

Presidents Corner

Hello everybody, and welcome to another addition of the AFGE Local 1869 newsletter. August is a hot month here in Charleston SC, and we just want to remind everyone that we keep a refrigerator stocked with cold soft drinks for you to enjoy. There is no charge for these, so stop on by and grab a cold one. You can also relax in your comfortable break room. There is television (local channels) and a computer with high speed internet for your enjoyment. This office is your office, and you are encouraged to visit the union office when ever you can. You can bring your lunch into the break room and eat, or just come in to relax if you have a moment. The AC is working, and it keeps the building nice and cool.

Members meeting for September will be on Tuesday the 11th at 4:30 pm in the union office located at bldg 636 on Charleston AFB. We are right across from the Family Picnic Area and adjacent to the auto hobby shop. All members are welcome to attend and we recommend you bring a non member to the meeting to let them see what we are all about.

Also, remember that as a member of AFGE Local 1869, you are eligible for our monthly drawing at the members meeting each month. We pick a name out of the jar that contains all of the members' names, and the winner receives the amount that is awarded that month. You have to be present at the meeting to win. If your name is picked and you are not at the meeting, you do not receive the cash. That is the rule. Remember that the President of the local is NOT eligible to be part of the drawing.

Editorial

Who does Congress work for? Our Constitution tells us the our form of government is for the people and by the people.

Then why does Congress seem to put the interest of corporations before "we the people"? Could it be lobbying dollars?

Who do we have to blame? We the people!

If we as citizens of the United States do not take an active role in our political processes, do not vote and do not hold our elected officials accountable. Then we have no one to blame but our selves.

Until "we the people" get up off our lazy back sides and demand that our elected officials represent us and not corporations we will be on the short end of the stick.

Where do we start? Tell Congress that we want them to a stop put to lobbying bribery!

Tell Congress that we want them to give the Consumer Protection Agency the authority to protect consumers from faulty products like 9million Mattel toys from China. We want the FDA to have funding to test drugs and not have to depend on the drug companies to give them money. Who do they work for, we consumers or the drug companies?

"We the people" need to stand-up for ourselves!!!!!!!!!!!!

Together we have a strong collective voice, as individuals we are but a tiny weak squeak!!!!

AFGE PAC (Political Action Committee) is one way that AFGE members can help make our voice heard.

If each member would only give \$ 5, 10 or 15 dollars each pay period we could support more candidates that will support us.

I challenge each Local 1869 member to step forward and join AFGE PAC. Those that can, please join me at the Emerald level of PAC membership.

Del

Keep up the pressure!!!!

Are We Under Attack? (the continuing saga)

Disclaimer:

All comments in this column are made to raise the awareness of our members. By no means am I trying to tell anyone what to think or do. I am only attempting to bring to the forefront issues that I believe should be of concern to us as union brothers and sisters. There is much for us to gain in solidarity and much to lose without it.

YES, On all fronts!

Ask the 118 civil service employees who have been wounded or injured in "The War on Terror", if their government has taken care of them.

The answer will be "NO"! They have been turned away from military hospitals and told to use their private insurance or workers compensation claims for their injuries.

NSPS NEWS!!!!!!!!!!!!!!

Washington Post
August 7, 2007
Pg. D4

Federal Diary

New Personnel System Hits Another Snag

By Stephen Barr

The Defense Department's new civilian personnel system is hitting red lights on Capitol Hill.

In the hours before recessing for its August break, the House approved an amendment that would deny funding for key parts of the National Security Personnel System, which has been heralded by the Bush administration as a model for overhauling how federal employees are paid, promoted and disciplined.

The amendment was added on a voice vote to the fiscal 2008 spending bill for the Defense Department. There was little discussion, and no House member spoke up for the new system.

Rep. Chris Van Hollen (D-Md.), a sponsor of the amendment to deny the funding, said in a telephone interview that "our concern is that the Defense Department has not implemented the law consistent with congressional intent."

The amendment was offered by Rep. Jay Inslee (D-Wash.) on behalf of himself, Van Hollen and Rep. Walter B. Jones (R-N.C.) late Saturday night. They have cited concerns that the new system is not fair to employees

and unions because it makes access to independent third parties to help resolve workplace disputes more difficult.

