



2024 WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION

SERVING AND WORKING FOR ALL WISCONSIN CARRIERS SINCE 1904



2023

118th Annual Convention

Racine, Wisconsin

June 23rd, 24th, and 25th 2023

NRLCA Officer in Attendance:
Bridget Boseak- NRLCA Director of Labor Relations

WI RLCA Officers:
President - Frances Smidt, Vice President - Jason Johnson, Secretary/Treasurer - Erica Kragness,
Assistant Secretary/Treasurer - Beth Montejano,

WI Executive Committee:
Chair Person - Susan Tiffiany, Committeemen - Lisa Rittenhouse and Jesse Hanson

WIRLCA Appointees:
Charles Groth- Media, Robert Lueck- PAC Chair, Carla Freymiller- Chaplin
Ronald Berg- Parliamentarian

Financial Review Committee:
Chair- Christina Gengler, Mark Scudder, Billie Jo Briese

NRLCA Auxiliary Committeeman:
Charles Herrera

WI RLCA Auxiliary Officers:
President- Vacant, Vice President- June Strobel, Secretary/Treasurer- Tana Zeich, Executive
Chair- Lester Schlies, Executive Committee Secretary- Kathy Lueck

WI RLCA Auxiliary Junior's Sponsor:
Holli Johnson

WI RLCA Junior Auxiliary Officers:
President- Jordan Jacobus, Vice President- Alyza Johnson, Secretary- Kyler Johnson,
Treasurer- Jasmine Pingle, Chaplain- Catalina Christopherson

Meeting Minutes of the
2023 Wisconsin Rural Letter Carriers' Convention
Racine, Wisconsin June 23-25

The 118th Annual Convention of the Wisconsin Rural Letter Carriers' Association came to order at 2PM on June 23 at the Delta Hotel in Racine, Wisconsin. State officers, speakers, delegates, members, and guests were present.

The colors were presented by the Armed Forces Veterans Club and the body assembly recited the Pledge of Allegiance and sang the National Anthem.

Carla Freymiller led the group in an opening prayer.

President Frances Smidt introduced Delta Hotel representative.

Past President, Ronald Berg presented the gavel to President Frances Smidt.

NRLCA Auxiliary Committeeman, Charles Herrera addressed the membership.

PAC Chairman Robert Lueck addressed the membership.

President Frances Smidt recessed the joint session at 3:30 PM

Steward Q&A immediately followed the joint session.

President Frances Smidt reconvened the joint session at 9:00 AM Saturday June 24, 2024.

Chaplain Carla Freymiller opened in prayer.

President Frances Smidt recognized our veterans.

President Frances Smidt introduced the Wisconsin Association Board:

Vice President - Jason Johnson, Secretary/Treasurer - Erica Kragness, Assistant Secretary/Treasurer - Beth Montejano, Executive Committeeman Chair, Susan Tiffany, Committeemen Jesse Hanson and Lisa Rittenhouse.

President Frances Smidt Introduced Wisconsin Rural Letter Carriers' Association Auxiliary Board, where Executive Committee Secretary- Kathy Lueck introduced the Auxiliary board. Vice President/President - June Strobel, Secretary/Treasurer - Tana Zeich

Junior Sponsor - Holli Johnson briefed the Members.

President Frances Smidt recognized the Academy Trainers and presented new trainers with a token of appreciation.

President Smidt Called upon Gregory Dietzler, Wisconsin District Representative, to call forward Assistant District Representatives, Area Stewards, and Local Stewards to provide a token of appreciation. They were recognized for their hard work. Gregory gave recognition and thanks to NRLCA Director of Labor Relations, Bridget Boseak.

President Smidt Recognized RCA's, ARC's, PTF'S, Regulars, and Retirees.

President Smidt Recognized WIRLCA convention 1st time and 2ND time attendees.

President Smidt called the Chair of the Election committee, Kathy Einbeck to introduce the committee members; Jessi Jones, Ryan Lindenfelser, Matt Looker and Scott Mueller. A report of the national delegate election process and results were provided.

The committee members mailed out 3028 ballots, 450 were returned. Counted 439, 16 came back as UTF. 18 were invalid due to no return address and 1 was invalid because of extra markings.

We had 4 ties this year. Ties were broken by drawing cards and the highest card was the highest position. (Election Results Appendix A)

President Smidt called forward Executive Committeeman, Jesse Hanson to provide a brief update on our fall Regional Seminars with dates and locations.

