

WIRLCA NEWS



WISCONSIN RURAL LETTER CARRIERS' ASSOCIATION



VOL. MMXXV ISSUE # 1 JAN-FEB 2025
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STATE OFFICERS 2024-2025

If you have a contract or discipline issue, please use the contact information located at the end of this publication, under “District Representatives & Assignments”

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

Letters to the Editor- Note: Letters to the editor are limited to 400 words.

Libelous or slanderous letters will not be accepted. Letters to the Editor will be printed on a “first-come” basis, depending on available space. All letters to the editor must be physically or digitally signed.

Anonymous will not be accepted.

The WIRLCA Association and State Board are not responsible for the content of letters to the editor and take no position on their content.

Policy updated 7.9.24

A Message from Your WIRLCA Board

As I sit here typing this message to you, our membership, a lot has changed since our last newsletter.

Some of you may have noticed that there wasn't a Nov/Dec state newsletter. As a board, we sat down at our July board meeting and decided that being extremely responsible with the membership's money was one of our top priorities. We are required to publish at least four newsletters yearly, and we were doing six.

With increased postage, paper and printing fees having a large impact on our budget, we decided that eliminating one issue was a fiscally responsible thing to do. Our state editor recommended that eliminating the Nov/Dec issue, would have the least amount of negative impact to the membership. That issue is usually at the quietest time of the year as far as events going on within the state and the NRLCA.

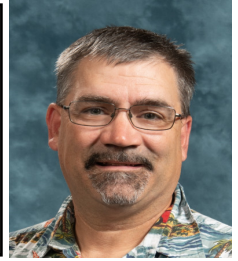
The other noticeably large change since the last newsletter, has been the makeup of your state board. Many of you may or may not have heard that WIRLCA President Kim Mac Donald was offered the opportunity to work full time for our National Steward System (NSS). Kim accepted the position which provided her a great opportunity to help members win grievances and be heard! While working for the national steward system, she is unable to hold a position on the state board, so she officially resigned the position of president on September 30th.

With Kim's resignation, I officially became your President on October 1st, pursuant to Art. V, Sec. 2. B. 1 of the WIRLCA Constitution. I was a little nervous at first, after serving several years as a committeeperson and a couple of years as your vice-president, but I am excited for the challenge before me and this board. I believe everyone on the current board has stepped up to these challenges before us.

We held an official, reorganizational "Zoom"

JASON JOHNSON PRESIDENT

Crawford, Driftless, Grant/Iowa,
Sauk/Richland, Vernon
Regions 8, 10



meeting on October 7th and as a result of this meeting and prior discussions to this meeting, the following changes occurred in accordance with Art. V, Sec. B. 6 of the WIRLCA Constitution;

- Committeeperson, Lisa Rittenhouse, was appointed as vice-president,
- Eric Feind resigned his secretary/treasurer position and was then subsequently appointed as a committeeperson,
- Assistant secretary/treasurer, Carrie Krueger, was appointed to the secretary/treasurer position,
- Committeeperson, Leanne Richter, was appointed to the assistant secretary/treasurer position.
- Former board member, Frances Smidt, was appointed to the third committeeperson position.

I would like to take this opportunity to add and explain the secretary/treasurer position change. Eric Feind had stepped up at last year's state convention (his first) and ran for secretary/treasurer because he saw there was a need and opportunity to utilize his prior financial experience. A couple months into that position, Eric realized that he may not be a good fit for that position and wanted to step aside and let someone with more experience and knowledge take on those duties. Many of our members voted for Eric at that convention and for those reasons we decided to appoint him to a committeeperson position.

I, as well as your WIRLCA Board, would like to thank all those that helped us through this transition. It is not something that occurs often, and we had many questions and challenges.

(Continued on page 6)



LISA RITTENHOUSE
VICE PRESIDENT
Dane, Dodge, Jefferson,
Fond du Lac/Green Lake,
MAC Unit, Milwaukee/Waukesha,
RWLG. Regions 7,11

Spring Conference 2025

The 2025 WIRLCA Spring Conference will be held at the Holiday Inn & Suites, 1000 Imperial Dr, Rothschild WI on March 9, 2025. This year we decided to combine local officers training with the spring conference, moving it to a one-day event.

The morning will consist of local officer training and to be followed by two guest speakers, to be announced later. We're working on scheduling a local plant manager along with a national congressperson. With several offices reporting delays in receiving their mail on time or not at all, it's been expressed they would like answers to why this is happening and what's being done to correct the situation. In the afternoon session, we will cover the two most important areas which determine your route's evaluation.

- **Address Management System (AMS) Edit Book Monthly Process:** Edit books must be updated by the assigned rural carrier monthly. Failure to do this could greatly impact the outcome of your route evaluation. Lisa Wojnarowski, Manager of the Address Management Systems for the Wisconsin District, will be doing a presentation on what your responsibilities are each month to ensure your route is properly credited. Your edit book responsibilities don't stop there, once your edit book is returned/updated, it must be downloaded by the Supervisor/Designee in the presence of the assigned rural carrier and all missing information must be updated. This process will be explained in detail.
- **RRECS MAPPING MAINTENANCE:** Mapping is one of the most critical pieces of the RRECS system. Updating your edit book starts the

process of changing your route, mapping finishes the process so this information is credited properly to your route. Melissa Tarlton, a USPS RRECS facilitator, will be doing a presentation on mapping. The presentation Melissa gives is worth its weight in gold, you will learn what reports need to be done, who should be doing these updates, and when/what reports you can print after the updates for your records to verify monthly.

Questions & Answers: WI District Representative Greg Dietzler will be taking and answering questions following/during the presentations.

We will be providing a light lunch during a short break between the morning and afternoon sessions. The registration form is included in this issue of the magazine. There is a requirement to register for lunch, which includes a \$5.00 refundable fee if you attend. The fee is included so we can get a head count on attendees without over-purchasing meals. If you decide not to do the lunch, please still register so we can ensure we have enough handouts printed for all attendees.

You do not have to attend the whole day; you can travel in for the afternoon session only. The conference was planned to give carriers a chance to travel on the day of or carpool with their co-workers focusing mostly on the RRECS training.

If you have been denied doing your monthly mapping or your management has taken it over for you, you have put your paycheck in someone else's hands.

Hotel reservations can be made by calling (715) 355-1111. For those booking a hotel room for Saturday night please join us for a PAC fund-raiser at 6 pm.

Stay Safe
Lisa Rittenhouse
WIRLCA Vice-President

Past and Future

As I sit here this evening, preparing to draft this article, I am thankful the holidays are ending, as I am sure all of you are as well. Retired carriers are the smart ones who got out of here before online shopping took over and changed the postal service forever. But we survived two of our busy seasons, political mailing and holiday shopping. It is safe to say, for me at least, I am happy to say farewell to 2024.

The past year, 2024, came with incredible opportunities, so while looking forward to 2025 and what lies ahead, I have learned to appreciate the road traveled to get there. In 2024, someone in this association felt I deserved a nomination as a delegate for the NRLCA National Convention. I was honored to accept, and even more honored to have been elected. For those of you who have just received your magazine from the national office, the ballot is available for you to print. Cast your nominations for who you feel would be a good representative for our state at the 2025 National Convention, which will be held in Orlando, Florida, August 19-22, 2025. If your eligible candidate accepts the nomination, they will be placed on a ballot so that all members of the WIRLCA can vote for the delegates they want to represent them. Did you know, you can even nominate yourself? Delegates will be announced at the Wisconsin State Convention, in Brookfield, June 20-22, 2025.

CARRIE KRUEGER
SECRETARY /TREASURER
Buffalo/Trempealeau/Jackson,
Chippewa/Eau Claire,
Pierce/Pepin, St. Croix
Region 3



Speaking of the State Convention, this was another highlight of 2024 for me. I volunteered for a few years on a committee, which is a wonderful way to get involved, start dipping your toes in the water, and have a voice in your contract. Little did I know, that I would be brave enough to accept a nomination for your Assistant Secretary/Treasurer, get elected, and then move into the Secretary/Treasurer position. I have a fantastic mentor, for whom I am grateful.

Carrying the mail has been great, but meeting and learning from so many other carriers, fellow academy trainers, state secretaries, and most importantly retired carriers, makes me look forward to 2025 and the new friendships it brings.

Warm Regards,

Carrie Krueger
WIRLCA Secretary/Treasurer

KNOWLEDGE IS POWER!

