

WI RLCA News

July 2007

WISCONSIN

RURAL LETTER CARRIERS ASSOCIATION



"Convention Happenings"

A lot of things have happened since the last newsletter. In late May, Vice President, Linda Vanden Plas and myself attended the President's Legislative Conference in Washington DC. We had a chance to study the issues that effect us as postal workers and then had a chance to discuss these issues with our State Legislators and Senators, or in most cases, their Legislative Assistants. Issues discussed include: contracting out, Medicare part D subsidy, premium conversion, windfall elimination provision, government pension offset, do not mail list, and vote by mail.

In early June, our National Board met with the Postal Service in one last attempt to come up with a contract. After a few days, they announced an impasse. The next step will be selecting an arbitrator and preparing for arbitration. Watch the national web site for updates!

At the same time that our National Board was sitting down with the Postal Service, your State Board was heading to Hayward in preparation for the 103rd Annual State Convention. I would like to take this opportunity to thank Co-Chairs, Diane Chambers and Marilyn La Porte, and members of the Sawyer and Barron/Washburn Counties for a job well done. The facility and staff were very accommodating.

The opening of the convention was preceded by Civil Service and FERS retirement seminars conducted by Mary Jo Newcomb, Northland District Retirement Specialist. Both sessions were very well attended.

The convention kicked off Friday afternoon with a welcome by Hayward Postmaster, Mike Boyer, followed by Tracy Franceen, MPOO from the Northland District. Guest speakers included: Lakeland District Manager, David Martin,



David Martin, Lakeland District Manager

Northland District Manager, Tony Williams, Great Lakes Area Representative, Steve Sbarbaro, and Christine Norton, President of the Minnesota Breast Cancer Coalition. Friday evening, attendees were treated to Family Hospitality and the PAC auction.

Saturday started off with guest speakers, Nancy Lynn Smith, Lakeland EAP Consultant, Pat Gunnell, National Auxiliary Executive Committee Chair, and Todd Grams of a Madison based Insurance Company that deals with the Dental and Eye Care Programs, as well as the RCA Insurance Program.

In addition to the various committee and officer's reports, there was a report of the committee appointed to look at the options concerning the Secretary/Treasurer position. This committee worked hard in the short time they had to research the options and costs associated with those options, but realized there is still some work left to be done. That being said, the committee presented some options and the costs which generated a lengthy discussion. No recommendations were made by the committee and further information will be gathered prior to next year's State Convention. Saturday afternoon, the delegates went through the proposed budget, considered resolutions, nominations of officers, and then recessed to get ready for the Banquet.

The Banquet was great, including the comedian and fireworks. Congratulations to the 2007 Association Member of the Year, Doug Hare and the Auxiliary Member of the Year, Sue Becker who both received their awards at the Banquet.

Sunday morning proposed constitution and by-law changes were discussed and voted on. National Committeeman, Joey Johnson then addressed the membership. Joey had spent the previous 48 hours trying to get from Washington DC to Wisconsin.



Tony Williams, Northland District Manager

(continued from page 1)

Flight delays and cancellations on the East Coast, as well as some airport computer problems made for some interesting travel challenges. Joey persevered and arrived at 2:30 AM Sunday morning. I commend Joey for his determination and dedication to the WIRLCA.

Dennis Nelson gave the final PAC report and drawing. Other drawings included GMAC, Convention 2008 Host Racine/Kenosha County, Junior raffles, Allison Du Lac's raffles for Breast Cancer, and the Auxiliary raffles.

The convention wrapped up Sunday afternoon with the election of officers and installation by NRLCA Committeeman, Joey Johnson.

Your new Board for 2007-08:

President - "Yours truly"
Vice President - Linda Vanden Plas
Secretary/Treasurer - Karen Schauer
Executive Committee Chair - Lisa Wojnarowski
Committeeman - Lois Graper
Committeeman - Chuck Groth
Committeeman - Louan Friend

I would like to thank outgoing Committeemen, Chris Bouche and Sue Heiderscheidt for their dedication and service to this Association and welcome new Committeemen, Chuck Groth and Louan Friend. I would also like to congratulate those delegates selected to represent Wisconsin at the National Convention to be held August 7-10 in Grand Rapids, MI. In addition to considering proposed resolutions and constitution and by-law changes, the delegates have each received a copy of a new proposed document which combines both the constitution and by-laws into one. They are asked to study the document and be prepared to cast an educated vote on it when it comes to the convention floor. A reminder that they should bring their copy along to the National Convention.

In closing, mark your calendars for October 27-28 for the Fall Conference to be held this year in Wausau. This is a change from previous years when it was held in Stevens Point. Tentative schedule would include steward training on Saturday afternoon, hospitality social on Saturday evening and guest speakers on Sunday.

Have a safe, enjoyable summer!

Dan Strobel, President

2007 WISCONSIN 2007 BREAKFAST

DATE: TUESDAY, AUGUST 7, 2007

TIME: 7:00 A.M.

**PLACE: Amway Grand Plaza Hotel-Atrium
Grand Rapids MI**

A Wisconsin tradition continues again this year. We will host a breakfast on Tuesday, August 7, 2007. We can join together to kick off the convention at the Amway Grand Plaza Hotel. Our National Officers, as well as candidates for National Office are invited to be with us. The breakfast is \$15 for WIRLCA and auxiliary members. The cost is subsidized from the Convention 2000 fund. Others that would like to join us may do so by paying actual cost of \$25.00. Use karenschauer@wirlda for email reservations, but please don't forget to send payment to Karen Schauer. Place 'Breakfast Reservation' in subject line. **EVERYONE MUST RESERVE** by August 1, 2007. We need an accurate count.

PLEASE RESERVE

NAME _____

ADDRESS _____

NUMBER ATTENDING _____

PHONE NUMBER (____) _____ - _____

MONEY ENCLOSED \$ _____

Send reservation and/or payment to...

Karen Schauer
5857 Prill Road
Eau Claire WI 54701

Pre-Convention Board Meeting

June 6 & 7 2007

LCO Casino Hayward WI

Meeting was called to order at 7:20 p.m. by President Dan Strobel. All board members and the state steward were in attendance.

Minutes of Spring Board Meeting March 17 & 19, 2007 were approved.

Additions were made to the agenda.

The Mid States Conference in SD was discussed. Thank you to Lisa and Mary for all the raffle items that they donated and for the great presentation they gave for next years meeting in WI. Non-board members that attended the conference were: Deb Siefert, Vicki Kohls, Cheri DuLac, Marty Schmidt, Tom Bittner and Mary O'Herron. All will be paid \$50 for attending, according to our By Laws Art 6 section 2 (o). Mary, co-chair of next year's event, will also be paid an amount equal to one day of DROP as approved at our spring board meeting.

Sec/Treasurer Committee pay was revisited. It had previously been voted on to pay the committee \$75 and a meal for their one day meeting but due to a misunderstanding, no meal receipts were saved, therefore Lois made a motion that we pay the committee \$75 plus \$10 (\$85 each) Motion passed. One opposed.

Board Proposed Budget. The board went over the financial reports and put together a proposed budget to be given to the Budget committee for consideration.

Meeting adjourned at 10:15 p.m.

Thursday's meeting was called to order at 8:10. All board members and state steward were again in attendance.

The board looked over the convention program. Corrections were made and an additional speaker was added. It was also decided to put the officers report together, collate, staple and hand out as one report.

Committee assignments were reviewed and room assignments were made. Linda and Sue's lap top computers will be available for committee use.

Arrangements to meet and escort our National Officer were made.

The National constitution/bylaw proposal was briefly discussed. Each delegate to National Convention will receive a copy. Travel to the National convention will be figured by highway miles and will exclude the ferry. The WI Breakfast arrangements have been made by Sue. An invitation will be given to all delegates and alternate delegates along with an article in the next newsletter. A short board meeting will be held during the convention. **In review of board policy DROP/LWOP will be paid for board members attending the Sunday/Monday called meetings. Also, Assistant State Stewards that are not board members will receive the national \$75 per diem for attending the Monday's stewards meeting.**

A short presentation regarding the program and costs for the 2008 Mid-States Conference was given by co-chairs Lisa and Mary O'Herron. They will also share some of this information to the delegates here at the state convention.

The board went over proposals for constitution/bylaw changes and resolutions. Several language changes and additions will be submitted to the appropriate committee. The board then took a break from noon till 2:30 p.m. to work with assigned committees.

Board meeting resumed at 2:30. Dan and Linda gave a review of the President's Legislative Conference that they attended in May. Karen reported on the Secretary /Treasurer Seminar that she attended last April. Tom gave his report regarding the steward program, labor/management meetings, leadership meetings and the new national mandate for steward training.

Interview times for the state steward applicants will be made at the board meeting preceding the close of the state convention.

The Financial review committee met with the board and gave their year end report. The final report will also be presented to the state delegates and copies will be available. The Sec/Treas Committee is still working and will contact the board when they are ready to give the board their report.

At 4 p.m. Sue motioned to adjourn. Motion passed.

Submitted by

Karen Schauer, Secretary/Treasurer

Post Convention Meeting – June 10 & 11 2007 LCO Casino Lodge, Hayward WI

All Board members present: President Dan Strobel, VP Linda Vanden Plas, Sec/Treas Karen Schauer, Committeemen Lisa Wojnarowski, Lois Graper and newly elected Committeeman Chuck Groth and Louan Friend. Dan welcomed all and called meeting to order at 7 p.m.

The Board went into executive session to interview candidates and select the State Steward. Tom Bittner is hired as the State Steward for the 2007-2008 year.

Board ethics were discussed. Committeeman assignments were made. Lisa is the new Chair person for the Committeeman. Louan will be the new GMAC representative. Lois will continue as the Provident Guild rep. Chuck is charge of the flags, flag stands and union banner. Louan will be responsible for the National delegate badges, chair backs and the WI sign.

Dan will order officer badges for the new board members. He will also have the Member of the Year plaque engraved with Doug Hare's name and Dan will also do a sight check for the 2008 state convention which will be June 20-22, 2008

At 9:35 Linda made a motion to adjourn until 7 a.m. on Monday. Motion passed.

7 a.m. meeting called to order by President Dan with all board members and state steward present.

The WI Breakfast was discussed. Lisa will contact Sue for a copy of the contract. Dan will invite the National officers and Linda will contact other candidates that are running for National office. The state will pay for the National officers attending but the other candidates will have to pay the cost of \$25. WI delegates and members pay \$15. Karen will keep Lisa updated on the number of people that sign up.

