

THE MAIL CALL



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PRESIDENT'S REPORT

By Roger Askew

CONTRACT NEGOTIATIONS

As I reported in last months issue of the Mail-Call, both parties have agreed to return to the bargaining table. The first negotiation session was set for January 5, 1999 and another session was set for January 11, 1999. During the last session the chief bargainors for both sides scheduled negotiations on key economic and money related issues. Call me the eternal optimist but I still believe that a negotiated settlement can be reached. It would be in the best interest for all parties to come an agreement prior to arbitration. For no other reason than the letter carriers deserve it. Through our efforts the postal service has received record setting profits over the last six years and letter carriers deserve to be rewarded for their efforts. If a negotiated settlement with a substantial wage increase is offered then we will have an agreement. I believe our national officers will spare no expense and will expend all their energy to negotiate a contract that they will be able to send to the membership to be ratified. In the event that a settlement can't be reached the process calls for negotiations, then mediation, then a fact process and if a settlement still can not be reached the final step is arbitration. As additional information becomes available I will be letting you know. The one thing I would caution you about is rumors. Our organization is famous for rumors about all areas of our work. The short course is, wait till you see it in writing and then make up your mind.

BUDGET

Elsewhere in this issue of the mail-call you will find the proposed budget for calendar year 1999. According to the by-laws of the branch, the Budget Committee meets in January each year to propose the budget for the upcoming year. The proposed budget is then printed in the Mail-Call and discussed at the February branch meeting. Take the time to review this document carefully. Our branch has a long history of being open and forthright concerning money matters. As I have said before, I am extremely proud of the way our local union has dealt with money issues. In addition each month a statement is provided at the branch meeting to let you know exactly how the funds are spent.

ROUTE INSPECTIONS

As I have been announcing at the branch meetings, the Civic Center and Panorama City stations will begin route inspections soon. The branch will be conducting a route

inspection class at the union office prior to each station being inspected. A flyer will be placed at each station as to the date for the inspection class. In addition, each shop steward will be announcing the dates at each station. The training sessions are conducted at the branch office located at 6910 Hayvenhurst Avenue # 101. Vice-President Calvin Brookins and I will be teaching this session. Since the Van Nuys Installation has not conducted an office-wide route examination in these stations since 1984 I would recommend that all carriers in the Civic Center and Panorama City stations attend this valuable training. We will be serving refreshments (pizza & soft drinks or something easy) so make plans to be present. The last office to go through a six day count and inspection will be the Sherman Oaks station. They are scheduled to be inspected in May and we will be conducting the same training class for them in the later part of April.

POSTAL INSPECTORS

Why any letter carrier would talk to a postal inspector without union representation is beyond me. Please remember, if you are ever asked to answer questions from a postal inspector, have a union steward present. If there is any one single thing I've learned in thirty plus years in the postal service is that you should never be alone in a room and answering questions from these people. They are not your friends. They will try any tactic to get you to say something to incriminate yourself. A word to each and everyone of you. Please ask for a union steward if you are ever approached by a postal inspector. The first question that you should ask is "Can this conversation lead to disciplinary action against me or another carrier". If the answer is yes, then wait for a union steward...

Be safe and enjoy your holiday..

IN MEMORY OF

WALTER KENWAY
RETIREE--BRANCH 2462

NILES LARK
RETIREE--BRANCH 2462

"The MailCall" is published monthly by "Heart of the Valley Branch 2462, NALC, 6910 Hayvenhurst Ave., Suite 101, Van Nuys, CA 91406 in the interest of and for the Letter Carriers of the Van Nuys Post Office and its Stations. ARTICLES FOR PUBLICATION MUST BE IN THE HANDS OF THE EDITOR ON THE 21ST DAY BEFORE THE REGULAR BRANCH MEETING. ALL ARTICLES MUST BE TYPED OR ON COMPUTER DISK WITH SINGLE LINE SPACING. The Editor reserves the right to delete any article he deems necessary, improper, or unfit. All opinions expressed are those of the writer and are not necessarily those of the Editor or Branch 2462, NALC. The views expressed in this document are those of the author and do not necessarily represent the official views of the U.S. Postal Service. In the hopes that any material contained herein may be of benefit to your Branch and the goals of the NALC, permission is granted to copy and/or use any material in this publication with our best wishes.

VICE PRESIDENT'S REPORT
by
CALVIN BROOKINS

There may be changes in the future of the U.S. Postal Service that may directly or indirectly affect our jobs as letter carriers. The U.S. Postal Service is making good on its promise to start helping Congress with major postal reforms.