DO YOU HAVE EXPERIENCE WITH:

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



BE A PART OF SOMETHING BIG

IF SO, WE WOULD **LOVE** TO
SPEAK WITH YOU!
OPPORTUNITIES ARE AVAILABLE TO
WIRLCA MEMBERS EACH YEAR!

Contact President Jason Johnson
Email- jjohnson@wirlca.org



LEANNE RICHTER
ASSISTANT SECRETARY/
TREASURER

**Barron/Washburn, Lake Superior,
Northern Waters, Polk/Burnett
Region 1**

Looking Forward

Hello fellow carriers, it's hard to believe that December has come to an end. With the changes in our board, I have been busy learning my new role and taking on jobs that I have never done before. Even though there is a lot to learn, I am enjoying the challenge and getting things done. I am working very hard on recruitment letters, entering in the 1187's (dues withholding/new member forms), and trying to get caught up on the longevity awards.

If you have been a longtime member (50+ yrs) of the NRLCA and have not received your award or are due for a 50, 60, or 70-year award, please reach out to me or someone else on the board, so I can make sure you are on my list. Your service has not gone unnoticed and we want to make sure you receive your well-deserved award.

By the time most of you are reading this article, you will have survived another or maybe your first peak season— awesome job! Each year seems to get harder with working long days and into the night or maybe that is just a sign of getting older. We are all working harder with fewer staff so a big thank you goes out to every one of you. I don't think we hear that enough, but working an overburdened route as some of you are doing, is challenging and it is nice to know that we are appreciated.

Winter has finally shown up, so dress for the weather and stay safe.

I'm looking forward to seeing you at the WIRLCA Spring Conference in Rothschild, Mid-States Conference in Springfield, IL, or maybe your 120th WIRLCA State Convention in Brookfield. Help spread the word about these opportunities to come—meet/see other carriers, share experiences, learn something new, or just get more involved.

Warm wishes to you from your
Assistant Secretary/Treasurer, Leanne Richter

LONGEVITY AWARD 50+ YEARS OF NRLCA MEMBERSHIP

Are you or do you know someone that has been
a member of the NRLCA for 50 plus years?

Submit their name to Leanne Richter- WIRLCA Assistant Secretary/Treasurer

(Continued from page 3)

Many thanks to our National Officer Kirby Ricketts and former state officers who answered our questions and gave us guidance as we navigated through all the changes. As a result of all the movement and changes, every single board position will be up for election at the 120th WIRLCA State Convention, June 20–22, 2025. So if you want to get involved by serving on your state board, make the journey to Brookfield this upcoming June and consider the

opportunities before you!

Thank you all for your patience and understanding during this transition, and I'm looking forward to seeing you all at the Spring Conference in Rothschild on March 9th or at your local spring meetings.

I hope you all had a great Holiday Season, and as always, stay safe out there!

Yours truly, WIRLCA President, Jason Johnson

Time to get ready!

As this year comes to an end there are a lot of things to get ready for that are coming up sooner than we think. Some of the events are the WIRLCA Spring Conference, the 30th Mid-States Conference, your local county meeting, and the 120th WIRLCA State Convention. The ones I will be touching on in this article are Mid-States, local union meetings, and your State Convention.

The 30th Mid-States Conference is in Springfield IL. The date for Mid-States is May 2nd through the 4th, 2025. This is where the first Mid-States Conference was held. A Mid-States Conference Registration form can be found on the NRLCA website, under the tab "Area Conference", or on pages 28 in this magazine. The "Mid-States" is a great way to get one-on-one time with our national board. Friday night is a fun time at the meet and greet. Then on Saturday night is the banquet. The theme of the banquet is "Kentucky Derby." The entertainment for Saturday Night will be Hypnotist: Michael C. Anthony. Registration for Mid-States is due by April 1st, 2025. If you plan on attending the meet and greet, banquet, or partaking of any of the provided meals they will not accept late registration. Rooms are available at the President Abraham Lincoln Double Tree by Hilton Hotel. The rates are \$125 for single or double occupancy, \$135/triple and \$145 quad.

Local county meetings will be here before we know it. Your local unit will be sending out the date, time, location, and agenda for the meeting. Watch your mailboxes for meeting reminders. Make sure your local secretary has your current address. One of the things that can be discussed at your local meetings is how to spend your local county unit funds. An example of this would be; having your local county meeting meal paid. Another example would be; making a motion to

KAYLA KASTENSON

CHAIR-
EXECUTIVE COMMITTEE
Cal/Man/She, Door/Kewaunee,
Milwaukee/Waukesha,
Outagamie, Ozaukee/Washington,
Racine/Kenosha, Winnebago
Regions 6, 9



have your county delegates, those that will be attending the state convention, paid an amount for going.

How to become a delegate for the WIRLCA State Convention? Every local unit has a certain number of delegates allowed to vote on the items that come up at our state convention. The local units get one delegate for every five members in your local unit. If you want to become a delegate for your local unit at the state convention, you will need to be voted for and have your name put on the delegate list at your local spring meeting.

The 120th WIRLCA State Convention is approaching fast. The date for the convention is June 20th -22nd. It will be held at the Sheraton Milwaukee Brookfield Hotel in Brookfield, WI. Check the official WIRLCA website, www.wirlca.org, for more information. There will be more information on your state convention coming out soon. Hope to see you all there.

Just a reminder—if you are interested in running to be a delegate for the 2025 NRLCA National Convention make sure you send your nomination letter in. Read page 29 of this magazine for nomination rules and look at the most recent national magazine for more details.

Have a Safe New Year.

Kayla Kastenson, WIRLCA Chair-
Committeeperson

“Supercalifragilisticexpialidocious!!”

February 1-7, 2025 has been designated as **Relief Carrier Appreciation Week**. Even though “supercalifragilisticexpialidocious” is a mouthful, hopefully, you will use it to express your appreciation towards the relief carrier(s) in your office and others.

The Oxford Dictionary defines this long, tongue-tying, familiar (to Mary Poppins fans) word, **supercalifragilisticexpialidocious** as: *extraordinarily good; wonderful*. Of course, there are many other words to express your appreciation for those elusive relief carriers that we hold near and dear to our hearts. I don’t think I need to explain what happens to our working conditions when there is a shortage of leave replacements in an office... (perhaps non-supercalifragilisticexpialidocious?)



I feel compelled to elaborate on some of the other aspects regarding Relief Carrier Appreciation Week: First, it was the voting delegates at the 2018 National Convention who passed a binding resolution stating, “that a week during the year to be designated as Relief Carrier

FRANCES SMIDT
EXECUTIVE COMMITTEEPERSON
Dunn, Lincoln/Langlade,
Marathon/Clark, Price/Taylor,
Tri-County
Region 2



Appreciation Week”. Second, the NRLCA National Board designated the first full week in February as “Relief Carrier Appreciation Week”. Third, we should appreciate the leave replacements in our office every week throughout the year.

One way to show your appreciation is to submit a photo of them (of course, make sure you ask their permission and also be cautious when taking pictures on the postal property). The National Office dedicates the January/February issue to highlighting relief carriers around the nation in its magazine and other media formats. We’re going to highlight relief carriers from the state of Wisconsin on our state’s website. Submit photos to webmaster@wirlca.org. There are many other ways to show your appreciation as well. Feel free to get creative and share your ideas with others.

Most importantly, a simple thank you goes a long way. Not just during appreciation week but throughout the year. I would like to leave you with one last thought and it actually epitomizes how the idea of how Relief Carrier Appreciation Week evolved: to quote Maya Angelou, “I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Hats off to relief carriers everywhere!!!!
Thank you!

May our rural routes continue to cross along our journeys.

Frances P Smidt
Executive Committeeperson



ERIC FEIND
EXECUTIVE COMMITTEEPERSON
**Brown/Shawano, Marinette,
Oconto, Waupaca,
Waushara, Wood/Portage
Regions 4, 5**

Greetings to all my fellow Rural Carriers! As you may have noticed, there have been some changes to our State Board. When I decided to go to my first state convention, I was hoping to introduce myself and work my way up to get more involved with our association. I wasn't expecting, to suddenly find myself on the state board, let alone elected to the secretary/treasurer position.

My heart felt like it was a great fit given my experience. However, I soon realized how unprepared I was for the secretarial duties of the WIRLC Association. It became abundantly clear that I was not ready for this position.

