

**Report of the Constitution Committee to the 119th WIRLCA
Convention in Fond Du Lac, WI
June 25, 2024**

CHANGED LANGUAGE: Effective January 1, 2024

Section 4. Compensation.

A. Allowances

1. Increases in allowances shall be adjusted on an annual basis, July 1 of each year. The increases shall be equal to the total percent of pay raises paid regular rural carriers by contractual agreement in the preceding year, to include COLA.

- a. The 2024 allowance of the State President shall be ~~\$320.00~~ **\$330.00** per month.
- b. The 2024 allowance of the State Vice-President shall be ~~\$187.00~~ **\$193.00** per month.
- c. The 2024 allowance of the State Secretary/Treasurer shall be ~~\$741.00~~ **\$767.00** per month. (Unless in a temporary full-time status.)
- d. The 2024 allowance of the Assistant Secretary/Treasurer shall be ~~\$404.00~~ **\$417.00** per month.
- e. The 2024 allowance of the State Committeeperson shall be ~~\$143.00~~ **\$148.00** per month.

These allowance figures shall be updated at each subsequent printing of the Constitution.

B. Salaries and expenses

3. The State Association shall pay the Newsletter Editor ~~\$629~~ **\$649.00** plus approved expenses for the production of each issue of the State Newsletter and is to be increased proportionately to any changes in the Rural Carrier Evaluated Schedule, 46K, Step 12.

Constitution Change # WI-002**FAILED**Article V Section 4 Paragraph D.8 **PRESENT LANGUAGE:**

8. The state shall pay a maximum of \$15,000 to be shared equally among each delegate attending the State Convention for both business days with a maximum of \$100.00 to any delegate who has been seated by the Credentials Committee by the start of the business session. Any delegates who must be seated from the floor will receive a maximum payment of up to \$50.00.

PROPOSED LANGUAGE:

8. The state shall pay a portion of the meals for members attending state convention not to exceed \$15,000.

INTENT OF / REASON FOR CHANGE:

Increase food commitment revenue that helps offset the increased costs of convention and to pass those savings onto members.

Recent changes in hotel procedures has increased the association's costs for holding conventions.

Submitted by: Dunn County Board

Constitution Change # WI-003**FAILED**Article VI Section 3 Paragraph C.(New paragraph)
1 **PRESENT LANGUAGE:**

C. Delegate slips signed by the County President and County Secretary shall be submitted to the State Secretary/Treasurer in order to allow elected Delegates to vote. Delegates must present themselves to the Credentials committee.

PROPOSED LANGUAGE:

C. Delegate slips signed by the County President and County Secretary shall be submitted to the State Secretary/Treasurer in order to allow elected Delegates to vote. Delegates must present themselves to the Credentials committee.

1. The only way Members may be authorized by the delegation to have voting rights is if they arrive at the convention after the Credentials committee has been dismissed and their county had submitted their name as a delegate.

INTENT OF / REASON FOR CHANGE:

This language was included so that a carrier who had been elected as a delegate at their county meeting but was unable to arrive before the Credentials committee was dismissed may become a voting delegate. This would allow a carrier who worked Friday and Saturday to still attend and vote on election of officers and other matters brought before the body.

Submitted by Roger L. Dobbe

Constitution Change # WI-004

PASSED

Article VI Section A Paragraph New paragraph 1.

PRESENT LANGUAGE:

- A. Each county association shall be entitled to one delegate elected by secret ballot to the State Convention for every (5) of its members, or major part thereof, based on the membership as of February 1st of the current year.

PROPOSED LANGUAGE:

Label above paragraph Number 1 under section 3. Delegates Add paragraph 2

- A. Each county association shall be entitled to one delegate elected by secret ballot to the State Convention for every five (5) of its members, or major part thereof, based on the membership as of February 1st of the current year.
- 1. If the number of candidates to be delegates to the State Convention are equal to or less than the number authorized, a motion to suspend the rule calling for a secret ballot election may be introduced and that all candidates be declared duly elected delegates to the Wisconsin State Convention.**

INTENT OF / REASON FOR CHANGE:

That a secret ballot election would not be necessary when there are less candidates for election to the State Convention than authorized.

Eliminate the necessity of the secret ballot election and the requirement of storing the ballots for one year.

Submitted by: Roger L. Dobbe

Constitution Change # WI-005

WITHDRAWN

Article V Section 2 Paragraph D

PRESENT LANGUAGE:

Assistant Secretary/Treasurer 1. To assist the Secretary/Treasurer in checking all reports, records, etc. 2. To assume other duties as delegated by the Secretary/Treasurer and/or directed by the President. 3. To discharge all duties of the Secretary/Treasurer office in case of death, resignation, disability, or disqualification of the Secretary/Treasurer, until an election is held and a successor is elected and installed.

