

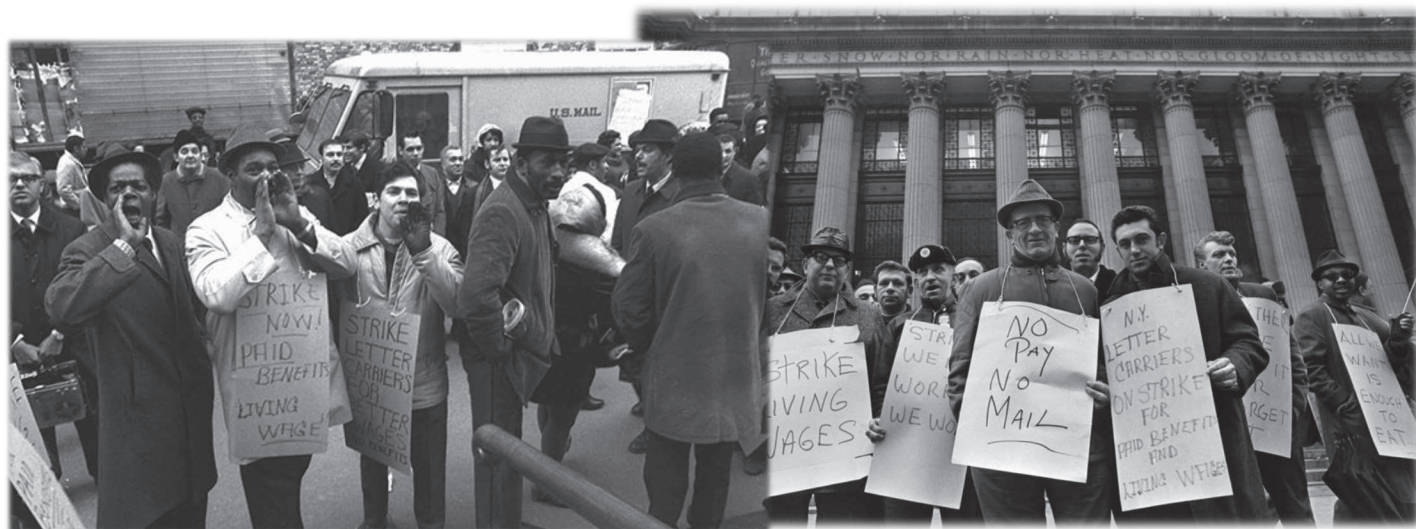
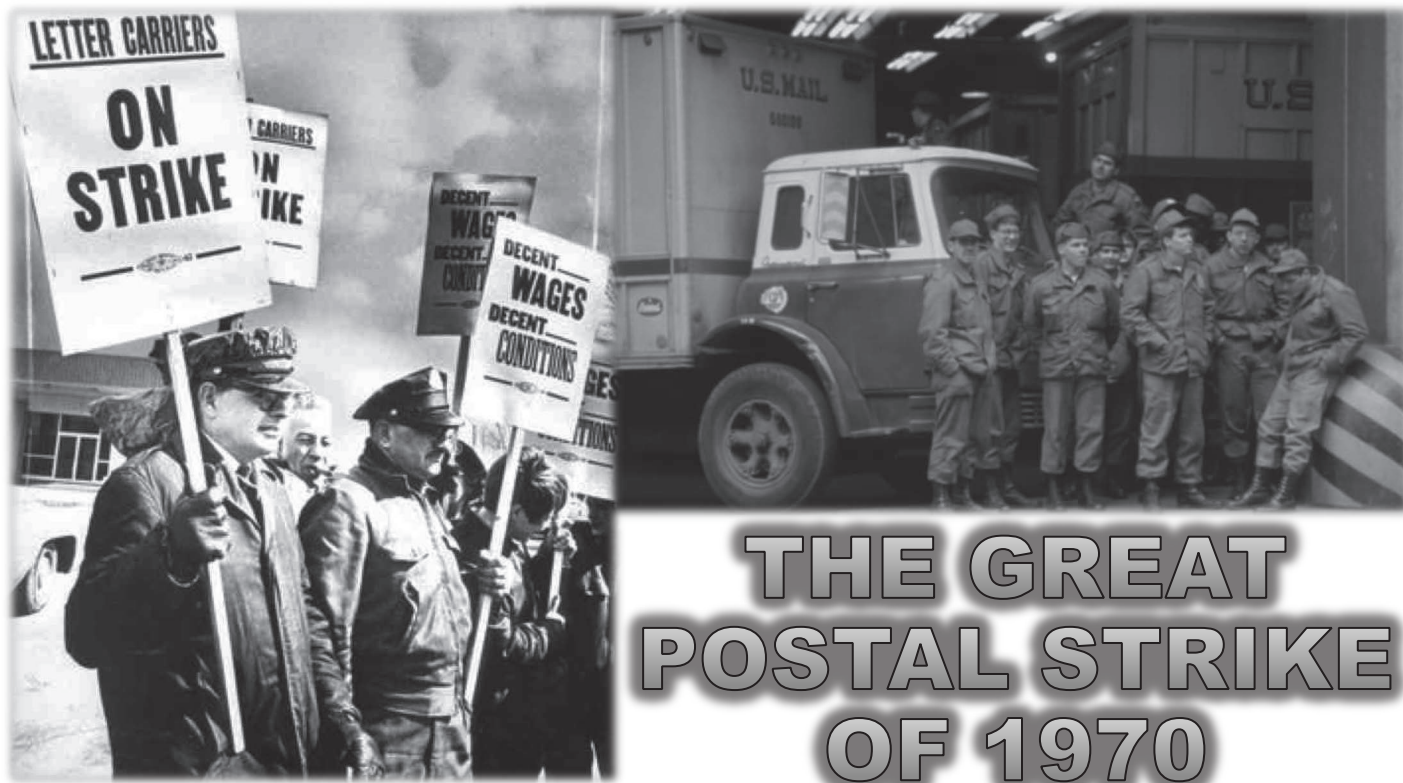
# BR. 14 NEWSLETTER