So, when the news came out that our former (then current) president was becoming our new

ADR, I felt this was the perfect opportunity to make a change for myself as well. After consulting with other board members, I resigned from the secretary/ treasurer position at our last board meeting to allow our assistant secretary/ treasurer to take over. Carrie is an ace at the secretarial work and I feel our association is much stronger with her in the position.

With those changes in motion, our new president still saw a potential in my abilities to contribute. I was nominated as an executive committee-person and gratefully accepted to finish the term. With all that said, let's get to the real point of this article.

We have local officer elections coming up this Spring. This is an opportunity for new members to get involved and to get a taste of board positions. It's a great first step that I regrettably skipped. I strongly encourage all members to take that first step!

Eric Feind, Executive Committeeperson



CONGRATULATIONS

Former WIRLCA Board member and President, Frances Smidt gets sworn in by current president, Jason Johnson to fill the third Executive Committeeperson position.

The vacancy was created due to the move of 2023-24, 25 president, Kim MacDonald to the position of full-time ADR in the Wisconsin District, National Steward System (NSS).

Starting Anew

As my title indicates we are going to be starting not only a new year but also a new session of Congress. Normally I would list all the titles and numbers of pending legislation but as it is, all those pieces of legislation, except for one, are now history. That's right, as we move into the 119th Congress all the bills that were introduced in the 118th session of Congress will get new numbers if they are reintroduced.

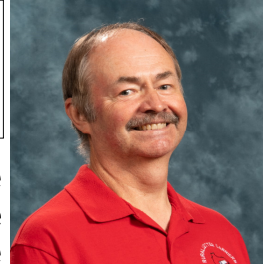
So, as I am writing, the Senate is voting on the one bill that has been passed by the House. It is expected to pass the Senate and then be sent on to the President for his signature. That bill is H.R. 82 – the *Social Security Fairness Act*. When this is done, then the question is how long it will take to recalculate the benefits for those affected by the repeal of the law. At this time, I have not found any estimates on how long this will take.

As the new congress and administration get organized, what legislation will be reintroduced is impossible to predict. So once again, we will have to wait and see. As with any new session of Congress, there is a lot of organizing to be done so I don't expect a lot to happen in the first several months of 2025.

With all this reorganization and many new members of Congress, the need to introduce the NRLCA to these individuals is never more important than now. So, the need to continue to support the NRLCA PAC continues— because the fight to keep our hard-won benefits never ends. I believe the passage of the *Social Security Fairness Act* – H.R.82 is a great example of the need to continue educating the members of Congress that some legislation is just plain unfair. Yes, it took some 30 years for this to happen, but the fact that it wasn't allowed to die, should tell us that some things are worth fighting for. With that being said I am going to use "The Buy Back Bill" as another example of legislation we can't let die.

I for one will be contacting my representative and encouraging him to reintroduce this issue. I suggest we all do the same because this issue

BOB LUECK
PAC CHAIR



had gained momentum in the last congress and I believe the grassroots approach is the best way forward. As soon as the new congressional contacts list is released, I will have the Wisconsin representatives' contact information on our state website— www.wirlca.org. If you know who your representative is, do not hesitate to contact them and tell them why this legislation is so important to you personally. Along with this effort, our Legislative Department at the NRLCA is working continuously to ensure our voices are heard on Capitol Hill. The only funding they have to use (for supporting those individuals who are supporting our interests) is direct contributions from the membership. I always believe it's important to remind everyone that none of our dues are going into the PAC fund.

As always, the forms for either payroll deduction or an EFT contribution to the NRLCA PAC are available by scanning the handy QR code located on the back cover. If you prefer, you can send a check made out to NRLCA – PAC to me at the address listed on the inside cover of this newsletter. Do not forget that it only takes a \$5.00 contribution, along with filling out the contribution receipt, to get your name into the drawing at the state convention for a prize worth \$250.00.

Don't hesitate to participate in any games of chance or other activities coming your way at this year's WIRLCA Spring Conference, your local spring meetings, and of course the PAC auction at the upcoming 120th WIRLCA State Convention.

With that, I am going to wish you all a very Happy New Year! I hope you all had a chance to enjoy the Holidays, and I am looking forward to seeing you at a meeting this year.

Bob the PAC Guy



2025 Spring Conference Registration Form

LUNCH IS PROVIDED FOR ALL GUESTS WHO REGISTER IN ADVANCE. \$5.00 DEPOSIT FOR EACH MEAL IS REQUIRED, BUT WILL BE REFUNDED **ONLY** IF YOU ATTEND THE CONFERENCE, FILL OUT THE BOTTOM PORTION IF YOU WOULD LIKE LUNCH.

NAME _____

PHONE NO _____

ADDRESS _____

CITY, STATE, ZIP _____

E-MAIL ADDRESS _____

SUNDAY, MARCH 9TH, 2025
HOLIDAY INN & SUITES, 1000 IMPERIAL AVENUE
WAUSAU-ROTHSCHILD, WI 54474
8AM-945AM -OPTIONAL OFFICER TRAINING
1000AM - INVOCATION
1015AM- WELCOME & INTRODUCTIONS
1030AM - GUEST SPEAKER
1100AM - LM FILING
1130AM - 1230PM LUNCH BREAK
1230PM - LISA W. AND MELISSA T. EDIT BOOK/MAPPING
215PM - BREAK
230PM - GREG DIETZLER, WI NRLCA DISTRICT REP
345PM - CLOSING

(SUBJECT TO CHANGE DUE TO GUEST SPEAKER SCHEDULES)

QTY	LUNCH RESERVATION GUEST NAME	\$5.00 EACH	TOTAL

PAYMENT METHOD: _____

SUBTOTAL _____

SIGNATURE: _____

TOTAL _____

MAIL PAYMENT TO: WIRLCA STATE SECRETARY TREASURER
CARRIE L. KRUEGER • PO BOX 161 • BALDWIN, WI 54002-161



CARLA FREY MILLER-
CHAPLAIN

It's hard to believe 2024 is in the rearview mirror!

Now that we are in the New Year 2025, how long does it take us to want to start all over again with the New Year's resolutions, which we kicked out after the first week in 2024? Some don't even make it a week, then back to the old self habits again. We should at least try to keep strong and resilient to ourselves, and not worry for tomorrow for tomorrow will take care of itself. Did you realize that tomorrow never comes, at the stroke of midnight it is today, all over again.

This New Year try a new approach: by renewing your body, mind, and soul. Pause to appreciate your life so far! Yes, even with all the "Bloopers and Blunders" the old year had thrown at us! What an incredible journey thus far! Make a list of **Strengths**, **Successes**, and **Blessings**, then read them aloud to yourselves with a voice of love and appreciation.

If you are carrying any worries or doubts from the previous year, try to easily shake them off and clear your mind. Remember that there is always someone worse off than me!

Bronte Colbert writes, "Today is full of unlimited opportunities! I move forward knowing God is always with me. I am An Overcomer, a Happiness Magnet, and a Force For Good."

Find daily moments to "just be". Give yourself time to schedule hours and dates on the calendar to put aside the busyness of life. Do things you love to do, and appreciate and focus on rejuvenating your body, mind, and soul.

As we grow in awareness, remember that we all have the ability to renew, shake off the old, and be purveyors of good. Let's all be grateful for the renewing of body, mind, and soul available to us!

Be; "an Overcomer, a Happiness Magnet, and a Force For Good" this New Year of 2025!

MAY GOD RICHLY BLESS ALL RURAL LETTER CARRIERS AND THEIR FAMILIES! AND KEEP YOU HEALTHY AND SAFE THROUGH THE 2025 NEW YEAR!

Recently deceased carriers

"Gone but not forgotten"

OUR SYMPATHIES TO THE FAMILIES AND CO-WORKERS

WAYNE	NIPPLE	6/18/2024	LARRY	SONNENBURG	11/7/2024
ROBERT	COUVILLION	9/10/2024	CAROL	CHERNEY	11/23/2024
JUSTIN	RATZOW	9/24/2024	BRUCE	MULLENDORE	11/30/2024
DELORES	TISCHENDORF	10/1/2024	WARREN	REISER	12/2/2024
ROBERT	TISCHENDORF	10/26/2024	BERNARD	FOX	12/26/2024

Our personal and work life can
become difficult at times.
EAP-Employee Assistance Program
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(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

LOOKING FOR CURRENT AND RETIRED CARRIERS TO SERVE ON THIS COMMITTEE:

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

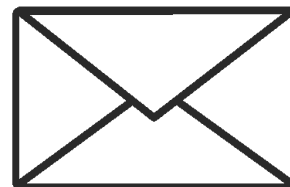


All craft employees will be paid 46K Step 12 pay Table 1

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

Submitted Ron Berg

Please get in touch with any of your state board members if interested or with any questions. Their information can be found on the inside front cover of this magazine.



