. Who will win the basketball championship? When will the snow and cold stop? When will Spring start?

A lot of questions are asked, very few answers are known. One thing that is for certain is that every local county unit will have a meeting this year prior to your state convention. Someone will be elected to be your county president, vice president, and secretary treasurer. Each and every local will elect delegates to your state convention.

I hear this question every year, "Who wants to go to the state convention?". I also hear "I would go if I could get my leave approved". We do have in our contract, in Article 24, the language that guarantees you this right. So if you are elected as a delegate, turn your leave slip in the next day you are at the post office. If your leave is denied or "I don't know" or "I will see", file a grievance and contact your steward immediately to see that this leave request will happen. Your duty is to request leave timely. Remember, this does apply to RCA's who are delegates also.

Your state board will have someone at your local meeting that will give you information on topics ranging from upcoming events to political events. Your board representative will do their best to answer your questions.

**RON BERG
PRESIDENT**



Remember it is each counties responsibility to request a NSS steward to be present at your meeting. So do so in advance, in writing, to your appropriate District Representative (DR). Your state officers cannot answer steward questions.

If you are planning on retirement in the next few years; plan on attending the retirement seminar on Friday June 26th at your state convention. We have contracted Joni Montroy of Key Retirement Solutions to conduct a 3 hour seminar on this subject. This is the best retirement seminar you can attend as a rural carrier. Take advantage of this!

Your DR's will be hosting a Q&A after Friday's opening session; this opportunity is provided for you to take advantage of it.

If you would like to see change in the NRLCA or WIRLCA, please run for election of a position. Please submit resolutions and constitutions if you desire to do so, This is your chance to be heard at all levels of the NRLCA. As President Kennedy said "Leadership and learning are indispensable to each other" these two thing are always connected use them to your advantage.

**Leadership and learning are
indispensable to each other-
John F. Kennedy**

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, 2020

Send to: editor@wirlca.org

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.**



BOB LUECK
VICE PRESIDENT
PAC CHAIR

**The Time is Now /
 Now is the Time**

No matter how you say it, what better time will there be? If not now, then when? I'm sure you've heard; this is an election year. I know many of you who are reading this already do vote and many of you vote in every election, so for you, I want to say thank you. If that is the case skip the next couple paragraphs.

I've heard it more than once: "my vote doesn't count" and you would be right... if you fail to exercise that right. The right that has been defended by many over the past 200 plus years. I realize that life is just plain busy and this is just something else I have to do and you're right again but here's my point; it is actually easier than ever to cast your vote.

USPS Fairness Act H.R.2382-This bill didn't pass just because it was a good idea that made sense: it was the result of intensive lobbying ... and yes that includes the NRLCA.

In this day and age, the easiest way to do this is to go online to myvote.wi.gov, enter your name and birth date and it will tell you if you are registered. Enter your address and it will tell you where your polling place is and the date of the next election. If you aren't going to be able to make it to the polling place on that date there is a link to request an absentee ballot. Also available is the schedule for other ways to vote early at your Municipal Clerk's office. Every municipality is different so you need to check it out. There you go, that wasn't so hard after all.

The next thing to do is become familiar with the issues. Each of us has local issues like; the road on the way to work that really needs to be repaired or the snow removal that isn't being done in a timely fashion. In this case, you call your county supervisor or alderman. One thing we as

federal employees or retired federal employees (whose retirement is administered by the Office of Personnel Management-OPM) all have in common, is it is affected greatly by what happens in congress.

Within the last few weeks, we have seen the Federal USPS Fairness Act H.R.2382 pass in the house of Representatives and now has been sent to the Senate. Just a reminder, this bill repeals the requirement that the U.S. Postal Service annually prepay future retiree health benefits. This requirement has accounted for between 75% and 80% of the losses that the Postal Service has reported for the past 10 years.

The process continues. This bill didn't pass just because it was a good idea that made sense: it was the result of intensive lobbying by all of the Postal unions and yes that includes the NRLCA. The contribution of all of you who took the time to contact their representative was also a major factor in its passage. But as I indicated, the process continues in the Senate where we need to continue to educate our senators. Senator Baldwin has expressed her support of this bill. Senator Johnson has not commented since it passed the house. This is where, once again, we as constituents can play a roll in pushing this legislation forward. I am going to continue to ask that you contact our senators and let them know that this would go a long way to securing the financial future of the USPS.

While we have the attention of our congressional representatives, we need to continue to educate them on the other piece of legislation that affects rural carriers that delivered mail as an RCA. H.R. 2478; sometimes referred to as the "Buy Back" bill. *This bill allows non-deduction service performed on or after January 1, 1989, to be creditable under FERS so long as a deposit is made into the retirement fund.*

(Continued on page 5)

(Continued from page 4)

The language in italics is directly from the bill. What it means is; a person who carried mail as an RCA (starting after Jan. 1, 1989) and now has become a regular would have the option of depositing an amount into their retirement from those years as an RCA. The longer you worked as an RCA the more that amount would be. It would be up to the individual if they want to buy back that time.

I could go on about additional legislation but as I mentioned it's an election year and the possibility of comprehensive postal reform is little to none. So, the focus is being placed on legislation that has broad bipartisan support. Please use all the tools provided to us to have our voices heard.

ing spring meeting season, several have already been held but many are yet to come. Now would be a good time to plan on attending the Spring Conference, your local meeting, Mid-States Conference, the State or National Convention. All of these gatherings are held for the benefit of you, to provide you with information on issues that affect your job and your eventual retirement from the job. Also, another place to have your voice heard. Please check the schedule of upcoming events and make those plans today.

Bob L



As I close, I need to remind you we are approach-

WANTED:

ITEMS TO AUCTION OFF AT SPRING CONFERENCE

**REMEMBER: IF YOU ARE PLANNING TO DONATE TO PAC,
YOUR DONATION CAN BE CLAIMED AS A GIFT DONATION**

**NO NRLCA DUES MONIES ARE USED
FOR ANY PAC ACTIVITIES**



***PAC TOTALS 08/01/2019
through 02/21/2020***

Karin Barth-----\$35.00
*Ronald Berg-----\$270.00
Joan Block-----\$270.00
Mark Brey-----\$130.00
*Billie Jo Briese----\$60.00
Randall Brockmann—\$65.00
Linda Casper-----\$10.00
*Diane Chambers---\$70.00
Kenneth Diehls-----\$95.00
*Gregory Dietzler----\$52.00
Lucille Dobbe-----\$100.00
Roger Dobbe----\$100.00
*Carla Freymiller---\$170.00
*Louan Friend-----\$425.00
Linda Gneiser----\$70.00
Kim Grotegut----\$110.00
*Patricia Hurley---\$165.00
*Cynthia Johnson---\$140.00
Jason Johnson----\$29.99
Jessica Kreis-----\$20.00
Marilyn La Porte---\$250.00
Robert Larschied----\$104.00
Joanne Licari-Brown--\$160.00

Tammy Lucht----\$100.00
*Robert Lueck-----\$477.73
Kim MacDonald----\$50.00
Kay Osterberg----\$70.00
*Dawn Pingel-----\$160.00
Gary Pingel-----\$250.00
*Ellen Pulver-----\$170.00
Ila Sauer----\$100.00
Roger Schewe----\$100.00
Martha (Marty) Schmidt---\$350.00
*Linda Schoch-----\$70.00
Jeanette Scholz----\$70.00
*Mark Scudder-----\$140.00
Frances Smidt-----\$261.01
Lynn Stone-----\$160.00
Daniel Strobel----\$200.00
Susan Tiffany-----\$250.00
*Lisa Wojnarowski (Wojo) \$608.00
*Barry Zeich-----\$175.00
Thomas Zumpano---\$130.00

Report Total: **\$6,812.73**

Sustaining donors*



My sincere thanks to all of you who have contributed to the NRLCA PAC.

