

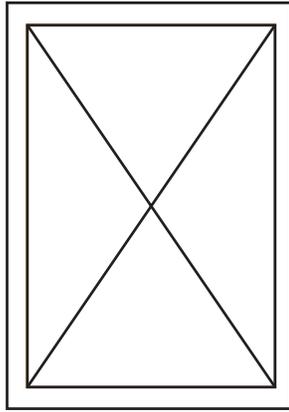
## PRESIDENT'S ARTICLE

By Dave Gwin

One of my favorite speeches that I've heard at least a dozen times in as many different capacities starts off with the speaker holding up a \$50 dollar bill. "Who would like this \$50 dollar bill?", the speaker asks the audience. Everyone in the room raised their hand. He said, "I am going to give this bill to one of you but first, let me do this." He proceeded to crumple up the \$50 bill. He then asked, "Who still wants it?" Everyone, once again, raised their hand. "Well", he replied, "What if I do this?" And he dropped the bill on the ground and started to grind it into the floor. He picked it up, now crumpled and dirty. "Now, who still wants it?" Once again, everyone raised their hand. And now for the lesson I hope you've picked up on. No matter what he did to the money everyone still wanted it because it did not decrease in value. It was still worth \$50 dollars. There are many times in our lives, we are dropped, crumpled, and ground into the dirt by the decisions people make for us and the circumstances we are forced to deal with. Sometimes we feel as though we are worthless. But no matter what has happened or what will happen, you will never lose your value. Dirty or clean, crumpled or finely creased, you are still priceless to those who DO LOVE you. The worth of our lives comes not in what we do or who we know, but by WHO WE ARE and WHOSE WE ARE. You are all very special people and don't ever forget it and please remember this, count your blessings, not your problems.

**Reprinted in memory of a fallen brother from the GPO Carrier section: Dwight Thompson.** Dwight was a soft spoken, easy going, active city Carrier that lost his battle with cancer on the 21st of May. Dwight was treated very badly by GPO management the last few months he was carrying mail. I will NEVER forget the stories I've heard about the comments made to him by supervision. I've been in trouble for using the word inhumane in other articles, I just don't know what else to call it. May he now rest in peace as our prayers go out to him and his family and may the monsters that made work literally impossible his last few months .... GO TO H\_\_ \_!

**OVERTIME ISSUES:** Article 8.5g violations continue to occur EVERY SINGLE DAY. The cash cow is no



where near empty but the energy of some stewards is understandably getting weaker. Everyone is tired and working more hours than they want to but I'm literally talking about just a couple of minutes once a week to file an Article 8 violation because the pay that continues to go out is well worth it. Don't be upset with the stewards, encourage them or help them but make sure they are filing the grievances. UNDER NO CIRCUMSTANCES is management to case or carry mail. There is no such thing as looking the other way and being down routes for vacations or sick calls are NOT considered emergencies. These are predictable and crossing crafts is a violation that puts \$\$\$ in your pockets. Almost every minute worked by the non-OTDL Carriers will be money for the OTDL Carriers.... File, File, File, File!!!

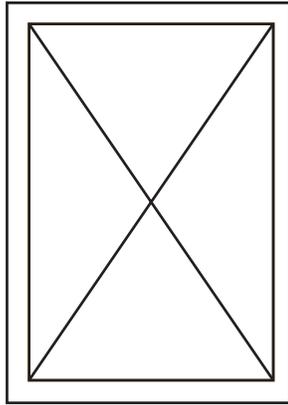
**STATE CONVENTION:** One of the best conventions I've been to in a long time. Our State President, Kevin Boyer and his staff did an excellent job on the location and the training received by those in attendance. Our Washington Representative, Mr. Dale Hart / Director of City Delivery, presented us with information that's been repeated several times in the *Postal Record*. The majority of us in attendance were more interested in the lack of staffing and the problems it creates but there were no answers that will satisfy any of our members. "First we need a contract and then we need a decision from Arbitration on Article 32. If those are not favorable then we have H.R. Bill 282 in the House of Representatives and the Senate has a Bill S. 1457, (The Mail Delivery Protection Act of 2007). All of these events will have an influence on staffing." I guess that was the politically correct answer but most of us were hoping for more. Mr. Hart did mention that our part of the country is also one of the first to receive the new Flat Sorting Machines that is projected to save even more time for the USPS; and therefore we'll need even fewer Carriers. You remember, just like the DPS savings...BULL S \_ \_ \_.

**NATIONAL REASSESSMENT PROCESS (NRP):** More commonly referred to as the attack on Limited Duty Employees. This training at the state convention by our NBA's office was very informative. So critical, in fact, we have requested that the same presentation be repeated in Kansas City at the July stewards meeting. What the USPS has in store for our limited duty craft employees is just not clear enough to chance. The USPS just lost "the largest ever disability discrimination settlement" and agreed to pay a minimum of 61 million dollars to craft employees that were either not promoted or wrongly terminated as a

# Vice President's Article

By Dave Teegarden

Well I guess that the heat is on! I'm not talking about the temperature outside but rather the temperature of the climate between craft and management.



There are new and different policies each day that are passed down from up above. There is the new policy out now about no 6th day. I guess it started out that stations were required to be "down" 20% of the routes in the station before anyone on the OTDL was allowed to work their N/S day off. That policy has changed! We are now only to go 10% "down" before OTDL employees can work a 6th day. The thinking is that we can pivot out the 10-20% and capture under time.

There is also the "No Penalty Time", rule that is being pushed throughout the city. This one's pretty obvious, No Penalty Time! It does not matter how many routes you are down, one click of penalty time is too much. And if someone from the Western Area comes into town they even have to change the schedule to show no-one working a N/S day off.

Now the policy on overtime in general, is like the wind, it keeps changing directions. First there was a "window of operation." Then came the "24-Hour Clock." How about we just merge the two and call it the 24 Hour Window of operation Clock, or HWOC for short. That probably won't work, it sounds like someone trying to clear their throat. Better yet how about we call it what it is and shorten it up a bit, a contractual violation or CV. Management claims it's for customer service but if they truly want customer service, hire enough Carriers to do the job. Hell, we got the money the Postal Service made millions last year!

The Postal Service must have purchased a truck-load of rulers. There have been several days where members of management have actually come into the James Crews station, rulers in hand to measure mail. Why? Because they don't trust current management. It seems that it is too much volume. My question is, where were these rulers when manage-

ment was undercounting the mail?

How about the Postal Service having the highest customer satisfaction rating of all Federal Government jobs. The Postal Service scored a 93%. Here in the Mid-America District our EXFC scores were over 96%, very few districts made that threshold. These scores are a direct result of the jobs Letter Carriers do on a daily basis. On a lighter note the Postal Service will begin sponsoring the Summer Olympic Games to increase business. We should have no problem winning several track and field events after all the hurdles and obstacles that are placed in front of us. 93% or 96% is just not good enough for management.

Contract Delivery Service or CDS is impacting Letter Carrier jobs. Letter Carrier work has been outsourced to contract carriers all across the country. The union is obviously challenging this action by management but there is something that we can all do. Call your Senator and your Congressman and tell them to Co-sponsor either Senate Bill 1457 or HR-282. It only takes a few minutes and goes a long way toward protecting your own job. Encourage all the Carriers in your station to call and leave a message whether Democrat or Republican its time to ask our elected officials for their support. Management organizations have jumped on board in an effort to stop contracting out. This issue affects all of us and our patrons and the economy as well. The phone numbers and addresses are provided within this edition of the *Viewpoint*, (see page 22), for Senators and Congressmen.

Lastly the newest rumor in town is that James Crews and Executive Park stations will be going back to their original stations. Now this is only a rumor but I will say a strong rumor. It seems that it has been decided that William Chick, Northeast, and the 28 zone from old station E will be moved back to the respective stations. Also two zones out of Executive Park will return to Centropolis Station. Supposedly this is to capture the drive time required to get top the routes. Even if, and they won't, each station absorbs a route, this move will cost the Postal Service about a half million dollars a year. The potential savings gained from moving back will be eaten up by added supervisors and managers. I

*(continued on the following page)*

## President's Article

*(continued from page 2)*

result of injuries on the job. The suit was filed under the guidelines of the Americans with Disabilities Act and the USPS is paying 7500 employees this minimum and is expected to go as high as 600 million. You'd think the USPS would stop this treatment of craft employees. Even though the USPS wants us to believe the NRP is more for accountability then to get rid of these employees the APWU says they have already removed craft employees and they are filing additional law suits. We will be well prepared for whatever the USPS tries.