The USPS is proposing changes that could speed up the reform process; the USPS has resisted this reform process in the past. On Dec. 24, postal officials presented 20 proposed amendments for HR 22 to the House Government Reform and Oversight subcommittee on the postal service. HR 22 is a comprehensive postal reform bill sponsored by Rep. John McHugh R-N.Y. This list which has been requested by the subcommittee since the bill was introduced in 1996, presents several ideas.

One idea is to give the Postal Rate Commission subpoena power over the postal services documents. Another idea is to separate the U.S. Postal Services products into two categories: competitive and noncompetitive. Competitive products, which represent about 10 percent of the postal services \$62 billion revenue, would be subject to antitrust laws. Products protected by the monopoly, such as first class mail, would be subjected to a price cap system for setting rates.

All other new products that do not relate to the transportation, sorting or delivery of the mail would have to be created and sold by a new private corporation under the postal service. Postal officials and most organizations in the postal community, such as the National Association of Letter Carriers, support some parts of the bill, but are working to change other parts.

This bill would produce the most sweeping reform of the postal system since the Postal Reorganization Act in 1970. I am sure our legislative liaisons will keep us informed and advise us on HR22.

Dues Change Announcement

As most of you may know by now our union dues has gone up from \$15.21 to \$15.38, this was effective on the January 8, 1999 pay check. That is an increase of 17 cents, 11 cents will go to the local branch and 6 cents will go to the national headquarters. The increase is mandated by the NALC Constitution which states that the minimum monthly dues be equal to two hours base pay for a Grade 5. Step D letter carrier, which of the last increase on September 12, 1998 amounts to \$33.32 (\$15.38 biweekly).

Contract Talk

There have been several recent pre-arbitration settlements by the parties at the national level that I think all of our members should know about, they are as follows.

Step 4 Settlement M-01367 (H94N-4H-C98077431) clarifies the March 12, 1984 settlement M-00492 (H1N-5H-C18583) which provides that: Normally employees on the overtime desired list who have annual leave immediately preceding and/or following non-scheduled days will not be required to work overtime on their off days. However, if they do desire, employees on the overtime desired list may advise their supervisor in writing of their availability to work a non-scheduled day that is in conjunction with approved leave.

Local Postal Service representatives had argued that M-00492 only applied to week blocks of annual leave applied for under the provision of article 10, section 3 and applicable local memorandum provisions. The Step 4 settlement M-01365 states that the earlier settlement applies to spot or incidental leave also.

Many managers try to deny that DPS mail volume directly affects street time. The Postal Service has finally acknowledged this obvious fact in a pre-arbitration settlement addressing situations where letter carriers, because of local practices, are required to complete forms 3996 before they know the DPS mail volume on their routes.

(Continued on Page 3)

ATTENDANCE CHART
BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
MAIN OFFICE												11
ENCINO												8
CIVIC CENTER												2
PANORAMA CITY												1
SHERMAN OAKS												6
SUN VALLEY												1
TARZANA												1
RETIREE'S												7
TOTAL												37

MEETING PLACE OF BRANCH 2462, NALC
6910 HAYVENHURST AVE., SUITE 101
VAN NUYS, CALIFORNIA

NEXT MEETING
6:00 PM

February
2nd
1999

DEADLINE DATE FOR THE NEXT
ISSUE OF "THE MAIL CALL" IS

February 9th

BRANCH OFFICE.....818-786-8505
SICK CALL
FRANK RIMKUS..... 818-892-7118

"RETIREE CORNER"

Our Monthly (fourth Saturday) breakfast 9AM meeting will be held at Cocos Restaurant(15701 Roscoe Blvd. just west of the 405 Freeway across from Anheuser-Busch) The date for the next two are February 27th & March 27th. Be sure to mark your calendar and we hope to see you there.

Thank You
Frank Rimkus

March 22, 2004
by
Jason D. Colello

Will was getting quite fidgety at his desk, for which he had been jockeying for the past six hours straight, interviewing what seemed to be ten-of-thousands of applicants for a few hundred positions for the private mail delivery firm Corporate Expedited Mail Delivery Services Incorporated (CEMDSI).