WISCONSIN DISTRICT REPRESENTATIVE– Greg Dietzler



Thank You!

Another Holiday season has been completed and another recorded number of packages have been delivered. You all don't hear it enough, so please accept my heartfelt, "Thank You" for all your hard work. I hear too often that there is little positive reinforcement, or thanks given to rural carriers. This is upsetting to hear.

Our job over the holidays is exponentially demanding, onerous, and with little appreciation because the extra work has somehow become an expectation. It is hard for the public to comprehend the number of hours we work or what rural carriers go through so that they can enjoy their respective holidays and families. The work we do is dangerous. Working out in the dark, in the middle of nowhere, through winter storms and icy roads, and with no cell phone reception, is scary. Add to this our exhaustion, lack of sleep, and the stress that comes with the job, it's easy to see why our subs don't stick around. Fatalities and motor vehicle accidents have risen 15.64 % since FY22.

Due to this increase, the USPS felt the need to take additional action in creating a Headquarters Safety Engagement Observation Team to assist district field offices in conducting safety observations. This safety team will start conducting safety observations during the month of December and will be ongoing throughout FY-2025. Members of this safety team will be monitoring, observing, and conducting safety observations during the performance of carrier street delivery duties. This team will be driving official postal vehicles and will provide a proper postal ID if there is a need to interact with employees. With this

knowledge, I wanted to share three of the many safety issues that I believe this team is looking for:

- If you leave the seat of your vehicle, your keys need to come out of the ignition. I have seen carriers placed on EP (Emergency Placement) and disciplined for leaving their vehicle running while delivering a CBU or package. Please don't take that chance and forget to take the keys out.
- Avoid backing whenever possible. It's impossible to never back up, but this tends to be the cause of most preventable accidents.
- Do not engage in eating, drinking, or talking on the phone while your vehicle is in motion.

If you want to read and become more knowledgeable about driving safety, ask your manager for a PS form 4584 to see what types of observations will be made. If you do happen to have an accident, regardless of a vehicle or non-vehicle, the contract is very precise on what you should do. Vehicle accident reporting is found in your *Rural Delivery Carrier Duties and Responsibilities Handbook*: PO-603, Chapter 1, Section 173.

"Report all accidents. Having your own automobile insurance does not relieve you of the responsibility to submit a report on Standard Form (SF) 91, Operator's Report of Motor Vehicle Accident, to your postmaster or supervisor. A Vehicle Accident report kit, Item 087-H, must be carried in the vehicle when it is used for official business. Request this kit from the postmaster or supervisor and be sure the envelope is sealed. If it is not, obtain a sealed

(Continued on page 15)

replacement.”

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

- a. Obtained aid and assistance for any injured person*
- b. Safeguarded the scene against further accident.*
- c. Secured and protected the mail.*
- d. Notified the postmaster or supervisor, or designee*
- e. Notified local or state police as required.*
- f. Provided other drivers or principal parties to the accident the information required by law using PS form 4585, Postal Driver Accident Info.*
- g. Obtained, as far as practicable, the names and addresses of all principals and witnesses using PS Form 4586, accident information. Do not make any statements admitting personal or postal liability, or criminal negligence, or attempt to negotiate an agreement or settlement with anyone.*
- h. Completed SF 91. This report may be prepared at the scene of the accident or immediately after. You must submit it to your postmaster or supervisory before going off duty on the day of the accident. Regardless of the amount of damage, injury, or deaths, accidents must be reported on SF 91 even though the other principles involved state that no claim will be filed for or against the Postal Service or its employees. SF 91 is also required for accidents involving other postal personnel, equipment, vehicles, or property. NOTE: If you are physically unable to comply with the preceding instruction, the postal official in charge ensures that the required investigations and reports are made.”*

For accidents other than vehicle, if you are injured on the job:

- Notify your postmaster or supervisor so PS Form 1769, Accident Report, can be completed.
- Obtain a Form CA-1 Federal Employee’s Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation, from your postmaster or supervisor any time you are injured on the job. Complete and return it to your postmaster or supervisor within 48 hours of the time of injury.

The most important advice to heed regarding accidents is to report it right away. **DO NOT** wait until you finish your route or wait until the next day. In fact, if you are aware of a safety hazard, this needs to be addressed immediately. Ask management for a PS form 1767 (Report of Hazard, Unsafe Condition or Practice), fill it out, and return to management. Make sure to keep a copy for yourself and notify your district level steward immediately. These forms will help us hold management in compliance with Article 14. Do not work unsafely just to make the numbers. Your return time on your PS form 4240 is a goal. There is no requirement on the rural side to be back before your return time and this is addressed in Article 8.2.

“The carrier’s work day may vary above or below the daily evaluation of the route as mail volume fluctuates and road and weather conditions change.”

There will be days when we expect a few inches of snow and it turns into a snow storm that is so severe they suspend schools, sporting events, close restaurants, and shut down entire roads.

(Continued on page 16)

(Continued from page 15)

You may see on the news that mail delivery is suspended and wonder if you must go to work. I get many calls when snowstorms hit and my advice is the same based on the contact. Regardless of what you see on the news, or how bad the roads are, carriers must still report to work unless USPS specifically contacts you and tells you not to report.

Use the emergency hotline or contact your manager as resources on instructions. If you are told not to report by management, please document who you talked to, along with the date and time, and hang on to those documents in case issues come about.

It is entirely possible you will make it to work but the truck didn't and you won't have much to

do. Management has a few things they can require you to do if this occurs like: Case your mail that is there, work on your Edit Book, update your LTM, DPM, work on case labels, watch a safety or service video, and etc. Basically, any rural work that pertains to your route is acceptable. You cannot be required to do other crafts' work or be forced to stay and do nothing. If that occurs, keep track of your time and contact your steward. A grievance may need to be filed based on the factual circumstances of each individual case.

We work a dangerous job, but with the information above, you are better equipped to prevent some accidents, but also know how to report any accidents that do occur.

Greg Dietzler, Wisconsin District Representative

WISCONSIN ASSISTANT DISTRICT REPRESENTATIVE— Kim MacDonald



The Matrix or “Order of Consideration”

Article 30.2.D.1 of our contract requires the establishment of a leave replacement assignment list in each office. This list has commonly been referred to as the “Matrix.” Or “The Order of Consideration”. The list was introduced in an effort to clarify the proper scheduling of leave replacement assignments beyond the primary assignment. It also allows for utilization of leave replacements assigned to a specific delivery unit, once the office matrix is exhausted.

When your District Stewards visit each of your offices, one of the first things we are looking for is this document. It should be in clear view of every employee, making it available to cross reference whether or not management is scheduling correctly.

There are some key points that each leave replacement needs to be aware of —

- The Matrix lists all leave replacements in the delivery unit and includes all routes. “Delivery unit”, for this purpose, is defined as a physical location containing one or more five-digit zip codes under the control of one postmaster or station/ branch manager or one RMPO under the control of one postmaster in the APO. In no case will a separate Matrix be created between these locations. The Leave Replacement Matrix is utilized when scheduling for all routes.
- Leave replacements, apart from PTFs (des 76) and assigned Auxiliary route carriers (des 74, 79), may be assigned to a maximum of three positions. PTF and Auxiliary carriers

(Continued on page 17)

may only be shown on their primary assignment. In non-formula offices, Auxiliary carriers may opt for an assignment to the assigned auxiliary route 5 days per week and one full route 1 day a week.