**PERSONAL PRIVILEGE:** I'd like to write about more issues Carriers are going through in our Branch but management changes their minds so quickly that by the time this goes to print something different is implemented. One week we must have a body on every route. That forced non-OTDL Carriers to come in on their day off and the contractual

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Representative

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violations continued. Two weeks later NO ONE is allowed to work on their day off. Non-OTDL Carriers again are abused and forced to carry overtime almost everyday. Two weeks later you can bring in OTDL Carriers if and only if you are down 20% of your routes. That was my favorite because there is no one in management that can figure that number out. ALL are violations of the contract; all are thoroughly upsetting the Carriers and all DEMAND grievances. Grievances that will most likely not be settled for about 6 months to a year because management knows that upsets our craft even more. MONEY they have and they know they'll eventually pay but in the meanwhile they are tearing the UNION apart, all across the state and all across the country. I can not stress enough that all of you need to come to work each and every day and expect inconsistent treatment. The USPS is out of control and until events happen that put an end to it, one way or another, you best take care of yourself. Too many of us let issues that we have no control over ruin our lives. ADJUST YOUR ATTITUDES to roll with the flow. Washington's plan is firm and it's only those of you that refuse to research the "how to" and "why" that are complaining. I thoroughly understand what the USPS is doing and I thoroughly understand the plan of the NALC. Knowing this information gets me through every day; I urge all of you to do the same.

In Unionism  
Dave Gwin

## Vice President's Article

*(continued from page 3)*

guess its OK to spend more money on management but work us into the ground.

All of these topics have one commonality and that is Carriers losing contractual rights. These few examples should serve to show that all of us must take a stake in our jobs; all of us must fight to preserve our contractual rights. If your rights are being violated talk to your steward, but remain involved in the process. Help your steward find a solution. Stewards are asked to do the job of a Letter Carrier as well as perform their job as a steward, but with all of the things happening right now they need help.

Dave Teegarden

# Recording Secretary's Report

By Melvin R. Moore

## Regular Monthly Meeting

**April 12, 2007**

Meeting called to order at:

7:00 pm

**Prayer:** Joe Hill

**Salute to flag:** Ed Lopez

**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:**

MSC to accept minutes as written.

### Executive Board Meeting April 5, 2007

1. The Board discussed that the National Agreement had been at an impasse. The Branch needs to prepare for all types of contractual violation until the National Agreement is settled. Stewards are to police contractual violations and file grievances when warranted.

2. The Board discussed the James Crews Town Hall Meeting.

3. The new MSP scanners will be introduced to Carriers beginning April 16, 2007. All Carriers will be given a minimum of one (1) hour for training.

4. Annual Retiree Luncheon is scheduled for Sunday, May 6, 2007.

5. Branch #30 Annual MDA Golf Tournament is Sunday, May 20, 2007.

6. There will be a short meeting for state convention delegates following the regular meeting Thursday, April 12, 2007.

7. The Board visited 2111 Television Road. A real estate company has a building for sale. The Board did not make an offer.

**Deceased Members:** Gene Long, retiree and Warren Moults's mother

**New Members:** none

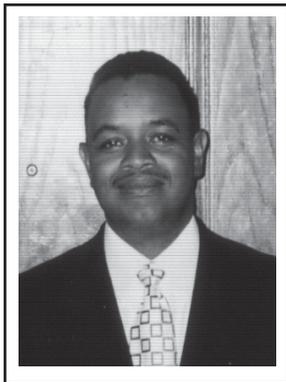
**Bills:** MSC to accept as written

**Treasurer's Report:** MSC to accept as written

**Financial-Secretary Report:** MSC to accept as written

## Labor/Management Meeting

\* NBA, Mike Weir met District Manager, G. Graves to discuss options for resolving window of operation grievances. The parties did not find a reasonable solution that was within the guidelines of the National agreement.



- James Crews Station participated in a town hall meeting to discuss staffing issues. The parties agreed to locate employees that were on the rolls but not at work. The parties entertained developing a collection route that ran through the James Crews territory so Carriers could have collection mail deposited into the mail stream early.

**Entertainment:** Branch 30 Cookout June 24th, 2007, Lake Jacomo

**Legislative:**

- Do Not Mail much like the "Do Not Call List" is being discussed on Capitol Hill. This act would stop delivery of bulk business mail if patrons sign a list.
- Vote-by-Mail initiative increases voter response, increases revenue to the postal service.

**Safety and Health:**

- Please dispose of cracked trays.
- Always remember to report threats and safety violations to our immediate supervisor.

**Unfinished Business:** none

**New Business:** none

### Good of the Association

- MSC to donate \$25.00 to Genesis School
- Stewards Training April 26 and 27, 2007
- The EAP Regional Meeting was held in Kansas City. The main topic of discussion was the treatment of Limited Duty Carriers. What does the postal plan have to do with injured employees?
- The membership engaged in a lively debate about what course of action should the Branch take to address Article 8 violations. This issue has been resolved in arbitration but management refuses to abide by the decision. Management is required to exhaust the OTDL before mandating non-OTDL employees to work. A grievance must be filed on failure to abide by an arbitration decision, Article 15.

**Brookfield Uniform:** \$10.00 gift certificate: Phil Lauer

**Steward of the Month:** Mike Larkey

**Attendance Incentive Drawing,** (must be present to win): John Moberly-not present

**Adjourned:** 8:05 pm

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## Regular Monthly Meeting May 10, 2007

Meeting called to order at: 7:00 pm

**Prayer:** Joe Hill

**Salute to flag:** Ed Lopez

**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:**

MSC to accept minutes as written.

*(continued on the following page)*  
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# Recording Secretary's Report

(continued from the previous page)

## Executive Board Meeting May 3, 2007

1. The Board discussed having the Legislative Liaisons, Jim Lonergan and Ernest Graham, contact Congressman Cleaver and request that he support Carrier issues and no contracting out of mail delivery service.

2. Blue Springs stewards were not included in the stewards training. The Board will make a greater effort to contact the Postmaster of Blue Springs and other associate offices to include the stewards in all activities provided to the NALC.

3. The Board discussed approving the food committee to establish an account to track expenses. (No objection from the floor)

### Recommendations

1. The Board recommends that the Branch approve awarding two (2) academic scholarships. MSC to approve

2. The Board recommends that the Branch sponsor a hole for Branch #30 Annual MDA Golf Tournament. MSC to approve

**Deceased Members:** Arnold Allen

**New Members:** none

**Bills:** MSC to accept as written

**Treasurer's Report:** MSC to accept as written

**Financial-Secretary Report:** MSC to accept as written

**Labor/Management Meeting:** none

**Entertainment:** Branch #30 Annual Cookout June 24, 2007 Lake Jacomo Shelter House #3

### Legislative:

- All Branch members asked to contact their Congressperson and request that they support HR 282.

- COLA for retirees equal 0.8
- The NALC has created a new form for donating to COLCPE. For more information please see May 2007 edition of the *Postal Record*

### Safety and Health

- Management is planning more street observation. Please secure vehicles according to handbooks and manuals.
- The mail bomber has been captured.

**Unfinished Business:** none

**New Business:** none

### Good of the Association

- Six (6) PTF Carriers are scheduled to report to work on Saturday, May 12, 2007.
- The WOO grievance for Springfield, MO has been settled. The Postal Service will have to make OTDL Carriers whole.
- The Branch President will speak with the KC Star and other labor organizations about contracting out Carrier work.
- The Branch has filed a grievance on Article 15 for Management ignoring Arbitrator Dilts decision to cease and desist from mandating non-OTDL before exhausting the OTDL Carriers.
- Step A Representatives were not included in the DRT Training April 26 and 27, 2007. This will be corrected in the near future.
- All Carriers are asked to step-up and assist stewards with Food Drive, May 12, 2007.

**Brookfield Uniform:** \$10.00 gift certificate-A. Flowers

**Steward of the Month:** Mike Farman

**50/50 for COLCPE:** Allen Sharp

**Adjourned:** 8:20 pm

*Branch 30 Officers  
and Viewpoint Staff  
want to express our  
condolences to the  
family and friends of*

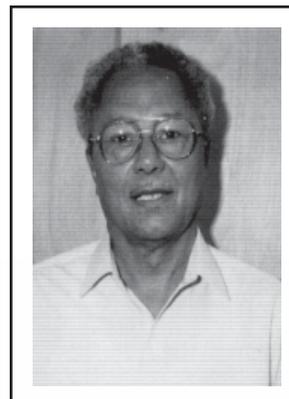
**Travis Gilpin,**  
**Blue Springs Station Carrier**  
*on the passing of his Mother,*  
**Gailen Gilpin**

	:
	:
<b>Typed Name and Phone No.</b>	<b>\$10.00</b>
<b>Standard Business Card</b>	<b>\$15.00</b>
<b>1/4 Page Ad</b>	<b>\$35.00</b>
<b>1/2 Page Ad</b>	<b>\$70.00</b>
<b>Full Page Ad</b>	<b>\$100.00</b>

#30.

# Health Benefit Representative Retiree Coordinator

*Joe D. Hill*



## **Contacting the Plan by Telephone** **1-888-636-NALC (6252)**

**O**ccasionally, you may need to call the Plan for help with your questions. Member Services can answer general questions about the Plan's benefits.