I want to encourage all to consider joining those individuals above in making an investment in your future; by sending a check or signing up for payroll deduction or do an Electronic Funds Transfer (EFT) contribution from your personal checking account. The instructions for payroll deduction and EFT withdrawals are as outlined on the next page.

If you should decide to get your checkbook out as you are reading this, make that check out to: NRLCA PAC then mail that check to me;
Bob Lueck 1417 Oak St. Watertown, WI 53098

I will then put all those checks in one envelope and send them on to National. I hope to need a very large envelope. I look forward to seeing you at spring conference in Rhinelander, we plan on having some fun while raising funds for PAC.

Your PAC man
Bob L.

Signing up for Withholding

Active carriers may elect to use one of their three payroll allotments to donate every two weeks. You must sign up for withholding exclusively through PostalEase. Have readily available your 8-digit Employee ID Number (on your paycheck stub) and your 4-digit USPS PIN or password. If you don't have your USPS PIN you will need to call PostalEase at: 877-477-3273. Press #1 for PostalEase. When prompted, enter your employee identification number. When prompted for your pin, pause, and then press #2. Your PIN will be mailed to your address on the next business day.

Steps for signing up Online:

1. Add your Employee I.D. number to the end of the 9-digit NRLCA-PAC Account (163055555) to create your PostalEase account number.
2. Now you are ready to log into: liteblue.usps.gov.
3. Enter your employee I.D. number and password, then click "log on."
4. Click on "PostalEase."
5. Click on "I Agree."
6. Enter your Employee I.D. and password again and log in.
7. Click on "Allotments/Payroll NTB."
8. Click on "Continue."
9. Click on "Allotments."
10. Enter the following Financial Institution routing number: 051400549
11. Enter your NRLCA account number: 163055555_____, followed by your Employee I.D. (No hyphens, No breaks, 17 digits total).
12. Enter account type as "Checking."
13. Enter the amount you want to be taken out every two [2] weeks — not the amount you want to give yearly.
14. Click on "Validate."
15. Click on "Submit."
16. Click on "print page" to see and print your confirmation number for your records.

OR

Sign up for Electronic Fund Transfer

I hereby authorize my bank to deduct from my checking account the monthly sum of: \$45 \$25

\$20 \$15 \$10 Other: \$_____ Signature:_____ Date:_____ Name

(print):_____ Employee ID Number:_____ State:_____ Zip

Code:_____ Phone Number:_____

Please attach a voided check and send to:

NRLCA-PAC

1630 Duke St, Floor 2

Alexandria, VA 22314

By making a NRLCA-PAC Electronic Fund Transfer Authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers' Association or employment by the Postal Service nor part of union dues and that NRLCAPAC will use the money it receives to contribute to candidates for federal office as permitted by the law. You are also making this Electronic Fund Transfer authorization understanding that the NRLCA-PAC contributions are not tax deductible and your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.



**DAWN PINGEL
SECRETARY/TREASURER**

Well I'lllllll be!!!!!!!!!!

That's right fellow members...it's time to celebrate about where our membership is currently sitting - 3,352 members and climbing! Kudos to those that have been recruiting fellow carriers that aren't members ~ our hats are off to you!!! If we can maintain this number (or keep increasing it), we will gain another delegate to make our Wisconsin voice heard at the 116th National Convention.

Over the years, your state board has "challenged" you to recruit a non-member or to just bring a fellow carrier (member or non) to your local county unit meeting. Have you taken on that challenge? If you have - good for you! If you have not - why not? Are there reasons you yourself can't make your local county unit meeting? Are they held on nights that do not work for you or most of your members? If you've answered 'yes' then you have a reason to go and make your voice heard. THAT is where YOU can start making a difference and make a change.

Everyone can agree that change is constant. The Post Office is forever changing and most times - not for the good - at least in our eyes. We're hearing that safety teams are out on the street "observing" us and emergency placing carriers for 'unsafe conduct'. What exactly are they looking for? Leaving LLV/POV's running while we deliver a package?; Not wearing our seatbelts?; Not using our satchels? (at least in the Northland District). That is why it is important to get ALL fellow carriers to join. We are stronger together than we are alone.

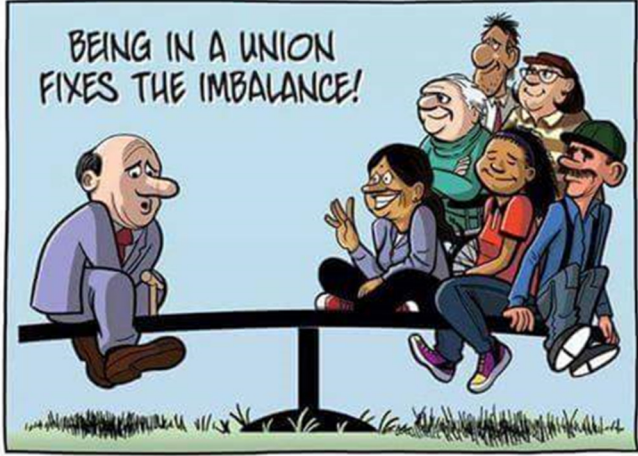
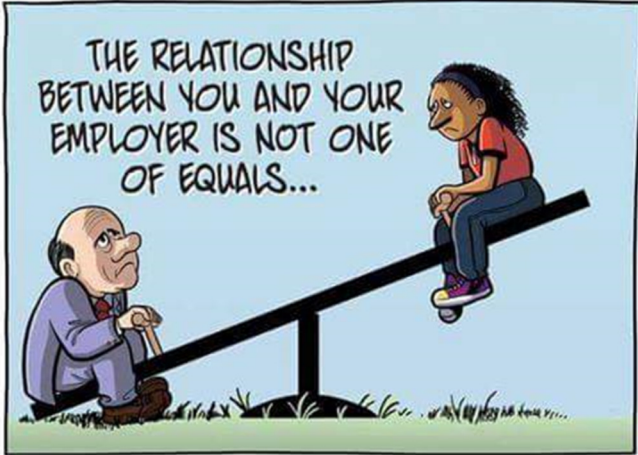
Reach out to those fellow carriers who are not members and let them know that we want them to be in our union family so their voice can be heard. For those members who are thinking about leaving, please do not. You are a part of an

organization that looks out for each other. If you do not have a local steward in your office, consider running yourself. Be the person to make the difference and you could be that person who influences someone else to stand next to you. Again, it's easier to stand next to someone than to stand alone.

Looking forward to seeing fellow members at your local county unit meetings, the Local Officer Training Seminar and the Spring Conference!

Respectfully,

Dawn Pingel - State Secretary/Treasurer



**“Have you turned in your leave slip yet?”
State Convention 2020**

When: June 26th – 28th, 2020

Where: Dubuque, Iowa.

Why: Because your association needs you there.

You can voice your concerns and talk with your National Officers, your stewards, and meet new people. You can see what our association does for you, for us.

The Grand River Conference Center in Dubuque, IA is situated along the Mississippi River with a gorgeous view. It is adjacent to deluxe lodging, gaming and entertainment.

The Grand Harbor Resort is connected via a skywalk to Grand River Conference. The resort offers a game room and a waterpark. Waterpark passes are included in your stay, *so bring your kids, and your kids’ kids, too!*

Within walking distance of the conference center and hotel, you will find the National Mississippi River Museum, Diamond Jo Casino, the Dubuque Museum of Art and Stone Cliff Winery.