- All RCAs are to be shown on their primary route assignment first and foremost. Once qualified on additional routes RCAs may be placed in secondary or tertiary positions. It is possible for RCA's to be assigned to a secondary and tertiary, two secondaries or two tertiary positions. An additional list shall include all leave replacements, by seniority, to those routes they are qualified and then unqualified to serve.
- Once a Matrix is created, there is no provision that allows for "re-doing" assignments. It is a living document that is updated, at management's discretion, as leave replacements are hired, converted, or have left the Post Office. Management may allow for a change in assignments for all leave replacements or may choose to offer a select few. Unlike primary assignments, there is no "round-robin" that is required once a position is filled. Management has the right to cross-train and place those carriers on the Matrix prior to offering movement to other qualified RCAs. It is important to note that management **MUST** offer the secondary position, if not already filled, to RCAs that currently show in the tertiary spot.
- Once the Matrix is established, management is required to schedule accordingly. When the need to cover a route happens, management must utilize the RCA assigned to the primary position first. RCAs assigned to

work on their primary position are entitled to work the full evaluation of the route when the regular carrier is absent. There is no entitlement to overtime when serving an entire work week, with the exception of scheduling on a day-to-day basis.

- Whenever the primary leave replacement assigned to serve a route is temporarily unavailable or there is no assigned leave replacement, management may assign the work to an available PTF rural carrier in the office. If there is no PTF available, management must refer to the matrix and offer the assignment to the leave replacement designated as second replacement for the route. If this employee is unavailable or there is no second replacement, then the employee designated as the third replacement will be offered the assignment.
- Upon exhaustion of the primary, secondary, and tertiary leave replacements, management selects qualified, then unqualified leave replacements, in order of seniority to serve the route. Leave replacements assigned to routes, other than their primary route, are not entitled to overtime. However, leave replacements are entitled to overtime prior to management utilizing regulars per Article 8.5 of the National Agreement.

For a more comprehensive guide to the Matrix, please download the NRLCA App. Located under the steward tab is a reference guide available for your use. As always, your local and district stewards are always here to assist you with questions.

Kim MacDonald, Wisconsin District Assistant District Representative

ORDER OF CONSIDERATION

Covering a route when the regular rural carrier is absent

This document represents the position of the NRLCA as supported by the contractual and other language cited.

1. Primary Assigned Leave Replacement

- A. Entitled to weekly Evaluated Hours when covering route for full week. May only then be replaced to avoid overtime or additional overtime. (Article 30.2.O.)
- B. When covering route for entire week, they may be required and/or request to take a relief day on J or K routes. The relief day is not necessarily the same as the regular carrier. (Article 30.2.H)
- C. When a leave replacement is being scheduled on a day-by-day basis, the primary substitute, RCA or RCR must be scheduled for work on their primary assignment if available, even if this results in compensation at the overtime rate. (Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

2. If the primary assigned leave replacement is not available, management may assign an available part-time flexible rural carrier (PTF) before assigning the second or third leave replacement on the matrix. (Article 30.2.D.2. and Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

3. Assign the leave replacement in the secondary spot on the matrix. No entitlement to overtime. (Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

4. Assign the leave replacement in the tertiary (third) spot on the matrix. No entitlement to overtime. (Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

5. Assign, by seniority, another qualified substitute, RCA, or RCR in that delivery unit. Qualified means having received training or been utilized on the route. No entitlement to overtime. (Article 30.2.D.3 and (Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

6. If no qualified substitutes, rural carrier associates, or rural carrier relief employees within the delivery unit are available, the Employer may designate any other leave replacement in the office prior to selecting a regular rural carrier to work in accordance with Article 8.5.

7. If no other leave replacements in the office are available, the Employer may schedule a leave replacement from another office before selecting a regular rural carrier to work in accordance with Article 8.5. If a leave replacement is scheduled to case and carry a regular rural route in his or her assigned office, the leave replacement is considered unavailable to work in another office. Article 30.2.D.5

8. Management may, on some occasions, split a route or schedule an RCA to serve a regular route and an auxiliary route. (NOTE: The NRLCA position is that the term "on some occasions" does NOT include scheduling multiple assignments or splitting routes on a repeated or on-going basis.) Except in emergency situations, management must not schedule a leave replacement to serve on two full assignments or one full assignment and one or more partial assignments in a single day if the evaluations of these assignments total twelve hours or more. (Step 4 Settlement G95R-4G-C00170298 (R-96), April 24, 2002, and Wilson Letter September 1, 2000 (P-115))

9. Select a regular carrier to work in accordance with Article 8.5

A. Select carriers on the Relief Day Work List (RDWL) in order of seniority on a rotating basis, to work on their relief day.

Carriers on RDWL are paid one of three ways, at their option: (Article 9.2.C.5.f.)

- 1. DACA Code R- Carrier and manager mutually agree on X day within next 12 weeks. No additional compensation. Form 3971 completed. Same consideration as approved annual leave.
- 2. DACA Code 3- 50% additional compensation and X day scheduled by management within next 12 weeks. Management must give 3-days' notice when scheduling X day. (Wilson Letter September 1, 2000 (P-115))
- 3. DACA Code 5- Carrier receives 150% of daily evaluated pay. No X day.

B. If the need exists, the Employer will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work their relief day. Such requirement will be by juniority. (Article 8.5.A.2)

C. Require a regular carrier not on the RDWL to work. This is done by juniority and does not rotate. DACA Code 3 is the only compensation choice. (Article 9.2.C.5.g.)

Notes: Any regular carrier may be bypassed from working a relief day if the hours worked would cause them to exceed 2080 hours for the guarantee year or 56 hours for the week. (Article 8.5.C.)

Regular carriers with annual leave, sick leave, or an X day scheduled adjacent to their relief day, will not be required to work the relief day. (Article 8.5.A.3)

10. In emergencies, any other qualified employee may be assigned. (Article 30.2.D.6)

Recent Retirees

CONGRATULATIONS

BIRCH, CHRISTINE A
COOPER, STEVEN R
COX, LOIS A
EBERT, DALE V
FRIEND, LOUAN W
GREENE, SANDRA S
HATLEVIG, TINA M
HOHLFELD, BETTY A
JORDAN, DONNA J
KRALOVETZ, BARBARA A
KUNDA, DAWN D
LEE, ROBERT C
LENIUS, DANIEL R

PLYMOUTH
GENOA CITY
DODGEVILLE
SPARTA
PARDEEVILLE
WAUKESHA
RHINELANDER
CUMBERLAND
COLUMBUS
MISHICOT
CAMPBELLSPORT
ASHLAND
STURGEON BAY

MCKENZIE, MARY ANN
PAULSEN, CHRISTINE L
PEETERS, BARBARA L
RIDEOUT, TODD M
SEILER, JOSEPH F
SPINDLER, KEITH W
STEFFES, JOSEPH E
STEINER, CHRISTOPHER W
STUMP, LORELIE A
VANDEBOGART, CHRISTINE M
VORPAGEL, MARILYN A
WEBER, CAROLYNNE R
WESTRICK RADTKE, SUSAN M

BAYFIELD
BRISTOL
GREENVILLE
MADISON
GREEN BAY
MARSHFIELD
MINERAL POINT
GREENWOOD
FOND DU LAC
BLACK CREEK
DELAVAN
GERMANTOWN
WATERTOWN

CONGRATULATIONS

So you're thinking about retiring?

First and foremost – **CONGRATULATIONS!!!!**

Please take note: There can sometimes be a difference between when you actually stop reporting to work and actually “retire” on paper.

Please wait until you have received your final “Form 50” with your retirement date.

Next (and this is important): To sign up for dues withholding from your annuity, you must FIRST provide us with your newly assigned “CSA” number. The Office of Personnel Management (OPM) assigns this number during their processing of your retirement. We cannot process your application for dues withholding without it.

IF you should choose to pay “Cash” dues: Regardless of when you start paying, it is an annual payment of \$167.00, payable by July 1st each year.

Retiring or retired? Don't forget to go to www.nrlca/Retirement. Psssst, you need to be a member to view this page, so join today if you are not already. Also, check out the website below.

