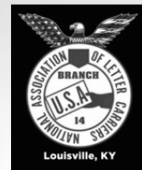


# BR. 14 NEWSLETTER



VOL 51, NO. 09

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

SEPTEMBER 2022

Louisville, Kentucky

This is the official notice to all members of Branch 14 for nominations and the election of delegates to the Kentucky State Association of Letter Carriers convention which will be held in Louisville on June 10th and 11th, 2023.

Nominations for delegates to the convention will be accepted at the regular monthly meetings of Branch 14 on Tuesday, August 23rd and Tuesday, September 27th, 2022. The election of delegates will be held on Wednesday, October 26th, from 2:00 P.M. until 6:00 P.M., and on Thursday, October 27th, 2022, from 4:00 P.M. until 8:00 P.M. All nominations and voting will be conducted at the Branch 14 union hall, 4815 Poplar Level Road, Louisville, KY, 40213. Voting will be by secret ballot and the results will be posted on the Branch 14 website at [www.nalcbr14.com](http://www.nalcbr14.com) and read at the regular monthly meeting on Tuesday, November 22nd, 2022.

The number of delegates to the convention will be determined in accordance with the Article 5 of the Constitution of the National Association of Letter Carriers. In accordance with Branch 14 By-Laws, the President, Executive Vice-President, Vice-President, Recording Secretary, Assistant Recording/Financial Secretary and Treasurer will be automatic delegates to the Convention. The Branch will determine by majority vote at the nominating meeting on August 25th the number of delegates, paid and unpaid, to the convention.

Any member unable to vote during the times that the polls are open may request an absentee ballot. The request must be made in writing, with name and address of the member requesting the absentee ballot. The request must have a legible signature by the member requesting the absentee ballot.

Requests for absentee ballots must be received by the Branch 14 Election Committee no later than October 14th, 2022. Requests should be sent to; NALC Branch 14 Election Committee, PO Box 34572, Louisville, KY, 40232-4572. Absentee ballots must be returned to the Election Committee by October 27th, 2022.

All requests for ballots received after October 14th, 2022 and returned ballots received after October 27th, 2022 will be void. These requests and ballots will be kept as a matter of record by the Election Committee.

All qualified, regular members in good standing shall have the right to nominate a delegate to the convention and self-nomination is permissible. All qualified, regular members shall be eligible to be a delegate or an alternate delegate to the State Convention except as provided for in accordance with Article 5, Section 2 of the Constitution of the National Association of Letter Carriers, Article 5, Section 2 of the Constitution for the Government of Subordinate and Federal Branches and Article 7, Section 2 of the Branch 14 By-laws.

Steve Terry  
Branch 14 Secretary

**TONY WEDDLE***President*

Labor Day is behind us, and kids are back in school. Which means summer is over and it's football season. Way to go Cats on a great start to this season. But also, it reminds of us of the challenges that will soon be here for peak season and the ever-increasing volume of parcels every holiday season.

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***“hiring career carriers should be better than hiring CCAs, several PTFs have already resigned, it may take a little longer to reach acceptable staffing numbers”***

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For the past several years we've entered the fall and peak season severely understaffed so we were hopeful that with the hiring of Part-Time Flexible carriers for the city of Louisville that we would see a bump in staffing this year. But reports from stewards indicate that the Louisville installation may continue experiencing difficulties retaining new workers as several PTFs have already resigned. But it's still a little too early to assess whether PTFs will be resigning in numbers comparable to CCAs. Obviously, hiring career carriers should be better than hiring CCAs but unfortunately it may take a little longer to reach acceptable staffing numbers that many folks were anticipating.

With the change of seasons, it also means that the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) is well under way. The first unit up for Branch 14 will be the Middletown station starting September 17<sup>th</sup>. For several years several senior members forecasted that the day would come when route evaluations would be completed electronically. Many of those carriers (me included) hoped that they would be retired before that day came but it's here. Unlike past alternate route evaluation processes where I appointed or recommended others to represent our members, for this one I decided to take on the district lead role for the NALC myself. Basically, I may have been nudged a little, but the TIAREAP process has the potential

to permanently replace the expensive, intrusive, confrontational and mundane six-day count and inspection process. So, I'm giving it shot (for a while anyways) and hope to be part of something new all the while protecting the rights of carriers.

