

BR. 14 NEWSLETTER



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LEBANON, EMINENCE, SHELBYVILLE, VINE GROVE, SPRINGFIELD, & CAMPBELLSVILLE

MARCH 2024



TONY WEDDLE
President

“Protect Our Letter Carriers Act” introduced in House

On March 13, the Protect Our Letter Carriers Act (POLCA) (H.R. 7629) was introduced in the House by Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH). The bill was announced at a press event outside the Capitol in Washington, DC, where President Brian L. Renfroe, Rep. Brian Fitzpatrick, Rep. Greg Landsman, Leader Hakeem Jeffries (D-NY), Leader Steny Hoyer (D-MD), and Rep. Donald Norcross (D-NJ) spoke in support of the legislation.

AFL-CIO Secretary-Treasurer Fred Redmond, TTD President Greg Regan, and two letter carrier attack victims also spoke at the event.

This bipartisan legislation would provide \$7 billion in funding for the Postal Service to secure its infrastructure, including the installation of high-security collection boxes and the replacement of items carried by letter carriers with more secure electronic versions. The funding would be appropriated over five years, \$1.4 billion annually in fiscal years 2025-2029. When key infrastructure is devalued and more secure, letter carriers will be safer on their routes.

Additionally, the legislation would increase prosecution rates for these crimes by requiring the Attorney General to appoint an assistant U.S. attorney in each judicial district to prioritize any

case involving an assault or crime against a letter carrier. Their principal responsibility in the district would be to coordinate and supervise the investigation and prosecution of these crimes.

The bill would also strengthen sentencing guidelines for these crimes, ensuring that they are treated in the same manner as assaults on federal law enforcement officers.

Since 2020, there have been more than 2,000 crimes committed against letter carriers on the job. Many of these attacks involve a gun or another weapon. Letter carrier robberies climbed to 643 last year, an increase of nearly 30 percent, and the number of robberies resulting in injuries doubled, according to the United States Postal Inspection Service (USPIS).

“The rise in robberies and violent assaults being committed against letter carriers in recent years is deeply concerning and Congress must act to ensure their safety,” Rep. Fitzpatrick said. “I am proud to be leading this bipartisan effort, which provides necessary resources to protect our dedicated letter carriers while making sure we are punishing criminals to the fullest extent of the law. The men and women of the postal service are often the backbone of a community, and they work hard around the clock, rain or shine, to deliver essential goods, and I will always have their back.”

“Our letter carriers are such a big part of our lives, and we have to keep them safe. This bipartisan effort will do just that,” Rep. Landsman said.

“I urge the House to pass this bill that would protect the nation’s letter carriers who dutifully deliver medications, checks, ballots, packages, and other essential mail that all Americans depend on,” President Renfroe said.

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

I recently had the honor of attending the NALC Committee of Presidents meeting along with President Tony Weddle and Vice President Jarett Sims. While there was the great opportunity to share info and learn from other Presidents and Vice Presidents from all over the country, we also had the opportunity to hear from our National President, Brian Renfroe. Brian spoke on many topics, but the one of most interest to me, and maybe to you, was the current status on our Contract Negotiations.

A little background: Our most recent National Agreement (contract) expired on May 20, 2023. Both parties (USPS and NALC) agreed to continue the expired contract until a new contract can be settled. Negotiations for a new contract started on February 22, 2023, and have been continuing since.

Now to today: Since both parties have been unable to agree to a contract on all issues, they have advanced it to Interest Arbitration. At this point, both parties must agree on a neutral arbitrator, and each side will also select their own arbitrator. This three arbitrator panel will hear all arguments by both parties and then settle on a contract. This contract will be in effect as of the ending date of the expired contract and will remain in force for a time period as determined by the arbitration panel.

Brian told us on Sunday that the parties have agreed on Arbitrator Dennis Nolan as the neutral chair of the panel with the intent of setting the terms of our new contract. Preparations are complete and the NALC is ready to present evidence and testimony in the interest of achieving a new collective bargaining agreement. Arbitrator Nolan was also the neutral arbitrator in our most recent contract negotiations in 2019. During that arbitration, both parties were able to negotiate and reach an agreement on a new contract in 2020. We are hopeful that this will happen again.

So back to what Brian told us. I have heard Brian speak about contract issues in the past year several times, but on each occasion he asked us to keep the info mostly to ourselves so as to not put bad info out there. This time he did not do that, so

I feel comfortable to share with you what he shared with us. I will try to list items as he discussed them with us concerning what the NALC will accept, and what we won't in a settled agreement.

