

BR. 14 NEWSLETTER



VOL 52, NO. 05

OFFICIAL PUBLICATION OF BRANCH 14, NALC
SERVING LOUISVILLE, FORT KNOX, BARDSTOWN, RADCLIFF, LAGRANGE,
LEBANON, EMINENCE, SHELBYVILLE, VINE GROVE, SPRINGFIELD, & CAMPBELLVILLE

MAY 2023

REMEMBERING OUR
SOLDIERS



TONY WEDDLE
President

Another Kentucky Derby has come and gone. Hope some of you picked the winner this year and was lucky enough to put some extra cash in your pocket. I didn't have a good day betting on the races but that's normal for me. Apparently, horse race betting just isn't my thing. Which is why, like many of you, I prefer having a little more control on the outcome of things than just blind luck.

The preference to have a little more control on the outcome of things could apply for most carriers in the workplace as well. Most carriers could better protect their rights in the workplace by learning what their rights are. After reading posted questions by carriers on sites like the NALC Stewards Help Page, NALC Ask-A-Steward and others, my first reaction for many questions, as I sit there in disbelief, is usually "good googly moogly" as to how elementary the questions are. Especially after reading comments from some carriers responding to those questions indicating that many don't have any idea what they're talking about. It further shows that a lot of carriers have to start reading the contract and learning their contractual rights in order to better protect themselves in the workplace.

As our membership gets more educated on learning what their rights are, that will also assist in identifying contractual violations against you, or maybe a coworker working next to you. It also puts more eyes on the floor with additional contractually savvy carriers, so to speak, which helps to identify contractual violations as they occur so they can be reported to the union steward in order to get those violations stopped.

We've experienced a lot of carrier turnover in the past several years as many contract knowledgeable carriers have retired. I think we need to start replacing those carriers if we're going to help protect each other. Posting a question on social media, which in most cases doesn't explain the whole situation on a certain subject, isn't the answer to protecting yourself and our contract. Reading the contract, becoming familiar with its articles and learning contractual interpretation

stated in the JCAM, that's how carriers will be better off protecting carrier rights. Working together and protecting each other with knowledge of the contract is the best way to go.

So, I'm reaching out. I'm asking carriers to start learning. The JCAM and the Local Agreement are a good place to start. Read those articles that may apply mostly to you as a letter carrier and your coworkers, such as Article 8 (Hours of Work/Overtime) and Article 41 (Letter Carrier Work). Be smarter than your supervisor when it comes to your contractual rights. The more you know the better off you'll be and the better off the membership will be.

Hope to see many of you at the next union meeting (dinner night). Until then be safe and remember, if you're going to do the job, you might as well take the time it takes to do the job right.



Shared Services (National Human Resources)
1-877-477-3273 <http://liteblue.usps.gov>
You'll need your Employee ID# and USPS PIN.



BRANCH 14 NEWSLETTER

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Branch 14 National Association of Letter Carriers
4815 Poplar Level Road
Louisville, KY 40213

964-3200

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40203/08/10.....Leroy Gutierrez
40204.....Leroy Gutierrez
40205.....Thomas Derringer
40206.....Jason Hawkins
40207.....Russell Johnson
40209/14/15.....Missy Harris
40211/12.....Damon Braxton
40213.....Jarett Sims
40216.....Angelo Bravo
40217.....Jeff Richards
40218.....Matt Weegens
40219.....Ron Frye
40220.....Carol Gast
40222.....Josh Metzger
40228/91.....Tina Davis
40229.....Billy Maraman
40241/42.....Adriane Shanklin
40243.....Ron Gast
40258.....Lance Schwede
40272.....Lance Schwede
40299.....Carol Gast
Bardstown.....Ryan McCormick
Campbellsville.....Ryan McCormick
LaGrange.....Stephanie Diaz
Lebanon.....Ryan McCormick
Shelbyville.....Vacant
Springfield.....Ryan McCormick
Fort Knox.....Vacant
Radcliff.....Reggie Sanders

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nalcbr14.com
or **Like** us on Facebook

**RON GAST*****Executive Vice-President***

Maximum annual leave carryover amount of 520 hours has been extended into the 2024 leave year. The NALC and the United States Postal Service have agreed to a memorandum of understanding (M-01993) extending the annual leave carryover limit. Regular work force career employees covered by the USPS-NALC National Agreement may carry over 520 hours of accumulated annual leave from leave year 2023 to leave year 2024. The Memorandum does not change the provisions in the Employee and Labor Relations Manual (ELM) for payment of accumulated leave. This MOU will expire on December 31, 2024.

