



VOL 50, NO. 03

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

MARCH 2021

A black and white poster for Trivia Night. The background is dark with various school and office supplies scattered around, including a ruler, a pencil, a clock, a calculator, a lightbulb, a brain, and a notepad. The text is in a mix of bold, sans-serif and cursive fonts.

TRIVIA NIGHT

Tease your brain & win awesome Prizes

SAT, March 27th

DOORS OPEN AT 6PM

@UNION HALL
4815 POPLAR LEVEL RD

TRIVIA STARTS PROMPTLY AT 7PM

50/50 & Raffles

5 PEOPLE PER TEAM / \$10 PER PERSON



TONY WEDDLE
President

As you are aware our new National Agreement was overwhelmingly ratified by the membership. The 2019 agreement will last 44 months and expire in May 2023. As you can tell, it won't be long before our national officers start taking measures to do the process all over again. But with the new contract comes modest raises for letter carriers and a few other changes throughout the contract. I'm not going to repeat all the changes in this article but I would hope and suggest that members take the time to read the new contract and become familiar with their rights listed in the contract.

National Agreement was overwhelmingly ratified by the membership. The 2019 agreement will last 44 months and expire in May 2023. With the new contract comes modest raises for letter carriers and a few other changes throughout the contract.

The ratification of our new contract also allows the local parties to negotiate terms in our local agreement. In the coming weeks our local officers will be focused on preparing for those negotiations and we hope to achieve a local agreement for all the installations we represent carriers at that our members can be satisfied with. The benefits and protections we currently have in our local agreements are pretty good so we don't expect any sweeping changes.

In preparation for local negotiations for the past several contracts, the members at the Louisville installation have conducted a vote to determine if members want to keep fixed days off or to negotiate for rotating days off. Due to Covid restrictions and our inability to hold high attendance union meetings to discuss the issue, our executive board took the initiative to schedule a vote which will allow members to express their position. We'll have the results of the vote well in advance before starting formal negotiations.

Unfortunately, many of the negative issues we're experiencing on the workroom floor cannot be fixed through local negotiations. We all know

that severe under staffing has been the cause to nearly all our disputes these past couple years so we'll just have to hope that the folks at the national level can develop measures to correct or improve staffing levels. Our PMG, Louis Dejoy, recently testified to Congress and acknowledged that the turnover of employees at the Postal Service is unacceptable and that retaining workers has been a failure by the service. Evidently, the Postal Service hired 200,000 workers last year and it didn't help overall staffing levels at all.

The PMG also stated that measures will be taken to reduce employee turnover moving forward and hinted at the possibility of improving benefits for non-career employees to attract new workers. I wonder, if that be the case, why the Postal Service didn't provide better benefits under this new contract. It's obvious that staffing levels and hiring good workers is not going to improve until the Postal Service does so.

PMG, Louis Dejoy, recently testified to Congress and acknowledged that the turnover of employees at the Postal Service is unacceptable and that retaining workers has been a failure by the service. The PMG also stated that measures will be taken to reduce employee turnover moving forward and hinted at the possibility of improving benefits for non-career employees to attract new workers.

Nevertheless, Dejoy plans to unveil his strategy in the coming weeks which will supposedly "boldly" transform the Postal Service's network. Evidently he plans on investing billions into the service but didn't reveal where that money will come from. So, it appears that we may see many more changes this year but let's just hope that his new plans are better than his plans last year which essentially crippled service.

Hope to see many of you at the next union meeting. Until then remember that 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>



**MY PDI DETERMINED
THAT WAS A LIE**

BRANCH 14 NEWSLETTER

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

964-3200

964-3276

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

It looks like we have survived another Winter, and Spring is right around the corner.

Temperatures have certainly gone up and before long we will be complaining about the heat.

