

**Report of the Resolutions Committee to the 119th WIRLCA Convention in  
Fond Du Lac, Wisconsin  
June 24, 2024**

**WHEREAS:**

**We** are grateful to God for the many blessings we enjoy,

**We** appreciate and thank our members, who have or are serving and supporting our Armed Forces,

**We** express our sincere thanks to our State Board and our National Stewards for their timely efforts on our behalf,

**We** express our gratitude to our National Board,

**We** express our gratitude to the members of Congress, and the Civil Service Committee for their efforts in sponsoring legislation beneficial to the Rural Carrier Craft,

**We** express our continued cooperation to promote the activities of mutual interest and to support our Auxiliary and Junior members,

**We** express our appreciation to the members of Region 17 for assisting with our 119th WIRLCA Convention in 2024,

**We** express our appreciation and thanks to:

Greg Dietzler NRLCA WI District representative

Nicky Philips

Armed Forces Veterans Club

Suzanne Sattler and the staff of Radisson Hotel and Conference Center of Fond Du Lac

**We** extend our deepest sympathy to the families and friends of all who have passed away and those struggling through the challenging events of the past year,

**We** express our appreciation to all that have helped make this convention a success for our Association.

The following resolutions have been submitted for consideration at the 2024 WISCONSIN RURAL LETTER CARRIERS' Annual State Convention:

***The first twelve Resolutions are Binding:***

**BINDING**

**WI-001**

**PASSED**

**NON-BINDING**

By: EL 902

Article   **30**   Section   **1**   Paragraph   **G**  

**WHEREAS:**

G. Scheduling

Scheduling is the responsibility of the Employer. Schedules shall be realistic, based upon the receipt and availability of the mail, the route evaluation, and other related service considerations. The rural carrier will receive reasonable advance notice when the schedule is to be changed. When the Employer changes the relief day of the regular carrier in accordance with Article 9.2.C.5.d and 9.2.C.5.e, the carrier will receive notice of the change no later than the Saturday of the service week preceding the effective week of the change.

**THEREFORE, BE IT RESOLVED THAT:**

G. Scheduling

Scheduling is the responsibility of the Employer. Schedules shall be realistic, based upon the receipt and availability of the mail, the route evaluation, and other related service considerations. The rural carrier will receive no less that a 24-hour advance notice when the schedule is to be changed unless an emergency exists. When the Employer changes the relief day of the regular carrier in accordance with Article 9.2.C5.e. and 9.2.C.5.e., the carrier will receive notice of the change no later than the Saturday of the service week preceding the effective week of the change.

**INTENT OF/REASON FOR CHANGE:**

Management needs to stop the games of changing schedules and not notifying the carrier within a reasonable time frame. The carrier has the option to apply for leave adjacent to their relief day to protect their relief day if they have plans. I want to stop the Afternoon or evening practice of carriers being notified just before close of business they are being required to work their relief day the following day.

Submitted by: Billie Jo Briese

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**BINDING**

**WI-002**

**PASSED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The USPS has begun to implement Postmaster General Louis DeJoy 10 year delivering for America Plan including removing carrier operations from hundreds of Post Offices to consolidate into regional hubs called S& DC's. The increased private cost to carriers in time, fuel, and sanity as well as increase wear/tear, and non-revenue mileage on Postal Vehicles, is a cost the Post Office will bear. Customers will have less access to personal mail, including the delay of P.O Box mail. As it stands currently this will cause mail to be delay and raise carrier's times and Postal Vehicle maintenance costs on the Post Office to raise along with fuel costs too, at the minimum double.

**THEREFORE, BE IT RESOLVED THAT:**

- 1) NRLCA publicly oppose the further implementation of S&DC's across the county.
- 2) NRLCA joins with the NALC, APWU, NPMHU, and other unions, customers and politicians to campaign against S&DC's to protect NRLCA membership against the hardship and loss of revenue the S&DC's are causing.

**INTENT OF/REASON FOR CHANGE:**

Membership of the NALC, as well as other Unions have presented a similar resolution to their union, and we must unite with our fellow brothers and sisters of the other crafts to protect our carriers, our jobs, and our Post Offices. We MUST be public about it, and let the public know that the S&DC's are negative to carriers, customers and the Post Office.

Submitted by: Dane County

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**BINDING**

**WI-003**

**OBJECT>MOVED TO NB**

**NON-BINDING**

**WITHDRAWN**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Co-vid will forever have an impact on the way hotels conduct business; The summer competition from outside events especially weddings makes hotels less open to negotiating competitive prices in alignment with our budget; The National Association has indicated that airlines are offering fewer and fewer options in airline flights that could greatly impact the ability for a National officer to attend our state convention and/or added expense to the association to get them there; Past practice of having our state convention on the weekend following Father's day is an ideal option- it is not always the best option financially for the association; Three days is sufficient to conduct the business of the association-finding feasible ways to condense all the business necessities into less days would cut costs without jeopardizing the required components; Long ago, the rural craft experienced a working environment conducive to carriers getting days off and Sundays leant to RCA/PTF participation; and The addition of a "newly created holiday" may impact participation along with retrieving the ballots for National Delegates.