Beginning April 14, 2003, the Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy Rule went into effect. Under the Privacy Rule, the Plan must take measures to protect our members' Protected Health Information (PHI). Because of this, we can only discuss an individual's PHI with that individual unless the individual has completed and returned the HIPAA Privacy Rule Personal Representative Authorization form. This form allows our members to give NALC Health Benefit Plan permission to disclose your PHI to a person who will act as the individual's Personal Representative.

Each family member, including each adult child (age 18 or older, or as determined by state law), who wishes to name a Personal Representative must complete this form. Members are not required to complete the form, but if they don't we will not release PHI to anyone who may call on someone else's behalf. A Personal Representative can be anyone of their choosing, such as a spouse, parent, child, friend, congressman or HBR. Member Services cannot discuss with an HBR anyone's PHI including claim status without the HBR being named as the individual's Personal Representative.

The HIPAA Privacy Rule Personal Representative Authorization form is available by either contacting Member Services or downloading it from our website, <http://www.nalc.org/depart/hbp>. If you have members in your branch that rely on your assistance in resolving claims, have them name you as their Personal Representative.

When you call, you should always:

1. Identify yourself with your name, title, and branch.
2. Remember the name of the person to whom you are speaking.

If you have been appointed the individual's Personal Representative, you should always:

1. Be prepared with the member's identification number.
2. If you have a claim in question, have this information ready:
  - a. Date of service
  - b. Amount of the charge
  - c. Provider's name
  - d. CPT/HCPS code(s) or description of service
3. Describe the problem:
  - a. Status of a claim
  - b. Questions regarding benefits
  - c. Reasons charges were rejected.



Any Member Services representative can answer your questions. Asking for the same representative each time you call is not necessary unless you have already discussed the question in detail with him/her. If necessary to follow up with that person, ask the switchboard to connect you with that specific Member Services representative.

# Prescription Drug Benefits Overview

## When NALC is the Primary Carrier

<b>When you use</b>	<b>You pay</b>	<b>Claim Filing</b>
A network retail pharmacy for the first or second fill of (up to) a 30 day supply of medication	25% of the cost	Not applicable
A network retail pharmacy to refill a prescription more than once OR A Non network retail pharmacy	Full cost at time of purchase	Submit a completed claim form to receive 50% reimbursement of the Plan allowance* (after the \$25.00 annual deductible is met)
The NALC Mail Order Prescription Program	\$8.00 generic/\$24.00 name brand for a 60 day supply of medication (no deductible)  \$12.00 generic/\$35.00 name brand for a 90 day supply of medication (no deductible)	Copay must be mailed Caremark with the Patient Profile form

## When Medicare Part B is the Primary Carrier

<b>When you use</b>	<b>You pay</b>	<b>Claim Filing</b>
Network retail pharmacy for the first or second fill of (up to) a 30 day supply of medication	15% of the cost	Not applicable
A network retail pharmacy to refill a prescription more than once OR A non network retail pharmacy	Full cost at time of purchase	Submit a completed claim form to receive 50% reimbursement of the Plan allowance*(no deductible)
The NALC Mail Order Prescription Program	\$7.00 generic/\$20.00 name brand for a 60 day supply of medication (no deductible) \$10.00 generic/\$30.00 name brand for a 90 day supply of medication (no deductible)	Copay must be mailed to Caremark with the Patient Profile form

# **TAKE ME TO THE OZARKS**

**By Sellie Truitt-Associate Editor**

**I** wish to thank the members for sending me to my Fifty First consecutive State Convention. I must say I have been truly Blessed for longevity. As I write this article I have just passed my 89th Birthday, (June 15th). I also have the distinction of being the only African American at the first three Conventions. I attended until Barbara and Andrew Estes, (St. Louis Branch), started attending. I guess the word got out about me and other Branches then followed suit. My sincere condolences to the family, as I heard Andrew Estes recently passed.

**A**ttending these conventions have not gone without Drama. At one time I was first Alternate. A Delegate dropped out two days before the Convention. It was my spot next, but I had nowhere to stay. However a good Friend of mine that had a large condo that could sleep three families called me and said to come down as his guest. We accepted, (my wife and I), arriving early Friday morning.

**I** owe my consecutive string of Conventions to "Big" Joe Hill. Although I was elected a Delegate to that Convention I would not have known someone had dropped out if not for Joe.

**E**ach Convention I have attended has had it's Drama and this was no exception. First I must say the selection of this convention site was excellent. There could not have been a more elaborate place in the woods. Unless you are extremely familiar with the area, I advise you not to stay out too late at night or you may spend several hours getting back on the right road.

**I** will tell you a few happenings at other Conventions.

**O**ne instance a Delegate cut himself shaving and I had to stop the bleeding.

**A**nother instance, and this one takes the cake. I stopped for gas and lottery. Twenty gas and ten dollars lottery. My son pumped the gas and it did not stop on \$20.00. He happened to stop at \$20.78. I went back in to see why the pump did not stop and the proprietor was joking with customers indicating a possible DRIVEOFF. I made certain everything was OK before I left.

**Remember...**

**NO MEETING IN AUGUST.**



# NEWS FROM THE STATIONS

## Raytown Carrier Saves Life of Customer

Submitted by Patty Dingman

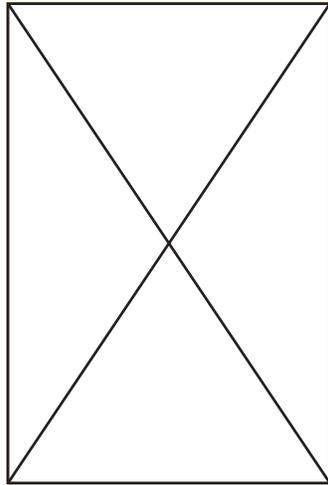
For Dorothy Enloe, this has been a very interesting year for both her and her customers.

Dorothy's first exciting episode came during the cold freeze in January. On a bitterly cold morning, Dorothy had just pulled up her first delivery when she heard someone call her name. Pat Daly had decided to take out her trash one

cold icy morning and had fallen. Because everything was so slick, she wasn't able to get up. As she lay there dressed only in her robe and slippers, she called out to Dorothy for help. Dorothy said that it was so slick, that if she hadn't had on her ice grippers, she wouldn't have been able to help her up. After helping Pat up off the ice and into her house, she continued on with her route.

Dorothy's second event occurred this spring. During a warm day in June, she heard her customer Ray call out her name. His front door was open but the screen was locked. Ray cried out that he had fallen and wasn't able to get up. After trying the door and not able to get in, Dorothy called 911 then went to get help. She went across the street to the home of a fireman. Together, they went back to Ray's house where the fireman cut through the screen and entered the home. Ray was lying in blood in his garage where he had fallen. Dorothy waited for the ambulance to arrive and then continued on with her route.

Dorothy was thankful that she was there to help her customers during their time of need.



## CARTOON CHARACTERS

Submitted by Randy Williams

Since the Postal Service likes to contract out work, new contractors are being hired to review how things are done and help improve service. These contractors work for free with only a royalty paid to their creators. Various cartoon characters have been brought aboard to give unbiased advice.

Elmer Fudd and Bugs Bunny have teamed up to study DPS. They both promise to put their feud aside to benefit the Postal Service. Elmer stated he will use a shotgun approach to correct DPS. Sounds like not much will change here. Bugs Bunny feels his experience working underground and popping out of holes should fit DPS's up and down performance.

The Roadrunner will now train all 204bs. This fast track approach should get them up to speed, Now they can multitask, answer phones, harass Carriers, tell stories about what great Carriers they are and when asked a question give the noncommittal beep beep.

Spiderman will work with all current supervisors. He feels his experience of weaving webs can serve supervisors well, along with training them to hang upside down from the ceiling should come in handy for office supervision. Spiderman stated that his first training session will include how to entrap Carriers in a web of deceit. Working in the dark should be a benefit also.

Speed Racer is now in charge of driver training. He stated his first priority is to get Carriers to go faster, yet stay on track. No word on where the pet chimp will fit into the training.

Not to be outdone, the NALC has also gotten on board with it's own character to help get an accurate mail count for Carriers. Permission has been requested for The Count, from Sesame Street to study DOIS numbers. We all know The Count will count EVERYTHING, flats, letters, spurs, parcels. One letter, two letters, three letters...One flat, two flats, three flats...

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# NEWS FROM THE STATIONS

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One position is still open. Someone to look into CFS. No cartoon character applied for the position. It is believed that even cartoon characters understand some things can never be fixed. Heard that to get hired into CFS you must be able to spell CFS.

As with all postal issues, there is not a happy ending. Pinocchio applied for several positions and tested well when told to repeat the following, DPS is 100%, DOIS is very accurate, contract delivery is the way to go, management is never wrong and the best one, I was a better Carrier than all of you put together. One problem. That nose thing. Kept growing longer and longer. Pinocchio is still unemployed but has been encouraged to apply for other management positions. I know he will fit in somewhere.