Carriers are reminded that you must look out for yourself and take the precautions needed to stay safe and healthy. One of those is proper hydration. Make sure that you are keeping yourself hydrated now before the heat arrives. Dress appropriately for the weather and work smart. Our goal is to go home the same way you came to work, just maybe a little more tired.

Well, if you have been keeping up with issues within the NALC you have noticed that the members have ratified a new contract.

Information concerning this can be found on the national website at www.nalc.com. There were many issues with members not receiving their ballots in the mail and then not receiving their replacement ballots.

We have had issues for years with management violating work hour limits. From working non-ODL carriers when ODL carriers are available, to working carriers more hours in a day or week than they are allowed. These do usually result in grievances, but the issue to me is to stop the violations. We also have the issue of CCAs being worked relentlessly at times with no weekly limit at too little pay.

The deadline for returning the ballots was extended, and while many didn't even receive their ballot until after it was due back, with the final numbers I don't think it would have made a difference. The final count was 60,111 voting for ratification with 3,341 against it. This is almost 95% of ballots received from members stating that they wanted this contract. I for one voted against it because I felt that there are too many issues that need to be addressed, and worked on, that were not even mentioned. We have had issues for years, if not decades, with management violating work hour limits. From working non ODL carriers when ODL carriers are available, to working carriers more hours in a day or week than

they are allowed. These do usually result in grievances, but the issue to me is to stop the violations, not to have to continually fight them through the grievance process. We also have the issue of CCAs being worked relentlessly at times with no weekly limit at too little pay. I know that it has been stated before that we don't have a "two-tier" pay scale since all carriers do top out at the same pay, but when you have two "tables" for carriers depending on when they started, then in my mind you have two tiers. But it doesn't seem that this will be changed anytime in the near future.

On a positive note, there are pay raises associated with the new agreement. It may be argued that they should have been higher, but I guess even a small raise is better than losing money, which is exactly what happened to TE's when the CCA was created in 2013. I do ask that each and every member read the new agreement, if you haven't already, so that you know exactly what changes will be coming about. If you have read it, you may want to do so again. Another positive change to most carriers is the loss of street MSP scans. Within 60 days of ratification, which was March 8, 2021, all street MSP scans are to be removed. If you have any scans still on your assignment come May 7, 2021, I strongly suggest you notify management so that they can have them removed. There is no language at this time stating who is responsible for physically removing the labels, so I would place that directly on management. Do not take it upon yourself if you have not been specifically instructed to do so. Please also keep in mind that the three office scans will remain for the time being and should be scanned daily.

With the ratification of the new National Agreement, negotiations are coming up for those items in our Local Agreements. The 30-day period will commence on April 29, 2021. Any recommendations that any members have for new language or changes to our local agreements should be presented to your steward as soon as possible, but well before April 29. If you wish, you may also send any recommendations to the Branch and note on the envelope that they are for local negotiations. Not only will the local agreement for Louisville be affected, but this will also apply to all of our Associate Offices.

Our next union meeting is on Tuesday, March 23 at 7:30 pm. I hope to see many of you there. Until then, keep safe and continue to look out for each other.

Knowledge is power. Solidarity forever!



RON OSBORNE
Vice-President

Well, it appears that we have nearly made it through another winter. I hope that all of you made it through without harm. With the COVID, Political activity, new contract, district re-alignment and bad weather, not to mention the insanity of dealing with some of our managers, I can honestly say this has been one of the most challenging time periods that I can remember. Nevertheless, through all of this, many of our Letter Carriers have proven, once again, that we are strong and dedicated to our duties and our customers that we serve. I would like to thank each of you who have toughed it out through these trying times and all our family members who toughed it out with us. We always talk about the struggles of letter carriers, but seldom recognize those who must take up the slack at home because of all the hours some of us are working. So, with that I would like to say thank you to all those outside of our union who support us.

I would like to remind everyone of there right to special inspection if your route is overburdened due to added deliveries, packages, or increases in mail volume. Carriers wishing to request a special inspection should review the qualifications from Section 27 of the M-39 and, if you qualify, submit a copy of a Special Inspection Request.