Recently the USPS has been putting the certified mail in the DPS. This process does not change the handbooks or manuals, M-41 or M-39. This change does not impact the handbook provisions which define accountable items, including certified mail. Certified mail arriving in the DPS should be handled in accordance with Section 335.16 of Handbook M-41. All other certified mail should be handled in the same manner as any other accountable item. The M-41 Section 335.16 reads:

“Certified mail mixed in with Delivery Point Sequence (DPS) mail and identified while performing street duties is to be handled in the same manner as certified mail that is issued in the office by the accountable clerk. Customers must sign for this mail on the data collection device at the delivery point. If for any reason the customer cannot sign on the collection device, PS Form 3849 must be completed at the delivery point and delivery should be attempted. Receipts are to be turned in and the collection device presented to the accountable clerk along with receipts for any other certified mail.”

If the carriers are told to handle the certified mail any other way, file a grievance under Article 19, handbook M-41 section 335.16.

The following update on contract negotiations was published on the NALC website at www.nalc.org:

“On Feb. 22, NALC and the Postal Service officially opened collective bargaining for the

2023 USPS-NALC National Agreement. Since then, ongoing bargaining committee discussions as well as main table negotiations have taken place on specific issues that affect city letter carriers.”

As part of the bargaining process, members of the NALC Executive Council—resident officers, national business agents (NBAs) and trustees—along with letter carrier staff members from NALC Headquarters were each assigned to bargaining committees. Those bargaining committees, utilizing their own experiences as well as ideas and concerns heard from the NALC membership, worked vigorously to craft bargaining proposals designed to improve the working conditions of city letter carriers. As of May 11, all those initial bargaining proposals have been crafted and officially submitted to USPS for consideration.

The current agreement between NALC and USPS is set to expire at midnight on May 20. As a push to reach agreement on those proposals, as well as an economic package that rewards letter carriers for their hard work, NALC and USPS representatives will spend the final week meeting day and night at a Washington, D.C. metro area hotel.

If the parties fail to reach an agreement by midnight on May 20, the next step is a legally mandated 60-day mediation period. The parties can use the mediation period to continue negotiations while simultaneously seeking to agree on a neutral arbitrator should it become necessary. If contract negotiations and mediation fail, each party would then present its case to a three-member interest arbitration board—one member named by each party and a third, neutral member selected jointly as board chairperson. The arbitration board would then issue a final and binding decision setting the terms and conditions of our National Agreement.

NALC remains committed to achieving a negotiated agreement but will not hesitate to present our demands in interest arbitration if necessary to gain a contract that properly rewards city letter carriers for what they do day in and day out in service of America’s public.”

Hope to see many of you at the next meeting on Tuesday, May 23rd at 7:30 pm where food will be served.

Knowledge is power. Solidarity forever!

All facts, opinions and statements appearing within this publication are those of the writers and editors themselves, and are in no way to be construed as statements, positions or endorsements by Branch 14



JARETT SIMS
Vice-President

There is new discipline du jour on the horizon in the Louisville Installation. It is aimed at stationary events or times. Before we discuss the topic, I want to first reiterate the work standards for City Letter Carriers as outlined in Article 34.A of our Joint National Agreement:

The principle of a fair day's work for a fair day's pay is recognized by all parties....

In my opinion, a fair day's work includes our contractual allowed lunches, two 10-minute breaks, and comfort stops as needed. If you are doing a no-lunch, that should be completed before leaving the office, other than this, you should never skip or curtail any of these, they are built in for your health and well-being.