Equipment assignments were made. Louan was given a lap top, Dan an answering machine and Chuck took the printer. Karen will contact Sue to pick up her computer, printer and books.

Our Fall Conference has been set up at the Best Western in Wausau for Oct 27th and 28th. Board meeting will be Saturday at 10 a.m. Tom will be in charge of the Saturday afternoon steward training (non stewards are also encouraged to attend). There will be a Saturday night hospitality get-together. Dan will contact speakers for the Sunday session.

Lisa gave a quick update on plans and costs for Mid States 2008.

County assignments were discussed with suggestions from everyone. Dan and Tom will work out the final assignments for everyone. Karen will send the final report to the county secretaries.

Linda will be completing her term as Co-Chair for the Lakeland Dist DJSC in September. Dan will step up to the Co-Chair position and Lisa will be the newly assigned member. Linda will stay on until Lisa is trained. Karen requested that a list of academy trainers and facilitators from both the Lakeland and Northland Districts be sent to her each time there is a change. The Sec/Treas is required to provide the National office with the most current information.

Lisa made a motion that the state convention committee person that arrived late, (due partly to the weather) but also worked late on their assigned committee be paid the 2 days per diem. Motion passed.

The PIGS are back. Dennis, our PAC chair, brought the pigs back and has asked us to perhaps use them in collecting for PAC at our county meetings. The board members express many suggestions on how to have a contest and reward/penalty for collecting either the most or least amount for PAC. A decision will be made at a future board meeting.

The Sec/Treas Committee. Dan will serve as the new board contact person for the committee. Lisa made a motion that the committee meet at the Fall and again at the Spring Conference (on Saturday morning) and be compensated \$75 per diem for each meeting. Motion passed. Linda made a motion that we authorize Lois 2 continuous days of LWOP before our next July board meeting to meet with Karen. Lois will then report back to the board regarding the job duties and responsibilities of the position at this time of year. Motion passed.

The Editor Committee. Several names were suggested and Dan will contact one individual to work on guidelines for a resolution or by-law proposal to be brought to the next state convention.

Financial Review Committee. Tammy has completed her three year term and names of prospective replacements were given to Dan.

Recruitment. Lisa made a motion to offer a \$50 rebate, after one year of membership, to all new RCAs that join. Motion passed.

State Convention Minutes. The board was reminded again to send Tammy your year end reports as soon as possible. Karen will contact Tammy to have the final report to the board by National Convention time.

A letter was given to the board suggesting that the Timekeeper position at the state convention be filled by a board member. The board will take this suggestion under consideration for next year.

Steward issues were discussed. Names of possible additional Assistant Stewards were made. Chief Stewards for various offices were also suggested.

Expense vouchers. Karen explained to all how the salary and expense vouchers need to be filled out.

At 12:45 p.m. Linda motioned to adjourn. Motion passed.

Respectfully submitted by Karen Schauer

WIRLCA 2007 National Delegate Ballot Results

1	Tom Bittner	668	32	Cherie DuLac	224
2	Lisa "Wojo" Wojnarowski	659	33	Tammy L. Lucht	218
3	Karen E. Schauer	652	34	Douglas Hare	218
4	Chris Bouche	626	35	Vicki L. Kohls	213
5	Dennis R. Nelson	598	36	Deborah Siefert	209
6	Daniel L. Strobel	557	37	Louan Friend	208
7	Martha (Marty) Schmidt	541	38	Vicki M. Galgowski	205
8	Bill Jarzombeck	521	39	Charles F. Groth	190
9	Linda Vanden Plas	514	40	Lynn Pettit	189
10	William S. Foley	489	41	Jeanne Salzwedel	186
11	Larry Sonnenburg	437	42	Charles R. Lilley	184
12	James R. Landry	424	43	Ronald A. Berg	181
13	Roger D. Schewe	382	44	Jacob Susa	177
14	Alan Bengston	382	45	Jill Jentz	173
15	Chris Weber	378	46	Lucille A. Dobbe	171
16	Vilas Smith Jr.	373	47	Susan M. Tiffany	166
17	Sue Heiderscheidt	372	48	Etta Hagen	163
18	John Tuescher Jr.	343	49	Catherine Morris	162
19	Lois Graper	333	50	Stanley Boutwell	160
20	Robert (Bob) Pederson	331	51	Joyce J. Voelker	159
21	Mary O'Herron	314	52	Brenda Hartstern	156
22	Mark W. Becker	308	53	Robert Berra	141
23	Barbara Bergsma	280	54	Cyril M. Serwe	128
24	Bob Lueck	277	55	Marcyann V. Early	128
25	Susan E. Becker	258	56	Debra Dowen	127
26	Roger Dobbe	254	57	Sharon Danke	125
27	Tom Balza	252	58	Norris Samb	125
28	John Phillips	247	59	Jason L. Johnson	117
29	Diane Chambers	243	60	Jayne Duenkel	117
30	Don Koch	237	61	Trisha Baty	97
31	Marilyn LaPorte	225			

Ballots Mailed 3824
 Ballots Returned 1076
 Ballots Voided 24

Election Committee

Dennis Rasmussen
 Tony Plicka
 Neil Mott
 Joan Block

Chaplains Corner
 Be determined to live,
 To be remembered.
 Be missed for the right things.
 And leave a legacy
 That is helpful not harmful.

Let us all try to do this,
 Wouldn't it be a wonderful
 World if we did. :o)
 God would be so proud of us.
 And a celebration in Glory
 Would be ours.

God Bless you all. Your friend and Chaplain Chris Weber

So you wanna' file a grievance.

One of the benefits our Union contract provides all Rural Carriers is the ability to file a grievance. A grievance is defined (EL-902, Art. 15.2), as "a dispute, difference, disagreement or complaint ... related to wages, hours, and conditions of employment". Further, "a grievance shall include, but is not limited to, the complaint of an Employee or of the Union which involves the interpretation, application of, or compliance with the provisions of this **Agreement**."

The last word of this section is very important in that the "agreement" is our contract and all the other "legalize" in it. In other words, all the manuals, handbooks and publications that the United States Postal Service and the Union have agreed to (Art. 19 sec.1). I personally do not know all there is to know and need to research some issues on occasion, therefore I strongly encourage all carriers to obtain and read a copy of our current agreement, either from our National Office or there should be one available for you to look at, from your Postmaster. The other extremely important manual is the PO-603-Rural Carrier Duties and Responsibilities, which there should be a copy at everyone's case.

Knowledge is Power

One thing I have found as a steward is that some carriers are not aware of contractual violations that affect their pay and working conditions. Now, I'm all for playing nice with local management, but if my pay or working conditions are being violated, then shame on me for not knowing better. It is assumed that all employees know all there is to know about the rules and regulations. Having these tools available and used correctly can, not only educate carriers as to their rights, but also help recognize the difference between a gripe and a grievance.

Since we are employed by the USPS, management has certain rights also. For example, they have the right to increase productivity and profits by implementing automation and technology. A gripe would be, "...the new scanners are hard to work with and I think they're dumb!" A grievance is, "...my postmaster didn't credit me with the proper time factor for scanner setup during mail count".

Time is of the essence!

One thing that can kill a grievance at a higher level is not following the time line established in Art. 15.3 "Procedure- Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within **14 days** of the date the employee or the Union has learned **OR** may **reasonably** have learned of its cause. The employee may be accompanied by the steward or a Union representative, if the employee so desires." This is the first phase of a Step 1 grievance. The 14 day time limit can not be extended. The employee is free to settle the issue during the discussion with the supervisor/postmaster, provided the settlement is not a "sweetheart deal" that is in violation of the contract, current Postal manuals, or something that unfairly benefits the employee or that would infringe on guaranteed rights of other craft employees. A carrier should be able to obtain PS Form 8191 (Joint Step 1 grievance form-see example) from his or her postmaster.



USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last, first, middle initial)		1b. Grievant's SSN
1c. Grievant's Title, Designation Code, and Route No.		1d. Telephone No. (include area code)
1e. Grievant's Mailing Address		
2a. Post Office	2b. Branch/Station	2c. Telephone No. (include area code)
3a. Date of Incident	3b. Date of Step 1 Discussion with (Filing date)	3c. Was Grievance Timely? (Explain)
4. Issue (Complaint)		

The carrier may fill out boxes 1-3a and bring the 8191 to the discussion with the supervisor. Although filling out this form is not necessary if the issue is resolved as a result of the initial discussion, it is recommended to commit any agreed upon resolution in writing. After all, you wouldn't buy something without a receipt, right?

If there is no resolve from this discussion, then the process moves into phase two of the Step 1 grievance-Union involvement. The carrier may then have the supervisor fill out boxes 3b, c making sure the supervisor initials 3b. It has been my finding that supervisors usually do not want to sign anything, thinking they are agreeing to something. Reassure them that it is only to annotate the date of discussion. In box 4 the "issue or complaint" should be listed in question form, such as, "Did management violate my contractual rights by denying the proper credit for scanner set-up during mail count?" After the unfavorable discussion the carrier should contact his /her local steward or if none is present, then their area steward. If there is no local or area steward, then contact the assistant state steward assigned to their 3 digit zip area. It is highly recommended to know who these people are. At this point the grievance becomes the property of the Union, and therefore has full authority to resolve, settle, or withdraw the grievance. The local, area, or assistant state steward would then determine if the case has sufficient merit and start developing the case in order to meet with management and jointly complete the grievance form.

Key points of importance to carriers;

1. Know your contract.
2. Know your PO-603.
3. Know your local, area or assistant state steward.

I would also like to recommend that if you do not have a local steward, then maybe YOU should become one. It is beneficial, even in one route offices, to have a front line person capable of resource and representation.

Respectfully submitted,
Chuck



PHONE PROTOCOL

Area Steward Post Office Assignments

Steven Sowle Home PO Tomah

Hm 608-372-5221 wk 608-372-5611

Arcadia, Bangor, Black River Falls, Camp Douglas, Cashton
Desoto, Fountain City, Galesville, Hillsboro
Holmen, Lafage, Melrose, Necedah, Onalaska, Sparta,
Trempealeau, Viroqua, West Salem, Westby.