Mic 1 - Ellen Pulver, MAC Unit. Made a correction of spelling Horicon in region 7

President Smidt called on Executive Committeemen, Lisa Rittenhouse and Susan Tiffany to give a report on upcoming state conventions. Region 7, 2024 - Fond Du Lac and Region 9, 2025 - Brookfield.

PAC Chair Robert Lueck gave a brief update on the PAC hospitality night.

President Smidt concluded Joint Session at 9:49 AM.

President Smidt started session at 10:15 am

President Smidt introduced Bridget Boseak, Director of NRLCA Labor Relations. Updates were provided on RRECS, coverage factor, steward operations, 2023 National Convention in Grand Rapids. Boseak also spoke about 2024 National Convention in Reno Nevada.

President Smidt called upon Credentials Committee Chair, Carrie Krueger to provide the final delegate report.

Absent counties were listed: Lake Superior, Lincoln-Langlade, Marinette, Outagamie, Pierce-Pepin, Price-Taylor, Tri-County, for a total of 18 delegates, 82 voting strength. Total needed for a majority vote is 259. Total delegate vote needed for 2/3 is 344. Total votes needed for election of officers is 262. Carrie Krueger concluded the report.

Erica Kragness did roll call and distribution of voting cards.

Mic1 - Ellen Pulver, MAC unit made a motion to strike "and numbers" from standing rules. Motion received a second, and was carried.

President Smidt introduced Ronald Berg as the member filling in as acting parliamentarian.

Mic 1 – Pulver, MAC Unit made a motion to accept the standing rules as amended. Motion seconded and carried. Standing rules are adopted as amended.

Erica Kragness gave an update of the 2022 State Convention minutes and the audio issues.

Mic 1 – Feltz, Wood Portage made a motion to wave the reading of the officer reports. Passed Dispose of reading of officer's report.

Mic 1 - Pulver MAC Unit, made motion to suspend the reading of the Wisconsin District Representative report. Passed

Vice President Jason Johnson introduced Dennis Nelson to brief the members about the Armed Forces Veterans Club reaching their 100-member goal as well as to introduce the new President of the Armed Force Veterans Club, Roger Dobbe.

President Smidt recessed for Lunch at 11:59 AM

Back in Closed Session at 1:00 PM

Executive Committeeman, Jesse Hanson gave an updated report to the members about National General Insurance and introduced guest speaker Linda Foran from National General Insurance to brief members on benefits, claims and how their policies work.

Erica Kragness gave the financial report to the members.

Mic 1 – Pulver, MAC unit, questioning on salaries and wages, repairs and maintenance and internet and phone.

Beth Montejano briefed the members on Longevity awards.

President Smidt called on the Armed Forces Veterans Club President, Roger Dobbe to give members a brief update.

Pac Chair, Robert Lueck gave update on silent auction.

Cristina Gengler, Financial Committee Chair introduced the committee; Mark Scudder, Billi Jo Briese and Lynn Stone, and gave a financial update.

Budget Committee Chair, Dan Strobel introduced the remainder of the committee; Holli Millard, Billie Jo Briese, David Giebel, Ronald Berg and gave the members a budget report.

Vice President Jason Johnson called for election of officers for President. Paul Grorud nominated Smidt, no other nomination at this time and will remain open for tomorrow.

President Smidt requested nomination for Vice President

Mic 1 - Carla Freymiller, Grant-Iowa, nominated Jason Johnson. No other nomination at this time and will remain open until tomorrow.

President Smidt seeking nominations for Secretary/Treasurer

Mic 2 - Gary Pingel, Vernon County, nominated Erica Kragness. No other nomination at this time and will remain open until Sunday.

President Smidt seeking nominations for Assistant Secretary/Treasurer

Mic 2 - Carrie Kruger, St. Croix County, nominated Beth Montejano. No other nomination at this time and will remain open until Sunday.

President Smidt seeking nominations for Committeeman

Mic 1 - Roger Dobbe, Waupaca County, nominated Kayla Kastenson.

Mic 1 - Billie Jo Briese, St. Croix County. nominated Leanne Richter. No other nomination at this time and will remain open until Sunday.

President Smidt called Constitution Committee Chair, Brian Feltz, to introduce the Constitution Committee; Amy Dorner, Tammy Lucht, Kayla Kastenson and Ellen Pulver.

Constitution Change 1 Only for information purposes. Tells what the Board salaries are as of July 1st, 2023, which reflects the increases that working carriers get contractually along with cost of living.

Adopted

Constitution Change 2 Lisa Rittenhouse delegate RWGLE objected.

President Smidt made a motion to let Ronald Berg speak of this constitution since it was submitted by him. Since he stands in as a parliamentarian, permission was granted by the members.