There seems to be no doubt that we will end up with a single pay table, as opposed to the two tables we currently have. The formulation of that table is still up for negotiation in regards to how many steps there will be, the waiting time between the steps and the wage for each step.

There also seems to be no doubt that we will only agree on an all career workforce. It is expected that CCAs will be phased out during the next contract, with only the details on how that will happen to be clarified.

He also stated that we are only interested in a 100% COLA across the board, with no reductions based on pay level. Those carriers in Table 2 who have been getting a smaller percentage of the COLA since 2013 should be very satisfied with this.

Wages have clearly gone up with the current economy, and we will not settle for anything less than a fair increase. He stated that \$21.00 an hour as a starting wage is nowhere near what he will accept.

The obvious statement that our job has increasingly become more dangerous is a major point in our negotiations. With the majority of our work being outside, we should be compensated appropriately. There is also a strong push to make changes that will keep us safer while performing our jobs.

Article 8 (Hours of Work) have needed major repair over the years, and this is a large part of interest. This could include changes to how the Overtime Desired List (ODL) is maintained in regards to equitability and the overall issuing of overtime. At the present time, in order to understand the rules of Article 8.5.G, one must read through several decisions and determine what the rules are overall. This would be a huge gain and will benefit carriers as well as management.

It is very important that everyone keep in mind that all of these listed items are what we want to obtain in a settled contract, they are not guaranteed. I am hopeful that the negotiations will end with a settled, fair contract that we can all vote

on. We have not had an Arbitrated contract since 2013 and most of us know of all of the issues that came from that. We can do better. Hope to see many of you at our next meeting on March 26th at 7:30 pm.

Knowledge is power. Solidarity forever!



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.....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

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- 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.....Matt Weegens
- 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.....Vacant
- 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

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 it's officers.



JARETT SIMS
Vice-President

I often get asked about the grievance procedure, particularly in discipline cases. Many letter carriers are unaware of how it works. Here is a brief encapsulation of the process.

Article 15 of National Agreement describes a grievance as “a dispute, difference, disagreement or complaint between the parties to wages, hours, and conditions of employment.” Only the union can file a grievance.

There are time limits on grievances, specifically 14 days from when the union could have reasonably known of a violation. A city letter carrier is the union. If you believe there is a violation, request to see your steward to get the grievance investigation started. This is mostly for contractual matters.

In discipline cases, the moment that you receive any sort of charge letter in writing, the union has 14 days to file a grievance. Our local agreement in Louisville states that a steward must be present when a charge letter is issued. If you are not at work and receive discipline in the mail, contact your steward or the union hall immediately. (The only caveat for discipline in writing is emergency placement (EP). The clock begins the moment you are placed on EP.

The first step of the grievance process is the Informal A step meeting. This takes place between the shop steward or designee and a supervisor.

If there is no resolution at the Informal A, it then goes to the Formal A step meeting. In the city of Louisville, I handle discipline cases and our executive vice president, Ron Gast, handles contract cases. The Postmaster of Louisville has designated a management counterpart for each of us.

If there is no resolution at the Formal A it can be appealed to the regional Step B team or Dispute Resolution Team. In these cases, Branch 14 sends the case file to Indianapolis. Unless there is a severe backlog of cases, the joint union and management team in Indianapolis will make one

of four decisions, including:

1. Agree with the union
2. Agree with management
3. Remand it to the previous step to settle
4. Impasse the case. An impasse is where there is no settlement between the parties.

If there is an impasse, it goes to the final step of the grievance procedure, which is Arbitration. In this situation, an arbitrator will have the final say on what happens in the case. There is an extreme log jam with the case load currently at arbitration. Sometimes it takes up to four months to get a case scheduled.

I hope this quick explanation is helpful. If you have any further questions, contact me at the union hall at (502) 964-3200. I look forward to seeing you at the next meeting on March 26.



Make the Call!