John Phillips Home PO Madison

Hm 608-437-6718 wk 608 848-6879 cell 608-212-4556

Email auggie2@mhtc.net

Arena, Barneveld, Black Earth, Blanchardville, Blue Mounds,
Cross Plains, Dane, Darlington, Dodgeville, Hollandale,
Madison (Middleton Brch), Madison (Westside station),
Mazomanie, Mineral Point, Mt.Horeb, Prairie Du Sac,
Ridgeway, Sauk city, Waunakee.

Al Muench Home PO West Bend

Hm 920-994-4436 wk 262-334-3677

Kewaskum, Wauzeka, Jackson, Waupun, Beaver Dam, Juneau,
Freedonia, Random Lake, Campbellsport, Sheboygan Falls,
Sheboygan, Saukville, Allenton, Hubertus, Slinger, Lomira.

Paul Loumos Home PO Racine

Hm 262-633-3883 wk 262-930-4568

Burlington, Caledonia, Franksville, Kansasville, Racine (Main),
Racine (4-Mile), Racine (west), Sturtevant, Union Grove,
Waterford, Salem, Silver Lake, Trevor, Twin Lakes, Kenosha,
Genoa City, Sharon, Fontana, Williams Bay.

Fred Resch Home PO Antigo

Hm 715-449-3026 wk 715-627-4812

Neopit, Gresham, Birnamwood, Gleason, Wittenburg, Eland,
Bowler, Pelican Lake, Summit Lake Aaiwa, Hatley, Ringo,
Elco, Merrill

Sue Heiderscheidt Home PO Centuria

Hm 715-646-2186 wk 715-646-2121 cell 715-553-5505

Webster, Federic, Prescott, Cumberland, Balsam Lake, Barron,
Dresser, St Croix Falls, Eau Claire, Bloomer, New Auburn,
Chetek, Osceola, Grantsburg.

Barbara Bergsma Home PO Avoca

Hm 608-583-5003 wk 608-532-6880 cell 608-604-4715

Benton, Blue River, Boscobel, Darlington, Fennimore, Hazel
Green, Lancaster, Linden, Lone Rock, Mineral Point, Montfort,
Muscoda, Plain, Potosi, Prairie Du Chein, Spring Green, Stitzer,
Mount Hope.

Michael Wieczorek Home PO Peshtigo

Hm 906-864-4465 wk 715-735-7342

Pestigo, Coleman, Crivitz, Oconto, Oconto Falls,

Louan Friend Home PO Pardeeville

Hm 608-587-2053 wk 608-429-2782 cell 608-697-8113

Email jklmf@hotmail.com

De Forest, Reedsburg, Portage, Columbus, Endeavor,
Poynette, Montello, Sauk City, Packwaukee, Westfield,
Randolph

Lois Graper Home PO Marion

Hm 715-754-4904 wk 715-754-5831

Amherst, Amherst Junction, Clintonville, Iola,
Manawa, Neillsville, Ogdensburg, Rosholt
Scandinavia, Schofield, Shawano, Tigerton

Marilyn Laporte Home PO Spooner

Hm 715-635-2560 wk 715-635-6919

Birchwood, Cameron, Minog, Rice Lake, Sarona,
Shell Lake, Springbrook, Trego

State and Assistant State Steward Assignments by Area

Tom Bittner -- State Steward

Phone 920-273-0760

Email: tombittner@wirlca.org

All Zip Codes

Roger Schewe

Phone 608-835-3789

Email: rschewe@charter.net

First 3 digit zip code areas

537,535,538,546

Charles Groth

Phone 715-634-3938

Email: cgroth@centurytel.net

First 3 digit zip code areas 547,548,540

Lisa Wojnarowski

Phone 414-810-4860

lwojnarowski@wi.rr.com

532,534,530,531,539

Legislative Seminar

On May 20-23, 2007 President Dan Strobel and I attended the Legislative seminar in Washington D.C. The intent for this visit was to lobby as the NRLCA organization to their respective Senators and House of Representatives on the important Postal issues that the NRLCA is facing. Those issues that were discussed were, Contract Delivery Service (CDS), Medicare Subsidy Part D, Vote by Mail, Government Pension Offset /Windfall Elimination Provision and Do Not Mail List. I will inform you about one of these issues. In later editions of the WIRLCA newsletter I will be completing this discussion.



Day one of the Legislative Seminar was classroom training on the issues from 7:00 to 5:15. All of the issues were discussed thoroughly so we could speak knowledgeably to our Representatives. Day two was once again classroom training on the issues from 7:30 to 11:00. Then time was given for appointments on Capital Hill. Day 3 was from 8:00 to 9:30 and then another visit with our representatives. President Strobel and I had a total of 10 appointments in which we lobbied our representatives on the Postal Issues we had spent the last two days learning about. It was quite the experience seeing the House of Representatives and the Senate Building. With Dan and me at his trusty side I do believe we educated our representatives about our concerns with these issues.

The number one issue that we talked about is Contract Delivery Service (CDS). It is the Postal Service position that mail can be delivered cheaper by CDS Routes. In this respect the Postal Service is correct. The annual average cost of delivery per delivery point is: City \$201, Rural \$152, CDS \$100. That savings breaks down to roughly 15 cents per delivery point annually.

The NRLCA position is that the outsourcing of mail delivery raises some serious public policy issues. Security is one of the most important concerns facing us today. "Allowing private contractors to handle the mail opens the door to terrorism, identity theft and fraud". When a contractor is awarded a route some will sub contract out the route. While the main contractor might have a security check it is not known if the sub- contractor has had a background check. All Federal employees including Letter Carriers have

background checks, fingerprints, and criminal history checks. Security and Sanctity of the mail is what the Postal Service is known for and proudly so. The USPS ranks as the most trusted agency in the Federal Government. The outsourcing of delivery puts at risk the sanctity of the mail. Sensitive materials are mailed everyday including passports, Social Security checks, credit cards, medicine and voter ballots. The Postal Service needs to know who is delivering the mail not just who the main contractor is.

Service is another issue with the outsourcing of mail. All new rural carriers are required to attend a three-day training academy. Which instructs the employee on all aspects of their job. Contract Carriers do not have training academies if they receive any training at all. I feel that the training is inferior to the training developed by the Postal Service and the NRLCA.

One of the intangibles that will raise public concern is the erosion of the middle class. The cost of delivery is lower on CDS routes because carriers receive no health benefits, no pension and fewer wages. This undercuts the middle class wage and turns a good paying job with benefits to another low-income job with no benefits. America needs the middle class not more low paying jobs. Another issue is that Contract Delivery Service circumvents Veteran's Preference Rights. Even if CDS would allow Veteran's Preference would the veteran want a low paying, no benefit job? I believe that the Federal Government, which oversees the Postal Service, has an obligation to veterans and is not filling that responsibility. The Postal Service has the Food Drive, Carrier Alert, and Post Office on Wheels. Would the Contract Delivery Service continue on with these service programs? I think that if John Q Public knew about the subcontracting of mail delivery, they would have a concern. The Public would want to know who is delivering their mail. There would also be a loss of confidence from the mailers and customers. If the Postal Service ever losses that trust that has been built over hundreds of years, customers and mailers could decide not to use the Postal Service. Instead e-mail, internet, radio or television ads, or private industry could be used. Without the income from the mail volume, the Postal Service would slowly collapse onto itself. I believe that the Postal Service has a moral obligation to the public. I do not think that security, sanctity and service should be bought for about 15 cents a delivery point. I think that if John Q Public knew about the push toward more and more CDS routs, they would be willing to pay the extra 15 cents for that service.

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(continued from page 8)

In a business environment I think the Postal Service is “pennywise and pound-foolish” So, what can we do? Senator Tom Harkin (D-IA) introduced legislation to prevent the Postal Service from contracting out mail delivery. This bill, S1457 was introduced May 23, 2007 and would prevent the Postal Service from “entering into any contract with any motor carrier or other person for delivery of mail on any route with one or more families per mile”. Contracts that are currently in effect would remain until the contract is up with a chance to be renewed. S 1457 could have prevented what the Postal Service did in Bronx, New York. An old warehouse that was city blocks long was torn down and replaced with condos. The Postal Service contracted out the mail delivery and the city carriers lost a huge amount of boxes. CDS Routes affect the Rural Carriers growth potential also. For example if a farmer sold his farm and it was then sub divided into lots, this new territory could become a CDS Route. This transfer takes money out of your pocket! While CDS routes are very small with only 2% of the total delivery points. The growth of CDS routes is up 83% since 2003. The Postal Service is pushing for the CDS Routes.

Please take the time to contact either Senator Herb Kohl or Russ Feingold to ask them to support Senator Harkin’s bill S 1457. As of this printing neither senator has signed on.

In the House of Representatives, Representative Albio introduced HR 282. This resolution expresses that the House of Representatives wants the Postal Service to “discontinue the practice of contracting out mail delivery service”. This resolution is advisory only and does not carry the same weight as law. So far however, 188 Representatives have co-sponsored this resolution. Ron Kind, Steven Kagen and Tammy Baldwin have already signed on. If your representative has not co-signed, please contact them and urge them to sign on to HR 282.

Linda Vanden Plas

**Next Issue News Articles
Due August 25, 2007**

Welcome Louan



This is my first attempt to address the members of this Association, please excuse the lack of eloquence. I started my career with the Postal Service in February of 1989. My being active in this Association, I blame on my co-workers. When I went to my first Columbia County meeting, I found basically my entire office and ten to twelve other members present to listen to what the State Officers had to say and get their questions answered. Needless to say, I was hooked. Before long I was elected Local Steward, applied and was selected Academy Trainer and a few years later appointed Area Steward. Now, thanks to all of you who supported me at Hayward at the State Convention, I am excited about my new position as Committeeman. I look forward to working for this Association.

Life outside of the post office is also busy for me. Matt, my husband of 20 years, is a Correctional Officer at the Columbia Correctional Institution. Katie graduated last year and is going to college in Austin, Texas. Jake graduated this year and plans to follow his Dad into corrections. I graduated from college in 1986 with a B.S. degree in Animal Science. Then I went to work in construction for 10 years, but in 1989 was hired as an RCA at the Pardeeville Post Office. In between dry walling, carrying mail, watching high school sports, coaching and playing softball, we all got involved in archery. I still shoot archery league once a week and compete in at least one tournament each weekend.

With the support of my family and friends, I look forward to the new challenges that face me and this Association in the future.

Respectfully,
Louan Friend

VESTS!