When this process was first announced, many carriers across the country had doubts it could succeed. But what I've learned so far in this process is that it has a lot of potential and will only improve going forward. But it's crucial to have good union and management teams and that they work well with each other. Each district has a total of five Route Evaluation and Adjustment Teams (REATs) with each team having a representative of management and one from the NALC. For the Kentucky-West Virginia district, I think we were fortunate getting the representatives from management we're working with. But that's where this process may be vulnerable. A couple overzealous managers with no common sense or people skills could be a disaster for this process.

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***“Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) is well under way. The first unit up for Branch 14 will be the Middletown station starting September 17<sup>th</sup>.”***

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After learning the TIAREAP process and assisting with the preparations necessary for evaluations these past few months, I must admit that I'm a little surprised of some of the things I see carriers doing daily. Despite the union informing, if not warning carriers, what can be learned from a carrier's performance and habits while completing street duties. So, let's try one more time. As carriers, our performance on the street can be witnessed and scrutinized - daily. I'm not going to list everything in this article we've seen in the short time this process was agreed to, or the probabilities of some things we're going to see, but I'm sure everyone can use their imaginations.

I've previously described the procedures of the TIAREAP process so I'm not going to bore everyone with any more details on the process itself. You can read up yourselves to get more familiar with it. But I must give a couple of suggestions every carrier needs to get in habit of doing to protect your route assignment. Here are

just a few: refrain from deviating from authorized travel patterns, carry your scanner when working which includes up to the porch when delivering parcels, and attempt to keep street breaks, comfort stops, and lunches separate. Bottom line – perform street duties accordingly and stay on your route! Performing just these few suggestions will assist the REAT teams during evaluations and help the union representative better protect you and your assignment. Again, a trip to the mall, which isn't on or near your route, is tracked and the time associated with that trip is accounted for. Which makes it very difficult to explain and defend for the NALC representative if you've already taken a lunch.

As the representatives get more familiar, experienced and proficient with the procedures in this process, more units can be evaluated. In the next couple rounds of zone selections there may be more Branch 14 offices to inspect. With most

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***“a couple of suggestions every carrier needs to get in habit of doing: refrain from deviating from authorized travel patterns, carry your scanner when working which includes up to the porch when delivering parcels, and attempt to keep street breaks, comfort stops, and lunches separate. Bottom line – perform street duties accordingly and stay on your route! “***

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of the Louisville offices being in a constant state of chaos, my counterpart and I don't anticipate evaluating additional Louisville zones until the spring. However, that can always change depending on the need for special route inspections which could trigger an evaluation for the whole zone. In the coming months, provided that the Louisville Post Office ever gets its act together, I'm hopeful that we can evaluate more of the Louisville offices since we have several carriers performing overburdened routes. And we intend to review our smaller offices under Branch 14 as well where there has been growth due to many folks moving out of the city.

I hope to see many of you at the next union meeting. 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!

## BRANCH 14 NEWSLETTER

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

964-3200

964-3276

### Officers & Staff

President.....Tony Weddle  
Executive Vice-President.....Ron Gast  
Vice-President.....Ron Osborne  
Recording Secretary.....Steve Terry  
Treasurer.....Bob Hack  
Asst. Recording/Financial Secretary.....Bill Davis  
Health Benefits Rep./Retirement.....Tom Webb  
Sergeant-at-Arms/Scribe.....Adriane Shanklin  
Community Activities Coordinator.....Missy Harris  
Trustee.....Daria Duvall  
Trustee.....Larry Terry  
Trustee.....Tina Davis  
Trustee.....Greg Ray  
Trustee.....Gary Edison

### Branch 14 Stewards

40202.....Leroy Gutierrez  
40203/08/10.....Leroy Gutierrez  
40204.....Leroy Gutierrez  
40205.....Vacant  
40206.....Jason Hawkins  
40207.....Russell Johnson  
40209/14/15.....Missy Harris  
40211/12.....Damon Braxton  
40213.....Jarett Sims  
40216.....Nick Embry  
40217.....Jeff Richards  
40218.....Matt Weegens  
40219.....Ron Frye  
40220.....Carol Gast  
40222.....Vacant  
40228/91.....Tina Davis  
40229.....Billy Maraman  
40241/42.....Adriane Shanklin  
40243.....Ron Gast  
40258.....Greg Craven  
40272.....Greg Craven  
40299.....Ron Gast  
Bardstown.....Vacant  
LaGrange.....Vacant  
Lebanon.....Ryan McCormick  
Shelbyville.....Vacant  
Springfield.....Vacant  
Fort Knox.....Vacant  
Radcliff.....Reggie Sanders  
Vine Grove.....Jose Montoya

