

BR. 14 NEWSLETTER



VOL 48, NO. 4

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SERVING LOUISVILLE, FORT KNOX, BARDSTOWN, RADCLIFF, LAGRANGE,
LEBANON, EMINENCE, SHELBYVILLE, VINE GROVE, & SPRINGFIELD

APRIL 2019

SATURDAY, MAY 11, 2019



PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.



TROY CLARK
NATIONAL BUSINESS AGENT
(KIM) REGION 6
April 2019 Report

Brothers and Sisters,

Has management ever given you an instruction and you think to yourself, “What a bonehead order”? Well, this probably happens more than I care to think about. Recently, our office was informed of a Standard Operating Procedure (SOP) that was issued regarding what carriers should do when there had been an Amazon parcel left in a customer’s mailbox by someone other than a U.S.P.S. letter carrier. The instruction is to leave the parcel in the mailbox and take a picture of the label, then, forward that picture to your supervisor. UNBELIEVABLE! First, I want to make it clear, you must follow any instruction unless it puts yourself or someone else in harms way. Specifically, it states in the Joint Administrative Contract Manual (JCAM):

“...there is the “iron rule” stating that an employee must “obey now and grieve later.” Second, there is a narrow exception to that rule which an employee to disobey where he or she has a reasonable or good-faith belief that to obey would cause *imminent danger to life or limb*. A mere belief that a safety hazard exists is usually insufficient reason to disobey an order.”

I have two questions to ask the manager that issued this instruction:

Isn’t there still a Private Statute that makes it illegal for anyone other than a U.S.P.S. employee to place mailable matter into a mailbox? And,

What piece of equipment will you be issuing me in order to carry out your instruction of taking a photo?

Your branch officers have asked these same questions; however, the “higher ups” are the one’s responsible for this bonehead instruction. The NALC has long advocated the threat against privatization of the Postal Service. Common sense would dictate that even Postal management would want to protect the sanctity of our customer’s mailboxes, right? So why do they want to give away our most prized, protected

entity to our mission?

We have sent out a grievance starter template to branches within our region to file a grievance to stop this unlawful management instruction. I ask our members to be patient while we fight to protect our jobs from our supposed leaders of the Postal Service.

As far as using your own personal smart phone to take pictures, I would tell your supervisor no. What about the obey now, grieve later rule? Yes, you might have an investigative interview and could be issued some form of discipline; however, I feel confident regarding the outcome of any form of discipline. Please keep your steward apprised of any questioning by management and always request a steward if you believe that management’s questions could lead to discipline.

State Conventions

This month our office will be attending both the Indiana and Michigan State Conventions – June will be the Kentucky State Convention. Per the NALC Constitution, state conventions are to be a time and place for our legislative arms to exercise their muscle. Other than conducting the state business to be functional, the conventions will hold trainings and entertain guest speakers in order to strengthen our position legislatively and politically. Not only do we live in a time where unions are constantly under attack, but also the Postal Service. One of the main purposes of our conventions is to grow together as a union to stand up for what we believe in – the right to work for a fair day’s pay and benefits and to promote the well being of ourselves, our families and the country.

The legislative and political forums are a necessary conduit as leaders of today’s NALC. Yes, our primary job is to represent our members – what better way than to influence and shape our community, state and national political culture. If we roll over and cow down to those that want to do away with our livelihood and national treasure – we do not represent our membership very well. It’s not a political party “thing”. It’s a livelihood “thing”. If you like the pay, benefits and security of your job, please become a legislative activist with the NALC. Yes, you do have to be an elected delegate to participate in your state’s convention. But until you run and are elected as such, there is another way you can start by contributing to the Letter Carrier Political Fund (LCPF). The voluntary contributions from our members help with securing friends in the

political forum that vote favorably on letter carrier and U.S.P.S. issues. Members of Congress need our help and we need theirs. It's the second oldest bartering system in the country – but this one's legal. Your financial help can help us save our jobs and our national treasure. Give your local branch a call and tell them you want to help save our jobs – you want to start contributing to the Letter Carrier Political Fund!