We have lots of vests out there that were made at the time we were hosting the 2000 National Convention in Madison. If you have one that is not being used please pass it on to a state officer so that it gets passed back to me. There are other carriers who would like to have one. When there are extras available I bring them to state-wide meetings. Thank you to those who have already passed them back to me. They have found good homes! Mary O'Herron, Keeper of the Vests!

Vacancy Announcement
AD-HOC Driver Safety Instructor
Lakeland District

Issue Date: 06/29/2007
Closing Date: 07/20/2007

LOCATION:

Ad-hoc Driver Safety Instructors will work out of their assigned duty station. Local travel and travel to the nearest servicing PEDC will be required as needed.

TITLE: Ad-hoc Driver Safety Instructor

GRADE: PS-06

OCCUPATION CODE: 5703-0006

HOURS: On an as-needed basis

PERSONS ELIGIBLE TO APPLY: All qualified craft employees with at least one year of current continuous career service are eligible to apply for this position. **Note:** This position is voluntary and is open to all crafts. Any changes to schedule to perform these duties will be considered voluntary and not subject to out of schedule premium. A valid state driver's license is necessary to serve in this position. All current ad-hoc DIES must reapply for this new position.

FUNCTIONAL PURPOSE: Conducts initial road tests, vehicle familiarization, vehicle operator training, driver instructor training and certification, driver improvement and refresher training, as well as coaches and observes driving practices. Assists in classroom training related to the safe operation of motor vehicles and powered industrial equipment.

REQUIREMENTS:

1. Ability to work without immediate supervision.
 2. Ability to maintain records and prepare reports.
 3. Ability to instruct.
 4. Ability to provide, on an individual and group basis to both newly assigned and current drivers, effective instructions on the safe and proper operation of the various types of motor vehicle equipment used in that local post office.
 5. Ability to teach effectively classroom instruction courses given to newly assigned operators of motor vehicles.
 6. Ability to give driving tests to newly assigned drivers to determine whether driving privileges should be granted to operate government owned and leased motor vehicles.
 7. Ability to drive safely. Applicants must know and observe safe driving laws and regulations. Applicants must have three years of USPS driving experience. Applicants must have a current CDL or must have current driving privileges on every vehicle used in their posted duty assignment.
 8. Ability to maintain effective working relations with other employees under varying circumstances.
 9. Ability to evaluate driving training needs and plan and schedule driver training activities to meet those needs.
- Ability to understand and comply with written instructions and to give understandable information in written and verbal form.

Note: Applicants will be required to pass Exam 804, Initial Road Test.

MAIL TO:

David A. Pendley, Manager Safety
ATTN: Ad-Hoc DSI
PO Box 5021
Milwaukee, WI, 53201-5021

Questions regarding this position can be directed to Jan Bilicki at 414-412-6120.

HOW TO APPLY: Employees must complete and submit Form 991, *Application for Promotion* (Pages 1 and 2), plus a separate statement of qualifications for each knowledge, skill, or ability (KSA) (Page 3) to the application address for receipt on or before the closing date. Employees are encouraged to include the ZIP + 4 in their mailing list. THE UNITED STATES POSTAL SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER. THE UNITED STATES POSTAL SERVICE PROVIDES REASONABLE ACCOMMODATION TO QUALIFIED INDIVIDUALS WITH DISABILITIES. IF YOU NEED A REASONABLE ACCOMMODATION FOR ANY PART OF THE APPLICATION, BIDDING, INTERVIEW, AND/OR SELECTION PROCESS, PLEASE CONTACT THE OFFICE IDENTIFIED ON THE VACANCY ANNOUNCEMENT. THE DECISION ON GRANTING REASONABLE ACCOMMODATION WILL BE ON A CASE-BY-CASE BASIS.



Show me the Money

It's been a long time coming but we appear to have a final decision on the 2002 mail count arbitration. Rural carriers across the country will be receiving back pay totaling millions of dollars. While the National board and our Lawyers will no doubt get credit for this victory the true credit be-

longs to the thousands of rural carriers throughout the country who took the time to document the abuses of management. Without the documentation to prove management's abuses our Lawyers and the National Board wouldn't have stood a chance.

With an award in the millions of dollars this case is getting a lot of attention. In reality, individual carriers are allowing management to get away with not paying them what they are entitled to every day because they aren't willing to take the time to challenge what management is giving them. In my opinion, every year rural carriers let millions of dollars slip through their fingers because they are unwilling to require management to pay them what they are have coming.

One area that carriers can hold management more accountable, is in making sure that when they get additional deliveries that they are entered correctly on their 4003's. The 4003 for your route is what determines what you will be paid. If your 4003 is not correct you may not be getting paid correctly. In addition to your pay, your 4003 helps determine what the rural budget for your office, the District and the Area will be. With the recent attention being paid to rural percent to standard it is important to both management and craft that all 4003's are accurate. If a route is due a one hour increase that has not been processed the carrier could be underpaid by up to \$70/pay period, in addition the rural budget in that office will show one hour less than it should causing the office's percent to standard to be higher than it should be. Elsewhere in this newsletter I have included a copy of the Lakeland Districts policy on 4003's. If you're office is in the Lakeland District I'd suggest that you give a copy of this to your supervisor, if they have any questions they can contact the CSA assigned to your office. The

Changes to the edit book do not have an effect on a carriers pay, a correct 4003 must be submitted to insure that you are paid correctly.

Northland District has a similar policy that is available on our website (www.wirlca.org). Since it is very similar to the Lakeland District's due to space constraints, I included the first one received. Both Districts require the postmaster or supervisor submit a corrected 4003 to the district for each pay period in which there are any changes to a route. Whenever a new 4003 has been submitted for your route you should be given a copy for your records. I'd suggest that you review them for accuracy and file them away in case an error is made when they are entered at the district. I have gotten several calls from carriers whose postmaster believed that if the edit book was accurate that their pay would be correct. This is not true. Changes to the edit book do not have an effect on a carriers pay, a correct 4003 must be submitted to insure that you are paid correctly.

Deviating for Express Mail

Another area that I have been getting phone calls on is regarding deviations for Express Mail. You may recall that in March of 2005 the NRLCA reached an agreement with management on second trips and the proper compensation for them. Shortly after this agreement was reached the postal service changed section of the PO-603 which refers to delivering Express Mail. With this revision the postal service required rural carriers to deviate for express mail. They have taken the position that carriers are to be compensated the same for express mail deviations as they would be for a second trip. For both situations carriers should be paid two minutes for each additional mile that they are required to travel. They would also be entitled to any additional loading time, if any, that is required for second trips. If a carrier drives their own vehicle and the total mileage for the day is over 40 miles they should also be paid EMA for any miles in excess of 40. For example, on a route that is 36 miles long, if the carrier is required to deviate 10 miles to effect delivery of an Express Mail the carrier would be entitled to 20 minutes additional pay plus 6 miles additional EMA. (36 miles plus 10 Miles deviated less 40 miles equals 6 miles). Keep in mind that even if a carrier does not exceed 40 miles in a day they are still entitled to be compensated for the two minutes/mile for the deviation. I have asked Lisa to post the original pre-arb

decision on second trips as well as a letter from Headquarters clarifying the proper payment of rural carriers for second trips on our website. One thing to note is that the additional time should be recorded in the “Second Trip” field of the 1314 or 1314-A rather than in the 8127 field. The difference is that second trips are paid at the carriers attained step while 8127 pay is paid at the national average salary. Any carrier that is being compensated on an hourly basis would not be entitled to the additional compensation. i.e. a relief carrier who has exceeded 40 hours in a week or in some cases regular carriers during the Christmas overtime period. I would like to note here that the NRLCA has filed a grievance on the two minutes/mile compensation for deviating for Express Mail. Currently this grievance has been appealed to National Arbitration.

2002 Mail Count Arbitration

It looks like this case may finally be over. It’s been over a year since Arbitrator Eischen issued the award on the 2002 mail count grievance. The arbitrator found that the postal service had unfairly manipulated mark-ups, loading time and Column “R” time during the 2002 mail count. The award required the postal service to take the values for these three categories from the last time each route was counted prior to the 2002 mail count and use them rather than the numbers recorded during the 2002 mail count to re-evaluate every route in the country. The resulting evaluation was referred to as a “hybrid” evaluation. Once the award was issued the postal service and the NRLCA disagreed on how the remedy provided for in the arbitration would be implemented. Two of the area of disagreement were in cases where the values for columns “J”, “Q”, and “R” were actually less in 2002 than in the previous mail count and those routes that the postal service did not have data from prior to the 2002 mail count.

The postal service took the position that if the “hybrid” evaluation was lower than the 2002 mail count result that affected carriers would be issued a letter of demand for what they considered to be an overpayment. The NRLCA’s position was that if the “hybrid” evaluation was indeed lower the arbitrator

did not intend for any carrier to be required to “re-pay” any money. Arbitrator Eischen agreed with the NRLCA and as such there will be no letters of demand issued in this scenario.

The second area of disagreement involved routes where the postal service did not have any data for mail counts prior to the 2002 count. These routes fell into two categories, those routes that had not counted for several years prior to 2002 and those routes that had been created since the last mail count in 2000. The postal service took the position that since they had no data for these routes prior to the 2002 mail count that there was no remedy available for these carriers. The union’s position was that these carriers were entitled to some relief as well and asked the arbitrator to fashion a remedy. Arbitrator Eischen again agreed with the union and ordered that any routes that did not have data prior to the 2002 mail count would have 13.18 minutes added to their evaluations.

On the majority of routes there was no disagreement on how the remedy would be applied. For routes that data existed prior to the 2002 mail count the actual times from the last time the route was counted will be used when figuring the “hybrid” evaluation. The postal service estimates that approximately 21% of rural routes will receive some additional compensation as a result of these awards. The routes affected will receive compensation beginning with the effective date of the 2002 mail count and will end with the effective date of a properly conducted mail count for each particular route after the 2002 mail count. If you are eligible for compensation and you didn’t count in 2003 or later you would be entitled to compensation up until the time that you did count. During each subsequent mail count following 2002 the NRLCA has filed a National grievance on continuing violations similar to those proven during the 2002 mail count. These grievances are awaiting arbitration.

Although the 2002 mail count grievance will be getting a lot of attention over the next few months, it’s interesting to note that less than 1 out of 4 routes will actually benefit from it. By taking the time to educate ourselves all of us can benefit from what our union has won for us over the years.

