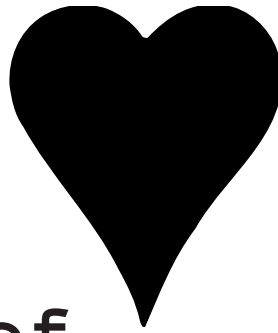


60th
Anniversary
Edition



Heart of America

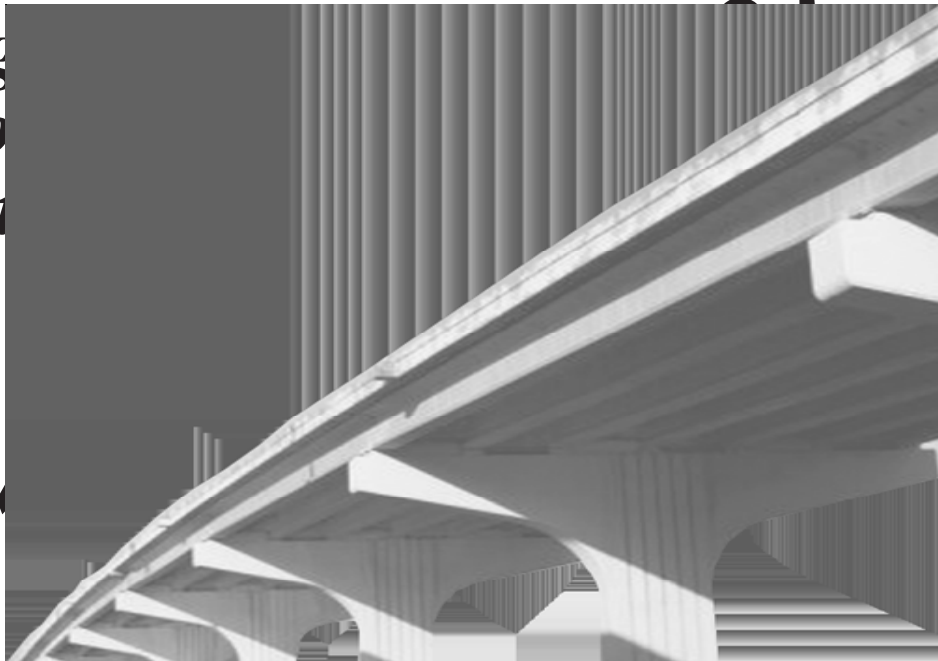
LETTER CARRIERS
VIEWPOINT

Established June, 1947

Official Publication Branch No. 30, N.A.L.C.

Branch 30

*Bridg
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First Editor: Arthur M. Cartmell

Present Viewpoint Staff

Dave Teegarden: Editor

Sellie Truitt: Associate Editor

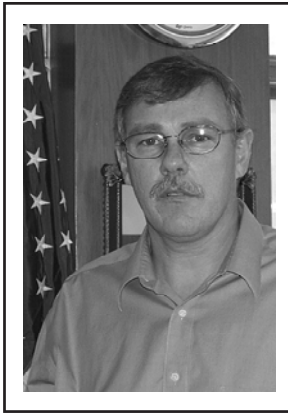
Kenny Best • Chris Cole • Frank Ferro

Mike Neverve • Jeff Rainey • Troy Smith • Randy Williams

PRESIDENT'S ARTICLE

By Dave Gwin

CONTRACT TALK: The word I'll use to describe the proposed tentative National Agreement is "respectable". It's not an outstanding contract but it's also not so bad. The financial part is the richest contract ever offered to the NALC, good but the major issues that needed to be addressed left a lot of questions not answered.



The health care reduction has a lot of Carriers concerned. The 5% reduction in health care cost over the life of the contract was predictable. We are one of the last of the government organizations, (if not the last), that currently pays only 15% of our health care cost. Even the military pays 20% of their health care. Many of us believe when the APWU agreed to the 5% reduction that our chances in arbitration would not look good. Several Carriers think that the "what do we have to lose" by going to arbitration should have been considered. After hearing President Young's speech at the last RAP Session I'm sure he tacked a dollar figure, (cost of arbitration), on that statement and convinced the Executive Counsel that it was in the best interest of the NALC to accept this reduction. That fact, coupled with the political pressure to do our fair share to address the country's rising cost of health care expenses are statements found in the *Postal Record*. We are expecting a lot of help from Congress in a number of areas and this action recommended from the NALC is expected to be noted. I don't necessarily agree, but I do understand why.

The 3rd bundle memorandum is yet another Carrier distraction by those of you that know the contract and know that addressed flats, in sequence, **SHOULD** be cased in. I was told that the new Flat Sorting Machines are going to put an end to all of this but in the mean while, we've got a lot of Carriers upset because the NALC has changed their position. Once the machines are here and in place we will, once again, be casing those items in or they will most likely be mixed in with the DPS flats. The only good news is that three bundles for park and loop routes will never change to four. What the three bundles are that this type of route carries will be up to management. Mounted routes can just add another pile to their collection.

President Young uses the word "compromise" when dealing with contract negotiations and a lot when discussing the Dispute Resolution Process. Most Carriers hate the word with a passion but Stewards, Formal A's, and the Executive Board are literally forced to understand and deal with compromises daily. We rank-and-file Carriers will never know what the compromises were that the Executive Counsel made in these contract negotiations, but, we do know that the process **DEMANDS** some give and take decisions. To be upset over any one issue is understandable but for the most part the proposed contract is respectable and how you vote is **ENTIRELY** up to you. I personally believe in what our NALC leaders decided on. They saved us a lot of money by not going to arbitration and presented a contract that justly represents the Carriers they stand for. Arbitration means we live with a decision made by a third party. Given the environment and circumstances involved with these negotiations, I think the Executive Counsel did very well.