The appropriations bill is the third effort underway in Congress to rein in the National Security Personnel System. The House Armed Services Committee has approved an authorization bill that the White House called "in essence a total revocation" of the new system. The Senate Armed Services Committee's version of the bill would ensure full bargaining rights for unions and would exempt blue-collar employees at Defense from the NSPS.

Almost four years ago, Congress approved the creation of the NSPS at the request of the Bush administration. Bush appointees had hoped the new Defense personnel system and a similar system planned for the Department of Homeland Security would lead to the biggest shake-up in federal personnel policies since 1978, when the current civil service system was established.

The NSPS, if put in place as envisioned, would convert almost all Defense civilians from the General Schedule, which officials contend rewards length of service, to a performance-based system that would more rigorously link raises to job ratings.

The changes would allow the Pentagon to better reward its best workers, officials have said. The system, which is being phased in, covers about 114,000 nonunion employees. If completed as planned, nearly 700,000 Defense Department employees would convert to the system.

But the regulations issued to implement the personnel system drew quick opposition from a coalition of federal unions, which accused the department of trying to gut their rights. The unions filed a federal lawsuit to stop parts of the NSPS, and the dispute remains in court.

The House funding prohibition mirrors much of what the unions are seeking in court. It would prevent the Pentagon from waiving or modifying key sections of civil service law used to create the NSPS in the areas of performance appraisals, discipline, employees' right to appeal decisions and labor-management relations.

A Defense official familiar with the NSPS, who spoke on condition of anonymity because he was not authorized to speak publicly about pending legislation, said the House funding ban would probably impede other

personnel programs at Defense, and not just the NSPS. The other programs use alternative methods for evaluating the performance of employees, and the House proposal would call those into question, too, he said.

The House approved a similar funding ban last year, but a compromise was brokered that permitted the Pentagon to continue phasing in new methods for setting pay and evaluating job performance.

Labor leaders lobbied for the spending ban again, primarily because they were worried that a defense authorization bill with NSPS restrictions might not pass or win the president's approval this year because of unrelated disputes, such as the Iraq war.

"That made it all the more important for Congress to strip funding for NSPS," said Richard N. Brown, president of the National Federation of Federal Employees.

The Senate has not written its defense appropriations bill, and unions yesterday called on the Senate to back the House prohibition. Two union leaders expressed confidence that organized labor will carry the day in Congress.

"We are hopeful that this is the beginning of the end," said Ron Ault, president of the AFL-CIO's Metal Trades Department. John Gage, president of the American Federation of Government Employees, said, "We have no doubt that in the end, DOD employees will be treated fairly and in a just manner."

Monthly Membership Drawing

Sam Kirton, 437 CES, missed out on \$400.00 in the Aug Drawing during the monthly meeting!

You have to be present to win. Just a reminder, the President is NOT eligible for this drawing. Retired members are always welcome to come to the monthly meetings. They are held **every second Tuesday of each month at 4:30pm** unless there are circumstances that will not permit the meeting to take place. Bad weather, natural disasters etc.....All members, active and retired are welcome to attend the Monthly Meeting. This is your Local and you should take an active part in its operation.

The September drawing will be for \$500.00

Legislative Corner

Legislative report

AFGE and the Union Coalition is working extremely hard on your behalf to get congress to stop NSPS. The House of Representatives has passed legislation doing just that! Now it is up to the Senate!

Legislative issues

Keep the pressure on congress to repeal GPO and WEP. Join NARFE retirees in the struggle to repeal the Government Pension Offset and the Windfall Elimination Provision from Social Security Law. Tell your Senators and Representatives to co-sponsor and support S206/HR 82

Fax, Call, Telegraph your South Carolina Senators. **TELL THEM** to support the legislation that the house passed which would end NSPS!

Representation

Local 1869 persevered! On Friday before we were to appear in Federal Court on Monday, Support Services of America settled our ULP charges. We recovered \$19,726.00 in unpaid benefits for SSA employees.

The Federal Labor Relations Board (FLRB) ordered that all non-union employees with SSA have their pension benefits included in the pension fund that AFGE Local 1869 has set up for its member employees.