The former letter carrier was hired by CEMDSI several months ago as a delivery associate, however, with his vast experience with delivery, management decided that Will would better serve the company as a screener for delivery-associate applicants. Will did not share these sentiments, but money was tight now and the extra dollar-an-hour over the delivery-associates pay scale of \$9.95-an-hour (\$6.95-an-hour for no experience) was desperately needed.

With a few spare moments while shuffling paper to-and-fro, Will couldn't help but replay past events to which led to the demise of the Postal service. Events that when viewed in hindsight, revealed sinister plottings of a congress that sought to open the doors for their friends in big business; allowing a sanctioned cannibalization of the USPS.

CEMDSI had just purchased the Los Angeles and San Fernando cities mail delivery systems and equipment from the nearly defunct USPS, as part of the contract agreement that CEMDSI inked with the U.S. government. Boston, Atlanta, Chicago, Des Moines, Dallas and Seattle (among many other smaller city acquisitions) were acquired by CEMDSI late last year, however, they failed in their bid to acquire New York, New Jersey, Indiana, St. Louis, Minneapolis, Houston, San Francisco and San Diego. Those targeted cities were sold to various corporations such as Global Mail Express and The Delivery Warehouse (a subsidiary of Wal-Mart and Disney), whom were able to outbid CEMDSI in an intense bidding war. However, the LA and San Fernando acquisition put CEMDSI back atop the privately owned mail delivery heap.

To date, over two thousand privately owned companies have purchased mail delivery jurisdictions from the U.S. government, but many lower-priority jurisdictions remain unsold due to their income risk factor. If these jurisdictions remain unsold by the Postal Service purge-out (January 1, 2006), mail service will cease to those unsold parcels.

The U.S. congress then found a way (with insider help from PMG Henderson) to repeal the "private mail statute" (the statute that allowed "only" the USPS to deliver mail to customer mailboxes), allowing any delivery company access to customer mailboxes, creating competition. This did not create the amount of competition that congress had so desired. So congress fought, and won, to repeal the "double-postage statute" (which required any non-postal delivery service to charge at least twice the postal postage to customers), allowing non-postal delivery services to charge whatever they wanted to for their competitive mail service.

Postal competition sprang up every, so postal management began an aggressive campaign to regain lost market share and volume (that was both given and taken away), it was a losing battle. Postal management thinned out both the carrier and clerk crafts while demanding more production, but continued to increase management positions. The USPS was doomed, and it appeared to be a pre-meditated murder masterminded by congress to eliminate the USPS from existence.

Congress' first step was to install an anti-USPS Post Master General, William Henderson. Once in office, he began the bidding of his masters, spreading the gospel of eliminating statutes that maintained an USPS monopoly on universal mail services. The PMG was the perfect scapegoat to initiate the repeal of monopoly statutes, and postal management would finalize the USPS' doom with their frightened-cornered-rat style of management. Thus, the USPS would appear to self-destruct under the crush of competition, paving the way for privatization of mail delivery service.

Then congress came up with a plan to save mail delivery service to U.S. citizens (even though congress created the problem, they needed to be seen as saviors), a plan that would sell off Postal delivery jurisdictions and equipment. This plan would feature such favorable factors as relieving the U.S. government of the delivery of the nation's mail; the USPS sale would be seen as pro-business move into the future; and that revenues generated by the sale of the USPS would be used for U.S. government deficit-reduction. It was an easy sell to the public.

And on November 20, 2002 (one day after all craft-union contracts expired), the fate of the USPS was determined: the immediate selling (to the highest bidder) of all mail delivery jurisdictions to the private sector by January 1, 2006, while simultaneously phasing out government control. The USPS would be no more.

Hundreds-of-thousands out of work, with most of them fighting to get hired by the new owners for substantially less money and benefits, and Will was one of them. He never finished college, nor did he possess any other skills that would get him employment elsewhere. He could go back to school, but he is going to need to get a second job to continue paying the mortgage and the supporting of a wife and three children; and still come up short financially.

All of this didn't matter now, what's done is done. Those in positions unrelated to actual customer service made their decisions from paper containing numbers and projections, ultimately to wreak havoc on this nation. Maybe not this year or the next, but this gross injustice by congress will rear its ugly head and bite the nation on its keester in the future. However, future reprecutions never stopped those in power to enact devastating initiatives in the present, because they will not be held accountable in the future. Remember Reganomics?

