

BR. 14 NEWSLETTER



VOL 48, NO. 7

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

JULY 2019

Louisville, Kentucky

This is the official notice to all members of Branch 14 for nominations and election of delegates to the National Association of Letter Carriers convention which will be held in Honolulu, Hawaii. The convention dates are August 17 – 21, 2020.

Nominations for delegates to the convention will be accepted at the regular monthly meetings of Branch 14 on Tuesday, August 27 and Tuesday, September 24, 2019. The election of delegates will be held on Wednesday, October 23, from 2:00 P.M. until 6:00 P.M. and on Thursday, October 24, 2019, 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 and read at the regular monthly meeting on Tuesday, November 26, 2019.

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 27th 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 12, 2019. 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 23, 2019.

All requests for ballots received after October 12, 2019 and returned ballots received after October 23, 2019 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 National 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*

Spring route inspections are finally wrapping up this month. But, by the time adjustments take affect for the last unit that went through an inspection, we'll be right back at it and making the necessary preparations to conduct inspections for the fall. It appears that in combination with fall inspections, we'll also have to deal with the consolidated casing fiasco the Postal Service is testing with city carrier routes.

For the Kentuckiana district, there are four stations that have been identified to perform the consolidated testing. Unfortunately for Branch 14 members, we have two of those four stations which are Iroquois and Martin Luther King. David Mudd, our former EVP and current RAA for NALC Region 6, was recently in town to conduct initial discussions with the carriers who work at those stations to inform them of what the test is all about. David will be the leading union representative on this issue for the stations within our region who will undergo the testing.

If you've been keeping aware of this testing process, it basically tears down the entire methods of delivering mail from the way we know it. Obviously, we're going to have a lot of displeased carriers with this test since most carriers don't like changes, especially massive changes that will drastically alter the way we provide a service to our customers. A brief description of this testing process is that six routes will be cut down to three pieces of casing equipment with one caser performing the casing duties for all six routes. The caser will prep mail for three routes and the carriers/streeters who perform the delivery for those routes will start their day with a later start time. After the caser completes the first three routes, he/she will flip labels and then prep mail for the second group of three routes which will have an even later start time. One of the second group of routes will be smaller as it will be the remaining part of the caser's duty assignment to make up an eight-hour assignment. The other five routes the caser prepared for delivery will be around seven hours and 45 minutes long.

After that brief description of the testing process, many of you probably had a half dozen questions or concerns that went through your

mind. Such as safety concerns from delivering mail in the dark in an unsafe neighborhood. How will the test affect our combo collection routes? How will it affect Article 8 of the National Agreement and the distribution of overtime? What happens to many of the provisions listed in Article 41? How are the newly created assignments assigned? How long will this dumb ass test last? There's just a huge number of concerns and questions that we haven't got all the answers to yet. But we know there's a potential for an enormous amount of contractual violations and grievances that go along with the violations when this test process kicks off.

There are three phases for the rollout of this test and Iroquois and MLK are scheduled for the third phase. Which is/was planned for August. I say was because it's apparent that Louisville isn't ready yet and it may be pushed out a month or so before management can implement the test. Again, we're still finalizing the last of the spring route inspections. So, developing or restructuring routes to 7:45 is weeks down the road.

As the Postal Service gets closer to rolling out this test process, our branch will hold a special meeting just for the carriers from the Iroquois and MLK stations. At that meeting, David Mudd should be able to share a lot of information and answer many questions from members through his experience from observing this test at installations where it has already been implemented. So please, attend this meeting when it is scheduled so that you can be better informed and capable of protecting your contractual rights.