VOL 49, NO. 03

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

March 2020





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

Hopefully when you read this we won't be hearing about the coronavirus and all the closures and cancellations it has caused. Hopefully all of the toilet paper shelves will be fully stocked and life will be back to normal. Unfortunately, this probably will not be the case. I certainly don't mean to make light of the issue (and the toilet paper comment is just a joke), but this thing is certainly affecting everyone's lives. As I'm writing this, I have just heard that many NCAA conferences have cancelled their tournaments. It's up in the air as to whether the NCAA tournament will happen, but I will venture a guess and say no. We have had questions from our members as to what the postal service is doing about this virus and what would happen if we shut down (temporarily of course). Truth is that none of us have answers to these questions, we can only guess. My guess is that service will not be interrupted, not because the postal service doesn't care about our safety and health (we already know the answer to that one), but because the service that we provide is still vital to the American public. We have to do our part and continue to come to work, when healthy, and provided that service that the public wants and demands. The Postmaster General recently put out a video on the issue in which she stated *"This is something that I particularly want to emphasize – if you are sick, stay home and get well"*. Obviously we all know that we should take care of ourselves when sick and not bring that to work where many of our coworkers could become infected, but currently this issue is very important and must be followed. Again, hopefully by the time you read this the whole issue will be behind us and life will have returned to normal. In the event it hasn't, please look out for each other and keep yourself healthy.

We have had a backlog of grievances for a few stations that just hadn't gotten cleared after the holidays. PRP station has had the most effect with over 90 grievances not processed or finalized. The main problem has been management's inability to give the steward the information that he needed to process grievances timely and properly. Fortunately, PRP has Steward Josh Whaley who has done an excellent job getting the

paperwork turned in and reported timely. I have met with managements Formal A representative and we have sent most of the grievances back to PRP so that they can get the steward the info and time to process the grievances. This is being handled as of the writing of this article and Josh is doing everything he can to get results for the PRP and Valley Station carriers. We will continue to push to get these completed and hopefully make some serious changes to the daily business operations of the station.

Other affected stations have been Annshire and MLK. Jarett Sims and Matt Weegens are working hard for the Annshire carriers, and Matt has been representing MLK carriers for several months, getting grievances processed. The consolidated casing is still in place at MLK and we are hopeful for a settlement on the national level arbitration to clear this up soon. My understanding is that we should hear something with the next month, but I'm not holding my breath. In the meantime, 268 grievances have been filed in connection with consolidated casing. Many have been settled for payments in excess of \$9,000.00 to carriers, and many more are being held awaiting the outcome of the arbitration. Update to follow.

