

WIRLCA NEWS



WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION



VOL. MMXXIV ISSUE # 3 MAY-JUNE 2024
WIRLCA OFFICIAL WEBSITE-WWW.WIRLCA.ORG
PRE-CONVENTION ISSUE

Wisconsin Rural Letter Carriers' Association Welcomes NRLCA Executive Committee Chair, Nicky Phillips and NRLCA Auxiliary Executive Committee Secretary, Marlene Cummings to the 119th WIRLCA State Convention



Nicky Phillips was re-elected to the National Board of the National Rural Letter Carriers' Association at the 117th National Convention in Grand Rapids, Michigan on August 18, 2023, to serve a one-year term as Executive Committeeman.

Nicky was hired as a Rural Carrier Relief (RCR) in 1985 and converted to Rural Carrier Associate (RCA) in 1988. He served as a leave replacement for 11 years until becoming a regular carrier in February 1997. He was a facilitator with the QWL/EI process and a member of the DJSC for 6 years.

Starting in 1997, Nicky began his role as a local steward, then moved up to Assistant State Steward in 2009. He was elected as District Officer of District 6 and served for 12 years. Later, he served as a State Officer for 3 years and held an appointed officer position on the Georgia State Board. Prior to his election to the National Board, he spent 10 years as an Assistant District Representative with the National Steward System.

Marlene Cummings was elected to the National Auxiliary Board in Orlando, FL, in 2022. She currently serves as Executive Committee Secretary.



She is no stranger to the rural carrier craft. She has been involved since she was 14 years old, as her dad and mom were vital members of the Iowa Association and Auxiliary. Her husband, Gary, has carried mail for over 30 years while serving the past several years as full-time DR and/or ADR for the IA-NE-SD District.

Marlene and Gary have two adult children, Sara, who is very involved in Special Olympics, and Clint and his family. Marlene enjoys attending her granddaughters' activities whenever possible.

Marlene has served as president, vice president, and secretary of the Iowa Auxiliary. She currently serves as co-editor of the Iowa newspaper. Marlene is looking forward to working with the Association, Auxiliary, and Junior Auxiliary members to continue growing the NRLCA Auxiliary.

IN THIS ISSUE

OFFICERS CONTACT INFO	2	NEW MEMBERS	16	LONGEVITY AWARDS	32
OFFICERS' REPORTS/ PAC	3-13	2024 WIRLCA STATE CONV.	17-21	USEFUL LINKS/CLASSIFIEDS	33
CONSTITUTION/RESOLUTION		DISTRICT REPRESENTATIVE		STEWARD CONTACT	
QR CODE AND LINK	12	REPORTS	22-25	INFORMATION	34
CHAPLAIN'S CORNER	14	AUXILIARY /JUNIORS	26-30	NATIONAL DELEGATE AND BOARD	
RECENTLY DECEASED	14	AFVC	31	CANDIDATES	35
HARASSMENT HOTLINE	15	RECENT RETIREES	32	COMING EVENTS	BACK PAGE

STATE OFFICERS 2023-2024

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	AD HOC
Kim MacDonald-President Regions 6 & 7 PO Box 270054 Hartford, WI 53027-0054 Ph 262-282-1482 Email- kmacdonald@wirlca.org	WIRLCA PAC Chair-Bob Lueck 1417 Oak St Watertown, WI 53098-1136 Ph 920-285-6867 Email- pacchair@wirlca.org
Jason Johnson-Vice President Regions 8 & 10 630 Keep St. Darlington, WI 53530 Ph 608-482-1280 Email- jjohnson@wirlca.org	Parliamentarian-Ron Berg Email- parliamentarian@wirlca.org 608-220-4855
Erica Kragness- Secretary/Treasurer Regions 1 & 3 PO Box 194 Colfax, WI 54730-0194 Ph 715-563-5302 Email- Erica.Kragness@nrlca.org	Editor-Chuck Groth PO Box 253 New Richmond, WI 54017-0253 Ph 715-699-0070 Email- editor@wirlca.org
Beth Montejano-Assistant Secretary/Treasurer Region 4 PO Box 13011 Green Bay, WI 54307-3011 Ph 920-301-0121 Email- Beth.Montejano@nrlca.org	Webmaster-Chuck Groth PO Box 253 New Richmond, WI 54017-0253 Ph 715-699-0070 Email- webmaster@wirlca.org
Lisa Rittenhouse-Chair Exec. Committee Region 11 11004 Rock River Rd. Edgerton, WI 53534 Ph 608-480-3160 Email- lisarittenhouse@wirlca.org	Chaplain-Carla Freymiller Email- chaplain@wirlca.org
Jesse Hanson-Committeeperson Regions 2 & 5 Auto Insurance Representative N9436 County Rd G Hixton, WI 54635 Ph 715-222-5674 Email- jessehanson@wirlca.org	Financial Review Committee- Mark Scudder, Billie Jo Briesse, Lynn Stone
Kayla Kastenson-Committeeperson Region 9 PO Box 324 Union Grove, WI 53182-0324 Ph 262-822-1005 Email- kkastenson@wirlca.org	

Photo credits-select officer photos are courtesy of MyConventionPhotos.com. Unless noted individually, all photos appearing in this publication are property of WIRLCA or of public domain license.

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.

WIRLCA Board Positions

Each and every member of the National Rural Letter Carriers' Association has the same opportunity to become a leader within our organization. Whether it is in the role of a state and/or local board member, or a member of the steward system, I would like to take a moment to speak about the positions within our state association's board.

Members running for any WIRLCA board position have the responsibility to represent the interests of the entire membership, uphold the values and objectives of the union, and promote transparency and accountability in the decision-making processes. They should actively engage with fellow members to understand their concerns and priorities, develop clear platforms outlining their goals and plans, and participate constructively in discussions and debates.

Additionally, candidates should adhere to our union's bylaws and election procedures, maintain integrity throughout the campaign, and respect the democratic principles of the organization.

At our state convention in June of this year, we will again be seeking candidates for our state board. Your current WIRLCA state board feels it is important for there to be education regarding the duties and expectations of these roles. I have created a "snapshot" of the expectations of these roles with the hope it will aid you in determining whether or not you would like to seek candidacy for office. It is important to note that all existing and newly elected board members will be expected to attend a post-convention board meeting the Monday directly after the convention.

In all instances, members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any

KIM MACDONALD PRESIDENT



capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity.

In each of these roles, there is the expectation of each member to: Attend and present at local meetings and fall regional seminars, and attend all board meetings (Frequency is currently every two to three months, give or take.), as well as attend the Spring Conference, Mid-States, State Convention, and National Convention. Each member will be assigned to local units/regions within our district and is expected to be the main point of contact for support.

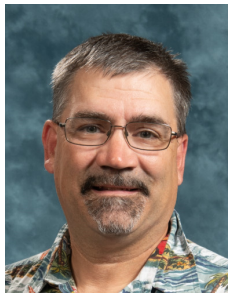
All board positions will be compensated as specified in Section 4 of the WIRLCA constitution.

Below are duties as outlined in the *WIRLCA Constitution*, *The WIRLCA State Officer Resource Manual*, and the *WIRLCA Board Policies*. With all positions, additional duties may apply.

The President, Vice-President, Secretary/Treasurer, and Assistant Secretary/Treasurer shall serve one (1) year terms or until their successors are elected and installed. The Executive Committee shall serve three (3) year terms or until their successors are elected and installed.

Executive Committeeman: The current board is made up of three committeemen. This is a three-year staggered term, with one position rolling off each year. Depending on seniority/appointment, duties may include: making arrangements for meetings, care of flags/

(Continued on page 13)



JASON JOHNSON
VICE PRESIDENT

The Power of Experience: Why Retirees Should Stay Active in the Union

So, you've come that that point in your career and you've either retired or are thinking about it in the near future! Good for you, you've worked hard, and you've earned the opportunity to finally relax and enjoy the benefits that come with retirement. The big question is, will you continue to be a member of the union family? Hopefully, that answer is yes! Grab that <form> 1187R and stay involved! Some may need to remain a member to continue their health benefits or pension support, but I hope many of you decide to stay a union member because you feel like we're family, and that we need you for what you have to offer.

In the vast sprawling landscape of rural America, where communities are often spread far and wide, the local mail carrier serves as more than just a delivery person. In many communities, we are the glue that binds remote areas together, providing a lifeline of communication and connectivity. As dedicated mail carriers retire from their active service, their role in the union remains as crucial as ever, offering a wealth of experience, insight, and solidarity that continues to shape the future of the postal service and the well-being of their fellow union members.

Retired rural letter carriers possess a unique perspective developed from many years of navigating the challenges of delivering mail across rugged terrains, and harsh climates, and fostering relationships within the communities they have served. Their wealth of knowledge is a valuable asset to the union, providing a vast amount of knowledge that can inform collective

bargaining strategies, enhance safety protocols, and optimize operational efficiencies.

Retired mail carriers serve as mentors and role models for the next generation of postal workers. Their past, unwavering commitment to preserving the integrity and quality of service in rural areas along with their dedication to ensuring that no mailbox gets left unattended, no parcel undelivered, and no community disconnected is how we should all aspire to continue to do our jobs, they serve as inspiration to do our jobs to the fullest. By staying engaged in the union, they can continue to advocate for policies and resources that support the needs of rural constituents, whether it's maintaining reliable mail routes, expanding access to postal services, or safeguarding the rights of postal workers. Their guidance and mentorship can help instill a strong sense of professionalism, dedication, and pride in the craft of mail delivery.

By sharing their experiences and knowledge, they help cultivate a culture of excellence and pride within the union, ensuring that

reliable and efficient postal delivery is maintained for years to come.

