

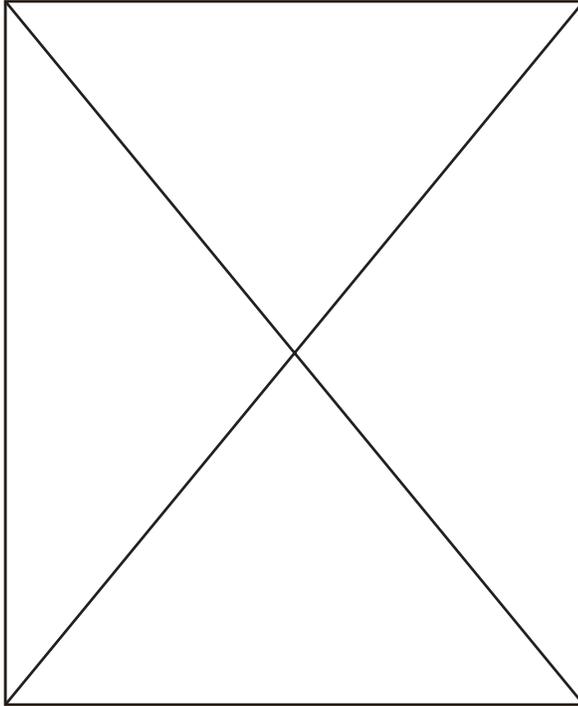


# Heart of America BRANCH 30 LETTER CARRIERS VIEWPOINT

Published Bi-monthly by Branch No. 30 N.A.L.C., Kansas City, Missouri

Volume 60, No. 3

May/June, 2007



*Now, more than ever.*  
**Memorial Day**  
May 28th

*Mother's Day*  
May 1<sup>st</sup>



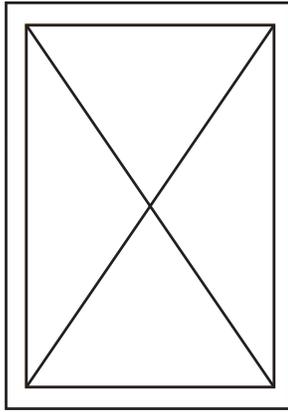
*Thanks,  
Dad!*

**Father's Day**  
June 17th

## PRESIDENT'S ARTICLE

By Dave Gwin

Arbitration it is! Let me first remind all of you that we have got postal reform on our side. Postal reform is supposed to be a blanket of security that will protect the majority of us for the rest of our postal careers. Our jobs may be secure but as our routes change and as our co-workers



retire we may very likely be standing next to contract carriers instead of the normal union brothers and sisters. The USPS is literally trying to cram Article 32 of the National Agreement down our throats. The National cases we have in Washington pending arbitration will either put a stop to this nonsense once and for all or force the NALC to pursue alternative methods. President Young is not taking any chances and has already begun the public picketing and legal resolutions to try and stop the USPS. He also remains overly optimistic about the financial gains in arbitration for the NALC. The profits from Customer Connect and the savings from the health care recommendations should have a direct connection on our raises. It's going to be interesting.

The new District Manager, Mr. Greg Graves and the District head of Human Resources, Mr. Dennis Teffner are the local management figures that we've been addressing for hiring. Staffing in our district is their responsibility and the lack there of is on their shoulders. Recent visits from the NBA's office on staffing and other issues have resulted in VERBAL confirmation that help is on the way and we'll be hiring in the K.C. area soon. I know they are passing out applications for PTF hiring but getting these individuals tested, screened, and trained is going to take some time. Over 1/2 of the casuals hired have already quit and the rest are quickly fading. Will they ever learn?

In the meantime...the summer from HELL is upon us; mandatory overtime, unsolicited 6 day work weeks, forget incidental annual (grandma's funeral is not immediate family). We have a Carrier getting a Letter of Warning for not showing up for work after a colonostomy. I have a single parent that is forced to work so late each and every night that they are threatening to take her child away through legal services. Management is making decisions every single day that has ALL of us baffled. There is no consistency, there is no logic, just "do as you're told

or else." Payday is now over \$700,000 in violations and continues to rise and NOBODY CARES! Instructions from this office will always be to take care of yourself and our family and if you need help give us a call. I assure you the mail will continue to be delivered. Most of management has been told that their job is on the line or they need to consider retiring. Unrealistic expectations and threats are common place in management and it's all flowing downhill. A very interesting article on the internet last month had the Union heads of the Postmasters, Managers, and Supervisors attacking PMG Potter publicly. They were saying that they too have had enough and something needs to change before something drastic happens. The article made for some interesting reading but we have yet to notice any changes. It was later announced that they had a "good" meeting...?

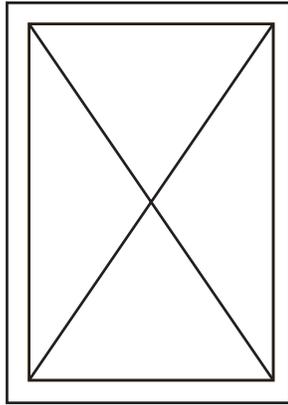
I firmly believe we are at the beginning of a nasty push to privatize the Postal Service. Board of Governors Chairman, James Miller III, has been an advocate of this for the last twenty years and his strategy for achieving this goal is easy to follow. After reading and understanding his position there is no doubt that the USPS is trying to head in that direction. The key will be to keep an eye on the contract carriers. If the USPS wins the arbitration cases they will slowly start replacing all empty routes with contractors. That will be the beginning of the final push to privatize. Even though conservative estimates are it will take at least another 10-20 years to fully implement most of us may very likely be stuck right in the middle of a huge mess. We are fighting in Washington and we believe we have a lot of congressional support but put simply, privatization means cheaper service. That is the main reason why Mr. Miller thinks the public will support the privatization of the USPS.

The NALC "angle" is to downgrade what the service will be like and although we may only be 220,000 strong, Mr. Miller thinks we are not a fraction of support needed to stop this from eventually happening. None of us are giving up the fight for our jobs and our futures but the actions of the USPS need to be understood and addressed. President Young will convey his message and directives through the E-Activists channels and by the NBA's office. Keep in mind we also have a Presidential election coming up next year that could change the tide of the USPS in yet another direction. In the meantime WE ALL need to continue to be professional in our day-to-day activities and stay informed on what's happening within the USPS. KNOW YOUR RIGHTS and prepare yourself for some interesting/challenging times.

# Vice President's Article

By Dave Teegarden

The latest news is that we have no contract. It seems that the Postal Service has decided that, instead of trying to achieve stability by settling our contract, they will continue down the road to outsourcing. The NALC will pursue a contract through interest arbitration. This is a long process and will probably take until late fall to complete.