Now are you ready to submit that leave slip?



Friday the 26th: Convention will start with retirement specialist Joni Montroy, from Key Retirement Solutions. Ms. Montroy is currently booked

ERICA KRAGNESS
ASSISTANT SECRETARY /
TREASURER



7-9 months out, so if you’re considering retirement within the next year, you won’t want to miss this session. This is followed by the memorial service with WIRLCA Chaplain, Carla Freymiller. And of course, stick around for the Hospitality night and PAC auction.

Saturday the 27th: Convention will start off with an hour and a half open session before going into closed session. We will break for one hour for lunch, resume and end the day around 4:30. There will be a cash bar at 6pm, followed by the banquet and awards event.

Sunday the 28th: The national delegates will meet to start the day with session being called to order at 9am. We will break for one hour for lunch and to check out of your room before returning to business.

Things to consider- Become a delegate!

If you’re new to this, the first step is to attend your county meeting and become a delegate to state convention for your county unit.

The next step is going to Dubuque and doing the voting for the members of your county unit.

There are meals offered. The menus are listed on the registration form, which can be found in this newsletter. These meals are at your own expense and are optional. You may buy any amount of tickets, for your family or friend(s) attending the convention with you.

Finally, if you’re having issues getting approved leave for state convention, you need to contact the steward assigned to your office.

We hope to see you in Dubuque! -Erica

“Cough”, “Cough”, “Sneeze” and “Blow”.

Yep, that’s been my motto for the last 10 days.
You guessed it, I got it, **“The Crud”!**

Now before anyone yells at me that I should have gotten the flu shot, I got it. It apparently didn’t protect me against this strain of influenza. Or as my doctor called it, this influenza “type” illness. Lucky Me!

Keeping yourself healthy is a full- time occupation, especially since everybody is getting sick around you. The number one thing to remember is don’t go to work sick! You take the chance of giving it to the rest of the office. And the more you can rest then hopefully you can recover sooner. If you do get sick, drink plenty of fluids, preferably without alcohol and caffeine.

Eat light meals like chicken noodle soup. Mom was right about that one, it really is good for illness. Take acetaminophen for fevers, aches and pains (unless Dr says otherwise). There are huge drugstores out there that have something for whatever ailment you may have and for somethings you don’t have. Just be careful to follow directions and if you’re not sure, then ask! It’s not easy to steer clear of those things that can make you sick but with proper hygiene (handwashing, covering your cough, don’t touch your face, etc.) you may be able to avoid it.

SUSAN TIFFANY
CHAIR, EXECUTIVE COMMITTEE
PROVIDENT GUILD
REPRESENTATIVE



There has been some concern lately about the coronavirus that is ravaging China and is spreading. Carriers are wondering if they are being exposed to it on the packages arriving from China. In a news break from USPS on the NRLCA website, there is a statement from the Centers for Disease Control (CDC). They state there is likely very low risk that the virus can be spread from products or packaging shipped from China, because of poor survivability of coronaviruses on surfaces. It is generally thought to be spread most often by respiratory droplets. The CDC also says there is currently no evidence to support the transmission of the new coronavirus associated with imported goods and there have not been any reported cases in the United States associated with those imported goods. So, you don’t have to worry about that part of your job making you sick!

So, my article isn’t a lengthy one because I’m trying to conserve my energy so I can return to work after being off for a week. I have a feeling I’m going to need every ounce that I can muster up!

See you at the Spring Conference! Susan





FRANCES SMIDT
 EXECUTIVE
 COMMITTEEPERSON,
 NGIC REPRESENTATIVE

**SPRINGTIME BRINGS
 CHANGES...**

By this time of the year, most of us are ready for the snow to be gone; enthusiastic for the changes that lie ahead. We have shoveled enough, slipped around on the ice enough and froze enough that we welcome the water changing from a trickle to a warm river flowing out from under snowbanks that once formed the Wisconsin Winter mountain chain. As the mountainous snow fades into the landscape changing into low lying green plains spattered with colors of springtime in the form of purple crocus and red tulips followed by yellow and white daffodils to pink rhododendrons to sweet smell of lavender carried by the gentle breeze wafting across the Olympic Peninsula of Washington state in August. Wait a minute- what does Washington state in August have to do with springtime in Wisconsin? If you guessed **C H A N G E**, you are on the right track, Amtrak track that is.

More specifically, that change has to do with the National Rural Letter Carriers National Convention. You see, springtime in Wisconsin is when you need to send your nominations to be a delegate for this spectacular event which happens to be August 18-21, 2020 in Spokane, Washington. You will find the nominating ballot on pages 24-25 of The National Rural Letter Carrier magazine. All the instructions are on the tan colored pages- nominate a fellow carrier or yourself and be sure to send each nomination ballot in its own envelope to Wisconsin RLCA, National Delegate Nomination, PO Box 402, Tomah, WI 54660-0402 by May 7. I strongly encourage every member to attend at least one national convention at some point in their career, whether you attend as a delegate or not- it is a life-changing experience like none other you will participate in. I could sit here and write on and on about all the things that happen at the National Convention, but it wouldn't do justice to **how**

it changes you. It is like the ugly green and black caterpillars seen in the Spring that morphs into the ever popular Monarch butterfly.

As a caterpillar, you are stuck on the milkweed, being constrained to only the one spot in the road ditch or field feeding upon what is in front of you. Like a carrier stuck in an office and only aware of what goes on in the town around you.



You have no idea there is more out there.... there are ditches with wild flowers and fields with others like you...until you grow wings and venture out of your cocoon. You suddenly have control of where you want to go and you can get there so much quicker (now, that you have wings)—like you have a purpose.

This is how I have felt since I attended my first national convention and have seen similar changes in others who have attended as a first-timer. It is like you are witness to the whole process and you can now grasp that when you want to create change and to improve your working conditions, you have the ability to do just that—by submitting resolutions and constitution changes right here in the road ditch and bringing them with along your travels from the county meeting and then to state convention on to National convention where you can tell and explain to other carriers from all across the United States why this change is important-not just to you but to them as well. Sometimes they agree and sometimes they disagree with suggested changes; but at least you could say you tried and it was by your voice you are given as a dues paying union member to make changes.

Sometimes it takes multiple changes in the form of constitution changes and resolutions to create the masterpiece. I know it has been sev-

(Continued on page 12)

eral years since I was first hired and trained to be an RCA and many of us “old-timers” remember what that was like (for some old-timers there wasn’t even that much training). Most of us have also been around long enough to know about how the Academy has morphed in recent years. It has changed from a three-day course to four days along with two days orientation prior to a shadow day and also driving training. Most of these changes have come about because union members are speaking out. The voice is being heard. At the National Convention last year, I had the privilege of attending a seminar that highlighted many of the newest changes in the academy training. I was able to see firsthand how much improved the “next version” of academy training will be. It may not be the perfect butterfly yet but is has definitely come a long way from its ugly green caterpillar stage. I am excited for the new

hires and what we are able to offer them before they have to get behind the wheel and worry about all the other things that come with the job. If it wasn’t for everyone’s voice contributing, who knows how ancient our training would be today.

It is time to open your wings and fly. Let your voice be heard by getting involved and attending the next meeting. Don’t get stuck in the road ditch with just milkweed to eat. Change doesn’t just happen in the spring---change happens year-round.

Frances-a rural carrier with a voice for change



Our personal and work life can become difficult at times.

EAP-Employee Assistance Program

"it's more than you think"

www.EAP4YOU.com

DON'T FORGET TO CHECK OUT THE WIRLCA WEBSITE

WWW.WIRLCA.ORG

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



JASON JOHNSON
EXECUTIVE
COMMITTEEPERSON

Spring Is In The Air...But Don't Forget...Safety First!!