**THEREFORE, BE IT RESOLVED THAT:**

The WI RLCA board investigate and be allowed to adapt the dates of the state convention to better negotiate competitive pricing.

**INTENT OF/REASON FOR CHANGE:**

Allows the board some flexibility when negotiating contracts to best serve our members and their interests.

Submitted by: Frances P Smidt

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**BINDING**

**WI-004**

**OBJECT > FAILED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The NRLCA has traditionally kept a low political profile,

**THEREFORE, BE IT RESOLVED THAT:**

The 128,000 Rural Families and our bargaining position could be improved.

by a more high-profile stance.

**INTENT OF/REASON FOR CHANGE:**

Therefore, be it resolved: That the board develop a political plan that touches all rural

lives. We start with a plan to offer each Presidential Candidate a page in the

October National Magazine with a cover by our president (not favoring any

candidate, but telling all carriers that their vote strengthens the union, so

all to vote!) (Let's show how powerful mailings are!)

Submitted by: James R Landry

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**BINDING**

**WI-005**

**OBJECT>FAILED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The Post Office continues to attack the evaluated contract the unjust use of binding arbitration in twice reducing pay and destroying our ability to get a fair result in binding arbitration, is bringing us closer to that tipping point of hourly or evaluated pay and strikes.

**THEREFORE, BE IT RESOLVED THAT:**

The National board be required to develop a plan to present at the 2025 State Conventions, a logical possible plan on hourly pay with 2 paid 10 min. breaks to address safety.

**INTENT OF/REASON FOR CHANGE:**

To know our options and make clearer evaluated versus hourly and force each carrier to better know their contract.

Submitted by: James R Landry

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**BINDING**

WI-006

**MOVE TO nb**

**NON-BINDING**

**PASSED**

By: EL-902

Article   16   Section   3   Paragraph           

**WHEREAS:**

Regular rural carriers are given a paid day off, also known as a day of reflection, if agreeable to the Union, when the carrier is given a 14-day paper suspension.

**THEREFORE, BE IT RESOLVED THAT:**

All rural craft carriers including all leave replacements ARCs, RCAs, PTFs, RCRs, etc... get a paid day off when given a 14-day paper suspension if agreeable to the Union.

**INTENT OF/REASON FOR CHANGE:**

Leave replacements need this paid day off to reflect upon the seriousness of the discipline just as much as regular carriers do.

Submitted by: Greg Dietzler

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**BINDING**

**WI-007**

**PASSED**

**NON-BINDING**

By: EL 902

Article   31   Section   3   Paragraph           

**WHEREAS:**

No present language

**THEREFORE, BE IT RESOLVED THAT:**

G. Complement Report The employer shall provide a complement report from web coins for all employees, with finance #, office, name, EIN, title, assignment, designation code, enter on duty date, seniority date, career date and step. This will be provided each pay period.

**INTENT OF/REASON FOR CHANGE:**

Complement report helps with grievances, tracking hiring efforts and formula office issues. Hard to secure when requesting locally and far and few between.

Submitted by: Billie Jo Briese

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**BINDING**

**WI-008 DUPLICATE OF #1**

**NON-BINDING**

By: EL 902

Article 30 Section 1 Paragraph G

**WHEREAS:**

G. Scheduling is the responsibility of the Employer. Schedules shall be realistic, based upon the receipt and availability of the mail, the route evaluation, and other related service considerations. The rural carrier will receive reasonable advance notice when the schedule is to be changed. When the Employer changes the relief day of the regular carrier in accordance with Article 9.2.C.5.d. and 9.2.C.5.e., the carrier will receive notice of the change no later than the Saturday of the service week preceding the effective week of the change.

**THEREFORE, BE IT RESOLVED THAT:**

G. Scheduling is the responsibility of the Employer. Schedules shall be realistic, based upon the receipt and availability of the mail, the route evaluation, and other related service considerations. The rural carrier will receive no less than a 24-hour advance notice when the schedule is to be changed unless an emergency exists. When the Employer changes the relief day of the regular carrier in accordance with Article 9.2.C.5.d. and 9.2.C.5.e., the carrier will receive notice of the change no later than the Saturday of the service week preceding the effective week of the change.

**INTENT OF/REASON FOR CHANGE:**

Management need stop the games of changing schedules and not notifying the carrier within a reasonable time frame. The carrier has the option to apply for leave adjacent to their relief day to protect their relief day if they have plans. I want to stop the Afternoon or evening practice of carriers being notified just before close of business they are being required to work their relief day the following day.

Submitted by: Billie Jo Briese

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**BINDING**

**WI-009**

**PASSED**

**NON-BINDING**

By: EL 902

Article   9   Section   2.A.1   Paragraph   m  

**WHEREAS:**

m. No regular rural carrier compensated pursuant to FLSA Section 7(b)(2) may work in excess of 2,240 hours within the fifty-two (52) consecutive weeks guarantee period. In the event any such carrier actually works more than 2,240 hours within the guarantee period, the Agreement under FLSA Section 7(b)(2) will be considered void, and such carrier shall be compensated for all hours actually worked during the guarantee period in accordance with FLSA Section 7(a).

**THEREFORE, BE IT RESOLVED THAT:**

Add to Article 9.2.A.1.m: As soon as a carrier exceeds 2240 they will be compensated hourly until the end of the guarantee period.

