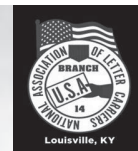


BR. 14 NEWSLETTER



VOL 50, NO. 06

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

JUNE 2021

Louisville, Kentucky

This is the official notice to all members of Branch 14 of nominations and elections for all officer positions for the three (3) year term beginning January 1, 2022. There will also be nominations and election of delegates to the 2022 National Convention of the National Association of Letter Carriers.

Nominations will be accepted at the regular monthly meetings of Branch 14 on Tuesday, August 24 and Tuesday, September 28, 2021. Elections will be held on Wednesday, October 27 from 2:00 P.M. until 6:00 P.M. and on Thursday, October 28 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. The National Convention will be held in Chicago, Illinois on August 8 -12, 2022.

The number of delegates to the convention will be determined in accordance with 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, paid, delegates to the Convention. The remaining number of paid delegates to the convention will be determined in accordance with Branch 14 By-Laws.

Voting will be by secret ballot and the results will be posted on the Branch 14 website at www.nalcb14.com and read at the regular monthly meeting on Tuesday, November 28, 2021. Any member that will be 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 between the dates of September 28 and October 15, 2021. 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 28, 2021. All requests for ballots received after October 15 and returned ballots that are received after October 28, 2021 will be void. These requests and ballots will be kept as a matter of record by the Election Committee.

All regular members in good standing shall have the right to nominate a candidate for any officer position or delegate to the National Convention. Self-nomination is permitted. All qualified regular members shall be eligible to be an officer, 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 and Article 7, Section 2 of the Branch 14 By-laws.

Stephen A. Terry Sr.
Branch 14 Secretary



TONY WEDDLE
President

LOCAL NEGOTIATIONS

Negotiations for local agreements are over and we were fortunate to agree on new LMOU's for all of the postal installations where we represent letter carriers. Obviously, with the current conditions due to the pandemic, this round of negotiations wasn't a good opportunity to seek additional benefits. Plus, we felt that protecting language from the last negotiations for LMOU's was more important. So, we basically just wanted to move on until next round of negotiations. Additionally, when we open negotiations to seek additional benefits, we have to be prepared to possibly give up something in return. That's what bargaining in good faith requires.

As usual, the LMOU for the Louisville post office was the last to be agreed to. This round of local negotiations was a little unorthodox since we had a new Postmaster assume his position in the middle of the negotiations period. And with him trying to get familiar with local operations and our local agreement, discussions were slow and the window for discussions was significantly shortened. But at the end of the day, we were able to clear up a couple ambiguous provisions to make it easier for our members and management to accurately interpret.

Two other minor changes consisted of amending the holiday pecking order to where a volunteer to work their non-scheduled day was placed before CCA's when making out the holiday schedule. Another was placing restrictions to seek incidental (casual) annual leave on a holiday schedule. Basically, when we achieved language allowing incidental leave to be granted up to the number of carriers allowed off each week in the last negotiations, the language permitted junior carriers, under right conditions, to apply and receive incidental leave on a holiday schedule which required senior carriers to work instead. The new language essentially ensures that the holiday pecking order is strictly followed and limits the use of incidental leave for a day when the holiday pecking order is in force.

STAFFING

By now, most carriers at the Louisville post office are fed-up with the staffing shortage and exhausted from being over worked. Most carriers like the big paychecks that come with working additional hours but most would also like a better balance between working and having some sort of life after work. But, presently, we don't see much improvement on beefing up carrier rolls. We constantly bring up the staffing shortage with management in our discussions, but we can understand management's frustration in not being successful at recruiting new workers. Basically, most measures to be able to compete with other companies to recruit new workers are limited at the local level. Other companies around town can offer better benefits, sign-on bonuses and higher pay in their efforts to recruit workers. But those measures are not available and cannot be adopted by management at the lower levels of management. As an example, I recently received an Amazon flier in the mail where they were offering up to \$20.00 an hour and a \$1000.00 sign on bonus to new workers. The Postal Service is offering a job with no life outside of work. So, I hate to sound so depressing, but without the help from the parties at the headquarters level, recruiting new workers will continue to be slow and difficult.

NEW ERA

Well, maybe not a new era, but definitely big changes coming my way. Over 28 years ago I was hired to work at the Shively station. Which I think we can all agree, is not one of the better stations in the city unless you like a lot of walking deliveries, avoiding dogs and being on guard to dodge a bullet if necessary. But at one time, Shively was one of the best stations in the city to work at. Union and management worked together, carriers cared and looked out for each other, everyone worked as a team (Team Shively!!) and our customers were pretty good too. But anymore, it's become unrecognizable to me. So, it was time for me to move on. This month, this old guy starts a new all mounted route at the other end of town, Lyndon. It's going to take some adjustments for me to work at a different station after all the years working at Shively, not to mention the additional drive time, but like everything else in life, I'll improvise, adapt and overcome – OORAH! But I'm looking forward to working with new carriers and getting to know new customers. So look out

Lyndon, here I come.