I listed just a few of our stewards above, but I want to mention that there are 15 Stewards in Louisville and 4 in our Associate Offices (AOs) who work on a daily basis representing letter carriers within Branch 14, many of them covering more than one work location or station. Every single one of them deserve your thanks for the work they do. If you have never served a steward, I can assure you that you have no idea what it takes to do the job. Definitely not a glory position, but can be very rewarding when you are able to get a satisfactory settlement for one of your carriers.

Well I hope that I get to see many of you at the next union meeting on March 24<sup>th</sup> at 7:30 pm, so until then I ask that you watch out for each other and stay safe.



## Steps to help prevent the spread of COVID-19 if you are sick

### Stay at home except to get medical attention

- **Stay home:** People who are mildly ill with COVID-19 are able to isolate at home during their illness. You should restrict activities outside your home, except for getting medical care.
- **Avoid public areas:** Do not go to work, school, or public areas.
- **Avoid public transportation:** Avoid using public transportation, ride-sharing, or taxis.

### Separate yourself from other people and animals in your home

- **Stay away from others:** As much as possible, you should stay in a specific room and away from other people in your home. Also, you should use a separate bathroom, if available.
- **Limit contact with pets & animals:** You should restrict contact with pets and other animals while you are sick with COVID-19, just like you would around other people. Although there have not been reports of pets or other animals becoming sick with COVID-19, it is still recommended that people sick with COVID-19 limit contact with animals until more information is known about the virus.

When possible, have another member of your household care for your animals while you are sick. If you are sick with COVID-19, avoid contact with your pet, including petting, snuggling, being kissed or licked, and sharing food. If you must care for your pet or be around animals while you are sick, wash your hands before and after you interact with pets and wear a facemask. See [COVID-19 and Animals](#) for more information.

## BRANCH 14 NEWSLETTER

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

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964-3276

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Trustee.....Jarett Sims

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40202/04.....Michelle Boyd  
40203/08/10.....Whitney Brown  
40205.....Jarett Sims  
40206.....Matt Brown  
40207.....Carol Gast  
40209/14/15.....Ron Frye  
40211/12.....Matt Weegens  
40213.....Jarett Sims  
40216.....Elisha Potts  
40217.....Jeff Richards  
40218.....Matt Weegens  
40219.....Logan Hickey  
40220.....Vacant  
40222.....Bill Davis  
40228/91.....Tina Davis  
40229.....Miklos Melton  
40241/42.....Adriane Shanklin  
40243.....Vacant  
40258/72.....Josh Whaley  
40299.....Jarett Sims  
Bardstown.....Vacant  
LaGrange.....Vacant  
Lebanon.....Vacant  
Shelbyville.....Dave Shuttleworth  
Springfield.....Vacant  
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 OSBORNE**  
*Vice-President*

This month I would like to talk to you about a subject that seems to always come around when times are tough at the Post Office. That subject is: “What is my Union doing for me?”

In my travels around the different stations in Louisville and the Post Offices around the state that we represent, I hear a lot of complaints that the Union is not taking care of carriers or that the Union is on managements side. I have heard these things before and its always when times are tuff and the future of the Post Office and our jobs are uncertain.

Many things are impacting the Post Office and ultimately our future right now. The decline in mail volume, which is what drives our paychecks, as we are not funded by tax dollars. The current political environment, meaning congress, who can shut us down with a mere vote. A younger workforce, which has a different work ethic than a lot of us old timers, and then there are managements misguided approaches on how to save the Post Office by cutting service, ignoring our contract and trying to strong arm employees into doing more in less time with no concern for the fact that carriers are human beings too.