The common trend across the nation is a staffing shortage. This shortage does not just affect Letter Carriers; it also affects Clerks and Mail Handlers. There are individuals that seem to be hell bent on privatizing the Post Office through contract delivery service (CDS). This contracting or outsourcing our jobs is already happening across the country. It is even happening within Branch 30. Long ago, the Postal Service set upon a course to take us down this road. Do you think it was a coincidence that staffing is at an all time low? Of course not. Throughout history the Letter Carrier has always been identified by the customer as a person of trust and reliability, in short the customers liked us because we gave customer service. With a shortage of staffing came longer hours and no days off, making customer service more and more difficult. Carriers often deliver well into the night. All the while, the public is clamoring to fix the problem...just do something. The Postal Service has responded to its staffing shortage by hiring the lowest bidder. Problem fixed right? Wrong!!

Locally we have been dealing with the issue of Article 8.5 (overtime) for almost two years. This issue will not go away quietly. As most of you are aware, we actually won this grievance in front of an Arbitrator last year. Article 8 issues are directly linked to staffing. This union has preached that we must protect our rights under Article 8. There are those that have preached that we should not work in the dark, that we should just go home after 12 or 60 hours when management tells us to continue. There are even some that turn their heads when a supervisor carries mail because we just want to go home. As a union officer, I understand the frustration and

anger of repeatedly being forced to work N/S days. Let me just say that any union officer in this country would change this if it was within their power to do so. However, that being said, it is every union officer's responsibility to enforce the contract and to try to effect change. As a Carrier I understand the frustration and anger that, we all face on a daily basis. The long hours are taking a toll on all of us and our families.

As a union, our advice was not that we wanted you to work in the dark but rather to protect our jobs. Wholesale refusal to carry mail in the dark would have led to even earlier staffing and CDS problems not to mention probable discipline by management. Clearly, the appropriate response is to protect our jobs by delivering the mail. As a union, we never agreed that Carriers should be required to work beyond 12 or 60 hours rather we wanted the customer to receive the mail and we wanted to show management that through our actions this union abides by its agreements. As a union our advice regarding members of management carrying mail has remained the same, that it cannot be allowed. The reasoning on this issue is simply that if we are to protect our work we cannot agree to it being done by anyone other than our own craft. This also applies to CDS routes, which is now where we must focus our attention and efforts. We do understand that everyone deserves a much-needed day off but there is more at stake than a day off. If we are so willing to concede our jobs to others who either cannot complete them physically or choose not to do so, then we do so at the risk of losing jobs. It always starts small just a few deliveries here and there. Well maybe just this once a supervisor carries an entire route. The next thing you know territory that you always expected was a Letter Carrier's job has been contracted out and you are no longer allowed to carry it. What is at stake are our jobs. The reason the union has tried to uphold the provisions of Article 8 are that they are interwoven with the CDS and staffing issues. Enforcing Article 8 safeguards our job and serves to indicate when staffing is lacking.

This time the advice from your union is not to get discouraged but to get involved. We do not have the luxury of being able to let other Carriers save our jobs. What we all should do is to take stock of what we have and what we enjoy in our lives because of

*(continued on the following page)*

# Recording Secretary's Report

By Melvin R. Moore

Regular Monthly Meeting

February 8, 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:

## Executive Board

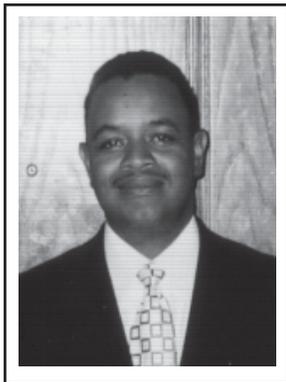
1. Jeff Rainey has been designated MDA Coordinator for Branch #30.

2. The MDA Bowling Tournament has been rescheduled for Sunday, February 11, 2007. More information to come.

3. The Board agreed with the Trustees to move \$75,000.00 from a Repurchase Agreement to the General Fund.

4. Gwin reported that the union has not been successful with grievances regarding staffing. The Branch will pursue a different argument to address Article 8 (eight) violations.

5. Stewards are to monitor 12 and 60 hour violations. Meet with Management and resolve disputes quickly.



## Vice President's Article

*(continued from the previous page)*

this job and commit to standing up with your union to protect your job and your way of life. Now is not the time to question what your union is doing for you but rather to look at what you will do to help your union and your fellow brothers and sisters get through difficult times. Your union is asking you to get involved but also, and more importantly, to lean on each other in difficult times because there is strength in numbers. All of us may be asked soon to step to the plate to save our jobs and those who are to follow us into the Letter Carrier craft. Stand up and protect your job it only takes a few minutes a week and is well worth the effort. The job you save just may be your own.

Yours in Unionism,  
Dave Teegarden

6. Officers, Stewards and committee member's annual appreciation dinner will be Thursday, March 15, 2007 at the hall. Please contact office ASAP if you plan to attend.

7. There will be a Poker Tournament on Sunday, February 18, 2007 to support the convention fund. Please review flyer for more information.

## Recommendations

- The Board recommends that Branch reinstate their membership with the Right to Truth Committee for Fee: \$175.00 annually. MSC to approve

- The Board recommends that the Branch accept the proposed budget for the first six months of 2007. MSC to approve

Deceased Members: none

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

- On January 18, 2007 NBA Weir, RAA Pittman and President Gwin met with the District Manager to discuss alternate methods to getting collection mail to the plant by 6:00 pm.

- They further discussed that local Management is refusing to meet with Stewards at the Informal A level. The parties agreed to have Stewards immediately contact Branch President and Postmaster to resolve meeting disputes.

Entertainment: The entertainment committee is accepting suggestions for the Branch Annual Summer Cookout.

Legislative: First 100 Hours of Congress:

Tax break for businesses • Cutting interest rates for student loans • Stem Cell research • Lobbyist behavior

Unfinished Business: none

New Business: none

## Good of the Association

- Bidding opportunities for the new contract period began Nov., 1, 2006.

- Rural Carriers did not approve proposed contract.

- First COLA for APWU's contract is zero.

- National Rap Session-The NALC proposed consolidating Carrier health plan, Monday-Friday workweek, step increase for Carriers etc...

- The NALC is preparing for mediation to resolve National Agreement.

Brookfield Uniform: \$10.00 gift certificate-Allen Sharp

Steward of the Month: Roger Ramsey

50/50 for COLCPE-Troy Smith

Attendance Incentive Drawing (must be present to win): Paul Patterson

Adjourned: 8:30 pm

*(continued on the following page)*

# Recording Secretary's Report

(continued from the previous page)

Regular Monthly Meeting March 8, 2007

Meeting called to order at: 7:00 pm

Prayer: Joe Hill

Salute to flag: Melvin R. Moore

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 Minutes March 1, 2007

- Management has made all limited duty employees update their medical restrictions by March 8, 2007. Anyone receiving a notice not to report to work due to no work available need to contact the union hall immediately. A timely grievance will be filed and a CA-7 will be issued to the grievant. A CA-7 is for compensation due to a job related injury.

