

# BR. 14 NEWSLETTER



VOL 50, NO. 04

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

APRIL 2021

## THE KENTUCKY DERBY FESTIVAL GREAT BALLOON RACE



**TONY WEDDLE***President*

If it were not for the pandemic, Louisville would be in full festivity mode as the city prepares for the Kentucky Derby. Thunder of Louisville is just a couple days away as I write this article and the way I've read about it; it'll be a little (a lot) different since it will not be at the waterfront. Apparently, the plan is to release fireworks from different location across the city that has been kept under wraps. I wonder, so why even have it? If you live further out from the city, I guess you'll just have to see it on television or in the news the next day.

Similarly, the location for the balloon race has not been disclosed either. It's suggested to just keep your eyes peeled for balloons in the air on the 24<sup>th</sup>. Sounds wonderful. Maybe one will land in your front yard. That would be interesting. I know, I'm adding salt to our wounds, so to speak, for going through another Spring and Kentucky Derby festival without the normal events we're used to attending due to the pandemic. But the way things are going with the pandemic, next year just might be back to normal as more folks get vaccinated, cases continue to drop, and the social distancing restrictions are lifted.

Hopefully, in the coming months we can all get back to doing the things we enjoy. And maybe working conditions at the Postal Service will get better too as more people return to the workforce and the Postal Service is able to hire some new carriers. Unfortunately, we may be several weeks, if not months, away from that happening. At the last union meeting, the members in attendance had a very pro-active discussion on the topic of staffing levels for the Louisville installation and the conditions the Postal Service is facing in their attempts to hire folks. After our discussions, I think we can all agree that when the incentives to stay home and not work, outweighs the incentives to go to work, makes things a little difficult for companies to recruit new workers.

But we'll continue to push management to try harder at recruiting in our labor/management discussions. The branch officers who are still active carriers are working excessive hours as well so we're determined to not let up until staffing levels get better, so that all of us can get our lives

Back, outside of work. On top of that, with many supervisors having to fill in to get the mail delivered, due to excessive vacancies and absences, management should likely be a little more motivated and determined to hire some new carriers.

Until then, unfortunately, we're just going to have to work together to get through this period until things get better. We're a little concerned with several new hires not even showing up for their first day at work, but some of the new CCA's hired lately appear to be motivated and hardworking who could basically run circles around guys like our Branch Recording Secretary, Steve Terry, who just retired last week (Congrats Brother, glad you made it and Happy Retirement). So, I think we may be reaching a turning point. So, hang in there folks. We can do this!

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.



Steve Terry on his final day of service with the USPS. Best wishes in your retirement Steve!

# BRANCH 14 NEWSLETTER

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

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## Officers & Staff

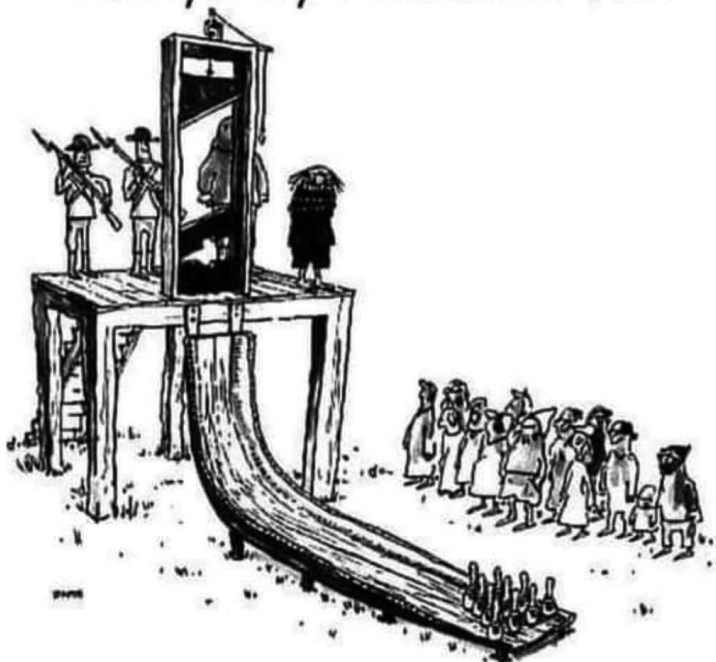
President.....Tony Weddle  
Executive Vice-President.....Ron Gast  
Vice-President.....Ron Osborne  
Recording Secretary.....Steve Terry  
Treasurer.....Bob Hack  
Asst. Recording/Financial Secretary.....Bill Davis  
Health Benefits Rep./Retirement.....Tom Webb  
Sergeant-at-Arms/Scribe.....Adriane Shanklin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