In addition to their contributions to the union's operations, retired rural carriers play a vital role in rural communities, they are trusted members of those tight-knit communities and understand the challenges and unique needs facing those rural residents. Whether advocating for the retention of postal facilities, fighting for equal services to all, or supporting local initiatives, their continued involvement in the union amplifies the voices of rural America and ensures their concerns are heard and addressed. Their continued involvement also reinforces the spirit of solidarity and collective action in the labor movement. By remaining active, they demonstrate their ongoing commitment to fairness, equity, and justice for all postal

(Continued on page 11)

State and National Delegates

State Convention Delegates play an important role in our association. I want to thank each person who became a delegate this year for accepting this very important role for your local unit. It is important to have each local represented by at least 1 delegated member.

How is the number of delegates determined?

The local unit receives 1 delegate for every five (5) of its members, or a major part thereof, based on the membership as of February 1st of the current year.

What happens now that you're a delegate?

First, you'll need to register for the state convention. This ensures you have an official printed name badge, materials ready, and confirms our delegate strength. It also helps us recognize 1st timers who will need more guidance as well as the individuals willing to serve on committees. I also ask that you please consider purchasing meal tickets, at minimum for the Banquet as it is sure to be a wonderful time.

What if you didn't become a delegate at your local unit? You can still attend! You just do not get voting rights.

What do delegates vote on? They vote on the state board elections, the resolution changes, and constitution changes. If the state had any appeals, they would also play a voting role in the appeals.

Who can be a delegate? Any dues-paying ARC, RCA, PTF, Regular carrier, or retiree in good standing.

What happens if my local does not have anyone present at the state convention? Your local units' votes are subtracted from the total votes eligible. Remember 1 vote for every 5 members, so that means some locals receive 7 votes while others receive more than 30 votes.

ERICA KRAGNESS
SECRETARY /TREASURER



What if my local only has one delegate attend? If only one member attends, that one delegate receives all votes eligible for their local. This can get hand-cramping for this individual having to write the state officer election names many, many times if they have more than 15 votes for the unit they represent.

If you did not get elected a delegate this year, I hope you will consider it for next year's state convention in Brookfield. Remember, you can be a voice if you attend as a delegate.

NRLCA's Nicky Phillips will be present in Fond Du Lac with all the latest National information. Please look over the tentative schedule on page 18.

National Delegate nominations are due May 2nd in the designated PO BOX. Those nomination forms can be found in the National Magazine from December 2023 to April 2024. The assigned PO box is listed on the back of the nomination form. Nominations are only accepted in that PO BOX, and it is closed on May 2nd, 2024. NO EXCEPTIONS. This is a Department of Labor regulation to be closed 50 days prior to the state convention.

The election committee will be meeting on May 15th, 2024, in Tomah at Perkins at 9 am to start verifying all nominations, do the ballot draw order, and create the ballot. The ballot is printed outside of our organization by The O'Brion Agency in Portage, WI. The election committee picks up the ballots when they return for their next meeting.

(Continued on page 12)



BETH MONTEJANO
ASSISTANT SECRETARY/
TREASURER

Longevity Award

Over the past two years, I have learned a lot from being on board. I have learned the importance of being involved, recruiting, following labor laws, and the benefits of having a union. I have always been in support of unions, but this one is the first one I have gotten involved in. I have met many carriers from all over Wisconsin and from other states. I have also created many new friendships along the way. Another thing I have learned is how this union loves to recognize union members beyond retirement, for which they have created a longevity award. That is an award for our members who served the union for 50, 60, and 70 years. I think it is awesome that we do that.

With our member records being electronic and not paper forms, we have a lot of investigation work that needs to be done to find these members who are eligible for membership year awards.

If we could get some of these older membership dates into our system, that would help narrow down our members who are eligible more efficiently. Once the members' milestone is

reached, they will receive their award from our national office. These awards are hand-delivered to you by a board member or your local officer. I want to make sure our members are recognized because you deserve it. You have put in the years to help maintain our union, and to be honest, even though there are a lot of changes going on, we can still learn more from you. History is just as important, and you should be recognized for these milestones of 50, 60, and 70-year awards.

I can't do this job alone and am looking for our members to complete the application form and mail it to me. Once the application form is

received in my office, I can get your date put in our system. This will help me find you while this report is pulled from the system, so I

can process and submit your application to the national office. Don't worry, we do not share any of your personal information. Then we can get these awards delivered to you.

Your help is greatly appreciated so we can get all the carriers that have been members for 50, 60, and 70 years all recognized. So please, if you know of anyone that you believe falls in those year ranges and has not received an award, reach out to me. You can call me, email me, or write me a letter. I know we can all work together and help get our longevity members recognized.

***"You measure the true strength of a union
not by its numbers or its volume,
but by the steadfast commitment and
longevity of its members."
- ChatGBT (April 28, 2024)***

LONGEVITY AWARD

50+ YEARS OF NRLCA MEMBERSHIP

Are you or 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

Constitutional Change and Resolution Submissions

One of the many benefits of being a member of the Rural Letter Carriers Association is the ability to submit resolutions/constitutional changes to promote change to parts of the contract or state/national constitutions to improve the working conditions of the rural craft. Over the past month, the Wisconsin State Board has been attending local county unit meetings encouraging carriers to submit resolutions to solve some of the issues or problems they've been experiencing over the past year. Attending your local county meetings is the first step to solving issues that arise, changing the contractual language is a permanent solution to solving those problems.

The first part of writing a resolution would be to locate the ***Constitution/Resolution change*** forms. These can be found in your magazine or on the WIRLCA.ORG website. To access the website, you must log in using the password, click on the home button choose the ABOUT US tab then the WIRLCA Constitution tab. This will bring up links to the constitution along with forms for both the constitution and resolution change forms. One important thing to note at the top of the page is there will be a cutoff date for submitting your resolutions by mail or email, if you miss those dates you will have to submit your resolutions under new business at the state convention.

How to choose which form to use, the constitution change form would be used to change the language currently in our constitution, or any additional language you would like to add to the constitution. The resolution form can be used to change both things currently in our contract or things governed by the National and State Associations.

Filling out the form is easier than it looks. First, choose your issue then find where the language is located that covers your issue. Is it a BINDING (an idea or solution the union would have

LISA RITTENHOUSE

CHAIR-EXECUTIVE
COMMITTEEPERSON

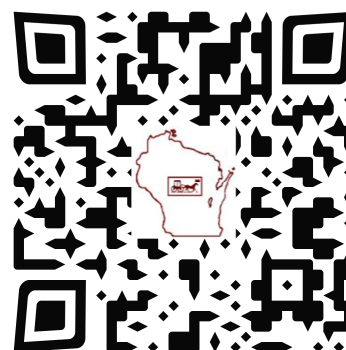


control of enforcing) or a NON-BINDING (an idea or solution that would have to be agreed upon by both our union and the postal service) resolution? WHEREAS is the current language as it reads now, BE IT RESOLVED would be the new language you're proposing for the change.

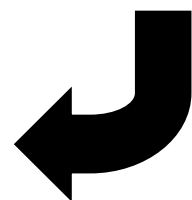
When writing out the whereas section try to avoid using "wiggle words" (can, may) that give the Postal Service the option of doing something. Instead, try using words like will or must.

The INTENT is the reason behind the change, the explanation of what the new language is trying to accomplish with the change. The intent needs to be written so it's easily understood what you're trying to accomplish with the new language.

Once you've accomplished writing out the resolution you can now mail it to the address on the top of the page or send it by email. Your submitted resolutions will be typed up and presented to the Constitution/Resolutions Committees two days prior to the state convention. The appropriate committees will verify each form for accuracy. Should they have any questions about your resolution they will call you with the daytime number you provided. It's important you include the daytime number you can be reached at on June 20, 2024.



SCAN ME TO
SEE LAST
YEAR'S PASSED
AND ADOPTED
CHANGES





JESSE HANSON
EXECUTIVE COMMITTEE PERSON
NGIC REPRESENTATIVE

What happens at the state convention?

Unfortunately, many members do not know the answer to this question. Some members believe that it is just an excuse to go off and have a good time like a vacation. Some members just aren't that interested. Some members will go to the convention every year as delegates. Those who go to the state convention every year already know what happens there. For first-time goers or those who have never gone before hopefully, this article will give you some insight as to what goes on at the state convention every year.

The National Rural Letter Carriers Association is made up of state and territory associations. The state and territory associations are made up of county or district associations. It all starts at your local district or county meeting.

The state convention attendees are elected delegates from the county or district associations. These local associations elect delegates at their annual meeting to represent them at the state convention. These delegates have the responsibility of representing the local units and their interests at the state convention.

So, what do your delegates do at the convention? They represent you. Your local unit gets one delegate for every five union members you have. Some counties send their full delegates strength while other local units send less and there are a few that don't send any delegates at all.

The delegates vote for your state officers. With the election of officers, the local units get the vote their full County strength. For example, if your local unit only sent two delegates but they're eligible for 15, then they will get to vote

all 15 votes for whatever officer position they are voting on. If the local units sent zero delegates, then that local unit doesn't get any votes cast for the officer position that's being voted on.

Your delegates also decide on resolutions and constitutional changes.

Resolutions are submitted by members to direct the national board to negotiate whatever they want done during the next contract negotiations or to make a change in how the union is operated. Examples of a contract resolution would be something like wanting to eliminate table 2 tier pay or wanting postal vehicles for all routes. An example of a resolution to change the NRLCA constitution would be wanting to lower your dues or pay national officers more money. With these votes, it's just one vote per person not the full delegate strength of the local unit.

So how does the order of the business go for the state convention? It can be overwhelming but it's fairly straightforward and simple.

The first day of the convention consists of seminars in the morning and a joint session in the afternoon. The seminars usually cover retirement and steward-chosen topics. A joint session is when the rural carrier delegates, members of the auxiliary association, and members of the auxiliary junior association all meet together. The joint session mainly covers a welcome from the host motel, the presentation of gavels, and introductions. This is also the time guest speakers from USPS and the Union speak. The joint session finishes on Saturday morning.

