

# BR. 14 NEWSLETTER



VOL 53, NO. 06

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

JUNE 2024

Louisville, Kentucky

This is the official notice to all members of Branch 14 of the nominations and elections for all officer positions for the three (3) year term beginning January 1, 2025. There will also be nominations and election of delegates to the 2025 Kentucky State Association of Letter Carriers convention.

Nominations will be accepted at the regular monthly meetings of Branch 14 on Tuesday, August 27 and Tuesday, September 24, 2024. Elections will be held on Wednesday, October 23 from 4:00 P.M. until 8:00 P.M. and on Thursday, October 24 from 5:00 P.M. until 9:00 P.M. All nominations and voting will be conducted at the Branch 14 Union Hall, 4815 Poplar Level Road, Louisville, KY, 40213. The Kentucky State Association Convention will be held in Bowling Green, Kentucky on June 8 & 9, 2025.

The number of delegates allowed to attend the convention will be determined in accordance with 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, paid, delegates to the Convention. The remaining number of paid delegates to the convention will be determined in accordance with Branch 14 By-Laws.

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 26, 2025.

Any member that will be 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 between the dates of September 25 and October 10, 2025. 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 24, 2024. All requests for ballots received after October 10 and returned ballots that are received after October 24, 2024 will be void. These requests and ballots will be kept as a matter of record by the Election Committee.

All regular members in good standing shall have the right to nominate a candidate for any officer position or delegate to the National Convention. Self-nomination is permitted. All qualified regular members shall be eligible to be an officer, 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 and Article 7, Section 2 of the Branch 14 By-laws.

Stephen A. Terry Sr.  
Branch 14 Secretary

**BRANCH 14 NEWSLETTER**

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



**TONY WEDDLE**  
*President*

964-3200

964-3276

*Officers & Staff*

- President.....Tony Weddle
- Executive Vice-President.....Ron Gast
- Vice-President.....Jarett Sims
- 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.....Yodari Balcarcel
- 40204.....Leroy Gutierrez
- 40205.....Thomas Derringer
- 40206.....Jason Hawkins
- 40207.....Russell Johnson
- 40209/14/15.....Josh Shelby
- 40209/14/15.....Mark Wright
- 40211/12.....Damon Braxton
- 40213.....Kyle Moert
- 40216.....Jon Endelmann
- 40217.....Jeff Richards
- 40218.....Jarett Sims
- 40219.....Vacant
- 40220.....Rodgerick Streater
- 40222.....Nick Schneider
- 40228/91.....Tina Davis
- 40229.....Brandon Reid
- 40241/42.....Adriane Shanklin
- 40243.....Ron Gast
- 40258.....Lance Schwede
- 40272.....Lance Schwede
- 40299.....Jarett Sims
- Bardstown.....Ryan McCormick
- Campbellsville.....Ryan McCormick
- LaGrange.....Stephanie Diaz
- Lebanon.....Ryan McCormick
- Shelbyville.....Bailey Hendrix
- Springfield.....Ryan McCormick
- Fort Knox.....Vacant
- Radcliff.....Mike Watson
- Vine Grove.....Timothy Embry

Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) is dead. Well, that is until the folks at the national level negotiate another alternate route evaluation process, but no one seems to know when or if that may happen. But maybe they can shrink that acronym down a little on the next one. I guess Alternate Route Evaluation Process (AREP) wasn't technical enough when they named TIAREAP. And if they don't develop or agree to another alternative route inspection agreement, we'll fall back on chapter 2 of the M-39. However, I think most folks who are familiar with six-day count and inspections will agree that the M-39 is way outdated, and the inspection process is much more intrusive on letter carriers.

TIAREAP may not have been the best alternate process and I'll agree that it does need some fine tuning for a few items contained in the agreement, but overall, we carriers in the Kentucky-West Virginia district did well and added 27 route numbers (at last count) since we started the process. That's much better than most other districts but we were lucky to have some good folks on our team who worked well with our management counterparts. And we were able to complete route evaluations and adjust routes to near eight hours as possible at a few installations that we may never have been able to complete using the outdated methods listed in the M-39, due to the costs and resources necessary to conduct six-day count and inspections at larger delivery units.