PROPOSED LANGUAGE:

None

INTENT OF / REASON FOR CHANGE:

Position is eliminated/ Self Explanatory

Submitted By: Ron A. Berg

Constitution Change # WI-006

FAILED

Article V Section 4 Paragraph A.1.c. d. e.

PRESENT LANGUAGE:

A. Allowances

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- a. The 2023 allowance of the State President shall be \$320.00 per month.
- b. The 2023 allowance of the State Vice-President shall be \$187.00 per month.
- c. The 2023 allowance of the State Secretary/Treasurer shall be \$741.00 per month. (Unless in a temporary full-time status.)
- d. The 2023 allowance of the Assistant Secretary/Treasurer shall be \$404.00 per month.
- e. The 2023 allowance of the State Committeeperson shall be \$143.00 per month.

PROPOSED LANGUAGE: Article V Section 4.A. c and d (re-letter e as d)

A. Allowances

1. Increases in allowances shall be adjusted on an annual basis, July 1 of each year. The increases shall be equal to the total percent of pay raises paid regular rural carriers by contractual agreement in the preceding year, to include COLA.

- a. The 2024 allowance of the State President shall be **\$330.00** per month.
- b. The 2024 allowance of the State Vice-President shall be **\$193.00** per month.
- c. The 2024 allowance of the State Secretary/Treasurer shall be 40K step 12 Full time with benefits equal to benefits provided by USPS.**
(The Assistant position is deleted)
- d. The 2024 allowance of the State Committeeperson shall be **\$148.00** per month.

INTENT OF / REASON FOR CHANGE:

To make the state secretary position full time and discontinue the assistant position.

Due to the lack of leave replacements, it is becoming harder and harder for anyone holding these positions to get adequate time to do their job. Sometimes their route does not get delivered at all making the secretary file a grievance for a full-days relief and or just denied leave over all making a very complicated and difficult job even more so.

Submitted by: Ron A. Berg

Constitution Change # WI-007**PASSED**Article IV Section 1 Paragraph D**PRESENT LANGUAGE:**

D. Each County Secretary shall notify all members in writing at least 15 days prior to the county meeting, stating the time and place of such meeting and business to come before the meeting, e.g., election of county officers and election of delegates to the State Convention. However, the election of the delegates to the State convention must be by secret ballot. All Counties shall hold their spring meeting at least 40 days before the opening of the State Convention.

PROPOSED LANGUAGE:

D. Each County Secretary shall notify all members in writing at least 15 days prior to the county meeting, stating the time and place of such meeting and business to come before the meeting, e.g., election of county officers and election of delegates to the State Convention. However, the election of the delegates to the State convention must be by secret ballot. All Counties shall hold their spring meeting at least **50** days before the opening of the State Convention.

INTENT OF / REASON FOR CHANGE:

Department of Labor requires 50 days before instead of 40 days.

Submitted by: Wisconsin Rural Letter State Board

Constitution Change # WI-008**AMENDED FAILED**Article XIII Section 4 Paragraph G**PRESENT LANGUAGE:**

G. The state shall pay \$75.00 per day for 4 days for lodging allotment for NRLCA National Convention delegates **per room receipt**.

PROPOSED LANGUAGE:

Strike Article XIII Section 4.G

INTENT OF / REASON FOR CHANGE:

Keep our state's compensation in alignment with our National compensation for Delegates-at-large and others serving on committees at the National Convention.

Conflicts with Article XIII Section 4.A Does not include non-delegate newly elected State Board member Article XIII Section 4.C Unequal compensation to "Member of the Year" Article XIII Section 4.D With all due respect to the intent--The total cost for this has added over \$9000.00 expense to our association and with rising costs; these monies could better serve our association that would benefit the entire membership. Doesn't account for the instance if National were to change the methods/amounts of compensation (changing the way National compensates delegates etc. would be more effective).

Submitted by: Frances P. Smidt

Constitution Change # WI-009**PASSED**

Article IV Section 1 Paragraph A

PRESENT LANGUAGE:

- A. All members eligible for membership in the State Association as defined in Article 3 Section 1, of the State Constitution shall be deemed eligible for membership in their respective counties, or in adjoining counties *where their county is not organized and active*. The State Board shall combine any inactive unit with an adjoining active county.

PROPOSED LANGUAGE:

- A. All members eligible for membership in the State Association as defined in Article 3 Section 1, of the State Constitution shall be deemed eligible for membership in their respective counties, or in adjoining counties **in which they live or work. Members electing to be a member outside of their initial hiring subordinate unit, must notify the State Secretary Treasurer in writing.** The State Board shall combine any inactive unit with an adjoining active county.