Tom Bittner
WIRLCA State Steward

STEWARDS HOURS		
Mon, Tues, Thurs, Fri	7-11 AM	12-5 PM
Weds.		12-7 PM

The following is the Lakeland Districts Policy on submission of 4003's

Form 4003, Official Rural Route Description

(M-38 217.1. 443.4, Exhibit 443.4f(2)(p. 2), 6, 720, 824.34; PO-603 414, 541.3)

The PS Form 4003 contains all the route's **current, active** (which includes vacant addresses under 90 days) delivery data including an official line of travel, current number of deliveries, miles traveled, authorized discounts, etc... This form is utilized to update any changes that occur on a rural route between mail counts. The postmaster or supervisor must complete Form 4003 for submission to the district at the end of each pay period (PP) if there are ANY changes to the route. The effective date for each 4003 should be the first day of the PP which will always be a Saturday. Three copies should be prepared and approved by the Postmaster; one copy should be sent to the District, one copy to the route folder and one copy to the carrier

For all practical purposes, Form 4003 controls your rural carriers' pay checks. The rural carriers pay can ONLY be adjusted when Form 4003 is submitted and processed. The Edit Book does NOT update any box counts on Forms 4003 nor Forms 4241-A. Edit Book updates should match Form 4003 submissions.

Timely submissions are important not only for pay purposes but for relief day purposes as well. Untimely submissions not only delay compensation due the carrier but could also generate corresponding letter of demands should an additional relief day be granted at a lower salary schedule.

Form 4003 has fifteen (15) different options regarding the reason for a change in route data. The following is brief explanation of the type adjustments generated by Form 4003. Be sure the appropriate selection is checked when submitting the form to the district.

ADJUSTMENT – This box is checked for an “interim adjustment” increasing or decreasing the number of boxes and miles of the route. Friday/Saturday rotating day off changes are also contained under this box with the reason stated on the Form 4003.

CONVERT TO REGULAR – This box is rarely used and should only be when directed by Operations Programs Support. Auxiliary rural routes reaching the evaluation of thirty-nine (39) hours or more will be counted during the next National or Special Mail Count and converted to regular at that time given proper approval and pending no further adjustments.

EXTENSION – Use when adding additional mileage through an extension of curbline and/or centralized *that were not previously serviced*. Form 4003 showing a mileage increase must be accompanied by a Form 4027, Petition for Change in Rural Delivery, unless covered under another category. The Postmaster should be approving the petition. One copy should be maintained in the route folder and one copy should be sent with the Form 4003. Rural route mileage cannot be changed due to a route inspection.

OPTION ELECTION – A rural carrier, who qualifies, may elect High Option only at the time of a National or Special Mail Count, interim adjustment (one hour change), or at the beginning of the Guarantee Period. Low Option can be selected by the carrier at anytime and will be effective at the beginning of the next pay period.

COLL/COMP – This box signals a change in the number of collection compartments on the route. This entry will not add any additional bank time towards the one hour change, but will add time directly to the routes current standard hours.

DISCONTINUED – Use this box only when an entire rural route is discontinued. This would be selected on the route that is absorbed by consolidation to other routes and/or P.O. Boxes.

LOCKED POUCH – This box is checked when adding or deleting a locked pouch to any route.

PARCEL LOCKER – This box signals a change in the number of parcel lockers on the route. This entry will not add any

additional bank time towards the one hour change, but will add time directly to the routes current standard hours.

VEHICLE DATA – Whenever a Government vehicle is assigned to the route or removed from the route this box must be selected. The section should either contain a check mark in EMA or Govt Veh; OEMA is no longer valid as part of the 2000 National Agreement.

The following six (6) options all have an asterisk (*) after them due to the requirement of a base hour change. An Interim Evaluation Worksheet is required for these six options.

REMEASURED* – Rural routes will be remeasured upon request of the rural carrier or when the Employer deems necessary. Measuring of rural routes will be conducted by using a device or odometer that has been tested for accuracy. The rural carrier assigned to the route has the right to be present during the course of the measurement in a non-duty, non-pay status.

In accordance with Chapter 6 of the M-38, Management of Delivery Services, do not make the measurement with the carrier while serving the route. Start and end the measurement at the authorized loading and unloading area of the route. The roads must be traveled by the most direct line practical without pulling in and out to service mailboxes. Rural route mileage cannot be changed due to a route inspection.

Form 4003 is submitted with an effective date of the following pay period after completion of the measurement. Mileage changes due to route remeasurements are NOT retroactive. A reasonable amount of time must be adhered to when the remeasurement is requested by the carrier.

CONSOLIDATION* – This is to be selected only when an adjustment pertains to the transfer of territory from one route to another. The changes in mileage and boxes are all considered to be part of a consolidation. **(ROUTE ADJUSTMENTS)**

NEW ROUTE* – This box is selected when an adjustment in territory establishes a new rural route. All new routes regardless of their evaluation are NON-L auxiliary routes until the next National or Special Mail Count.

DETOUR* – Temporary changes in the line of travel, i.e. a bridge is out, of more than thirty (30) calendar days in duration shall be added to the route's evaluation including any accompanying salary changes.

All salary changes will become effective at the beginning of the first pay period following the completion of the first thirty (30) days of the deviation and concludes at the beginning of the first pay period after the deviation is terminated.

SEASONAL ROUTE* – Used only when adjusting the number of deliveries and miles at the beginning or end of the seasonal period.

A route is declared seasonal when certain residents are provided delivery only for a specified period of less than one year and when the seasonal period ends delivery is no longer required for a period of more than ninety (90) days. These routes may be identified at anytime throughout the year. When a route is identified as a seasonal route using Form 4003, the associated box is noted on Form 4241-A, Rural Route Evaluation.

HARDSHIP* – This is used when the mode of delivery authorized for a delivery point would impose an extreme physical hardship on an individual customer. Any submitted written request must comply with the Postal Operations Manual section 631.42 and section 653. The request should not be approved if the delivery would be unsafe or put undo burden on the Postal Service. Postmasters may approve exceptions to the current delivery mode which are temporary and shall be void when the hardship ceases.

Upcoming Events

National Convention—Grand Rapids, MI—Aug. 7-10
Fall Conference—Wausau—Oct 27-28
Mid States/Spring Conference May 2-4
State Convention—Racine—June 20-22

Allison DuLac is going to represent
Wisconsin as the Junior Chaplain

Congratulations Allison!

COMMUNICATION

What is the single, most important part of communicating? **Listening.** Not just hearing the words, but **listening** to how the words are being delivered. **Listening** to the posture and body language of whomever it is that you are trying to communicate with. **Listen** with your eyes, ears and mind wide open and focused.



Whether discussing a grievance with management, giving my two cents (sometimes more!) at a labor-management meeting, training new rural subs, participating effectively at a board meeting, writing articles for this newsletter, organizing meeting/training locations, or answering carriers' questions via phone or e-mail. Or, on a personal note, giving verbal directions as the "co-pilot" on a road trip, teaching my boys math, or carrying on a conversation with my husband. Being able to communicate effectively is extremely important.

Training new relief carriers was very rewarding, yet at times also challenging. As a past academy trainer, it was my responsibility to make sure that my students were properly trained. I made it a point to go back to certain key chapters in the training manual that I knew were trouble spots for my students, and we kept on going back until I could see the 'light bulb' that they understood. On a common thread, helping my boys learn simple math was quite fun. We used cookies, insects, and money, to name a few, to keep them excited about learning.

Although e-mail is a fairly fast and easy way to communicate, I don't always feel that it is the best way. E-mail lacks emotion. It also lacks the personal touch that is so important in a lot of situations. Yes, you could always type in **bold** or use ALL CAPITAL LETTERS to show anger or frustration, but isn't it much nicer to pick up the phone and carry on a real live conversation. In my opinion, if I were unable to meet with someone one on one, my second choice would be to pick up the phone and hear their voice and all of the tones and emotions that go with it.

Being the 'co-pilot' on a road trip is something that my father instilled in us at a young age. Something as simple as saying 'correct' instead of 'right' made our trips much more direct!

Communication needs to be honest and forthright, as opposed to a contest to see who is the most talented at reading between the lines. I would lose that contest every time. For example, I don't give you the answer that I think you want to hear, I just give you the best, most accurate answer that I am capable of. When I am trying to communicate with someone, I make it a point to say yes when I mean yes, and no when I mean no. If you ask my opinion on something, be prepared to hear my whole opinion. ☺

Now, before even getting into the grievance end of an issue, if you have something to discuss with management, discuss it. Take a few deep breaths, compose your thoughts, and carry on a civilized conversation in their office. There is always the chance that this conversation will resolve your problem or concern. If you believe that there may be a problem on the horizon, talk to management before the mistake is made. Don't set them up for failure, remember that we are all human beings and are capable of making mistakes. I also want to stress the importance of not blowing up at management (or co-workers) on the workroom floor, this only puts management on the defense, creates tension among your co-workers, and you lose credibility all the way around. If, after this conversation, you still have an issue, you need to have your discussion within fourteen calendar days. At the time of the discussion you need to let management know that you are intending to file a grievance and you need to fill out form 8191 sections 1 thru 4, then contact your local, area, assistant or state steward immediately so that we may continue through the grievance process within the next ten calendar days. As far as discussing grievances with management, it is important to remember that disagreements are not to be taken personally. It is simply an agreement that you disagree. In some cases grievances are filed so that we may get clarification on the current language in our contract. In reading our contract, you will find that you may interpret something completely different than management or even the carrier next to you does.

I would like you to take a few minutes and think about what life would be like if we weren't able to communicate in any way.

I most certainly don't claim to be a master of communication, but I never give up trying.