- MDA Golf Tournament May 20, 2007: more info from coordinator Jeff Rainey.

- The Annual Steward Appreciation Dinner will be Thursday, March 15, 2007 at the hall. Our guest speaker for this event will be the newly elected NBA for Region #5, Mike Weir. All planning to attend must confirm reservation by March 8, 2007. See Byron Townsend.

## Recommendations

1. The Board recommends that the Branch sponsor a hole for \$100.00 for the Missouri State Association Annual Golf Tournament for MDA. MSC to approve

2. The Board recommends that the Branch purchase a gift package not to exceed \$175.00 for the Missouri State Association annual silent auction for Region #5 scholarship funds. MSC to approve

3. The Board recommends that the Branch purchase one desk computer for back office, one computer hard drive/tower for the front office, a projector for training and an additional \$300.00 for fire proof cabinet. MSC to approve

Deceased Members: Melvin Page

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

1. District Manager, Greg Grave, is trying to eliminate penalty overtime by starting Carriers earlier, hiring PTFs and Casuals etc...

2. National Reassessment Process (NRP) is being enforced in the Mid-America District. Limited

duty employees have been instructed to update medical restrictions by March 8, 2007. Phase II, Management will inform limited Carriers that no work is available within their restrictions. The NALC must file a grievance to remind Management of their obligations pursuant to the Employee Labor Relation Manual.

3. All route full blown inspections for spring 2007 have been canceled. Any and all minor adjustments must be reviewed by a member of the co-leader process before adjustments are approved.

Entertainment: Branch 30 Annual Picnic June 24, 2007 Lake Jacomo. More information coming soon.

Legislative:

- The NALC is asking that more members join E-Activist. We are able to forward news releases and contract information to our members in a very short period of time.

- Congress has been contacted to support the NALC with eliminating contract delivery service (CDS).

Safety and Health

- Be sure to curve your wheels at all park points.
- Be mindful of weather; we may experience cool or warm temperatures this time of year. Wear proper clothing to protect body from frost or sun rays.

Unfinished Business: none

New Business: Jim Martin, Carrier-GPO Annex, made a motion that the Branch pay Dave Teegarden, Vice President, wages for a period of one month. He will monitor the activity of the Management teams that have been formed to visit stations and correct deficiencies. Frank Ferro, Carrier-James Crews Station, submitted a friendly amendment by requesting that the Branch first try to release Mr. Teegarden pursuant to Article 17.2. If the Branch is unsuccessful with releasing the VP pursuant 17.2 then the Branch will assume all cost. MSC to accept motion with amendment

Good of the Association

- MDA/NALC Annual Golf Tourney, May 20, 2007 Shamrock Hills Golf Club 3161 S. 291 Highway, Lee's Summit, MO. Shotgun start: 1:00 pm.

- Steward's Appreciation Dinner, March 15, 2007 at 6:30 pm. Please RSVP this evening.

Brookfield Uniform: \$10.00 gift certificate;

Steward of the Month:

Attendance Incentive Drawing (must be present to win); \$150.00 Edwin Stricker-not present

Adjourned: 8:25 pm

# Legislative Report

Submitted by Kevin Horan

Since our most recent election win, November 2006, George W. Bush's rubberstamping Congress of the last six years have come to an end. We'd hope he no longer is able to pass legislation that provide for his friends, his special interests and tax cuts for him and the nation's wealthiest. Of course this President still blinded by his own power and privilege continues to push the working men and women of American away from their own and deserving rewards. Workers in the United States are the most productive workers in the world, yet they work longer hours and less pay than most other developed countries. Along with stagnant wages, eroding health care benefits and pensions working families continue to struggle to make ends meet. While large corporate CEO's continue giving themselves extravagant raises, the average CEO makes more than \$10 million a year, the minimum wage for workers still amounts to \$10,000 a year. Recently, both the U.S. House and Senate each passed a minimum wage Bill to increase from \$5.15 an hour rate to \$7.25, but the Bill is held captive by friends of the Bush Administration in seeking business tax breaks.

Another piece of legislation to restore the balance between workers and management is the Employees Free Choice Act. This legislation, which the House passed on a vote of 241 to 185, would level the playing field and allow workers to freely decide whether to join a union without coercion from their employer. Introduced now into the Senate as S.1041, this Bill will be the most important labor law in more than 70 years. We need to lobby our Senators, and to encourage them to support and co-sponsor S.1041, so this act will become the law of the land.

Regarding the issue of subcontracting our deliveries has been an issue with some politicians for over 20 years in an effort to privatize the Postal Service. During the Reagan Administration Budget Director James Miller III wrote a memo dating back to 1988 titled "It's time to Free the Mail." In this memo Mr. Miller quotes; "The Postal Service should contract out larger volumes of mail to private firms for pre-sorting. The Postal Service should expand the practice of contracting our mail delivery to private carriers. There is no good reason why it should enjoy a monopoly over the delivery of letter mail."

Today George W. Bush has appointed Reagan's former hatchet man James Miller III to the Board of Directors and now upper management has the audacity to follow his lead in outsourcing our jobs to the private industry. We, as Letter Carriers, must all stand up and back President Bill Young and our NALC leaders to stop this ridiculous effort in starting the privatization of the Postal Service.

Finally, I would like to announce my daughter's, Tiffany Horan, graduation from UMKC on receiving her Masters of Science in Accounting. It does my wife and my heart good to watch Tiffany pursue her goals she set as early as a freshman in High School and achieve this special and well deserved goal. Way to go T-Bone.

Remember to always deliver like a CHAMPION.

## BROOKFIELD UNIFORMS

UNION MADE



*Therese*

*Wash*

Your Brookfield  
Representative

**(816) 792-1228**

11315 Chandler Road  
Liberty, MO 64068

WWW.

# PencilPenCrayonCaddy.Com

By-- SELLIE TRUITT--ASSOCIATE EDITOR

School Days; School Days; Dear Old Golden Rule Days. Readin' and 'Writin' and "Rithmetic"; taught to the tune of a Hickory Stick. Go ahead; see if you can finish the song. Perhaps many of the Younger Carriers have never heard of; or knew such a song ever existed. But Ole Lucky Me, if you want to phrase it that way, was fortunate enough to get back in School and have a chance to see how different things are since I Graduated from (THE) Lincoln High School in the lovely year of 1936.

If my "Math" is correct, that would be nearly Seventy One years, come June. An interesting thing about the Lincoln High School Class of 1936. We still hold Class Meetings and Reunions. In 1947, after World War II, the Post Office announced an upcoming Civil Service examination for Letter Carriers, Special Delivery Messengers, Railway Mail Clerks, Custodians, etc. While the War was going on, many Letter Carriers were Inducted and served, causing a shortage and the Carriers left behind had to double up on Routes. Overtime was not a problem and Regulars could get all the OT they wanted. Substitute Carriers made a good living by being able to get as much time as they wanted. 7500 persons took the Test and the Seventy Five Students from Lincoln High School all passed and got Postal Jobs. After several years a number of them took more lucrative Jobs, but more than 75% continued on to Retirement. I was One.