KeepingPosted.org
FOR RETIRED USPS EMPLOYEES



WELCOME

NEW MEMBERS

9/3/24-12/26/24

ALEXANDER, ASHLEY N	TOMAHAWK	HEIMSCH, TANNER^	MENOMONIE	POEHLING, WILLIAM A	RIVER FALLS
ARNESON, DESIREE M	CLINTONVILLE	HELLAND, KANNON M	HAYWARD	PORATH, CHAD L	GREENWOOD
BAKER-ORTIZ, RYAN A	WITTENBERG	HERNANDEZ-PRIET, IVAN A	CRIVITZ	QUANDT, CRAIG A	SUPERIOR
BARNUM, KRISTINA L	BARABOO	HITTLE, COLE	APPLETON	RADEJ, ERIC^	MADISON
BEGALKE, CLIFFORD	CORNELL	HOEFT, JEFFREY A^	RICE LAKE	REETZ, NICK	GRAFTON
BENZ, DANIEL J	SAUK CITY	HOMESLY, KE SEAN	MADISON	RESOP-TAYLOR, BRITTANY^	RIPON
BOIGENZAHN, OZMOND J	ELLSWORTH	HUNSTABLE, SUNSHINE N	MEDFORD	ROBERTS, RICHARD C	FORT ATKINSON
BOLTER, STEVE B	FREDERIC	JAEGER, ALEESHYA J	MOSINEE	ROGERS, ALLISON N	BAYFIELD
BRITZ, PATRICIA	KAUKAUNA	JANKOWSKI, JEFF	GREEN BAY	ROHLAND, CHRISTOPHER	OWEN
BROWN, JOSEPH	NEW LONDON	JANSSEN, ALEXIS	STURGEON BAY	ROLAND, PAMELA M^	WEST BEND
BRUNNER, AMBER	SURING	JENSEN, BRENNIA	RIVER FALLS	ROONEY, RICK#	MENOMONIE
BUCHANAN, ERIC	DANBURY	KAMRADT, JESSICA	OSHKOSH	ROSENWINKEL, HEIDI L	OLON SPRINGS
BURDICK, MARIAH L	HILLSBORO	KOPLIN, JASON L*	OWEN	SCHEUPELL, JAMES	EAGLE RIVER
BUSH, NATHANIAL J	NEW FRANKEN	KORNMANN, ARIANNE M	RIVER FALLS	SCHIFERL, DAWN M	ABBOTSFORD
CHANEY, CHEYENNE V#	COLEMAN	KRARUP, LEE^	EAU CLAIRE	SCHWARZ, TIMOTHY N	ADAMS
CLARK, RASHAAD B ^	MADISON	KREIG, JESSICA L	ELLSWORTH	SCHWERKE, KYRA	WATERTOWN
COLE, JACOB	MAUSTON	KROENING, DEBORAH J^	BALSAM LAKE	SERRA, FRANCIS J	SPOONER
CRAM, SANDRA J	NEILLSVILLE	KUDICK, EMILY	LUXEMBURG	SEVERIN, CHRISTOPHER P	NEENAH
CURETON, BRANDY M	PORT WASHINGTON	LAABS, JESSICA	GERMANTOWN	SHEPRO, JAMES T^	COLUMBUS
DAHL, NATHAN	ARCADIA	LAINBERGER, RICHARD D	MARKESAN	SHOEMAKER, AUSTIN	MONTELLLO
DAMPIER III, LEONARD L	WISCONSIN RAPIDS	LAVALLEE, JULIE A	RIPON	SIMUNOVIC, MEGAN M	CASHTON
DARLEY, MEGAN C	BALDWIN	LAZARENKO, SHEILA K	PRESCOTT	SMITH, ANDREW J	SPOONER
DAVIS, ELIZABETH I	SUPERIOR	LEHMAN, TREY	JANESVILLE	STONE SR, MICHAEL W	ASHLAND
DAVIS, REASON	HUDSON	LEIN, MICHAEL D	WEST BEND	SUNDERLAGE, HUNTER D	ADAMS
DEKKER, HEATHER M#	KIEL	LIGHTFOOT II, COLONEL C	GLENWOOD CITY	THAPA, HEIDI	SCHOFIELD
DENZER, AVRY J	PESHTIGO	MACK, CARISA	TWIN LAKES	THOMPSON, TRENTON J	WATERTOWN
DIETEL, AMMBER A	MOSINEE	MARTIN, LAONDRRA	GERMANTOWN	TOBER, DAKOTA W	BIRCHWOOD
DOMBROWSKI, DANIEL	STOUGHTON	MATTESON, JEREMY K	MADISON	TOERING, JONATHAN H	HAYWARD
DROSSEL, JULIE L	OOSTBURG	MATTSON, CADE	BARABOO	TORNTORE, KRYSTAL E	NEW RICHMOND
DURR, PORTIA	BELOIT	MEYER, CINDY	CORNELL	TREU, SUSAN L	OWEN
DZIERZANOWSKI, AMBER L	PULASKI	MINNIG, MATTHIAS R	VIROQUA	UHL, CHARITY A	AMHERST
ERBS, NICOLE B	NEW GLARUS	MITCHELL, MELANIE M	GREENWOOD	VUE, SANDY	GREEN BAY
EVANS, ROBIN M	CHIPPEWA FALLS	MONOGUE, SAM	JEFFERSON	WALKER, JENNIFER L	SUN PRAIRIE
FARMER, JESSICA	FREDERIC	MONTGOMERY, AMBER	FOND DU LAC	WASHINGTON, SHELIA^	HARTLAND
FORSTING, IVY M	AUGUSTA	MUELLER, ZACKARY R	EDGERTON	WHITAKER, BILLIE JO	BOYCEVILLE
FOSBURY, DANIELLE R	WINNECONNE	MUNDEN, TRACY L	GREENVILLE	WIDMER, MARTIN J^	MADISON
FRANSON, JODIE L	CORNELL	MURPHY, MELISSA L	LUXEMBURG	WILLIAMS, JOSHUA	BRISTOL
FREDERICK, ERIC	LAND O LAKES	NESBITT, MYIEKA D ^	MADISON	WILLIAMS, LAONDA S	MADISON
FREIBERG, JULIE A	MUKWONAGO	OTIS, TREVOR	COTTAGE GROVE	WORDEN, WILLIAM J	EVANSVILLE
GARDNER, KARISA A	OAK CREEK	PENNYCOOK, MARK W	MILTON	YANG, VACHEE	COLEMAN
GILBERT, PAUL	BALSAM LAKE	PETERLIK, RICHARD	EAU CLAIRE	ZACHOW, TIMOTHY J	EAGLE RIVER
GRAY, RYAN	MONDOVI	PETERS, ERIC	REEDSBURG	ZAPATA, NICHOLAS #	OMRO
GRZYWNOWICZ, MATTHEW	MEDFORD	PETERS, JACOB D^	MADISON		
HAMIELEC, GARY L	MC FARLAND	PETERS, JUSTIN D	POYNETTE		
HARDY, ADAM	LANCASTER	PETERSEN, LAURA J^	SEYMOUR		
HARLAND, KATIE	GREENVILLE	PLEMEL, JOHN	DE PERE		
HAWKINS, TYLER A	BRODHEAD	PLUGER, SKYLER	MOSINEE		

RCA new members, except where noted
 *-Regular
 ^-PTF
 #-ARC

WIRLCA AUXILIARY OFFICERS

2024-2025

Cindy Jacobus-President

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608-485-1900 Cell

June Strobel - Vice President

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strobelite@charter.net

Tana Zeich-

Treasurer/Secretary
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Beloit, WI 53511-8106.
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nighthawkacres@yahoo.com

Kathy Lueck-

Executive Committee Chair
1417 Oak St.
Watertown, WI 53098-1136
Cell: 920-262-1980
kathymasonlueck@charter.net



Holli Johnson-

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

THE AUXILIARY of the NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

The Purpose of this Auxiliary shall be to unite fraternally its members, to help create a greater interest in rural mail service and association work and to cooperate with the National Rural Letter Carriers' Association to seek beneficial legislation.

WIRLCA JUNIORS OFFICERS 2024-2025

President

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

Secretary

Catalina Christopherson
319 Division St.
Rio, WI 53960

Treasurer

Temperance Tenny
N943County Rd G
Hixton, WI 54635

Vice President

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



Chaplain

Rylah Berry
N365 10th Dr
Endeavor, WI 53930

National Auxiliary Program – 2024-25

– Lesa Routh-Halcomb, President Auxiliary NRLCA

A PROGRAM OF LOVE

Humanitarian Project: The Cure Starts Now

Symbol: Mailbox with “The Cure Starts Now” symbol

Americanism: Support your Carrier

Safety: Skin Cancer Awareness

Song: Shalom to You, Hallelujah

Flower: Peonies, Sunflowers, and Wheat

Inspiration: “He renews our hope and heals our bodies”, Psalm 147:3

A Program of Love

“The Cure Starts Now” represents something truly different – a grassroots effort dedicated to, not just fighting one cancer, but the elimination of ALL cancers. They believe as the experts do: that in order to truly cure cancer you need to focus on:

- those cancers that are immune to treatment
- those cancers that also affect children
- those cancers that are the biggest bullies with the highest death rate

How do I support my carrier? Become involved in your local, county, district, state, and national auxiliary. Write to your representatives seeking their support on issues that affect our carriers.