So, it is understandable why many carriers are troubled and why they are voicing their frustrations in the direction of the Union who is tasked with defending our rights. However, many carriers don’t understand that it is during times like these that the best thing you can have on your side is someone who negotiates for you and fights for or along side you. That’s what your Union does. The problem seems to be that many of us look at our own world and how we alone are affected by our Unions decisions instead of looking at what is best for all of us as a whole. For example, dealing with route inspections, I have a lot of carriers complain that they lost that sweet piece of territory on their route, so the Union didn’t take care of them. This is what I mean when I say many of us look at only our own world. What is overlooked is the fact that the Union saved someone’s job or created a new job for someone in the inspection process. For the future, I ask you, what is more important to you as a union member, just your route, or all of our routes together? We cannot and will not survive

alone in today’s Post Office. Imagine if every carrier had to negotiate each one’s pay, leave, route, hours of work, retirement, health benefits on their own without a Union. Where would you be if that were the case. Well, I will tell you. You would be making minimum wage with no benefits, no retirement, horrible conditions and managers that had no contract to bar them from firing you at any time. In short, you would have no future. Most likely you wouldn’t be getting any mail delivered to your home either.

Fifty years ago, this was pretty much the case if you worked as a carrier for the Post Office. In 1970 carriers had enough. They banded together and went on strike across the country and as a Union they successfully changed things for all of us. Imagine what would have happened and what your job would be like today if only one or two carriers on their own had tried to change things. It took a Union. Strong in numbers and dedicated to each other to make the change. If you would like to learn more about the 1970 strike, go to [nalc.org](http://nalc.org) and check it out or just google Postal Strike of 1970.

Right now, in our Branch 14, almost all of your branch officers and stewards are pulling double duties in supporting you, our members. Some stewards are covering multiple offices because we have no one that will step up to be a steward. The branch officers are fighting for the stewards to get them time to represent all the members in multiple offices. If you are one of those who thinks the Union officials get paid to do what we do, I will tell you it aint no money for the time we put in and the loss of our personal lives. To be a Union officer or steward you don’t do it for the pay. You do it because you believe in the Union and because you care about the members you represent and their future.

So, If you want change, if you believe that you are not represented properly, then step up as a brother or sister of our branch and be a steward. If you already have a steward and you feel you can do the job better, run for steward in your next election. It is not my intent to scold our members who have complaints. You have the right to complain if you feel you are wronged. What I do intend is to hopefully get some of you out there to jump in, step up and be part of the solution and not just someone who sits on the sidelines complaining about what the coach should have done to win the game.

I believe in the members of Branch 14 and I know the struggles you go through. Let’s fight together for our rights and not among ourselves.



Divided we are weak. I hope to see many of you at our next meeting and I ask that you remember, in your thoughts and prayers, those who are still with us and those that have gone on who were in the Strike of 1970, we owe them that.



**TROY CLARK**  
**NATIONAL BUSINESS AGENT**

Brothers and Sisters,

This month I would like to address two items that have been the subject of recent phone calls to our office.

#### Item One

The union is a family of sisters and brothers that have a common goal for wanting what is best for their family— great hours, wages, and working conditions for all its family members. That’s what every union sister and brother should be striving for. Yes, I know its human nature to get everything you can for your immediate family, but we must understand the union is bigger than that. We must look at the bigger picture. What’s good for the whole must be considered. You can’t make “deals” with local management to get that “favor”. Deal making that circumvents the contract not only has the potential of hurting other members, but can, and probably will, come back and hurt you – the “deal maker”.

I’ve been around longer than I care to admit, but, in most cases, management will eventually renege on any “deal” they have made. I’m just being real here. You may say it’s a past practice. However, if it’s clearly defined in the National contract or your Local Memorandum of Understanding (LMOU), there cannot be a past practice.

Statistics show you will be calling our office when your deal with management falls through. Most of the time, we say “sorry” after hearing what the deal was you had with management. I ask everyone to get educated in the contract! It, and we, the union, have been around for a long time. We’ve seen a lot of games and tactics management has and will try to play. We’ve been representing our members since 1889!!!! There’s no new spin that we haven’t seen. **YOU HAVE TO TRUST YOUR REPRESENTATIVES!!!** Branch representatives have been instructed to call

our office if they are not sure on how to apply the contract.

Can a local representative make a wrong decision? Of course, but that’s not a reason to jump ship. We learn more from our mistakes than our successes. Bring any mistake you believe has been made to our office’s attention. Either myself, David, or Kyle will make sure we get to the bottom of it as long as you give us the complete details of the issue.