We all just survived a crazy holiday season, full of parcels, Christmas cards, uncooperative managers, and more parcels. It's safe to say that most of us are now probably ready for Winter to be over and in the rear view mirror as well!! Believe it or not, Spring will be here soon....No matter which groundhog you believe, the snow and ice will be melting and the weather will be warming up. The Groundhog can crawl back into his hole for another year and the only shadows we will be worrying about, will be our own when the warm spring sun begins to shine!

While Spring brings with it much anticipation of sunny days and warmer weather, it also brings a wide variety of safety issues that many of us can easily forget about, and we must be reminded of those from time to time. Many of us may say "safety first", and in the end we just want to make it home at night to our families, but we must not forget that there are others out there that want the same thing as we do. While the weather may be getting nice, we must not let it distract us out on the route...**SAFETY MUST COME FIRST!!**

One of those safety issues that we must be very vigilant of in Wisconsin in the spring of the year, is the farmers. The ground is thawing, and the race is on for the farmers. The ground must get tilled and the crops in the ground. With this comes oversized equipment traveling the very same roadways that we use to deliver the mail! Many times they may not travel as fast as we want them to and sometimes poor decisions are made to pass the equipment in an unsafe manner. Many times the farmers are pulling large equipment and can't see people passing them, or they may forget to use their turn signals when turning. We must wait to pass when we are ab-

olutely sure it is safe...they too want to get home to their families at night.... Every night... farmers are under a lot of stress... we must look out for them, like many of them do for us in the coldest and harshest months of the year!

The most crucial safety issue we must remember in the spring of the year is the Children! While they are our concern all year long, this time of year seems most vital! Many have been cooped all winter long and are excited to shed the many layers of winter clothes and run in the green grass, play in the parks, toss the baseball, or many other things children do in the warmer weather. We must be on the lookout for kids on their bicycles, running into the streets after items they may be playing with, or kids running across the street without looking, because the weather has them distracted. We must stay alert for the children... they are fast and in many cases, they can be hard to see... we want them to go home safely too!!!

While many of you may grow tired of everyone harping on you about safety and safety issues, we must be safety leaders while on the streets. We need to lead by example. When we get home safe, others get home safe including the farmers and the children. An accident that could have been prevented could horribly change lives forever. So, as the weather warms up, pay attention, stay alert and **STAY SAFE!!** Happy Spring!!





CARLA FREYMILLER-
CHAPLAIN

**CHAPLAIN'S CORNER
ROAD TRIP ANYONE?**

The Rural Carrier puts on a whole lot of miles through out their lifetime. To and from work and on their rural route. Those many miles all add up!

Even when not going to work; it might be a trip to the grocery store, a doctor appointment, going to see relation or even church. Miles seem to add up just like the days in our lives all add up.

When traveling on a much longer commute to visiting a neighboring state, many of us watch for the mile marker. The mile marker that gets us closer to our destination. The mile marker that takes us to the correct exit ramp. "Are we there yet?" comes a cry from a passenger, or a random silent thought that might pop into our head.

To some of us it is a yearly event and to others it might be your first time attending a Wisconsin Rural Letter Carrier' conference, convention, or county meeting.

So why not go on a road trip? Meet other rural carriers! Make new friends! Have lasting memories!

First road trip destination will be the WIRLCA Spring Conference, March 21 & 22, 2020 at Rhinelander, WI.

Second road trip destination will be Mid-States Conference, May 1-3, 2020 at Springfield, IL.

Third road trip destination will be WIRLCA State Convention, June 26-28, 2020 at Dubuque, IA (we're crossing the mighty Mississippi River for the second time).

Last road trip destination will be the NRLCA National Convention, August 18-21, 2020 at Spokane, WA (send in a delegate ballot).

Don't leave out the local county meetings in the spring and fall.

As with life, each year is like a mile marker, just a little farther through the year or into a new year. Some may be more memorable than others and others well, we'd like to just forget about those.

Each mile marker during our life time tells us and others a story about ourselves. How we grow and become stronger depends on our attitude toward every circumstance.

So no matter what mile marker in life you and I are at, there is only one who is Greater and more Powerful than us. God can and will carry us through; starting from the beginning of our life, through the many mile markers during our life, to our exit ramp eternal life destination.

**ROAD TRIP ANYONE? HOPE TO SEE YOU
THERE! MAY GOD BLESS AND KEEP ALL
RURAL LETTER CARRIERS AND THEIR
FAMILIES SAFE!**

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

GUNDERSON, ROBERT G	10/22/19	ZANE, HENRY F	11/29/19
RAUSCH, KENNETH F	11/3/19	BERNS, PHILIP W	12/7/19
WEISER, ALOIS R	11/20/19	FUMALL, RONALD E	1/12/20
DOBRTZ, MICHAEL E	11/29/19	SMITH, MARK A	2/15/20



2020 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 Quality Inn in Rhinelander, WI on March 21-22, 2019. Call (715) 318-2643 and request "Wisconsin Rural Letter Carriers" group.

Mail to:
WIRLCA Spring Conference
PO Box 194
Colfax, WI 54730-0194



ATTENTION MEMBERS!!!
If you'd like to submit a question to be answered by the Board or by a steward or would like to write a guest speaker article, please submit your question/article to:**
WIRLCA Newsletter
PO Box 7
Tomah, WI 54660-0007

****Guest speaker article should be kept to one (1) page or less. Opinion pieces should follow the "Letter to the Editor" guidelines on page 2**

I don't have a name yet, but here's your chance! Send name suggestions to the address above.

Spring Conference
March 21-22, 2020
Quality Inn – Rhinelander, WI
Tentative Schedule

Saturday training- open to ALL members

9:45-10:00 a.m.	Local Officer Check-In
10:00 – 10:15 a.m.	Introductions
10:15 – 11:00 a.m.	Local Officer Job Descriptions / Robert’s Rules Presented by Mark Becker, Parliamentarian
11:15 a.m.	Constitution / Resolution Change Process Presented by Roger Dobbe
12:00 p.m.	Lunch
1:00 p.m.	Continue - Wrap up Constitution / Resolution Change Process
2:00 – 4:00 p.m.	Basic Computer Skills Training Learn how to navigate through Word Documents and Excel; printing/scanning

Sunday-Spring Conference

9:00 a.m.	Invocation – Carla Freymiller, Chaplin
9:10 a.m.	Welcome U.S. Postal Service Representative – TBA PAC – Bob Lueck National General – Frances Smidt Provident Guild – Susan Tiffany Armed Forces Veterans Club – Marilyn LaPorte Auxiliary / Junior Representative (s) – Kathy Lueck / Jason Johnson
10:00 – 10:15 a.m.	Break / Hotel checkout
10:15 a.m.	OWCP – TBD
11:15 a.m.	Raffle Winner Announcements
11:30 a.m. -??	Steward Q & A



Wisconsin Rural Letter Carriers Association

2020 State Convention Registration

Dubuque, Iowa - June 26th - 28th 2020

Name: _____ Phone Number: _____

Address: _____

(City)

(State)

(Zip Code)

Email: _____

Local Unit Representing: _____ Guest: _____

First Time Attendee: Yes No Willing to serve on a committee? Yes No

I am: Retired Regular Carrier RCA PTF ARC

I am interested in the following break-out sessions:

Retirement Information RCA Information Steward Q&A

Friday Night Fish Fry

Atlantic Cod, Baked or Fried, with lemon wedges and tartar sauce, a potato, vegetables, assorted rolls, iced tea, coffee & water