Skin Cancer Awareness – It is America’s most common cancer. Each year 5 million cases are diagnosed in the US. Fortunately, it is one of the most preventable cancers.

Lesa hopes that you will join her and the Auxiliary in raising funds for these causes. We believe that our rural carrier family can make a difference in the lives of these people.

If you would like to make a donation to any of these causes, contact any WIRLCA Auxiliary Officer.

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

National Auxiliary Scholarship

Applications for the National Auxiliary Scholarships are due **postmarked no later than March 1, 2025**. Application forms and requirements for the eight available National Scholarships are available at www.NRLCA.org. Under menu, click on National and State Officers, click on NRLCA National Auxiliary, scroll past the list of Officers, all available scholarships are listed. Click on each one individually for more specific details. These scholarships are not just for graduating high school seniors, those already in higher education may also apply. Read through the Eligibility Requirements and the Application Requirements Checklist for each available scholarship. Please completely fill in all requested information and include all other requested items listed. Failure to do so will result in disqualification.

Auxiliary of the National Rural Letter Carriers Association Junior Contest

All essays and posters must be on, or attached to, a letter-sized manila folder. There is no requirement as to how many sides of the folder you use, but you must be able to fold the folder.

Each entry must have the following information legibility written on the back of the folder:

Name and address
Date of birth and age as 8/1/25
Name of parent or grandparent
State in which dues are paid

Entries with incomplete/incorrect information will be disqualified.

All entries will be judged on originality, neatness, grammar, and spelling.

Poster Categories

AGE 6 -7: Design a Poster:

"What Do You like to Receive in the Mail?"

AGE 8-9: Design a Poster:

"Design a New Postage Stamp"

AGE 10-11: Design a Poster:

"Show Ways You Can Support the Rural Carrier in Your Family"

AGE 12-14: Design a Poster:

"Ways I Can Be Active in the Juniors' Program"

AGE 15-17: Write an Essay:

"Describe How Knowing the ABCDE'S Can Help in the Fight Against Skin Cancer"

AGE 18-20: Write an Essay:

"How Can You Bring Awareness to Such Causes as 'The Cure Starts Now'?"

Special Education: Design a Poster:

"Helping Your Friends"

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

Tana Zeich

10828 W Beloit Newark Rd.

Beloit, WI 53511

**WISCONSIN RURAL LETTER
CARRIERS AUXILIARY**

Tana Zeich, Secretary/Treasurer
10828 W Beloit Newark Rd.
Beloit, WI 53511

(Applicant's Name)

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

Dear Applicant:

The WIRLCA Auxiliary is pleased to offer scholarships in the amount of \$500. Also, \$750 scholarships will be awarded to active (those participating at the State Convention) WIRLCA Juniors.

Eligibility for these scholarships is determined by parents/grandparents having membership in good standing in the NRLC Association and/or Auxiliary.

APPLICATION INSTRUCTIONS:

1. **Include an official transcript (with Notary Seal)** beginning with Grade Nine through the first semester of the Senior year. The grade point average must be 2.5 (C+) on a 4.0-point scale.
2. All spaces on the application **must be filled in.**
3. All applications **must be typed or neatly and legibly hand-printed in ink** to be considered.
4. All applications **must be postmarked no later than June 1, 2025.**
Any Application received with a postmark **later than June 1 will not be considered.**
5. **Mail your completed application (and all requested information) to:**
Secretary/Treasurer, WIRLCA Auxiliary
Tana Zeich
10828 W. Beloit Newark Rd.
Beloit, WI 53511
6. Applicant may include a recent photograph or high school senior picture of the applicant with this application. By including this photograph, the applicant is authorizing the WIRLCA to use this picture in our State Newsletter.

Scholarships will not be paid until the student has successfully completed the first semester (with a grade point average of 2.5 (C+ or higher on a 4.0-point scale) and enrolled for the second semester. **A letter including grades received for the first semester and a schedule of classes for the second semester must be sent to the Auxiliary Secretary/Treasurer by February 14, 2026.**

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

Name: _____ Birth Date: _____

Street Address: _____

City: _____ State: _____ Zip +4: _____

Phone Number: _____

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

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

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

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

In what county are membership dues paid? _____

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

PLEASE ANSWER THE FOLLOWING QUESTIONS AS COMPLETELY AS POSSIBLE

1. Have you participated in the WIRLCA Junior organization at State Conventions? If so, in what way?
2. Did you receive any academic honors or awards during high school? If so, please list.
3. Did you participate in school-sponsored activities such as clubs, organizations, sports, etc.? If so, please list.
4. Have you participated in non-school sponsored activities? If so, please list.
5. Please list any hobbies, special interests, or talents you have.

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

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

1. Your career goals.
2. Why you wish to pursue the career you have chosen.
3. Experiences you have had to date that might be relevant to your career goals.
4. Any other information about yourself that might be relevant to this application.

Signature of Applicant: _____

Father's Name (Please print): _____

Signature of Applicant's Father: _____

Mother's Name (Please print): _____

Signature of Applicant's Mother: _____

Date of Application: _____

Attach
Picture
Here

(Optional – Refer to #6
application instructions)

Thank you! Good Luck with Your Future!

WISCONSIN ARMED FORCES VETERANS' CLUB

The article this month will be a report on the Wreaths Across America event held on December 14th, 2024.

Back story: It started with a 12-year-old boy who won a trip to our nation's capital selling newspaper subscriptions as a paperboy for the Bangor (Maine) Daily News. As part of the trip to Washington, D.C., they toured the district and went to Arlington National Cemetery.

The cemetery left an imprint that he carried throughout his life. Morrill Worcester was that 12-year-old boy.

In 1992, Morrill Worcester was producing wreaths in a warehouse in Columbia Falls, Maine. He'd graduated from the University of Maine, married his wife Karen, and started Worcester Wreath Company, founded in 1971. His biggest customer canceled its contract during the holiday season; a loss that could have cost the Worcester's the company.

The surplus of 5,000 balsam wreaths needed to be used and Morrill remembered the day, at the age of 12, he visited the graves of those who gave their all for our country. That is when the makings of Wreaths Across America was created.

With the help of VFW and American Legion Posts the excess wreaths were placed on the graves of interned soldiers in an older almost forgotten part of the cemetery. Morrill Worchester was so moved by the placing of wreaths on the veterans graves that he told his wife Karen, "Next year it isn't going to be a mistake which causes us to bring 5000 wreaths here, I'm going to do it every year."

That is what led to the Wreaths Across America annual event. In 2024 over 3.5 million wreaths were placed on veteran's graves in over 4600 locations across America. This event continues to grow every year. Wreaths Across America is celebrated in all locations on the same day, always a Saturday.



South New Hope Church—Township of New Hope in Portage County. Photo by Roger Dobbe.

On December 14th, 2024, in New Hope, WI, 28 wreaths were placed on the graves plus the ones on the archway and fence with flags representing all branches of service as well as a POW/MIA and US Flag. The cemetery is a regular church cemetery with 28 veterans graves.

The weather was cool but not exceptionally cold so the program was held in the church basement. It probably was almost a half hour long. It included the National Anthem presented by students from Amherst High School, a history of WAA, instructions for proper laying of the wreaths, and a roll call of the names of all veterans buried in the cemetery. The church bell tolled once after each name was read. We then placed the wreaths on the graves followed by the playing of Taps by an Amherst High School student. Attendees were invited back into the basement for refreshments. About 25 were in attendance which probably had doubled our previous high.

I have invited other postal employees thru the newsletter but have not had any takers. Several rural carriers/retirees have attended the program at the Spooner Veterans Cemetery for a number of years.

Roger Dobbe—AFVC President

2025 MID-STATES CONFERENCE



MAY 2, 3 & 4, 2025

2025 marks the 30th Anniversary of the beginning of the Mid-States Conference. Illinois was where it all began back in 1995 and the ILRLCA is proud to co-host this year's Conference along with neighboring union brothers and sisters from the State of Indiana. It is fitting the Conference is back in the "Land of Lincoln" where the first Conference was held.