## MDA Golf Tournament Proceeds Totals

BELOW ARE THE FINAL TOTALS FOR THE BRANCH  
30 MDA GOLF TOURNAMENT HELD ON MAY 20. A CHECK  
WILL BE PRESENTED TO MDA ON LABOR DAY,

ENTRY FEES	4230
SPONSORSHIPS	555
MULLIGANS	370
ONE HALF PAR 3 HOLDUM	170
FOOD DONATIONS	67
PUTTING CONTEST	49
TOTAL	5441
GREENS FEES 76X28	2128
PRO SHOP GIFTS	450
TOTAL	2578
TOTAL PROFIT 5441-2578	2863

# Crazy Times Ahead!

Submitted by Frank Ferro

Well everyone once again it's time to look at what we can do to save our jobs. It seems that no matter what we do management is always looking for ways to eliminate our jobs. The newest item on the table is contracting out routes.

Management already has contracts signed and has more to come in the near future. Management has attempted to give away all new deliveries to non-union workers. This is not just something that is happening around the country it is happening in stations around Kansas City right now. There are contracts signed or possibilities of one in Blue Springs, Raytown, Hodge Park and even Barry Woods.

This is a topic that no Carrier should ignore. This topic affects Carriers that are ready to retire and ones that are just beginning their career. It is time for all to get on board the campaign to contact your Senators to express your concerns about contracting out and to ask for their support for the Bill being pushed through the Senate right now. This Bill is Senate Bill S. 1457. This Bill will forbid the postal service from contracting out any Carrier job that has a delivery within a mile of each other. We need this Bill to pass to help insure the future of the Letter Carriers.

There are other ways for Carriers to get involved in helping protect your future. Some of these ways are to donate to COLCPE, volunteer to help do phone banks or letter writing campaigns, volunteering to help elect labor friendly people into office. National is asking for Carriers to donate up to 10 hours to help in this effort. These are examples of ways to help, but there are more ways and if you are willing, contact your branch or stewards.

Anyone interested can look on our website [www.nalcbranch30.org](http://www.nalcbranch30.org) or contact their stewards. The numbers for your Senators are available or samples of letters that can be sent are also available. (See page 22 of this issue)

Please get involved in protecting your jobs. If you are not involved with your branch activities you need to get started. This is going to take everyone to get this done. Let's get together and be strong. **page 11**

# LEGISLATIVE REPORT

By Kevin Horan

Over time the NALC has faced many hurdles during its proud history. In 1970 Letter Carriers strike to reorganize the Postal Service or in 1888 where a handful of Carriers in Milwaukee formed the first union, the National Association of Letter Carriers. Today we are faced with our biggest test yet, the Postal Service bid to contract new delivery. Each of us has a duty to combat their actions and put an end to out-sourcing our jobs now in its earliest stage.

We, the NALC believe that out-sourcing delivery of the mail to low wage, no benefit contractors violates basic postal laws and will represent the destruction of the Postal Service. Contract Delivery Service (CDS) will harm service and damage the public's confidence, will undermine existing laws that exist today on veteran's preference in hiring, will harm the security of the mail, and evade collective bargaining rights for all professional Letter Carriers who deliver the mail today. According to recent trainings USPS managers all across the country are instructed to put all future new deliveries, up to 1.7 million deliveries per year, to CDS routes. Given the wage and

benefit savings the potential in out-sourcing will expand to create thousands of contract jobs over the next decade.

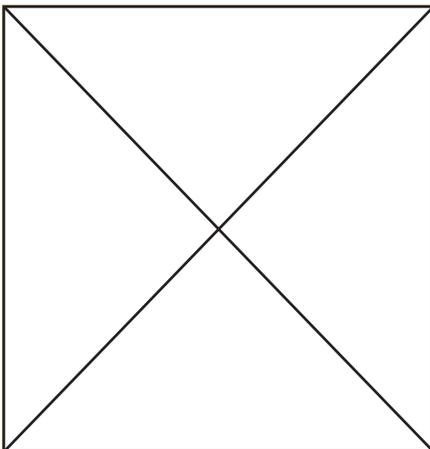
That is why I have started a campaign, and I am asking every member to join in, to ask our friends in Congress to put a stop to CDS routes. Currently there are two Bills active H.R. 282 in the House and S. 1457 in the Senate. I have written a form letter printed in this issue titled US SENATOR WRITING CAMPAIGN which is asking Senators to co-sponsor S.1457 the Mail Delivery Protection Act of 2007. If this practice continues on its current destructive path, in handing out new residential and commercial deliveries to the CDS routes, will only mean the end of this union and the Postal Service as we know it today. So I urge all active and retirees, to cut out the form letter sign it, and mail it to your Senators as soon as possible. Please do not put this off onto somebody else for we are all involved in dealing with this crisis together.

Also the letter to your Senators is now available on the Branch 30 website.

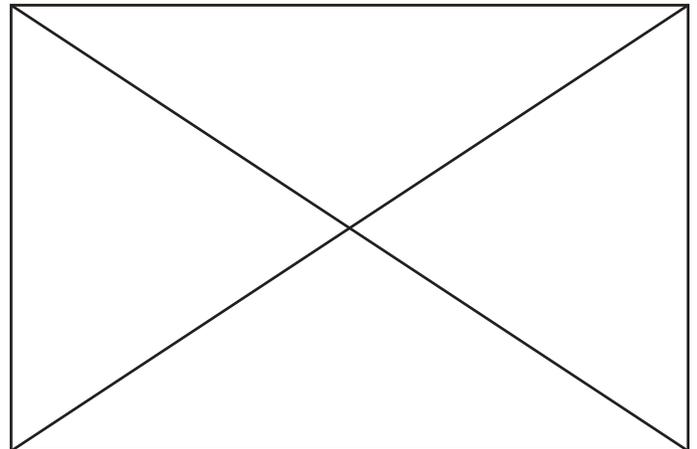
**SAMPLE SENATOR LETTER IS PAGE 23 OF THE VIEWPOINT**

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## CONGRATULATIONS NALC Branch #30 VOGELBAUGH/TRUITT Scholarship Recipients



Ms. Allison Koerperich, pictured here, is the daughter of Mr. Ron Koerperich (Branch member from NKC). Allison graduated from Oak Park High School with a 3.902 Grade Point Average and was ranked 15th out of class of 450. She will be attending Kansas University and plans to major in biology.



Ms. Cassondra Swoboda, pictured here getting her scholarship from President Gwin with her Mom and Dad; Mr. and Mrs. Charles Swoboda, (Branch member from Barry Woods). Cassy graduated from Park Hill South with a 3.85 Grade Point Average and scored a 30 on her ACT college examination. She will be attending Northwest Missouri State University and plans to major in biology with emphasis in zoology.

# *MDA Golf Tournament A Great Success Thanks to Our Sponsors and Volunteers*



THANKS GO OUT TO EVERYONE WHO VOLUNTEERED, PLAYED IN OR WHO MADE DONATIONS TO THE 2007 BRANCH 30 MDA GOLF TOURNAMENT. WE MORE THAN DOUBLED THE AMOUNT RAISED LAST YEAR. OVER \$2,860 WILL BE DONATED TO MDA.

THANKS TO THE FOLLOWING VOLUNTEERS:  
VERONICA BECKY DIANA ANDA DAKOTA  
TERI CONNIE CHEF FRANK FERRO  
MELVIN MOORE FOR HIS HELP AT THE UNION HALL.

THANKS TO CARRIERS WHO COLLECTED GIFTS OR SPONSORSHIPS:

ED GORMAN KEVIN HORAN TROY SMITH  
JOEL WIND RICK RAWLINGS CLIFF LAVELLE  
DAVE TEEGARDEN

THANKS TO THE FOLLOWING SPONSORS:

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MAJOR BRANDS PONICKS  
KANSAS CITY ROYALS BLUE SPRINGS CARRIERS  
JAMES CREWS CARRIERS RAYTOWN CARRIERS

WE HOPE EVERYONE HAD A GREAT TIME AND WILL PASS THE WORD ABOUT NEXT YEARS TOURNAMENT.