**INTENT OF/REASON FOR CHANGE:**

Many carriers required to work relief days due to staffing and once they exceed 2240 they are not compensated for the relief days required to work, until a recalculation is completed and it is found they may be owed.

Submitted by: Billie Jo Briese

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**BINDING**

**WI-010**

**OBJECT>PASSED**

**NON-BINDING**

By: 2023-2024 Constitution Wisconsin Rural Letter Carriers' Association

Article   **V**   Section   **2.A.2.g**   Paragraph           

**WHEREAS:**

It is the WI RLCA president's duties to appoint a Parliamentarian; Past practice has been to use a member to fulfill this position; It is a savings to the association to rely on a member to provide this service; The association has had qualified individuals amongst its membership in the past; Furthermore, being a voting member of the association over which it is presiding could create a "conflict of interest" and may result in unfair labor practices/charges; Other state associations including the National association hire a Parliamentarian from an outside source; and As a Parliamentarian presiding over the convention could potentially take away the member's voting privileges.

**THEREFORE, BE IT RESOLVED THAT:**

The WI RLCA board investigate the costs associated with hiring a Parliamentarian from an outside source and report its findings to the membership at the 2025 state convention.

**INTENT OF/REASON FOR CHANGE:**

While it is valuable resource to have a parliamentarian available to the association to guide its convention proceedings; having an association member providing this service may not be the best option.

Submitted by: Frances P Smidt

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**BINDING**

**WI-011**

**OBJECT>FAILED**

**NON-BINDING**

By: None Known

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The DOL requires minutes of the State Convention proceedings; The task bestowed upon the WI RLCA board, namely the secretary/treasurer, to provide minutes of the state convention proceedings is long and cumbersome task requiring additional days at the cost of the association; The media team does their due diligence in assuring the digital recordings be made available, there are sometimes technical difficulties that aren't realized until after the convention concludes; Even though hard copy notes of the proceedings are done in real time; sometimes this process is interrupted by other urgent matters due to multitasking by board members; and The Convention Proceeding minutes provide historical documentation and guidance for future generations of our association.

**THEREFORE, BE IT RESOLVED THAT:**

The WI RLCA board investigate and be allowed to hire a stenographer.

**INTENT OF/REASON FOR CHANGE:**

The hiring of a stenographer, while it is an expense, the savings would be seen in freeing up other resources especially financially.

Submitted by: Frances P. Smidt

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**BINDING**

**WI-012**

**PASSED**

**NON-BINDING**

By: NRLCA National Constitution

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Unknown, New Article

**THEREFORE, BE IT RESOLVED THAT:**

The National office will notify state boards 60 days prior to any nationally held state officer training.

**INTENT OF/REASON FOR CHANGE:**

To allow state associations to properly schedule board meetings and other events without disruption from any last-minute scheduling of officer training.

**Submitted by:** Wisconsin Rural Letter Carriers' Association

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**BINDING**

**WI-013**

**OBJECT>FAILED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The Postal Service create a on the job instructor position for the new hires following their training at Rural Academy. The job instructor would be able to work in up to 20 offices and work with new hires.

**THEREFORE, BE IT RESOLVED THAT:**

- 1) On the job instructor will report to the new hire's office.
- 2) They will complete all on the job instruction with the new hires.

**INTENT OF/REASON FOR CHANGE:**

New hires are struggling, and, on the job, instructions are not being followed when they report to the office, which is a resulting in a lot of them resigning.

Submitted by: Tory Lockington

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**BINDING**

**WI-014**

**PASSED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

New carriers are not getting the proper training in the office a majority of the time. We need a better rule to follow to make them successful. We also need a better way to train them as they go to other offices. Everyone learns differently.

**THEREFORE, BE IT RESOLVED THAT:**

Day 1) Sort mail, ride along, take notes.

Day 2) Sort mail, ride along and deliver.

Day3) Sort mail and deliver half the route.

Day4) Sort mail, deliver the other half.

Day 5) Sort mail, work on the part they struggled with.

Day 6) Sort mail and carry by themselves (your day off).

**INTENT OF/REASON FOR CHANGE:**

To make our subs better at what we do. We want to keep them working not quitting.

Submitted by: Tary Lockington

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**BINDING**

**WI-015**

**PASSED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

**THEREFORE, BE IT RESOLVED THAT:**

On the job training be 4 days minimum. OTJ training.

Day 1: Qualified PTF/RCA on primary route in same vehicle.

Day 2: Spent on primary route with regular casing and delivering part of route.

Day 3: Spent on primary route. Casing and delivering route with help from regular.

Day 4: Spent on primary route casing and delivering route with help from regular.

**INTENT OF/REASON FOR CHANGE:**

New RCA training needs to be consistent across all offices in all OTJ training to new hires. To give RCA'S more opportunities to see the duties expected. Training with no opportunity to ask questions or see how daily duties are carried at or get another opportunity to drive with the Trainer or regular with a turn by turn. Repetition helps retain information.

Submitted by: Robin Resch and Brit Paquett-Fankhauser

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**BINDING**

**WI-016**

**PASSED**

**NON-BINDING**

By: Contract

Article 11 Section 2B Paragraph 2  
(pg.20)

**WHEREAS:**

For the purposes of this section, a leave replacement is considered unavailable when he or she is assigned to work on any regular or aux route.