It's possible that we may have another agreement later this year but for now, only special route inspections, requested by the assigned carrier, will be completed in June, July or August in accordance with chapter 2 of the M-39. With this year being an election year, there will obviously be concerns for management to conduct unit inspections due to the high volumes of election mail expected this fall. Which obviously would benefit carriers, so we don't know what lies ahead as for route evaluations the rest of the year. But I will advise all of our members to become familiar with the six-day count and inspections

*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.*

process listed in the M-39 if the national parties don't come to another agreement, in order for carriers to know how to protect their assignments.

As the NALC District Lead Team representative for our district team, I've enjoyed being part of the TIAREAP process these past two years and I feel fortunate to have worked with the other union route examiners from around our district. Not all of the route evaluations we conducted at dozens of installations around the district turned out in our favor, but at the end of the day I can say that all of us, even our management counterparts, performed our best to ensure routes were adjusted fairly and to near eight hours possible.

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.



## UNIONS

are workers who band together in a cohesive unit to raise the standard of living, and lift the entire group up.



**RON GAST**

### *Executive Vice-President*

Here in the Louisville Installation, a route posting comes out every 4 weeks, listing all available routes for bid by full time city letter carriers. This posting opens on a Tuesday and is posted for 10 calendar days with the closing coming at 11:59 pm on the following Thursday (unless Thursday is a holiday and then it closes on Friday evening). The requirements and rules governing the posting are covered in Article(s) 41.1.B and 30.B.22 (Local Agreement). It would be wonderful if there were never any problems or concerns with this posting, but being that Shared Services is the overall manager, there are occasionally some issues to deal with.

Unfortunately, many of the problems arising out of the route posting occur due to city carriers simply not following the rules or doing their due diligence. The first example is one that occurs much more often than it should when a city carrier on light or limited duty bids on an assignment. Not to give the wrong impression, there is nothing wrong with light or limited duty carriers bidding on assignments, as long as it is accomplished in accordance with the rules. On April 20, 2008 a Memorandum of Understanding was made between the NALC and the Postal Service providing procedures where a city carrier as a result of an illness or injury is temporarily unable to work all of the duties of an assignment. Listed on the cover page of the posting is the following requirement:

**“If you bid and are currently on light or limited duty or are receiving COP or compensation, sick leave, annual leave or LWOP in lieu of sick leave you must provide medical certification BY THE CLOSE OF THE POSTING. This certification should indicate that you will be able to perform the duties of the bid-for position within six (6) months of the bid. This medical certification should be submitted in a separate sealed envelope addressed to the USPS Medical Unit.”**

Simply stated, if you are on light or limited duty and cannot perform the duties of the assignment, you **must** submit medical certification stating that you will be able to do the assignment within six (6) months or you will not be awarded the

assignment. This certification is due prior to the closing of the posting, and not one day later. This unfortunately has happened many times lately and because the documentation was not submitted on time, the carrier does not get the assignment. Don't let this happen to you by ensuring that you provide the documentation well in advance of the closing. You must also keep in mind that if you are unable to perform the duties of the assignment in six (6) months, you are given an additional six (6) months (with medical certification) and if unable to perform the assignment at the end of that period, the assignment will be vacated leaving you as an unassigned carrier. Therefore, please ensure that you get medical certification that you will be able to perform the assignment within that period.

The posting should be placed somewhere in your office on the Tuesday of the opening and remain posted until the following Thursday, 10 days later. If you are unsure of where this posting is located, ask your Steward or Supervisor. You can also find the posting on [www.liteblue.usps.gov](http://www.liteblue.usps.gov), and if you need assistance with this, ask your Steward or Supervisor. Additionally, take the time to physically check out the assignment by going to the station and asking questions to ensure that you know what you are getting into. Do not wait till the last day to place your bid as you may have issues with doing this to include technical difficulties. You may place your bid telephonically or on liteblue, but paper bids are no longer allowed in the Louisville Installation unless both of the other methods are unavailable. You must have your login credentials (password) to bid and there have also been instances where carriers tried to get this at the last moment and were unable to.