Visit the Branch Website at:  
[nalcbr14.com](http://nalcbr14.com)  
or **Like** us on Facebook



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

Summer is almost gone and we would have thought that most of the problems in the Louisville Installation would have been as well, but we would have been very wrong. On July 16 of this year, all of our CCAs were converted to PTF and all new hires on or after that date started as PTF. Yes, there were a few that it took a while to get converted properly, but all were eventually converted with an effective date of July 16, or whatever date they were hired after that. You would have thought that with hiring carriers as a PTF instead of CCA, with a \$2.27 an hour increase, we would have been flooded with new carriers who want to stick around and make it a career. What we got instead was a bunch of new carriers that wanted to come in and have a great job, but were met with horrific management that treated them like crap and expected the world out of them. What came of that? Many of those motivated new carriers headed right for the exit realizing that the management staff was not going to change their tactics. Sound familiar?

Getting to the point: We have been trying to keep a positive attitude toward staffing, hiring, retention, maintaining a workable workforce... and it has just become more and more difficult. It doesn't seem to matter who the Postal Service puts in Louisville as the Postmaster, they just seem to fail. Their concern seems to always start off positive; "I'm going to change this place, bring it back to a place of respect and reference", and then reality hits and they get a dose of "I ain't got a chance of turning this around." And then they move on, and we start all over. The revolving door of Postmasters looking to move up by getting their "time in the sun" working in

Louisville, and doing absolutely nothing to make anything better. Never a concern for how to make the life of a Letter Carrier better, actually follow the rules of the contract or agree to do what they agreed to do when they got here. I guess the next Postmaster will fix everything.

Well, I'm here to tell you that we are not going to wait around for that. We need to step up and say "enough of the past, let's fix it for the future". We need to step up and hold management to the rules of workhours. Full time carriers on the OTDL are limited to 12 hours of work per day, 60 hours of work per week. Non OTDL carriers are limited to 11.5 hours of work per work day, 60 hours of work per week. PTF and CCA carriers are limited to 11.5 hours of work per day, no limit on weekly hours. Non OTDL carriers who are not available to work their full 8 hour guarantee on

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***"There is no "Follow the instruction and grieve later". Not available means not available. Management may decide to pursue discipline based on the follow first and grieve later, but I feel confident that we can win on the "not available to work the full 8 hour guarantee" argument."***

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their NS day should not be solicited to work. That means that if you are asked (or told) to work your non scheduled day and you are not available, you should not be scheduled. Period! There is no "Follow the instruction and grieve later". Not available means not available. Management may decide to pursue discipline based on the follow first and grieve later, but I feel confident that we can win on the "not available to work the full 8 hour guarantee" argument. Worth a shot, ain't winning if we don't enter the game.

I wish that I had better answers for everyone on the issues facing us right now. I wish that I could wave a magic wand and make it all better and how

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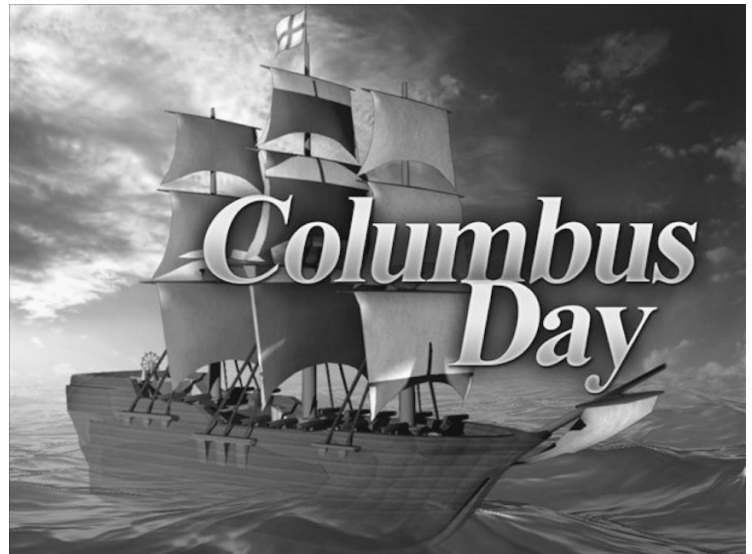
it should be. But the reality is that I don't have either. I do have the grievance process, as do all of our stewards, which enables us to fight against the violations that are thrust upon us daily. The process can at times be very long, but we can continue to fight for the rights that we have earned, and never let them go away. I promise that I will continue to keep that fight going, and I ask that all of you continue as well. Together we stand a chance. Let's see where this leads us.