#### Item Two

I’m beside myself with management’s abuse of applying Article 16.7! To those of you that may not be familiar with this contractual provision (Article 16.7) it states in part:

*“...where the allegation involves intoxication (use of drugs or alcohol), pilferage, or failure to observe safety rules and regulations, or in cases where retaining the employee on duty may result in damage to U.S. Postal Service property, loss of mail or funds, or where the employee may be injurious to self or others...”*

The Joint Contract Administration Manual (JCAM) goes on to state on page 16-8:

*The purpose of Article 16.7 is to allow the Postal Service to act “immediately” to place an employee in an off-duty status in the specified “emergency” situations*

Management takes this provision and paints with a broad brush. If they don’t like you or what you say or do, they put you on Emergency Suspension. Folks, that’s without pay!

Why does management abuse Article 16.7 when the carrier’s actions do not fall under those items listed under the contract? There’s no other reason but to intimidate and punish the employee – to show whose boss. One has to question the ethical decision making of some postal managers.

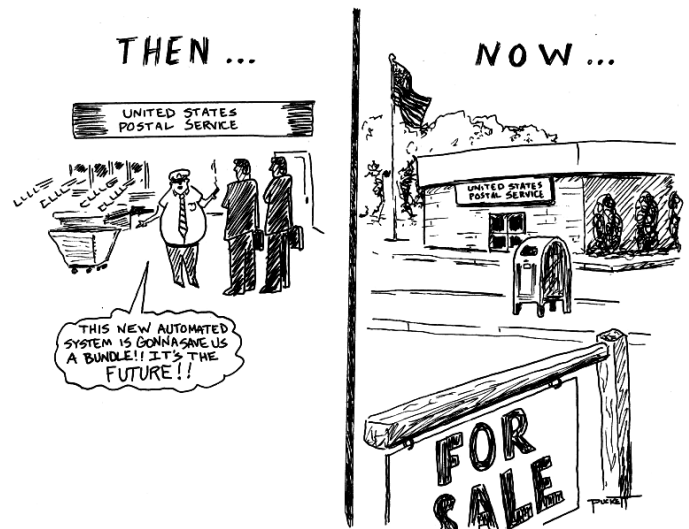
Article 16.7 has been around a long time. There is a bank of arbitral decisions that can be used for guidance. So why does management apply the provisions of Article 16.7 capriciously? Intimidation. You better do as I say or you **WILL** pay!

How can we fix this as a union?

There are two avenues we can take as a union: 1) try to talk with the decision-makers, the postal managers. Pin them down as to the specifics. Did they place them off immediately? How are the grievant’s actions related to Article 16.7 provisions? Show the manager there is no connection to what the grievant is accused of and the listed items in Article 16.7. In other words, try to reason with them. Unfortunately, this option

has proven not to be successful. Or,  
 2) Grieve and send the grievance through the grievance process (Article 15) as soon as possible – NO EXTENSIONS! Nine times out of ten, management doesn't have their proof of a legitimate Emergency Suspension at the time they send a sister or a brother out the door WITHOUT PAY! Again, that's nothing less than management trying to intimidate, not just the sister or the brother being sent out off the clock, but **all employees** that are witnessing their (management's) abuse of power. **STAND TOGETHER!!!** If we don't stop this abuse of power, management will see how far they can go. Using Article 16.7 as intimidation over any carrier, especially those that are doing their jobs efficiently (as 99.9 % are), is unacceptable. We, as a union, cannot allow this.

So, until we are able to negotiate either Article 16.7 out of the contract or some other mode to confront its abuse, we must exercise our main tool – the grievance process. Please, if you see management's abuse of power, stand up and make a statement. Be a union!!! Stop their (management's) abuse of the contract. If we don't, our agreement will be ineffective. Don't help throw away our predecessor's hard work!



## NALC Member App

National Association of  
Letter Carriers

OPEN

An app for members of the National Association of Letter Carriers. Includes:

1. Workplace resources, including the National Agreement, JCAM, MRS, CCA resources
2. Interactive Non-Scheduled Days calendar
3. Legislative tools, including bill tracker, individualized congressional representatives and PAC information
4. Instantaneous NALC news with personalized push notifications and social media access
5. Much more

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## Shared Services

(National Human Resources)

1-877-477-3273

<http://liteblue.usps.gov>

**ATTENTION****ATTENTION**

**The Annual Retiree's Dinner will be on Sunday, April 19th, 2020.**

**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 13th, 2020.**

**Send to:**

**Steve Terry**

**NALC Branch 14**

**4815 Poplar Level Road**

**Louisville, KY 40213**

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**Retiree's Dinner Reservation Form**