## Branch 14 Stewards

40202.....Rick Cate  
40203/08/10.....Kenya Sumblin  
40204.....Rick Cate  
40205.....Daniel Weinstein  
40206.....Bob Cradic  
40207.....Josh White  
40209/14/15.....Missy Harris  
40211/12.....Damon Braxton  
40213.....Jarett Sims  
40216.....Vacant  
40217.....Jeff Richards  
40218.....Matt Weegens  
40219.....Matt Weegens  
40220.....Carol Gast  
40222.....Bill Davis  
40228/91.....Tina Davis  
40229.....Vacant  
40241/42.....Adriane Shanklin  
40243.....Vacant  
40258.....Josh Whaley  
40272.....Josh Whaley  
40299.....Ron Gast  
Bardstown.....Ron Osborne  
LaGrange.....Vacant  
Lebanon.....Ron Osborne  
Shelbyville.....C. J. Weingartner Jr  
Springfield.....Ron Osborne  
Fort Knox.....Renee McCoy  
Radcliff.....Reggie Sanders  
Vine Grove.....Jose Montoya



No matter what the job,  
Always try to make it fun!



*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.*

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

Last month I spoke about the new ratified National Agreement. Well since then a few other things have happened that came from, or are a part of the new agreement. As comes up every time we have a new National Agreement, we held a ballot so that active members here in Louisville could make their choice for rotating or fixed off days. Negotiations are on the horizon here locally and as always, the active carriers were invited to come and state which way they prefer to go. Things were a little different this year, as you have all grown used to hearing, due to Covid. Normally we have a branch meeting where carriers attend and voice their opinion on whether or not we should hold a ballot. Since we have been somewhat restricted on how many folks we can entertain in the union hall at one time, it was decided by the executive board to hold a ballot so that all active carriers could come out and make their stand on how they stood. The results were not as close as they have been in the past with 198 ballots cast, 146 for fixed off days and 52 for rotating. Therefore, when local negotiations begin on April 29, the Branch will work to keep fixed off days as the choice of the active carriers. Many other issues will also be discussed and I'm sure that we will have updates on that before long.

Another hot topic that has been asked about time and time again since ratification is, "When am I getting my back pay?" Well, that question has been somewhat answered. The new and current pay scales started at the beginning of pay period 09 on April 10, which was a requirement before they could get started on everyone's back pay. So now that they have the new pay scales started, the Postal Service is estimating that they will have all back pay done by July. Now, do I expect that to happen? Maybe. But I guess my answer is, let's wait and see. I do know that there is a lot of work to be done as we had, at a minimum, 5 pay raises since the new contract began. So hopefully everyone who has back pay coming will see that by the end of July, or soon thereafter.

Carriers throughout the city are getting frustrated and tired of all the overtime right now. Covid has definitely caused some problems with carriers out for child care, illness or taking care of

family members, but we also have had a huge problem with proper staffing here in Louisville in the past several years. For some reason we just can't seem to convince the Postal Service that they need to hire CCAs before we get to a critical shortage. Once they do decide to hire, it seems that the retention rate deteriorates rapidly because these carriers hire on and immediately start getting worked to death (figure of speech of course). When you are hiring folks and paying them just above what a starting employee at Chick-fil-A makes, and then tell them that they are working Sunday (which that chicken place does not) and giving them more work on a daily basis than anyone should get, on top of treating them like crap, who can expect anyone to stick around? Until management starts hiring properly, which means before we are desperately short, and ensures that everyone is treated with dignity and respect (stop laughing, it could happen), then I would venture to guess that staffing will continue to be a problem. Now, we need everyone who is available to come to work on a regular basis. If you are reading this article while you are sitting at home, where you have been for some time, and there really isn't a good reason for it, please come to work. We need you.

Well, I hope that each and every one of you can find some ways to stay positive and keep up the fight. Remember that we are all here for the same reasons, to get the mail delivered and make good money doing it so that we can take care of our families and ourselves. Hope to see you at the next meeting on Tuesday, April 27 at 7:30 pm. Until then.

Knowledge is power. Solidarity forever!

## Shared Services

(National Human Resources)

1-877-477-3273

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Visit the Branch Website at:  
[nalcbr14.com](http://nalcbr14.com)

or **Like** us on Facebook

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.





**RON OSBORNE**  
*Vice-President*

This month I would like to change things up a bit. Most of you who read my articles know that I typically write about what members need to do regarding this, or that topic. This month I am writing about one member of Branch 14 only. Why am I writing about only one of our members? Well, in this case I feel that this member has been, and still is, a good example of the kind of Union member we should all be. Including myself. That brother is our own Branch Secretary, Steve Terry.