In August of 1982, Alan Parsons Project released their most successful single, "Eye in the Sky". This was long before GPS or satellite, but it certainly foretold the future. In the case of the Postal Service, our scanners and breadcrumbs are being tracked daily. In my mind's eye, I imagine a shadowy figure locked away in some office somewhere, monitoring what I am doing like the Banker from Deal or No Deal. He or she is singing these words:



*"I am the eye in the sky, looking at you
I can read your mind
I am the maker of rules, dealing with fools
I can cheat you blind
And I don't need to see any more
To know that
I can read your mind"*

In the situation where management approaches you and asks about stationary events, don't get angry or harried. Stay calm and listen to what management is asking you. It could be a clear and easy explanation like cluster boxes, stopped by a train, traffic, etc. If management persists and you feel it could lead to discipline, you can ask for a union steward, invoking your Weingarten Rights.

Data collected from the scanner can not be the only evidence used for discipline. If management believes a carrier is having excessive stationary times, they have the burden of proof outside of scanner data. Management's obligations, in regards to observation of City Letter Carriers, is outlined in the M-39, Management's handbook, specifically in section 134. It states: "The manager must maintain an objective attitude in conducting street supervision and discharge this duty in an *open and above-board manner*. The manager is not to spy or use other covert techniques." As addressed previously, if management believes you are doing something wrong, they are required to address it with you immediately.

It is important to note that management is not required to tell you when they will be doing street observations. It is your obligation to make sure you carry your mail in a professional manner each and every day you work.

I hope to see you at our next union meeting.



NALC
Health Benefit Plan





Branch 14 34th Annual Jim Clark Memorial Golf Scramble



When?
Where?

June 4th at 8:30am
Eagle Creek Golf Course
2820 KY-53, LaGrange

Entry Fee: \$60 per Branch 14 member
Prizes: \$500 in prizes for places 1st through 5th, PLUS,
\$500 in door prizes



Food served.

Deadline for Entries is May 30th, 2023

Make all checks payable to:
“NALC Branch 14” and send to:

MULLIGANS



Attn: Steve Terry
Branch 14 Union Hall
4815 Poplar Level Rd
Louisville, KY 40213

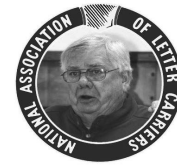
MDA
50/50
POT





MISSY HARRIS
Community Activities Coordinator

Attention please! Anyone who purchased raffle tickets for the Grill and Patio set, please check the numbers of the tickets below. If not claimed by the next Union meeting, we will re-draw until we get a winner, so if you didn't put your name on your ticket you may want to bring your tickets and come to the next meeting. Thanks to everyone who participated. Our next event is the Golf Scramble (June 4th). See the ad for a new venue. We are closing in on raising \$5000, so far this year, for MDA. Thanks to all who have helped and donated. I couldn't do it without you. I would like to thank Jerry and Carol Harrison, Dennis Tanaka and his wife, and Ted First for getting the cards ready, as well as the E-Board, all the stewards and the carriers who helped make the food drive possible. We got it all together, let's pray for good weather and lots of food to fill up the food pantries. I will update everyone on the totals in next month's newsletter.

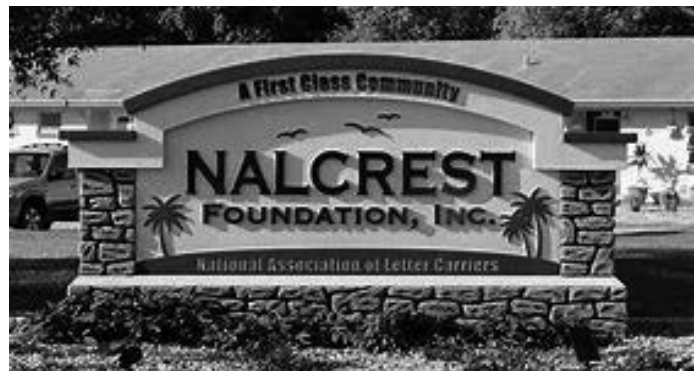


TOM WEBB
Health Benefits/Retirement

I am writing this article on 5/12/23 and as of this date, Norton Health Care and Cigna have not reached a new agreement. Norton Health Care (NCH) will go out out-of-network with Cigna if a new agreement is not reached by May 15. NCH will no longer be consider in-network. Individuals with Cigna insurance, who use NCH for medical treatment, will be required to pay more, out of pocket, costs. It is unclear what specific issues are holding up negotiations between the two parties.