INTENT OF / REASON FOR CHANGE:

To give members options.

With the consolidation of offices being moved to S&DCs in some cases it will change the county in which a member is assigned to making it harder or farther away for the member to be an active union member. To have the county unit assignments applied to all members equally.

Submitted by: Louan Friend

Constitution Change # WI-010

FAILED

Article V Section 4 Paragraph E

PRESENT LANGUAGE:

E. A maximum of \$5,000.00 will be shared equally among those members who are **not** state officers in attendance at Mid-States conference, with a maximum of \$250.00 to any individual.

PROPOSED LANGUAGE:

E. A maximum of \$5,000.00 will be shared equally among those members who are in attendance at Mid-States conference, with a maximum of \$250.00 to any individual. **When Wisconsin is the hosting state warranting board member's attendance and working status, daily rate of pay, mileage, per diem and lodging would exclude them from the \$5,000.00 shared equally.**

INTENT OF / REASON FOR CHANGE:

Mid-States conference is an information meeting only with no requirement for any member or board member to attend. Our association has compensated board members mileage, daily rates of pay, per diem, and lodging for this informational meeting yearly. The board members should be equal to every member of this association and included in the budget for Mid-states in our Constitution.

Our association has compensated board members mileage, daily rates of pay, per diem, and lodging for this informational meeting yearly. The board members should be equal to every member of this association unless Wisconsin is a hosting state which would require the board to be in a working status.

Submitted by: Billie Jo Briese

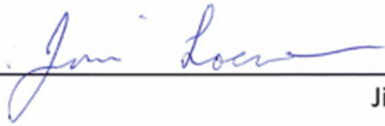
Respectfully submitted:



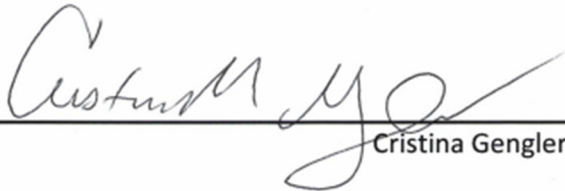
Brian Feltz, Chairperson



David Giebel



Jim Loenser



Cristina Gengler



Harlow Arndt

New Business 6.23.24 CONSTITUTION CHANGE 2024 **PASSED**

NOTE: ALL CONSTITUTION CHANGES SHOULD BE SENT TO THE ASSISTANT STATE SECRETARY/TREASURER, Beth Montejano, PO Box 13011, Green Bay, WI 54307-3011 **POSTMARKED BY JUNE 1, 2024** OR E-MAILED TO ASSISTANT STATE SECRETARY/TREASURER at Beth.Montejano@nrlca.org **by JUNE 16, 2024, 10AM**.
Anything submitted after this time will need to be brought to the floor as new business.

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

PRESENT LANGUAGE: ARTICLE #: XIII SECTION #: 4 G

G. The state shall pay \$75 per day for 4 days for lodging allotment for NRLCA National Convention delegates.

PROPOSED LANGUAGE: ARTICLE #: XIII SECTION #: 4.G

The state shall pay \$75 per day for 4 days for lodging allotment for NRLCA National Convention delegate and any newly elected board member per room receipt. One receipt submission per room

INTENT:

to help offset the cost of the hotel rooms for National Convention

REASON FOR CHANGE:

to prevent over charge if actually room charge.

SUBMITTED BY: Lisa Rittenhouse and Kayla Kastenson

Daytime Phone Number:

NEW BUSINESS Constitution change-Ron Berg #1 PASSED

Article IV Section 4.D.9 E

Current Language:

A maximum of \$5,000 will be shared equally among those members who are not state officers in attendance at mid-states conference with a maximum of \$250 to any individual.

Proposed add to end:

Absolutely no money will be paid at the state level to any retiree. Only working regulars, PTF, RCA and ARC members.

Intent:

As stated, multiple times there is no business at mid-states conference. Information only. There is absolutely NO information that a retired person needs to know. Their presence is for social functions only! As a retiree myself, I only pay for my own vacations.

Respectively submitted

Ronnie Berg

New Business 6.23.24

Constitution Change Berg #2 PASSED

Article III Section 5 Paragraph 1

Present Language

Retired rural carriers \$42.00 which shall consist of \$40 for the state and \$2.00 for the county.

Proposed Language

Retired rural carriers \$100 which shall consist of \$98 for the state and \$2.00 for the county.

Intent

Due to the grave concerns of the many retirees in this delegation of the WIRLCA Financial condition. It is time that the retirees of this body pay their fair share as their members. I am a 5 year retired carrier and find this more than a fair price. Amend at your will.

Ron Berg