On a different subject, with Spring upon us, I would like to discuss a topic that always comes around this time of year. That subject is route inspections. The district may or may not be scheduling route inspections in your unit this Spring, however, I would like to remind everyone of there right to special inspection if your route is overburdened due to added deliveries, packages or increases in mail volume. There has been a lot of talk on both the Union and management sides about not being able to do inspections due to COVID. This is a misconception on the part of both sides. Our contract is still fully enforceable even during a pandemic. Our National Union leadership has made many agreements with the

Postal Service to modify certain provisions under certain conditions but none of those agreements include inspections. In fact, the Postal Service has modified procedures for doing 1838c's (Office counts) and 3999's (Street inspection) specifically for the purpose of social distancing. All carriers assigned to a regular route still have the right to request a special inspection.

Carriers wishing to request a special inspection should review the qualifications listed below from Section 27 of the M-39. If you feel you qualify you can submit a copy of a Special Inspection Request (Below). This request can also be found on our branch website (**nalcbr14.com**) on the steward's page. If you cannot access the website, then you can hand write the request.

27 Special Route Inspections

271 When Required.

Special route inspections may be required when one or more of the following conditions or circumstances is present:

- a. Consistent use of overtime or auxiliary assistance. (When the X-Route process is utilized, routes may be "built up" to no more than 8 hours and 20 minutes during the interim period, see Memorandum of Understanding dated September 17, 1992.)
- b. Excessive undertime.
- c. New construction or demolition which has resulted in an appreciable change in the route.
- d. A simple adjustment to a route cannot be made.
- e. A carrier requests a special inspection, and it is warranted.
- f. Carrier consistently leaves and/or returns late.
- g. **If over any 6 consecutive week period (where work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of 3 days or more in each week during this period, the regular carrier assigned to such route shall, upon request, receive a special mail count and inspection to be completed within 4 weeks of the request. The month of December must be excluded from consideration when determining a 6 consecutive week period. However, if a period of overtime and/or auxiliary assistance**

begins in November and continues into January, then January is considered as a consecutive period even though December is omitted. A new 6 consecutive week period is not begun.

h. Mail shall not be curtailed for the sole purpose of avoiding the need for special mail counts and inspections.

REQUEST FOR SPECIAL INSPECTION

POST OFFICE:

(Name) (City) (Installation or Station)

REQUESTED BY:

(Name)

ROUTE NUMBER:

DATE: _____
(Date request submitted to Supervisor)

NOTE TO SUPERVISOR: I am the regular carrier on the route listed above. I feel I meet the requirements of Part 271 or the M-39 Handbook and hereby request a special inspection be conducted on my route. I request this inspection be completed within four (4) weeks of this notice.
Signed:

Witnessed (Shop Steward):

Received by Supervisor:

Date

(Name)

Courtesy Branch 14, N.A.L.C.

I hope this information is helpful to you and hope to see many of you at our next meeting. Be safe and thank you for being a member of Branch 14.



ADRIANE SHANKLIN
Sergeant at Arms/Scribe

COVID-19 is still here! We're told now it's our turn to get the vaccination. No matter how you feel about it, something must change. You go into work and we're down routes every day. Carriers are scared, tired, and not motivated as a team. What started as a little virus has taken over our lives and we must come to realize that this may be the new normal. Now granted some states have opened back up, a shocker to most, but we all must do our part to stay safe.

What's the flavor of the month? I know you've seen in all our stations the need for CCA's, and because of the lack thereof, you have been solicited to work Sundays! This in part causes issues during the week. Now of course it's up to your supervisor to maintain the overtime list and your hours, but you should also be aware that working 10-12 hours on Sunday makes you over 60 hours on Wednesday (that's if you're working 4 hours overtime every day). The 60 hour rule still applies even during the pandemic!