One other contractual issue to consider is in Article 12.3. This states that a carrier may be a successful bidder no more than six (6) times during the life of the contract, unless the job is higher level (T-6 position/swing), due to elimination of a carrier's position or if the assignment is closer to the carrier's place of residence. This means that you can bid as many times as you wish, but you can only be the successful bidder 6 times unless you are bidding on a swing or bidding closer to home. The current contract began on September 20, 2019, and ended on May 20, 2023, but has been extended until a new contract is ratified or an arbitration decision is rendered.

To summarize, if you wish to bid on vacant assignments, they are posted every 4<sup>th</sup> Tuesday

(next one is July 16<sup>th</sup>) and closes 10 days later on Thursday. Ensure that you investigate the details of the assignment before placing your bid. If you have any restrictions that could keep you from performing the assignment, obtain required medical certification and submit it to the proper office well in advance of the closing date of the posting. If you do not have your required login credentials, get with your Steward or Supervisor for assistance before you need it. If you follow these simple requirements, you will be able to bid on any assignment that is posted, and if the senior bidder, you will be awarded the assignment.

Hope to see many of you at our next meeting on June 25<sup>th</sup> at 7:30 pm.

Knowledge is power. Solidarity forever!

#### 2024 PROPOSED CHANGES TO BRANCH 14 BY-LAWS

**Article XII, Section 19:** Whenever it is necessary for the President of Branch 14 or a designated member or any member authorized by him to perform duties necessary to the effective operation of the business of Branch 14, they shall be reimbursed at the rate of \$35.00 per hour.

*Proposed change;*

**Article XII, Section 19:** Whenever it is necessary for the President of Branch 14 or a designated member or any member authorized by him to perform duties necessary to the effective operation of the business of Branch 14, they shall be reimbursed at the current hourly rate of a Step P City Carrier, Grade 2.

**Article XII, Section 20:** At the discretion of the Executive Vice-President, up to four (4) additional meetings for stewards may be held annually. Stewards will be compensated at the rate of \$35.00 per hour for each meeting, payable quarterly.

*Proposed change;*

**Article XII, Section 20:** At the discretion of the Executive Vice-President, up to four (4) additional meetings for stewards may be held annually. Stewards will be compensated at current hourly rate of a Step P City Carrier, Grade 2 for each meeting, payable quarterly.



**JARETT SIMS**  
*Vice-President*

It was a Tuesday, 9:00 am, at the Annshire Post Office. During the Stand-up talk, a suit from management spoke to invite Letter carriers to the “Career Conference” in Lexington.

As he spoke, I looked around the room at our brothers and sisters in light blue and was a bit disgusted. Recruiting to management when we are down double-digit routes daily is not only severely obtuse, but also undervalues the work we do as letter carriers. His speech was the proverbial “needle scratch” moment. I often write this and I will again and again. The letter carrier is the backbone of the Postal Service. Our job function is vital to the success and future of our company. Many thanks to the City Letter Carrier who continuously carries the burden, both literally and figuratively. The NALC recognizes all your hard work, even if those above us do not appreciate our value.

I want to again discuss Weingarten Rights. I believe there is a lot of confusion on some of its attributes. Quickly, a brief background. In 1975, the Supreme Court ruled in NLRB v J. Weingarten outlining the rights of union workers. Crazy enough, it all started with chicken. Leura Collins, a worker at a retail chicken restaurant and member of Retail Clerks Union, Local 455, was accused of stealing “free lunches” that many employees of the Weingarten Chicken company were allowed to enjoy. During the interrogation of the “free lunches”, Collins repeatedly asked for a shop steward and was denied. When Management discovered that all employees were allowed to have “free lunches” they asked Collins to keep the conversation private. She did not, she told her union.