NO SEPTEMBER JOB BIDDING: The postal service will complete their movement of the personnel functions to the Shared Services Center in North Carolina during this month. Branch #30 Letter Carriers saw back-to-back bids at the end of August and we will experience the same during the month of October. Management will still meet their contractual obligation but Carriers need to be alert to the posting and closing dates so you don't miss out on some choice routes. Letter Carriers already have the ability to bid via the computer and the phone by using LiteBlue. When the system is fully operational employees will also be able to change personal data using Postal Ease and LiteBlue. Make sure you have a pin number and your employee identification number when using these systems.

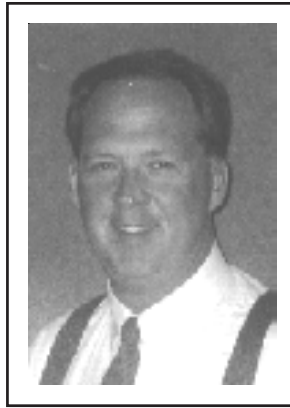
UNDERTIME: Capturing "undertime" continues to be a daily struggle between management and the Letter Carriers. DOIS confrontations on the work-room floor continue to happen every single day. Carriers have been put off the clock for losing their temper and management gets relocated to another station when they step beyond their boundaries of responsibility. The atmosphere reminds me of military basic training. You are given unrealistic expectations every single day and the people who "whined" just got in deeper and deeper trouble and those with the attitudes that they will just "do the best they can", got along just fine. If you show up for work every day and expect some idiot is going to tell you to do something you can not possible do, your

(continued on page 4)

Vice President's Article

By Dave Teegarden

Last edition I wrote about all the policy changes management was making concerning Article 8 and its application. It seems that the article may have been a bit premature. Let's get to the new rules:



- 1) *No one can work penalty overtime without prior approval of the MCSO.*
- 2) *No one can work their N/S day off or 6th day without prior approval from the MCSO.*
- 3) *No one is allowed to work penalty overtime (see rule #1 above).*
- 4) *Only the chosen few are allowed to work their 6th day. (see rule #2).*
- 5) *All Carriers must be off the street by 5:00 p.m.*
- 6) *OTDL employees cannot work beyond 5:00 p.m.*
- 7) *Non-OTDL employees are allowed to work beyond 5:00 p.m. (Disregard rules 1, 3 and 5 when requiring Non-OTDL employees to work mandatory overtime, under rule #7.).*
- 8) *Carriers are not allowed to work penalty overtime on their 5th day unless it is done under the guise of rule #7.*
- 9) *The MCSO will review supervisors requests for overtime only after it is determined how much pivot time will be picked up for the day overtime is being requested.*
- 10) *OTDL Carriers who are allowed to work their N/S day off will begin tour at 9:00 a.m.*
- 11) *All Non-OTDL Carriers required to work mandatory overtime will report to work at their regular begin tour.*
- 12) *All OTDL Carriers who are allowed to work their N/S day off will be ineligible for the 8:01 rule.*
- 12) *Forget rule #11 the Non-OTDL Carriers are going to have to report to work at 9:00 a.m. as well,*

or they might file a grievance. Hey wait I think we have two rule #12's.

OK rule 13) the first rule 12 is now 12a and the second rule 12 is now 12b.

14) If your unit is down routes, stick it to 'em!

Questions and answers for the new Overtime Assignment rules

Q: How do we determine how much pivot time we will have prior to that day?

A: This one's easy; refer to rules #1, 2, 3, 5, 9 and 14 in that order please.

Q: What if we inadvertently require someone on the list to stay at home while working someone off the list?

A: Please re-read rules 1-14.

Q: Under rule 14 what if my unit is not down routes?

A: Stick it to 'em anyway!

Q: How do I maintain equitability of overtime hours?

A: If you follow these simple rules it will confuse even the brightest of Carriers.

Q: What if the MCSO is off work or not available?

A: Then you follow rule 15.

Q: There is no rule 15 is there?

A: Yes, we just haven't told you what it is yet. No one works overtime.

Q: How do you determine the chosen few who are allowed to work their N/S day off?

A: That is over your pay grade. (Magic 8 Ball)

Q: Carriers are getting tired of working so much overtime what do we do?

A: Refer to rules 14 and 15 (supplemented), the answer appears hazy!

One last question

Q: If we had more PTF's would that help us comply with the contract?

A: The contract has been re-written by management at higher levels, we don't need the union's permission. And besides its more fun making up new rules every day, keeps 'em on their toes, but yes that would solve all of our problems. Cannot determine at this time! I just love this Magic 8 Ball.

President's Article

(continued from page 2)

response is probably going to be a reflection of your current mood. Just keep in mind that we work for a company of idiots. They are not interested in customer service, like we are. They could care less about you and your personal life, but we do. I make no apologies for the USPS and their "irrational" changes over the last 10 years, but we are all forced to deal with unrealistic expectations and that is a direct reflection of the current atmosphere at all of the stations.


Don't we all belong to some Union? For the millionth time...YOU are the Union! YOU have a responsibility to know your rights and how to use them. If you need some help then call this office and I assure you I'll tell you exactly what to say to your bonehead supervisor or tell you what FMLA forms you need that will keep you out of trouble. Our problem is YOU usually call when it's too late. Call before you react, call before you walk out the door, call before and be safe from retribution. The process may take time but Carriers that follow our instructions have a lot less stress and are also free of discipline, there's your Union.

**BROOKFIELD
UNIFORMS**

UNION MADE

*Therese
Nash*

Your Brookfield
Representative



(816) 792-1228

11315 Chandler Road

Vice President's Article

(continued from page 3)

It seems that management is intent on making life more difficult for Carriers. From DOIS to the 3rd bundle expectations are becoming greater and along with these growing expectations from management come increased conflict.

This union must now concentrate our efforts not on pay but rather on the quality of the atmosphere on the workroom floor. Locally we need to re-establish the lines of communication as we are creeping ever closer to National Intervention. The treatment and out right abuse of Carrier rights each and every day must be stopped. Carriers must be treated with the dignity and respect that we deserve. We, as a union, should accept nothing less. All of us need to stand together to uphold the contract and to send a message that this union will not stand idly by as our rights are trampled upon. It is within the way that each of us is treated and how our contributions to this organization are looked upon that determines the level of productivity that can be reached. The atmosphere on the workroom floor must now be this union's number one priority. The Letter Carrier is the symbol of the Postal Service to the American People and it's about time we are treated like it.