Saturday afternoon and Sunday are the closed sessions where the business of the union is conducted. The credentials committee reports on delegate strength and the numbers needed for majority votes for officer elections. Then there is a roll call for delegates when voting cards are distributed. The financial report is given. After that, delegates hear reports from the

(Continued on page 12)

Summer is coming

Summer is right around the corner, which means kids will be out of school soon, and this temperature will be getting warmer as we get closer to it.

Kids don't always think that there are things moving around them. Younger children think if they can see a vehicle moving, that the driver of the vehicle can see them. Be prepared to stop for them. Kids under the age of seven vision is two-thirds of what an adult is. When you see kids playing in the yard start to prepare to stop, their ball or bike could potentially be in the path of the route. The mail should not be handed to the kids at the mailbox.

Heat is also a thing we must watch out for in the summer. A heat wave is when you have abnormal-ly hot and humid weather lasting at least 2 days. Something that we should take into consideration is to dress in layers and wear sun protection. Sun Protection is wearing a hat, and sunglasses, and don't forget sunscreen. Prevention is important, so make sure to maintain good hydration by drinking at least 8 ounces of cool, not



KAYLA KASTENSON
EXECUTIVE
COMMITTEEPERSON



cold, water every 20 minutes.

Heat stress occurs when the body must work too hard to cool off. The body's core temperature gets too high for the body to cool off quickly enough. Heat Stress symptoms include Heat Cramps, Heat Exhaustion, and Heat Strokes. Heat Stroke may occur when you are working in a hot environment, sitting in a hot automobile, or exerting yourself in increased heat and humidity conditions. Heat stroke symptoms include headache and weakness and can result in a sudden loss of consciousness.

Remember, summer is coming which means that heat is not too far away from us. Heat Stroke and Heat Stress are very important to remember when we are out on our routes. Stay Safe out there this summer.

Kayla Kastenson

Executive Committeeman



BOB LUECK
PAC CHAIR

It's Up to Us

For much of my time as your PAC chair, I have stressed the need for us to contact our congressional representatives. Why is this important? Simply put, so they know what a rural carrier's job is all about, which will help them understand why a piece of legislation is important to us. This contact can come in several ways, email, phone, and yes even by mail. I encourage you to pick up that phone and send that email, it's so quick and easy especially when there are form letters ready for you to fill in the blanks. With only a few clicks that letter is on its

way. Don't get me wrong, I think this is a great way to contact your representative, in fact, it's so easy it can be done on a regular basis. Consider this though, studies have shown that a personally written letter will receive more attention than an email, add the fact that it is coming from an individual whose living depends on the USPS, and the USPS also delivers that letter.

By the time you read this, the annual legislative seminar in Washington D.C. will have concluded, which means President Mac Donald and Vice-President Johnson will have contacted and met with all of Wisconsin's congressional representatives either in person or with a legislative aid from their office.

(Continued from page 9)

With that in mind, I believe it would be a perfect time to emphasize their visit with letters from those of us who didn't make that trip to D.C. The legislative issues that are currently listed on the NRLCA website are as follows below, pick the issue that you feel impacts you the most. I would say without a doubt that the most important issue to the majority of Rural Carriers is the so-called "Buy Back Bill" and it happens to be the one bill that has been reintroduced into the last two sessions of Congress. This is a good sign because the more it comes up the more support it gains, and I believe with continued support it will be passed into law at some point in the future. The bottom line is "It's Up to Us" to keep the issues on the minds of our Representatives.

The easiest way to find your representative's contact information is to simply go to www.house.gov and input your zip code and to get our Senators contact information go to www.senate.gov and choose our state.

These are the current issues that are listed on the NRLCA website when you click on the legislative tab. Keep in mind if you go to www.nrlca.org and click on the legislative tab each of these issues has a link to a form letter available for your convenience.

POSTAL ISSUES:

H.R. 7629: "Protect Our Letter Carriers Act" H.R. 7629 appropriates \$1.4 billion to modernize the arrow key with a new electronic version, as well as review the sentencing guidelines of crimes against postal employees and appoint an assistant U.S attorney with the responsibility of prosecuting crimes against postal employees. Visit the website to read the press release with a quote from NRLCA President Don Maston.

H.R. 3721: "USPS Shipping Equity Act" H.R. 3721 would provide the United States Postal Service the authority to mail alcoholic beverages. To see the press release from Congressman Newhouse and Congresswoman Wexton with a quote from the NRLCA visit the NRLCA website.

RETIREMENT:

H.R. 5995: "Federal Retirement Fairness Act (FRFA)" On October 19, 2023, Representatives Derek Kilmer (D-WA), Gerry Connolly (D-VA), Don Bacon (R-NE), and David Valadao (R-CA) introduced the Federal Retirement Fairness Act (FRFA), more commonly referred to by rural letter carriers as "buy back" legislation. The Federal Retirement Fairness Act would "amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System." This would provide rural letter carriers who served as relief employees after December 31, 1988, the opportunity to buy back credit for service. The FRFA impacts not only rural letter carriers but other federal employees as well, who began their employment as non-career workers and did not have the ability to make retirement contributions. Please go to the NRLCA website to read the press release where NRLCA President Don Maston is quoted in the announcement.

H.R. 82: "Social Security Fairness Act of 2023" H.R. 82 eliminates both the WEP and GPO. H.R. 82 would repeal provisions that reduce Social Security benefits for rural letter carriers who receive other benefits such as a state or local government pension. H.R. 82 restores retirement benefits for rural letter carriers, and other public servants, who are impacted by the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). Both provisions unfairly penalize and reduce retirees' incomes by thousands of dollars every year. When a retiree is living on a fixed income, this reduction in retirement benefits can have a significant impact on the retiree.

The WEP applies to retirees who receive both a pension from non-covered work and Social Security benefits. WEP can reduce a retiree's benefit by as much as \$512 per month. Currently, there are about 2 million retirees impacted by WEP. The GPO reduces most, and sometimes all, a spouse's or widow's benefits for retirees who also receive a pension for non-Social Security work.

Bob Lueck-PAC

PAC UPDATE

I want to take a moment to say thank you to all who participated and contributed to PAC at the spring conference. We exceeded \$1,000.00 for the weekend, and along with ongoing sustaining donor contributions and anticipated contributions at local spring meetings, the 2024 total to date is approaching \$12,000.00. Along with that, I have to mention my hope for this year's total to exceed last year's amazing \$27,000.00. As you can see, I have a lot of work to do in the next three months and I can't do this without your help.

I understand that the annual PAC auction held at the State Convention will generate a large portion of the funds needed to reach my lofty goal. But if you don't plan on attending the convention in Fond du Lac keep in mind just a \$5.00 contribution will get you into a drawing for a prize worth \$250.00. Just make that check out to NRLCA PAC and send it to me and you are in, you don't need to be present to win. The other way for you to be in the drawing is to become a sustaining donor either by EFT from your checking account or through payroll deduction that you can set up on LiteBlue. The sign-up forms are available on our website and by scanning the QR code below. As always if you have questions about PAC, please feel free to contact me at pacchair@wirlca.org. I look forward to seeing you in Fond du Lac at the state convention.

Bob the PAC Guy

Do you want a convenient way to contribute to PAC? Use this QR code to sign up for payroll deduction or electronic fund transfer (EFT)



WWW.WIRLCA.ORG
WEBSITE PASSWORD= JoinToday

(Continued from page 4)

workers. Their presence serves as a reminder that the fight for worker's rights is not bound by age or retirement status but is a constant struggle that requires the collective efforts of past, present, and future generations.

So listen up retirees, we need you. Attend a meeting, read the magazine, vote, participate on a committee, attend the National or State Conventions as a delegate, and offer to help wherever or whenever you see or feel the need.

Your wealth of experience and knowledge, commitment to community, and dedication to service make you invaluable assets to the union. By remaining engaged, you ensure that your voices will continue to be heard and your contributions will continue to be valued.

Thank you for reading!

Stay involved and stay safe everyone!!

Sincerely, Your State VP, Jason Johnson

(Continued from page 5)

They will meet again on May 22nd, 2024, in Tomah at the Best Western Conference room, to stuff all the ballots and place them in the mail.

The voting process then starts as people receive their ballots and they are returned to a special PO BOX rented just for those ballots. The election committee will pick the Ballots up at 10 am on Thursday, June 20th, and begin the counting process at the Raddison in Fond Du Lac, WI.

It's important that our members complete their ballots and mail those back timely, so they are received before the ballot box is closed.

We try to keep all rented PO BOXES for the nominations and voted ballots in the Post Office where there are no rural carriers in the office. It's also important to know that no one on the election committee, receiving the nominations from the assigned PO BOX, receiving the returned ballots, counting the ballots, or stuffing envelopes is a delegate to the national convention, although all of them are dues-paying members. The whole process is very carefully handled and documented.

I am looking forward to the 119th WIRLCA State Convention in Fond Du Lac and hope to see you there. Please do not hesitate to reach out with any questions to either your assigned state board member or myself. Erica K.

Where are the changes we made at last years convention??

Go to

https://wirlca.org/?page_id=6592



OR SCAN THIS QR CODE



(Continued from page 8)

committees which include the financial review, budget, and constitution and resolution committees. Nominations of officers begin at this time also.

The resolutions and constitution committee take the longest. The constitution committee reads off proposed changes to the state constitution. Then the resolutions committee introduces the finding resolutions which are used to propose changes to the NRLCA Constitution. After that, the resolution committee reads off the non-binding resolutions which are items the membership submitted to be considered for

making changes to our contract with USPS and future negotiations.

Once this is done you have the election of your new state officers and any new business that might be introduced. The convention finishes up at this point.

It may seem tedious but this is what takes place at your state convention. This is one piece of the puzzle of how your union works and where business is conducted for the running of the association.

Jesse Hanson Executive Committeeperson

(Continued from page 3)

banners, or appointment as a designated insurance representative.

Committeemen are expected to assist other officers as needed and perform other duties as assigned by the president.