Hope to see many of you at the next union meeting. Until then, stay 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.



Shared Services

(National Human Resources)

1-877-477-3273

<http://liteblue.usps.gov>

Visit the Branch Website at:
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) You can also text photos (with a short explanation) to the editor at 502-345-3732

Thank you, Bill Davis.

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.....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.....Jarret Sims
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

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 its officers.

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

Where have all the CCA's gone? This question has plagued the Louisville Installation for some time, and it doesn't seem that management is able to do anything about it. Previously, the installation would have, at any given time, somewhere around 120 CCAs. As of late, we seem to hover around 60, and that is never completely updated. Many have left, some have been let go, and others just stop coming to work. So what is management doing to fix this issue? Seems like little to nothing. We have been asking for changes to be made, whether that is increasing starting salaries or anything else they can come up with, but as of yet, nothing has changed. You are all feeling it, along with a large amount of absenteeism as well. But even with carriers being out right now, proper staffing would make a huge difference in the city. Hopefully the local management team, under the direction of the new Postmaster, will make some drastic changes soon, but I'm not holding my breath, and I suggest that you don't as well.

Also due to the shortage in CCAs recently, management has started promoting current CCAs to full time unassigned regular (UAR) positions. This means that the carrier is full time, assigned to a work location (zone) but does not have a bid assignment. In May they promoted 15 CCAs to UAR, awaiting residual assignments for them to select from or bid on vacant assignments. Then again on June 5, they promoted 10 more. The junior of these carriers was just under 4 months of relative standing as a CCA. After the selection of residual positions, we will be sitting with 7 UARs, pending the outcome of the next posting, which opens on June 22.

To highlight even more issues, the last route posting had 29 vacant positions on it. We normally run somewhere between 15-20, so 29 was pretty high. On this posting, 20 of the position were filled, with 9 of those assignments becoming residual. Those 9 positions will be filled by some of the UARs, by seniority selection. Now they need to really get on the ball and hire some CCAs, lots of CCAs. So, if you know of anyone looking for a job, who you think would make an excellent carrier, now is the time for them

to apply.

Every time we have a bid cycle (vacant assignments posted for bid), we have to rebid off days within the affected swing, in accordance with our local agreement. Usually you will have 1 vacancy to a swing and that off day is rebid. Occasionally you will have 2 vacancies in a swing, as we had a few of this time. However, we have a swing where the off days are being rebid that has 4 vacancies. Now to clarify, there are only as many as 6 assignments in a swing. In this swing, 1 carrier resigned, but 3 others bid out of the swing, 2 of those bid out of the work location entirely. Now some might wonder, why would so many carriers be bidding/resigning from a specific unit? Hopefully local management will be wondering that and looking into a possible solution. Once again, not holding my breath.

So with all of the staffing shortages mentioned, grievances for violations of work hour restrictions are increasing as stewards continue to file them. These include full time carriers working over 12 hours (12 ½ hours with a lunch), CCAs working over 11 ½ hours (12 hours with a lunch) or full time carriers working over 60 hours in a service week. The national parties agreed to a set remedy of these violations as 50% of the base straight time rate, which means half of your regular hourly rate. These grievances have been settled locally, and unfortunately, this is the only remedy that we may request for the violation, in accordance with the contract. However, we are continuing to look at other possible remedies for associated violations. Meaning that when you violate one portion of the contract, there may be another that was also violated. Hope to be able to update this issue by next month.

Lastly, I have addressed the backlog of grievances that we have had without resolution. Last month I reported that almost 300 backlogged grievances had been settled, with payments to carriers pending. As of the writing of this article, many of those have been paid with more to come. I am also hopeful that I will be able to report that all have been paid by next month's article.

Until then, I wish all of you well, hope you stay safe and continue to look out for each other, as well as yourselves. Hope to see you at the next regular meeting on June 22 at 7:30 pm.

Knowledge is power. Solidarity forever!