I would like to end this article with a thank you to all retired NALC Letter Carriers. As of this writing we have a tentative contract for possible ratification by the membership. It is because of the retired men and women of this organization that we are able to vote at all on a contract. If not for the commitment to begin the NALC we would not enjoy the right to vote on a contract. These retired men and women of the NALC fought for all of us to gain rights and benefits that we continue to enjoy today. This union would do well to remember the struggles that these retired Carriers went through to gain what we now have and to continue to be vigilant on this front, ever mindful of the sacrifices it took of these men and women, being careful to keep what have been gained. To all of you retired Carriers that fought the fight for all of us thank you.

Dave Teegarden

Recording Secretary's Report

By Melvin R. Moore

Regular Monthly Meeting

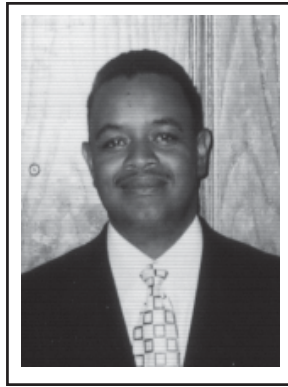
June 13, 2007

Meeting called to order at:
7:00 pm

Prayer: Joe Hill

Salute to flag: Jeff Rainey

Roll call of officers: David A. Gwin , Dave Teegarden, Melvin R. Moore, Linda Baker, Byron Townsend, Joe Hill, Dave Metcalf, Jeff Rainey, Jim Lonergan and Ed Lopez



Reading of minutes and communications:

Executive Board Meeting June 7, 2007

- Management has notified the union that Phase 2 of the National Reassessment Process started May 24, 2007. The Postal Service has identified all craft employees in the Mid-America District who have reached Maximum Medical Improvement (MMI). these employees will receive an updated job offer.
- T-shirt "Your ride is here" is worn on Wednesdays only.
- The membership will be encouraged to contact Senator Claire McCaskill and ask her to support no contracting out of postal delivery service.
- The Board discussed Melvin's pay while on assignment to the Step B Team. The postal service did not have Melvin in the system as a postal employee and he did not receive compensation. The Board was notified in May. The Branch compensated Melvin for the affected periods. The issue of compensation was not corrected until 5 weeks later. Now the Board is tasked with finding the proper solution for adjusting Melvin's pay. The Board assigned President Gwin to contact both the Labor Department and the Branch CPA for the proper collection procedure.
- Branch Cookout, June 24, 2007-Lake Jacomo Time 1:00 am-5:00 pm.
- COLCPE Annual Golf Tournament, August 26, 2007.

Recommendation(s)

- The Board recommends that the Branch participate in the Annual Labor Day Parade September 3, 2007. This will be an opportunity for the NALC to share its concerns with the Labor Community and parade observers. MSC to approve

Deceased Members: Dwight Thompson, GPO and Richard Soulder, Retiree

New Members: Ericka Miller, Daniel Mason, Tommy Radley, Lasandra McGray, Darrell Coffman, Drenna Gilmore and Tobias Harris

Bills: MSC to accept as written

Treasurer's Report: MSC to accept as written

Financial-Secretary Report: MSC to accept as written

Entertainment: Branch Cookout, June 24, 2007
Lake Jacomo 11:00 am-5:00 pm.

Stewards are asked to contact the hall with number of members attending cookout.

Legislative: The Branch will be sponsoring a writing campaign for the membership. All members are encouraged to contact their Congressperson and Senator about contract delivery service. Training will be July 19, 2007 at the stewards' meeting.

Guest speaker(s)

Curtis Walker reported that 130,000 pounds of food was collected and sent to Harvester's Food Pantry. The Food Drive Committee would like to thank everyone for their support.

Unfinished Business: none

New Business: none

Good of the Association

- WOO grievances have been extended until labor and management can agree on a time to thoroughly review documentation.
- Management is considering splitting up James Crews Station. No date has been confirmed for this action.
- President gave a report of the information provided at the Missouri State Convention; Deems Desirable, NRP, Article 32 (contract delivery service, etc...)

Brookfield Uniform: \$10.00 gift certificate Donita Smith

Steward of the Month: David "Moose" Metcalf

50/50 for COLCPE: Kenneth Best

Attendance Incentive Drawing (must be present to win): Ronda Hardiman-not present

Adjourned: 8:05 pm

Congratulations

*Branch 30 Letter Carriers Viewpoint
on your 60th Anniversary.*

Wishing you the very best. The auxiliary is proud to be a part of you and your success. Hoping the next 10 years will be just as great.

Keep up the good work.

**The Officers and Members
of Auxiliary #4**

Official Election Notice

In accordance with Branch #30 by-laws nominations for the office of PRESIDENT, VICE PRESIDENT, RECORDING SECRETARY, TREASURER, FINANCIAL SECRETARY, SERGEANT AT ARMS, HEALTH BENEFIT REP./DIRECTOR OF RETIREES AND THREE (3) TRUSTEES for the term of 2008, 2009 and 2010 will open at the September 13, 2007 regular branch meeting. Nominations will close at the October 11, 2007 regular branch meeting. See Article IX below for election instructions

Nominations for delegates to attend the Annual Missouri State Convention and the 2008 Bi-annual National Convention will open at the September 13, 2007 regular branch meeting. Nominations will close at the October 11, 2007 regular branch meeting. See Article IX below for election instructions

Missouri State Association Convention June 6-8, 2008 Branson, MO

NALC National Convention, July 21-25, 2008 – Boston MA

The president of Branch #30 by virtue of his/her office will be a delegate to both the state and national conventions.

Listed below are Branch #30 by-laws governing election procedures.

ARTICLE VIII

NOMINATIONS AND PREPARATION OF BALLOTS

Sec 1. Nominations of candidates for the various offices of the Branch, delegates to the Annual State Convention and delegates to the National Convention shall be opened at the beginning of new business at the September meeting and closed at the beginning of new business at the October meeting.