JEFF RAINEY  
TROY SMITH

RANDY WILLIAMS  
FRANK FERRO

# Carried Away!

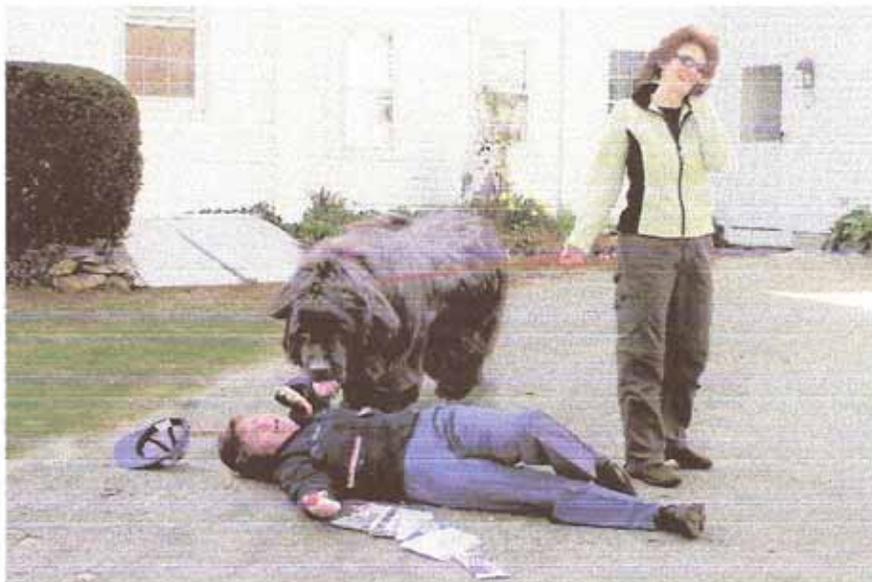
True Stories from Letter Carriers Across America

**A book to celebrate letter carriers -It's about time!**

We need your stories. We are the only people who still visit each house in America every work day. We observe neighborhoods, talk with customers, and perform our job in all kinds of weather. We have a unique view of life in the United States and each of us has a story or two to share.

These stories are about our experiences on the street...the funny ones, embarrassing moments, the kids, senior citizens, the heroic efforts, the dogs and other animals, weather conditions. or just a comment overheard!

We would also like cartoons reflecting life as a letter carrier on the street and photos of unusual mailboxes. Stories and cartoons are welcome from both retirees and active carriers.



Proceeds will go to PERF - Postal Employee Relief Fund  
which benefits Postal Workers in times of natural disasters.

We want YOUR story; the kind you tell each other or your families at the end of the day.

We already have stories from CT, TX, ME, CA, MA, KY, IL, OH, IN AND NH! We're trying to have all 50 states and Puerto Rico represented. Please help make this book possible and send us YOUR story!

"This is a great idea...a perfect gift for a retiring letter carrier or someone who's just passed probation.  
Please let me know how I can get a copy when it's published."

Susan DeLude Lakewood, Ca

Include your name, address, phone and/or E-mail address and send to:

Kate Drury 2 2nd St. B-2 Salisbury, MA 01952 • katedrury@webtv.net (978) 462-1068

Lois McNulty 6 Belmont St. Amesbury, MA 01913 • lois.mcnulty@verizon.net (978) 388-3092

[www.carried-away.info](http://www.carried-away.info)

# BOB SHAW MEMORIAL COLCPE TOURNAMENT

SUNDAY  
AUGUST 26<sup>th</sup>, 2007  
ROCKWOOD  
GOLF COURSE  
2400 S. MAYWOOD  
INDEPENDENCE, MO.

Register by 07:30am - Shotgun start at 8:00am

Four Man Scramble

**PRIZES:** 1<sup>st</sup> Place A & B Flight

Closest to the Pin (2)

Longest Drive (2)

Open to ALL Postal Employees, Family & Friends

Green Fees & Cart \$60.00 Per Player

Questions Call David "Moose" Metcalf at 816-529-9057

**Proceeds Go Toward  
Committee on Letter Carrier Political Education  
(COLCPE)**

**In Memory of Bob Shaw, Former Letter Carrier  
and President of Branch #30**

=====  
Application & Fee of \$60.00 Per Player must be received by August 22<sup>nd</sup>, 2007

Make Checks Payable to:

**COLCPE**

&

Send to:

NALC Branch # 30

6320 Manchester Ave

Kansas City, Mo. 64133

Phone No. 816-358-3100

NAME

Phone Number

1.

2.

3.

4.

# National Business Agent's Report

By Mike Weir

May 2007

Despite the NALC's best efforts to reach a negotiated settlement, we are now hard at work preparing for interest arbitration to achieve a new National Agreement. As usual, the Union took the lead, putting an innovative proposal on the table to ensure the continued financial stability of the Postal Service and to provide increases in wages and benefits commensurate with the significant contributions of Letter Carriers to the success of our employer. Management ultimately rejected our offer to form a positive, pro-active partnership in favor of pursuing their usual tact of short-term solutions and short-sighted approaches to long-term problems and long-range goals. While I am disappointed with this turn of events, I cannot say I am particularly surprised. Given the philosophical bent of the Board of Governors, led by their Chairman James Miller, an avowed privatizer, it actually seems now, in retrospect, that they may simply have been incapable of any other response.

I can assure you that the NALC is not daunted by management's refusal to engage in a reasonable and realistic bargaining process. We are fully prepared to move forward at arbitration in the best interests of our members, our customers and the Postal Service. Given the fact that Letter Carriers have contributed the most to the Postal Service's productivity gain, that we have generated considerable new revenue through Customer Connect, that we have cut costs dramatically through pro-active safety and health programs and that our presence in the communities engenders a level of trust and respect which translates into our current customers continuing to use our services and more customers gravitating toward us for their mailing needs, we feel we have a strong case to put in front of an arbitrator to achieve a favorable outcome. While we have waived mediation in an effort to expedite the process, it is still uncertain as to how long it will take to get an arbitrated award. But regardless of the time and effort involved, we are committed to presenting the best possible case on behalf of the hardest working craft in the Postal Service. We will keep you updated on our progress toward that goal.

The NALC is moving forward on the legislative front as well. We cannot allow ill-considered, transparent efforts to impose policies directed at "back door"

privitization to undermine the benefits of the Postal Reform legislation we worked so hard to have signed into law. Fortunately, Letter Carriers have many friends in Congress, on both sides of the aisle, who share our concerns on the issue of sub-contracting. In March, House Resolution 282 was introduced to express the sense of the House of Representatives that USPS should discontinue the practice of contracting out mail delivery services. Although this resolution only offers opinion and does not make law, it is an important first step toward generating possible legislation to address the issue. With that in mind, NALC activists and CDLs (Congressional District Liaisons) were lobbying hard to have as many co-sponsors as possible sign on the H.R. 282.

On April 17, National President Bill Young testified at a hearing of the Postal Service Subcommittee which is part of the House Oversight and Government Reform Committee. He urged Congress to stop USPS from contracting out mail delivery to private companies, which employ workers at low wages and no benefits. He noted that such individuals would have no commitment to the Postal Service and our customers, and a high level of turnover. The trust which is inherent in the relationship between a career Letter Carrier and his/her customers would be undermined by such an arrangement. The safety and security of the mails would be compromised as well. The day before President Young's testimony, Letter Carriers from eighteen states across the country set up informational picketing outside USPS Headquarters in Washington to draw attention to management's misguided policies on mail delivery. We will continue to take an aggressive approach toward educating our representatives and the American people about the dangers and pitfalls associated with contracting out.

At that same hearing before the Postal Service Subcommittee, Postmaster Jack Potter and BOG Chairman James Miller attempted to downplay the contracting out issue. They indicated that the Postal Service would only use contractors if it makes good business sense in a particular situation. The fact is that their policy shift on the use of contractors does **NOT** make good business sense, and they are pursuing these private contracts more frequently in numerous areas throughout the country. Here in Region 5, a recent review of the four Districts turned up fifty instances of management preparing to contract out delivery services in areas that would have been city and/or rural delivery. It is clear that

*(continued on the following page)*

# National Business Agent's Report

*(continued from the previous page)*

management's actions belie their words. We have worked too hard for too long to now sit idly by while the Postal Service embarks on a self-destructive course of action which could, ultimately, cost all of us our jobs, management and craft alike. This is a fight we must win, and it is one we all must undertake together. Give to COLCPE, sign up as an e-Activist and be prepared to take action on behalf of yourself, your families and your customers.

On a happier note, President Young has called for a revitalization of our partnership with MDA in 2007. NALC was, of course, the first national organization to sign on with Jerry Lewis in his efforts to raise the necessary money to fund research to find cures and to improve the lives of those who are afflicted with neuromuscular diseases. Over the years, other organizations and companies have surpassed our contributions to these worthy goals. We want to recommit ourselves to the Letter Carriers' charity of choice. Please consider sponsoring an fund-raising event and/or expanding upon your current activities. If you need any assistance or additional information, do not hesitate to contact my office. Thank you for all that you do!