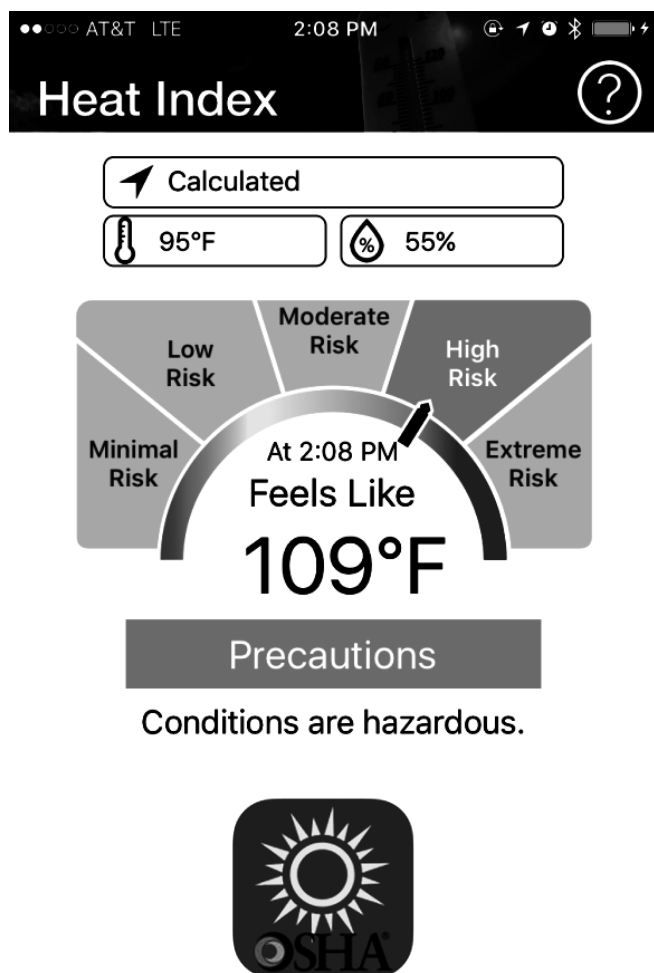
Of all the foolish plans, procedures and measures I've witnessed management implement over the course of my career, which many seem to have just hurt service and driven more customers away, this latest test may be the most asinine idea yet.

Hope to see many of you at the next 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.



SUMMER SAFETY

Summer is here in full effect. Please do not allow yourself to become a victim of heat illness/injury. Once the signs and symptoms of heat injury start to occur, you must take action to cool yourself down. **DO NOT** let a supervisor push you to the point of serious injury. Take the time to cool yourself down when ever necessary. Remember this, comfort stops are for body comfort/needs...not just for going to the restroom. Use them as needed. Download the OSHA "Heat Index" app on your smart phone. This app is an excellent tool to identify what the hours ahead look like as far as heat index and a great way to read up on the precautions you should be taking to avoid becoming a victim. Use the app each morning and look at hourly heat indexes, use this information to add to your PS Form 3996.



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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Vice-President.....Ron Osborne
Recording Secretary.....Steve Terry
Treasurer.....Bob Hack
Asst. Recording/Financial Secretary.....Bill Davis
Health Benefits Rep./Retirement.....Tom Webb
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Community Activities Coordinator.....Daria Duvall
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Trustee.....Tina Davis
Trustee.....Missy Harris
Trustee.....Carol Gast
Trustee.....Jarett Sims

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40204.....Jeff Houston
40205.....Jarett Sims
40206.....Carol Gast
40207.....Carol Gast
40209/14/15.....Ron Frye
40211/12.....Carlos Edmonson
40213.....Jarett Sims
40216.....John Keir
40217.....Jeff Richards
40218.....Jarett Sims
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40241/42.....Adriane Shanklin
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40258.....Brian Tucker
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**RON GAST*****Executive Vice-President***

We are presently in the busy month for letter carrier vacation. Most stations and work locations will have the max amount of carriers allowed off during the month of July. The month of August is not always as popular, but that seems to be when the heat and humidity really turn on. It is important that every letter carrier understand how annual leave works, how it's credited and how it's charged. You can educate yourself further by reading section 512 of the Employee and Labor Relations Manual (ELM) and the Branch 14 local agreement.

In December of every year, we take turns selecting annual leave by seniority in each work location. Carriers earn annual leave based on their years of credible service as follows:

Less than 3 years: 4 hours earned per full pay period (13 days a year)

3 years but less than 15 years: 6 hours earned per full pay period (20 days a year)

15 years or more: 8 hours earned per full pay period (26 days a year)

Full time carriers are credited with the amount of leave that they will earn for the year at the beginning of the leave year, normally after the first full pay period. Annual leave carries over to the next year (except for CCAs converted to full time which is explained below) and the maximum amount of hours that can be carried over is 440 hours (11 weeks). Any hours over the 440 limit will be lost and there is no way to retrieve these hours. Don't throw away a single minute of your annual leave.

CCAs earn their leave each pay period, and upon conversion to full time will be paid out for all leave hours accumulated. They will then be credited with the remaining amount of annual leave for the current year. However, CCAs should be aware that they will not be allowed to use any annual leave for the first 90 days following conversion to full time.

Our local agreement (Louisville) allows carriers to request incidental (casual) annual leave on an as available basis. This information is found in the local agreement for Louisville in Item 12. Carriers should request annual leave by

submitting in duplicate a PS Form 3971 no more than 30 calendar days in advance of the requested leave. The supervisor is required to enter the date received and return one copy to the carrier. If the request is submitted by Tuesday of the preceding service week in which the leave is requested, it must be approved up to the number of carriers allowed off each week in that work location (14 percent of the total number of bid positions as of December 1st of the previous year). If that limit has been met, it is at the supervisor's discretion as to whether or not to approve the leave.