**THEREFORE, BE IT RESOLVED THAT:**

The above section shall be eliminated. Normal rules/provisions in accordance with Art. 30. 2. D shall apply to Art. 11. 2. B when a holiday falls on the regular carrier's relief day.

**INTENT OF/REASON FOR CHANGE:**

To make the rules in Art. 30. 2. D universal for every situation. This ensures fairness to subs so that workload distribution is spread evenly instead of one sub only required to work the aux route. Regulars deserve to enjoy their holiday weekend since they put their time in as subs. Since USPS hasn't hired near enough subs and NRLCA and USPS continue to extend the MOU to allow regulars to bail management out, regulars at least deserve to not be held accountable to work their Holiday while USPS continues to make no effort to hire. According to the contract (pg. 46. Art. 30. 2. C (2)) (and RCAM pg.16) The prime responsibility of the sub is their primary route assignment, and these same rules need to be applied to holiday observance days too.

Submitted by: Nicholas D Reed

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**BINDING**

**WI-017**

**PASSED**

**NON-BINDING**

By: EL-902

Article   11   Section   2   Paragraph   B  

**WHEREAS:**

When a holiday falls on the relief day of an evaluated carrier, the carrier shall be granted the preceding workday as the designated holiday. When the primary leave replacement is unavailable on the carrier's designated holiday and other leave replacement are unavailable in accordance with Article 30.2.D., the regular carrier may be scheduled to work on the designated holiday. For the purposes of this section, a leave replacement is considered unavailable when he or she is assigned to work on any regular or auxiliary route.

**THEREFORE, BE IT RESOLVED THAT:**

When a holiday falls on the relief day of evaluated carrier, the carrier shall be granted the preceding workday as the designated holiday. When the primary leave replacement is unavailable on the carrier's designated holiday and other leave replacement are unavailable in accordance with Article 30.2.D, The regular carrier may be scheduled to work on the designated holiday. For the purposes of this section, a leave replacement is considered unavailable when he or she is assigned to work on any regular route.

**INTENT OF/REASON FOR CHANGE:**

Removal of "or auxiliary "Route at the end of the article will create continuity between this article and Article 10.2.A, whereas "a regular rural carrier should not be unreasonably denied annual leave because of a leave replacement's assignment to an auxiliary route." Regular rural carriers are entitled to their holiday time-off and should not be denied that leave due to a carrier assigned to an aux route that may otherwise make that leave replacement available to service a portion of a route.

Submitted by Kim Mac Donald

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**BINDING**

**WI-018**

**OBJECT>PASSED**

**x NON-BINDING**

By: Postal Operation Manual

Article   6   Section   632.524   Paragraph           

**WHEREAS:**

....Generally, mailboxes are installed at a height of 41 to 45 inches from the road surface to the bottom of the mailbox or point of mail entry. Mailboxes are set back 6 to 8 inches from the front face of the curb or road edge to the mailbox door.

**THEREFORE, BE IT RESOLVED THAT:**

Mailboxes are installed at a height of 45-48 inches from the road surface to the bottom of the mailbox or point of mail entry. Mailboxes are set back 6-8 inches from the front face of the curb or road edge to the mailbox door.

**INTENT OF/REASON FOR CHANGE:**

The term “generally” allows for individuals interpretation by each Postmaster and should be removed. Absolute definition will remove any argument between management and the carrier. With roll-out of the Mercedes Metris, delivery to lower boxes is very difficult and poses a risk of injury. The current minimum of 41 inches falls roughly 6 inches below the window of the vehicle.

Submitted by Kim Mac Donald

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BINDING

WI-019

PASSED

NON-BINDING

By: EL-902

Article 10 Section 2 Paragraph A

**WHEREAS:**

Regular rural carriers shall be granted annual leave in minimum units of one day. Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available. It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available. If a leave replacement is committed to serve another regular rural route, a vacant route, or a route where the regular rural carrier is on extended leave, has approved leave, or is in the first four weeks of assignment in the office, such leave replacement is not available. A regular rural carrier should not be unreasonably denied annual leave because of a leave replacement's assignment to an auxiliary route.

**THEREFORE, BE IT RESOLVED THAT:**

Regular rural carriers shall be granted annual leave in minimum units of one day. Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available. It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available. If a leave replacement is committed to serve another regular rural route, a vacant route, or a route where the regular rural carrier is on extended leave, has approved leave, or is the first four weeks of assignment in the office, such leave replacement is not available. A regular rural carrier should not be unreasonably denied annual leave because of a leave replacement's assignment to an auxiliary route or has approved leave of less than 8 hours.

**INTENT OF/REASON FOR CHANGE:**

Leave replacements are entitled to take leave in one-hour increments. Currently, leave replacements that take only one hour of leave will contractually make them unavailable, thus harming any regular carrier to take a full day of leave. This change will leave room for a leave replacement with less than a full day of approved leave to be considered available for a partial day, if needed. It will also dis-allow any leave replacement to block an entire week with use of leave as little as 5 hours.