*June 2007*

As I am sure you are aware by this time, Richard Bloch has been jointly selected as the neutral arbitrator for the upcoming interest arbitration for a new National Agreement. He is joined on the three party panel by Bruce Simon, NALC's General Counsel since 1979, and Robert Dufek, the Postal Service's appointee. Four weeks have initially been scheduled for hearings and testimony beginning with the week of September 10. Additional hearing dates may yet be scheduled prior to that date. President Bill Young has notified us that the entire Executive Council will be present in Washington, DC for the first full week of testimony. The second week of hearings, beginning September 24, coincides with the State Chairs' legislative workshop and lobbying visit to Capitol Hill; so the NBAs will be in attendance that week as well. I am looking forward to the experience. Although the NALC's goal was to achieve a negotiated contract and we worked diligently toward that end, we also prepared for the possibility that the Postal Service would be unwilling to move forward in a strategic partnership in the best interests of all the parties concerned. We have lined up a number of expert witnesses whose testi-

mony will fully support our positions on the quality and difficulty of Letter Carrier work, and the appropriate compensation we deserve for our essential contributions to the Postal Service's success and its strengthened financial bottom-line. As in past arbitrations for National Agreements, we are fully prepared to present a well-reasoned, carefully documented and passionately argued case on behalf of the hardest working, most productive craft in the Postal Service. And, as with previous arbitrations, the NALC will spare no expense to present the best case toward achieving the best possible result for our members.

By the time this article is published, each of Region 5's four states will have held their Spring conventions and trainings. The national officers who were assigned to the Region put on presentations regarding the threat of contracting out and the NALC's strategy for dealing with this issue in arbitration and on Capitol Hill. As I have stated in previous articles, the contracting out of delivery services represents a grave threat to our job security and, ultimately, to the viability of the Postal Service. The USPS' approach, which by any other name stinks of privatization, violates the National Agreement and Federal law. The initial response on the Hill to our concerns has been supportive, while the Postal Service's less-than-honest description of this program has generated skepticism about their intentions and raised concerns about the negative consequences of their actions. The NALC Field Plan has been put to good use over the past couple of months, as thousands of activists contacted their representatives to ask them to sign on as co-sponsors of H.R. 282, which expresses the opinion of the House that subcontracting should be discontinued. This resolution has set the stage for a legislative ban on delivery outsourcing, which is currently being considered by the House Subcommittee on the Federal workforce, Postal Service and the District of Columbia. We are further supported in our efforts by the Mailhandlers and Rural Carriers' Unions, as well as the major mailers. Even the three USPS management associations recognize the stupidity of extending the outsourcing of mail delivery to urban and suburban areas.

Meanwhile, in other news, we continue to deal with the issue of understaffing and the associated grievances generated by this policy. Whether management is basing their hiring decisions on DOIS numbers, the impact of the Flat Sequencing System (FSS) which, by the way, has had its deployment

*(continued on the following page)*  
**page 17**

## National Business Agent's Report

(continued from the previous page)

schedule pushed back 8-12 months, or their CDS plans, the results are the same: continuous contractual violations and deteriorating customer service. As we did with the Great Lakes Area, the NBAs for the Western Area met with area management officials to discuss our concerns and to seek real solutions to the problems their policies are creating. In particular, given the fact that we were successful in yet another Window of Operations grievance in Region 5, I hope to convince management that we need to address the repetitive simultaneous scheduling grievances in which non-ODL Carriers are being forced to work overtime, in some places, on a nearly daily basis.

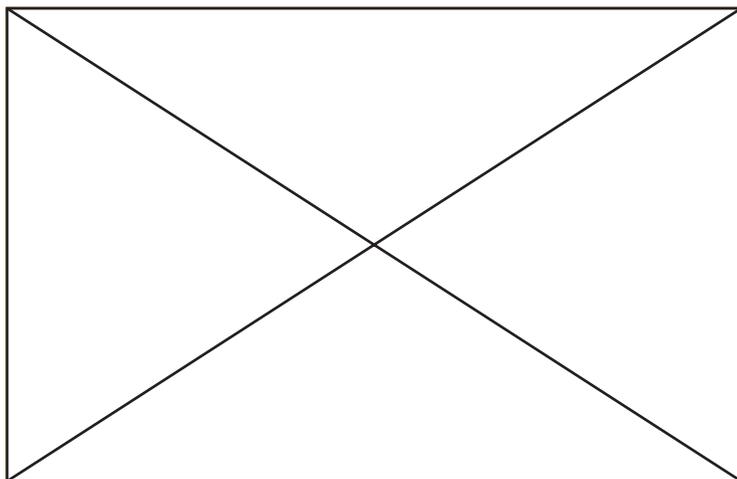
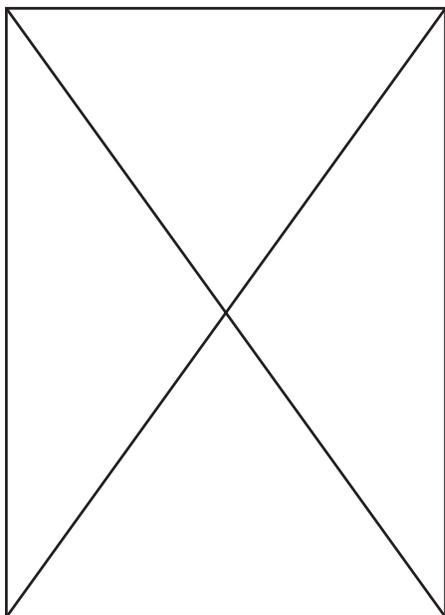
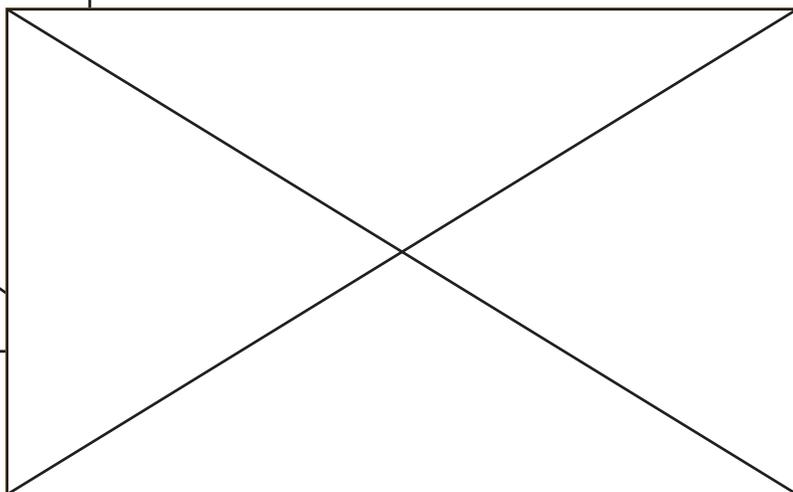
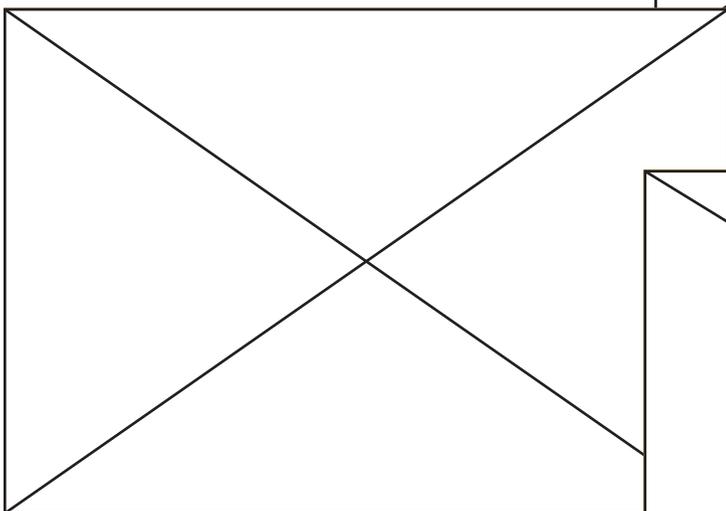
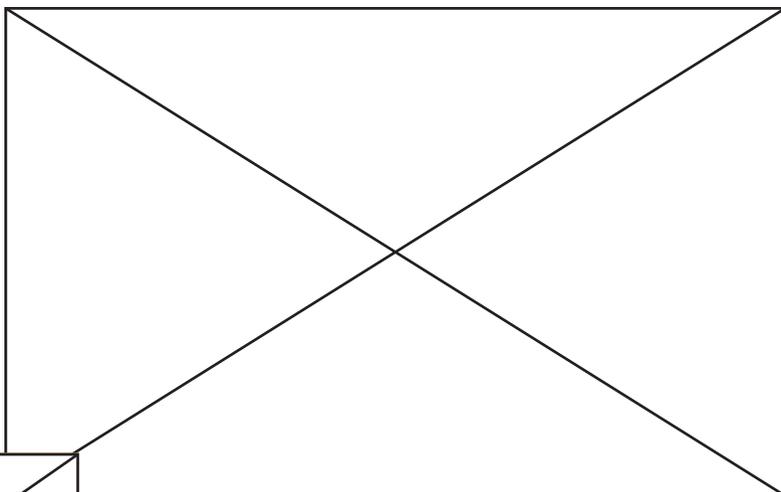
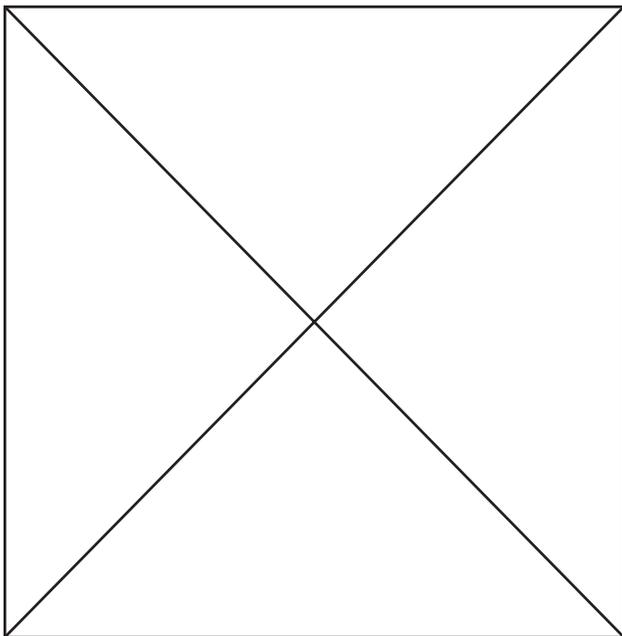
On a positive note, the 15th Annual Food Drive was another resounding success. A number of the local branches in the St. Louis Metro Area provided bags for their customers this year. The collection totals were increased by up to 40% on those routes where the bags were distributed. Additionally, high school students were recruited to collect food out on the Carriers' routes, thereby lightening the Carriers' load and receiving credit toward their community service requirements for school. Instead of working on the dock at Creve Coeur this year, I had the opportunity to pick up food as well and found the experience very gratifying. The Food Drive is just another example of the Letter Carriers' commitment to our communities, a commitment which would never be embraced by part-time, low wage, no benefits CDS workers.