Lisa Rittenhouse - First, I would like to make a motion to come back to this to see where we end up with raising our dues, because we're in the hole for to then to spend more money. We're just getting it further, but if we raise the dues. I would like to make an amendment to this to be per room, per voucher. Because sometimes four or five people are in a room and they'll actually be collecting more money than they're paying for the room if we do the 75 dollars per person. I am making a motion to move the agenda. Second, motion carried.

(Revisited after Constitution after constitution 7)

Mic 1 - Ronald Berg, Grant Iowa- And I thank the body for letting me speak on this to explain my reasoning. You know, we have paid mileage and per diem for the National Convention. I was on the National Finance Committee. I've done a lot of studying on total cost of the annual versus bi-annual convention. Many states pay different things to different people all the way from paying for all their delegates hotel rooms to additional lodging for them. As I heard committee person talk before that you know you if there's 3-4 people in the room, you don't. There has to be a delegate for more than four days. That's the duration of the convention. Most of our delegation goes for six or seven days because of the travel. They want to go the day before it starts and go home the day following the convention. Especially last year when it didn't get over until almost midnight. I'm just saying that we're not the room police. It would be a logistical nightmare for our Secretary Treasurer to find out if Ron and Jason are rooming together and then they threw in another guy that's up on the couch. We're not the room police. This is a smaller amount. If two people would room together, it would almost cover the room expense. It's a lot better than what we have. For many years I was on the board, I couldn't make this because felt this way. It's not for me. I can afford a room. I'm thinking about the rural carriers that have just lost money. The RCA's that should get involved, and I wish they would, they could have a room allowance to help soften the blow going to the National Convention, because I'm not going to go many more years.

Mic 1 - Resch, Dane County, in favor. As somebody that has gone to the National Convention and has shared rooms with or by people, I am in favor of this, and like you said most of us have lost money. Because our routes went down, this will help to offset some of the costs.

Adopted

Constitution changes 3 - Adopted with no discussion.

Constitution changes 4 - Adopted with no discussion.

Mic 1 – Pulver, MAC Unit to make life easier on Brian I move that we suspend the rules and dispense with the reading of the present language and only read the proposed language for future constitution changes. Motion seconded; motion carried.

Constitution 5

Mic 1 - Pulver MAC Unit maker and former Secretary/Treasurer of the state. First of all, it was just pointed out to me that letter K has a typo in it. It should be Retired Association number or I'm sorry, retired associate members \$42.00, which should consist of \$42.00 per state and 0 for county as in the present language. And secondly, explanation of this at the time that I did these calculations, these percentages using table two step 1, 40-hour route would give us an amount equal to each of the amounts that we had previously had with the contractual increases and the COLAs. That will adjust. It will still stay in the same percentage, but we should still be in a good position and not over collect. So, we have just enough to cover our expenses and if we do stay under budget, we can build our reserves back up and get back to that point were. We got 360. Plus \$1000 in reserve to put us in a stable financial position in future years.

Mic 2 - Mark Scudder, Portage, point of information. I heard Ellen say she figured out that the number is going to be roughly the same. I was just wondering; we have confirmation on what .33% of table two actually is.

Mic – Pulver, MAC Unit, I actually did that math on this last year at State Convention 2019. So, I brought this constitution to the state on a couple of different occasions. Last year we withheld it, and we didn't do any action on it. I brought it in during the new business because I didn't get it sent in on time. So, they're bringing it back this year and at the time. If we wanted to have \$40.44, .11% of table 2 40-hours step one evaluation would get us \$40. Sorry. And obviously with COLA changes and contractual increases we would be even more.

Mic 1, Lucille Dobbe, Waupaca, I move to propose this motion be tabled until we actually see the figures. I would like to see the numbers, please. I was trying to figure it out myself, and I thought it's a good proposal, but could we please see the numbers and see how this will continue on in the future?

Motion failed.

Continuing with debate.

Mic 1 Pulver, MAC Unit- OK, so thanks to Billy Joe, who did the math really quick because of the changes with the colas and contractual increases a regular rural carrier .33 of table 2, 40-hours step one, which is \$48,794.00 annually, would be \$161.02 minus 12 dollars for the county, which would leave us with 140, 902. And then as far as the relief carriers, we'd be looking at .11% of table 2 generates \$53.67 of which \$5 goes to the county, which would leave \$48 for the state. And then it would just adjust after that.

Mic 1 - Lynn Stone, Grant Iowa, point of interest, so just by the sounds of this it will be based on a full-time carrier. Full time carrier's wages change quite often. Subs do not. So, the subs would have to pay more, but yet their wages didn't go up. Is that correct?