There is nothing I can do about this now, Will thought to himself as he prepared to interview the next delivery-associate applicant. He motioned to his assistant, who followed suit to the next applicant. As Will rose to greet the applicant, and was pleasantly surprised to see his "ex" supervisor Joe; whose fearful smile melted into that same old back stabbing smile he flashed to all the carriers in the past. Joe appeared to be relaxing, while Will was grinning from ear to ear in his mind. Will began to ready all of his "reject" stamps, while smiling and laughing with Joe.

Small victories, was Will's thought, *small payback victories*. Of course, this little victory could never revive the Postal Service; never repair the damage caused to hundreds of thousands. But it sure felt good.

Then Will straightened up and let it fly: "so tell me Joe, what experience do you have in carrying mail?" This was going to be fun!

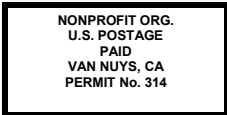
VICE PRESIDENT'S REPORT (Cont from Pg 2)

Step 4 Settlement M-01366 (H90N-4H-C94048405) provides that: The issue in this case involved whether management violated the National Agreement by not allowing individual carriers to personally observe the amount of DPS mail intended for delivery on their assigned routes, prior to determining the need for overtime/auxiliary assistance.

After reviewing this matter, it was agreed that if, while in the normal course of picking up DPS mail, a letter carrier determines the need to file a request for overtime or auxiliary assistance (or to amend a request that was previously filed), the carrier may do so at that time. The supervisor will advise the carrier of the disposition of the request or amended request promptly after review of the circumstances.

If the local parties have agreed upon a practice where letter carriers has access to their DPS mail prior to filling out a request for the overtime/auxiliary assistance, this settlement will not apply.

**"THE MAIL CALL"
BRANCH 2462, NALC
Steve Seyfried, Editor
6910 Hayvenhurst Ave., # 101
Van Nuys, CA 91406**



Address Correction Requested

**Branch Meeting
Minutes
JANUARY 5, 1999
By
Steve Seyfried, Secretary**

The Meeting was held at the Branch 2462 Union Hall 6910 Hayvenhurst Ave, Van Nuys California. It was called to order by PRESIDENT ROGER ASKEW at 6:10 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS TEENAMARIE GALLEGOS The invocation was led by ROGER ASKEW
MOMENT OF SILENCE--WALTER KENWAY--RETIREE
NILES LARK--RETIREE

COMMITTEE OF CHARGES

The Committee of Charges , LEE FENSTERMACHER, RANDY KENT, & DENNIS TEUBNER (absent at meeting) read their report on their investigation of the Charges brought by Brother JEFF JACKSON against Sister LESLIE MICHELSEN. After the report was read, Sister Michelsen was offered the opportunity to respond, she was not present at the meeting. ON THE QUESTION OF THE CHARGES AGAINST SISTER MICHELSEN---IS THE SISTER GUILTY OF THE CHARGES BROUGHT AGAINST HER-----YES OR NO ? THE

NO'S PREVAILED

ROLL CALL OF OFFICERS

PRESENT--ASKEW, BROOKINS, SEYFRIED, McCLINTON, JOHNSON, BRASH, RATHBONE, GALLEGOS, TUKESBREY, T. HALL

ABSENT--SCARBOURGH

MINUTES ACCEPTED AS PRINTED IN MAILCALL WITH CORRECTION--Charges Committee is working on the case against LESLIE MICHELSEN

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

BILLS READ MOTION--Pay all Bills presented M/S/C

COMMITTEE REPORTS

COLCPE--GALLEGOS \$ 32.00 in the fund
RETIREEES--RIMKUS There were 7 retirees

present at tonight's meeting.

DISTRICT 6--McCLINTON State Convention in San Diego, 2002, has been moved to a location to be announced in Branch 1100's district. Velma attended GREY DAVIS and CRUZ BUSTAMONTE's Inauguration in Sacramento.

VICE-PRESIDENT--BROOKINS Adjustments are proceeding at Main Office on routes. Dues increase to \$ 15.38 began on December 19, 1998. Route inspection classes have been scheduled as follows, CIVIC CENTER -- JANUARY 23 & 25, PANORAMA CITY--JANUARY 27 & FEBRUARY 2ND.