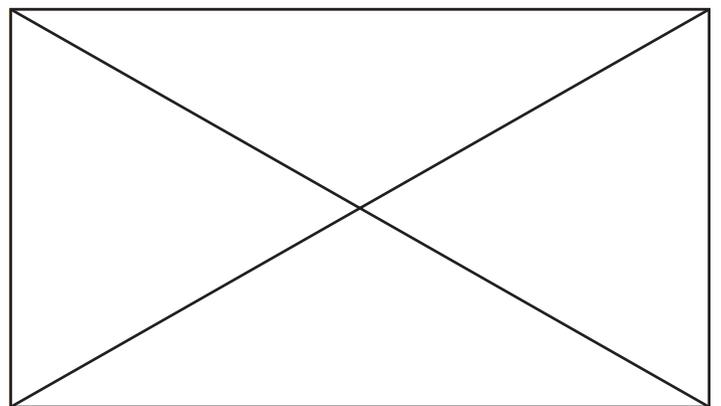
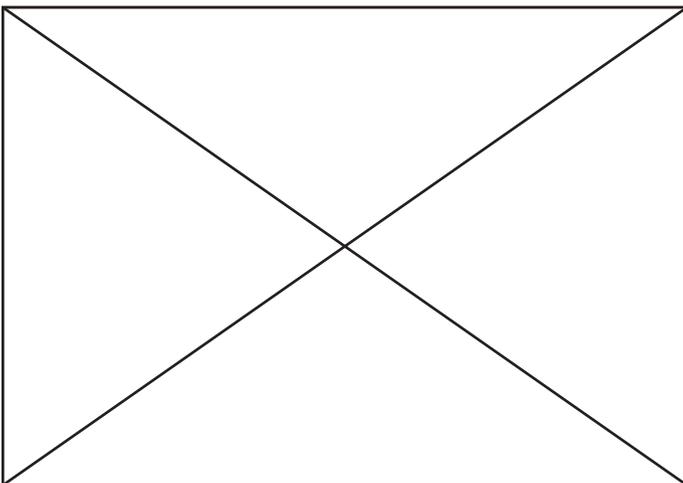
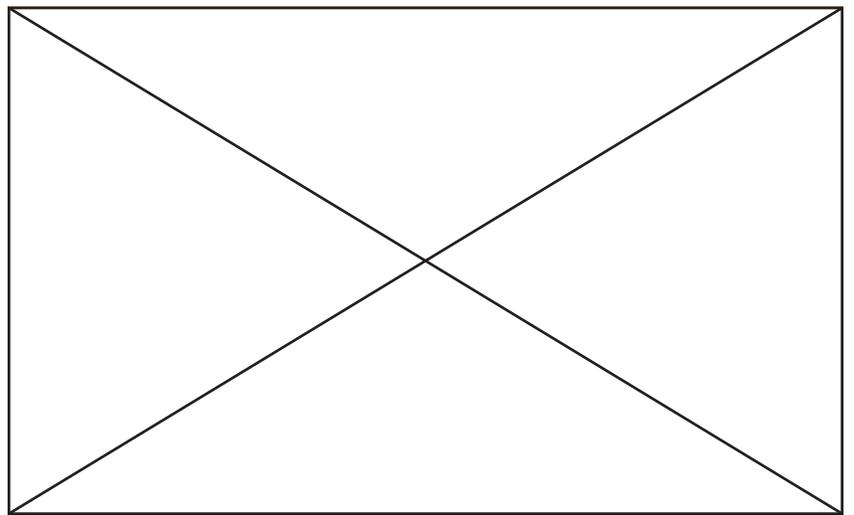
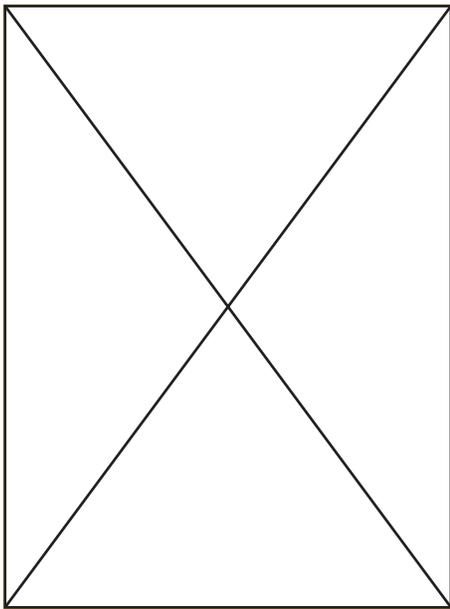
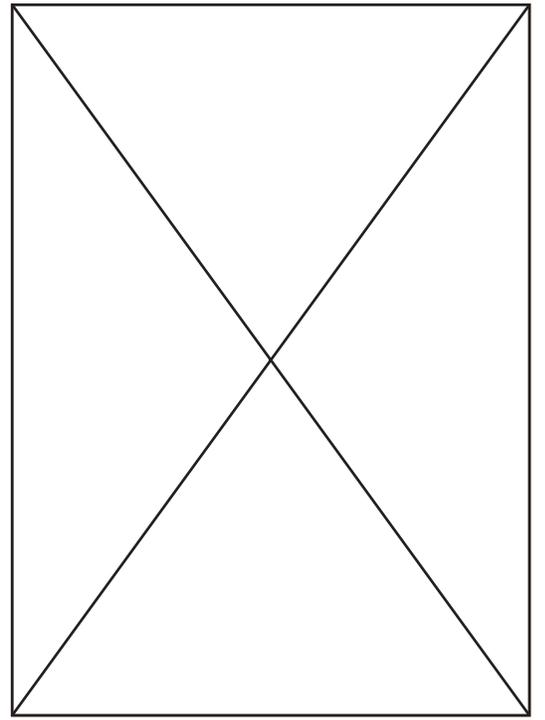
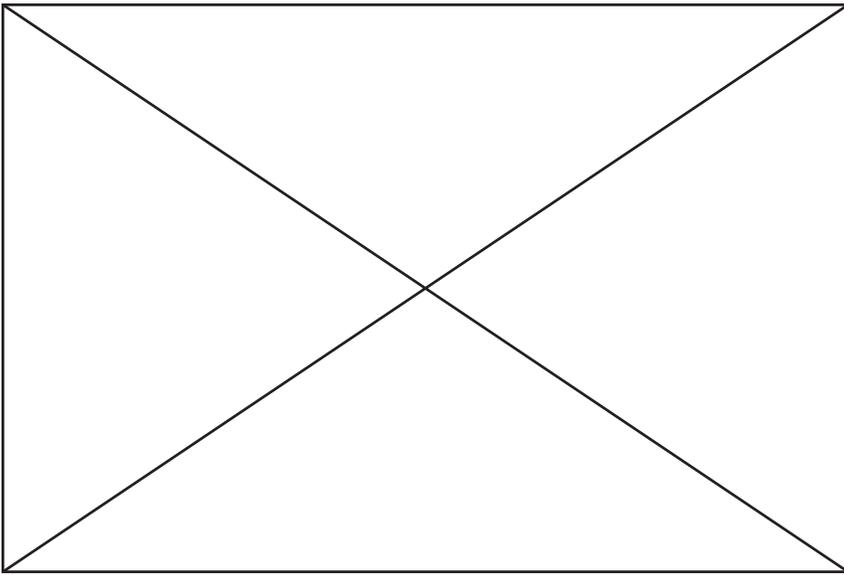