Mic 1 - Ellen Pulver, MAC Unit, OK, as the maker, yes, yes it would. But most of our RCA's are recognized, are realizing an annual increase and they have an additional amount in lieu of the COLA's every November. So, they are getting more increases currently with the current contract than we did when I was in RCA because they're actually getting these things as they happen as opposed to getting them rolled in at the end of the contract. And it's a much smaller amount.

Mic 2 Tischer, Dane County- Point of interest- I see the number you used for 48,749 is dated probably off of table 2 of March 11, 2023, correct? If that is so, that was before RRECS, and then we've got a whole other problem even for rural letter carriers, the regulars because not right now. **(was called for debate)** this is the correct number you used from that table? **(was answered yes)** Thank You.

Mic1 Dennis Nelson, Polk-Burnett Count -I think I'm raising point of order. A delegate, Dobbe, made a motion to table, which is non debatable. **(mentioned that it did not go forward)** Thank you.

Adopted

Constitution 6

Mic 1 – against, Lucille Dobbe, Waupaca, objected to a good idea but the expense of mailing out another form to all the members in the State of Wisconsin thinking of getting and not getting a response. I can see having this information on the website and to have it submit it electronically instead of mailing.

Mic2 Brian Wood-Portage Feltz - informing that was this was to be added to the newsletters that they would have to cut it out for to mailing.

Mic 1 - Lucille Dobbe, Waupaca, states that then we need to make sure that we have to put in there, "please respond so we know how we can help out the Association."

Mic3 Laura Hollenberger Jefferson County - Spoke on behalf of the constitution. The intention was trying to get more members to come to meetings and get more involved. To get more members information so they can do their jobs better and to encourage union members to recruit more members.

Mic 1- Jim Etzel, Ozaukee/Washington, point of information, does the recruitment issue that goes to members go to nonmembers? **(Answered yes.)**

Passed

Constitution 7 - Adopted without discussion.

President Smidt requested permission from the body before continuing with resolutions that we break at 3:30.

Passed

President Frances Smidt introduced Chair, Kim Mac Donald and the remainder of the resolution committee Roger Dobbe, Gary Pingel, Linda Gniesser and Cher Brandt. Resolutions report given; 36 resolutions were submitted, 2 were binding, 34 were non-binding and 2 were moved to the constitution committee. 1 was moved to binding.

President Smidt requested permission to continue with resolution even though we need to break session at 4pm. Was passed by the body.

President Smidt Introduce Chair, Kim McDonald for Resolution committee.

Kim Mac Donald Introduced the Resolution Committee, Gary Pangel, Linda Geniser, Rodger Dobbie and Cher Bandt. They meet on Thursday June 22, 2023. 36 Resolution 2 where binding 34 where non-binding 2 of the binding Resolution was moved to constitution and 1 non-binding moved to binding Resolution.

Mic 1 – Pulver, MAC Unit, without objection, I move that we allow her to read the courtesy resolutions but dispense with the reading of the remainder of the resolutions and just passed by pass or fail by gavel. Motion carried.

Resolution W1-and W2 moved over to the Constitution Committee-

Mic 1 – Feltz, Wood- Portage County I make a motion that we dispense with the first two resolutions as we consider those in the Constitution. Second, motion carried.

Resolution Binding W22

Mic 1 objected, Pulver, Mac Unit, reason I objected to this is I agree with it. The only problem is it can't be binding on our state board. It has to be binding on our national board. We do not at the state level have the ability to enforce this, so it needs to be moved back to a non-binding.

President Smidt requests the body to move W22 from binding to non- Binding. The body was in favor of switching to non-binding. Motion passed.

W3 pass

W4 pass

W5 objected by Scudder, Dane

W6 pass

W7 objected by Pulver, MAC Unit

W8 pass

W9 pass

W10 pass

W11 pass

W12 objected by Scudder, Dane

W13 objected by Hanson, Buffalo- Trempealeau- Jackson

W14 Objected by Hanson, Buffalo- Trempealeau- Jackson

W15 Objected by Pulver, MAC Unit

W16 Objected by Scudder, Dane

W7 pass

W18 - Kim Mac Donald stated there was a scrivener's error. Evaluation should be elevation under whereas pass.

W19 pass

W20 objected by Scudder, Dane

W21 pass

W23 Objected by Pulver, MAC Unit

W24 Objected by Scudder, Dane

W25 pass

W26 pass

W27pass

W28 pass

W29 pass

W30 Objected by Pulver, MAC Unit

W31 pass

W32 Objected by Pulver, MAC Unit

W33 pass

W34 Objected by Pulver, MAC Unit

W35 pass

W36 pass

W22 pass as non-binding.