The fact that I got back into School, as a Staff Counselor, has given me the opportunity to see how Students now value Education. This has made a tremendous difference in my Life. I discovered many Students almost ready to go to High School, did not know the Multiplication Table, were very Poor Readers and had never been out of the City. I was fascinated by the fact that so many, all over the City, could not tell you how much 9X7 or 8X6, equaled. Also I noted they had no safe place to carry Pencils. Some placed them "Behind the Ear", down "In the Shoe", etc. Young Ladies stuck them in the Hair, down in the Bosom and in Book Bags. After the recent aftermath, in Virginia, I feel that Book Bags will have a problem.

In 2000, I began working on something to help this situation and came up with the "CADDY", personally using it each day, and Testing other Students. Each time I saw a Flaw I worked to correct it. The "Bugs" are all out and now it may be obtained by contacting the title of this Article. You are invited to check it out. It was approved by the Kansas City Missouri School District in 2005. Funds for purchase was not available at that time, Now its "GO". On the back of the CADDY" is the *Multiplication Table*.

The next issue of the VIEWPOINT will be the *Celebration Edition*. Be There.



# NEWS FROM THE STATIONS

## News from Crews

Submitted by Frank Ferro

Well everyone, once again there was a town hall meeting held at the James Crews Station. There were many things said between both parties covering many subjects on how to fix the problems at the station. Everything that was covered seemed to always come back around to staffing. Staffing was and still is the number one problem for not only James Crews but for all stations. This is not just a problem for Kansas City but for every branch in the nation.

It seems funny to me that management agrees with the Union that staffing is an issue, but only they seem to be concerned with making sure that they have more supervisors so that they can get off early. Having no concern how many Carriers they keep running short in order to keep the ASP classes going.

Management talked about the 24 hour clock that they are trying to manage to, but do not give any details on how they plan on making it work. The 24 hour clock gives the plant 16 hours to process the mail and get it ready to bring out to the stations and only 8 hours for Carriers to get it delivered. This process is to work with a shortage of Carriers and Clerks to do the work. Management tells you that they need the collection mail earlier so they can process it earlier but have Carriers out until all hours of the night delivering mail because of the shortages. This process will not work unless Carriers are brought in earlier and the Carriers can get the collection mail back earlier so that it can be processed.

I want everyone to know that during these times that Carriers are going through it is so important for everyone to stick together. When there are violations happening at your stations make sure you keep on top of them. Down at James Crews we continue to have violations of Article 8 and are staying on top of them as good as we can, and will continue to fight for the rights of everyone. I know that sometimes the things Carriers are going through can be very frustrating, but these are the times that everyone should be closer than ever

Keep standing together.

## NO CONTRACT...AGAIN

Submitted by Troy Smith

As I write this, the NALC's contract proposal has been rejected by management and our future will now be in the hands of an arbitration panel. I am of the opinion that this will be the defining year and contract for the future of the NALC and the Postal Service. First we battle the window of operations and now the 24 hour window and contract service routes. Management is very stubborn with their desire to contract out our work. They don't seem to understand the role we play with the public. We provide a service to the American people. Every patron knows their bills, cards, and checks will be picked up and delivered at their destination without worrying about the quality of service they are receiving. Management has lost focus of this. They believe we are in business to make money; in 2006 the USPS made \$900 million. Actually, we are here to provide quality service to the American people and break even. We shouldn't be a burden to the taxpayers, nor should we be expected to bring in revenue in excess of our expenses. This myopic decision to contract out Carriers jobs goes against the very fabric of the purpose for the Postal Service. There are many stories already about the quality of contractors that have been hired to deliver mail in place of the City Carriers and many more to come I'm sure.

As the year goes on without a contract, I'm sure there will be many opportunities for all of us to get involved with a picket or writing to a Congressperson. For all of you who just don't have time, this may be your last chance. When it's time to write, call, or picket, this is your chance to help  
*(continued on the following page)*



Don't Forget to  
Visit Your Web Site:

[www.NALCBranch30.org](http://www.NALCBranch30.org)

# NEWS FROM THE STATIONS

*(continued from the previous page)*

save our jobs. As I said before, this will be a defining year for the union. Get involved now. Your job depends on it.

Most of you by now know of our website:

na.lcbranch30.org is still going strong. Recently I made some changes to the site. Go check it out and email me if there is something missing that you would like to see.

## RACE TO THE BOTTOM

*Submitted by Randy Williams*

Recent actions by the Postal Service to contract out work, reduction in the work force, general apathy about customer service and short sighted policies are mistakes that will take years to recover from, if at all. In the past several years major corporations like Home Depot, Circuit City and Harris Bank have found out that customers have basic expectations when doing business. Failure to meet these needs will send these customers away, many for good.

Two years ago Home Depot let many of their most experienced personnel go in an effort to save money. They were replaced by part time help with no experience. Profits rose. For one quarter. Then customers left for Lowes. They said they could not find anyone to help them in the store. By the time Home Depot corrected the problem, they had lost millions in sales, stock price went down by 25%, the CEO was fired and customers swore they would never come back.

Circuit City also replaced staff with part time help. Staffing at times was so low that customers sometimes found only one or two employees on duty during the busiest times, even holidays. Customers flocked to Best Buy where employees could explain how to set up and run products they had purchased.

Harris Bank of Chicago thought charging \$3.00 to talk to a teller would lead customers to use ATM's and bank online, allowing them to cut tellers. Instead they closed accounts in record numbers.

All of the above accounts show that these businesses did not know the needs of the customer. Though there was short term gain, they suffered long term harm. When cuts are made, service always goes down. In a race to the bottom, they lost sight of how they rose to the top.

The Postal Service has not learned from past mistakes. Window hours being cut, deliveries late into the night, disappearing collection boxes, pitting management against each other to make their bonuses, inability to deliver ads by the sale dates and general lack of interest in the customer has brought new lows in delivery standards. We have lost sight of how we should serve the customer.

The decision to contract out Carrier work shows management does not know the customer. They do not care or understand that relationships developed by Carriers with customers is an important part of our jobs. If they laugh at this, look at Customer Connect. Has anyone in management brought in \$280 million in revenue by knowing the customer and their shipping needs?

Maybe the only way to get management's attention is to call out the Postal Service in public as Mayor Richard Daly of Chicago did recently. He told the media that Chicago has the worst mail service in the country. He spoke of how it takes 3 days to get a letter across town and mail deliveries as late as midnight. Postmaster Potter came to town announcing he will hire more Carriers. Damage control at it's best.

When you have reached the bottom the only way to go is up. Is it too late for the Postal Service to learn from their mistakes? Or will they continue in a downward spiral to join other companies that have ignored customers needs?

On the back of our paychecks it says "From our customers." Wonder when the last time management read the back of their paycheck?