AUDIT The budget will be worked on January 7th at 6 pm.
MBA-T. HALL No Report
HBR--TUKESBREY No Report
FINANCIAL SECRETARY REPORT--JOHNSON
TREASURERS REPORT--McCLINTON
PRESIDENT ASKEW Contract negotiations have been reopened. Both parties returned to the table on January 5, 1999 APWU has sent a contract to their membership to be ratified. Extra calendars have been ordered. They are being sold for \$ 3.00 each. You should contact your Shop Steward if you desire an extra one. Phone bidding was unavailable on 1/2/99 only. If you attempted to bid on a route by phone on this day only, please see your Steward. American Express points for the credit card was discussed at the Board meeting. There are presently 29,311 points available. The Board expressed that these points should only be used for Branch business.
EXECUTIVE BOARD MINUTES READ
NEW BUSINESS
NEALIE GRAHAM, a new member was initiated into the Branch by VICE PRESIDENT BROOKINS.
BY-LAW PROPOSAL--was presented , it will be printed in the February issue of the Mail Call, and voted on at the February Regular Meeting as per Branch 2462 by-laws.
COLCPE DRAWING
\$ 3 ART BOCEK--ENCINO
\$ 3 IRWYN SCHNYDER--SHERMAN OAKS
\$ 3 RICHARD REIMER--SHERMAN OAKS
\$ 3 KEITH MOWER--RETIREE
MEETING ADJOURNED----7:45 PM

PROPOSED BY-LAW CHANGE

AMEND ARTICLE V, SECTION 6 BY ELIMINATING THE UNDERLINED TEXT.

ARTICLE V, Section 6. It shall be the duty of each member to sign an attendance book at all Regular Meetings, as proof of their attendance. The Sergeant-at-Arms shall close the sign-in book no later than thirty (30) minutes after the Meeting starts. The only excuses for non-attendance accepted will be documented, long term serious illness. Such excuse must bear the handwritten signature of the person requesting such absence, and must be presented within one (1) month of such absence. In the event that there should not be a Regular Business Meeting in the month of December any given year, all members attending the previous November Regular Business Meeting shall receive credit toward their attendance for both the November and December Meetings.

TO: MEMBERS BRANCH 2462

THE FOLLOWING IS A REPORT OF THE BUDGET COMMITTEE. THE COMMITTEE MEETING WAS HELD ON WEDNESDAY JANUARY 7, 1999, TO PURPOSE THE BUDGET FOR THE CALENDAR YEAR 1999. THOSE COMMITTEE MEMBERS IN ATTENDANCE WERE: ROBERT JOHNSON, FINANCIAL SECRETARY--VELMA McCLINTON, TREASURER---TRUSTEES--FRANK BRASH, ANN SCARBOROUGH, DAN RATHBONE. ALSO IN ATTENDANCE--ROGER ASKEW, PRESIDENT AND STEVE SEYFRIED, SECRETARY

BUDGET ESTIMATE		JANUARY 1999 THRU DECEMBER 1999	
<u>ESTIMATED INCOME:</u>			
Regular Members	465 at \$ 399.88	\$	185944.20
Retiree's	125 at \$ 18.00	\$	2250.00
NALC. Health Benefit Reimbursement		\$	160.00
Interest		\$	3000.00
Other Income (i.e. - MBA.)		\$	100.00
TOTAL INCOME		\$	191454.20

JANUARY 1999 THRU DECEMBER 1999			
<u>ESTIMATE EXPENDITURES:</u>	BUDGET 98	SPENT 98	BUDGET 99
NALC. Per Capita Tax:			
Regular Members (465 at \$ 133.38)	\$ 58659.90	\$ 55898.25	\$ 62021.70
Retiree's: (125 at \$ 7.00)	\$ 980.00	\$ 913.13	\$ 875.00
State Per Capita Tax:			
Regular Members (465 at \$ 6.00)	\$ 2670.00	\$ 2650.72	\$ 2790.00
Retiree's: (125 at \$.50)	\$ 70.00	\$ 75.10	\$ 62.50
1) Contingency Fund (465 @ 1.50 x 26 pay periods)	\$ 17355.00	\$ 16767.00	\$ 18135.00
2) Contingency Fund Retiree's (125 @ .25 x 26 pay periods)	\$ 910.00	\$ 842.50	\$ 812.50

JANUARY 1999 THRU DECEMBER 1999	
BALANCE SHEET	
INCOME	\$ 191454.20
EXPENDITURES	\$ 190856.70
BALANCE	\$ 597.50

The above report will be submitted to, and voted on by the General Membership of Branch 2462 at the regular branch meeting to be held in the month of February 1999.