Our Weingarten rights as outlined are as follows.

1. If you believe that a meeting with management could result in disciplinary action, you have the right to representation. ***You must invoke your Weingarten Rights. No one can invoke your rights for you.***
2. Management has three options at that point.
  - Grant the request and allow a steward to

be present.

-Deny the request and end the meeting.

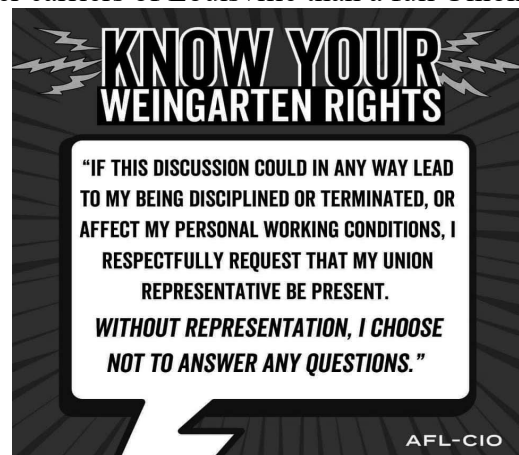
-Ask the employee if they want to continue or end the meeting.

If they invoke the third option, once again **YOU** must invoke your Weingarten Rights

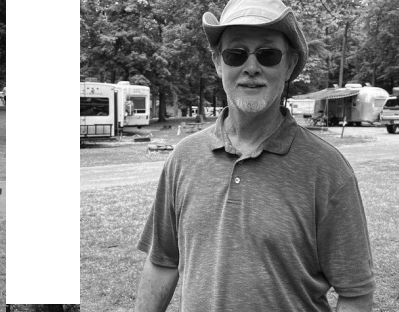
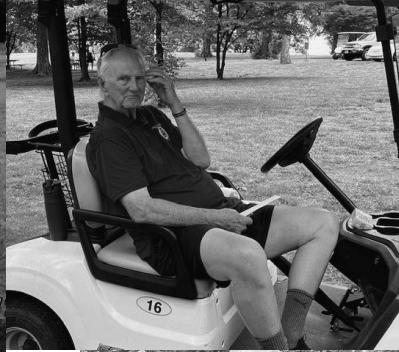
3. Your steward has the right to assist and support the carrier during the meeting. The steward is not a silent participant. If management persists and does not allow the steward to speak on your behalf, your rights have been violated.
4. Weingarten only covers employees covered by the National Labor Relations Act (NLRA) and are represented by a union. ***Non-unionized employees do not have these rights.***

As I close, I want to speak to the loss of Kevin Wolff, a brother who is no longer with us at Annshire. There are no words to express the hurt and pain that his family and his co-workers now feel. Kevin was quick with a joke, had a hardy spirit, was a Marine and is gone way too soon. As we remember Kevin, I want to remind all of us that there are outlets to discuss grieve, anxiety, sadness or any other feeling. The Employee Assistance Program number is 1-800-EAP-4YOU. I am not ashamed to say that I have used the service on multiple occasions for my family and myself. It is completely confidential, and the first visit is on the clock. If you feel you need to talk with someone, please use this resource.

When I close, I often say I hope to see many of you at the next union meeting. I mean that. Our next meeting is on June 25, 2024. It starts at 7:30 and hotdogs will be served. The address is 4815 Poplar Level Road, 40213. There is no better feeling for someone who represents the letter carriers of Louisville than a full Union Hall.



# GOLF SCRAMBLE







**TOM WEBB**

**Health Benefits/Retirement**

Some questions I have asked, I hope this will provide some light on your questions.

The six-month period for those retirees who opted not to enroll in Medicare Part B at retirement is quickly coming to a close. You have until the end of September to enroll in Medicare Part B without paying the penalty, the Postal Service will cover the cost for all retirees *who opt to sign up now*.