RON OSBORNE
Vice-President



That's right, we need you! All of us are experiencing hardships and are seeing the violations of our contractual rights going through the roof. These have been tough times for letter carriers over the past year and a half or so. Here in Branch 14, we have seen a decline in the number of stewards in Louisville and in our AO's. I get it. Who wants to work a 12-hour day then spend another few hours working on grievances? That's crazy, right? Well, if you check out our Branch 14 website (nalcbr14.com), go to the CCA page and click on stewards, you will see a list of those who are still crazy enough. Perhaps the word crazy is not the right one to use. Perhaps the right word is dedicated. Many of the stewards you see listed don't experience as much of a grievance workload as some of the others you see, but they still **"Stand the Post"**. Some of our stewards handle a grievance workload well beyond what anyone could reasonably expect, and that's on top of a 10- or 12-hour day of carrying mail. So why do they do it? It's not for the pay or the overwhelming display of gratitude from the carriers they represent. It's not for the glory or their picture in the paper. I think they do it because they believe in what the Union stands for. I think they do it because they know what it would be like if we had no stewards or Union reps. With that said, if you are one those carriers who believes in our Union, have the ability, and are tired of seeing yourself and your co-workers mistreated by management, then step up and join the ranks of Union steward.

I won't sugar coat it; it is a tough job. You have to be dedicated to defending your rights and the rights of all the letter carriers you represent with little pay and even less gratitude. Some of

the qualities we are looking for are:

Selflessness

The ability to read and understand the contract and postal regulations.

The ability to lead by example in your daily work as a Letter Carrier.

Honesty

The ability to negotiate with management on issues that affect Letter Carriers.

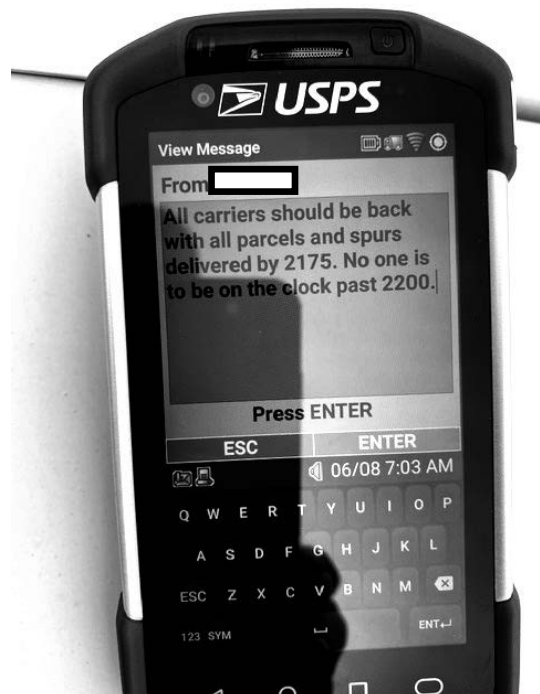
You must be able to take advice and seek guidance when you don't know the answer.

You must be a leader.

These are just some of the things we are looking for. The whole list won't fit in this article. If you have these qualities and you are a leader, then give us a call. We would certainly like to talk to you.

I don't want this article to sound like I'm pleading for help because we are short of stewards. That is not the case. We in the leadership of Branch 14 are going to keep doing the job down to the last one of us, with or without all the stewards we need. I am writing this article because I know what the term "Strength in numbers" means. The more stewards we have, the faster you get representation, and the issues get resolved much more quickly. More stewards also means more eyes on management and greater opportunity to enforce our contract.

So, if you or someone you know might make a good steward, I encourage you to step up and fill the post. I hope to see many of you at our next meeting. Thank you and stay safe.





STEVE TERRY
Recording Secretary

At the May union meeting there was a question raised by a member about the legislation (HR-3076 and S-1720) that would allow retired NALC members to enroll in a restructured FEHBP program. The member was concerned that the integration of postal employees into the new plan would eliminate the current NALC Health Plan. Based upon the information on the NALC website the new law would allow those that do not want to enroll in Medicare to remain in a non-postal version of their current health benefit plan (NALC Plan included). This article does not state that there would be any changes to the NALC health benefit plan.

I am not an expert on Medicare or on the proposal to change our current health benefit plan. What I am writing about is the discussion of the proposed legislation and I only speak about this because this could affect you in the future. My recommendation is that you do your own research and make your decision on whether this is good for the NALC, the USPS and you.

On to another subject. As the secretary of the branch, I am charged with keeping the written records of all meetings and the personal information of the members of Branch 14. This means I also need your current address to send you our newsletter and any related correspondence of this branch. So, I am asking that if you move, please call the branch at 502-964-3200 and leave me a message with your name and new address.

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

Two bills currently before congress that are of interest to both the NALC and the USPS need our support for them to be enacted into law. Senate bill 1720 and House resolution 3076 are about repealing the future funding of future retiree's health benefits and the changes in the Federal Employees health Benefit Plan (FEHBP). Contact your Senators and Congressman and ask them to support these bills.

These bills are the first major reform legislation in 15 years because they address two of the NALC's top priorities. The repeal of the mandate that the USPS pre-fund decades worth of health benefits for its future employees. A reform of the FEHBP to maximize participation in Medicare when active postal employees (as of Jan,1, 2023) retire and reach age 65.