The question is, are you doing your part to stay off the radar? Based on what we've seen the acting postmaster shifts focus weekly. You should still be filling out your 3996, scanning your packages in your load truck feature, scan points, etc. I say this because, all though there are more important things to worry about, the idea is to find the minor things to get you in for a PDI. Stay focused, stick together, and be safe. Remember knowledge is power!



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.

**TOM WEBB*****Health Benefits/Retirement***

Finding a participating provider or pharmacy. To find a complete list of PPO provider, go to www.nalchbp.org or call CVS-Caremark at 800-933-6252. By choosing the In-Network providers you receive the best benefit and lower your out-of-pocket costs. By-using an In-Network Family Doctor Primary Care or OPA Cigna Care Designation specialist, you are receiving the highest quality care for you and your family.

Lab Savings Program. The Lab Saving Program provides covered diagnostic services through LabCorp and Quest Diagnostics for free. Be sure to ask your doctor to use these two providers for laboratory processing. To locate a LabCorp or Quest Diagnostics laboratory call PPO locator service at 877-220-6252.

These services are a small part of the options available to you as a member of the NALC Health Benefit Plan. Your plan brochure has complete information for all the services that are available to you and your family. Visit the web site <http://www.nalchbp.org>.

Hope to see at the next Union Meeting.

**MISSY HARRIS*****Community Activities Coordinator***

Today, as I write this article, I have seen this bright orb in the sky! I believe it's Sunshine finally!!! Hopefully, this means we have lots of sun and some warmer weather on the way. So far this year we have been raising money like crazy for MDA. As of February 27th, we have raised \$3,192 dollars. Thank you to all who help me organize, contribute, and attend all the fundraisers. I am looking into another Bowl-A-Thon in the summer months (around July). This month we have the 1st **Trivia Night** of the year. It will be held on March 27th at the Union Hall. Everyone is welcome and encouraged to come. There will be 5 to a team at the cost of \$10 per person. We will also have a 50/50 pot and door prize chances. Please reach out to your friends and family and help us, once again, raise money for the kiddos. Anyone interested in the Trivia night please call me at 502-759-2276.

We are also considering another **Painting Night**. Text or call me if you are interested or know of any skilled painters that would play host. Until next time be safe and tell your loved ones you love them every chance you get. Take nothing for granted as life is not a promise but a gift.

Make the Call!

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NALC Health Benefit Plan



UNION MEETING

Date: February 23rd 2021

Br 14 Union Meeting Attendance by Zone

Annshire 40205	0
Annshire 40213	2
Annshire 40218	5
DTCU 40202	1
DTCU 40203	0
DTCU 40204	0
DTCU 40208	0
DTCU 40210	3
Fern Creek 40228	1
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	1
Middletown 40243	0
MLK 40211	3
MLK 40212	0
Okolona 40219	0
Okolona 40229	0
PRP 40258	0
PRP 40272	0
Shelby 40217	0
Shively 40216	2
St Mathews 40206	1
St Mathews 40207	5
Bardstown 40004	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	0
Lebanon 40033	0
Radcliff 40160	1
Shelbyville 40065	1
Springfield 40069	1
Vine Grove 40175	0
Retired	6
Guests	0
Total	36

Officers & Stewards Excused CATE,
SUMBLIN, MONTOYA, McCOY, DUVALL,
RICHARDS, WEINGARTNER JR