Your medical and claims records are confidential. The Plan will keep your medical and claims records confidential. The Plan may disclose your medical and claims information (including prescription drug information) to any of your treating physicians or dispensing pharmacies.

Medicare Part D. If you have NALC High Option and Medicare Parts A and B, you do not need Part D. The combination of the NALC Plan and Parts A and B will cover about 100% of your medical services. However, if you opt to enroll in Part D, you can keep your FEHB coverage and your FEHB plan will coordinate benefits with Medicare.

Hope to see you at the next Union Meeting.



**NALC**  
Health Benefit Plan



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



**MISSY HARRIS**

**Community Activities Coordinator**

I would like to say thank you to everyone who helped out with the Pop-up Shop. We raised \$579 for MDA and followed that up with the letter carriers scramble where we raised another \$720. That is bringing us so close to our goal of 12 kids going to camp. Thanks again to all who came out to help for the events. These goals aren't possible without your help. Stay tuned for our next event.

Now let's talk about legislation! This is election year, so it's very important for everyone to go to [NALC.org](http://NALC.org) and look at all the legislation affecting our jobs, then find the "take action" tab and follow the directions by clicking a few links to send your message to elected officials. You hear the saying "It takes a village". Well, we need to join together and be the village that fights for our jobs and the future of the Postal Service.

The final totals of the food drive weren't what I had hoped for. We collected 37,020 pounds of food and raised \$205 from the boxes left at businesses. Thanks to all who participated.

Now, while this won't be my last newsletter, in 23 days I will retire. This job has given me and my family many things over the years. I was blessed to be able to put a roof over my kids' heads, and food in their bellies with the money I earned from my Union job. I bought cars for my kids, went on trips, and will now retire with a good retirement. These are the things all the young carriers need to shoot for. Put as much money in your Thrift Savings as you can. My grandpa said to always pay yourself first, then pay your bills and what's left after that you can spend or save. Times are tough and will only get tougher I believe. So be smart and save for hard times, good times, and emergencies. I will still be around the Union Hall, so if you need help with anything reach out to me. Hope to see everyone at the next meeting.





# UNION MEETING

Date: 4/23/2024

Br 14 Union Meeting Attendance by Zone	
Annshire 40205	1
Annshire 40213	3
Annshire 40218	1
DTCU 40202	0
DTCU 40203	1
DTCU 40204	0
DTCU 40208	0
DTCU 40210	0
Fern Creek 40228	1
Fern Creek 40291	0
Hikes Point 40220	1
Iroquois 40209/14	6
Iroquois 40215	0
J-Town 40299	2
Lyndon 40222	2
Lyndon 40241/42	1
Middletown 40243	1
MLK 40211	1
MLK 40212	1
Okolona 40219	0
Okolona 40229	2
PRP 40258	1
PRP 40272	1
Shelby 40217	1
Shively 40216	1
St Matthews 40206	1
St Matthews 40207	3
Bardstown 40004	0
Campbellsville 42718	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	1
Radcliff 40160	0
Shelbyville 40065	1
Springfield 40069	0
Vine Grove 40175	1
Retired	9
Guests	0
<b>Total</b>	<b>45</b>