*(continued on the following page)*

**XXXXXXXXXXXX**

**XXXXXXXXXXXXXXXXXXXXXXXXXXXX:**

|                          |          |
|--------------------------|----------|
| Typed Name and Phone No. | \$10.00  |
| Standard Business Card   | \$15.00  |
| 1/4 Page Ad              | \$35.00  |
| 1/2 Page Ad              | \$70.00  |
| Full Page Ad             | \$100.00 |

XXXXXXXXXX XX XXX XXXX XX XX XXXXXX XX XXXXXX  
XXXXXXXXXX XXX XXXX XXXXXXXXXXXX XX XXXXX XXXXXXXXXXX #30.  
XXX XXXXXXXXXXX XXXXX XXX XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXX XXX  
XXXXXXXXXXXXXXXX XXXXX XXXXXXXXXXX XX XX XX XXX XXXXXXXXXXXXXXX.

# NEWS FROM THE STATIONS

## WHERE IS YOUR PRIDE?

*By Jeffery Rainey*

I know we all remember the timeless movie “The Wizard of Oz”. The Scarecrow needs a brain, the Tinman needs a heart, and the Cowardly Lion needs some courage. It seems to me that local supervisors need all three!

When will these blind sheep start making decisions. They continue to allow useless district flunkys to dictate how they run their stations. Local supervisors and managers will tell you they know that DOIS is wrong, but they try and push it anyway. Minor infractions that used to be handled in house, are now sent out of the office. They are afraid to authorize any overtime or penalty, and are equally scared to curtail mail. They sit at the computer and wait to read the latest cc mail instructing them to take down Carrier’s pictures and calendars. They listen to conference calls and follow the demands to implement the “power hour”, so those pesky Letter Carriers will stay at their cases and not say a word. When some mid-level manager with no office of their own stops by to conduct an audit, it is as if the world stops and whatever he or she wants, he or she gets.

Now, it has hit an all time low. Local supervisors and managers are being forced to carry mail. These new areas where the postal service wants to contract out will be carried by management until they have hired CDS employees. Of course we as a union will fight this, but what about the association that represents supervision? Why hasn’t NAPS stood up for their members?

Let this be a warning local supervisor, every new idea that comes from the powers that be is designed to cut time, and cut down on the necessity of direct supervision. If you don’t stand up for yourselves, then you may soon find yourself in Dorothy’s ruby red slippers, trying to find home, because there may not be one for you in the postal service.

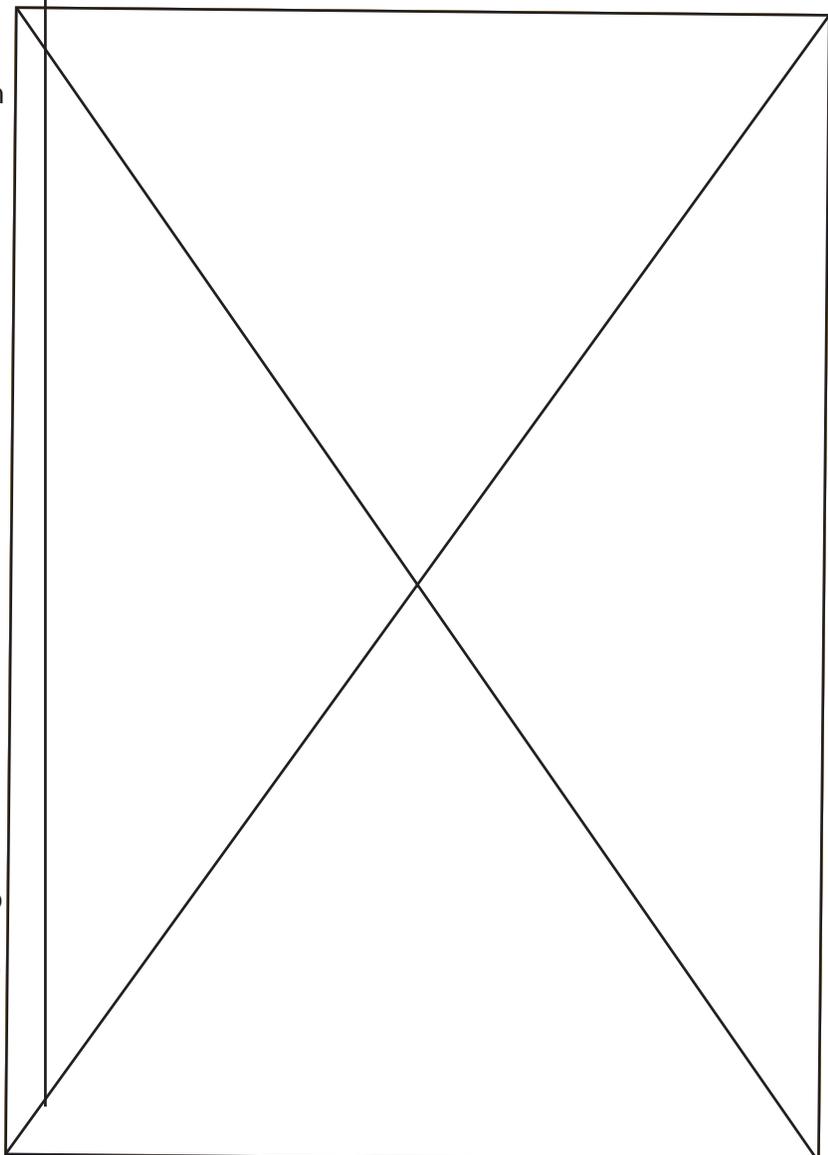
On a more positive note. I have been asked to be the Branch MDA Coordinator and I will do my best to raise money for our oldest charitable partners. However, I can’t do this on my own. I need your help and as always, I know that I can count on union

Letter Carriers. I will be hosting the Annual MDA Golf Tournament on May 20th and I need plenty of players, and plenty of volunteers. Please contact me if you can help at 816-813-8249.

This tourney has improved every year thanks to my co-hosts, Randall Williams, Troy Smith, Dave Teegarden, Becky Henderson, and our world famous chef, Frank Ferro. If you see any of these folks, please thank them for their tireless efforts, and ask them how you can help. Let’s do our part to fight these horrible muscular diseases that have stricken the lives of so many, including members of our own Branch and families.

As always, I have to end this article with a plea to those remaining “NON-MEMBERS”. WITH THE PAY AND BENEFITS THAT YOU ARE RECEIVING, HOW CAN YOU LOOK YOUR COWORKERS IN THE EYES? JOIN THE FAMILY THAT PROTECTS YOUR FAMILY!!! THE N.A.L.C.

Belong and be strong.