Our next meeting is on Tuesday, September 27th at 7:30 pm. I hope to see many of you there.

Knowledge is power. Solidarity forever!

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

*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 or its officers.*



**INDIGENOUS  
PEOPLES' DAY**

# CORNHOLE TOURNAMENT



**\$40 PER TEAM**

**4815 POPLAR LEVEL | ~~1:00 PM~~**

Silent Auction

50/50 Raffle

\$40 per Team

Blind draw



**MISSY HARRIS**  
*Community Activities Coordinator*

It's that time again. The Muscular Dystrophy Golf Scramble is October 2nd. This scramble is open to anyone who wants to play. I am still in need of hole sponsors and some teams for the event. Anyone interested give me a call at 502-759-2276. Feel free to share the event on Facebook. I will be rescheduling the Cornhole tournament and silent auction so stay tuned. The children's Christmas party is a go for December 4th. So, get your kids and Grandkids ready for a fun time. I know things are not the best in the post office right now, but I am praying we get enough new hires to make it through the Christmas season. If Amazon continues to pile the packages on us, we will surely need them! Also, I would like to take the opportunity to invite all carriers, new and old, to get involved with the Union. There are several of us who will be retiring soon who are stewards and it's time for someone to step up and fill the void. Get educated and learn the contract and local agreement. Always remember, together we bargain and divided we beg!!!



**NALC**  
Health Benefit Plan



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

Thank you, Bill Davis.

**Deliver  
the Cure**



**UNION MEETING**

Date: 7/26/2022

<b>Br 14 Union Meeting Attendance by Zone</b>	
Annshire 40205	0
Annshire 40213	1
Annshire 40218	1
DTCU 40202	1
DTCU 40203	0
DTCU 40204	0
DTCU 40208	0
DTCU 40210	0
Fern Creek 40228	0
Fern Creek 40291	0
Hikes Point 40220	0
Iroquois 40209/14	1
Iroquois 40215	0
J-Town 40299	0
Lyndon 40222	2
Lyndon 40241/42	2
Middletown 40243	1
MLK 40211	4
MLK 40212	0
Okolona 40219	1
Okolona 40229	2
PRP 40258	0
PRP 40272	1
Shelby 40217	1
Shively 40216	1
St Matthews 40206	1
St Matthews 40207	2
Bardstown 40004	0
Campbellsville 42718	1
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	2
Radcliff 40160	1
Shelbyville 40065	0
Springfield 40069	0
Vine Grove 40175	0
Retired	9
Guests	1
Total	37

**Officers & Stewards Excused: Webb, T.  
Davis, Johnson**

**Officers and Stewards Absent:  
NONE**

**MDA 50/50 Drawing.....\$144 MDA  
.....Greg Craven donated back to MDA**

**\$25 Door Prize.....Greg Craven  
.....donated back to branch**



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Mary Ann Huth  
Dave Deal**

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**Next Union Meeting  
September 27th at 7:30pm**

***United we bargain, Divided we beg***



## **ATTENTION BRANCH 14 MEMBERS**

### **Election of National Officers**

The National Election Committee, appointed at the Chicago National Convention to conduct the election of national officers for NALC, met on Aug. 17 to set the rules and procedures for the contested national and regional elections, as laid out in the NALC Constitution. It also was in Washington, DC on August 29 to hold the random drawing to determine the order of the names as they will appear on the ballot for each office.

Candidates for vice president, assistant secretary-treasurer, director of city delivery, director of safety and health, and 13 of the 15 national business agent (NBA) positions were unopposed and elected by consent at the Chicago convention. Two candidates were nominated from the floor for each of the following positions: president, secretary-treasurer, director of life insurance, director of health benefits, director of retired members, and NBAs for Regions 1 and 9. Three candidates were nominated from the floor for the position of executive vice president. Six candidates were nominated from the floor for three national trustee positions.