On May 2, 3 & 4, 2025, members are invited to the Mid-States Conference at the President Abraham Lincoln Double Tree by Hilton Hotel at 701 E. Adams Street in Springfield, IL. Room rates are \$125 for single or double occupancy, \$135/triple and \$145 quad. Call (217) 544-8800 and dial "0" for room reservations, use code "RLA" or book online by scanning the QR code above. **Guests of the hotel receive a complimentary breakfast** during the days of the conference. (City parking garage across the street is available for \$7/day; other options are available nearby.)

The "Old State Capital" building, and the Lincoln Home National Historic Site, are within walking distance of the hotel.

Hypnotist Michael C. Anthony will be the entertainment at the Saturday "Kentucky Derby" Banquet this year. Michael is a seven-time entertainer of the year and has been on all major TV networks. The Interactive experience that will leave you entertained and full of laughter.

Friday Plated Lunch

Roast beef w/salad, fresh vegetables, potato & dessert.

Friday Meet & Greet

Celebrate the Kentucky Derby with our local favorite, the "Springfield Horseshoe." No charge but **MUST** be pre-registered to attend.

No late registration available.

Saturday Plated Lunch

White Marbles Boneless pan seared pork chop w/salad, fresh vegetables, potato and dessert.

Saturday "Kentucky Derby" Banquet Buffet

(Entertainment: Hypnotist: Michael C. Anthony) Strip loin, roast herb pork loin & seared salmon with soup, salad, potato, fresh vegetables & dessert.

Make checks payable to: **INRLCA**
and mail to:

Mid-States Registration
c/o Justin Williams
382 N. Dellsburg Road
Columbus, IN 47203-9651

FRIDAY, SATURDAY AND SUNDAY BREAKFAST BUFFETS ARE NO CHARGE TO CONFERENCE FOR GUESTS STAYING AT THE PRESIDENT ABRAHAM LINCOLN DOUBLE TREE BY HILTON. WALK-IN BREAKFAST = \$20

MID-STATES CONFERENCE REGISTRATION

Conference Reservation Deadline is April 1, 2025. Mail Early.

NAMES <i>Please print legibly.</i>	ASSOCIATION	AUXILIARY	FRIDAY LUNCH	FRIDAY MEET-N-GREET	SATURDAY LUNCH	SATURDAY KENTUCKY DERBY BANQUET
			\$25	FREE	\$25	\$50
			\$25	FREE	\$25	\$50
			\$25	FREE	\$25	\$50
			\$25	FREE	\$25	\$50

Please mark an "X" in the boxes with each name's selections.

Address: _____

City / State / Zip: _____

Phone: _____ (Required) Email: _____ (Required)

\$

MEALS
TOTAL

No Late Registration will be available for meals! Must be pre-registered!

No outside food or beverages permitted inside the Convention Center.

Convention Delegate Nominations

Appearing below is Section 2 of Article VI of the Constitution of the National Rural Letter Carriers' Association. It sets forth in detail the election procedures for delegates to the national convention. This article complies with labor laws which require that national delegates must be elected by direct vote of the membership.

In accordance with Section 2 of Article VI, a nominating ballot appears below:

- You may nominate yourself or someone else from the organized state association in which your membership is affiliated. (Reference Article III, Section 4.A and B of the National Constitution).
- Mail the completely filled out and SIGNED nominating ballot to your state association at the pre-arranged post office box address that appears on the opposite page. A completely filled out nominating ballot is extremely important in order to determine eligibility of the

person making the nomination and that of the nominee. Please print clearly as an illegible nominating ballot may cause it to be not accepted and/or returned for clarification to the person making the nomination.

Section 2. Delegates

A. Eligibility

1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30 of the Association year just ended.

2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

3. A member who accepts or acts at any time in any capacity normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as delegate.

B. Nomination

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to a pre-arranged post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination.

The nominating ballot and instructions shall be posted on the NRLCA website and in all published issues of The National Rural Letter Carrier from December-May.

2. Nominations must be received in the prearranged post office box at least 50 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

2025 NATIONAL CONVENTION DELEGATE NOMINATING BALLOT

****This form must be completed in its entirety. Please print clearly.****

I am a member of the _____ Rural Letter Carriers' Association.
(STATE)

Signature of Member: _____

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

I hereby submit the name of: _____

Address _____

City _____ State _____ Zip _____

as a candidate for delegate to the 2025 National Convention of the National Rural Letter Carriers' Association. To the best of my knowledge, the above nominee qualifies under the provisions set forth in Article VI, Section 2, as cited above. Mail to the address listed for your state on the following page.

Mail to:
Wisconsin RLCA
National
Delegate Nomination
PO Box 184
Baldwin, WI
54002-018

For the complete nomination and election rules, go to www.nrlca.org or look in your latest National Magazine.

USEFUL WEBSITES

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

CLASSIFIEDS

Do you have a route vehicle to sell? Do you want to make a mutual transfer?
THEN ADVERTISE IT HERE!

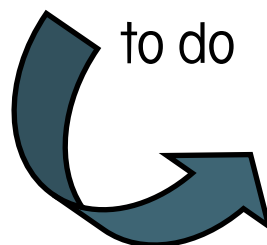
SEND REQUESTS TO editor@wirlca.org by the deadline listed on the back page

NRLCA APPS



You know

what
to do



CHANGE OF ADDRESS

The WIRLCA uses the same address that you have on file with the USPS. Therefore, if you need to change your address, you have three options; **in addition to FIRST contacting the WIRLCA Assistant Secretary/Treasurer:**

1. Use PS Form 1216, Employee's Current Mailing Address. Send it to: HRSSC, Benefits/Compensation, PO Box 970400, Greensboro, NC 27497-0400.
2. Call the HRSSC at 877-477-3273, option 5. Validate your identity with your Employee ID number or USPS Pin, then option 9 to speak to a service representative who will assist you.
3. For carriers with PC access: Log on to Lite Blue using your EID and USPS Password Click on the Change of Address/Phone/Emergency Contact link under Employee Resources. Your current information will be displayed. To update your information, click the edit button, and you're on your way. Follow the prompts to review, confirm and save your changes.



WHO DO I CALL?



District Representatives (Stewards) & Assignments

WISCONSIN DISTRICT

FULL-TIME DISTRICT REPRESENTATIVE

Greg Dietzler
PO Box 101
Marshfield, WI 54449-0101
Phone: 715-533-0132
Email: Gregory.Dietzler@nrlca.org
All Zip Codes
Primary: 541, 542, 543, 544, 549

FULL-TIME ASSISTANT DISTRICT REPRESENTATIVES

Billie Jo Briese
PO Box 692
Cushing, WI 54006-0692
Phone: 715-255-7754
Email: Billie.Briese@nrlca.org
Assigned Zip Codes: 539, 540, 545, 547, 548

Kim MacDonald
PO Box 270101
Hartford, WI 53027
Ph: 920-669-0578
Email: Kim.macdonald@nrlca.org
Primary Zip Code Areas: 530, 539, 542, and 549

PART-TIME ASSISTANT DISTRICT REPRESENTATIVES

Amy Dorner
PO Box 2
Union Grove, WI 53182-0002
Phone: 262-853-1118
Email: Amy.Dorner@nrlca.org
Assigned Zip Code Areas: 530, 531, 532, 534

Jonathan J Moore
PO Box 309
Reedsburg, WI 53959-0309
Phone: 608-851-0893
Fax: 844-425-1100
Email: Jonathan.Moore@nrlca.org
Assigned Zip Code Areas: 535, 537, 538, 546



AREA STEWARDS

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

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

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

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

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

Carrie Krueger
PO Box 161
Baldwin, WI 54002-0161

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

Deadline for next issue: February 21, 2025

If you have a vehicle for sale, transfer request or a story/picture you would like to share, please do so and we will gladly publish them, space permitting. Send to editor@wirlca.org



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

COMING EVENTS

Jan 20	Martin Luther King Jr Day
Feb 1-7	Relief Carrier Appreciation Week
Feb 1	National Freedom Day
Feb 2	Groundhogs Day
Feb 2	Groundhogs Day
Feb 14	Valentine's Day
Feb 17	Presidents Day
Mar 9	Daylight Savings Time starts

Upcoming Board Meetings

Jan 7-8 Board meeting, Sheraton Marriott
Brookfield

March 9 Spring Conference- Holiday Inn
and Suites Wausau-Rothschild

***Please check website for most up to date
information as dates /times and/or locations
may be changed as needed.