For those of you who do not know, Steve retired from the Postal Service a few days ago and I felt that given his service to Branch 14, and the NALC as a whole, I should take this opportunity to honor his devotion and commitment to the members of the NALC. I have known Steve for many years now and consider him a mentor who never failed to help and support me in my duties as a NALC representative. Steve has served us at the Branch and the State Level, holding the titles of State Vice President, State Secretary, and Branch Secretary. Many of you, who have in recent years, joined the NALC, have known Steve from the Union presentations at orientation and in the Carrier Academy. Still, others have known him as that senior carrier who cared about his customers, took pride in being and Letter Carrier, as well as the one who has provided guidance to all of us young pups along the way.

Many of our members may not be aware of just how dedicated Steve is. He has spent countless hours and stayed late at night at the hall, after working a ten- or twelve-hour day, making sure all our records are accurate and the needs of our Branch are met. I personally look upon Steve as one of those people whom when they speak, you should listen, because his experience and knowledge will certainly be of benefit to you. He has shown his dedication to our retired members as well. Steve coordinates many of our retiree functions year after year and has taught me that it is very important to honor those who came before me. Now that Steve has reached that place in life that we all hope to get to, it's time to honor him.

I won't spend a lot of time going through everything Steve has done in his career as Letter Carrier and a member of the NALC. There just

isn't enough paper to cover it all. So, I will keep it short and simple and just say thank you Steve for your dedication to serving others and for all that you have taught me. I salute you brother and hope that many will follow the path you have set for us. I hope to see many of you at the next regular meeting. Until then, stay safe, stay smart, and don't forget to honor those who have gotten us to where we are today.



**STEVE TERRY AND LISA FEATHER**







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

Healthy Pregnancies, Healthy Babies, Program.

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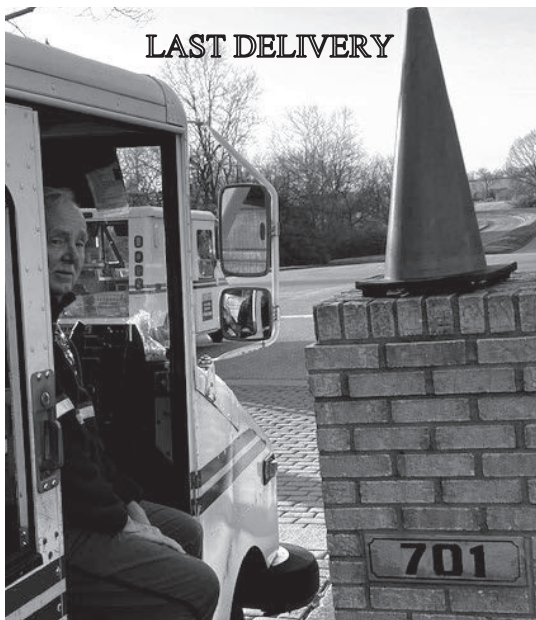
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Steve Terry retired recently, congratulations to a great guy and welcome to the ranks of the unemployed. Steve has been and still is a great example of a Union guy. He has been in the forefront for many years, defending and protecting letter carriers,

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

Thanks to everyone who came to the Trivia Night event. We raised 290 dollars for MDA. Congratulations to Jarrett and Heather Sims and Larry Terry for winning the championship. I have a Cornhole Tournament scheduled for July 17th. If anyone can help with the organizing of the tournament and help me keep the line up straight it would be greatly appreciated. This will be an outside event weather permitting. Please contact me at 502-759-2276. If anyone has any other fundraising ideas, please let me know. My goal for this year is 12,000 dollars. We are a fourth of the way there thanks to all your help. Thanks so much for all the help!

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# UNION MEETING

Date: March 23rd, 2021

## Br 14 Union Meeting Attendance by Zone

Annshire 40205	1
Annshire 40213	1
Annshire 40218	0
DTCU 40202	1
DTCU 40203	0
DTCU 40204	0
DTCU 40208	0
DTCU 40210	1
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	3
Middletown 40243	0
MLK 40211	5
MLK 40212	0
Okolona 40219	1
Okolona 40229	1
PRP 40258	0
PRP 40272	0
Shelby 40217	1
Shively 40216	3
St Mathews 40206	1
St Mathews 40207	4
Bardstown 40004	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	0
Lebanon 40033	0
Radcliff 40160	1
Shelbyville 40065	0
Springfield 40069	1
Vine Grove 40175	0
Retired	6
Guests	0
Total	35

Officers & Stewards Excused C. GAST,  
WEEGENS, WHALEY, WEINGARTNER,  
McCOY, MONTOYA

Officers and Stewards Absent: None

MDA 50/50 Drawing.....\$69 to MDA  
.....\$68 to Steve Terry

\$25 Door Prize.....Gary Edison

LAST PUNCH BUNCH

STEVE TERRY



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

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



# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Implemented April 10, 2021

The following salary and rate schedule is for all NALC-represented employees.