1-800-EAP-4-YOU

(1-800-327-4968) TTY: 1-877-492-7341

www.EAP4YOU.com

24 hours a day, seven days a week



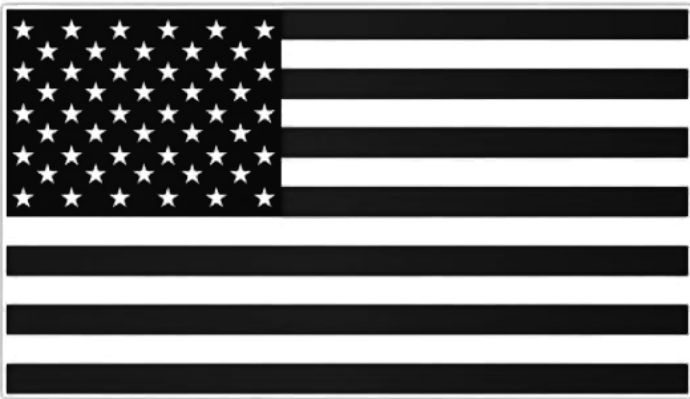
TOM WEBB
Health Benefits/Retirement

Make sure to mark your calendars for the Special Event Period (SEP) that will be offered to most Postal Service annuitants and their eligible family members. Starting in April of 2024, individuals who are eligible for Medicare Part A and are not currently participating in Medicare Part B, will have a six-month opportunity to select Medicare Part B without incurring a late enrollment penalty. As part of the Postal Reform Act, the USPS will pay the late enrollment fee.

Keep in mind, if you were previously eligible for Medicare Part B and chose not to enroll but now have experienced some regrets, this one-time SEP is significant to your health and finances. This program is open from April through September of 2024. It is a great opportunity for any member that opted not to enroll earlier in Medicare Part B, save money, and get all the benefits that are part of the Medicare program.

Hope to see you at the March 26th Union meeting.

THANK YOU



VETERANS



MISSY HARRIS
Community Activities Coordinator

Hey everybody give yourself a hand! Thanks so much for all you do to help raise money for MDA. So far, we have raised over \$3000. Our next fund raiser will be a paint night on April 20th. The cost will be \$30 a person. Snacks and sodas will be served. We will have a raffle basket and a 50/50 pot. Please RSVP Missy Harris @ 759-2276. BYOB.

Letter Carrier Political Fund. Thank you to Tom Karins and Kirby Kernen for their one-time donation. If every person gave \$10 as a one-time donation we would stand out as a branch for having carriers that are concerned about saving their jobs. Please send any donations to NALC Br. 14, 4815 Poplar Level Road. 40213

I can't say this enough to the younger carriers, **YOU ARE THE BACKBONE OF THE FUTURE OF THE POSTAL SERVICE!** Please take some responsibility in helping the Union save your job. Most of us older carriers are retiring. Get involved, come to the meetings. You were all given a calendar to tell you the date, so come and see what it's all about.

Visit the Branch Website at:
nalcbr14.com
or **Like** us on Facebook

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

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.



ADRIANE SHANKLIN
Sergeant at Arms/Scribe

Dear Branch 14 Family, we need to talk. In my humble opinion, ever since COVID-19 entered into all of our lives, we've been distant and silently struggling. However, in order to thrive, I believe we need to get back to doing things together. The number of participating union members has declined and I know we can do better moving forward. It is imperative that we are educated about our rights and are willing to educate the incoming union members, but we can only do so if we come together. Out of the 57 members that attended last month, only one was a new member. We have to do better in order to achieve better.

In an effort to get more involvement, we are currently working on several activities for members and your families. We need to know that we have everyone's support and we need you to know that you have ours. In the 10 years that I've been with the Post Office, we haven't had a basketball team, kickball game, karaoke night, or game night. However, those are the types of activities and events that the union use to host. So I challenge us to get back to having fun.

Now let's discuss what's going on in your station? Coffins have been taken out of most stations because we supposedly don't have a use for them anymore. No personal items are allowed at your case. Then there's the putting of your stool and UBBM tube on your ledge before you leave! This act has fueled rumors that we are headed towards consolidating stations like surrounding states. If not now, then most likely soon, or we could just have another Post Master harassing us and wasting time!

Remember knowledge is power, and hopefully I'll see you March 26th at our Union Meeting

FEBRUARY 2024 UNION MEETING



NALC
Health Benefit Plan





Congratulations to the 2024 “Fred Herman Award” winner, Matt Weegens





NALC

Health Benefit Plan



ATTENTION



ATTENTION

The Annual Retiree's Dinner will be on Sunday, April 21st, 2024.
This year's theme will be "CASINO"

Doors open at 1p.m. and food (Cracker Barrel) will be served at 2 p.m.

Retired members of Branch 14 are invited and may bring a guest.

Please return the bottom portion of this form to the Union Hall by April 17th, 2024.

Send to:



Missy Harris
NALC Branch 14
4815 Poplar Level Road
Louisville, KY 40213



Retiree's Dinner Reservation Form

Retiree Name (Please Print): _____



Will you be bringing a guest?