Respectfully submitted,
WIRLCA Committeeman & Asst.St.Steward
Lisa 'Wojo' Wojnarowski

WI RLCA
Statement of
Financial Position
as of June 30, 2007

ASSETS

Current Assets

Checking/Savings

100000 • APCU - CHECKING	12,994.68
110000 • APCU - SAVINGS 01	202,107.73
120000 • APCU - SAVINGS 05 -WI Breakfast	4,748.00
130000 • APCU - Savings 06-Accural Leave	4,650.26
140000 • APCU - Certificate Account	108,335.07
Total Checking/Savings	<u>332,835.74</u>

Total Current Assets

332,835.74

TOTAL ASSETS

332,835.74

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

210000 • Payroll Liabilities

Total Other Current Liabilities

1,554.21

1,554.21

Total Current Liabilities

1,554.21

Total Liabilities

1,554.21

Equity

390000 • Net Assets

351,138.11

Net Income

-19,856.58

Total Equity

331,281.53

TOTAL LIABILITIES & EQUITY

332,835.74

WI RLCA

Statement of Activities
July 2006 - July 2007

Jul '06 - Jun 07

Income

400000 • GMAC Insurance	11,560.02
410000 • Interest / Dividends	11,934.19
420000 • Membership Dues	380,354.04
440000 • Reimbursements	9,389.64
450000 • Sales	1,184.00
460000 • Steward Training Dues	18,139.00
Total Income	<u>432,560.89</u>

Expense

500000 • Accounting Fees	1,824.95
510000 • Awards & Recognition	2,128.55
520000 • Education & Training	96.40
530000 • Employee Benefits	14,630.37
540000 • Equipment Purchases - Admin	1,026.73
541000 • Equipment Purchases - Steward	1,332.48
550000 • Equipment Rental	383.43
560000 • Lodging - Admin	5,249.11
561000 • Lodging - Steward	3,411.75
570000 • National Convention	50,284.05
580000 • Office Expense - Admin	2,665.31
581000 • Office Expense - Steward	943.95
590000 • Payroll Taxes	16,219.45
600000 • Per Capita Dues	70,194.59
610000 • Postage - Admin	2,880.56
611000 • Postage - Steward	1,599.95
620000 • Printing - Admin	254.86
630000 • Regional Mid-States Conference	4,154.21
660000 • Salaries - Admin	15,240.16
661000 • Salaries - Steward	73,928.91
662000 • Sub-Hire/ DROP-LWOP - Admin	60,062.98
663000 • Sub-Hire/ DROP-LWOP Steward	41,643.99
670000 • State Meetings	8,771.53
670100 • State Paper-NEWSLETTER	13,242.27
680000 • Steward Training	16,932.71
690000 • Telephone/Internet - Admin	3,968.10
691000 • Telephone/Internet - Steward	5,099.03
700000 • Travel - Admin	17,218.35
710000 • Travel - Steward	17,028.74
Total Expense	<u>452,417.47</u>

Net Income

-19,856.58

WI RLCA Budget 2007-08
Approved 6-09-07
State Convention-Hayward

	A	B	C	D
1	<u>CATEGORY</u>	<u>Budget in 06-07</u>	<u>Actual in 06-07</u>	<u>Approved for 07-08</u>
2	Income			
3	GMAC Insurance	\$12,500.00	\$11,560.02	\$11,500.00
4	Intrest/Dividends	\$9,500.00	\$11,934.19	\$10,000.00
5	Membership dues	\$384,800.00	\$380,354.04	\$378,000.00
6	Reimbursments	\$5,300.00	\$9,389.64	\$9,100.00
7	Sales	\$1,000.00	\$1,184.00	\$1,000.00
8	Steward Training Dues	\$15,000.00	\$18,139.00	\$18,500.00
9	Total Income	\$428,100.00	\$432,560.89	\$428,100.00
10				
11	Expense			
12	Accounting Fees	\$2,500.00	\$1,824.95	\$2,000.00
13	Awards & Recognition	\$2,500.00	\$2,128.55	\$2,300.00
14	Education/Training	\$100.00	\$96.40	\$100.00
15	Employee Benefits	\$14,000.00	\$14,630.37	\$14,000.00
16	Equip Purchase-Admin	\$1,000.00	\$1,026.73	\$1,000.00
17	Equip Purchase-Steward	\$1,000.00	\$1,332.48	\$1,000.00
18	Equipment rental	\$200.00	\$383.43	\$300.00
19	Lodging -Admin	\$3,500.00	\$5,249.11	\$3,500.00
20	Lodging - Steward	\$5,000.00	\$3,411.75	\$4,000.00
21	National Conv Expenses	\$50,000.00	\$50,284.05	\$30,000.00
22	Office Exp - Admin	\$2,500.00	\$2,665.31	\$2,500.00
23	Office Exp - Steward	\$1,500.00	\$943.95	\$1,500.00
24	Payroll Taxes	\$16,000.00	\$16,219.45	\$17,000.00
25	Per Capita Dues-Aux, Co, Nat'l	\$67,000.00	\$70,194.59	\$70,000.00
26	Postage - Admin	\$2,000.00	\$2,880.56	\$2,500.00
27	Postage - Steward	\$2,000.00	\$1,599.95	\$2,000.00
28	Printing-Admin	\$200.00	\$254.86	\$150.00
29	Printing - Steward	\$200.00	\$0.00	\$150.00
30	Regional Conf-Mid States	\$2,200.00	\$4,154.21	\$4,500.00
31	Repairs & Maintenance-Admin	\$200.00	\$0.00	\$200.00
32	Repairs & Maintenance-Steward	\$200.00	\$0.00	\$200.00
33	Salaries & Wages - Admin	\$18,000.00	\$15,240.16	\$18,000.00
34	Salaries & Wages- Steward	\$85,000.00	\$73,928.91	\$75,000.00
35	Sub-Hire-Admin	\$45,000.00	\$60,062.98	\$55,000.00
36	Sub-Hire-Steward	\$30,000.00	\$41,643.99	\$42,000.00
37	State Meetings	\$5,000.00	\$8,771.53	\$5,000.00
38	State Paper-Newsletter	\$12,500.00	\$13,242.27	\$14,000.00
39	Steward Training	\$18,000.00	\$16,932.71	\$18,500.00
40	Telephone-Admin	\$4,500.00	\$3,968.10	\$3,700.00
41	Telephone-Steward	\$4,500.00	\$5,099.03	\$5,000.00
42	Travel-Admin	\$10,000.00	\$17,218.35	\$15,000.00
43	Travel-Steward	\$18,000.00	\$17,028.74	\$18,000.00
44	Total Expense	\$424,300.00	\$452,417.47	\$428,100.00

New Members 4/01/2007-6-30-07

<i>Name</i>	<i>Post Office</i>	<i>Name</i>	<i>Post Office</i>
JILL A WEINHOLZER	AMERY	RAYMOND J KEICHINGER	LODI
ANTHONY J REIF	APPLETON	JAMES C WITTWER	LODI
CARL A CHRISTOPHERSON	ASHLAND	SHERRIE L MCGOWAN	LYNDON STATION
STEWART R LUOMA	ASHLAND	KIM M GREENLEE	MADISON
TERRIE G STUART	ASHLAND	MARVIN L WARREN	MADISON
MICHAEL J ROGAN	ATHENS	THERESE A BIENFANG	MAUSTON
CHERYL L FLOK	BAILEYS HARBOR	MARGARET E GREEN	MC FARLA ND
AMY M LOVELACE	BARABOO	GREGORY K SOOHOF	MENOMONIE
KRISTEN L HALVERSON	BARRON	JUNE P BORCHARDT	MINOCQUA
KENDRA K SYMBAL	BAYFIELD	STEVEN L OELLERICH	MOUNT HOREB
DAN A MILLER	BEAVER DAM	DONALD T FREIMARK	MUSKEGO
KATHRYN J SKROCH	BLAIR	LANCE E SMUDA	NECEDAH
JANICE E WEBBER	BLOOMER	BRIAN L CRIBBS	NEW RICHMOND
ANGELA J BRICKNER	BRUSSELS	CHRIS J KOWALSKI	PLOVER
RACHEL L MAHL	BURLINGTON	CORRINE M LEIBFRIED	POTOSI
JEAN T OLSON	COLFAX	HOLLY A WACHUTA	RIB LAKE
PATRICIA E TERRELL	COLFAX	DIANA L CARTHEL	RICE LAKE
JOEL A HAMMOND	COTTAGE GROVE	CINDY L KASTNER	RICE LAKE
MELISSA A ROHL-GERLACH	CUMBERLAND	HARLAN B MC COY	RICHLAND CENTER
SCOTT W SCRIBNER	CUMBERLAND	GEOFFREY TROYER	RIPON
PAUL M RUFLEDT	EAU CLAIRE	LINDA K LEMANCZYK	ROSHOLT
MICHAEL P MANOWSKIE	ELDORADO	MICHAEL A TRAPP	SAINT CROIX FALLS
JOANN A CALDERONE	ELKHORN	MARY J MICHAELSON	SHELDON
PETER H YOSS	ELKHORN	CRAIG T CORNELL	SLINGER
ANDREA L REMUS	ETTRICK	JOSEPH G STOCK	SOMERSET
AARON T FORTNEY	GAYS MILLS	WILLIAM R MINOR	SOUTH RANGE
DEBRA J LUMBY	GRAND MARSH	DEBRA K DORIOTT	SPOONER
BRENNA T SPICE	GREEN BAY	RANDOLPH R WENDT	TOMAH
JOANN K JODARSKI	GREEN LAKE	THERESA A ZEIS	WASHBURN
KAREN K BRANTMEIER	GREENLEAF	ERIN E HAMANN	WATERLOO
ROBERT S BOSWELL	GREENVILLE	ZACHERY E BARTEL	WAUPACA
JEREMY M BRENNER	HAGER CITY	JULIE A BELLILE	WAUPACA
JULIE A RAHLF	HARTFORD	KIM J KENTON	WAUPACA
TERRY A BUDKIS	HAYWARD	SARA J KLEINSCHMIDT	WAUSAU
ELIZABETH A MCNAMEE	HAYWARD	KAO L XIONG	WAUSAU
CATHERINE A BEIL	HILBERT	SHERRIE L SCHELVAN	WAUSAUKEE
EUGENE M DOELL	Hortonville	DAWN M BELFEUIL	WAUTOMA
MICHELLE M ELLIO	Hudson	STEPHANIE L MACHEEL	WEST BEND
LAURIE M OSWALD	IRON	TERRY L PICKARD	WEST BEND
JOHN N RESOP	JACKSON		
KIMBERLY S MORGAN	JANESVILLE		
NICOLE N POWERS	JANESVILLE		
DONNA M VAN ACKER	JANESVILLE		
PAUL J WARNLOF	JANESVILLE		

Attention All RURAL CARRIERS

We are in need of a creative mind to design a new state sign. Our current sign is very nice; however, with more and more restrictions on luggage when flying, we need to have a sign that is more compact and lightweight.

If you have any questions as to height, size, etc.

Please contact Lisa 'Wojo' Wojnarowski
414-810-4860

The new sign designs should be brought to the fall conference in Wausau.

We would like to be able to use the 'winning sign' at the national convention in 2008. Your WIRLCA board has a special surprise for the winner as well!