Previously these employees received this benefit as expendable income and paid taxes on the funds. Due to the fact that the previous employer, A&A Facility Services, stopped paying the benefit payment and the employees did not noticing the reduction in their pay and that the employees not realizing that SSA was not paying the benefit. FLRB thought it best that the benefit be included in the pension fund so that Local 1869 could monitor the payment.

The most important part of the settlement was that SSA had to recognize the Memorandum of Agreement. Since they won the government contract it has been their contention that they did not have a MOA with AFGE Local 1869 and were not bound by it.

A formal settlement notice will be posted in the work place were by SSA states that they are bound by and will operate within the guidelines of the MOA.

The Air Reserve technicians may have heard the rumor that they are going to have to wear the uniforms. This is what's on the table and your local needs the support of all ARTS on this issue.

We will be negotiating this in the near future and need input from you to fight this battle as hard as we can. Please come by the office bring with you a list of concerns that you have. We are putting your package together right now, so don't delay.

The Naval Weapons Station Police and Firefighters are looking for a new home. Here is a letter I received from Brenda L. Stallard National Representative AFGE 5th District:

Dear Mr. Grausso,

I'm not sure if we ever met, but before becoming an AFGE National Representative, I worked for Local 1869 as the Business Agent/Office Manager for 14 years. With that said, I still consider the officers and members of L1869 as my family. Therefore, I have a proposition to make. In February, the FLRA rendered a decision consolidating ten (10) AFGE Navy locals within the Navy Region Southeast (CNRSE). This unit is made up mostly of DoD civilian Firefighters and Police Officers, with some additional support/services personnel in the Child Dev. and Family/Fleet Support Centers. Basically, the decision put the unit certification with AFGE National Office, but changed very little at the installation level as it pertains to representation, dues, etc.

Shortly thereafter, AFGE Local 2298 President Chuck Covell (Chas NWS) who opposed the consolidation dropped nearly 60 of his CNRSE BUEs/members from his local and AFGE rolls; even though AFGE National President John Gage issued a letter in March that re-delegated representation authority back to the locals, while naming me as the POC for the Region. Needless to say, this caused quite a bit of confusion with the district and I receiving numerous calls from BUEs at the Weapon Stn asking who would be representing them. NVP Charlotte Flowers and I discussed

this at length knowing that the BRAC 2005 realignment decisions have these support services transferring to USAF/CAFB in the future. According to my last discussion with CNRSE Regional Business Manager Jim Rountree, the tentative date of transition is between Jan - Oct 2008. Ms. Flowers and I believe the most reasonable and expeditious resolution is to put these folks under Local 1869 now. AFGE National Rep for S.C. Jeanese Staley, also, is aware of this issue and has assured Ms. Flowers and I that she will assist with representing these BUEs and training the Shop Stewards until such time as they completely transition over to the Air Force. If the local is agreeable to this, AFGE will re-delegate representation authority for these BUEs to AFGE Local 1869 and your local would collect dues for any members who sign up. As with our other DoD locals, official time will only be approved for those who are employees within the unit. Currently, I have two stewards operating in the Fire Dept and one in the Police Dept. I am still collecting data on the other BUEs.

I have set up several meetings for next week (May 30-Jun1) at Chas NWS to meet with and discuss the merger possibility, as well as, any outstanding issues/complaints current or pending. In addition, one CNRSE Firefighter and one Police Dept rep from Chas NWS will be participating in a meeting in Jax on June 5-8, 2007. These individuals, along with union reps from the other CNRSE locals, are to be part of a Tactical Execution Team that will negotiate an MOU addressing working conditions specific to these two entities. Our CNRSE Spokesperson and Local 1845 President Mark McCabe and I, also, will attend. I ask that you review your local Constitution and by laws, as well as seek guidance from your membership, if necessary, in order to make a determination as to whether Local 1869 will pick up this unit. If Local 1869 is agreeable, I would like for someone from the local to attend the meeting at Chas NWS next week.

As you can see, this is a couple of months old. I need your input. Please send correspondence to (by regular mail) AFGE Local 1869 P.O. box 4465 Charleston AFB SC 29404 or (by e-mail) to: afge1869@netzero.net. Thank you

Daniel Grausso

Labor History.....