President Smidt turned over to announcements, asked the body to go through a couple resolution, The Body passed.

Lucy Dobbe wanted to reconsider objection to resolution W36.

Body passed for W36 to be reconsidered.

Resolution W05

Mic 2 - Objected by Scudder, Dane County. Would prefer to keep it a rotating basis, so the PTF also gets it has a chance of the piece getting laid off once in a while, but she's working 6–10-hour days every week, so I would just assume that rotating with the RCA's.

Mic 1 – Rittenhouse, RWLG State Board- if you read the rest resolution you get the PTF position to 1 route and if you can get the PTF position down to one route then amazon Sunday could be used as a second route they do this on city side for the CCA's which they have to have 2 assignments a week in order to be career. I don't understand why we can't do it but as an over worked PTF that works before an RCA and then not to be grunting it out. Like in Scudders office wouldn't be working because they be off the amazon. They shouldn't be in the rotation if they are going to be over 40 hours that week. So, I still think that we should be forcing them in when they are. Getting a higher wage before the RCA, we are losing RCA by leaps and bounds because they are being forced and a lot of the time, they are

coddling PTFs. PTFs make \$5 more an hour than RCA's they should have more responsibility than the RCA job.

Mic 1 – Hansen, Wood Portage, I'm seeking against the motion because seniority should count in our craft. The PTF is likely to be senior to any RCAs in the office. They were probably many times, RCAs for years and then got converted to PTF, so they're earning that extra \$4.00 an hour and I don't think it's fair to them to schedule them as a non-volunteer and let the RCA have a day off.

Mic 1 - Pulver, MAC Unit, in favor. I believe all our non-volunteers, regardless of their classification of PTF or RCA, should be on a rotating basis. Additionally, we are currently hiring PTF straight off the street ahead of our RCA's, who have less than one year of service. And so that is not so that we're giving seniority, sort of speak to someone who's a brand spanking new hire over an RCA who's been there for six or nine months or even 11 months.

Mic 1 – Scudder, Dane County, Against. I am not aware of formula for PTF'S's limiting them to 60 hours a week otherwise they would be working 70 to 75 a week.

Mic 1 - Committeeman Hanson, point of information. For RCAs under a year the PTF posting would go back to that unit before going to the street.

NRLCA Director of Labor Relations, Boseak, stated that they have to be out of probation to bid when it comes back from district wide before it goes to the street.

Mic 1- Rittenhouse, RWLG, In favor. As far as if they were scheduled to worked over 40 hours they should be skipped in any rotation. But it's the other thing is we have to hit the post office in the pocketbook before they're going to these non-volunteering forcing them. They should be hiring more ARCs to cover those routes, and we have never forced them to do that. And the way to do it is you hit them in the pocketbook, paying somebody else \$5.00 an extra an hour to deliver that it's going to hit them in the pocketbook.

Mic 2 - Carrie Krueger, St. Croix County, In favor. I'm going to speak in favor of this one and remind me when reading this that it really about non-volunteers asking the PTF to work first before a non-volunteer RCA. Doesn't make sense because they do have all the benefits that come with it. We are losing RCAs by being forced to other offices. RCAs in our area are working 13 plus days. If they get 14 days off is pretty lucky, most of them are not.

Passed

WI7

Mic 1 – Pulver, MAC Unit, I objected to this because we have the ability to get the E-mail addresses for the presidents of the Mid-States Unit and the we no longer we move to elect a secretary and treasurer every year a so we don't need this.

Mic 1 - in favor, Smidt Dunn County, and the maker. The reason I submitted this at the recent Midstate's conference, we discussed amongst us trying to get some of the information passed down to anybody that attended Midstate's. Someone commented that they didn't know about it for some time. They were happy to attend by including the email address for indication on them that the Presidents will be able to accesses as the Presidents are changing on a regular basis and states are divided on different conference, it is difficult to know who know the most recent President is. This will allow them to better reach out to all the Presidents of the Midstate's, especially in the organization. I know I speak more on Midstate's and what we do with our conference and when something that needs to be shared amongst

all of us that Midstate's Presidents because our information changes often. Especially for the President for each of those states. We do know which states are, but the Presidents change.

Motion passes.

President Smidt gave announcement for the National Delegates that there is a meeting at 8:30 am before general sessions.

Meeting was adjourned at 4pm

Vice President Jason Johnson open session at 9 am Sunday June 25, 2023

Vice President Jason Johnson informed the body that President Frances Smidt fell ill and was not able to attend.