Sec 2. Nominations shall be made only by filing written notice with the Recording Secretary, giving name of nominee and office for which nominated on or before the meeting designated for such nominations, provided however, it is with the consent and approval of the nominee. The names of the nominee shall be read at said meeting upon the arrival of new business, and if there be no further nominations, the nominations shall be closed. Provided, however, that in case there are offices for which no nominations have been filed, nominations for such offices shall be held open for a period of one week longer.

Sec 3. The Recording Secretary shall after the closing of nominations prepare the official ballots and also a sufficient number of sample ballots of a distinctive color so that each member may receive one, listing candidates for each respective office, or delegates to a convention, in order of their attendance at the past twelve (12) meetings, (twenty-four meetings for the National Convention) attended. In case of a tie the names shall appear alphabetically. The sample ballot shall show the stations designation, or in the case of a substitute or retired member the word "substitute" or "retired" shall be used, of each member nominated and the number of meetings attended. The official ballot shall show only the names of the candidates listed as prescribed above.

ARTICLE IX

ELECTIONS

Sec 1. In the election of officers of this Branch and delegates to the State and National Conventions, voting shall be by a secret mail ballot, mailed to member's last known address. **(Except in the off year when National and State Delegates shall be elected at the Union Hall by secret ballot.)** Election Day shall be the regular meeting in November. Ballots must be mailed and received by 7:30 PM to election Judges on day of election, to be counted.

Sec 2. The Branch shall, upon the closing of nominations, elect three (3) Judges of Election, one of whom shall be designated as Chairman, who shall conduct the election and certify the final results.

Sec 3. The President shall appoint no more than (6) tellers. Each candidate can have an observer present during the election procedures as provided in Sec. 11.8 of the NALC Regulations Governing Branch Election Procedures.

Sec 4. The Financial Secretary shall make available to the Election Chairman the "Pay card" of each eligible member entitled to vote. Alterations to be made only by verification of the Financial Secretary.

Sec 5. The Recording Secretary will furnish the Election Chairman with an accountable number of Ballots. Unused Ballots are to be retained by the Election Chairman.

Sec 6. Each voter shall mark his/her ballot, seal the ballot, in the blank envelope with no identification on it, seal this blank envelope in the larger envelope. Sign his/her name and address on the upper left-hand corner and mail, allowing time to reach the Post Office Box selected by the Election Judges.

Sec 7. If a voter makes a mistake in marking his/her ballot and so declares at the that time, he/she shall be given a new ballot and the election supervisor or his assistant shall so mark the ballot and sign his/her names. Such ballots shall be returned to the election judges.

Sec 8. The Chairman of the Election Judges shall keep the ballot box in a safe place until 3:00 PM of the day of the election at which time they may be opened in the presence of the other Election Judges, the tellers and the watchers and the tabulation of the ballots may begin.

Sec 9. On the day of the election the Polls shall open at a time set by the Election Judges, and shall close not later than 8:30 PM.

Sec 10. Upon the closing of the polls at 8:30 PM the judges shall tabulate the additional votes and certify the results of the total votes cast. Mutilated, altered or erased ballots shall not be counted in favor of any candidate listed on said ballot.

Sec 11. When there are two or more candidates for any office the election shall be by ballot and the plurality of all votes cast, excluding blank ballots, shall be necessary to elect. When there is but one candidate for any office the President may declare the election by consent. Balloting shall be conducted under such rules as provided in the Branch By-Laws; provided that a printed ballot on which appear the names of all candidates to be voted for shall be construed as a vote cast for such candidates only where the voters intent is clearly expressed.

Sec 12. Vacancies may be filled by nominations and elections at a regular meeting and until so filled the President shall appoint an officer to serve until an election is held.

Sec 13. Installation of Officers shall take place in January of the year following the election in November and shall be by such ceremony as the National Association may provide. The Installing Officer shall be one of those set forth in Section 5 of Article V of the Constitution for the Government of Subordinate Branches.

Sec 14. All Ballots and tally sheets used in the election shall be turned over to the Recording Secretary who shall retain them for one (1) year, after which they shall be destroyed. These changes will change voting at each station to voting at the meeting place.

ARTICLE X

REPRESENTATIVES

Sec 1. Delegates to represent Branch No. 30 at the National and State Conventions shall be nominated and elected according to Articles VIII and IX of these By-laws.

Sec 2. To be a paid Delegate to a State Convention a member must have attend eight (8) in the past twelve (12) Regular meetings prior to January 1st of the convention year. One paid retired Carrier Delegate for every five paid Regular Carrier Delegates or fraction thereof to the State Convention. Members attending both the July and September Regular meeting will receive credit for August.

Sec 3. Alternate Delegates shall be those nominated for Delegates but who did not receive enough votes to be elected. Alternate Delegates shall be listed by plurality of vote.

Sec 4. To be a paid Delegate to a National Convention a member must have attended eighteen (18) regular meetings in the past twenty-four (24) regular meetings prior to January 1st of the Convention year. Members attending both the July and September Regular meeting will receive credit for August.

Sec 5. Any elected delegate to any convention shall sign an agreement, before receiving money advanced by the Branch for convention expenses, that he/she will attend each of the scheduled convention business sessions or refund to the Branch the money so advanced unless extenuating circumstances beyond the control of the Delegate so prevent his/her required attendance. The Chairman of the Delegation shall ascertain and keep a record of sessions attended by each Delegate.

Sec 6. The President of Branch 30 shall, by virtue of his office be Chairman of the National and/or State Convention and shall within two months after the election of Delegates issue a call for a meeting of the elected Delegates of each Convention.

Sec 7. The Chairman of the State and National Convention shall appoint a Resolutions Committee consisting of three (3) members of the Delegation, whose duty it shall be to receive resolutions that may be submitted by a member of the Branch, discuss the merits of any resolution known to the, or submitted, presenting them with their approval or disapproval to the membership attending the regular Branch meeting for their action. All resolutions approved by the membership of the Branch shall be sent to the National Committee on Resolutions, or the Secretary of the Missouri State Association of the NALC in accordance with the provisions stated, or applicable, to each resolution.