In Solidarity,

Troy Clark

National Business Agent – Region 6

Kentucky – Indiana – Michigan (KIM)

LCPF Disclaimer

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

BRANCH 14 NEWSLETTER

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Louisville, KY 40213

964-3200

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40272.....Brian Tucker
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RON GAST

Executive Vice-President

In the past few weeks, there has been much talk here in Louisville, as well as on social media, regarding a new “policy” that the Postal Service has instituted regarding carriers submitting a PS Form 3996 (Carrier – Auxiliary Control). As I understand it, if a carrier submits a 3996 asking for auxiliary assistance/overtime and management approves it, they (management) must then take a photo of the carrier’s case when all mail is cased up and forward that to someone up higher. Now, I’m not really sure what this will prove, but I do know that this should have no effect on the carrier. What it sounds like to me is that higher level management does not have faith in their supervisors and managers. But that’s just an opinion.

What does affect the carrier is the proper reporting of your workload for the day. This is accomplished when you make your estimate for the day to determine if you will be able to complete your assignment within the time prescribed. If you determine you will be unable to accomplish this, you then inform management and it is their duty to either approve the time or not. They can accomplish this by giving you a PS Form 3996 which you should fill out completely and return to your supervisor. At that time, you ask for a completed copy so that after management completes their portion, they return it to you.

For this reason, I am providing information previously provided in my article from last June which follows. You will also find “Reasons for Auxiliary Assistance for 3996” **in this newsletter**. For more detailed advice that covers a variety of situations, see the “PS Form 3996 vs. Management’s Daily Workload Projections” section in the Letter Carrier Resource Guide. This guide is available on the “Stewards Page” on the Branch 14 website at www.nalcbr14.com.

- **Verbally inform your manager:** Sections 131.41 and 131.42 of Handbook M-41 require you to verbally inform your manager when you believe that you cannot carry all the mail distributed to your route in eight hours or within your normal schedule.

- **Request PS Form 3996:** Section 122.33 of Handbook M-39 requires the manager to provide you with a PS Form 3996 when you request it. No matter what your manager says to you, say the words, “I am requesting a 3996,” and explain the reasons for your request. If you are denied the form, immediately ask to see your steward.

- **Fill out the form completely:** If needed, the instructions are on the back of the form. In Block J, write down why you believe you cannot complete your assignment in eight hours. Fully explain the reasons for your request. General comments such as “heavy volume” or “route overburdened” do not suffice in this section. Some examples of reasons are listed on page 5 of this newsletter. Managers sometimes will tell you that you don’t need the requested overtime or auxiliary assistance because of what DOIS or the PET projects for your route. Multiple national-level settlements (e.g., M-01664 and M-01769) have held that these time projections are not the sole determinant of your daily workload. Nothing can replace the opinion of the professional letter carrier. Simply provide your best estimate and the reasons why.

- **Keep your cool:** Don’t lose your cool. While this process can be frustrating, you will do nothing to help yourself by becoming angry. If your manager denies your request for overtime or assistance, tell him or her that you will do your best. Politely ask what you should do if you are not able to deliver all the mail and are not able to return to the office when they want you back.

- **Don’t argue:** There is no reason to argue with your manager at this point. The best thing you can do is tell your manager that you will do your best and ask for a copy of your 3996. Section 122.33 of Handbook M-39 requires managers to provide you with a copy if you request it. Finish your office work and go to the street. All you have to do is your best. Work professionally. Never compromise your safety or skip breaks or lunches to make it back to the office by a certain time.