Pictured above are (L) one of our chair-backs and (R) our state sign. Both are used to designate the area that we all share as Wisconsin's delegates. We are only looking for a new state sign. The pictures are shown so that you can see the 'logos' currently in use.
Good luck to all of you!

Thank You!

From Karen Schauer,
Sec/Treasurer

In the last newsletter I mentioned that I was having some health problems. The day after our Spring Conference I found out I had breast cancer. Since then I have undergone surgery and radiation. I'm back to work now but am still experiencing a fair amount of fatigue. I want to thank all of you for the flowers, cards, notes, thoughts and prayers that you sent my way. A kind deed is like water for a flower: It makes the heart bloom. Thanks for planting a garden in my heart. May you all be blessed for the kindness you've shown me.



Congratulations!

Laurel Mook of Woodman WI and Hilmer Borchert of Sun Prairie WI have been members of the WI RLCA for **over 50 years**. The strength of this Association can be attributed to people like these two. All of us fellow rural carriers have benefited from their loyal and dedicated support and service. Thank you and may you both enjoy many more years of happy retirement!

Getting Older! UGH!!

Lois Graper—Committeeman



Every year it seems like it is getting harder to get out of the car after 4-5 hours on the route. I do not buy new cars, so I am limited as to purchasing a vehicle that would work for me on the route. I have been looking in the State and National newsletters, but have not found any I liked. This past winter I was informed of a company in Michigan that dealt with used foreign Jeep Cherokees. The jeep that I purchased was from Tokyo, used, less than 82000 kilometers (about 51000 miles) and under \$10,000. My kind of purchase. I am now able to get out of the vehicle and stand up straight at the end of the day. I don't have a problem wearing my seatbelt anymore. I do have to be careful now to speed since it has kilometers instead of MPH, but that is a minor problem. I also think that I can deliver the mail more safely now. It is different since I do sit on the right side instead of the middle. We only have one body so we need to take care of it. If you are looking for a change, contact me for the information. **Take care of yourself! Stay cool and have a safe day!!**



NEW YEAR'S RESOLUTION

Our new Political Action Committee “year” will begin in July. While this won’t be celebrated in any traditional manner (fireworks, parades, extravagant family feasts, etc.) it

can best be acknowledged by the exchange of special occasion cards. However, for this event we will be cutting Hallmark out of the action, by substituting your check (made payable to: **NRLCA PAC**) and in return I will send you a receipt, PAC pin and a hearty “Happy New PAC-Year” greeting!

The January 1st version of New Year’s resolutions often involve a great deal of commitment i.e. exercise/dieting, quitting smoking, tolerating ridiculous newsletter articles, etc. The PAC New Year’s resolution is as simple as sending your check to:

DENNIS R. NELSON
1002 55TH ST
AMERY WI 54001

That’s all there is to it...you have resolved to support the Political campaigns of Legislators who will listen to the concerns of Rural Carriers and Retirees.

I’m not going to suggest a dollar amount, for your PAC contribution, rather, I’m going to encourage you to write out a sizable check because I will be awarding one orange “Stop Contract Delivery Service” T-shirt (size XL) to the member who sends me the largest amount of money. These are the shirts that our National Officers wore while picketing outside Postal Headquarters. When *you* win the shirt – do NOT wear it to work!

Okay, the challenge has been made. WIRLCA members are a competitive bunch so - let the games begin. I will let everyone know who won this contest plus we may be able to get a photo of the winner (wearing the T-shirt) in the next edition of our newsletter.

The Sawyer and Barron-Washburn County members, who organized the State Convention in Hayward, did an incredible job! They came up with some new (and very profitable) activities to generate PAC funds. Many Counties and individuals donated items for the

PAC auction and Brenda Hartstern even...well...you had to be there!

I want everyone to know how much I appreciate the efforts of those who help to raise PAC funds. Like, the piggy banks that your State officers brought to your County meeting – you added \$859.98 to our PAC fund! Every little bit helps. Take a look at the list of generous PAC contributors on the State’s web site (wirlca.org). Resolve to see your name, on that list, during the upcoming “PAC year”.

I was very encouraged by the number of PAC contributions, which were made by those who had not previously made a donation. They had the opportunity to see that it doesn’t hurt too bad and in fact is “no big deal”. There isn’t a double secret handshake...well at least not one I can divulge and the guest speakers helped to educate everyone, as to the importance of political involvement.

As of the time that I am writing this article, neither of our State’s Senators had co-sponsored the Mail Delivery Protection Act S. 1457. This legislation would limit the Postal Services’ ability to use contract carriers to deliver the mail. Give Senators Kohl and Feingold a phone call, e-mail or good old letter encouraging them to protect career Postal jobs.

Another piece of legislation has been introduced which would allow federal retirees to pay their health insurance premiums, on a pre-tax basis. Senate bill S. 773 and the House version H.R. 1110 (the “premium conversion” bill) would amend the tax code and would amount to a retiree benefit of over \$800, per year. It is certainly worth a little effort, on our part, to try to convince our elected Representatives to support these bills.

If our auctioneer Dennis Rasmussen can get a \$75 bid for a pie (one of many donated by Donnie Stoik, Main Street Café Bloomer), when everyone was hungry, maybe you should write out the check to PAC when all your clothes are in the washing machine? Then you would have a little more motivation to try to win the “Stop CDS” T-shirt. Just a thought. Your PAC contribution is not tax deductible - but could (if large enough) score some major “braggin’ rights”.

WI RLCA COUNTY PRESIDENTS 2006-2007

3	Barron-Washburn	Marilyn La Porte, PO Box 591 Spooner WI	54801-0591	715/635-2560
4	Brown	James Landry, 3974 Oakdale Dr., Green Bay WI	54313-8602	920/ 865-3651
5	Buffalo-Trempealeau	Carol Colbenson, S2871 Waumandee Creek Rd, Fountain City WI	54629-7901	608/ 687-8543
7	Chippewa-Eau Claire	Jim Williams, W6380 Sunny Nook Rd, Mondovi WI	54755-8542	715/ 926-4664
9	Columbia	Louan Friend, N685 10 th Dr., Endeavor WI	53930-9533	608/ 587-2787
10	Crawford	Katherine Oswald, 107 N Business St., Wauzeka WI	53826-9739	608/ 875-6803
11	Dane	Roger Schewe, 647 Dunn Ave., Oregon WI	53575-1203	608/835-3789
12	Dodge	Donald Hilgendorf, N7437 Highway 28, Horicon WI	53032-9737	920/ 485-2576
13	Door-Kewaunee	Chris Bouche, E691 County Rd K, Luxemburg WI	54217-8443	920/ 845-2906
14	Lake Superior	Debra Hoagland, PO Box 44 Port Wing WI	54865-0044	715/ 774-3364
15	Dunn	Frances Smidt, E1295 Cedar Rd., Eau Claire WI	54701-9630	715/ 878-4927
17	Fond du Lac-Green Lake	Alan Bengtson 226 S High St., Markesan WI	53946-7188	920/ 398-3872
18	Grant-Iowa	Jill Jentz, 2832 Jentz Baker Dr., Platteville WI	53818-9715	608/ 348-5595
22	Jackson	Bruce Osegard, 198 Circle Dr, Hixton WI	54635-9513	715/ 963-3122
23	Jefferson	Jim Polk, N3820 Betschler Rd., Helenville WI	53137-9790	262/ 593-8587
26	LaCrosse	David Hanson, 1524 Cliffview Dr, Holmen WI	54636-9665	608/ 526-4371
27	LaFayette-Green	Brenda Armitage, PO Box 131, Albany WI	53502-0131	608/ 862-3472
28	Lincoln-Langlade	Fred Resch, N10398 Cherry Rd, Birnamwood WI	54414-8520	715/ 449-3026
29	Cal-Man-She	Steve Lubach, N8825 County Road J, Elkhart Lake WI	53020-1426	920/ 876-2306
30	Marathon-Clark	Douglas Brodziski, 316 Maple St., Athens WI	54411-0146	715/ 257-9091
31	Marinette	James Delfosse, W 1678 Cty JJ, Wausaukee WI	54177-8648	715/ 732-6996
32	Marquette-Adams	Erwin Meyer, 334 E Vrooman St., Oxford WI	53952-9039	608/588-5507
34	Monroe-Juneau	Ralph Parkinson, 825 Dogwood Ln, Tomah WI	54660-2357	608/ 372-5326
35	Oconto	Deanne Tachick, 10923 State Hwy 32, Suring WI	54174-9764	920/ 842-2057
36	Outagamie	Tom Balza, 1831 Silvercrest Dr., Appleton WI	54911-4026	920/ 731-7630
37	Ozaukee-Washington	Harold R Nieman, 2210 Granville Rd., West Bend WI	53095-9601	262/ 675-0671
38	Pierce-Pepin	John Kelly, N3648 County Road D, Bay City WI	54723-8027	715/ 273-3549
40	Polk-Burnett	Mark Riedasch, 505 Oak St W, Fredric WI	54837-4639	715/ 327-8121
42	Price-Taylor	LeRoy Steffen, N1974 County Road G, Ogema WI	54459-8317	715/ 767-5474
43	Racine-Kenosha	Paul Loumos, 2220 Shoop St., Racine WI	53404-2143	262/633-3882
45	Rock-Walworth	Barry Zeich, 408 N Pine St., Orfordville WI	53576-9593	608/ 879-2791
46	Rusk	Bruce Anderson, 27275 276 th Ave, Holcombe WI	54745-8773	715/ 595-6446
47	Sauk-Richland	Alice Cummings, E10164 Terrytown Rd. Baraboo WI	53913-9234	608/ 356-6233
48	Sawyer	Charles Groth, 12729 N Small Rd., Hayward WI	54843-6387	715/ 634-3938
49	Shawano	Jesse Hanke, W17857 Co Rd Q, Wittenberg WI	54499-8531	715/ 253-6042
51	St Croix	Dave Faber, 850 State Rd 128, Glenwood City WI	54013-3900	715/772-4772
53	Tri-County	Alan Zyhowski, 1586 Hwy 45 N, Eagle River WI	54521-9429	715/ 479-4723
54	Vernon	Dean Daniels, S1291 Kolbo Rd Westby WI	54667-9735	608/ 634-4076
58	Milwaukee-Waukesha	Cherie DuLac, 576 W19302 Sunset Dr., Muskego WI	53150-9237	262/679-0729
59	Waupaca	Stan Boutwell, N5193 Waupaca Rd., Ogdensburg WI	54962-9621	920/244-7967
60	Waushara	Barb Sellehneim, W7805 Co Rd MM, Wautoma WI	54932-7195	920/ 787-1035
61	Winnebago	Debra Downen, W2614 Fox River Shores E, Berlin WI	54923-8710	920/ 361-1764
62	Wood-Portage	Charles Lilley, 2941 State Hwy 80, Wisconsin Rapids WI	54495-9388	715/ 884-6592