Assistant Secretary/Treasurer:

The assistant secretary/treasurer is tasked with sending recruitment letters, mailing various correspondence, taking board and convention minutes, processing <form>1187's for new members and <form>1187-R's for recently retired members as well as completing longevity awards. The assistant secretary/treasurer will discharge other duties as assigned by the secretary/treasurer and/or the president. The assistant secretary/treasurer will assume the duties of the secretary/treasurer in cases of death, resignation, disability, or disqualification until an election is held and a successor is elected and installed.

Secretary/Treasurer: The expectations of this role are quite vast and a considerable amount of commitment should be expected. It is helpful to have some extent of accounting knowledge, but it is not a requirement.

The secretary/treasurer will work conjunctly with the president and his/her duties. This position requires: Keeping accurate records of this association's proceedings, conducting and keeping records of the association's correspondence, issuing and keeping records of payments for invoices and payroll, receiving and depositing all funds, keeping the charge of all books, records, and papers of the association and communicate with and provide contact information to new members and newly eligible regular carriers.

The secretary/treasurer is expected to maintain the database, keep an accurate record of inventory/equipment, and update board policies.

The secretary/treasurer will keep true and correct accounts between the association and the various county units, distribute per-capita dues, provide necessary materials to county units prior to their annual meetings, and in conjunction with the assistant secretary/treasurer, shall train local officers at the WIRLCA Spring Conference.

Duties will also include oversight of the election process and will assist the Financial Review Committee with all state financial reviews.

Vice President: This position will help and instruct fellow board members and assist the president where needed. He/she will maintain and update *The Guidelines for State Convention*. The vice president shall act in the absence of the president and shall become president in cases of death, resignation, disqualifications, and removal of the president until such a time as a successor is duly elected and installed. The vice president shall appoint a committee to select the member of the year.

President: The president shall preside over all meetings, enforce all laws, give general direction of all association affairs, and sign all required documents. The president shall appoint members to committee assignments and with the approval of the board, appoint a webmaster and editor. The president shall review each publication of the *WIRLCA News*. The president shall have the authority, with the approval of the executive board, to appoint association officers, such as legal council or other services.

I encourage you to run for positions within this great union of ours. Running for leadership roles is a great way to show dedication and commitment to serving our membership. It also encourages a culture of participation and engagement within the membership and can create positive differences.

Thank you to all that have stepped up to lead and represent!
See you at the next meeting!

We are now well into a new year, we would only hope that it has been a more vibrant and happier start for the rest of the year ahead. But with not knowing what the future holds, with so many struggles and disappointments in the old year, we have to be prepared for what's to come.

So when plans change and the New Year starts out in a downward spiral position, what do we do? Do we go about grumbling all day long or do we glory at the situation at hand? So many want to wash their sorrows in the negativity at hand.

A man by the name of Paul went through his life with many days of tribulations and trials. Paul saw God working spiritual truths in his everyday tribulations and trials.

He learned that tribulations and trials yield patience, (it's hard to wait for the answer, we want it now), and patience produces experience, (we can help others who may be going through a tribulation or trial because we've been through it), and experience generates hope, (for brighter days ahead). Paul is of the view that we should not totally condemn trials and tribulations but rather be on the alert to learn patience, experience, and hope. In the end, God comes to our aid to end the tribulation or trial that we have been

CARLA FREYMILLER- CHAPLAIN



struggling with, fulfilling our hope because He Loves us and His Love is at work in our Heart.

What kind of trials or tribulations are you going through today? It could be financial, physical, emotional, work, or even a loss.

With the ever-changing duties of our rural letter carrier career and the new RRECS SYSTEM, it can be very challenging at times.

So, with a whole lot of patience, and producing experience, it will in the end generate the hope needed, to get through this time of turbulence and the unknown.

With God giving us the patience needed, and with the experience, we can have a new outlook and hope in the New Year.

No matter the Good or Bad that may occur in this year.

WITH GOD ALL THINGS ARE POSSIBLE!
MAY GOD RICHLY BLESS ALL RURAL LETTER CARRIERS AND THEIR FAMILIES AND KEEP THEM SAFE AND HEALTHY!

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

TERRANCE ENGEMAN	1/7/2024
ROBERT MILLER	1/25/2024
GENEVIEVE TAYLOR	2/27/2024
WILLIAM MUELLER	3/2/2024
RONALD BRYAN	3/14/2024
MARY SCHAFELKE	4/17/2024

RCAM

Rural Contract Administration Manual



United States Postal Service
and
National Rural Letter Carriers' Association

March 2024

Rural Contract Administration Manual (RCAM)

NEW VIDEO AVAILABLE!

Jointly prepared by the NRLCA and the Postal Service, this manual is designed as a resource for the administration of the National Agreement.

A new video providing an introduction to the RCAM is now available!

Introduction:

This Rural Contract Administration Manual (RCAM), jointly prepared by the National Rural Letter Carriers' Association and the United States Postal Service, represents a good faith effort to educate local parties regarding contractual issues so disputes can be resolved at the lowest possible level.

**Complete information is
available on www.nrlca.org**

STOP **HARASSMENT, VIOLENCE & DISCRIMINATION IN THE WORKPLACE** **(NO ONE GETS PAID ENOUGH)**

THE POSTAL SERVICE HAS ESTABLISHED A TOLL-FREE PHONE NUMBER FOR
EMPLOYEES AND MANAGERS SEEKING GUIDANCE ON WHAT ACTIONS TO TAKE
IN THE EVENT OF AN INCIDENT OF ALLEGED HARASSMENT.

THE NUMBER IS 877-521-4272.

Harassment is unwelcome behavior that an individual finds offensive and harmful, and that a reasonable person would consider intimidating, hostile or abusive.

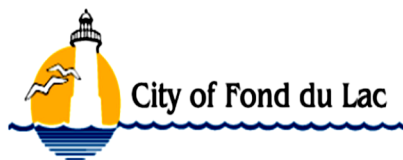
Workplace harassment may include offensive or derogatory comments, names or slurs; engaging in negative stereotyping; circulating or displaying inappropriate graphic materials; and engaging in physical or verbal threats, intimidation or humiliating actions. For more information, USPS encourages employees to review Publication 553, Employee's Guide to Understanding, Preventing, and Reporting Harassment, and/or call the harassment information line.



2/22/24-4/25/24

ADRIANO, AMANDA L	MUKWONAGO	OLSON, TRENT T *	NEENAH
ANDERSON, KEAGAN	PHILLIPS	PETROVICH SR, DAVID J ^	BERLIN
BABCOCK, ABBYGAIL	HORICON	PFLIEGER, EVAN	MINOCQUA
BENNETT, DANIELLE K	NEW LONDON	PHILLIPS, KEVIN #	OCONOMOWOC
BENSON, MICHAEL J	RACINE	PIPPENGER, ELI	BEAVER DAM
BERG, ACACIA L	REEDSBURG	POTTINGER, TIFFANY F	HALES CORNERS
BERG, BRYAN M	MONTELLO	RAISBECK, KANYEN ^	MAZOMANIE
BROTZMAN, MARY K	CUBA CITY	RIAZI, SEYED FARDAD	ROBERTS
CASTELLO, HOUND	GERMANTOWN	ROESSER, JESSICA	MUKWONAGO
CAVANAUGH, JIM P	MINOCQUA	ROHL I, DAVID J	BALDWIN
DEANE, FUAD A	WISCONSIN RAPIDS	SAFER, TROY	GREEN BAY
EGERER, MARIAH	IOLA	SAJNA, AUDREY I	STOUGHTON
EIRSCHLE, SCOTT E	TOMAH	SAN FELIPO, JENNIFER B	MAZOMANIE
FALLON, KEVIN J	SALEM	SCHULTZ, MICHELLE	PARDEEVILLE
FEARING-KABLER, AUTUMN YAEI ^	MADISON	SCHWALBACH, BRET L	STEVENS POINT
FOHR, THOMAS	PLYMOUTH	SEITZ, DONNA E	MAUSTON
GEISEN, NICOLE A *	BALDWIN	SHACKELFORD, MICHELLE L	MUSKEGO
GOZDZIALSKI, JENNIFER	KEWAUNEE	SHAW, KEATON D	LODI
GRANT, OLIVIA	BELOIT	SMITH, JESSICA J	ALGOMA
HAMILTON, BRANDI L	KENOSHA	SODDY, MARK	MONROE
HINTZ, ANDREA R	EAGLE RIVER	SPANBAUER, JAMES D	OMRO
IHLENFELDT, JENNIFER	LAKE MILLS	STREBIG, HEATHER L	MEDFORD
KANTNER, SAMUEL	BLACK RIVER FALLS	THOMAS, JUSTIN R	MONROE
KAUR, HARPREET	PORTAGE	VAN HISE IV, JOHN W	EAGLE RIVER
KLEIN, JUSTIN	BOSCOBEL	VYSE, TRICHELE D	DE FOREST
KLOSKY, ETHAN	REEDSBURG	WEBER, BRITNEY K	CUBA CITY
KUCHINSKI JR, DWIGHT	HARTFORD	WEBER, CHRISTOPHER A	PESHTIGO
LANDGRAF, BENJAMIN J	OSHKOSH	WILSON, MALAKI A	MADISON
LAPOINTE, BRIAN J	FOND DU LAC	WILSON, SHANNON L	BLACK RIVER FALLS
LIMBERG, DAVID	GERMANTOWN	WINTERS, JOHN	MERRILL
LINAS, JESSICA	CROSS PLAINS	ZIEGLER, JENNIFER	RACINE
LUFTA, ALJOSHA	MC FARLAND		
MICHLIG, STACY L	LA CROSSE		
NELSON, JESSE J	PLOVER		
OHMS, RICHARD B	EAST TROY		
OLSON, JOHN D	PRAIRIE DU SAC		
OLSON, NATALEE C	OSHKOSH		

ROOMS ARE SOLD OUT-ALTERNATE HOTEL. Comfort Inn, 77 Holiday Lane, Fond Du Lac. Hotel is adjacent, within walking distance to the Radisson.