# National Business Agent's Report

By Mike Weir

As I write this article in the middle of March, there is still no definitive word on the state of on-going discussions regarding a new National Agreement. By the time this report is printed in the various newsletters throughout the Region, I expect that we will have a clearer picture about where we stand: whether we have a tentative agreement to send to the membership for ratification or whether we will be preparing to take our case to mediation and, ultimately, to interest arbitration. As I noted last month, if we do achieve a tentative agreement, we will be providing additional information to fully explain the various components of the proposal. But, for now, we are working hard to reach agreement on a fair and just contract; and we will settle for nothing less, whether we achieve it through negotiations or at arbitration.

---

Meanwhile, we continue to deal with management's on-going emphasis on budget over service. The lack of staffing has reached epidemic proportions throughout the Region. It is driving much of the grievance activity that we are experiencing in the Dispute Resolution Process. Violations of the 12 and 60 hour rules are becoming a weekly occurrence. In many offices, Article 8.5.D. has become the rule rather than the exception as Letter Carriers are being mandated to work overtime despite the fact that they are not on any OT list, and that management's actions are in clear contravention of the provisions of the National Agreement. This forced overtime is extending to non-scheduled days as well. Windows of Operation are being invoked in a transparent attempt to justify egregious violations of Article 8. Mail is being delayed, dated mailings are all too frequently being delivered after the fact, and it has been reported that, in some instances, parts of routes and even complete routes are not being delivered. In many offices, delivering after dark was becoming so commonplace that one wonders whether the Postal Service had a hand in expanding the timeframe for Day Light Savings Time in a cynical and self-serving attempt to provide a somewhat safer work environment for Letter Carriers in the street.

It strikes me as ironic that fresh on the heels of the passage of Postal Reform legislation, which was intended to strengthen the USPS' financial position, management would embark upon a policy that is

resulting in deteriorating service standards and increasing customer dissatisfaction. As noted in previous articles with regard to contracting out the delivery services, this approach will surely have a similar effect toward undermining the public's trust in the Postal Service; and, as a result, our customers will begin to look elsewhere to address their delivery needs. This will put us into the same death spiral of falling volumes, diminished revenue and increased postage rates which generated the need for postal reform in the first place.

During a meeting in March, the National Business Agents from the Great Lakes Area discussed our concerns with the USPS Area leadership. It is interesting to note that at the same time we were detailing the problems associated with staffing shortages throughout our respective regions, USPS officials from Washington, DC were in town to assure the public they would be hiring 100 Letter Carriers to address the service issues in Chicago. It is clear that this issue is not just limited to a few isolated installations, but has spread across the country. During the Regional Rap Session in February, we provided training to the Branch leaders from our four state region to help them deal with the overwhelming number of grievances that are being generated by the fact that we simply do not have enough workers to handle the actual workload in the offices, versus the DOIS projections regarding that workload. Certainly, from a historical perspective, there is a cyclical component to the budget vs. service debate. However, I have never experienced staffing shortages to such an extent as we are now. Hopefully, management will give serious consideration to our concerns and hire sufficient Letter Carriers to provide much needed relief to an exhausted and dispirited workforce as well as to ensure that, once again, we return to the tradition of making quality service a priority for our customers.

---

The first phase deployment schedule for the FSS (Flat Sequencing System) machines has been released to the unions. Roughly translated, this means management is preparing to DPS the flat mail. This schedule runs through 2010. As it applies to Region 5, only Mid-America District is included in the first phase plans: the Kansas City, KS Processing & Distribution Center is scheduled to go on-line in August of 2009 and the Kansas City, MO Processing & Distribution Center is scheduled for October of 2009. This would impact all the offices serviced by those two plants. One theory about management's

*(continued on the following page)*

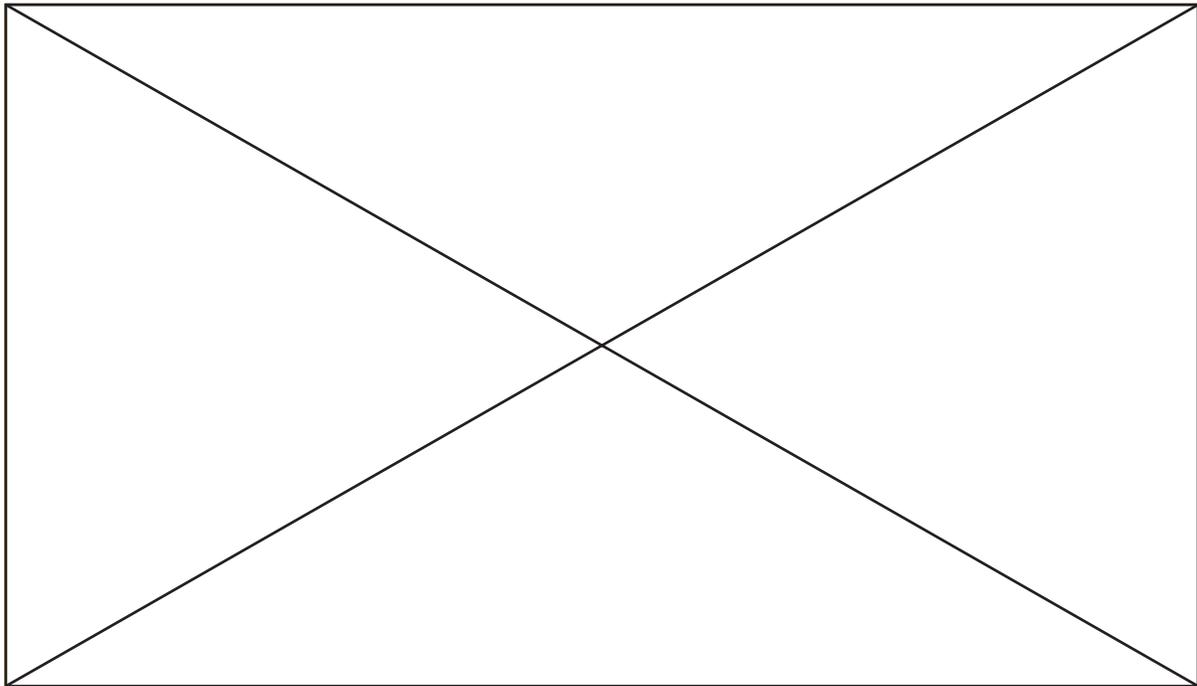
## National Business Agent's Report

*(continued from previous page)*

reluctance to hire Letter Carriers involves their projections for how many routes will be eliminated by the FSS process. Before everyone starts to hyperventilate, let's look at this realistically. No one has any real idea of what the impact may be on Letter Carrier work. Drawing board projections tend not to translate well into reality. (The actual savings from DPS letters is a prime example.) Although the test site is scheduled to go on-line in the Fall of

2007, the deployment of these machines into the field is 18 months away. And that's assuming management is able to meet their projected schedule. (Again, reference DPS letters and the slogan 95% in '95.) Although there will undoubtedly be some savings associated with this process, it is too early to base hiring decisions on future possibilities. Besides, the Postal Service would be irrevocably damaged by continuing down the path of maintaining inadequate staffing for delivery services over an extended period of time. As this saga unfolds, we will keep you up-to-date on the latest developments.