August 07

Eugene Debs and three other trade unionists arrested after Pullman Strike - 1894

Some 675,000 employees struck ATT Corp. over wages, job security, pension plan changes and better health insurance. It was the last time CWA negotiated at one table for all its Bell System members: divestiture came a few months later. The strike was won after 22 days - 1983

Television writers, members of The Writers Guild of America, end a 22-week strike with a compromise settlement - 1988

August 08

Cripple Creek, Colo. miners strike begins - 1903

Cesar Chavez is posthumously awarded the Presidential Medal of Freedom by President Bill Clinton, becoming the first Mexican-American ever to receive the honor - 1994

August 09

Knights of Labor strike New York Central railroad, ultimately to be defeated by scabbing - 1890

August 10

The Air Line Pilots Association is founded at a meeting in Chicago attended by 24 activists from across the country - 1931

I.W. Able, president of the Steel Workers Union from 1965 to 1977, dies at age 79 - 1987

August 11

Federal troops drive some 1,200 jobless workers from Washington D.C. Led by unemployed activist Charles "Hobo" Kelley the group's "soldiers" include young journalist Jack London and William Haywood, a young miner-cowboy called "Big Bill" - 1984

August 12

The national Brotherhood of Carpenters & Joiners is founded in Chicago in a gathering of 36 carpenters from 11 cities - 1881

Coal company guards kill 7, wound 40 miners trying to stop scabs, Virden, Ill. - 1898

The North American Free Trade Agreement—NAFTA— was concluded between the United States, Canada and Mexico, despite protests from labor, environmental and human rights groups - 1992

What was to become a 232-day strike by major league baseball players over owners' demands for team salary caps began on this day; 938 games were cancelled - 1994

MEMBER'S Library

2006 CSRS Retirement Guide
2006 FERS Retirement Guide
2006 Turbo Tax Deluxe
How to write a federal resume
2005 Federal Employees Handbook (on CD)
2006 Federal Employees Almanac (on CD)
Federal Manager's Handbook
Estate Planning Guide for Federal Employees
Retired Military Personnel Handbook
Health Insurance Guide for Federal Employees
Military to Federal Career Guide (1)
2006 Federal Personnel Guide
Federal Employees Legal Survival Guide
Real Estate Guide for Federal Employees (on computer)
Understanding the Federal Government's Survivor Benefits *
* = New

Turbo tax 2006 state and federal is available in the office for your use!!!!

All of these publications are available for you our Members to use. You may sign them out anytime. If there is something you would like for us to make available, please let us know.

(1) Let the military troops that you work with know about this new book. They are welcome to sign the book out to help prepare for a civil service career. They are potential members!

Regular Business Meetings

Regular monthly business meetings are held the **second Tuesday of each month at 4:30PM**, in the union office located in Building 636, 205 W. Stewart Avenue, Charleston Air Force Base, SC.

For more information, please contact the union office at (843) 963-5765 or 552-8249.

August Anniversaries

Mr. Vernon Miller	1974	
Ms. Colette Pittman	1975	
Ms. Peggy Hart	1975	
Mr. John Straley	1995	
Ms. Anne Marie Egal	1995	
Ms. Debra Anne Broger	1997	
Mr. Robert Thomas	1999	
Mr. William Merrit	2000	
Mr. Ernest Brisbon	2001	
Mr. Douglas McGill	2003	
Mr. Eric Wiggins	2004	
Ms. Carolyn Wright	2006	
Mr. Phillip Powell		2006
Ms. Dorothy Oconner	2006	
Ms. Madeline Geddis	2006	
Ms. Virginia Kincaid	2006	
Mr. Lionel Calvert	2006	
Ms. Marilyn Harveland	2006	
Mr. Samuel Kirton	2006	

- If we are out of the office, send an email with your concerns or problem. We will have a written record of your inquiry and will get right back with you.

AFGE Local 1869

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Editor's E-mail: afge1869@netzero.com

Newsletter Editor: Del Davids
Staff: Dan Grausso, Dixie Kirk and Joe Rackley

AFGE Local 1869 has a new office secretary. Dixie Kirk is has accepted the job as office secretary. Jennifer page has resigned, and we wish her good luck and much success. Please welcome Dixie Kirk to Local 1869 the next time you are in the office. Thanks.

Stay informed!