Ultimately, the outcome of these negotiations will impact the accessibility and cost for healthcare for individuals with Cigna insurance who rely on NCH for medical treatment. It remains to be seen whether the two parties will be able to reach a new agreement before the May 15 deadline.

I recommend all members, active and retired, contact your medical providers prior to your next visit and confirm that they are covered by your insurance plan. I am in the Union Office on most Tuesdays after 1:30 pm. I will try to assist our members in any way I can.





UNION MEETING

Date: 04/25/2023

Br 14 Union Meeting Attendance by Zone

Annshire 40205	3
Annshire 40213	2
Annshire 40218	2
DTCU 40202	1
DTCU 40203	0
DTCU 40204	0
DTCU 40208	0
DTCU 40210	0
Fern Creek 40228	1
Fern Creek 40291	0
Hikes Point 40220	0
Iroquois 40209/14	2
Iroquois 40215	0
J-Town 40299	0
Lyndon 40222	2
Lyndon 40241/42	1
Middletown 40243	1
MLK 40211	1
MLK 40212	1
Okolona 40219	0
Okolona 40229	1
PRP 40258	0
PRP 40272	1
Shelby 40217	1
Shively 40216	0
St Matthews 40206	0
St Matthews 40207	1
Bardstown 40004	0
Campbellsville 42718	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	1
Radcliff 40160	1
Shelbyville 40065	1
Springfield 40069	0
Vine Grove 40175	0
Retired	13
Guests	0
Total	38

**Officers & Stewards Excused: Weddle,
Frye, Maraman, Johnson, C. Gast**

**Officers and Stewards Absent:
NONE**

**MDA 50/50 Drawing.....\$88 MDA
.....\$87 Ron Gast**

\$50 Door Prize.....Ted First

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Any picture that you would like to see in the Branch 14 Newsletter should be emailed to the editor (billrock2k@yahoo.com) You can also text photos (with a short explanation) to the editor at 502-345-3732

Thank you, Bill Davis.

LCPF DRAWING FOR MAY 2023

POT.....\$100

Last Month Winner.....Stephanie Diaz

Last Month Winnings.....\$400

***Next Union Meeting
May 23rd at 7:30pm***

United we bargain, Divided we beg

SHIVELY POST OFFICE RETIREES “8th Annual” “REUNION LUNCHEON”

DATE: WEDNESDAY, July 5th, 2023

TIME: 1:30 PM

LOCATION: MIKE LINNING'S RESTAURANT
9308 CANE RUN ROAD 40258

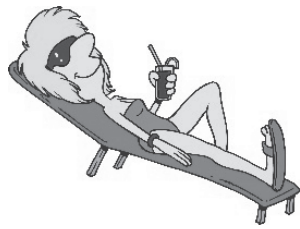
IF YOU'VE EVER WORKED AT ANY OF THE SHIVELY
POST OFFICE LOCATIONS, ANY CRAFT, **PLEASE
COME!** *INVITE OTHERS THAT MAY NOT KNOW*

WE WILL BE IN THE LARGE GAZEBO RESERVED
SECTION IN THE BACK, SEE YOU THERE!!

(If Rain-we will be inside)

BRING PICTURES TO SHARE IF YOU HAVE THEM!

QUESTIONS? CALL OR EMAIL MIKE SPAULDING
502-439-1154 SPAULDINGKYG@GMAIL.COM



NALC RETIREMENT SEMINAR

Branch 14 will host a Retirement Seminar held by Robbie Gardiner of the NALC.

This seminar will be held on Sunday, June 25th, 2023 from 1 – 5 pm at the Branch 14 Union Hall, located at:

**4815 Poplar Level Rd
Louisville, KY 40213**

Attendance is open to all Branch 14 members and guests. Snacks and beverages will be available.



National Association of Letter Carriers
Falls City Branch 14
4815 Poplar Level Road
Louisville, KY 40213
05/23

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Room 166

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our members. If we can't beat your
auto rate, we'll match it!*

*Restrictions Apply