### Hubert Powell Receives Lifetime Achievement Award



*Hubert Powell (second from the left) awarded the Branch #30 Lifetime Achievement Award at our annual dinner in March. Pictured here with Vice President Dave Teegarden (far left), last year's winner Mr. Joe Hill and President Gwin.*

April 9, 2007  
7501 E 74 St  
Kansas City, Mo 64133

*Branch 30 Executive Board & Members,*

*Thank you so much for the Heart of America NALC Branch 30 Kansas City, Mo Life Time Achievement award, given to me March 15 at the annual official, shop stewards, and committee member dinner.*

*I was a little in the dark as to what was going on with the request to come to the meeting. So you see it was a wonderful surprise to me. I was thinking the invite was for something else, which I won't mention.*

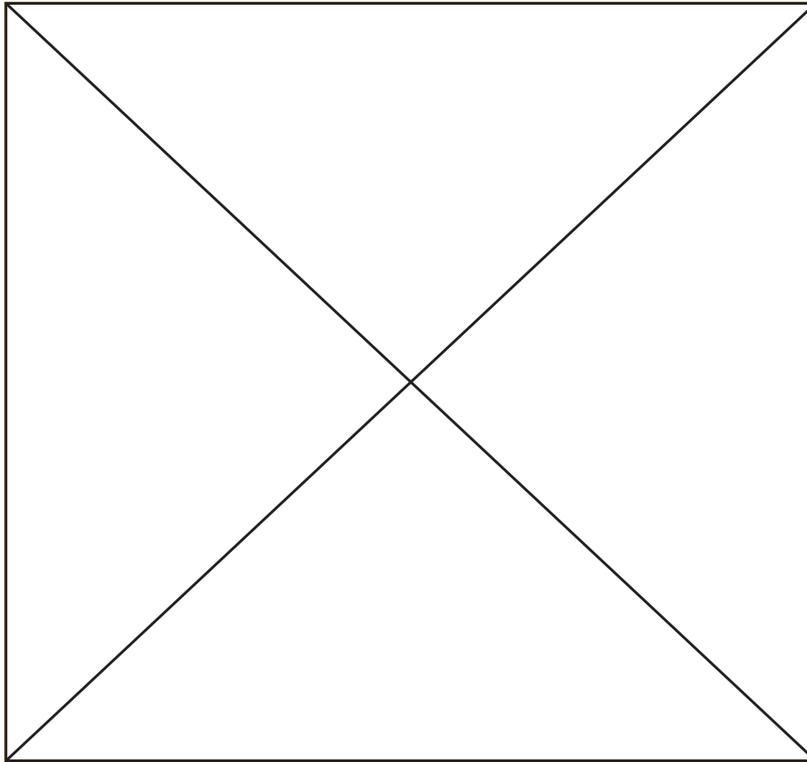
*It was such a surprise. I was at a loss for words when I raised to thank every one. Enjoyed seeing members I had not seen in a while. I will never forget the evening of March 15 2007, again thank you so much.*

*A special thanks to A R Dan Pittman, Melvin Moore, & Joe Hill for the thoughtful words they spoke of concerning me. Also learn a lot listening to remarks from our natl. business agent Mike Weir. I also think there are other members deserving of the award other than myself.*

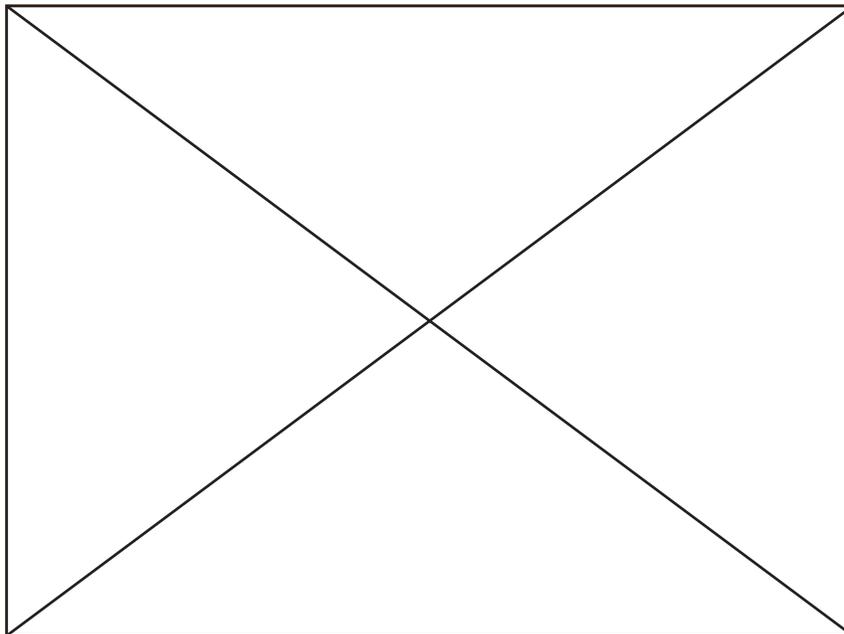
*Yours in Unionism  
Hubert W Powell Jr.  
Hubert W. Powell Jr.*



# Two Of Our Finest Retire



Robert (Bob) L. Bayne, Jr. retired on 30 March 2007 from the Martin City Post Office. Bob began his career in May of 1984.



Ron Stockbauer receives his watch from President Gwin.