Yes

No



UNION MEETING

Date: 2/27/2024

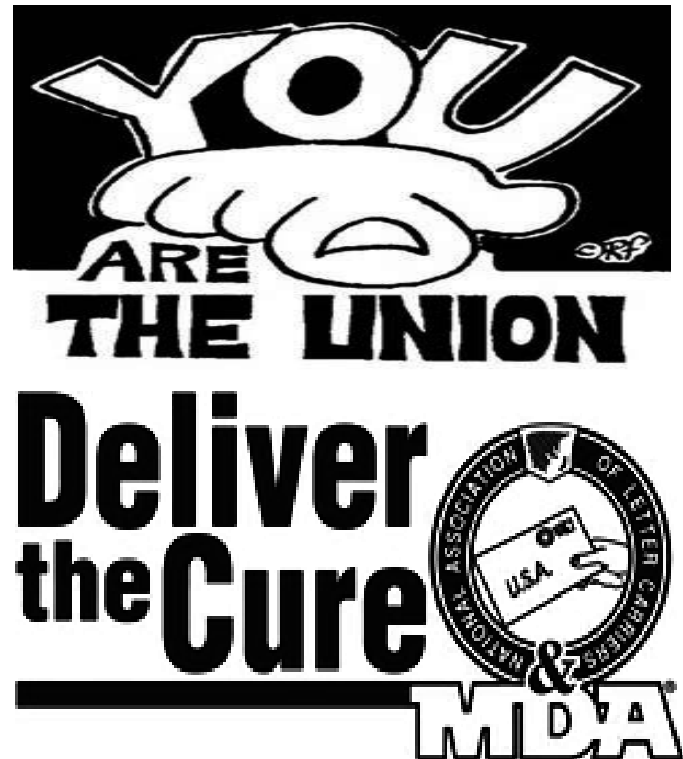
Br 14 Union Meeting Attendance by Zone

Annshire 40205	1
Annshire 40213	2
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	1
Hikes Point 40220	1
Iroquois 40209/14	4
Iroquois 40215	0
J-Town 40299	0
Lyndon 40222	1
Lyndon 40241/42	3
Middletown 40243	1
MLK 40211	5
MLK 40212	0
Okolona 40219	0
Okolona 40229	1
PRP 40258	3
PRP 40272	3
Shelby 40217	1
Shively 40216	0
St Matthews 40206	3
St Matthews 40207	3
Bardstown 40004	0
Campbellsville 42718	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	2
Radcliff 40160	0
Shelbyville 40065	1
Springfield 40069	0
Vine Grove 40175	1
Retired	15
Guests	1
Total	57

Officers & Stewards Excused: Webb, T.
Davis, Wright, Balcarcel, Richards

Officers and Stewards Absent: None
None

MDA 50/50 Drawing.....\$80 MDA
.....\$80 Ron Gast
\$50 Door Prize.....Gerrod Campbell



LCPF DRAWING FOR FEBRUARY 2024

POT.....\$200
Last Month Winner.....Ron Osborne
Last Month Winnings.....\$0

*Next Union Meeting
March 26th, 2024 at 7:30pm*

United we bargain, Divided we beg



Branch 14 35th Annual Jim Clark Memorial Golf Scramble



When? June 2nd at 8:00am
Where? My Old KY Home Golf Course



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 13th, 2024

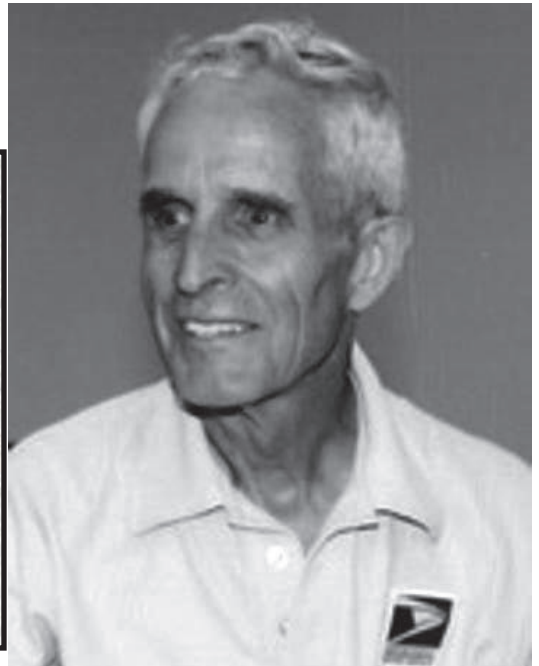
Make all checks payable to:
“NALC Branch 14” and send to:

MULLIGANS



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





National Association of Letter Carriers
Falls City Branch 14
4815 Poplar Level Road
Louisville, KY 40213
03/24

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Louisville, KY 40232-3303

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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

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back in TRUST!

Talk to a Member Service Rep today &
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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