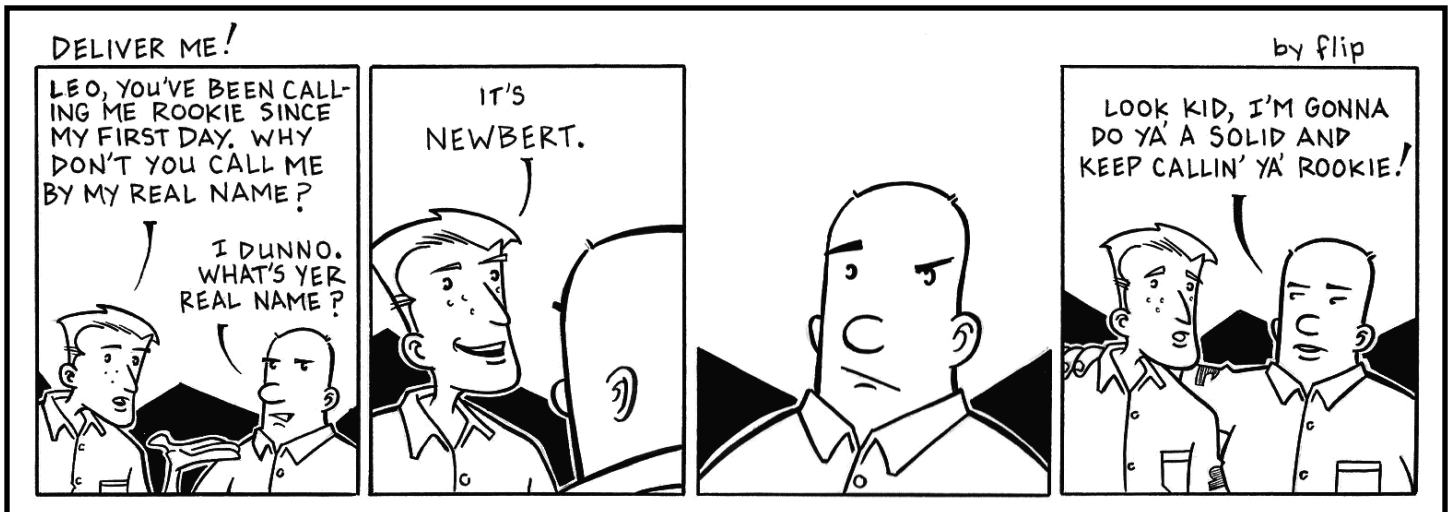
- **Don’t make decisions:** Letter carriers get paid to deliver mail. Managers get paid to make decisions. If you realize that you will not be able to deliver all the mail and make it back to the office by the time the manager approved, you should do everything you can to put any further decisions in the manager’s hands. The best way to handle this situation is to return to the office in the allotted time and ask for further instructions. Follow whatever instructions your supervisor or manager gives you.

Seeing you at the next meeting.

REASONS FOR AUXILIARY ASSISTANCE FOR 3996

Route out of adjustment per inspection
 Sloppy Mail (Red Plum inserts, etc.)
 Long Plan 5 (minutes)
 Excessive parcels (number)
 Excessive carrier markups
 Excessive review of CFS (A to Z) mail
 Excessive hot case mail
 Excessive accountable items (number)
 Inclement weather (rain, lightning, ice, etc.)
 Feeling Ill – under medication
 Heat, humidity (extra cool down breaks)
 Waiting for mail (this could change your start time)
 Late dispatch/distribution (this could also change your start time)
 Unfamiliar and/or new route
 Traffic construction or delays
 Mail cased from previous afternoon
 Medical restrictions
 Thin mail

Thick mail
 Door to door (EDDM)
 New case labels
 Medical appointment
 Odd shaped mail
 New deliveries
 Deviation for delivery of Express mail
 Working on case labels or edit book
 Power outage, fire drill, etc. (minutes)
 Meeting with management (minutes)
 No vehicle
 Vehicle breakdown
 Excessive hold mail
 Red Plums (Advos)
 Time spent filling 3996
 Meeting with union steward
 Upside down DPS
 Full coverage in DPS
 Phone calls or window service with customer



SIGN ME UP!
FOR LETTER CARRIER JOB INSURANCE

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.



STEVE TERRY
Recording Secretary

Continuing my rant from last month about being low on the overtime desired list, I finished the quarter approximately 43 hours behind the carrier with the most overtime hours on the list.

To reduce the number of hours between me and the high person on the 'OTDL' I was asked to work on a Sunday delivering Amazon parcels. I accepted the challenge and worked 9 hours delivering parcels in an area that I am not familiar with. The turn by turn instructions given to me by the scanner were good except for one instance when I was directed to turn and cross a creek where there was no road or bridge. I think I did a good job that day, although I didn't deliver all the parcels assigned to my route.