Once the 3971 has been submitted and the carrier receives their copy, the supervisor has 72 hours, excluding Sundays and holidays, to approve or disapprove the leave and notify the carrier. If the leave is disapproved, the supervisor must return the original 3971 to the carrier with the written reason for disapproval. If you have not received word within those 72 hours, ask your supervisor, and if not given a satisfactory answer, notify your steward immediately for a possible grievance. It is in your best interest to submit your request as far in advance as possible, but not more than 30 days out from the requested leave.

The local agreements for our associate offices (AOs) and the city of Louisville can be found on the Branch 14 website. The language in the AO local agreements can be quite different from that of Louisville's. Items 4, 5, 6, 7, 9, 10, 11 and 12 will educate you on the rules and regulations regarding annual leave, but while you're there, read them all.

Sick Leave is earned at the rate of 4 hours per full pay period (13 days per year) for all full time employees and all hours carry over to the next year. There is no limit on the number of sick leave hours you can accumulate, and it is in your best interest to "bank" or save as many hours as possible. You never know when you may need those hours for an injury or other health condition. It is incredibly valuable to continue receiving a paycheck when you have to take an extended amount of time off work. Don't waste this valuable resource.

I hope that this information has been helpful, but if you still have questions, read section 512 of the ELM, your applicable local agreement, and any and all other information you can find. After that, ask your steward or come to the next union meeting on July 23rd at 7:30 pm. An educated employee is a powerful employee. More knowledge will allow you to stand up for your rights and ensure that those rights are protected.



RON OSBORNE
Vice-President

This month I would like to address a couple of subjects pertaining to disciplinary action that the members should be aware of. They are Stationary Events and Attendance.

First, let's talk about stationary events. As many of you already know the Postal Service monitors, or tracks letter carriers during the performance of their daily duties using the MDD (Scanner). The scanner transmits its location to satellites every few seconds and that information is downloaded into the Delivery Management System (DMS). Management can and does use this system to track and monitor where carriers are on their assignment for the day and how much time is being spent at any location. So, if you the carrier leave your scanner in the vehicle and go and deliver mail, it appears that you are sitting still because the scanner hasn't moved. Keep your scanner with you. This will protect you both from showing up on the stationary event list and from failing to follow instructions for not keeping your scanner with you. During the course of a normal day a carrier will show one (1) 30-minute stationary event which is lunch, two (2) ten (10) minute events which are breaks and also any reasonable comfort stops that a carrier may need. A carrier may also have a large parcel pickup or customer contact that could register as a stationary event.

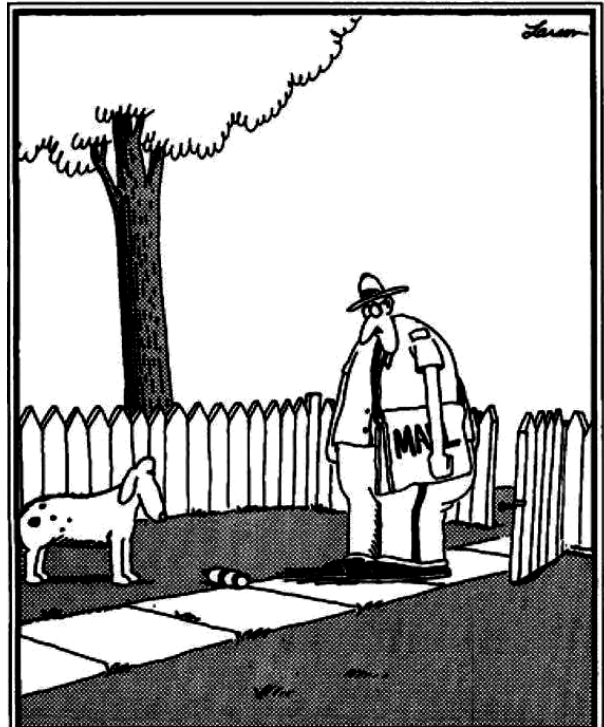
If you are questioned about stationary events, immediately invoke your Weingarten Rights and ask for your steward to be present during any questioning. Management cannot issue discipline solely on the basis of stationary events generated from a computer program. Management must do a thorough investigation before any discipline can be properly issued.