Wisconsin Rural Letter Carriers Association

2024 State Convention Registration

Fond Du Lac, WI - June 21st- 23rd, 2024

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 ☐ RREC's Information ☐ Steward Q&A ☐

Friday Night Pasta Buffet

Meat Lasagna, Mixed green salad with assorted dressings, Garlic Bread, coffee, and water.

_____ @\$20.00 = _____

Saturday Breakfast

Total

Denver-style scrambled eggs, Country fried potatoes, French toast with syrup and fruit toppings, bacon and sausage, pastries, chilled juices, and assorted yogurts.

_____ @\$23.00 = _____

Saturday Lunch Buffet

Total

Assorted Meat and Vegetarian Deli Wraps, Potato Chips, Pickle Spears, coffee and water.

_____ @\$17.00 = _____

Saturday Banquet

Total

Baked Parmesan Chicken Breast with White Wine Sauce, Sliced Roast Beef with Au Jus, Whipped Potatoes, California Medley, Dinner roll, Dessert Bars, water, and coffee.

_____ @\$45.00 = _____

Total

Checks should be made payable to WIRLCA 2024 State Convention for the total amount due \$ _____
Grand Total

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

- ❖ Hotel Reservations can be arranged by calling the Radisson Hotel at (920) 638-4175 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 JUNE 5, 2024

Tentative 119th 2024 WIRLCA STATE CONVENTION

Friday June 21th

8am-5pm – **Registration**

9am-12pm- **Retirement Seminar**

Joni Montroy

10am-12pm- **Seminar – Basic Things**

Every Carrier Needs to Know

Greg Dietzler & Kim Mac Donald

12pm-1pm- **Lunch Break**

1pm-2pm- **Church & Memorial Service**

Chaplain Carla Freymiller

President of State Auxiliary

President of State Jr's Auxiliary

2pm-4pm- **Joint Session**

Advancement of Colors &

Pledge of Allegiance

Invocation- *Chaplain Carla Freymiller*

Greetings - WIRLCA Board

President Kim Mac Donald

Auxiliary Board-

Auxiliary President June Strobel

Junior Board-

Auxiliary President, June Strobel

Committee Appointments-

President Kim Mac Donald

Credentials Committee-

Secretary/Treasurer Erica Kragness

NRLCA Officer-Executive Committee

Chair, Nicky Phillips

Announcements-

Vice President Jason Johnson

Recess until 9am Saturday

Immediately following session-

- Steward Q&A – *Greg Dietzler*

- Tellers Committee

- Armed Force Veterans Club

Meeting

5:30 pm – Cash Bar

6:00 pm - Pasta Buffet

(meal ticket required)

6:30 pm - Hospitality/ PAC Fun Night

Everyone is Welcome.

Light snacks provided

Saturday June 22th

7am- **Officer's Breakfast** *(all are welcome, meal ticket is required)*

-Invocation- *Carla Freymiller*

-Honor Past/Present Officers

8:30am - **1st Timers Session**- *Kim Mac Donald and Jason Johnson*

8am-10am – **Registration**

9am-10:15 am - **Joint Session**

-Call to order, Invocation- *Carla Freymiller*, Roll Call of Officers,

Addresses, NRLCA Auxiliary, Fall Regional Meetings,

Upcoming State Conventions, 2025, Region 9, 2026 Region 3

End of Joint Session

10:30am - **Association Closed Session**

Credentials Committee-Final, Roll Call of Delegates (Voting Cards

Distribution), Adoption of Standing Rules, Minutes of 2023

Convention, Financial Report, National Report from NRLCA

Committeeman- *Nicky Phillips*

12pm - **Lunch Recess** *(meal tickets required for lunch)*

1pm - **Continuation of Association Closed Session**

Reports; *State Officers, NSS District Representative*

PAC Chairman-*Bob Lueck*

National General Insurance-*Committeeperson Jesse Hanson*

Financial Review Committee

Budget Committee-Final

Constitution Committee-Final

Resolutions Committee-Final

Nomination of Officers President, Vice President, Secretary/Treasurer,

Assistant Secretary/Treasurer and Committeeman -3-year term

Announcements – *Vice President Jason Johnson*

Recess until 9am Sunday

Banquet

-5:30 PM Cash Bar

-6:00 PM Buffet Banquet (meal ticket required)

-7:00 PM Scholarship Awards, Auxiliary Member of the Year,

Association Member of the Year, 50+ year longevity Awards

Followed by: -Live music provided by Brecken and Dale Miles

****Do not need to attend banquet to enjoy the entertainment!**

Sunday, June 23th

9am- Continuation of Association Closed Session

- Call to order, Invocation- *Carla Freymiller*, Members of the Year Introductions, Resolutions Committee continued, election of officers, New Business, Raffles, Installation of Officers, Retirement of Colors/God Bless America

Adjournment of the 119th WIRLCA State Convention

Entertainment for the 119th WIRLCA State Convention is announced

BRECKEN MILES

2024 WIRLCA State Convention announces Brecken Miles, along with his musician father, Dale Miles will perform Saturday night after the banquet.



You do not need to attend the meal in order to participate.

Brecken Miles was a top ten finalist in the 2018 Nash Next Competition. He has shared the stage with Luke Bryan, Brad Paisley, Luke Combs, Cam, Blake Shelton, Phil Vassar, Big & Rich, Justin Moore, and most recently, Chris Janson.

His far-reaching musical influences range from Garth Brooks to Johnny Cash, and even includes James Taylor.

Banquet

-5:30 PM Cash Bar

-6:00 PM Buffet Banquet (meal ticket required)

-7:00 PM Scholarship Awards, Auxiliary Member of the Year, Association Member of the Year, 50+ year longevity Awards

Followed by: -Live music provided by Brecken and Dale Miles

****You do not need to attend banquet to enjoy the entertainment!**

CONSTITUTION CHANGE 2024

NOTE: ALL CONSTITUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/TREASURER, Beth Montejano, PO Box 13011, Green Bay, WI 54307-3011 **POSTMARKED BY JUNE 1, 2024** OR E-MAILED TO ASSISTANT STATE SECRETARY/TREASURER at Beth.Montejano@nrlca.org **by JUNE 16, 2024, 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 2024 WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION ANNUAL STATE CONVENTION, Fond Du Lac, Wisconsin June 21-23, 2024.

PRESENT LANGUAGE: ARTICLE #: _____ SECTION #: _____

PROPOSED LANGUAGE: ARTICLE #: _____ SECTION #: _____

INTENT:

REASON FOR CHANGE:

SUBMITTED BY:

Daytime Phone Number:

RESOLUTION CHANGE 2024

*NOTE: ALL RESOLUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/TREASURER, Beth Montejano, PO Box 13011; Green Bay, WI 54307 **POSTMARKED BY JUNE 1, 2024**, OR E-MAILED TO ASSISTANT STATE SECRETARY/TREASURER, Beth.Montejano@nrlca.org by **JUNE 16, 2024, 10AM**.*

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

The following RESOLUTION Change is being submitted for consideration at the 2024 WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION ANNUAL STATE CONVENTION, Fond Du Lac, WI June 21-23, 2024.

This issue concerns:

<input type="checkbox"/> Vehicle	<input type="checkbox"/> Leave Replacements	<input type="checkbox"/> Automation
<input type="checkbox"/> Relief Day	<input type="checkbox"/> Time Standards	<input type="checkbox"/> 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	

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: _____

WISCONSIN DISTRICT REPRESENTATIVE– Greg Dietzler



Another spring conference gone and another successful event. It was nice to talk to carriers I haven't seen in a while and catch up on the happenings in their offices. During the spring conference, there was some confusion about how regular carriers' overtime pay works when they volunteer to work on Sundays or help on other routes. The overtime is calculated based on the Table and step you are on, at a 40K rate. For example, if you are a 45K on Table One on Step 5 you are making \$82,702 per year or \$39.76 per hour. Your per-hour wage has your 5 hours of overtime built in. When working on another route in compliance with the MOU, the post office does not use \$39.76 to figure out what you're owed because you would be getting paid overtime on your overtime rate. A 40K on table one, on step 5, is \$69,641 or \$33.48 per hour. If you work 5 hours on another route or Sunday, USPS will take the $\$33.48 \times 5 \text{ hours} \times 1.5$ to come up with \$251.10 (minus normal customary deductions) which is correct. I see a lot of carriers taking the $39.76 \times 5 \times 1.5$ which is \$298.20 and not correct. Any additional questions or explanations please contact a district-level steward.

Now, if you are a PTF rural carrier and recently worked over 40 actual hours in a pay week, you will notice that on your paycheck, the overtime rate is not paid at 150% of your straight-time rate. The overtime hourly rate for PTFs is figured out by dividing the annual salary of their attained step of a 40-hour evaluated route by 2080 hours. The reason that 2080 is used, is because overtime is not calculated for the portion of the straight-time rate attributed to holiday pay compensation.

RCA's also have a unique pay system based on the number of hours they have worked. Sometimes they are paid for the evaluation of a route and sometimes they are paid hourly, it depends on the situation. If an RCA works over 40 hours in a week, you will be paid 40 hours of straight time, and the remaining time would be paid at time and a half. The 45 hours worked would be 40 hours of straight time and 5 hours paid at time and a half, regardless of what routes you were on. Once you do go over 40 hours, you are no longer paid for the evaluation of the route.

Let's use an example:

RCA Bob worked 39 hours in a week and makes \$20.38 per hour.

- Monday, he worked 9 hours on a 9.4-hour route
- Tuesday, worked 7 hours on an 8-hour route
- Wednesday, he worked 7 hours on a 9-hour route
- Thursday, he worked 8 hours on an 8.6-hour route
- Friday, he worked 8 hours on a 9-hour route
- Saturday and Sunday, Bob went to a wedding and didn't work

How many hours is Bob getting paid for?