<http://afge.org> www.aflcio.org
<http://www.unionvoice.org>
<http://www.showusthejobs.com>
<http://www.charlestonlaborcouncil.org>
<http://www.unionblog.com>
<http://www.govexec.com>
<http://www.washingtonpost.com>
<http://www.retiredamericans.org>
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<http://www.FedSpending.org>
<http://spewingforth.blogspot.com>
<http://www.publiccitizen.org>
<http://www.workers.org>
<http://www.labornet.org>
<http://capwiz.com/narfe/home/>

South Carolina Fair Share 803-252-9813

Stay on top of the issues at the state house and how they affect you!

Know what your state representatives are doing, saying and how they are voting!!!!!!!!!!!!!!!!!!!!!!!!!!!!

Remember:

Keep in touch with AFGE Local 1869

<http://www.AFGElocal1869.org>

- The union office is on the Charleston AFB LAN. Our E-mail address is :
- CHARLESTON.AFGE@CHARLESTON.AF.MIL

AFGE Week In Review

To help keep our members informed of what AFGE is working on at national level, extracts from recent AFGE Week In Review notices are included below. The full notices can be found at: <http://www.unionvoice.org/afgerocks/all-msgs.html>

Important: The above site should not be accessed using government equipment, read during duty time or sent to others using government equipment.

We have computers in the office that directly connect to the internet via cable internet service. These are Union owned computers and internet service, as Union Members you may use these computers free of charge to conduct personal business over the internet. Stop by anytime between the hours of 0730 and 1630.

From AFGE Week In Review (Aug. 13, 2007)

House Votes to Defund Major Portions of NSPS: The House Aug. 6 approved an amendment to the fiscal 2008 Defense Appropriations bill that would deny funding for portions of the Pentagon's National Security Personnel System (NSPS) relating to collective bargaining and appeal rights. AFGE, which represents more than 200,000 DoD civilian employees, praises the bipartisan support to block the plan that would gut employees' rights and destroy their morale.

AFGE Rebukes WSJ Editorial Praising 9/11 Bill Veto Threat: Calling it misguided, AFGE President John Gage rebuked the Wall Street Journal's July 18 editorial praising President Bush's veto threat to the 9/11 Commission Recommendations bill. The bill originally included a provision that would have granted Transportation Security Officers (TSO) collective bargaining rights. It passed the House and Senate but was later dropped because of the veto threat. In a letter to the editor run in the paper July 31, Gage argued, among other things, that a respected, high-morale workforce will make the flying public safer, not less safe.

House Votes to Keep Time Limits for A-76 Competitions: It was another victory for AFGE when the House Aug. 5 voted down an amendment to the 2008 Defense Appropriations bill that would have eliminated the time limits for A-76 job competitions at DoD. Currently, the time limit is 24 months for a single-function competition and 30 months for a multiple-function competition. The amendment was defeated by a vote of 259-148.

AFGE to San Francisco VA Outsourcing Plan: Not So Fast: Management at the VA Hospital in San Francisco decided to scrap its plan to outsource housekeeping jobs after AFGE raised a strong opposition, arguing that the agency was violating A-76 rules and the 2006 Transportation-Treasury Appropriations law prohibiting direct conversions of jobs performed by more than 10 federal employees. Contracting out these housekeeping jobs would also deprive veterans, women and minorities, including many disabled veterans, of valuable employment opportunities, a living wage, and health care benefits

Inside Government airs every Friday at 10 a.m. EDT nationwide on www.federalnewsradio.com and 1050 AM in the Washington, D.C., area. The one-hour program discusses issues that impact all federal and D.C. government employees.

From AFGE Week In Review (August 6, 2007)

House Votes down Pro-Contractor Amendment in Agriculture Spending Bill: The House Aug. 3 voted 254 to 168 to strike down an amendment to the FY08 Agriculture Appropriations bill that would have taken out a requirement for the Agriculture Department to report to Congress its outsourcing policies and budget before participating in any A-76 activities. This bipartisan requirement has been included in all Agriculture Appropriations bills since 2004.

AFGE Officer Details New Pay Systems' Flaws on Capitol Hill: Testifying before the House Subcommittee on Federal Workforce, Postal Service, and the District of Columbia on July 31, AFGE National Treasurer J. David Cox detailed how so-called pay for performance initiatives being implemented at DoD and DHS do not really

reward high performers but will instead destroy the merit system and employees' morale. Among other things, Cox told lawmakers that even though the employees exceed all performance targets, they may not get a pay raise if their boss doesn't like them for whatever reason, if the agency doesn't have recruiting and retention problems, or if the agency simply doesn't have money for raises.