Initially I was concerned about management making the practice of working regulars on Sundays to catch up low carriers on the 'OTDL', but after this experience I don't believe this will be a recurring event.

So, this quarter is over, and my union steward has filed a grievance on the equitability of overtime in my unit. I expect to get a settlement in 2 or 3 paydays.

I didn't write this article to brag about how much money I am getting for doing nothing, but that is the point!! I am going to receive this money because someone else didn't do their job.

LAST PUNCH BUNCH

BEN HALL



ADRIANE SHANKLIN
Sergeant at Arms/Scribe

Spring is here, so you know what that means! Nice weather, lighter mail, and pivot pivot PIVOT... Well at least in managements mind. If you haven't already seen this in your office, you most likely will. Make sure you're checking your workhour/workload report daily, which is supposed to be posted in your office. Also, if you don't think you're going to make the time allotted to you, request to fill out a form 3996. This is your safe guard. Put it back on your supervisors to give you an answer of denying you the time or granting you the time to go over. Even though your station may not be having daily PDI's or write ups, the flavor of the month always changes! Attendance is always an issue, and now stationary time.

Along with everything that goes on in the office, make sure you're being safe on the street as well. We've been having more and more disciple on carriers having safety violations. We should be curbing our wheels when parked, lights on while driving, parking brake set, and doors locked. A lot of carriers being caught without seatbelts. Seatbelts are to be worn every time your vehicle is in motion. Another issue is leaving the vehicle running and not being in the seat. You're never allowed to start your vehicle and not be sitting in your seat. This could cause a roll away/run away. Safety should always be first.

We must remember that someone is always watching. If not someone in the post office, then a customer. And they don't hesitate to call in on you. We have too many other issues to give the post office a reason to disciple us! Remember knowledge is power!

MDA[®]

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

Happy Easter and Happy Derby! I always love this time of year. The gray days of winter are disappearing, and signs of spring and a new beginning are sprouting up everywhere. I hope you will be able to spend time with friends and family, dress up in your finest and maybe have time to place a wager on your favorite horse. Just one short week after all the festivities and the most famous two minutes in sports is over, we have the most exciting Saturday for Letter Carriers and for our community. May 11, 2019 will be the 27th annual Letter Carriers' "Stamp Out Hunger" Food Drive.

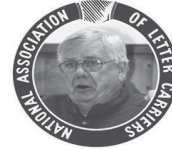
I want to thank everyone in advance for their hard work during this week. I know delivering the cards takes a little more time, but they are mail with postage on them and must be delivered. We also have bags this year that are more cumbersome, but greatly increase the total poundage of food collected. Please make sure everything gets delivered and picked up.

I want to give a special thank you to the National Rural Letter Carriers' Association. They are one of our national partners and I think I have been lax in letting them know just how much we appreciate their support and hard work on food drive day. We have many stations with both city and rural carriers. If you work in one of these, please tell the rural carriers how much we appreciate what they do. Please relay any questions, concerns or problems they might have to me at the union hall.

I would also like to thank the United Food and Commercial Workers Union. After we lost Campbell's Soup as our national sponsor, we scrambled a bit until they stepped up and provided us with both food drive cards and bags. This is the major part of the drive and we can collect so much more because of their support. UFCW Local 227 members even volunteer at the stations the day of the food drive to help us get the food sorted and put on the trucks going to the local pantries.

Please remember that all food collected stays in our community and helps many people that we may not even be aware are struggling. With the government shutdown earlier in the year, many people got behind and may need a little help.

. Summer break is coming, and some families may need help with meals for their children that they used to receive at school. Whatever the reason, people in our community need our help. Let's all do our best and make this year drive a huge success. Last year our total poundage with AO's was 99,500. I hope that we can collect at least 150,000 pounds. Please do your part. Thank you again.

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

There are two big events coming soon for Branch 14 members, both retired and active. They are the annual Retirees Dinner on April 28 and the annual Food Drive on May 11. Both events need many people to participate for them to be successful. There is much planning and behind the scenes work prior to each of these activities.