Chaplin Carla Freymiller started with a reading and prayer.

Executive Committeeman Chair, Susan Tiffany presented the member of the year award to Carla Freymiller.

WI12

Mic 1 – Scudder, Dane County, Object- I don't believe that the PTF'S's are stopping the Post Office from hiring RCA's. I do not know what is stopping the hiring of hiring RCAs, but I do not think it is PTF'S. PTF'S have similar benefits as a regular carrier, so there week work hours should be higher to justify their wages.

Mic 1 - Lisa Rittenhouse, RWLG, PTF'S have been a problem. They can be assigned up to 5 routes. What happens when a PTF gets assigned to your route? You are no longer able to file a 120-day letter. We currently have 39 PTF postings for the state of WI. That is 156 regular carriers that could lose their Saturday relief day. We need to stop taking about the benefits. We need to hit them in the pocketbook.

Fails

WI-13

Mic 1 – Hanson, Buffalo-Trempleau-Jackson, Object. I understand where Lisa is going with this. I do like it, I just don't with this language. All of a sudden Mondays will be given priority as Saturday outside of formula offices instead of Saturday relief days for all the carriers, that is what we should shoot for.

Mic 1 - Lisa Rittenhouse, RWLG, this only applies to formula offices. This applies to the formula office calculations. It doesn't change the language and it just offers Monday just like they do with Saturdays.

Passes

WI-14

Mic 1 – Hason, Buffalo-Trempealeau-Jackson. My issue with this is that includes the day now. So, if you take the high option, and you decide to bid out of J-day, you're no longer guaranteed to have that Saturday anymore. There's a chance you lose all hope of getting Saturday. Understand, we might be losing hope that will undercut in full confidence. But. I mean, that's changing this. That's fine.

Mic 2 – Rittenhouse, RWLG, Welcome to the K route. It's been our rule for a long time. You know everything else in our craft is made by seniority. Again, there's offices by us that people are converting

and now their routes lost and they become a J route and they might be a regular for six months and a 25-year carrier is stuck with a non-Saturday relief day. It's unfair. We've never figured anything else out that way. It's always been seniority. We need to move this by seniority too.

Mic 1 – Hanson, Buffalo-Trempealeau-Jackson, Object. If I recall, leave is not based on seniority, it's based on first come, first serve. There's another example.

Fails

WI-15

Mic 1 – Pulver, Mac Unit. I would like at this time to withdraw my objection as I thought this was different.

Passes

WI16-

Mic 2 – Scudder, Delegate Dane County. Object. Yeah, if PTF'S want to burn off their leave in one- hour increments, I'm ok with that. But it won't be approved unless all the routes can be covered, and I think it's fine. That leave is approved on a whoever asked for it first basis.

Mic 2 – For, Rittenhouse, RWLG. This just kind of surfaced in our area just recently, where regular carriers are getting forced to work their relief days because RCA's and PTF'S' are putting in for one hour leave and management is approving it with that one-hour leave. I know of an office where an RCA put in for 13 days using one hour of leave each day. The carrier was forced to work both of their Saturday relief days because they had leave approved. So, we need to change it to where they fall under the same category as us, where you have to use the amount of leave to cover the whole relief day.

Resolution passes.

WI 20-

Mic 2 – Objection, Mark Scudder, Dane County. I would like to move to amend this resolution, and I would like to add the words, "at least". Make it at least one K route so that it is possible. for PTF'S to be assigned to more than one K route.

Mic 1 – Pulver, MAC Unit. Questions if we can amend resolutions.

Vice President Jason Johnson states "just give us one minute".

Vice President Jason Johnson states "We discussed it up here and we have been allowing it in the past and I don't believe it's allowed in national, but we have nothing in our standing rules that prohibits it. So, we're going to go ahead and allow the amendment."

Mic 2 – Against, Chambers, Northern Waters. Once you change the wording to add that, it's the same thing as saying 2 routes and it opens it up for management to ignore the fine line of only one route for a PTF. That gets the change you want.

Mic 1 – Pulver, MAC Unit. Point of order or just when we get done with this motion. I need to bring another motion to the table to have one of our Delegates recognized.

Mic 2 - Against, Rittenhouse, RWLG. I believe those changes chane the intent and it no longer limits them to five routes. They could assign them to 100 routes. That just totally changes the intent.

Amendment passes.

Resolution passes.

Mic 1 – Pulver, MAC Unit. I'd like to move that the body allow us to move up a delegate and recognize her as she was unable to get away from her route yesterday, but she is here today.