Since Bob stayed under 40 hours for the week, Bob is paid the route's total evaluated hours (44) $\times 20.38 = \$896.72$ instead of (\$794.82) which is the total hours he worked $39 \times \$20.38$ his hourly rate of pay. That's a good deal!

(Continued on page 23)

(Continued from page 22)

Using the same hours Bob worked Monday – Friday above, let's say management required him to come in on Saturday to run parcels for two hours before he left for his wedding. What happens to his pay? Because he went from 39 total hours to 41 total hours, Bob is now paid 40 hours of straight-time pay and 1 hour of over-time.

Since Bob crossed 40 hours, the evaluation of the routes does not matter. This can be extremely costly to the RCA. Instead of getting paid the \$896.72 for working 39 hours, Bob is now getting paid \$845.77 for working 2 hours more!

This is because $40 \text{ hours} \times \$20.38 = \$815.20$, and then you add to that 1 hour multiplied by the OT rate of \$30.57 to get your total of \$845.77.

This method of calculating can be both advantageous or detrimental depending on how you choose to view it, your work ethic, or sheer luck (good or bad).

The important thing is that you are informed and understand how these calculations work.



WISCONSIN ASSISTANT DISTRICT REPRESENTATIVE- Billie Jo Briesse

Light Duty versus Limited Duty & Accident Reporting

When a carrier is injured on the job, Articles 13.1 & 13.2 of the National Agreement address any work injury a carrier may sustain along with a possible limited duty assignment.

EL-902 (National Agreement aka "The Contract") ARTICLE 13 ASSIGNMENT OF ILL OR INJURED EMPLOYEES

Section 1. Assistance for Employees

The Employer will make an effort to assist employees who through occupational injury or occupational illness are unable to perform their regularly assigned duties. This effort will consist of possible assignment to limited duty work if such is available.

Section 2. Federal Employees' Compensation Act

It is understood that the provisions of this Agreement are subject to the obligations and responsibilities imposed by the Federal Employees' Compensation Act and its implementing regulations. Recognizing the mutual obligation to be fully responsive to the requirements of the Federal Employees'

Compensation Act, the parties will cooperate in making every effort to ensure that employees with job-related illnesses or injuries are returned to duty subject to their medical restrictions.

CA-1 and CA-2 are described below. You must request a CA-1 Notice of Traumatic Injury or CA-2 Notice of Occupational Illness or Disease from your employing agency when injured on the job, if not incapacitated. The carrier also has the option to fill out the CA-1 or CA-2 through ECOMP at <https://www.ecomp.dol.gov>

Illness/Injury that occurs cumulatively over time and no one specific incident can be identified Complete a form CA2, Notice of Occupational Disease and Claim for Compensation

Traumatic Injury occurs at a specific time (Report immediately) CA1, Federal Employee's Notice of Traumatic Injury and Claims for Continuation of Pay/Compensation

When a carrier is injured off the job and

(Continued on page 24)

(Continued from page 23)

provides management a doctor's note with restrictions, they do not return to work until they have been cleared 100% to work or have reached out to DRAC (District Reasonable Accommodation Committee) and received approval. Also, restrictions are sometimes put on non-injured carriers.... For example, pregnancies, mental health (anxiety), and religious beliefs. Article 13.3 still applies, but DRAC can be utilized to help you. If you have any questions about DRAC please talk to a district-level steward or information is also on liteblue.

EL-902 Article 13.3

Section 3. No Light-Duty Assignments

In the rural carrier craft, at any local installation, regular rural routes shall not be considered for any light-duty assignment.

It is the responsibility of the carrier to report all accidents whether big or small to management. Accident reporting instructions are in the PO-603 *Rural Carrier Duties and Responsibilities* Section 173 below.

173 Accident Reporting

173.1 Vehicle Accidents

173.11 Notify Postmaster or Supervisor

Report all accidents. Having your own automobile insurance does not relieve you of the responsibility to submit a report on Standard Form (SF) 91, Operator's Report of Motor Vehicle Accident, to your postmaster or supervisor.

173.12 Carry Report Kit

A Vehicle Accident Report Kit, Item 087-H, must be carried in the vehicle when it is used for official business (see [Exhibit 173.12](#)). Request this kit from the postmaster or supervisor and be sure the envelope is sealed. If it is not, obtain a sealed replacement.

173.13 Remain at Scene

If involved in an accident, regardless of the cause or the amount of damage, injury, or death, remain at the scene until you have:

a. Obtained aid and assistance for any injured person.

b. Safeguarded the scene against further accident.

c. Secured and protected the mail.

d. Notified the postmaster or supervisor, or designee.

e. Notified local or state police as required.

f. Provided other drivers or principal parties to the accident the information required by law using PS Form 4585, Postal Driver Accident Information (see [Exhibit 173.13f](#)).

g. Obtained, as far as practicable, the names and addresses of all principals and witnesses using PS Form 4586, Accident Information (see [Exhibit 173.13g](#)). Do not make any statements admitting personal

or postal liability, or criminal negligence, or attempt to negotiate an agreement or settlement with anyone.

h. Completed SF 91. This report (see [Exhibit 173.13h](#)) may be prepared at the scene of the accident or immediately after. You must submit it to your postmaster or supervisor before going off duty on the day of the accident. Regardless of the amount of damage, injury, or deaths, accidents must be reported on SF 91 even though the other principals involved state that no claim will be filed for or against the Postal Service or its employees. SF 91 is also required for accidents involving other postal personnel, equipment, vehicles, or property. Note: If you are physically unable to comply with the preceding instruction, the postal official in charge ensures that the required investigations and reports are made.

173.2 Accidents (Other Than Vehicle)

If you are injured on the job:

a. Notify your postmaster or supervisor so PS Form 1769, Accident Report, can be completed (see [Exhibit 173.2a](#)). For details, see ELM 820.

b. Obtain a Form CA-1, Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation, from your postmaster or supervisor any time you are injured on the job. Complete and return it to your postmaster or supervisor within 48 hours of the time of injury (see [Exhibit 173.2b](#)). For details see ELM 540.

What A Federal Employee Should Do When Injured At Work



Report to Supervisor

Every job-related injury should be reported as soon as possible to your supervisor. Injury also means any illness or disease that is caused or aggravated by the employment as well as damage to medical braces, artificial limbs and other prosthetic devices.

Obtain Medical Care

Before you obtain medical treatment, ask your supervisor to authorize medical treatment by use of form CA-16. You may initially select the physician to provide necessary treatment. This may be a private physician or, if available, a local Federal medical officer/hospital. Emergency medical treatment may be obtained without prior authorization. Take the form CA-16 and form OWCP-1500/HCFA-1500 to the provider you select. The form OWCP-1500/HCFA 1500 is the billing form physicians must use to submit bills to OWCP. Hospitals and pharmacies may use their own billing forms. On occupational disease claims form CA-16 may not be issued without prior approval from OWCP.

File Written Notice

In traumatic injuries, complete the employee's portion of Form CA-1. Obtain the form from your employing agency, complete and turn it in to your supervisor as soon as possible, but not later than 30 days following the injury. For occupational disease, use form CA-2 instead of form CA-1. For more detailed information carefully read the "Benefits ..." and "Instructions ..." sheets which are attached to the Forms CA-1 and CA-2.

Obtain Receipt of Notice

A "Receipt" of Notice of Injury is attached to each Form CA-1 and Form CA-2. Your supervisor should complete the receipt and return it to you for your personal records. If it is not returned to you, ask your supervisor for it.

Submit Claim For COP/Leave and/or Compensation For Wage Loss

If disabled due to traumatic injury, you may claim continuation of pay (COP) not to exceed 45 calendar days or use leave. A claim for COP must be submitted no later than 30 days following the injury (the form CA-1 is designed to serve as a claim for continuation of pay). If disabled and claiming COP, submit to your employing agency within 10 work days medical evidence that you sustained a disabling traumatic injury. If disabled beyond the COP period, or if you are not entitled to COP, you may claim compensation on form CA-7 or use leave. If disabled due to occupational disease, you may claim compensation on form CA-7 or use leave. A claim for compensation for disability should be submitted as soon as possible after it is apparent that you are disabled and will enter a leave-without-pay status.

The Federal Employees' Compensation Act (FECA) is administered by the U.S. Department of Labor, Office of Workers' Compensation Programs (OWCP). Benefits include continuation of pay for traumatic injuries, compensation for wage loss, medical care and other assistance for job-related injury or death. For additional information about the FECA, read pamphlet CA-11, "When Injured at Work" or Federal Personnel Manual, Chapter 810, Injury Compensation, available from your employing agency. The agency will also give you the address of the OWCP Office which services your area.