Respectfully submitted,

THE BUDGET COMMITTEE

Robert Johnson
Velma McClinton
Frank Brash
Ann Scarborough
Dan Rathbone

	BUDGET 98	SPENT 98	BUDGET 99
3) Branch Officer's Salary	\$ 24000.00	\$ 24000.00	\$ 24000.00
4) The Mail-Call	\$ 4500.00	\$ 4160.09	\$ 4500.00
includes postage) \$ 1200.00	\$ 1285.00	\$ 1400.00	5) Mail-Permit (
6) Postage Expense	\$ 1200.00	\$ 603.04	\$ 1000.00
Expense \$ 100.00	\$ 20.00	\$ xx	7) President's
pense \$ 25.00	\$ 00.00	\$ xx	8) Vice-President Ex-
9) Recording Secretary Expense	\$ 25.00	\$ 00.00	\$ xx
10) Financial Secretary Expense	\$ 25.00	\$ 00.00	\$ xx
11) Treasurer Expense	\$ 25.00	\$ 10.40	\$ xx
12) Retired Men's Night	\$ 2000.00	\$ 1742.99	\$ 2000.00
13) Installation Dinner	\$ 00.00	\$ 00.00	\$ 2000.00
14) Branch Telephones	\$ 1400.00	\$ 1361.39	\$ 1500.00
15) Bond for Officer's	\$ 150.00	\$ 130.00	\$ 150.00
16) Office Supplies	\$ 2200.00	\$ 1752.62	\$ 2000.00
17) Labor-Management Meetings	\$ 800.00	\$ 360.00	\$ 800.00
18) Refreshments	\$ 500.00	\$ 268.67	\$ 500.00
19) Donations	\$ 1000.00	\$ 900.00	\$ 1000.00
20) Equipment Repairs	\$ 200.00	\$ 00.00	\$ 200.00
21) Equipment Purchase	\$ 1500.00	\$ 1127.14	\$ 1500.00
22) Election Expense	\$ 00.00	\$ 00.00	\$ 1500.00
23) Miscellaneous Expense	\$ 200.00	\$ 23.38	\$ 100.00
24) Public Relations	\$ 200.00	\$ 138.62	\$ 200.00
25) Station Expense	\$ 1600.00	\$ 1600.00	\$ 1600.00
26) Educational & Training	\$ 9000.00	\$ 5314.60	\$ 9000.00
27) Publications	\$ 150.00	\$ 92.75	\$ 150.00
28) Local Negotiations	\$ 00.00	\$ 00.00	\$ 2000.00
29) Picnic Expense	\$ 11000.00	\$ 11000.00	\$ 9000.00
30) Lost Time Account	\$ 14000.00	\$ 11350.00	\$ 12000.00
31) Insurance Cost	\$ 700.00	\$ 580.00	\$ 700.00
32) Office Rental	\$ 17760.00	\$ 17760.00	\$ 17760.00
33) Gas Utility	\$ 350.00	\$ 205.83	\$ 300.00
34) Food Drive	\$ 500.00	\$ 445.37	\$ 850.00
35) Ray Kreyer Award	\$ 550.00	\$ 532.96	\$ 550.00
36) C.O.A. (mail-call)	\$ 40.00	\$ 1.74	\$ 50.00
37) Death Benefit	\$ 00.00	\$ 552.89	\$ 00.00
38) Mileage (.32 PER MILE)	\$ 200.00	\$ 00.00	\$ 200.00
39) MBA	\$ 400.00	\$ 395.52	\$ 400.00
40) Electric Utility	\$ 1500.00	\$ 1172.98	\$ 1500.00
41) Dues & Membership Expense	\$ 650.00	\$ 638.44	\$ 650.00
42) Janitorial	\$ 900.00	\$ 900.00	\$ 900.00
43) Photo's & Xeroxing	\$ 200.00	\$ 343.27	\$ 350.00
44) Membership Drawing	\$ 100.00	\$ 50.00	\$ 100.00
45) Bass Calendars - 1998	\$ 1300.00	\$ 1500.00	\$ 1400.00
46) Christmas Open House	\$ 750.00	\$ 1153.88	\$ 1200.00
47) Independent Medical Exam	\$ xx	\$ xx	\$ xx
48) Organizing	\$ 250.00	\$ 00.00	\$ 250.00
49) Cellular Phone	\$ new	\$ xx	\$ 750.00
50) Greeting Cards	\$ new	\$ xx	\$ 150.00
99) Non-Numbered Items	\$ 00.00	\$ 2342.96	\$ 00.00
TOTALS	\$ 183794.90	\$ 173052.23	\$ 190856.70