The Retirees Dinner is done to show the Branches appreciation for all the work and support that our retirees have given during and after their active years of toting the old mail sack. It is a time to renew old friendships and enjoy a great meal. There are door prizes, awards, and raffles to support MDA. A good time is had by all and if you miss this event, you miss a great afternoon.

The Annual Food Drive, this is year 27 for this event, and Branch 14 has been apart or it since its inception. This is the single largest food drive in the United States. The food collected goes to local food banks for distribution to the needy of our community. The food collected in an area stays in that area. In the past many retired and active carriers have come to the union hall to count cards, collection bags, and do other jobs that helps make the food drive a success. Once again, this year Dee Duvall will be needing help to do these jobs, if you can spare a few hours she and all those people that the food drive help will really appreciate your time and efforts.

I hope to see you at the next Union Meeting.



NALC
Health Benefit Plan



Customer Rights when the Postal Service Solicits to Change the Mode of Mail Delivery

The Postal Service has recently solicited customers to change the way they receive their mail. For the most part, USPS has solicited customers to change from receiving mail to their home or business door to a centralized location where a number of deliveries are made into a cluster box. The cluster box could be placed anywhere, from a sidewalk to a location at the end of the street. In such cases, customers have to go to the cluster box to retrieve their mail. The Postal Service refers to this as "conversion of mode of delivery." It is important that postal customers understand their rights and the rules and regulations that govern such changes.



The regulations and restrictions discussed below are contained in an internal Postal Service manual called the Postal Operations Manual (POM). Specifically, they are found in Section 631.7 of the POM. This section is printed on the second page of this document.

- In new developments, delivery must be established for over one year before the USPS solicits to convert the mode of mail delivery
- Customer signatures must be obtained prior to any conversion of the mode of mail delivery
 - Where residences and lots are owned, property owners must agree to the conversion in writing and those who do not agree must be allowed to retain their current mode of delivery
 - In communities controlled by an owners' association, it controls the mode of delivery
 - In rental areas, such as apartment complexes or mobile home parks, the owner or manager controls the mode of delivery
- Owners who do not agree in writing **must** be allowed to retain their current mode of delivery
- When a residence is sold, the existing mode of delivery cannot be changed prior to the new resident moving in

These regulations make it very clear that property owners are in control of where they receive their mail.

If property owners wish to retain their existing mode of mail delivery, they have the right to do so.



**National Association
of Letter Carriers**

www.nalc.org

ATTENTION**ATTENTION**

The Annual Retiree's Dinner will be on Sunday, April 28th, 2019.

Doors open at 1p.m. and food 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 22nd, 2019.

Send to:

**Steve Terry
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



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UNION MEETING**Date: March 26, 2019****Br 14 Union Meeting Attendance by Zone**

Annshire 40205	1
Annshire 40213	4
Annshire 40218	3
DTCU 40202	1
DTCU 40203	0
DTCU 40204	0
DTCU 40208	0
DTCU 40210	0
Fern Creek 40228	1
Fern Creek 40291	0
Hikes Point 40220	1
Iroquois 40209/14	4
Iroquois 40215	1
J-Town 40299	1
Lyndon 40222	2
Lyndon 40241/42	1
Middletown 40243	1
MLK 40211	3
MLK 40212	0
Okolona 40219	3
Okolona 40229	1
PRP 40258	2
PRP 40272	2
Shelby 40217	0
Shively 40216	2
St Mathews 40206	0
St Mathews 40207	3
Bardstown 40004	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	0
Radcliff 40160	1
Shelbyville 40065	1
Springfield 40069	1
Vine Grove 40175	1
Retired	13
Guests	0
Total	55

**Officers & Stewards Excused: B. Davis,
Melton, McCoy, Houston**

Officers & Stewards Absent: Richards

**MDA 50/50 Drawing.....\$90 to MDA
.....\$90 to Larry Terry**

\$25 Door Prize.....Stephanie Diaz

**Gall's Uniforms 2 AMC Movie Theater
TicketsJose Montoya**

IN MEMORY OF:

**Clarence Chaney
George Smith Jr.**

"MAY THEY REST IN PEACE"

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

Steward Meeting 6:30 pm

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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

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