## National Association of Letter Carriers Branch 30 Golf Tournament

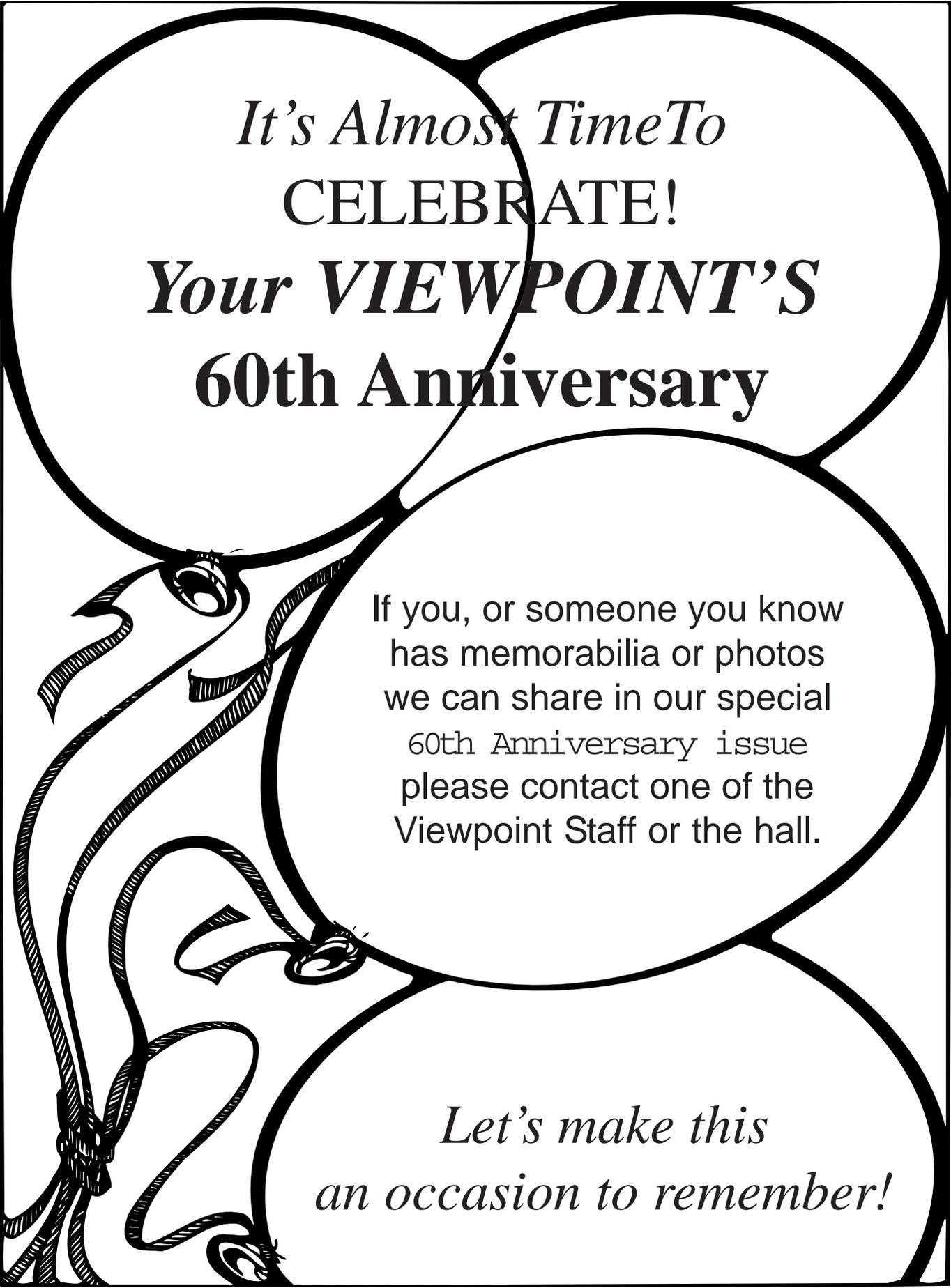
A Fundraiser for MDA

- Where:** Shamrock Hills Golf Club  
3161 S 291 Highway  
Lee's Summit, MO  
816-537-6556
- When:** Sunday May 20, 2007  
Sign-in: 12:00 P.M. Shotgun Start 1:00 P.M.  
Mulligans and Putting Contest plus on Course Events
- Format:** 4 Player Scramble –  
Cash Prizes for top two teams in each flight, two flights
- Cost:** \$60 per player \$240 per Team  
Includes, Green Fees, Cart, Food and Beverages  
Make checks payable to: NALC/MDA
- Benefit:** Proceeds will go to the Muscular Dystrophy Association
- Information:** Jeff Rainey at 816-813-8249  
Mail entry to: Randy Williams  
425 N E Duncan Rd  
Blue Springs, MO 64014

Player #1 \_\_\_\_\_ Player #2 \_\_\_\_\_  
Player #3 \_\_\_\_\_ Player #4 \_\_\_\_\_



**Be ready for the time of your life !!!**



*It's Almost Time To*  
**CELEBRATE!**  
*Your VIEWPOINT'S*  
**60th Anniversary**

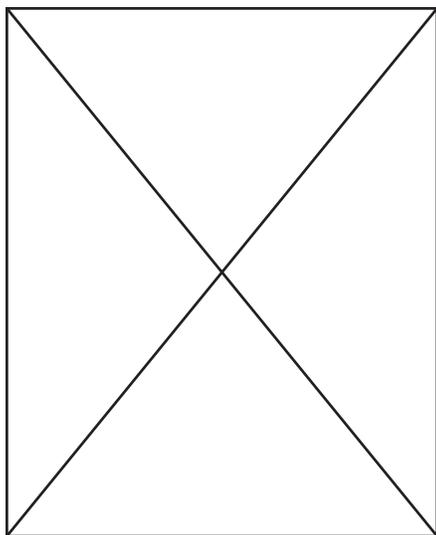
If you, or someone you know has memorabilia or photos we can share in our special 60th Anniversary issue please contact one of the Viewpoint Staff or the hall.

*Let's make this  
an occasion to remember!*

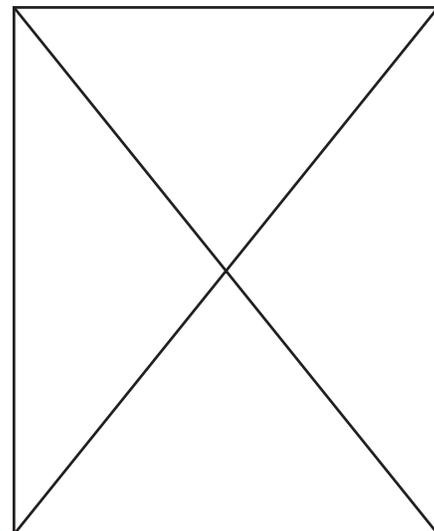
# National Association of Letter Carriers Branch 30

## *“Postal Workers Remember”* 9-11 Commemorative Shirts

These wonderful shirts were designed by Letter Carriers. They are \$40.00 and \$7.00 for each shirt will be donated to MDA. Please pass this around at your Station and mail the order form to:



Jeff Rainey  
4613 NW Amesbury Place  
Blue Springs, MO 64015  
Make checks payable to Mike Hull.  
He is the producer of the shirts.



National Association of Letter Carriers  
Branch 30  
“Postal Workers Remember”  
9-11 Commemorative Shirts

### Order Form

Station: \_\_\_\_\_

| Name  | Address | Phone | Shirt |       | Payment Method* |       |            |
|-------|---------|-------|-------|-------|-----------------|-------|------------|
|       |         |       | Size  | Color | Cash            | Check | Credit Cd. |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |
| _____ | _____   | _____ | _____ | _____ | q               | q     | q          |

\*We will contact you for credit card information. We accept Mastercard, Visa, Discover and American Express.



# 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-                        | Nov- |
| June-                       | Dec- |

## 2007 Grievances

|                   |     |
|-------------------|-----|
| <u>Formal A's</u> |     |
| Total Filed       | 160 |
| Resolve           | 49  |
| Working           | 101 |
| Pending           | 8   |
| Arbitration       | 2   |

# NOTES

**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 IONERGAN  
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.

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



Change Service Requested

Non Profit  
U.S. Postage  
PAID  
Kansas City, MO  
Permit 3684