Sec 8. Each Delegate shall be supplied with a certificate of election signed by the President and Recording Secretary of the Branch.

Respectfully submitted by,
Melvin R. Moore
Recording Secretary

VIEWPOINT CELEBRATION "60"

By Sellie Truitt - Associate Editor

Happy Birthday to the most Wonderful Newspaper in the Country. Since 1947 it has steadily and faithfully displayed the News of the Ups and Downs of Letter Carriers of Branch 30 for Sixty long years. My hat is also OFF to all members of VIEWPOINT STAFFS over the years, who without them the News would not have been distributed. This Salute also goes out to Past and Present Viewpoint Staff Members. I Salute You. I want you to take a moment and reminisce about how long Sixty Years is. To break it down I would not be surprised if there are twenty Letter Carriers left from 1947.

How many Glasses of Water have been consumed in Kansas City alone, since that time; How many Babies Born; How many Letters have been delivered; How many Cars have been built; How many Trillion Dollars has the government spent; how many Postage Stamps licked; How many Hamburgers eaten; How many Letter Carriers Retired; How many Letter Carrier Viewpoints read; How many Wars have been fought; How many Letter Carriers attended Conventions; How many times Letter Carriers raised their Arms to put a Letter in a Mail Box; How many miles have Postal Vehicles gone; How many Shoes have Letter Carriers worn out; How many New Movies released; How many songs composed?

I guess you're tired of "HOW MANY" by now, but I did this to make a Point. For SIXTY YEARS this Paper has withstood numerous attempts to "Bury It", so to speak. The Chief reason was: "THE BRANCH CAN'T AFFORD IT". At one time the Paper was supported solely by ADS, and when the ADS didn't come, the Treasurer could not support it. We raised dues and put it in the budget. There were times when we passed the hat. The VIEWPOINT has not always had EASY SLEDDIN', So To Speak.

SALUTE TO VIEWPOINT EDITORS

DENOTES FIRST EDITOR*

*Forest G. Ward**
Arthur M. Cartmell
Carlos G. Contreras
Tom & Gerry Klinginsmith
Collis & Gloria Bosworth
Claude Drake
Jim Hudson
Marshall Elston
Earl Graham
Bob Shaw
Dan Pittman
Sellie & Marian Truitt
Phil Vaughn
Dave Teegarden

NOTE: Sellie Truitt has been Associate Editor to All Viewpoint Editors since Carlos G. Contreras. He also held the position of Editor for Four years, while being Vice President.

LEGISLATIVE REPORT

By Kevin Horan

In the August 2007 edition of the *Postal Record* is the survey filled out by the upcoming presidential contenders. All 17 candidates, 10 Republicans and 7 Democrats, who are running for the presidency, are given the opportunity to answer important questions that are near and dear to all Letter Carriers. These questions asked included: contracting out, voting by mail, do not mail registries, employee Free Choice Act, health care, and preserving Social Security benefits for government annuitants. Each candidate was given seven weeks to fill out the survey and as the deadline approached, several follow-ups were made and only the seven Democratic candidates filled it out and turned in their questionnaire. Why did that not surprise me? Maybe these ten Republican candidates did not feel they had the time to fill out a simple questionnaire that is vitally important to Letter Carriers and their families. But any how, look over the responses printed inside the August 2007 edition, and vote for your choice on who should be the next President to occupy the White House.

This now leads me to my next topic and that is the next national election. November 4, 2008, Election

Day, just cannot get here soon enough. Our National President Bill Young has called out to every NALC member to give 10 hours of their time to candidates that are worker friendly. This coming election will be vitally important for millions of working families. In the past six and a half years of this current administration has only catered to the wealthiest of Americans, to the largest companies, and to the biggest pharmaceutical companies and all of this has gone on long enough. Now is the time for a President along with a Congress that will work with OUR interests like a universal health care for all Americans, affordable drug prices for all our seniors and the passage of the Employee Free Choice Act into law for all workers. This is why, in volunteering ten hours of your time, is a very small price to pay in order to achieve these well deserved goals.

As this article was written, we are in the middle of ratifying the latest National Agreement signed by President Young and Postmaster Potter. Whether you agree with it or not, we all have an obligation to vote on this latest signed agreement. Thousands upon thousands have gone before us to pave the way for us all in order to have this opportunity. Read the Agreement and vote.

Remember to always deliver like a CHAMPION.



Branch 30 Executive Board in 1962

(left to right) LeRoy Torno, Jim Williams, Earl Vogelbaugh, W.F. Chase, Collis P. Bosworth and Sellie Truitt



NEWS FROM THE STATIONS

News from Crews

There are many things that happen at work that never seem like it makes sense. Management does not ever seem to follow the contract the way that it was written. The expectations put on Carriers are so overwhelming that they seem unbelievable even to management. Carriers are treated with no respect for their personal lives, or at work. I think that the Postal Service has lost the light at the end of the tunnel and are trying to make their way around in the dark. As always management can not act like it is dark, or else someone will know that they do not know what they are doing even when everyone already knows this to be true. Management continues to push employees into areas that they shouldn't and Carriers should not let them. Carriers need to learn more about their jobs and how to protect themselves. If Carriers would do this not only would they know what to do with their routes, but they would know what to do when management comes up to them and tries to push them around. There are many things that Carriers can do to learn these things starting with reading your handbooks and manuals, Know these better than they do and you can teach management what is in the books. You can also get involved more with the union and learn about issues coming up and how to be ready for them when they come up. Contact your union hall or stewards if you have questions. We are always there to help if you need us.

I would like to leave you with one more thing. If everyone could bring someone to a meeting it could double the amount of people that come to meetings. This can only help the union and its members so bring someone with you to the next meeting.

I would also like to talk about those that we have lost in the past few months including W. Keefhaver Carrier on route 09022 at the James Crews Station and Janet Wilson a clerk at the James Crews Station. Along with these two are some family members that we have also lost in the past few months. To those families they will all be missed very much and we will miss you.