Submitted by Kim Mac Donald

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**BINDING**

**WI-020**

**PASSED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Many hours are spent discussing resolutions at National Convention; Resolutions are submitted as guidance only for our National Officers when it comes to contract negotiations; Each individual delegate can interpret a resolution differently when only the resolution itself is shared; Sometimes the intent provides better guidance for discussion to stay relevant to the makers intent; It would add undue extra expense and time to print the intent for all the resolutions submitted.

**THEREFORE, BE IT RESOLVED THAT:**

The National Association also provide the "intent of/reason for change" on the media screens for the resolutions that are objected to during the National convention proceedings.

**INTENT OF/REASON FOR CHANGE:**

Keep discussions in line with the intent of original resolutions as submitted by the maker. (Resolutions need to be submitted to National as binding resolutions if passed at the state level)

Submitted by: Frances P Smidt

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BINDING

WI-021

OBJECT>PASSED

NON-BINDING

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Each state association is currently required to bring their respective state flag to the National Convention; Heightened security at airports can make transporting flags a risk to members; Several states must either ship or transport their respective state flags as luggage because all their delegates use the airlines as means of attending National convention sometimes adding additional cost to the association; Many hours are spent preparing the flags for presentation in limited time constraints; Not all states have same finials and/or poles; The flag committee spends much of their time waiting for the flags to be dropped off; Many states have "inadvertently" forgotten their flag resulting in added expense and time to locate one at the last minute so they are represented in the presentation

**THEREFORE, BE IT RESOLVED THAT:**

The NRLCA purchase an entire set of state flags including Puerto Rico along with matching finials and stand(s) and then store and transport to future National Conventions

**INTENT OF/REASON FOR CHANGE:**

Uniformity in our flag presentation and to keep members safe who must transport their state flag through security. In addition, it would give ample time to the flag committee to prepare the flags along with having all flags available at one time to properly prepare them for presentation. (A resolution needs to be submitted to National as a binding resolution if passed at the state level)

Submitted by: Frances P Smidt

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**BINDING**

**WI-022**

**PASSED**

**NON-BINDING**

By: RRECS

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The USPS has failed to provide adequate training and testing of the RRECS system to local postmasters, supervisors, and mid-level managers; and

Whereas: Craft employees are not being provided with sufficient documentation to ensure transparency as promised; and

Whereas: reports to be printed at local level are not being provided by local managers as they “don’t know how” to print them.

**THEREFORE, BE IT RESOLVED THAT:**

That the NRLCA National Board work with USPS Headquarters to expand the summary available to carriers at the end of the day to include:

number of packages/scans to mailbox.

number of packages/scans to door.

number of packages/scans in lockers.

number left in other locations.

and certified attempted/delivered.

This information can be found also on the MDD report which would then be provided on paydays to the carriers for the pay period being compensated (Or local steward via email in exported spreadsheet format). Additionally, the 4241M should be expanded to include the number of instances per 12-month period which averages are based upon.

**INTENT OF/REASON FOR CHANGE:**

Carriers who are trying to understand and confirm the 4241A/M after each MMS do not have the resources available to complete the task and therefore are constantly unsure if the ‘complex’ calculations are correct. Carriers do NOT TRUST the system yet and are stonewalled when trying to figure it out.

Submitted by: Ellen Pulver

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**BINDING**

**WI-023**

**PASSED**

**NON-BINDING**

By: RRECS

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

The 99-page guide for RRECS provided by the union indicated that 3982 labels (COAs) would be tracked throughout the 52-week period; and

Whereas: the distribution of these labels rests with a task completed by clerks; and

Whereas: it is far too easy to skip this step during a 2-week MMS; and

Whereas: this information is computer generated and should be easily captured during data collection process over 52 weeks.

**THEREFORE, BE IT RESOLVED THAT:**

That the NRLCA National Board work with USPS Headquarters to change data collection of this task to a 52-week collection rather than 12 days.

**INTENT OF/REASON FOR CHANGE:**

Carriers who have established routes with little customer change are being shorted of one of the important tasks we regularly do as it is too easy for management to manipulate the system and fail to either enter or print COA during each 12-day MMS.

Submitted by: Ellen Pulver

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**BINDING**

**WI-024**

**PASSED**

**NON-BINDING**

By: Leave Replacement

Article 7 Section 1-2 Paragraph \_\_\_\_\_

**WHEREAS:**

The USPS has proven time after time that securing a position within its ranks no longer holds the same appeal to prospective applicants, and

Whereas, we continue to have vacancies in many offices nationwide, and

Whereas the Rural craft does not currently offer any finite path to career.

**THEREFORE, BE IT RESOLVED THAT:**

Positions within the employee classifications be expanded/modified to include the following additional opportunities: ARC 1 and ARC 2.

**INTENT OF/REASON FOR CHANGE:**

Code 70.5 ARCs are not being used as the designation was originally defined. Management is not putting the same emphasis on hiring ARCs to deliver packages on Sundays. Thus, RCAs are being mandated week after week to deliver packages on Sundays. Code 70.5 ARC training program needs to reflect accurately what duties an ARC is actually performing. Since they are not allowed to deliver mail other than packages, there is no reason to train them on classes of mail, casing mail, delivering mail, forwarding, etc. ARC 1 would be hired specifically for every Sunday and Holiday. ARC 2 would be hired to work a minimum of 2 Sundays per month and volunteer for Holidays. Many of those looking for part time work are seeking a job that will work with another full-time job. I believe that was the intent of the ARC position but that is not how they are being utilized. Many ARCs once they are in the door leave because the flexibility within the position is not what they were led to believe.