@ \$25.00 = _____

Saturday Breakfast

Fresh baked biscuits and country style gravy, corned beef hash, potatoes O'Brien, crispy bacon, scrambled eggs, seasonal fruit bowl, assorted breakfast pastries, coffee, fruit juice & water

@ \$15.00 = _____

Total

Saturday Tailgate Lunch

Grilled hamburgers & bratwurst, coleslaw, potato salad, baked beans, potato chips and all the fixings, iced tea coffee & water

@ \$20.00 = _____

Saturday Banquet

Grilled Bourbon chicken, sliced roast beef with au jus, garlic mashed potatoes, vegetable medley, chef salad, dinner rolls, Cheesecake Dessert, coffee, milk & water

@ \$25.00 = _____

Total

Checks should be made payable to WIRLCA 2020 State Convention for total amount due \$ _____

ALL ATTENDEES MUST REGISTER – EVEN IF YOU ARE NOT PARTICIPATING IN MEALS

- ❖ Hotel Reservations can be arranged by calling Grand Harbor Resort at (563)690-4000 and don't forget to mention you are with the WIRLCA for our special room rate
- ❖ Return this registration form to: WIRLCA State Convention Registration, PO BOX 194 Colfax, WI 54730
- ❖ Registration must be returned by May 22, 2020

Tentative Schedule for the 116th WIRLCA State Convention Grand River Conference Center in Dubuque, Iowa June 26th – June 28th

Friday, June 26th

- 8am – 5pm-Registration
- 9am – 12pm-Retirement Seminar: Joni Montroy-Key Retirement Solutions
- 1pm – 1:45pm-Memorial Service, Chaplain Carla Freymiller
- 2pm-Joint session
- 4pm-Steward Q&A
- Recess until 9am Saturday
- 6:30 pm-Hospitality/PAC Fun Night
- Everyone welcome/Light snacks

Saturday, June 27th

- 8am – 10am-Registration
- 8:30am – 9am-First-timers Meeting
- 9am – 10:30am-Open session
- 10:30am – 4:30pm-Closed session, lunch 12pm-1pm
- NOMINATIONS FOR PRESIDENT, VICE PRESIDENT, SECRETARY/TREASURER, ASST. SECY/
TREASURER AND THREE YEAR COMMITTEEPERSON POSITIONS WILL BE OPEN
- Recess until 9am Sunday
- 6pm-Cash bar
- 6:30pm-Banquet/Awards ceremony

Sunday, June 28th

- 8:30am-National delegates Meeting
- 9am – 11am-Call to order
- 11am-12pm-Break
- 12pm-Closed session resumes
- ELECTION OF OFFICERS



CONSTITUTION CHANGE 2020

NOTE: ALL CONSTITUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/
TREASURER,

Erica Kragness, PO Box 194, Colfax, WI 54730-0194 **POSTMARKED BY JUNE 1, 2020** OR E-MAILED TO
ASSISTANT STATE SECRETARY/TREASURER @ erica.kragness@nrlca.org **BY JUNE 15, 2020 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 2020 WISCONSIN
RURAL LETTER CARRIERS' ASSOCIATION ANNUAL STATE CONVENTION, Dubuque, Iowa June 19-21,
2020.

PRESENT LANGUAGE: ARTICLE #: _____ SECTION #: _____

PROPOSED LANGUAGE: ARTICLE #: _____ SECTION #: _____

INTENT:

REASON FOR CHANGE:

SUBMITTED BY: _____

Daytime Phone Number: _____

RESOLUTION CHANGE 2020

NOTE: ALL RESOLUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/TREASURER, Erica Kragness PO Box 194 Colfax, WI 54730-0194 **POSTMARKED BY JUNE 1, 2020** OR E-MAILED TO ASSISTANT STATE SECRETARY/TREASURER to Erica.Kragness@nrlca.org **BY JUNE 20, 2020 BY 10AM.**

The following RESOLUTION Change is being submitted for consideration at the 2020 WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION ANNUAL STATE CONVENTION, Dubuque, IA - June 26-28, 2020.

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

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: _____

CONGRATULATIONS

Recent Retirees

CONGRATULATIONS

MIKE WETTSTEIN JR	APPLETON
MICHAEL HANSEN	CASHTON
CATHERINE BRENDEMUEHL	LANCASTER
KATHY WELHOEFER	WATERLOO
LYDIA GREENING	NEKOOSA
ALLEN MUENCH	WEST BEND
RICHARD HUIRAS	BARRON
DIANE WALKER	DARLINGTON

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.

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

WELCOME

NEW MEMBERS

12/13/19– 2/17/20

TODD HOLLENKAMP	LUCK	BENJAMIN FAWCETT	BURLINGTON
KIM DUNIGAN	OCONOMOWOC	BRETT GIESE	OCONOMOWOC
ROBERT MONTELONGO	DELAFIELD	ANNA LOHSE	DELAVAN
CATHY JAGGERS	COTTAGE GROVE	QUDDUS MILLER	FREDONIA
DAVID LIVINGSTON	CADOTT	RONALD SANDBERG	WATERFORD
JENNIFER GILGE	WATERFORD	WUNGLU XIONG	WAUKESHA
JASON HENRY	PARDEEVILLE	DONNA HUTCHISON	LA CROSSE
GAGE HILL	BARABOO	MATTHEW KREYER	SPOONER
JOEL VIZEK	MADISON	ALAN PETERSON	OLON SPRINGS
TRACEY BROKAW	EDGERTON	JACK RISEN	GALESVILLE
ALIYAH JOHNSON	JANESVILLE	CHRISTINE SANFORD	GREEN BAY
JEFFREY JOYNER	JANESVILLE	CYNTHIA WASIELEWSKI	PULASKI
MATTHEW VANDE BRINK	GREEN LAKE	JACY ZABLOCKI	COLEMAN
AMANDA GERGELY	CHIPPEWA FALLS	JONATHAN MOORE	SPARTA
RICHARD HANZEL	PRESCOTT	ROBERT RENTMEESTER JR	WOODRUFF
MARY HENDRICKSON	ADAMS	PETER MORSE	MUKWONAGO
TIERNEY REGO	CLINTONVILLE	MIKE PIGHINI	WEBSTER
TARA SCHMIDT	MUSKEGO	ALYSSA PEREZ	HALES CORNERS
BRIAN BARNES	PARDEEVILLE	AMANDA BURT	SHEBOYGAN
JONATHAN HANSON	MADISON	GREGORY FECHTER	CEDARBURG
BRENDA MATTHEWS	FORT ATKINSON	NANCY HAYWARD	KENOSHA
JESSICA WISNIEWSKI	WESTFIELD	JEROME KONRAD	HALES CORNERS
AMANDA CHAPMAN	APPLETON	JULIE MORGAN	ELKHORN
LANA MORVICE	LODI	JAKE POAD	GERMANTOWN
NICHOLAS MUSSELMAN	DE PERE	KAMALJIT SAINI	BURLINGTON
PAMELA WAYERSKI	STEVENS POINT	DAVID WALENTA	HARTLAND
MICHELE WRIEDT	STEVENS POINT	WILLIAM ZUELKE	EAGLE RIVER
MARTIN BELLE ISLE	NEW RICHMOND	LEIA BLAZEK	SPRING VALLEY
JASON NAUER	PRESCOTT	RENEE BODI	RACINE
JONATHAN AEGERTER	ELKHORN	RUTH OPACHAN	TONY
AMBER BROESCH	HARTLAND	BRIDGETTE GONNERING	SHEBOYGAN FALLS
CHASE ERICKSON	BRISTOL		

Effective June 30, 2019 the RAFT program has been discontinued at the national level

Due to the RAFT (Recruit A Friend Today) program being discontinued at the national level the WIRLCA will no longer continue the state program, either at this time.