Officers and Stewards Absent: None

MDA 50/50 Drawing.....\$56 to MDA
.....\$55 to Gary Edison

\$25 Door Prize.....Damon Braxton



RICHARD WALT
&
JAMES BAUM

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

*Steward Meeting 6:30 pm
United we bargain, Divided we beg*



**National Association of Letter Carriers
National Business Agent– Region 6
January 2021 Report**

Brothers and Sisters,

The 2019-2023 National Agreement (NA) has been ratified by the members! I wish to thank those that took the time and effort in casting your vote. I do believe this agreement serves the membership well. Now comes negotiations on your Local Memorandum of Understanding (LMOU). LMOU negotiations open on **April 29th**, but now is the time to get ready. Typically, local branches form committees to go over their current LMOU and receive feedback from their membership to determine what, if anything, needs to be addressed, changed, or left alone. Planning is the key for a successful “open” period. Our office will be providing training virtually to help branches sharpen their negotiating skills. We will go over the 22 items that can be negotiated and discuss tactics and challenges they may face with Postal management. Virtual training dates and times are as follows:

April 13	7 PM	
April 14	7 PM	
April 18	2 PM	(All times are
Eastern Time)		
April 21	7 PM	
April 27	7 PM	

Prior to the trainings, we will discuss how to notify management of your intent to open your LMOU for negotiation on each of our Thursday evening Regional WebEx meetings. Also, starting now, branch officers can access many negotiating documents from the “*Members Only*” portal on the

NALC website at nalc.org.

Soon, CCAs that have 24 or more months of relative standing will be converted to career status thanks to the ratification of the NA. For many, this cannot come soon enough. Since the inception of the CCA craft (thanks a lot, Arbitrator Das), the NALC has tried tirelessly to convince Postal management it is in their best interest to make our craft totally a career workforce. Since 2013, the retention rate of CCAs has been horrendous. It has cost the Postal Service millions of dollars in training expense due to the frequent turnover rate of CCAs, not to mention the instability of a workforce causing service issues throughout the country. Will we be successful in obtaining an all-career workforce in 2023? It will not be for lack of trying.

Since the inception of the CCA craft (thanks a lot, Arbitrator Das), the NALC has tried tirelessly to convince Postal management it is in their best interest to make our craft totally a career workforce. Since 2013, the retention rate of CCAs has been horrendous. It has cost the Postal Service millions of dollars in training expense due to the frequent turnover rate of CCAs, not to mention the instability of a workforce causing service issues throughout the country. Will we be successful in obtaining an all-career workforce in 2023?

Due to this instability, many places across the region and the country are seeing overtime hours in excess, and violations of Article 8 (Hours of Work) continue to mount. Not only are there

violations of 12 hours a day or 60 hours a week limits, but CCAs and PTFs are being pushed past their maximum limit of 11 ½ hours a day (per ELM provision 432.32). Even non-overtime desired people are being mandated to work overtime off their assignment and on their scheduled days off (Yes, even Sundays). Unfortunately, management has the exclusive right to hire. That is why it is imperative we, the union, must grieve every Article 8 violation that happens. Can we get them to hire and avoid paying remedies in the grievance process? We will see. One thing is certain – if we do not grieve any work schedule violations, they, management, will continue to abuse our contractual rights and continue this madness.



CCA TRAINING

NALC headquarters has tasked us with identifying Article 8 “hotspots”. We have sent to each branch president a template to use in tracking the Article 8 violations. Please use the template and send them back to our office – daily if necessary. Otherwise, contact our office if you need help with processing your grievances.

As always, practice social distancing, wear a face covering and get your COVID-19 vaccination if you can. Stay safe!

In Solidarity,

Troy Clark

National Business Agent – Region 6

Kentucky – Indiana – Michigan (KIM)



ATTENTION

To all city carriers and city carrier assistants employed in the Louisville installation. In preparation for local negotiations and in accordance with Article 30.B.2 and 41.1.A.3 of the national agreement, a vote on whether to have Fixed or Rotating Off-Days for your scheduled day off will be conducted on Wednesday April 7th and Thursday April 8th at the Branch 14 union hall. The time for voting will be 5:00 P.M. until 9:00 P.M. each day.

This vote is only for active city carriers and active city carrier assistants that are members of Branch 14 and employed in the Louisville installation.



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600 Dr. Martin Luther King Jr. Place

Room 166

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03/21

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