Keep standing together,
Frank Ferro

RIGHTS, PRIVILEGES, AND OPINIONS

Submitted by Jeffrey Rainey

By the time you read this article, we should know the results of the vote to ratify or reject the proposed contract. Regardless of your opinion, what a wonderful privilege it is to be able to choose. Majority rules, and even though it doesn't always rule in our favor, we get to vote our personal preference. The beauty of the democratic process never fails to impress me. I sincerely hope every member in good standing took the time to exercise their rights. For those of you who are not members, I don't give a damn what you think about our proposed agreement. Just sit back and continue to reap the benefits that true Union Letter Carriers continue to earn for you. I am not afraid to tell you that I voted to reject the offer. Don't get me wrong, I think the money is fair, and I can't imagine doing better financially through arbitration. Arbitrators are not going to rule on the concerns I have. So my vote to reject is a personal message to our National that I am not happy with the Memorandums of Understanding covering D.O.I.S., Route Evaluation, Third Bundle, and the Contract Delivery Service. Believe me, I know the importance of money. We all need more. But I also want to see improvements on the workroom floor. Unfortunately, I don't feel that these Memorandums solve any of these long debated issues. Hopefully I'm wrong. Won't be the first time.

Hate to finish an article without addressing management. Could someone please tell me how many supervisors we need? There is another class of monsters being trained right now. We are grossly understaffed. They are trying to take away territory and abolish routes, so we will have even less employees. Only postal management would be intelligent enough to hire more supervisors to manage less people. I don't want to hear about any budget problems from these geniuses ever again.

Finally, a good friend of mine recently shared a story about a supervisor asking a question. The supervisor wanted to know why Carriers didn't use the restroom during their 10 minute breaktimes instead of taking comfort stops. I just don't understand how these people sleep at night.

One more thing. I can't tell you how proud I am of the Blue Springs Carriers. We are doing our routes by the book, and I know management appreciates it..RRIIGGHHTT!!!

Belong and Be Strong!!!

National Business Agent's Report

By Mike Weir

July, 2007

Since last month, we have gained considerable momentum in our efforts to stop management from contracting out delivery services. At last count, as I write this article in mid-June, H. Res. 282 had 212 co-sponsors in the House, and S. 1457 had 25 co-sponsors in the Senate. Increasingly, national leaders are recognizing the threat that this "back door" privatization policy poses for the safety and security of the mail, the protection of good middle class jobs and benefits, the continuation of preferential treatment for veterans to be hired for those jobs, and the preservation of the Postal Service and its ability to fulfill its mandate to provide universal service at uniform rates. Congress has found the Postal Service's credibility sorely lacking with regard to their claim that CDS routes are no different than HCR's, and they are very concerned about the effect that employing low-wage, no benefit, here today, gone tomorrow contractors will have on the financial stability and ultimate viability of the Postal Service, not to mention the implications such an approach would have for public policy.

Still, we have yet to achieve our goal; and we certainly cannot let down our guard while the Postal Service and the Board of Governors continue to "spin" their fabrications on this issue. If your Congressperson and/or Senators have signed on, thank them for their support; if not, contact their office and urge them to get on board. Let's build upon our momentum and stop management from pursuing misguided policies that only serve to undermine all of our good work on Postal Reform.

Speaking of misguided policies, this summer, management has introduced one more in a long line of programs, which is certain to encourage confrontation, generate numerous grievances and serve as yet another excuse for continuing to under-staff post offices throughout the country. It's the Carrier Optimal Pivot Plan. Management has decided to leave a number of routes vacant each day, (I've heard 20% as a benchmark, but it seems to vary from office to office), intending to cover them by assigning pivots on undertime based on DOIS projections. Of course, when the projections prove to be inaccurate, (as they inevitably are), non-ODL Carriers are forced to work overtime. Meanwhile, ODL Carriers, who are available to handle the overtime, are not called in on their non-scheduled days. Given management's recent penchant for consistently and flagrantly

violating the contract, I suppose it should not be surprising that they would find yet another way to do so. Still, it is amazing how they can be so creative about generating new and varied violations. Initially, they were forcing non-ODLs to work on their non-scheduled days rather than pivot the assignments with available ODLs, so they could have a person on every route, every day; now they have done a 180 degree about face as previously explained. Through it all, just as they did and continue to do with the window of operations approach, they provide thinly-veiled rationalizations for their decisions to stop abiding by contractual provisions that were jointly negotiated and which they freely accepted and signed off on. The truth is that since they have stopped staffing the offices to handle the actual workload, management has found it increasingly inconvenient to abide by their obligations under Article 8. It is up to us as stewards and union officers to force them to pay for their egregious violations, thereby making it more inconvenient and costly for them to continue such an approach.

I was saddened to hear of the passing of John Goodman, former District Manager in St. Louis. In 1987, he partnered with NBA Charlie Coyle to create UMPS (Union Management Pairs), an alternative dispute resolution process which was extremely successful and served, in part, as the model for the current DRP grievance procedure. Although John and Charley came from different backgrounds and perspectives, they were able to put aside their differences for the greater good of all concerned. It strikes me that we could use more of that philosophy and approach to problem-solving today. Our thoughts and prayers go out to John's family.

Congratulations to the four recipients of the 2007 Charles J. Coyle Scholarship Awards. The are: Abigail Eldridge, daughter of Margaret Eldridge, member of Fremont, NE Branch 89; Jesse Lee Hoehn, son of Tom Hoehn, member of Shawnee Mission, KS Branch 5521; Samantha Worrell, daughter of Lynn Worrell, president of Iowa City, IA Branch 483; and Kari Cunningham, daughter of Harold Cunningham, member of Springfield, MO Branch 203. All of the applicants were exceptional students and individuals, and I know they will be very successful in their academic endeavors and beyond. One of the requirements for the students in the application process is to write an essay on what unionism means to them. I was very impressed with the tone and tenor of those essays. The

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National Business Agent's Report

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understanding which these high school students displayed about the meaning and importance of unionism toward raising the standard of living and ensuring a better life for all working families gives me hope for a brighter future. These are tomorrow's leaders with the vision to turn this country around, embarking upon an educational journey which will provide them with the tools to pursue and achieve their dreams. I believe we are in good hands.