Please be advised with this change at the national level, the incentive of 3 months free to new membership was also reduced to 2 months free, starting June 30, 2019.

Therefore, all members including academy trainers will no longer receive "a bounty".
The WIRLCA board **may** consider revisiting a RAFT program at the state level in the future.



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

President

Alexandria Stone
10881 Circle Road
Lancaster, WI 53813
608-732-4214
stonealex101@aol.com

Vice President

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

Secretary

Jordan Jacobus
255586 Hwy 61
Boscobel, WI 53805
608-375-5755
Jordanmjacobus@icloud.com

Treasurer

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

Chaplain

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

JUNIOR CONTEST

All essays and posters must be on, or attached to, a letter-size manila folder. There is no requirement as to how many sides of the folder you use, but you must be able to fold the folder. Each entry must have the following information legibly written on the back of the folder:

- Name and address
- Date of birth and age as of 8/1/20
- Name of parent or grandparent

- State in which dues are paid
- Entries with incomplete/incorrect information will be disqualified. All entries will be judged on originality, neatness, grammar and spelling.
- Age 6-7: Design a poster: "*How my Family Recycles*"
- Age 8-9: Design a poster: "*How Donating Items Helps Others*"
- Age 10-11: Design a poster: "*Make Your Home Poison Safe*"

- Age 12-14: Design a poster: "*Be a Volunteer*"
- Age 15-17: Write an Essay: "*Poison Proof Your Home*"
- Age 18-20: Write an Essay: "*How Volunteering Makes a Difference*"
- Special Education: Design a Poster: "*Items to Recycle*"
- Mail entries to:
Tana Zeich
408 N Pine Street
Orfordville, WI 53576

Happy Birthday NRLCA Auxiliary We're 95 and Alive!

PRESIDENT'S MESSAGE

Mrs. Roy (Clarance) Ticker and seventy-seven other ladies organized the NRLCA Auxiliary on September 10, 1924 in St. Paul, MN

The purpose of the Auxiliary is stated in our Constitution:

- to unite fraternally its members
- to help create a greater interest in rural mail service and Association work
- to cooperate with the National Rural Letter Carriers' Association to seek beneficial legislation

It is my hope we, as an Auxiliary, can work together this year, as we have in the past, to fulfill the vision Mrs. Tricker, our first President, had for this organization.

2020 is a leap year. Let's "leap" to move forward in our purposes.

Cyndy Keyes, President

2019-2020

Program of Cooperation

Humanitarian: Postal Employees' Relief Fund (PERF)

Symbol: NRLCA Auxiliary emblem

Americanism: Volunteer, Recycle, Donate

Safety: Poison Prevention Awareness PAC: Support PAC

Flower: Auxiliary white rose

Song: Let There Be Peace on Earth

Inspiration:

No one cares how much you know until they know how much you care.

--Theodore Roosevelt

An ounce of prevention is worth a pound of cure.

--Benjamin Franklin

SAFETY

"Poison Prevention Awareness"

Accidental poisoning is a significant problem in the United States. It can happen in any age group.

Poisons can be swallowed, inhaled, injected, splashed into the eyes, or absorbed through the skin. Potential poisons include household cleaning products, cosmetic items, plants and fungi, pesticides, medications, alcohol, poisonous gases, insect bites and food. It is important to educate ourselves about poison prevention, including poison proofing our homes, and resources available in case a poisoning occurs.

Please enter the Poison Help phone number **1-800-222-1222** into your cell phone and post it on your land line phone. You can also log onto poison.org for help. Phone and online help are available 24/7.

Our pets can also be victims of accidental poisoning. Pet poisoning help is available by telephone (a fee may apply). Check resources online to be prepared.

AMERICANISM

"Volunteer, Recycle, Donate"

Volunteer - Time is probably the most valuable thing we can share. Reach out by volunteering at your church, school, local hospital, community project, or food pantry, just to name a few.

Recycle - With a little effort, many items we use daily can be recycled rather than discarded. Check with your local recycling center for the items they will accept.

Donate - Donate items you no longer use to your local thrift store, church or school garage sale, homeless shelter, family help agency, etc. Something you no longer use or need may be at the top of someone's wish list. Donate food items to your local food pantry.

Postal Employees' Relief Fund (PERF)

Recent flooding, hurricanes, tornadoes, fires and earthquakes have left many in our country in need of help.

The NRLCA, Auxiliary and Junior Auxiliary are a family and in turn we are members of a larger family, the United States Postal Service. It seems fitting we, as an Auxiliary, offer support to those in our postal family who have been the victims of these disasters.

Find more information at postalrelief.com

**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 16, 2020.**

Any Application received with a postmark **later than May 16, 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 13, 2021.**

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

Name: - _____ Birth Date: _____

Street Address: _____

City: _____ State: _____ Zip +4: _____

Phone Number: _____

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

Check one: Regular Carrier___ Retired___ Substitute___ Widow(er) of Carrier___

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

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

In what county are membership dues paid? _____

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

PLEASE ANSWER THE FOLLOWING QUESTIONS AS COMPLETELY AS POSSIBLE

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

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

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

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

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

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

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

Your career goals.

Why you wish to pursue the career you have chosen.

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

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

Signature of Applicant: _____

Father's Name (Please print): _____

Signature of Applicant's Father: _____

Mother's Name (Please print): _____

Signature of Applicant's Mother: _____

Date of Application: _____

Attach
Picture
Here

(Optional – Refer to #6
application instructions)

Thank you! Good Luck with Your Future!

Armed Forces Veterans' Club

Welcome to the **Armed Forces Veterans' Club!** I'm going to attempt to address some questions/concerns, which you may have about membership in this group.

We, currently, have 63 members. About 1/4th of our members are veterans (this is similar to the percentage of veterans within the Postal Service). This past year, we had 14 members who didn't renew their membership. I'm hoping that these non-renewals were simply an oversight? But, if they are the result of dissatisfaction with the Club, we will definitely try to "correct the situation". I am encouraging **every** WIRLCA member, and their spouses, to join and continue to be a valuable part of our Club.

We want to transform the Club into...whatever the membership desires. Following Fridays' business session, at the State Convention, we will meet to award scholarships (VP Roger Dobbe provided details, about this process, in the previous edition of our State newsletter), elect Officers and resolve any issues. I hope that all of our members (and potential members) attend this meeting, offer their suggestions and are included in a group photo - have you seen the picture (at <wirlca.org> and in the Jan/Feb edition of our

National magazine) of your AFVC members, who honored veterans during the annual Wreaths Across America event?

Here's what you'll want to do: Mail your \$10 check to Marilyn (address below). Or, you may, sign-up at the Spring Conference or your County meeting (WIRLCA Officers will have membership cards). Those who initially join, during the Spring, receive the added benefit - of a few months of "free" membership, for rest of this "membership year". The AFVC "membership year" runs from July 1st through June 30th. You, and your spouse (if both are members) will *then* qualify to submit applications, for this year's scholarship drawing, at the State Convention.

Here's why you want to: (1) If we are able to increase our membership to 100 (a reasonable goal?) one additional kid/grandkid will be eligible to receive a scholarship, at the National Convention. (2) Pride. I know that all of us have a deep appreciation for our Veterans and would like to assist our youngsters, in their pursuit of a higher education. Pride...I feel it, and I want the rest of my Rural Letter Carrier family to experience it, too.

Dennis R. Nelson, President AFVC

WI 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**



LAKELAND DISTRICT REPRESENTATIVE-JULIA DOGGETT

GREETINGS FROM LAKELAND DISTRICT!!