Post on Employees' Bulletin Board

U.S. Department of Labor
Office of Workers' Compensation Programs



U.S. GOVERNMENT PRINTING OFFICE: 1991 0-866-435

Form CA-10
Rev. Aug. 1987

WIRLCA AUXILIARY OFFICERS 2023-2024

June Strobel-President

N4431 Daley Road
Hustiford, WI 53034
920-349-3782
262-617-9468(cell)
strobelite@charter.net

Kathy Lueck - Vice President

1417 Oak Street
Watertown, WI 53098
920-262-1980
kathymasonlueck@charter.net

Tana Zeich-

Treasurer/Secretary
10828 W. Beloit Newark Rd.
Beloit, WI 53511-8106.
608-879-2791
nighthawkacres@yahoo.com

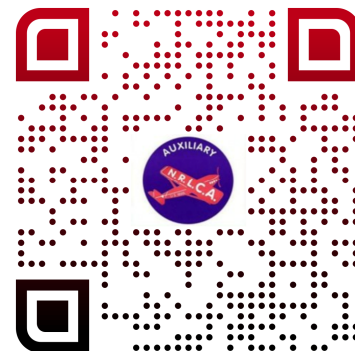
Cindy Jacobus-

Executive Committee Chair
25586 Hwy 61
Boscobel, WI 53805
608-375-5755 Home
608-485-1900 Cell



Holli Johnson-

Junior Auxiliary Sponsor
630 Keep St
Darlington, WI 53530
608-482-1180
johnsonhjean@gmail.com



2024 SCHOLARSHIP application CAN BE FOUND HERE !
https://wirlca.org/?page_id=149
or scan the QR code to the right

WIRLCA JUNIORS OFFICERS 2023-2024

President

Jordan Jacobus
255586 US Hwy 61
Boscobel, WI 53805
608-391-1831

Secretary

Kyler Johnson
630 Keep St.
Darlington, WI 53530
608-482-5545

Chaplain

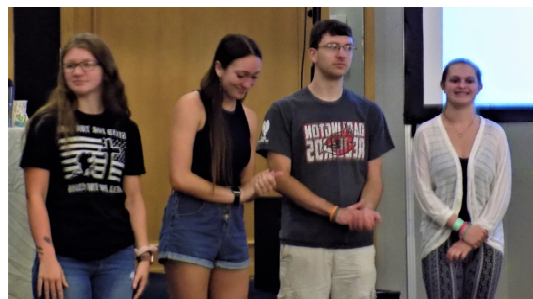
Catalina Christopherson
319 Division St.
Rio, WI 53960

Vice President

Alyza Johnson
630 Keep St.
Darlington, WI 53530
608-482-5480

Treasurer

Jasmine Pingel
19398 Juneau Rd.
Wilton, WI 54670
608-344-8989



National Auxiliary Program – 2023-24 – Julie Houston, President Auxiliary NRLCA

A PROGRAM OF PATRIOTISM

Humanitarian Project: THE HERO COMPANY

Symbol: Eagle with Flag Holding Envelopes

Americanism: Exercise your right to vote

Safety: PTSD Awareness

Song: "Stand by Me" by Ben E. King

Flower: Peonies and Hydrangeas

Inspiration: Patriotism is not short, frenzied outbursts of emotion, but the tranquil and steady dedication of a lifetime. – Adlai Stevenson II

A Program of Patriotism

Our NRLCA Auxiliary President, Julie Houston is dedicating this year's "Program of Patriotism" to our own Armed Forces Veterans Club of the NRLCA.

"THE HERO COMPANY" pairs shelter dogs and rescue dogs with veterans and first responders battling with PTSD. After 9/11, many veterans returned home with serious trauma from war. PTSD drastically changed their lives and way too many have even taken their lives. With no VA funding for service animals, many cannot afford the cost of the trained dogs that they need.

"THE HERO COMPANY" funds service and companion animals for these veterans suffering from PTSD at ZERO cost to them. Julie hopes that you will join her and the Auxiliary in raising funds for this very worthy company. We believe that our rural carrier family can make a difference in the lives of these heroes. <https://theherocompany.co>

If you would like to donate to this very worthy project, contact any WIRLCA Auxiliary Officer.

***** If a service dog without a person approaches you, it means the person is down and in need of help.***

Information for the Poster and Essay Contests for the Juniors is in this newsletter. We encourage your children and grandchildren to participate in these contests. The Wisconsin Auxiliary judges the entries and awards cash prizes. The posters and essays are then taken to the National Convention and judged there as well with another chance to win!

WIRLCA Scholarship

The Wisconsin State Scholarship Application Form is on the website– see page 26. To avoid disqualification, ***please fill out the form completely and include all requested information.***

Return completed form postmarked no later than June 1, 2024

Mail to: Tana Zeich Treasurer/Secretary

10828 W. Beloit Newark Rd. Beloit, WI 53511-8106

WIRLCA STATE CONVENTION – June 21-23, 2024

Radisson Hotel & Conference Center, Fond du Lac, WI

Registration Forms for Auxiliary and Junior Members appear on pages 28-29 and on the WIRLCA website.

Auxiliary Junior Sponsor, Holli Johnson, has been busy planning fun and interesting activities for the Junior Tour which is on Saturday at the Convention. **Be sure to pre-register your children/grandchildren so that we can adequately prepare for food and transportation.**

WIRLCA Auxiliary Registration
119th Annual WIRLCA Convention
June 21st, 22nd & 23rd, 2024
Fond du Lac, WI

Auxiliary Meetings At Convention

Friday, June 21st

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

Saturday, June 22nd

- 9:00 am - Joint Session with Association
- Noon - Auxiliary joins Association for Saturday Lunch (paid for by the Auxiliary)
- 5:30 pm - Cash Bar
- 6:00 pm - Banquet (**make reservation on Association Registration form**)
 - Junior Scholarships will be Announced
 - Poster & Essay Contests will be Announced
 - Awards for Carrier of the Year & Auxiliary Member of the Year

Sunday, June 23rd

- 9:00 am - Auxiliary Business Meeting

Registration - Auxiliary Member _____ **I will attend the Saturday Luncheon**

(June Strobel will have the tickets for those who register - See June prior to lunch on Saturday)

Name _____

Address _____

City, State, Zip _____

Home Phone _____ **Cell-Phone** _____

E-Mail _____ **Receive Text Messages?** **Yes** **No**

Send Registration to:

June Strobel, Auxiliary President
N4431 Daley Road
Hustisford, WI 53034-9742

Questions:

June Strobel
262-617-9468 (cell)
E-Mail: Strobelite@charter.net

Auxiliary registration must be returned by: June 5th, 2024

WIRLCA Junior Registration
119th Annual WIRLCA Convention
June 21st, 22nd & 23rd, 2024
Fond du Lac, WI

Junior Meetings at Convention - Friday, June 21st

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

Saturday, June 22nd

HAVE BREAKFAST WITH YOUR FAMILY

8:45 am - Meet for the Tour (Hotel Lobby)
9:00 am - Leave Hotel
9:30-11:30 - Larson's Famous Clydesdales, Ripon
12:00 pm - Lunch at Fondy Sports Park
12:00-3:00 - Fondy Sports Park
Go Carts, Bumper Boats, Arcade, Mini Golf, Batting Cages, Rock Climbing Wall, etc.
4:00 pm - Stop for Ice Cream
4:30 pm - Return to Hotel
Get ready for the Banquet
6:30 pm - Banquet - Pizza Party

Sunday, June 23rd

9:00 am - Junior Business Meeting

Registration - Junior Member (s)

Due to National Junior Guidelines ~ No guests or those under age 6

Name (s) _____ Age (As of 8-1-24) _____
_____ Age _____
_____ Age _____
_____ Age _____

Address _____

E-Mail _____

City, State, Zip _____

Phone _____

\$25.00 Fee per Junior (\$2 Junior Dues + \$23 Applied to a portion of the cost of the Tour, Food & Transportation)

The Auxiliary pays for the majority of the expense.

Includes: Transportation, Larson Famous Clydesdales, Fondy Sports Park, Lunch, Ice Cream, Pizza Banquet

Signed Permission Slips Required – See Tana at Convention

Send Registration Form and Check Payable to WIRLCA Auxiliary by June 5th

WIRLCA Auxiliary
June Strobel, President
N4431 Daley Road
Hustisford, WI 53034-9742

Address any questions to - Holli Johnson, Junior Sponsor

608-482-1180

johnsonhjean@gmail.com

or June Strobel, Auxiliary President

262-617-9468

strobelite@charter.net

Auxiliary Members Needed to be Chaperones

Contact: Tana Zeich, Auxiliary Secretary/Treasurer - 608-879-2791 or nighthawkacres@yahoo.com

Auxiliary of the National Rural Letter Carriers Association Junior Contest

All essays and posters must be on, or attached to a letter-sized manilla 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, age as of 8/1/24
- Name of parent or grandparent
- State in which dues are paid

Entries with incomplete or incorrect information will be disqualified.
All entries will be judged on originality, neatness, grammar, and spelling.

AGE 6-7: Design a Poster
How police officers and firefighters help us.

AGE 8-9: Design a Poster
How service dogs can help veterans and first responders.

AGE 10-11: Design a Poster
How we can support our military.

AGE 12-14: Design a Poster
What the Eagle stands for in the United States.

AGE 15-17 Essay:
What does the phrase "Never look down on anyone, unless you are helping them up" mean to me?

AGE 18-20 Essay:
How my vote can make a difference.

SPECIAL NEEDS: Design a Poster. Service and Shelter Dogs

These entries can be brought to the State Convention or sent to:

Tana Zeich

10828 W Beloit Newark Rd.

Beloit, WI 53511

WISCONSIN ARMED FORCES VETERANS' CLUB

It was great to see so many of you at the Spring Conference, lots of fun catching up, and what can I say about the PAC Basketball Tournament???

As we move forward, the next big meeting will be the state convention. At that time the AFVC will be celebrating a special anniversary. It was at the state convention in Eau Claire in 2014 that we first recruited members. We received our National Charter on August 13, 2014, in Grapevine, Texas. Of the original 29 members, we have 16 members celebrating their 10-year anniversary. Sadly, we lost Curtis Bender (our number 1 member) and Mark Becker. Our membership has grown steadily and for 2024 we have reached 103. Best number yet, but there is always room for growth.

Of the original officers, Dan Strobel-President, Dennis Nelson-Vice President, and myself-Secretary/Treasurer. I am the only one still serving as an officer. I thank both of them for all of their support during our start-up years, and their leadership abilities to get us where we are today.

We will be having our annual meeting at the state convention in Fond Du Lac on June 21-23. The main items of business will be electing officers and the scholarship drawings. In addition to our regular scholarships, we will also award the Curtis Bender Memorial Scholarship. The time and place for the meeting have yet to be determined but we will keep you posted about it.

L to R: President- Roger Dobbe, Vice President- Donald Koch, 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
715-520-0352

Again, any WIRLCA member who is not currently a member of the AFVC is invited to join. You do not have to be a veteran and spouses are also eligible to join. Dues are \$10.00 per year. Of the \$10.00 dues, \$5.00 is kept for scholarships for our Wisconsin kids. All scholarship applications are forwarded to the National AFVC for additional chances to win. Any donations received at the state level are always appreciated.