August 2007

I am writing this article only five days after NALC and USPS reached a tentative agreement on a new five-year contract. It has been a long and difficult process, but one which has finally been brought to a successful conclusion. The fact that we were able to achieve this agreement is a testament to the skill and tenacity of President Bill Young and all of our national officers. Going into these negotiations, NALC was focused on three main goals. First, we wanted to procure wage increases which would be reflective of the hard work and significant contributions of Letter Carriers to maintain service standards for our customers and to protect the financial stability of the Postal Service. Secondly, given management's aggressive approach to contracting out delivery service, we also needed to shore up job security protections for our members as well as preserve the quality, safety and security of the service we provide to the American public. And finally, we wanted to reach agreement on several workplace issues in order to provide a better working environment for Letter Carriers. I am happy to report that this contract incorporates all of these elements in a win-win scenario for Letter Carriers, our employer and our customers.

The fact that we achieved our goals is just as much a testament to Letter Carriers throughout this nation as it is to the efforts of your national officers. You stood together with President Young and his negotiating team in a strong display of support, and stepped up to the plate to strengthen our campaign against the Postal Service's misguided policy on contracting out. Your letters, faxes, e-mails and calls to your Senators and Representatives convinced them of the righteousness of our cause and ensured widespread support in Congress for putting the brakes on CDS, and stopping the Board of Governors (aka, James Miller), from their zealous pursuit of the "back door" privatization of the Postal Service.

Congressional pressure in the form of H. Res. 282 and S.1457 prodded management to return to the table and renew negotiations. The importance of our eActivist network and COLCPE contributions were reinforced, once again, with the attainment of this tentative agreement.

With important provisions already in place to protect City Carrier routes under the new National Agreement, we will be looking for additional protections through the work of the National Joint committee during the six-month moratorium on contracting out. We expect these discussions to proceed in a cooperative spirit toward achieving reasonable solutions to the remaining issues. Working together to resolve our differences is, of course, the best-case scenario. With that in mind, President Young is asking Congress to hold off on legislation to address our concerns in this area. If, however, the committee's discussions do not result in agreements consistent with the best interests of Letter Carriers and our customers, we will return to Congress with renewed vigor to press our case. We still believe that contracting out delivery services is a matter of public policy and that, if necessary, it would be appropriate for Congress to address the issue through strong, effective legislation.

If your Representatives and/or Senators signed on against contracting out, please take the time to thank them for their support. It is just as important that we let them know how much we value their speaking up for our concerns and promoting our issues as it is that we urge them to extend that support in the first place. Now, that we have a more worker-friendly Congress, we must work hard to foster our relationships with our representatives and deepen the nature of their commitment to our issues.

Additional provisions in the contract include agreement on such diverse issues as DOIS, COR, Third Bundles, S-999 Mail and FSS Implementation. These agreements resolve some long standing disputes on issues which were adversely impacting (or about to adversely impact), Letter Carriers' daily working environment. The establishment of a joint committee to develop a new process for evaluating and adjusting routes bodes well for reducing the stress associated with route inspections and for minimizing the daily confrontations between management and the Letter Carriers over workload and performance.

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National Business Agent's Report

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The tentative agreement will be sent out to the membership for a ratification vote. Rest assured that a complete copy of the contract, including the MOUs, will be sent to every active member for your consideration. I urge you to vote for ratification. With significant pay raises, increased job security and MOUs to address workplace issues and working conditions, this is a National agreement that we all can be proud of; and one that we can build upon to ensure a brighter future for Letter Carriers and the Postal Service.

September 2007

As I write this article, the ratification process on the tentative agreement for a new, five-year National Agreement has begun. I received my ballot on a Friday, and immediately returned it, indicating my acceptance. Hopefully, by the time this report is printed in newsletters throughout the region, the majority of our members will have done the same. President Young and your National Officers in Washington, DC worked very hard to negotiate a contract which has an excellent wage package and addresses some long-standing concerns on the workroom floor. They deserve to be recognized for their efforts on our behalf, and an overwhelming vote of approval would deliver just the right message of appreciation.

Of course, the fact that we have a new National Agreement does not mean that management is suddenly going to "play nicely" in every installation. In numerous locations, we are still trying to convince them to abide by their obligations, under the previous agreement, particularly with regard to Article 8. Staffing is clearly an underlying issue; and, if the TEs that are scheduled to be hired after ratification are allocated where they are most needed, we may see some relief on that front. Nonetheless, we will continue to press management to abide by the provisions of the contract, all of which were either jointly negotiated and freely entered into by both parties or settled through the mutually acceptable process of arbitration. These provisions **cannot** be disregarded, simply because management no longer finds it convenient to abide by them. This office is committed to the ongoing training of NALC activists throughout the region to ensure contractual compliance and to pursue appropriate remedies for the harm that Letter Carriers suffer as a result of management's violations.

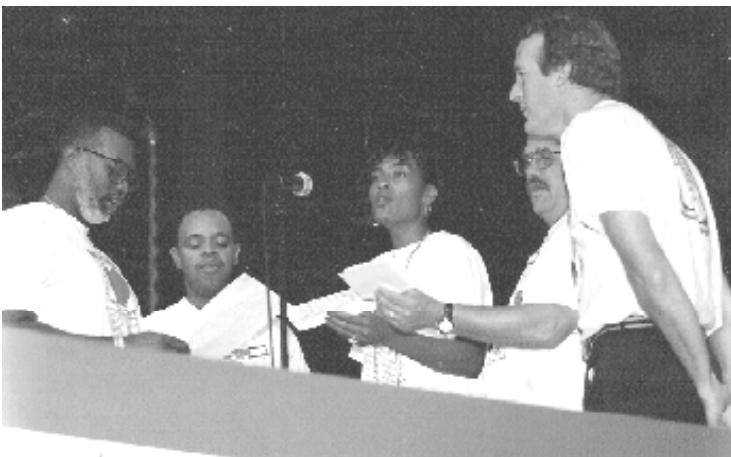
We are in the midst of an organizing campaign to sign up the non-members in the region. We have sent out letters with completed 1187s for their signature, inviting them to