Submitted by: Ellen Pulver

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**BINDING**

**WI-025**

**PASSED**

**NON-BINDING**

By: Leave Replacement

Article   7   Section   1-2   Paragraph           

**WHEREAS:**

The USPS has proven time after time that securing a position within its ranks no longer holds the same appeal to prospective applicants, and

Whereas, we continue to have vacancies in many offices nationwide, and

Whereas the Rural craft does not currently offer any finite path to career.

**THEREFORE, BE IT RESOLVED THAT:**

Positions within the employee classifications be expanded/modified to include the following additional opportunities: Rural Carrier Associate (Code 78) Part-time; Rural Carrier Associate (Code 79) Full-time.

**INTENT OF/REASON FOR CHANGE:**

Code 78 RCAs are guaranteed just X hours per pay period and come in expecting to only commit to one or two days per pay period. Reality is that once training is complete, many are being required to work 40 plus hours per week and almost all Sundays. Code 79 RCAs earn leave based on the number of hours they work on either an auxiliary route or while filling in for a regular carrier on extended leave. Reality is that once their primary assignment is completed, many are being expected to carry additional routes or bumps and do not earn leave for those hours. Code 78 RCAs should be those who seek true part-time work; Code 79 RCAs should be those who seek full-time hours prior to advancing to career PTF status.

Submitted by: Ellen Pulver

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**BINDING**

**WI-026**

**OBJECT>FAILED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

New leave replacements wait a couple months before working at their assigned office.

**THEREFORE, BE IT RESOLVED THAT:**

The academy is eliminated, and all training is to be done at the leave replacement assigned post office.

**INTENT OF/REASON FOR CHANGE:**

To reduce the time for a new leave replacement to start working on their route and not have to wait months before they start.

Submitted by: Buffalo-Trempealeau-Jackson County

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**BINDING**

**WI-027**

**OBJECT>FAILED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

By contract we use engineered studies for the basis of our evaluated contract. Since the Post Office was allowed to submit and argue facts not part or germane to the engineered study to our harm; and

Whereas: the arbitrator allowed the Post Office to benefit from their own pattern of ineptitude. This was beyond the scope of the binding arbitration agreement.

**THEREFORE, BE IT RESOLVED THAT:**

That we be made whole and receive an additional 1.37 mins. per mile we unjustly loss.

**INTENT OF/REASON FOR CHANGE:**

Seek to preserve the evaluated contract and uphold our right to bargain in good faith.

Submitted by: James R Landry

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**BINDING**

**WI-028**

**PASSED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Subs are essential to the running of the Post Office, and

Subs are Part time Employees waiting for full time employment, and

The Post Office needs to retain subs long term until they become full time.

**THEREFORE, BE IT RESOLVED THAT:**

Subs receive after 6 months, a step or grade wage increase,

Thrift Savings match, insurance, time in grade days, sick leave, vacation, and

Retirement on a percentage 20/40/60 etc. based on last 3 months work percentage.

**INTENT OF/REASON FOR CHANGE:**

To hire, train and retain long term subs and pay benefits on a percentage worked.

Submitted by: James R, Landry

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**BINDING**

**WI-029**

**PASSED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Lack of subs equals lack of use of contractual benefits, and

The Post Office and NRLCA negotiated a locked in COLA to get 1 route 1 RCA and all the benefits in our contract those RCA's make possible.

the Post Office used binding Arbitration (2) twice to lower pay for subs that destroyed any ability to hire,

we no longer can use all the benefits in our contract,

other crafts were given their COLA back.

**THEREFORE, BE IT RESOLVED THAT:**

We should receive the loss COLA and subsequent additional increases.

to that COLA.

**INTENT OF/REASON FOR CHANGE:**

Make us whole for loss benefits and force Post Office to hire subs.

Submitted by: James R, Landry

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**BINDING**

**WI-030**

**OBJECT>FAILED**

**NON-BINDING**

By:

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Supervisors and Management send grievances up the line hoping not to

increase their budget being told (we have someone there on staff!) and

All step one grievances are contractually paid by comp time, and

At Step 4 “Loser Pays”

**THEREFORE, BE IT RESOLVED THAT:**

When we prevail at any level, the Post Office be assessed all costs (National should be reimbursed all costs of the grievance).

**INTENT OF/REASON FOR CHANGE:**

Make budgets at local office reflect their true costs. Increase the chance of a settlement at the lowest level and defray the costs when the Post Office is running the cost to us to represent our craft.

Submitted by: James R, Landry

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**BINDING**

**WI-031**

**OBJECT>PASSED**

**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

A lack of subs continues to plague our craft and contract, and

Rural Craft members are pushed to work longer hours many times into darkness, and

We should be equal to the City Craft.

**THEREFORE, BE IT RESOLVED THAT:**

We seek double time for all craft members working over 56 hours in a week.