The following is a news article submission by Gateway DR Kirby Ricketts. In the interest of sharing relevant information, as Lakeland will be moving in to this process quickly, I've asked to share his article.

Lakeland District will be advancing in to the realm of populating routes for RRECS mapping; Kirby was involved in the pilot program and submitted this article for the IL newspaper.

This information is timely and relevant, please pay close attention to the preparation information throughout; it will help the process move along smoothly.

If you have any questions, please give a call.

Julia Doggett DR for Lakeland

RRECS Mapping- article by Kirby Ricketts, DR for Gateway District

When we start creeping closer to spring, it reminds us of the changes to come. More daylight, warmer days, roads on many of your routes changing from ice/snow to dust/mud, switching from hunting to fishing and going from watching football to baseball. As a Rural Carrier, there is one other change heading your way, RRECS Mapping. The pilot program has been rolled out in 8 districts across the nation, Northern Virginia, Ohio Valley, Northern New England, Sacramento, Pio Grande, Suncoast, Arizona and Gateway. By the time you read this article, all these districts should have their pilot offices completed, and be in the process of sending facilitators out to other offices in their districts. Here in Gateway, we believe we will have our pilot office done by February 21st. Even if you are not in one of the above-mentioned districts, the RRECS will be headed your way shortly. I won't go into great details about the program, but will give you the basics on what to expect.

The first thing you have to know is **that participation is not optional**, if you are the regular carrier on a rural route, you will

take part in mapping your route at some point and time. If the route is vacant, or held down by an RCA/PTF, they will do the mapping.

Since I know this will be one of the first and biggest questions asked, I'll go ahead and answer it now, **Q: Do I get additional pay for sitting down and mapping my route?** A: No, auxiliary assistance will be provided to you the day you map your route.

How long will it take you to map your route? This is the million-dollar question! If you've scanned packages at the door like you were supposed to, ran your route like you were supposed to, have kept your edit book up to date, and were fortunate enough to have a management member that kept up your 4003....then the mapping should go very smoothly. Mapping is basically marking 4 things for each deliver you have on your route, box location, the stop (usually the same as the box location), package/accountable delivery point (usually the front door of the customer), and parking location (where you park when delivering a package/accountable to a customer). If you've been scanning correctly, many of these 4 points will already show in the proper location, you'll only have to verify they are correct. For example, if you've been scanning you parcels at your vehicle, then taking them to the door, or scanning at the box, and heaven forbid hanging the parcel, then the customers front door location might show a location of the middle of the street or at the box. Since parcels are to be scanned at the delivery point, this system downloads the information that you fed it when scanning. For those of you that did all of your scanning correctly, you may see that many of your deliver points have 3 of the 4 icons

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already populated. The only other thing that will really be mapped is your fueling location if you have an assigned vehicle on your route.

Now to relieve some of your anxiety! Admit it, I know there are those of you out there that are already nervous because you don't know the first thing about computers, and the thought of this is already making you breakout in a sweat?! Not to worry, each district either is, or will be, putting together a team to head out to the offices around the district to assist carriers with their mapping. If you can point, you can map! It's really that simple for you the carrier, of course you do have to have knowledge of your route, which I'm assuming the majority of you will naturally have. The facilitators are chosen by the NSS District Representative and the district Delivery Operations designee, a mix of management members and carriers. In Gateway the facilitators are about an 80/20 split, with the 80% being carriers. **Here is the one thing you must remember, the carrier, not management, has the final say on the four points that are to be mapped!** Now does that mean that you can move the mailbox location another mile down the road? No, it means that you know your route, you know where you park and you know what door you deliver the packages to, management doesn't. Just map the location honestly and to the best of your ability. The facilitator you are paired with will do all of hands on work with the computer, you will simply be pointing at the 4 points with a pencil or chopstick.

What do you need to do to prepare for this?

First you need to make sure that that you have your edit book up to date and accurate. You need to get with management and verify that your 4003 is accurate and up to date. Ok I heard the laughing, if management refuses, or doesn't seem to know how, to update either the edit book entries

or 4003, get ahold of your designated steward immediately! If you are one of the ones that hasn't been scanning at the deliver location, start doing so now.

With RRECS, the NSS Stewards will not be acting as facilitators. Each District Representative will be hands-on with the first pilot office, but after that, the role will change to just helping to oversee the process. The NSS Assistant District Representatives will be brought into a facilitator training to learn the program so that they can assist in answering questions in the field.

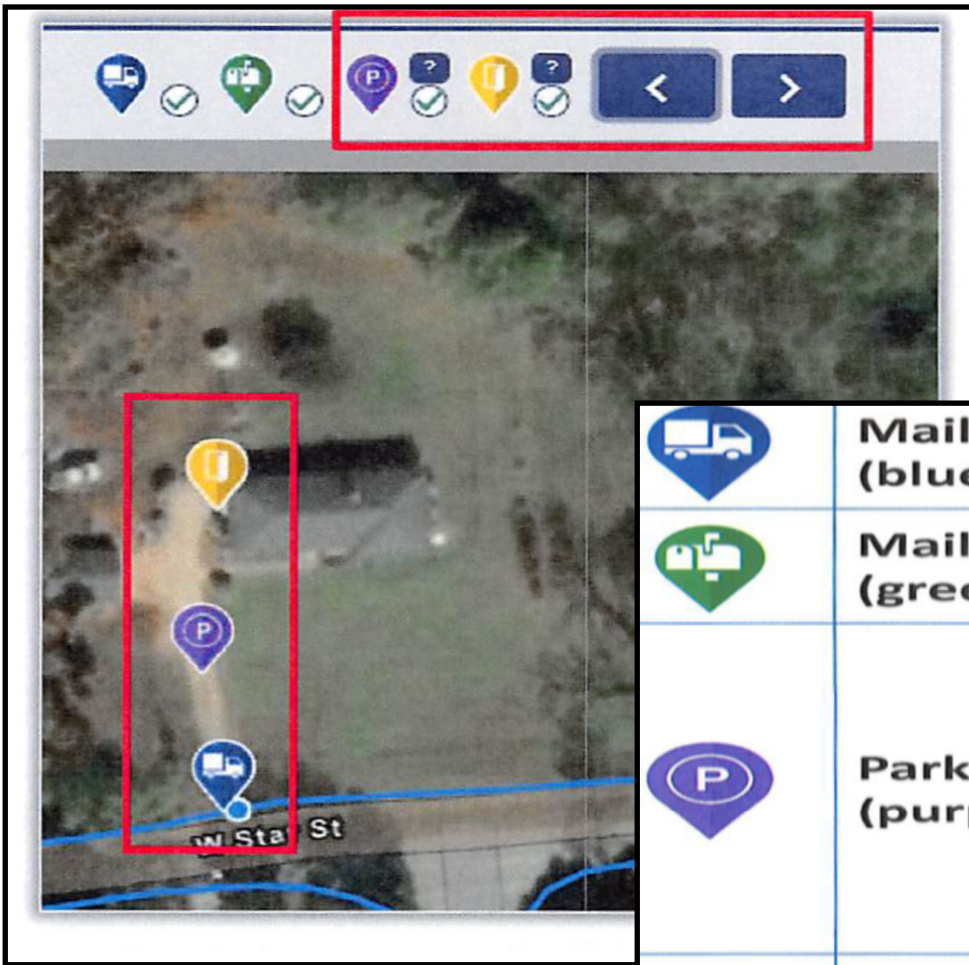
The picture I've included with the article, shows an example of one of the views that you can look at when mapping your route. The 4 icons at the top of the page are what you will be marking. The icon picture meanings are; The Blue Truck Icon = Mail Stop (location where you stop at the box, it is often times possible to serve 2 boxes with one stop), The Green Mail Box Icon = The location of the customers mail box (often times, just like in the example picture, the box has already been populated, however the Mail Stop icon is covering it), The Purple P Icon = The location you would park to deliver a package or accountable to the customer, The Yellow Door Icon = The location of customers door that you use when delivering a package or accountable.