### Career city letter carrier increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Jan. 2020	COLA	\$166
July 2020	COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Jan. 2021	COLA	\$416
July 2021	COLA	TBD
Nov. 20, 2021	General wage increase	1.3%
Jan. 2022	COLA	TBD
July 2022	COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
Jan. 2022	COLA	TBD

### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

Back pay adjustments for the two general wage increases and three COLAs will be calculated and paid by USPS as soon as practicable.

**NOTE:** Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

**NOTE:** Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

**NOTE:** Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

**NOTE:** The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

**Table 1: City Carrier Schedule**

**RSC Q (NALC)**

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

Basic Annual Salaries																MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	54,776	59,105	59,205	62,302	62,752	63,204	63,649	64,095	64,547	64,984	65,438	65,890	66,334	66,792	67,237	452
Carrier Technician**	55,926	60,346	60,448	63,610	64,070	64,531	64,986	65,441	65,902	66,349	66,812	67,274	67,727	68,195	68,649	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.39	29.55	29.60	31.15	31.38	31.60	31.82	32.05	32.27	32.49	32.72	32.95	33.17	33.40	33.62	
Carrier Technician**	27.96	30.17	30.22	31.81	32.04	32.27	32.49	32.72	32.95	33.17	33.41	33.64	33.86	34.10	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.33	28.42	28.46	29.95	30.17	30.39	30.60	30.81	31.03	31.24	31.46	31.68	31.89	32.11	32.33	
Carrier Technician**	26.89	29.01	29.06	30.58	30.80	31.02	31.24	31.46	31.68	31.90	32.12	32.34	32.56	32.79	33.00	
Step Increase Waiting Periods (In Weeks)																YRS.
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

\*\* Carrier Technicians receive an additional 2.1%

**Table 2: City Carrier Schedule**

**RSC Q7 (NALC)**

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

Basic Annual Salaries																MOST PREV. STEP
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
City Carrier (Grade 2)	41,353	43,200	45,049	46,898	48,748	50,595	52,446	54,296	56,144	57,993	59,843	61,690	63,541	65,389	67,237	1,850
Carrier Technician**	42,221	44,107	45,995	47,883	49,772	51,657	53,547	55,436	57,323	59,211	61,100	62,985	64,875	66,762	68,649	1,889
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.88	20.68	21.60	22.52	23.45	24.37	25.30	26.22	27.15	28.07	29.00	29.92	30.85	31.77	32.69	33.62
Carrier Technician**	20.30	21.11	22.05	23.00	23.94	24.89	25.83	26.77	27.72	28.66	29.61	30.55	31.49	32.44	33.38	34.32
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.88	20.77	21.66	22.55	23.44	24.32	25.21	26.10	26.99	27.88	28.77	29.66	30.55	31.44	32.33	
Carrier Technician**	20.30	21.21	22.11	23.02	23.93	24.84	25.74	26.65	27.56	28.47	29.38	30.28	31.19	32.10	33.00	
Percent Step O																
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																YRS.
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4

\*\* Carrier Technicians receive an additional 2.1%

**Table 3: City Carrier Assistant Schedule**

**Hourly Rates**

**RSC Q4 (NALC)**

This schedule applies to CCA Hires with no previous TE service.

	CC	BB	AA
City Carrier (Grade 2)	18.01	18.51	19.01
Carrier Technician (add 2.1%)	18.39	18.90	19.41
Steps (From-To)	CC-BB	BB-AA	
In weeks	12	40	

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	CC	BB	AA
City Carrier (Grade 2)	19.50	20.00	20.50
Carrier Technician (add 2.1%)	19.91	20.42	20.93
Steps (From-To)	CC-BB	BB-AA	
In weeks	12	40	

**NOTE:** Effective June 19, 2021, the Step CC pay rate in Table Three will be eliminated. Step BB and its pay rate will become the new entry step for new CCA hires. The new waiting period from Step BB to Step AA will be 52 weeks.



New Members since March 2021 Union Meeting

Jennifer Baker  
Cheryl Coley  
Teimika Hunt  
Lara Kaler  
Jose Ocampo Vasquez  
Terry Williamson  
Jason Bright  
Jasmine Henry  
J' Dawn Langston  
Anthony Craig  
Melissa Gauld  
Davis Jancasek

Juan Carrasco-Rucker  
Michael Hilton  
Sherry Hutchins  
Sabra Magruder  
Joshua Williams  
Ryan Anderson  
Michael Grissett  
Tyler Hildick  
Leon Bridges  
Matthew Dennis  
Stuart Jackson  
Keegan Raidt

Jose Vargas-Suarez



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