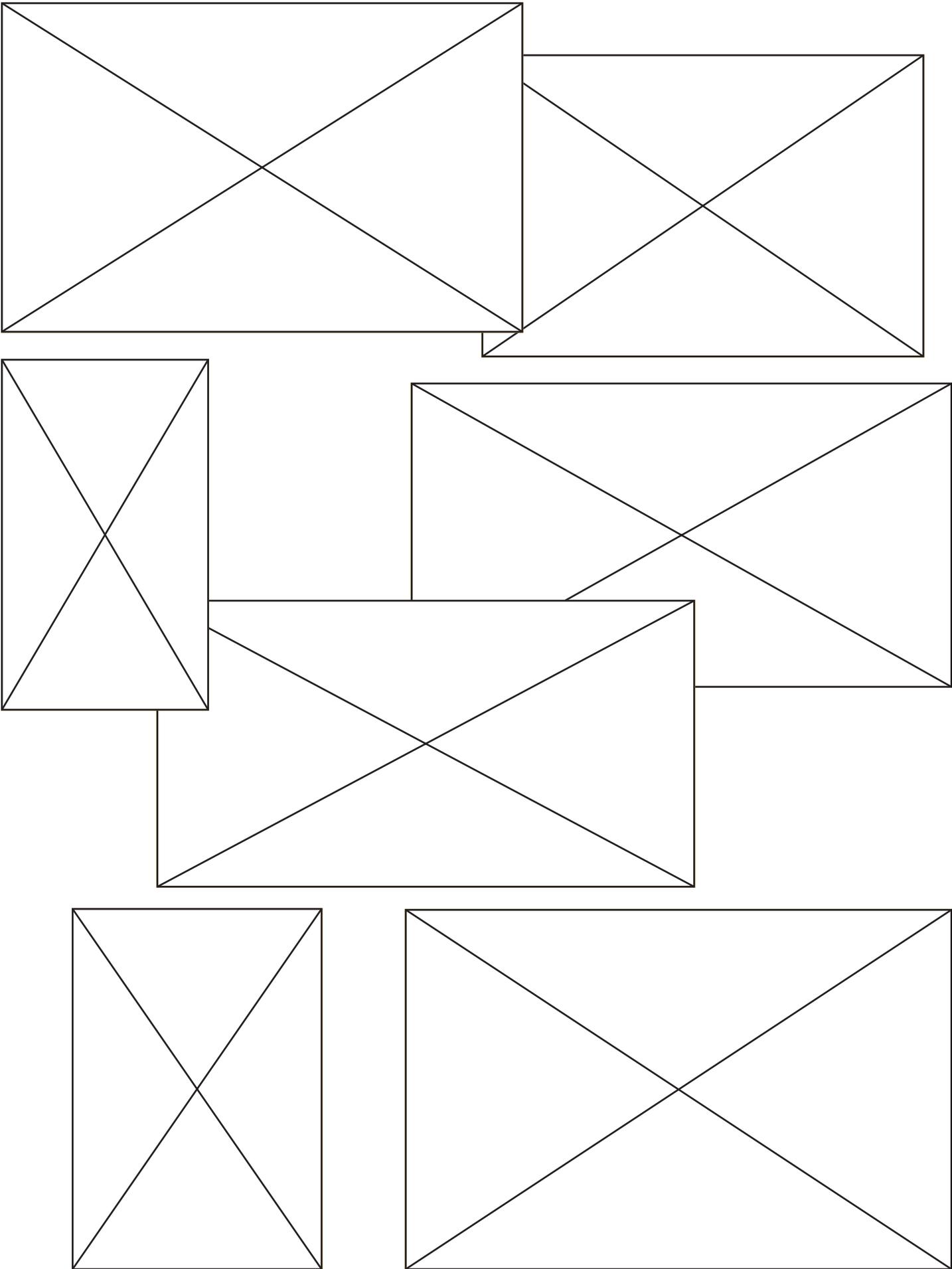
## EDITOR'S NOTE

The *Viewpoint* is looking for  
Articles and Pictures to  
Celebrate our upcoming  
*60th Anniversary Edition.*  
Anyone with pictures or articles  
please send them to the hall.

# Your State Delegates at Work for You







## US SENATOR WRITING CAMPAIGN

### Kansas Senators

Sen. Sam Brownback  
303 Hart Senate Office Bldg  
Washington D.C. 20510

Sen. Pat Roberts  
109 Hart Senate Office Bldg  
Washington D.C. 20510

### Missouri Senators

Sen. Kit Bond  
274 Russell Senate Office Bldg  
Washington D.C. 20510

Sen. Claire McCaskill  
717 Hart Senate Office Bldg  
Washington D.C. 20510

Subject: Please co-sponsor Senate Bill S. 1457

Dear Senator(s),

I am a Letter Carrier who lives in the state of (Kansas or Missouri). I have learned from my union, the National Association of Letter Carriers, that the United States Postal Service has initiated a new program called Contract Delivery Services that out-sources the delivery of mail to new delivery points, including those in urban and suburban areas that should be served by City and Rural Letter Carriers. I write to urge you to co-sponsor Sen. Tom Harkin's senate bill (S. 1457) who introduced as the Mail Delivery Protection Act of 2007. The bill, S. 1457, forbids the Postal Service from entering into any contract *"with any motor carrier or other person for the delivery of mail on any route with 1 or more families per mile."*

Using high turnover, low wage and part-time contractors instead of dedicated career employees to deliver mail will harm service and damage the public's confidence in the Postal Service. Although this practice is limited now, the Postal Service adds up to 1.7 million new delivery points each year as new residential and commercial developments are built.

As a business strategy, it makes no sense for the Postal Service to out-source its core functions and the Postal Service should not add to the millions of American workers who toil without health insurance and pension protection. Nor should the Postal Service be allowed to use contracting out to evade the law's existing policies on veteran's preference in hiring and collective bargaining rights for workers who deliver the mail. Please co-sponsor S. 1457 and tell the Postal Service to put a stop to contracting out delivery work.

If this letter reaches you and you have already co-sponsored S. 1457 the Mail Delivery Protection Act of 2007 I want to thank you for backing the Letter Carriers cause. With your help, along with Congress, we can stop the USPS backdoor attempt to privatize mail delivery. Again thank you for your time.

Sincerely  
(Name and address)



# 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-Yvonne Salinas

## (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-Iris Schwartze

### Weston

Stu-Jeff Avey

### Belton

Stu-Mike Larkey  
Alt-Tom Didier

### Lee's Summit

Stu-Bruce Beltcher  
Alt-Steve Wilson

### 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-
Feb-Roger Ramsey-Gladstone	Aug-
Mar-Phil Vaughn-GPO	Sep-
Apr-Mike Larkey-Belton	Oct-
May-Mike Farman-Richman	Nov-
June-Dave "Moose" Metcalf	Dec-

## 2007 Grievances Formal A's

Total Filed	268
Resolve	79
Working	141
Pending	17
Arbitration	5

*Heart of America*  
**LETTER CARRIER VIEWPOINT**

6320 Manchester, Suite 41A  
Kansas City, MO 64133  
Branch Office Phones  
816-358-3100/816-358-3104

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

NO MEETINGS IN AUGUST  
JUNE MEETING ONLY 2nd WED.

**EXECUTIVE OFFICERS OF BRANCH 30**

**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**  
**TRUSTEE .....JIM LONERGAN**  
**TRUSTEE.....ED LOPEZ**  
**DAN PITTMAN, RAA • ERNEST GRAHAM, WCD REP.**  
**CURTIS WALKER.....CHAPLAIN**

**VIEWPOINT STAFF**

**Dave Teegarden-Editor • Sellie Truitt-Associate Editor • Dave Gwin-Advisor**  
**Chris Cole • Mike Neverve • Frank Ferro • Troy Smith • Jeff Rainey • Kenny Best • Randy Williams**

**NOTE:** The VIEWPOINT is published bi-monthly for Branch 30 members and friends. Opinions expressed by writers are not necessarily shared by the Editors, Members, or Staff. The Editor, at his/her discretion, may delete or change any article deemed, unnecessary, improper or unfit. The last day to receive articles is: 15th day of the following (Even) months; FEBRUARY, APRIL, JUNE, AUGUST, OCTOBER and DECEMBER.

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**N.A.L.C. BRANCH 30**  
**6320 Manchester, Suite 41A**  
**Kansas City, MO 64133**



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