I'm looking forward to seeing everyone at the state convention.

Marilyn LaPorte-AFVC Secretary/Treasurer



Recent Retirees

ADRIAN, LINDA M	PITTSVILLE	MCNITT, EILEEN M	SPOONER
BORGEN, BETTY J	RICE LAKE	MEYER, PATRICK J	SUAMICO
BROWN, SHELLY M	LA CROSSE	MUELLER, JANET I	FOND DU LAC
DICKEY, HAROLD M	STEVENS POINT	NEITZEL, LORNA J	MUSKEGO
DREIER-SULLIVAN, DONNA M	SUPERIOR	PEPPLER, LISA R	OSHKOSH
FECHTER, SARA L	PORT WASHINGTON	QUELLA, CAROLYNE D	GREENVILLE
HARRER, PATRICIA J	WAUPACA	REGER, KELLY J	MINERAL POINT
HOLDEN, TIMOTHY	GREEN BAY	TESS, ANNETTE T	STURGEON BAY
LUCHT, TAMMY L	OMRO	TREWIN, MICHAEL	SEYMOUR

MEMBER LONGEVITY AWARDS

Robert Carpenter of Rib Lake has been awarded a 50-year longevity award for his years of membership in the National Rural Letter Carriers Association.

Robert (Bob) spent a few years in the Navy and was a millwright at Land O Lakes manufacturing and started as a carrier in 1968. Bob worked out of the Spencer office where he spent 31 years as a carrier. He was involved in his county unit as a President and later elected as the state Secretary/Treasurer. Bob also was on the Joint Steering Committee and was a facilitator and an area steward for the 547 area. He was awarded the Carrier of the Year in 1991 and attended four National Conventions. One of which he had his picture taken with the PMG Anthony Frank.



Bob had many Amish families on his route and became good friends with them and has been invited to many of their weddings and school programs. He once rescued a customer from his roof when the ladder fell and no one else was home.

Bob and his wife Ginny moved to Rib Lake when he retired. His daughter is Postmaster of Withee, and his granddaughter is married to a rural carrier. He still enjoys getting his rural carrier magazines although he doesn't know as many people in it these days. Photo by Susan Tiffany



Pictured left is WIRLCA Asst. Secretary/Treasurer Beth Montejano presenting a 50 year award to Roy Rybicki. Roy has been a member for 57 years. He lives in Rudolph WI and he is hoping to still be around to get the 60 year award.

**CONGRATULATIONS TO BOTH
MEN**

USEFUL WEBSITES

LiteBlue	www.liteblue.usps.gov	Postal Regulatory Commission	www.prc.gov
USPS home	www.usps.com	Equal Employment Opportunity Commission	
Office of Personnel Management	www.opm.gov		www.eeoc.gov
Thrift Savings Plan	www.tsp.gov	Government Accountability Office	www.gao.gov
USPS Office of Inspector General	www.oig.gov	National General Insurance	www.nationalgeneral.com
eOPF-Find your electronic personnel folder		Keeping Posted-website for retirees	
	www.eopf.usps.gov/eOPF/jsp/essLogin.jsp		www.keepingposted.org
Department of Labor	www.dol.gov	Employee Assistance Program (EAP)	www.eap4you.com
Social Security Administration	www.ssa.gov	Rural Carrier Health Benefit Plan	www.rcbphealth.com
House of Representatives	www.house.gov	Wisconsin Rural Letter Carriers' Association	
United States Senate	www.senate.gov		www.wirlca.org
Congressional Record Resource	www.congress.gov	Ready.gov-Disaster Preparedness	www.ready.gov

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

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

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

www.EAP4YOU.com

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust



800-327-4968

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

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.



WHO DO I CALL?



District Representatives (Stewards) & Assignments WISCONSIN DISTRICT

FULL-TIME DISTRICT REPRESENTATIVE

Greg Dietzler
PO Box 101
Marshfield, WI 54449-0101
Phone: 715-533-0132
Email: Gregory.Dietzler@nrlca.org
All Zip Codes
Primary: 541, 543, 544

FULL-TIME ASSISTANT DISTRICT REPRESENTATIVES

Billie Jo Briese
PO Box 692
Cushing, WI 54006-0692
Phone: 715-255-7754
Email: Billie.Briese@nrlca.org
Assigned Zip Codes: 540, 545,
547, 548

Louan Friend
PO Box 33
Endeavor, WI 53930-0033
Phone: 608-745-2481
Email: Louan.Friend@nrlca.org
Assigned Zip Code Areas: 530,
535, 537,
539, 542

PART-TIME ASSISTANT DISTRICT REPRESENTATIVES

Amy Dorner
PO Box 2
Union Grove, WI 53182-0002
Phone: 262-853-1118
Email: Amy.Dorner@nrlca.org
Assigned Zip Code Areas: 531,
532, 534

Jonathan J Moore
PO Box 309
Reedsburg, WI 53959-0309
Phone: 608-851-0893
Fax: 844-425-1100
Email: Jonathan.Moore@nrlca.org
Assigned Zip Code Areas: 538,
546, 549

AREA STEWARDS

Brian Feltz
Phone: 715-254-9858
Email: BFeltz@tds.net
APO clusters assigned: Amherst,
Iola, Mosinee, Nekoosa, Plainfield,
Plover, Stevens Point, Waupaca

Debra Kalies
Phone: 920-590-0174
Email: debra.kalies@nrlca.org
Offices assigned: Bonduel,
Clintonville, Coleman, Crandon,
Keshena, Marinette, Niagara,
Oconto, Oconto Falls, Pembine,
Peshtigo, Pulaski, Shawano,
Suamico, Suring, Wittenberg

Kayla Kastenson
Phone : 262-822-1005
Email: kayla.kastenson@nrlca.org
Offices assigned: Burlington,
Delavan, Dousman, Kenosha Main,
Kenosha Annex, Lake Geneva,
Twin Lakes, Whitewater, Williams
Bay

YOU CAN FIND MORE INFORMATION ON
WWW.WIRLCA.ORG/STEWARDS PAGE

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

ANNOUNCEMENTS FOR NATIONAL DELEGATE CANDIDATES

My name is Leanne Richter, can I get your vote to be a National Delegate for the upcoming Convention in Reno. I have learned so much by attending and I would be honored to represent you at the National Convention. Please vote Leanne Richter and thank you for your support.

Hello my name is Robin Resch and I am looking for your vote as a National Delegate. I have been a delegate in the past and am looking to be one again. I would be honored to represent you at the National level. Please vote Robin Resch. Thanks in advance!

Please vote for me, Frances P Smidt as a delegate to this year's National Convention. With 26 years' experience as a rural carrier including 21 as an RCA along with my involvement at all levels of our association, I can make informed votes to better our working conditions. Thank You

My name is Selina Maeder. I have been a rural carrier for 6 years in Hartford, WI. I am running for delegate to represent rural carriers and to contribute to an inclusive Constitution that represents our craft. I am asking for your vote and confidence in assisting our rural carriers.

Hello, My name is Janice Gjølhaug and I am the Local Steward in the Menomonie office. I would very much like to attend this year's NRLCA National Convention. I believe it will be a great experience and excellent opportunity to expand my knowledge. Thanks for the opportunity, Janice Gjølhaug

ANNOUNCEMENTS FOR STATE BOARD CANDIDATES

I, Frances Smidt am declaring my candidacy for President. I bring years of experience on the WIRLCA board including president and executive committee person along with being a local and area steward. My passion has always been and continues to be improving our working conditions. Vote Frances for President. Thanks

KNOWLEDGE IS POWER!

DO YOU HAVE EXPERIENCE WITH:

- *EDITING NEWSLETTERS
- *AUDIO/VISUAL
- *INFORMATION TECHNOLOGY
- *WEBSITE DESIGN
- *PARLIAMENTARY RULE
- *PUBLIC SPEAKING/LEGISLATIVE
- *CLERGY



BE A PART OF SOMETHING BIG

IF SO, WE WOULD **LOVE** TO
SPEAK WITH YOU!
OPPORTUNITIES ARE AVAILABLE TO
WIRLCA MEMBERS EACH YEAR!
Contact President Kim Mac Donald
Email-kmacdonald@wirlca.org

Erica Kragness
PO Box 194
Colfax, WI 54730-0194

NONPROFIT ORG
U.S. POSTAGE PAID
PORTAGE, WI
PERMIT NO. 21

**Deadline for next issue:
June 30, 2024**

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

2024 SCHOLARSHIP application CAN BE FOUND
HERE ! https://wirlca.org/?page_id=149
or scan the QR code to the right



Attention: Potential State Board Candidates-
Please read carefully the duties and responsibilities of
each position on the State Board in the WIRLCA
Constitution, Article V, prior to making the commitment
to serve your Association.

Important dates:

National Delegate ballot draw-May 15th, 9 am Perkins Restaurant, Tomah, WI
National Delegate ballot pack assembly-May 22nd, Tomah Best Western Conference Room, 9am.
Last day to **mail** constitution/resolutions-June 1, 2024
Last day to **email** constitution/resolutions-June 16, 2024
National Delegate election process-June 20, 2024 Radisson Hotel- Fond du Lac, WI

COMING EVENTS

May 12th — Mothers Day
May 15th — National Delegate Ballot Draw gam
Perkins Restaurant, Tomah
May 22nd —Ballot Mailing assembly gam
Best Western Conf. Rm, Tomah
May 27th— Memorial Day (H)
June 6th— D-Day
June 16th— Fathers Day
June 19th— Juneteenth (H)

June 21-23— 119th WIRLCA State Convention
Radisson Hotel, Fond du Lac

Upcoming Board Meetings

June 19, 2024-Radisson Hotel, Fond du Lac
***Please check website for most up to date
information as dates /times and/or locations may be
changed as needed.