Motion Passes

WI-22

Mic 1 – Pulver, Mac Unit. My only objection to this is that it needs to include gas, payments, and E travel, and it should be a higher percentage because it's happening more and more. I waited over a year for an E travel payment. It was approved. It was submitted and it got lost twice. I ended up having to do it through gas payment and pay taxes on it. That is not correct. Management continues to be allowed to mess up our payroll, but theirs never gets messed up. We need to really hit them where it hurts.

Permission to make an amendment move that a penalty of 20% of the gross pay that is due them, and it includes gas payments and E travel and any other compensation owed to the carrier.

MIC 2 – Resch, Dane County. As the maker of this, I am fine with that.

The amendment passes.

Resolution as amended passes.

WI-24

Mic 2 - Scudder, Dane County Delegate. I have a Lot of sympathy for the maker of this resolution, because I don't Like going back out either, but at the end of the day I cover my route. There's not a lot of other choices for people to deliver these parcels. We don't take them out and not take the very generous 3 minutes a mile. I just don't know who's going to move those parcels.

Mic 2 – For, Moore Richland Delegate. You know, whatever the manager has, however, they want to handle having that parcel be delivered, whether they go out and deliver it. If a clerk miss sorts it, or whether they scan it, attempted no access or whatever managers do you know that's on them. That's on them to decide how that's going to be done. Whether that parcel is still credited to our evaluation events can delivered and it's assigned to our route. It should still be credited to our route, but this is not. It's not intended to basically stop rural carriers from having to make second trips. It says that they shall not be required. If the real carrier still wants to do so, they surely can.

Resolution passes.

MIC 1 - Carrie Kruger St Croix County, point of interest. Gave a credential report. The only thing that will change is that we have 83 delegates instead of 82. All the numbers remain the same.

WI30

Mic 1 - 1 Pulver, MAC Unit. My only objection to this was having them posted on the bulletin board. If it's a hiring list, then it can have some personal information that maybe they don't accept the position general public shouldn't have that. It should be and I'd like to do a friendly amendment. Listing should be provided.

Where it starts, "management shall print out", insert "print the request for the posting" and the provide to the local steward, ADR, DR.

The reason being is, just because management requests the posting doesn't mean that the posting actually gets put up and there is a copy.

Vice President Jason Johnson states that speaker time is up.

Pulver got an additional minute.

Pulver continued Management has an e-mail that they sent to HR to request the posting. We have no guarantee there's no feedback to the manager, that I'm aware of, that lets us know that the posting has actually been posted. So that's where the posting printout comes into play. That we need to also know that they are requesting those postings every week like they're supposed to. Just posting them on the bulletin board is not sufficient. It needs to be the local steward, the Dr. and the ADR.

Mic 4 – Rittenhouse, RWLG. This actually came from my area, and I had a conversation with the carrier. I believe what he's requesting is they print out a copy of the actual posting and post it in office to prove that they have posted. So, although I agree with this, I would like to see it added that the carrier will be given a copy of the original posting from the website. That's what he's asking me. If he wants them to prove that they posted it online but he's saying that they're looking online, and the posting isn't there.

The amendment is adopted.

Resolution as it was amended passes.

WI-32-

Mic 1 – Pulver, MAC Unit. My objection to this is: This should already exist. This should have been given to us a year ago when they started training us, instead of just handing us a sheet of paper and say, well, "these are he scans you can do. You have to do these six. There are the rest of them and they didn't tell us we had to. Management being responsible for the accuracy of the staff is already in question. I don't know how we can fix this. I totally agree with the thought process. But it should have already been given to us.

Mic 2 – For, Tischer Dane County. I too would actually like to offer a friendly amendment to this. In all reality, this is kind of great. The amendment is to provide it at the end in writing. Everything they want to teach us, in writing. Not them just saying we're just going to be doing it like this.

The amendment passes.

Mic 2, Feltz, Delegate Wood Portage. The reason I object to this is the last line. Management is responsible for accuracy for the stats of RRECS. That's obviously inaccurate by all measures. That should be something that's negotiated between the Union and management as to what the accuracy of the stats are.

Resolution passes.

WI-34

Mic 1- Pulver, MAC Unit. I'm not sure what the maker had in mind when writing this, as my understanding is the DACA code 3, when we're having to work our relief day, already gets us the half days pay plus another day off at a different time. The only time we lose our X days is when we actually exceed 2080. If we've done our part to get paid the overtime. That means we've saved our leave requests that have been denied trying to take that time off so we don't exceed 2240 and then we can go after the post office for not hiring. I just don't like. The way that this is presented, I think I understand what she meant, but I wasn't clear, so let's try this one again at a later time.