become members of the NALC. We have discovered that, in many cases, new PTFs were not contacted to join the union during orientation and, thereafter, slipped through the cracks at their offices. There are, of course, others who have chosen to be non-members for a variety of reasons. When you look at the wages, benefits, retirement and working conditions that Letter Carriers enjoy in comparison to the rest of the federal workforce and the private sector, there really is no excuse not to be a member of the NALC. We are still faced with many challenges in the years ahead. Our best hope for success lies with the support of a solidly unified workforce. Please reach out to these non-members and encourage them to pay their fair share toward ensuring that the strong, effective leadership which has characterized the NALC's representation of Letter Carriers to this point continues in the years ahead.

With the addition of a third allotment under the new contract, there really is no excuse for Letter Carriers not to contribute to COLCPE. The unfortunate reality in politics is that money opens doors. It helps us elect representatives who support our interests as Letter Carriers and working men and women, and provides continuing access to them and others to promote our agenda. Recent successes with Postal Reform and Contract Delivery Services legislation demonstrate the effectiveness of our P.A.C. fund and corresponding lobbying efforts. As we look toward the national elections in 2008, we must redouble our efforts to achieve our goal of electing an even stronger, more worker-friendly administration in the White House. We need a change in philosophy and direction from the politics of corporate greed to policies that promote the pursuit of The American Dream for all of our citizens. This remains our focus for the up-coming campaigns next year and in the halls of Congress.

It is important to remember, however, that NALC's political support does not hinge upon hot-button issues of personal conscience but rather upon a candidate's record and commitment to protecting and promoting the interest of Letter Carriers and working families. Please help us to continue this vital work by taking advantage of the inclusion of a third allotment to contribute to COLCPE through automatic deduction or consider increasing your current contribution. In order to counter the enormous resources that corporate America has at its disposal, we must have a sufficient war chest of our own to effectively educate working men and women on the real issues impacting the well-being of their families, and to get out the vote to elect representatives who will speak for us on these issues. These are very ambitious goals; but, given what is at stake... the very survival of the middle class... they are goals we can and must achieve.

A Few Branch 30 Memories





BRANCH #30 STEWARDS

Barry Woods

Stu-
Alt-

Hodge Park

Stu-Mike Neverve
Alt-Drew Kingery

North Kansas City

Stu-Jack Foster
Alt-Mary Ewing

Sunny Slope

Stu-Jennifer Keaton
Alt-Lupa Ebera

Executive Park

Stu-Roger Smith
Alt-Jim Edwards

James Crews

Stu-Dave Teegarden
Stu-Terry Myers
Alt-Curtis Walker
Alt-Frank Ferro

Parkville

Stu-Ed Gibson

South Troost

Stu-Joie Bostic
Alt-Byron Townsend

Gladstone

Stu-Herb Harvey
Alt-Roger Ramsey

Longview

Stu-Chuck Athey
Alt-Jack Julo

Parkway

Stu-Don Turner
Alt-Reggie Collins

Southeast

Stu-Donnie Criswell
Alt-

GPO Station

Stu-Phil Vaughn
Alt-Beth Horned

Martin City

Stu-Chuck Hardway
Alt-Harry Hinkle

Plaza

Stu-Walter Miller
Alt-David Metcalf

Waldo

Stu-Norm Long
Alt-Kenny Mercier

Hickman Mills

Stu-Dave Keeton
Alt-Dean Hall

Raytown

Stu-Rick Rawlings
Alt-Troy Smith

Westport

Stu-Ed Lopez
Alt-Andrew Rangeo

(Associate Offices)

Blue Springs

Stu-Jeff Rainey
Alt-Randy Williams

Holden

Stu-Larry Adkins

Lexington

Stu-Mike Batcher

Warrensburg

Stu-

Butler

Stu-Curry Massey

Green Summit Annex

Stu-Jimmy Williams

Odessa

Stu-Judy Loges

Weston

Stu-Jeff Avey

Belton

Stu-Mike Larkey
Alt-Tom Didier

Lee's Summit

Stu-Bruce Beltcher
Alt-Darrell Coffman

Pleasant Hill

Stu-

Blue Springs Annex

Stu-Allen Sharp

Carrolton

Stu-Phill Henderson

Maryville

Stu-

Richmond

Stu-Mike Farnan

Higginsville

Stu-



CONGRATULATIONS *Steward of the Month*

Jan-Terry Myers-James Crews

Jul-Andrew Rangeo-Westport

Feb-Roger Ramsey-Gladstone

Aug-Roger Smith-Executive Park

Mar-Phil Vaughn-GPO

Sep-Donnie Criswell-Southeast

Apr-Mike Larkey-Belton

Oct-

May-Mike Farman-Richman

Nov-

June-Dave "Moose" Metcalf

Dec-

2007 Grievances Formal A's

Total Filed 367

Resolve 119

Working 209

Pending 37

Arbitration 17

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REGULAR MEETINGS
2nd THURSDAY
EACH MONTH 7:00 P.M.

NO MEETINGS IN AUGUST
JUNE MEETING ONLY 2nd WED.

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PRESIDENT.....DAVE GWIN
VICE PRESIDENT.....DAVE TEEGARDEN
RECORDING SECRETARY.....MELVIN MOORE
FINANCIAL SECRETARY.....BYRON TOWNSEND
TREASURER.....LINDA BAKER
SERGEANT-AT-ARMS.....DAVE METCALF
HEALTH & RETIREE REP..(816) 942-6595..JOE D. HILL
TRUSTEE (Chairman).....JEFF RAINEY
TRUSTEEJIM LONERGAN
TRUSTEE.....ED LOPEZ
DAN PITTMAN, RAA • ERNEST GRAHAM, WCD REP.
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