**Officers & Stewards Excused: Hack, Shanklin, Gutierrez, Shelby**

**Officers and Stewards Absent: None None**

**MDA 50/50 Drawing.....\$100 MDA .....\$100 Tom Webb**

**\$50 Door Prize.....Stacy Myers**

## LAST PUNCH MARY ANN HUTH



**Visit the Branch at our website: *NALCBr14.com* and Like us on Facebook**

*Next Union Meeting  
June 25th, 2024 at 7:30pm*

*United we bargain, Divided we beg*

***SHIVELY POST OFFICE RETIREES***  
***“9th Annual Mike Linning’s”***  
***“REUNION LUNCHEON”***

**DATE:** WEDNESDAY, July 10th, 2024

**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*

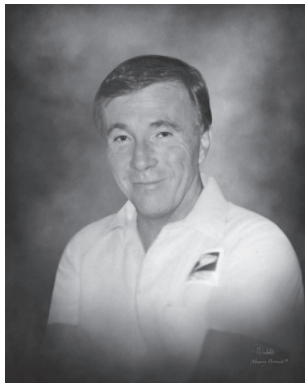
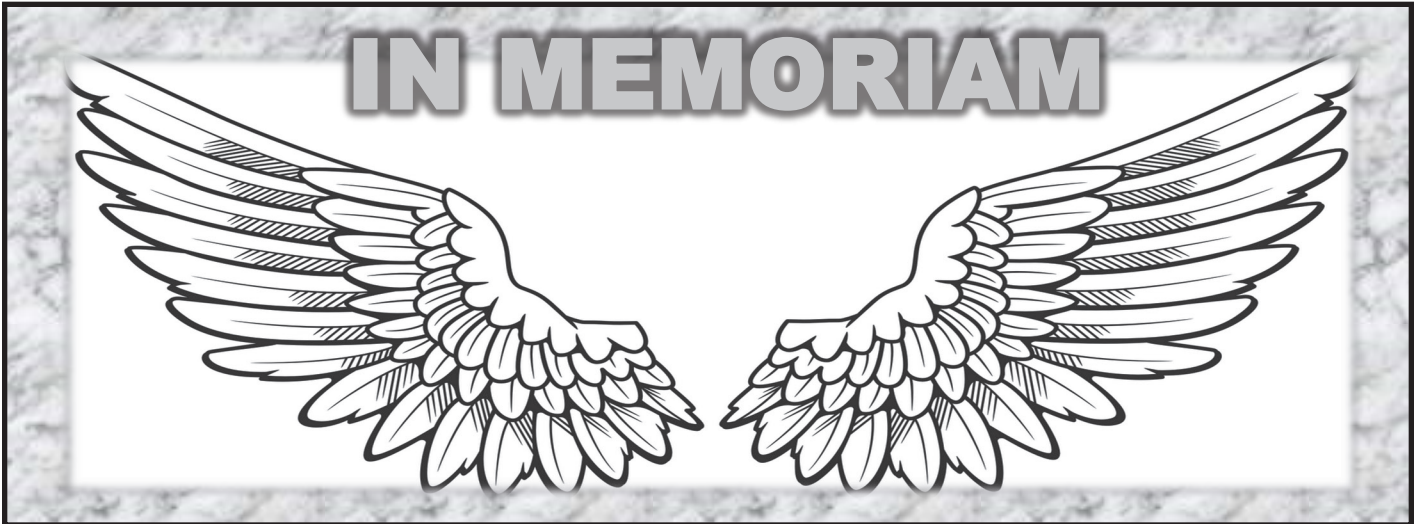
WE WILL BE IN THE LARGE GAZEBO RESERVED  
SECTION IN THE BACK, SEE YOU THERE!!

(If Rain-We will be inside)

BRING PICTURES TO SHARE IF YOU HAVE THEM!

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

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National Association of Letter Carriers  
Falls City Branch 14  
4815 Poplar Level Road  
Louisville, KY 40213  
06/24

Non-Profit  
Organization  
U.S. Postage  
**PAID**  
Louisville, KY  
Permit No. 804

Address Service Requested



Contact Us:

Mailing Address:

P.O. Box 33303

Louisville, KY 40232-3303

Email: [lfou@louisvillefou.com](mailto:lfou@louisvillefou.com)

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Louisville, KY 40231

P: 502-458-2681

F: 502-458-2682

Downtown Branch:

600 Dr. Martin Luther King Jr. Place

Room 166

Louisville, KY 40202

P/F: 502-584-3579

We're putting the "US"  
back in TRUST!

Talk to a Member Service Rep today &  
start seeing your money grow.



DON'T GET PLAYED,  
BEAT YOUR RATE!

We strive to have the lowest rates for  
our members. If we can't beat your  
auto rate, we'll match it!\*

\*Restrictions Apply