**INTENT OF/REASON FOR CHANGE:**

Force Post Office to hire more subs, put us equal with City Craft and increase safety.

Submitted by: James R, Landry

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**BINDING**

**WI-032**

**PASSED**

**NON-BINDING**

By: EL 902

Article 17 Section 2 Paragraph 2

**WHEREAS:**

Up to 49 rural carrier craft employees per post office, station or branch- 1 steward 50 or more employees- 2 stewards.

**THEREFORE, BE IT RESOLVED THAT:**

Up to 49 rural carrier craft employees per post office, station or branch- 1 steward.

50-99 employees - 2 stewards

100-149 employees- 3 stewards

A steward will be added using the same calculations should the number of employees exceed 149.

**INTENT OF/REASON FOR CHANGE:**

To ensure with the creation of S&DCs adequate steward representation is maintained.

Submitted by: Lisa Rittenhouse

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**BINDING**

**WI-033**

**PASSED**

**NON-BINDING**

By: EL 902

Article   10   Section   5   Paragraph   C  

**WHEREAS:**

Rural Carrier Associates shall be granted annual leave in hourly increments except when serving a vacant route or when serving the route during the extended absence of the regular carrier. These Rural Carrier Associates shall be granted leave in minimum units of one day.

**THEREFORE, BE IT RESOLVED THAT:**

Rural Carrier Associates shall be granted annual leave in hourly increments when serving an auxiliary route. Rural Carrier's Associates serving a regular route, vacant route where a carrier is on extended leave will be granted annual leave in 8-hour increments.

**INTENT OF/REASON FOR CHANGE:**

To bring the requirement of submitting 8 hours of leave to the same requirement Rural Carrier Associates assigned to vacant routes as regular rural carriers are required to use.

Submitted by: Lisa Rittenhouse

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**BINDING**

**WI-034**

**PASSED**

**NON-BINDING**

By: EL-902

Article   8   Section   4   Paragraph           

**WHEREAS:**

Any employee scheduled to work and who does report for work shall be guaranteed (2) hours of work or pay.

**THEREFORE, BE IT RESOLVED THAT:**

New language to be added 8.4.A Leave replacements scheduled to work Sunday/Holiday delivery days will be compensated 2 hours when management fails to give a cancelation notice at least 24 hours prior to the scheduled start time.

**INTENT OF/REASON FOR CHANGE:**

To compensate leave replacements for the inconvenience and loss of personal plans/family time due to managements scheduling errors.

Submitted by: Jason Johnson and Lisa Rittenhouse

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**BINDING**

**WI-035**

**PASSED**

**NON-BINDING**

By: NRLCA Agreement

Article   9   Section   2   Paragraph   C.5  

**WHEREAS:**

f. Except as provided in item j., regular rural carriers on the relief day work list who work the relief day will select one of the following options:

- (1) An X Day (a day for working a prior relief day) to be immediately scheduled by mutual agreement between the carrier and the Employer.
- (2) Compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X Day within twelve (12) weeks as scheduled by the Employer.
- (3) Compensation at 150% of the carrier's daily rate of pay. The carrier will not receive an X Day.

**THEREFORE, BE IT RESOLVED THAT:**

When a regular carrier is required to work their relief day which immediately follows a paid holiday, the carrier will be compensated in accordance with Article 9.2.C.5.f using the greater of the actual hours worked or the evaluation of the route.

**INTENT OF/REASON FOR CHANGE:**

Does not address the extra burden of working a relief day after the holiday, especially for those offices with Amazon where a 12+ hr. workday is not unusual. Either add a (4) to paragraph C.5.f shown above or create a new paragraph C.5.m.

Submitted by: Kay Osterberg

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**BINDING**

**WI-036**

**OBJECT>FAILED**

**NON-BINDING**

By: Contract of National Agreement

Article   9   Section   2   Paragraph   C.6.a  

**WHEREAS:**

The current "TABLE OF EVALUATED HOURS FOR REGULAR RURAL ROUTES" ends arbitrarily with the "48 Hours\*" Evaluated Hours category.

**THEREFORE, BE IT RESOLVED THAT:**

The "TABLE OF EVALUATED HOURS FOR REGULAR RURAL ROUTES" shall continue with Evaluated Hours of "49 Hours\*" in hour increments up to at least the FLSA current maximum weekly hours allowed: "56 Hours\*".

**INTENT OF/REASON FOR CHANGE:**

All rural carriers require compensation for all weekly service provided on the assigned rural route, including all service provided on routes exceeding 57:36 Standard Hours of evaluation.

Submitted by: Michael Ahrens

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**BINDING**

**WI-037**

**PASSED**

**NON-BINDING**

By: EL 312

Article \_\_\_\_\_ Section **233.32** Paragraph \_\_\_\_\_

**WHEREAS:**

233.32 Competitive Appointment:

A competitive appointment is when a selection is made from applicants who respond to an announcement posted on <http://about.usps.com/careers/welcome.htm>. Current career postal employees, regardless of position or location, are ineligible for selection for externally announced vacancies. Current noncareer employees are eligible to apply and compete for externally announced vacancies.

**THEREFORE, BE IT RESOLVED THAT:**

Current career employees are allowed to apply for external positions posted to the public.