Second, I would like to spend a few words on attendance. Attendance is one of the hardest offenses for your union to defend. It is very difficult for those of us who are charged with enforcing the provisions of our National Agreement to explain why a carrier cannot be regular in attendance. We all have situations that arise that require us to miss work. Illness, family emergencies, dependent care are just a few. We have the right to use our sick leave, annual leave,

and in some cases LWOP when the need arises, however, we should not abuse that right. We see a large amount of discipline being issued within Branch 14 for attendance. Many times, that discipline is reduced or expunged through negotiations with management. The offense may have not been that severe or management did not follow the proper procedures outlined in Article 16 of the National Agreement when issuing it. Having said that, sometimes management gets it right and is justified in issuing discipline to a carrier who not regular in attendance.

When you abuse your rights to use your leave properly you not only bring negative attention to yourself but also make it harder on your brothers and sisters who do make it to work. Someone must do the work when you are not there. Maybe its that carrier who needed their scheduled off day to be with their family but was called in because you didn't come to work. Let's consider that the next time you want to call in just to get an extra day off and your coworkers have to spend an extra couple of hours out in the heat to take up your slack.

I believe that's enough preaching, so I will conclude by saying thank you, from a fellow letter carrier, to those who do come to work as you should. I hope to see many of you at the next union meeting. Remember, we are strong together, divided, we are weak.



The can of Mace lay where it had fallen from Bill's hand, and, for a moment, time froze, as each pondered the significance of this new development.

NALC



BRANCH 14



GOLF SCRAMBLE



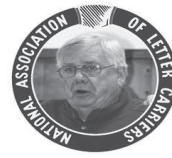
**DEE DUVALL*****Community Activities Coordinator***

I hope everyone is having a good summer. It's terribly hot out there as I'm sure you are well aware. Please take care of yourselves. It's up to you to stay hydrated and take a break if you feel overheated. Heat exhaustion can come on quick and you have little time to cool down before it could turn in to heat stroke. This can be fatal! Don't let this happen to you. Also be aware of taking care of your skin. This is the largest organ in the body. Take care of yours by wearing sunscreen and hats. It's a good idea to see a dermatologist on a yearly basis to have an overall look of your body for anything that might cause problems.

If you missed the Branch 14 golf scramble on June 30, you missed a great time. Steve Terry did an excellent job (as usual!) It's always good to see everyone. Food was great. Thanks to everyone who helped cook and serve. Please try to come out for the MDA scramble on October 6th at My Old Kentucky Home. Anyone can golf and all the proceeds go to MDA. We are also needing door prizes. Anyone who would like to help, just give me a call at 592-9477. Have a great summer and please take care of yourselves so you can make it to the union meeting on the 23rd.



The NALC Branch 14 CCA Clothing Closet is running very low on uniform items in all sizes. We ask that you take a look through your closet to see if you have uniform items that you no longer wear and consider donating to the Clothing Closet. You can bring them by the Union Hall or give to your Union Steward for donation. Thank You

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

Health care savings for both you and the NALC Health Benefit Plan. Opt for an urgent care center instead of an ER. When you need medical attention, your first thought may be to go to an emergency room. If your condition is not serious or life threatening, you have a less expensive choice. An urgent care center provides quality care like an ER, but you can save hundreds of dollars using that option. Under normal conditions, urgent care centers offer treatment quicker, so you spend less time spent in a waiting room.

Example; Average urgent care center cost: \$176.00

Average hospital ER cost: \$2,259.00

Urgent care centers offer treatment for things such as minor cuts, sprains, burns, fever, and flu symptoms, joint or low back pain, and urinary tract infections. In many cases urgent care centers are closer to your home than hospitals. For serious injuries the Emergency Room is the best place treatment. In case of a medical emergency, dial 911 or go to the nearest hospital.

The NALC Health Benefit Plan offers this information to inform you of your health care options, you are the primary decision maker when it comes to your or your loved one's treatment decisions. The Plan has many and varied options available to its members, you can find them at nalchbp.org or High Option members at 888-636-6252, CDHP & Value Option members at 855-511-1893.



What's at stake for you!

Raises federal employees' pension contributions between 6 and 7.25% of pay over the next six years, **costing active carriers up to \$3,600-4,350 per year.**

That's Your Money!

Eliminating cost-of-living adjustments (COLAs) for current and future retirees under the Federal Employees Retirement System (FERS).

The average FERS annuitant would lose:

\$23,430 over 10 years

\$99,471 over 20 years

\$246,185 over 30 years

That's Your Money!

Reducing COLAs for the Civil Service Retirement System (CSRS) annuitants by one-half of 1 percent (that is, 0.5 percent) each year.