The election will be conducted by mail ballot in accordance with the NALC Constitution. The Election Committee has retained the services of Survey and Ballot Systems of Eden Prairie, MN, to tabulate the ballots. The committee has also retained Mosaic, a print communications company located in Cheverly, MD, to prepare and mail the ballots.

The committee will create the ballot for mailing. Official election instructions will be included with all ballots mailed to eligible NALC members.

To be eligible to vote, a person must be a regular member of NALC and in good standing as of June 1, 2022. NBAs will be elected by the members in their respective regions.

Beginning on Sept. 19 and continuing until completion, components of the election mailing will be printed. Starting on Sept. 26 and continuing through Sept. 30, ballots will be prepared, inserted into envelopes and mailed.

Any active or retired member who does not receive a ballot by Oct. 7 is instructed that they must notify their branch officers. Those branches are instructed to immediately contact the NALC Membership Department to request a duplicate, replacement ballot.

The deadline for branch officers to contact the Membership Department is 4 p.m. Eastern time on Oct. 11. Only a branch officer can request a duplicate ballot.

Ballots must be received by 5 p.m. Eastern time on Friday, Oct. 21, to be counted. The counting of ballots will begin the following day.

Any member that does not receive a ballot in the mail must contact Branch 14 Secretary, Steve Terry, at the Branch 14 union hall (502-964-3200) to request a replacement ballot.

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# Thirteenth Annual NALC Branch 14 Patrick LeRoy Memorial Golf Scramble

**When? Sunday October 2nd 2022**  
**Registration 7:00 am**  
**Tee Time 7:30**

**Where? My Old Kentucky Home Golf Course**  
**668 Loretto Rd**  
**Bardstown, KY 40004**

**Entry Fee: \$65 per player**  
**\$260 per team (Includes**  
**Green Fees, Cart, Lunch,**  
**and Team Prizes)**

**Deadline to enter: September 30th, 2022**

**For more information contact**  
**Missy Harris at (502)759-2276.**

***All proceeds to benefit the KY/CINN***  
***Muscular Dystrophy Association***

## CONTESTS:

- Closest to the Hole
  - 50/50 Raffle
  - Longest Drive
- Purchased Door Prize Tickets

## PRIZES:

- Individual Contest Winners
- Top Three Teams



Player's Names	
1)	
2)	
3)	
4)	

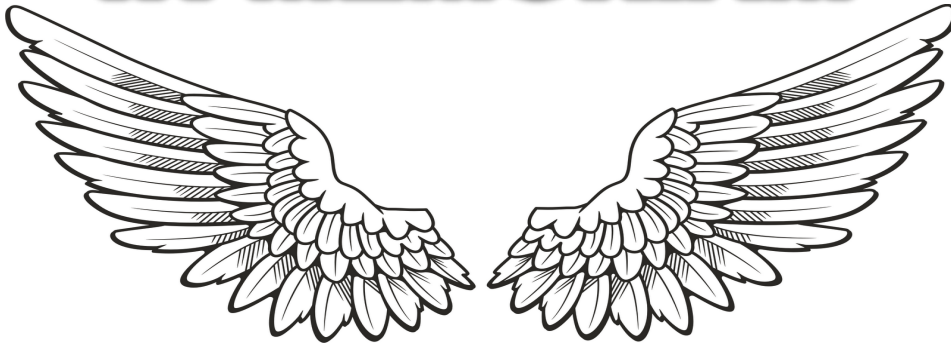
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Company	
Address	
City/State	
Zip	Phone

Hole/Tee Sponsor + 4 Players [ ] \$360  
 Hole/Tee Sponsor [ ] \$100  
 # Players \_\_\_\_\_ X \$65 \$ \_\_\_\_\_

Sorry, I am unable to attend or sponsor a whole  
 or tee, enclosed is my donation \$ \_\_\_\_\_  
 Total amount enclosed \$ \_\_\_\_\_

*Please make check payable to NALC Branch 14*  
 Remit check and entry form to:  
 NALC Branch 14  
 Attn: Missy Harris  
 4815 Poplar Level Rd  
 Louisville, KY 40213

# IN MEMORIAM



**James "Jim" Tilton Sr.**  
JAMES "JIM" TILTON SR.



Contact Us:

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Louisville, KY 40232-3303

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F: 502-458-2682

Downtown Branch:

600 Dr. Martin Luther King Jr. Place

Room 166

Louisville, KY 40202

P/F: 502-584-3579

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09/22

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