**INTENT OF/REASON FOR CHANGE:**

Many career employees would like to change positions and/or districts. There is no contractual language allowing this currently without losing your career status. Public career postings state current career employees are ineligible to apply.

Submitted by: Billie Jo Briese

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**BINDING**

**WI-038**

**PASSED**

**NON-BINDING**

By: National Agreement

Article 30 Section 2 Paragraph A.3

**WHEREAS:**

The establishment of a part-time flexible rural carrier assignment is at the discretion of the Employer. However, the Employer is required to establish such assignments equal to ten percent (10%) of the number of K routes in the office, when the relief day of one or more regular routes is changed in accordance with Article 9.2.C.5. Additionally, a part-time flexible assignment will be established when hiring efforts have been unsuccessful following the regular rural carrier's request for assignment of a leave replacement, provided the part-time flexible rural carrier will be assigned two (2) K routes.

**THEREFORE, BE IT RESOLVED THAT:**

Add language to Article 30.2.A.3... The new hire needs to be assigned along with all training to include OJT for the Postal Service to consider their obligation fulfilled of the regular rural carriers request for a leave replacement.

**INTENT OF/REASON FOR CHANGE:**

We have many requests for leave replacement. PTF position are being created through the grievance process. They are going public, and individuals are being hired but when they do not make it through academy or OJT we are not seeing the Postal Service trying to fulfill the position again. It is just going away due to management not requesting it be immediately reposted and or filled again, in which management has that option in the P-115 Andrea Wilson letter.

Submitted by: Billie Jo Briesse

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**BINDING**

**WI-039**

**OBJECT>PASSED**

**NON-BINDING**

By: EL 902

Article   24   Section   2   Paragraph           

**WHEREAS:**

Section 2. Leave for Union Conventions

Employees will be granted annual leave or leave without pay at the election of the employee to attend National, State and Area Union Conventions provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and provided that approval of such leave does not seriously adversely affect the service needs of the installation.

**THEREFORE, BE IT RESOLVED THAT:**

Section 2. Leave for Union Conventions and Union Steward Trainings

Employees will be granted annual leave or leave without pay at the election of the employee to attend National, State and Area Union Conventions along with Union Steward Trainings provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and if approval of such leave does not seriously adversely affect the service needs of the installation.

**INTENT OF/REASON FOR CHANGE:**

With the decreased staffing, stewards are not able to get off to attend enhancement trainings to stay certified. This needs to be addressed.

Submitted by: Billie Jo Briese

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**BINDING**

**WI-040**

**DUPLICATE OF #20**

**NON-BINDING**

By: (a) Name of Document

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**WHEREAS:**

Many hours are spent discussing resolutions at National Convention.

Resolutions are submitted as guidance only for our National Officers when it comes to contract negotiations.

Each individual delegate can interpret a resolution differently when only the resolution itself is shared.

Sometimes, the intent provides better guidance for discussion to stay relevant to the makers intent; It would add undue extra expense and time to print the intent for all the resolutions submitted.

**THEREFORE, BE IT RESOLVED THAT:**

The National Association also provide the "intent of/reason for change" on the media screens for the resolutions that are objected to during the National convention proceedings.

**INTENT OF/REASON FOR CHANGE:**

Keep discussions in line with the intent of original resolution as submitted by the maker. (Resolution needs to be submitted to National as a binding resolution if passed at the state level)

Submitted by: Frances P. Smidt

Respectfully submitted:



Amy Dorner, Chairperson

NEW BUSINESS 6.23.24 Binding Resolution #1-Ron Berg PASSED

Whereas there is great debate of the duties of the Secretary/Treasurer position has stirred great concern amongst the delegation.

Whereas there was clearly indicated on June 22, 2024, that there was a committee to study and report back on the solution to work load and requirements of the secretary treasure position in 2007.

Whereas the results due to the 17 nearly 18 years since this was done, quite possible the results of this study are in need of an update.

Be it resolved that a new committee be formed as an ad hoc committee by president for the board. This committee shall consist of 7 people:

- 1 Retiree of at least 15 years
- 1 Retiree of at least 10 years
- 1 Retiree of at least 5 years
- 1 Recent Sec/Tres no longer serving
- 1 Regular carrier in good standing
- 1 PTF in good standing
- 1 RCA in good standing

All craft employees will be paid 46K Step 12 pay Table 1

All retiree are unpaid as they receive pension and social security so it's unnecessary to pay them.

Submitted Ron Berg

# New Business 6.23.24 RESOLUTION CHANGE 2024 PASSED

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 checked="" 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,

It has become difficult for states to obtain services for non-profit organizations to complete our labor association LM and DOL audit assistance/guidance even if being able to find the services, the costs have become increasing at an exponential rate. Having a resource familiar with our state association would simply & hopefully cut costs to the membership.

THEREFORE, BE IT RESOLVED THAT:

The NRLCA hire an accounting specialist capable and qualified to assist and/or complete LMs for all state units.

INTENT OF/REASON FOR CHANGE:

Facilitate and help guarantee timely LM completions for the entire association.

Submitted by: THE WIRLCA STATE BOARD, with recommendations coming from budget committee

Phone number you can be reached at during day: \_\_\_\_\_