The pre-funding mandate is now and has been the main reason the Postal Service has lost money for the last decade or more. This mandate applies only to the Postal Service and no other business, public or private.

The FEHBP reform will have postal employees and retirees participate in a restructured FEHBP program. All major plans will continue to be a part of the program. This will be a postal-only program and will reduce premiums. The program will include Medicare and the FEHBP and will not change a member's options when it comes to coverage. The postal-only plans in the FEHBP will be regulated and operated in the same way as they are today. There will be an annual open season that will allow participants to choose among a range of plans with separate rates for postal and non-postal participants.

President Rolando's lead article in the June issue of The Postal Record has more information concerning the FEHBP changes.

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

Letter Carriers are more than just Letter Carriers. We are parents, friends, neighbors and even heroes! Over the weekend I found out that we have a hero in Iroquois Station! WDRB put out a story of two men assisting off duty Police Officers in warding off a mass shooting at O'Sheas in the Highlands. Josh Williamson and a friend were those two men! They put their life on the line to save others. Josh and his friend helped officers tackle the shooter and saved many lives in the process. So, if you see Josh or know him, shake his hand, and thank him for his help. I am still doing the 50/50 raffle online for MDA. Anyone interested, I shared it on my Facebook page and the Branch 14 Discussion Group. Chances are 20 bucks each. We have 100 numbers. \$1000 to the winner and \$1000 to MDA. With all the Covid restrictions that have been in play I am struggling with fundraising in person, so I decided to give online ago. If you are interested, you can call or text me at 502-759-2276. You can pay through PayPal. Fairdalemom@yahoo.com. I am planning a Cornhole Tournament for July 11th at the Union Hall. If you can bring Boards and Bags for the event, please give me a call. It will be a blind draw and \$10 per person. Please pass the word around and help us raise mad money for MDA.



NALC
Health Benefit Plan



UNION MEETING

Date: May 25th, 2021

Br 14 Union Meeting Attendance by Zone	
Annshire 40205	2
Annshire 40213	1
Annshire 40218	4
DTCU 40202	2
DTCU 40203	0
DTCU 40204	0
DTCU 40208	0
DTCU 40210	2
Fern Creek 40228	0
Fern Creek 40291	0
Hikes Point 40220	0
Iroquois 40209/14	0
Iroquois 40215	0
J-Town 40299	1
Lyndon 40222	1
Lyndon 40241/42	0
Middletown 40243	0
MLK 40211	4
MLK 40212	0
Okolona 40219	0
Okolona 40229	0
PRP 40258	2
PRP 40272	2
Shelby 40217	1
Shively 40216	2
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	1
Springfield 40069	0
Vine Grove 40175	0
Retired	8
Guests	0
Total	39

Officers & Stewards Excused OSBORNE,
C. Gast, T. Davis, M. HARRIS, SHANKLIN, ,
McCOY, MONTOYA

Officers and Stewards Absent:
NONE

MDA 50/50 Drawing.....\$51 to MDA
.....\$51 to Larry Terry

\$25 Door Prize.....Donivan Taylor

LAST PUNCH



SHARON HEDGES
LAGRANGE

*Next Union Meeting
June 22nd at 7:30pm*

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

SHIVELY POST OFFICE RETIREES

“6th Annual”

“REUNION LUNCHEON”

DATE: WEDNESDAY, July 7th, 2021

TIME: 1:30 PM

LOCATION: MIKE LINNING'S RESTAURANT
9308 CANE RUN ROAD 40258

IF YOU'VE EVER WORKED AT ANY OF THE SHIVELY
POST OFFICE LOCATIONS, ANY CRAFT,
PLEASE COME!

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BRING PICTURES TO SHARE IF YOU HAVE THEM!

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**MISSY HARRIS
2008 MDA
BOWL-ATHON**



**GREG CRAVEN
2009**



2008

**DAVE MUCKER, ALLEN HARRIS, MISSY HARRIS, TIM
RASCHE, LARRY SHEPARD, LARRY TERRY**



**ROY ARNOLD
2009**



2004 MILLION MILE AWARD RECEPIENTS

NEW MEMBERS SINCE APRIL 2021 UNION MEETING

TANNER GOODLET

AMBER HARRIS

TERRIAN JOHNSON

ALLEN NORTHCUTT

TRENTON SCHLALAND

EMILY J. WARREN

RONNIE D. JONES

THOMIKA R. LEE

BREONA A. PAYNE

CONNOR P. SREENAN

JAYLEN ALLEN

TaRHEA MITCHELL

CHRISTOPHER L. ALEXANDER



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