**Retiree Name (Please Print):** \_\_\_\_\_

**Will you be bringing a guest?**

**Yes**

**No**



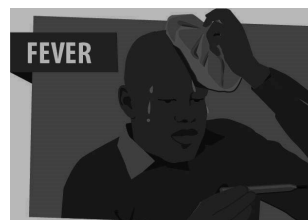
**MISSY HARRIS**

***Community Activities Coordinator***

So far, 2020 will definitely be a year to remember! Corona virus shutting down colleges and cancelling fans at March madness. No St. Paddy's day parade? What the heck is going on? I know everyone is concerned about this Corona Virus and rightly so! Please take precautions to keep yourself safe. Wash your hands and keep sanitizing wipes in your vehicle. I also bought a can of Lysol to spray down all the scanners and keys in the office. Please go to the doctor at the first sight of any cough and cold symptoms to be checked out. Mgmt. is not a doctor even though they act like they know everything.

Now on another note, we are ramping up for another food drive. This is my first time overseeing this event so please be patient. I will need lots of help on that day, if you are able to help please give me a call. Anyone with kids who need community service hours, please let me know if they will be available to go out and collect food on routes for carriers who aren't able to collect. Please help make this a great food drive. Be safe out there!

**COVID-19 SYMPTOMS**



If you develop **emergency warning signs** for COVID-19 get **medical attention immediately**. Emergency warning signs include\*:

- Difficulty breathing or shortness of breath
- Persistent pain or pressure in the chest
- New confusion or inability to arouse
- Bluish lips or face

\*This list is not all inclusive. Please consult your medical provider for any other symptoms that are severe or concerning.

# UNION MEETING

Date: February 25th, 2020

Br 14 Union Meeting Attendance by Zone	
Annshire 40205	0
Annshire 40213	2
Annshire 40218	1
DTCU 40202	2
DTCU 40203	1
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	1
Lyndon 40222	2
Lyndon 40241/42	3
Middletown 40243	1
MLK 40211	0
MLK 40212	0
Okolona 40219	2
Okolona 40229	1
PRP 40258	4
PRP 40272	1
Shelby 40217	2
Shively 40216	3
St Mathews 40206	0
St Mathews 40207	2
Bardstown 40004	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	2
Lebanon 40033	0
Radcliff 40160	1
Shelbyville 40065	1
Springfield 40069	1
Vine Grove 40175	1
Retired	17
Guests	0
Total	54

Officers & Stewards Excused McCoy,  
Melton, M. Brown  
ABSENT: NONE  
Officers and Stewards Absent: None

MDA 50/50 Drawing.....\$68 to MDA  
.....\$67 to REGGIE SANDERS  
\$25 Door Prize.....STEVE TERRY

## NEW MEMBERS

JERRY KENNEDY  
JEFFREY SPINKS  
WILLIE UNDERWOOD  
BRAD VOTAW  
EVAN WINDERS  
FREDERICK LAHMAYER  
MATTHEW LASTER  
BRIANA PEEPLES  
BRANDON SELF  
BRADLEY WISNER



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.

*Next Union Meeting  
March 24th at 7:30pm*

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





**STEVE TERRY**  
*Recording Secretary*

In February the White House released its' 2021 fiscal year budget proposal. This proposal is similar to last year's budget. It calls for cuts to pay, health benefits and annuities of federal employees. This is a recap of the proposed budget.

—Increase of contributions by federal employees to 'FERS' (raise postal employee contributions of 1% a year, up to 6 years) which means a cut in net pay of \$3,700.00 a year for carriers with more than 6 years active duty

—Reducing pension benefits of federal employees by basing annuities on 'high 5' salary average instead of 'high 3'

—Eliminating the social security supplement for employees that retire under 'FERS' before they qualify for social security

—Reduce the rate of return on the 'TSP' G fund

—Increasing the contribution of employees in the 'FEHBP' approximately \$1,400.00 a year

—Eliminate or reduce 'COLA's'; CSRS annuities reduced by .5% each year, eliminate COLA's for future and current FERS annuitants entirely

—Increase of federal employees (except postal) pay of 1% and 3% for military personnel

—Cuts funding for training workers that lost jobs because of lay-offs or natural disasters

--Completely eliminate job training funding for native Americans and seasonal migrant workers

—More than 90 billion in cuts to postal operations and worker's compensation

—Cuts to postal employee pay

—Eliminate the USPS mailbox monopoly

Most of the language in this proposal would affect postal employees, but folks we are not alone in this world. Let me give you some information about other actions taken by the Trump white house.