I hope this article will help to prevent or eliminate some of the fears of this program. The rural craft as a whole, including me, sometimes does not do well with change, but this change I believe will be for the better.

Until next time remember,

IT'S YOUR UNION, BE SMART....TAKE PART!

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	Mail Stop Icon (blue)
	Mail Box Icon (green)
	Park Point Icon (purple)
	Front Door Icon (yellow)

ATTENTION!- 'when the red line shoots out of your scanner and meets the barcode on the item you are delivering, THAT is where the program places the delivery point.'

So if you start the scan in your car and finish it at the door, you WILL NOT be compensated to walk that item to the door, even if you have placed it as the delivery point on the program map.

MAKE THE SCAN AT THE PROPER LOCATION-YOUR PAY AND EVERYONE ELSE THAT RUNS THE ROUTE DEPENDS ON IT.

NORTHLAND DISTRICT REPRESENTATIVE-JAMES "JIM" RIESS

Route Adjustments:

There are two types of adjustments currently occurring in the Northland District. The first type is the normal adjustment created for operational reasons usually being overburdened; is pretty straight forward if carriers are properly notified and utilize the information in this article. **The second** is much more subtle and ties to the 'scanner'. Briefly what occurs is the scanner 'inaccurately' measures the miles traveled daily by carriers; management looks at this and sees a wide discrepancy and then 'creatively' in many instances goes on line and google maps the route *rather than actually measuring it* thus submitting changes to operations which are processed as base hour changes in mileage affecting the EMA and at times cutting the paid evaluations. Carriers do **need challenge this immediately in the grievance process if this occurs.**

Failure of any rural carrier to exercise his/her contractual right to submit written comments would greatly diminish the likelihood of prevailing in the grievance process. Management's failure to involve the carrier (s) in the adjustment procedure is a violation of the National Agreement, Article 30.1.J, and is a grievable issue. The likelihood of prevailing in a route adjustment grievance would depend largely on how closely the established route adjustment guidelines were followed.

A carrier who is considering filing a grievance concerning a route adjustment should be prepared to furnish documentation. The following items are essential for any route adjustment grievance:

- Route adjustment worksheets for all routes involved
- Written comments submitted by the carrier

- PS Form 4241-A for the time period immediately prior to the adjustment (If growth is a factor, include PS Form(s) 4241-A for the previous 12 months)
- PS Form 4241-A for the time period immediately after the adjustment
- Color-coded maps indicating the location of route(s) being adjusted as well as the adjacent and/or surrounding routes
- PS forms 4240 (Trip Sheets) for the 12 months prior to the adjustment in order to establish whether or not the carrier consistently met dispatch and/or stayed under 2,080 work-hours for the guarantee year
- Transportation schedule to show dispatch times
- Pertinent pages from the Rural Route Adjustment Guidelines & Procedures
- Section 823.1 of the M-38

If a carrier feels the potential for a grievance exists, he/she should discuss the issues with management as well as involve the local steward in those discussions and do so in a timely manner

Important note:

An Arbitration Award out of Beatrice, NE related to management adjusting a route below 43K (M-38.823.1) without management providing a reasonable explanation of the operational issues to adjust below a 43K was further supported by a second arbitration award on July 27, 2018 from Buzzards Bay, MA that refers back to the Beatrice, NE award. Both awards also required management to adjust the routes back to a 43K and provided a make-whole remedy. Management must aim to leave a regular route at 52 standard hours if it is the subject of a route adjustment. If management does not do so, it must provide a good reason why adjusting the route to 52 standard hours was not practical, as well as evidence supporting its position.

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There is nothing that prevents management from adjusting above 52 hours if necessary.

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.

Carriers always need be vigilant in the performance of their jobs to include reviewing the Contract, the PO 603, our National Magazine, State Newsletters, and utilize the official NRLCA website. All members need follow the actions or inactions in Congress on matters related to the Postal Service. Congressional actions significantly affect our craft and those we serve as rural carriers!

Jim Riess, Northland District Representative,
897 Roosevelt Ave Pine River MN 56474-5162
TEL: 218-587-2206 EMAIL:
Jim.Riess@nrlca.org FAX: 855-677-0009

For a number of years postal employees have been advised that bidding is done via the internet and/or the telephone – the USPS is no longer accepting paper bids
UNLESS there is a malfunction in the actual bidding process,

Translation ; the “I cannot bid because of my PIN or password are not accepted” does not cut it
To reset a PIN via SSP, employees should visit ssp.usps.gov.

Note: The SSP website cannot be accessed from a mobile device (tablet, cell phone, iPad). Additionally, the computer must have Internet Explorer 8 (IE8) or higher , or it will not allow you to update the profile

1. Click **Enter SSP**
2. Enter the 8-digit Employee ID and Password and click Sign In
*Remember: The Self-Service password is the same password that you use for LiteBlue.
3. Select the **Manage PIN** tab
4. Enter your **Current SSP Password**
5. Enter your **NEW 4-digit PIN** of choice, and **Confirm PIN** by re-entering it
6. Click on **Update PIN**. A pop-up message will appear stating **Successfully updated PIN**. The **new PIN can be used immediately**

**THE NRLCA NATIONAL BOARD IS SEEKING QUALIFIED AND MOTIVATED MEMBERS
INTERESTED IN THE POSITION OF AREA STEWARD AND/OR ASSISTANT DISTRICT
REPRESENTATIVE FOR THE NATIONAL STEWARD SYSTEM
LOCAL STEWARDS ARE ALWAYS NEEDED-**

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: HAYWARD, WI ~ 11 RURAL ROUTES, 10 POV, 1 LLV ~ POSSIBLE
THREE WAY TRANSFER FOR ANYONE IN SOUTHERN WISCONSIN WANTING HAYWARD.
I AM LOOKING TO GET TO THE WAUSAU AREA OR SURROUNDING AREAS. CALL OR
TEXT @ 715-613-1562 OR EMAIL 2LAUREL@CHARTER.NET FOR SOME POSSIBILITIES.

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

Ready.gov-Disaster Preparedness
www.ready.gov

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Deadline for next issue: April 21, 2020

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

Special National Delegate Election Notice: All WISCONSIN RLCA members in good standing that desire to be considered for a 2020 National Convention Delegate position representing the WISCONSIN RLCA. Please refer to the NRLCA National Magazine starting with the November/ December 2019 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 2020 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 2020 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 7, 2020.

Nominations received after that time will not be valid.

Also, in order to serve as a delegate to the 2020 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.

COMING EVENTS

MAR 8- DAYLIGHT SAVINGS BEGINS
MAR 14- LEARN ABOUT BUTTERFLIES DAY
MAR 21-22- SPRING CONFERENCE-
QUALITY INN-RHINELANDER
MAR 29-NATIONAL VIETNAM VETERANS DAY
APRIL 10- GOOD FRIDAY

APRIL 12- EASTER
UPCOMING BOARD MEETINGS
MARCH 20 - QUALITY INN IN RHINELANDER
***PLEASE CHECK WEBSITE FOR MOST UP TO DATE
INFORMATION AS DATES /TIMES AND/OR
LOCATIONS MAY BE CHANGED AS NEEDED.