AFGE Decries Treatment of Injured Civilians in War Zones: AFGE is investigating whether any of its members have been injured while serving in combat zones as civilian employees in the Department of Defense. Recent media reports have confirmed that civilian employees injured while serving in combat zones have been denied access to military medical facilities and forced to rely on federal workers compensation. When civilian employees are injured in the line of duty, their cases are diverted to the federal workers' compensation program, which does not recognize combat injury. The loophole has forced civilian employees to seek medical attention from traditional physicians with limited experience in treating complex combat injuries, such as post-traumatic stress and traumatic brain injury.

From AFGE Week In Review (July 30, 2007)

Bill to Give TSOs Labor Rights Introduced: At the urging of AFGE, Rep. Nita Lowey, D-N.Y., July 27 introduced a bill that would grant Transportation Security Officers (TSO) collective bargaining rights. The bill's language is identical to a provision in the 9/11 Commission Recommendations bill passed by the House in January but was later dropped because of President Bush's veto threat.

EEOC to Cancel Contracted Call Center: After a long fight, AFGE emerged victorious after the Equal Employment Opportunity Commission decided not to renew a privately operated national call center for receiving inquiries and discrimination charges. The three-year pilot project, which will expire September 20, has been publicly criticized for its poor customer service. The agency's inspector general last year reported several problems plaguing the call center, including inaccuracies in the calls handled by contract employees.

Senate Votes to Stop Federal Protective Service Downsizing: The Senate July 26 passed its fiscal 2008 DHS Appropriations bill with language that would stop downsizing at the Federal Protective Service, the agency tasked with protecting government buildings across the country. The bill would keep the FPS workforce at the minimum of 1,200 workers, overturning the Bush administration's plan to reduce the workforce from 1,200 to 950.

From AFGE Week In Review (July 23, 2007)

AFGE Officer Testifies on Capitol Hill on VA Funding: AFGE National Secretary Treasurer J. David Cox testified before the Senate Committee on Veterans Affairs July 25, calling for mandatory funding for VA in order to end the chronic budget shortfalls and staffing shortages caused by the current political process of having to fight for discretionary dollars every year. VA is the only major federal health care system that relies on discretionary funding. Cox was a registered nurse in the VA health care system for 25 years prior to becoming an AFGE officer last year.

House Votes to Keep Ban on A-76 at BOP: The House July 25 shot down an amendment that was intended to kill an AFGE-backed provision banning A-76 job competitions at the Bureau of Prisons. AFGE successfully argued that competing these positions would make federal prisons less safe. The amendment was defeated by a vote of 267-162.

House Bans A-76 at Labor: The House July 19 passed the FY08 Labor-HHS-Education Appropriations bill with an AFGE-backed provision banning A-76 job competitions at the Labor Department until the Government Accountability Office has looked into the abuse of outsourcing rules at the agency. The Senate Appropriations Committee passed its version June 21 with the same language.

AFGE Defeats Attempt to Weaken Feds' A-76 Appeal Rights: Because of AFGE's strong arguments, a pro-contractor House lawmaker decided not to offer an amendment to the FY08 Commerce, Justice, and Science spending bill that would kill an AFGE provision banning A-76 job competitions at these agencies until feds get the

same appeal rights as contractors. This was the first time this lawmaker, a true believer in outsourcing, filed such an amendment but did not offer it.

AFGE Wins Job Back for O'Hare TSO: A Transportation Security Officer (TSO) at Chicago-O'Hare International Airport has been returned to work with back pay after the Disciplinary Review Board overturned her removal from TSA. The TSO had been removed from her position at ORD when a random drug screen returned a false positive result for drugs. A current and valid prescription medication, which the TSO had been taking under her physician's supervision, metabolized into components which interacted with the testing procedure used by the government, causing the false positive in the test results. Diligent research, along with overwhelming documentation of the metabolic breakdown of the prescription drug, has resulted in a victory for this TSO, allowing her to return to her position on the front lines of the nation's defense.

AFGE Local 1869

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