The average CSRS annuitant would lose:

\$12,598 over 10 years

\$60,576 over 20 years

\$169,874 over 30 years

That's Your Money!

Eliminates Social Security supplement for FERS employees who retire before 62. If the supplement is eliminated through Legislation, here is what you would lose if you retired at age 57 with 30 years of career federal/postal service:

From age 57 - 62 (5 years) **you will lose \$1,100 a month.**

$\$1,100 \times 12 \text{ months} = \text{\$13,200 a year.}$

$\$13,200 \times 5 \text{ years} = \text{\$66,000 of retirement.}$

That's Your Money!

Slashing the rate of interest paid on assets invested in the Thrift Savings Plan Government Securities Fund (G Fund), costing active and retired letter carriers alike \$32 billion over 10 years.

That's Your Retirement!

\$46 billion in vaguely defined cuts and revenue changes to the Postal Service, most likely through reducing the frequency of delivery (eliminating Saturday delivery) and scaling back door delivery.

That's Your Route and Your Job!

SIGN ME UP!

FOR LETTER CARRIER JOB INSURANCE


ADRIANE SHANKLIN
Sergeant at Arms/Scribe

Summer is officially here, but I don't have to tell you, I know you feel the heat! I recently had the pleasure of attending Branch 14's Annual Jim Clark Memorial Golf Scramble, hosted by Steve Terry. It was a whopping 95 degrees outside, but even through the heat there was a nice turn out. As always, it was great running into some of our retirees enjoying that retirement.

If you haven't noticed the heat outside, well maybe you've noticed the heat in the office! Things are gradually changing in the post office. One thing that hasn't changed is managements ability to see/say that you should get more time on the street for free! Yes, we're back talking about pivot. With the decrease in mail volume, and the need to cover routes, pivot is a daily push. Just because you're told that your route is under doesn't mean you can't evaluate your route for

yourself. By checking your DPS, parcels, tub mail, flat volume, and accounting the wait time you had while waiting for parcels to be thrown (what you don't have wait time at your station?), you might actually realize you're not going to make pivot time and need to fill out a 3996!

That being said. Make sure you are hydrating the night prior and checking for signs of dehydration while out on your route. Is your skin very dry? Yes, you should be sweating. Are you feeling dizzy? Headaches or seeing spots? Is your heartbeat beating at a rapid speed? Do you have rapid breathing? Although sometimes it doesn't feel like it, but your first priority should always be your safety! If you have any of the symptoms listed and feel like you're not going to make it, call 911. If you're able to contact your supervisor, do that also. Always pack more than enough water, try a hydrate rag, and stay prepared and download the heat index app!

Remember, knowledge is power!

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UNION MEETING

Date: June 25th, 2019

Br 14 Union Meeting Attendance by Zone

Annshire 40205	1
Annshire 40213	2
Annshire 40218	5
DTCU 40202	2
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	1
Iroquois 40215	1
J-Town 40299	5
Lyndon 40222	1
Lyndon 40241/42	2
Middletown 40243	0
MLK 40211	2
MLK 40212	0
Okolona 40219	2
Okolona 40229	0
PRP 40258	0
PRP 40272	0
Shelby 40217	2
Shively 40216	3
St Mathews 40206	1
St Mathews 40207	3
Bardstown 40004	0
Eminence 40019	0
Ft Knox 40121	1
LaGrange 40031	0
Lebanon 40033	0
Radcliff 40160	1
Shelbyville 40065	0
Springfield 40069	1
Vine Grove 40175	1
Retired	14
Guests	1
Total	55

Officers & Stewards Excused: R. Gast, B. Davis, Duvall, Frye, Melton, Tucker, Shuttleworth

Officers & Stewards Absent: None

**MDA 50/50 Drawing.....\$64 TO MDA
.....\$64 to Jarrett Sims**

\$25 Door Prize.....Rob Cosby

**\$15 Kroger card from Cindy Carey/Galls
Uniforms.....Coulter Marvel**

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Any picture that you would like to see in the Branch 14 Newsletter should be emailed to the editor (billrock2k@yahoo.com) or brought to the union hall on a thumb drive or camera card to be downloaded on our computer. You can also text photos (with a short explanation) to the editor at 502-345-3732 Thank you, Bill Davis.

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

Steward Meeting 6:30 pm

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or **Like** us on Facebook

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F: 502-458-2682

Downtown Branch:
600 Dr. Martin Luther King Jr.
Place Rm 166
Louisville, KY 40202
P/F: 502-584-3579

Email: lfcu@louisvillefcu.com

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