WIRLCA COUNTY SECRETARIERS 2007-2008

3	Barron-Washburn	Lisa Haynes, N3382 Midway Rd, Shell Lake WI	54871-	715/520-3305
4	Brown	Brenda Hartstern, 3392 Water Division Rd, Denmark WI	54208-8838	920/ 863-3748
5	Buffalo-Trempealeau	Larry Drangstveit, W26277 Drangstvert Ln., Eleva WI	54738-8919	715/ 287-4797
7	Chippewa- Eau Claire	Linda Cigan, 13341 136 th Ave, Chippewa Falls WI	54729-6346	715/ 579-3649
9	Columbia	Chris Weber, 739 Gale Av, Wisconsin Dells WI	53965-8660	608/ 253-7192
10	Crawford	James Helgerson, 107 Railway Ave., Soldiers Grove WI	54655-7063	608/ 624-3329
11	Dane	Mark Scudder, 7228 North Ave., Middleton WI	53562-2743	608/ 831-2968
12	Dodge	Etta Hagen, N2575 Jefferson Rd, Neosho WI	53059-9618	920/ 625-3635
13	Door-Kewaunee	Stacy Beckstrom, 226 S Hudson Ave., Sturgeon Bay WI	54235-3025	920/ 743-8416
14	Lake Superior	Melvin E Raivala, 73500 Raivala Rd, Iron River WI	54847-5734	715/ 372-4674
15	Dunn	Margorie Hernandez 208 Main St Colfax WI	54730-9104	715/ 962-3980
17	Fond du Lac-Green Lake	Cyril Serwe, N1876 Hwy 67, Campbellsport WI	53010-2930	920/ 533-4864
18	Grant-Iowa	Barbara Bergsma, 28115 Munz Dr, Lone Rock WI	53556-9145	608/ 583-5003
22	Jackson	Marlene Bautch, PO Box 215, Hixton WI	54635-0215	715/ 963-2635
23	Jefferson	Paul Schaller, 430 Brewster Dr., Lake Mills WI	53551-1702	920/ 648-8555
26	LaCrosse	Denise Slaght, 1618 N Salem Rd., La Crosse WI	54603-1652	608/ 783-7610
27	LaFayette-Green	Dennis Whitney, 101 22 nd Ave Apt 4, Monroe WI	53566-1288	608/ 214-1622
28	Lincoln-Langlade	Katherine Gane, N10611 Moodig Rd, Tomahawk WI	54487-9746	715/ 453-5478
29	Cal-Man-She	Tina Burg, N3002 Lakeshore Dr, Chilton, WI	53014-9479	920/ 849-2137
30	Marathon	Vicki Lemmer, 528 53 rd Ave, Edgar, WI	54426-9302	715/ 352-2680
31	Marinette	Michael Wieczorek, 1813 10 th St Apt 3 Menominee MI	49858-2878	906/ 864-4465
32	Marquette-Adams	Kathleen Klawitter, 264 Edgewood Dr., Oxford WI	53952-9625	608/ 584-5472
34	Monroe-Juneau	James Gerke, 25357 Hockey Av, Tomah WI	54660-6650	608/ 372-1971
35	Oconto	Janet Belongia, 5669 White Tail Ln Oconto WI	54153-9474	920/ 835-2746
36	Outagamie	Karen Jandourek, N5050 Old 54 Rd., Shiocton WI	54170-9156	920/ 986-3710
37	Ozaukee-Washington	James Etzel, 20179 W Good Hope Rd J3, Lannon WI	53046-9782	262/271-3991
38	Pierce-Pepin	Pamela Quarberg, W1813 Co Rd D Nelson WI	54756-8111	715/ 673-4389
40	Polk-Burnett	Roxanne White, 608 Wisconsin Ave N, Frederic WI	54837-9129	715/ 327-4892
42	Price-Taylor	Louise Gonia, PO Box 58, Gilman WI	54433-0058	715/ 447-8727
43	Racine-Kenosha	Ruth Atwood, 9151 184th Av, Bristol WI	53104-9612	262/ 857-7275
45	Rock-Walworth	Patricia Kehl, N7417 Co Rd ES, Elkhorn WI	53121-3346	262/642-7187
46	Rusk	Bonnie Lang, N6736 Cty Rd H, Sheldon WI	54766-9510	715/ 452-5123
47	Sauk-Richland	Eugene Setwyn, S3114 State Rd 136, Reedsburg WI	53959-9588	608/ 524-3833
48	Sawyer	Cathy Morris, 5791 N Stubbins Ave., Stone Lake WI	54876-8943	715/ 558-1869
49	Shawano	Lori Szutkowski, W19268 Hemlock St Eland WI	54427-9571	715/ 253-2391
51	St Croix	Vicki Galgowski, W8114 830 Ave, River Falls WI	54022-4214	715/ 425-7093
53	Tri-County	Rose Welch, 7092 Highway X, Three Lakes WI	54562-9209	715/ 546-8928
54	Vernon	Bruce Mullendore, 15262 Bufton Hollow, Viola WI	54664-8736	608/ 627-1724
58	Milwaukee-Waukesha	Vicki Kohls, 232 W Capital Dr., Hartland WI	53029-2028	262/ 337-1849
59	Waupaca	Sharon Danke, 10255 Badger Dr., Amherst WI	54406-9361	715/ 256-9959
60	Waushara	Peggy Candra, N4614 County Rd G, Wild Rose WI	54984-6464	920/ 787-2620
61	Winnebago	Tammy Lucht, 5524 W Reighmoor Rd Omro WI	54963-9439	920/ 685-6439
62	Wood-Portage	Jake Susa, 10686 County Rd BB, Marshfield WI	54449-9559	715/ 676-3376

WIRLCA AUXILIARY OFFICERS - 2007-08**President**

Diane Susa
10686 County Road Bb
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715-676-3376

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Secretary/Treasurer

June Strobel
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Hustisford, WI 53034-9742
920-349-3782

Executive Board - Chairman

Kathy Lueck
1417 Oak Street
Watertown, WI 53098-1136
920-262-1980

Executive Board -Secretary

Jane Hilgendorf
N7437 Old Hwy 28
Horicon, WI 53032-9736
920-485-2576

Executive Board - Junior Member

Betty Lilley
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Wisconsin Rapids, WI 54495-9388
715-884-6592

Junior Sponsor

Karen Rasmussen
N55W31185 Cty Rd K
Hartland, WI 53029-9305
262-367-2330

2007 - SCHOLARSHIP WINNERS

Congratulations to the following scholarship winners!

	<u>Student</u>	<u>County</u>
\$250.00	Nicole Bengston	FDL/Green
	Lisa Falstad	Marathon
	Mitchell Klink	Waukesha
	Brittany Krombos	FDL/Green
	Katrina Massa	Lincoln
	Daniel Schofeild	Vilas
	Cole Stillings	Marinette
\$200.00	Angelena Fliehs	Price/Taylor
	Kari Massa	Lincoln
	Julianne Poggemann	Oneida
	Jessica Schrage	Calumet
	Betty May Sellenheim	Waushara
\$150.00	Angelena Fliehs	Price/Taylor

This is a one time scholarship donated by Don, Dianne, & Daphne Koch in memory of Dianne's Mother, Evelyn Harmsen.

Nicole Bengston has been entered into the National Drawing for the \$2000.00 Gene Del Polito Scholarship.

2007 - JUNIOR CONTEST WINNERS

Congratulations to the following poster and essay contest winners!

Ages 6-8	1st - \$25.00	Cody Wojnarowski
	2nd - \$15.00	Carrier - Lisa Wojnarowski
		Jace Wojnarowski
		Carrier - Lisa Wojnarowski
Ages 9-11	1st - \$25.00	Monica Lueck
		Carrier - Robert Lueck
Ages 15-17	1st - \$25.00	Rachel Rasmussen
	2nd - \$15.00	Carrier - Dennis Rasmussen
		Shawna Lee Krueger
		Carrier - Larry Sonnenburg
Ages 18-20	1st - \$25.00	Peter Rasmussen
	2nd - \$15.00	Carrier - Dennis & Karen Rasmussen
		Cindy Graper
		Carrier - Lois Graper

JUNIOR OFFICERS - 2007-08**President**

Katie Volz
W6225 West Bush Road
Pardeeville, WI 53954
608-617-5780

Jr. Vice-President

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N5050 Old 54 Road
Shiocton, WI 54170
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NON-PROFIT

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BRILLION, WI

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Linda Vanden Plas Vice-President	1610 S. Ridge Road Green Bay, WI 54304	920-498-2948	Brown, Door-Kewaunee, Marinette, Outagamie, Oconto
Karen Schauer Secretary/Treasurer	5857 Prill Road Eau Claire, WI 54701	715-836-9612	Buffalo-Trempealeau, Chippewa- Eau Claire, Jackson, La Crosse, Pierce-Pepin, St. Croix
Lisa “Wojo” Wojnarowski Charman Executive Committee	1202 S. 49th St. Milwaukee, WI 53214	414-810-4860	Jefferson, Lafayette-Green, Milwaukee-Waukesha, Racine- Kenosha, Rock-Walworth
Lois Graper Committeeman	W10980 Riverside Rd. Marion, WI 54950	715-754-4904	Lincoln-Langlade, Marathon- Clark, Shawano, Tri-County, Wood-Portage
Charles Groth Committeeman	12729N Small Rd. Hayward, WI 54843	715-699-0070	Barron-Washburn, Polk-Burnett, Price-Taylor, Rusk, Sawyer, Lake Superior
Louan Friend Committeeman	N685 10th Dr. Endeavor, WI 53930	608-697-8113	Crawford, Columbia, Monroe- Juneau, Sauk-Richland
Tom Bittner State Steward	PO Box 305 Chilton, WI 53014	920-273-0760	Cal-Man-She, Marquette-Adams Waupaca, Waushara, Winnebago
Dennis R. Nelson PAC Chairman	1002 55 th Street Amery, WI 54001	715-948-2605	