Resolution fails.

WI-036

Mic 1 - Lucille Dobbe, Waupaca County, object. This is inappropriate at this point. This is not a resolution. I hope someone informed this gentleman that he can speak to our National Board about retirement. We have had so many seminars. If he had gone there, he would know that his sick time would count towards his retirement, and he could go anytime he wanted. I just hope somebody let him know. I was surprised to see this among the resolutions.

Mic 1 - Roger Dobbe Delegate Waupaca County, against. On the resolution committee, we decided this isn't a resolution, but we've determined to let the body decide. I don't think it's a resolution either and after it passed by gavel and a motion to reconsider, do we want to send something like this to National.

MIC 1 – Feltz, Delegate, Wood Portage. Against That would require an act of Congress, it's like it's probably not a resolution.

Boseak National Officer Labor of Relations your delegate Dobbe is correct. This is already there. It's a better deal for anybody who's in civil service than it is for those of us in first. But the sick leave already goes towards your retirement. The annual leave you get paid out as your terminated. Leave that you've already earned. So, it's already in effect and it wouldn't take an act of congress, it's already been done.

Resolution fails.

Vice President Jason Johnson thanked the Kim Mac Donald and the rest of Resolution Committee for their hard work.

Vice President Jason Johnson Dismissed at 10:02 for 20 min break.

Vice President Jason Johnson called for nomination for President.

No additional nominations were added.

Nominations are closed.

Presidential Nominations are:

Frances Smidt, Lisa Rittenhouse, Kim Mac Donald

522 votes Possible Majority=262

Kim Mac Donald- 1st round - 207, 2nd round - 274 – ELECTED.

Frances Smidt – 1st round - 118, 2nd round - withdrew.

Lisa Rittenhouse- 1st round – 178, 2nd round - 218

2-Invalid

Vice President Jason Johnson presented Holli Johnson with the Juniors and their new Board.

President- Jordan Jacobus, Vice President- Eliza Johnson, Secretary- Tyler Johnson, Treasurer- Jasmine Pingle

Juniors discussed their fun activities and did the Junior raffle drawings.

Vice President Jason Johnson invited guest speaker Bridget Boesek, National Director of Labor Relations for a Q&A

Vice President Nomination

Jason Johnson was elected by unanimous ballot.

Vice President Jason Johnson called for nomination for Secretary/Treasurer. No additional nominations. Nominations are closed.

Secretary/Treasurer Nominations

Total Cast 494 needed=248

Erica Kragness- 249 - ELECTED

Ellen Pulver- 243

2- invalid

Vice President Jason Johnson called for nomination for Assistant Secretary/Treasurer. No additional nominations.

Nominations are closed.

Assistant Secretary/Treasure

Beth Montejano was elected by unanimous ballot.

Vice President Jason Johnson called for nomination for 3- Year Executive Committeeperson.

No additional nominations.

Nominations are closed.

3-year Executive Committeeperson

Total Ballot cast 484 Needed=243

Kayla Kastenson – 250 - ELECTED

Leanne Richter- 215

Tammy Kuhnle- 29

New Business

Barry Zeich Introduced a Resolution

Appendix

MIC 2 – Object, Hanson, Buffalo-Trempealeau-Jackson. I don't believe that this is. Our PAC money should be picked and chosen based on what legislators are voting for. What they should be there for the money used for is for promoting our rural carriers. It doesn't matter if one legislator happens to be pro-gun, but, and he's also pro, you know, rural carriers. Well, because he's pro-gun, we shouldn't choose him to back rural carriers? So, we shouldn't be picking and choosing where we put our money based on what, this legislature? You know his other pet projects are. It should be based on how are they going to vote for us.

Mic 2 – Object, Resch Dane County. If we bought this through, what's to stop somebody coming up and saying our PAC money shouldn't go because somebody supports LGBT. You can't do that because that is not inclusive. The post office includes everybody. They hire everybody. It's not based on our thoughts, our needs, or whatever. Just because you don't like gun control or whatever doesn't mean they do. If you're going to start doing this, then somebody who doesn't like, like I said, LGBT, they'll say don't back this person. Or somebody doesn't like this, don't back this person or teachers don't back them. You

can't pick and choose where our money goes. You're going to have people that are going to stop supporting PAC then.

Mic 1 – Zeich, RWLG, For. It is not my intent to start a slippery slope. My intent is when the team are deciding who gets the money that this should be a factor in that new candidate that wants to make a difference?

Resolution Fails.

Meeting Adjourned 2:35pm