—In February the Federal Labor Relations Authority led by a Trump appointed chairperson reinterpreted a 1978 law allowing union members to now opt out of paying dues any time after being a member for 1 year

—In November of 2019 the VA told unions that office space in agency facilities to pay rent or get out. This change also restricts the union's ability to conduct representational duties on the clock

As you can see federal workers are the target of the Trump administration. This administration wants to make you work for less and reduce the ability of unions to represent their members.

If you think that this is me crying wolf, then you could be right, but you could be wrong. Either way we won't know until sometime in the future. But I am not going to wait to decide what I am going to do. I will fight this administration's attempt to cut my benefits or reduce them completely. I will call my congressional representatives and tell them to vote against this proposed budget. I will continue to contribute to the Letter Carrier Political Fund (LCPF) so our lobbyists can speak to legislators about laws that will help the postal service and its' employees. And, I will continue to ask you to do the same.

In 1970 Congress passed the Postal Reorganization Act granting the four major unions the right of collective bargaining. Congress passed this law 50 years ago and they can pass legislation to rescind that legislation at any time. What we have in pay and benefits is not guaranteed. But what we do have is directly attributed to letter carriers that went on strike hoping to improve their pay and benefits. These letter carriers decided to make a stand, what will you do?

#### 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 in a calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggest and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute



**Main Branch**  
 Mailing Address: 1420 Gardiner Ln Room 66  
 PO Box 33303  
 Louisville, KY 40232-3303  
 P: 502-458-2681  
 F: 502-458-2682  
 Email: [lfcu@louisvillefcu.com](mailto:lfcu@louisvillefcu.com)

**Physical Address:**

1420 Gardiner Ln Room 66  
 Louisville, KY 40231

P: 502-458-2681  
 F: 502-458-2682

**Downtown Branch:**

600 Dr. Martin Luther King Jr.  
 Place Room 166  
 Louisville, KY 40202

P/F: 502-584-3579



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\*Restrictions Apply. Must refinance from another financial institution. Speak to a representative for more information.

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 April 20th, 2020

Please R.S.V.P. by April 1st



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**ADRIANE SHANKLIN**  
*Sergeant at Arms/Scribe*

Branch 14 close your eyes with me and imagine. Imagine going to work every day and everything ran smooth in your station. The mail was up when you walked in the door, no pivot was handed out, your DPS was running in order, your packages aren't over your base count, no one complaining, and you make it back off the street in eight hours.

Now I know no one's day is going that smoothly. Attendance is still an issue, which sinus', the flu, etc. are going around, but it makes discipline inevitable. On the other hand, the new PDI will be about you backing 50ft. I guarantee carriers working 15-30 years never seen this coming. Well, backing is unsafe, not just backing into a parking spot, but backing in general is unsafe. And if you aren't aware let me be the first to tell you the post office can also tell if you're braking excessively. Nothing like taking your driver's test again or qualifying for insurance (don't mess with my discount)!

So, what can you do? Focus on the positive and make sure you're giving great service to our customers! Considering everything that is going on in the world we need to stick together. Stay safe, healthy, and secure our job. Are you giving to LCPF (letter carrier political fund)? Based on our current state you should be! Look around, management is wasting money paying grievances instead of following the contract, but the post office is in debt. Their creating jobs to watch you sitting for longer than 30 minutes, alerts saying you're backing 50ft, and someone's emailing that your attendance sucks so write them up! If we don't save our jobs who will?

Remember knowledge is power!



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

The Coronavirus is in just about every media headline these days, however Substance Abuse is still the No.1 problem in Kentucky and many other states. The number of people that are addicted to drugs and alcohol is alarming to say the least. There is help available. The NALC Health Benefit Plan has a program open to all members and their dependents. Dealing with substance, yours or a loved one, can be overwhelming and frightening. Substance abuse effects people from all walks of life, it does not discriminate, rich or poor, young or old, it attacks anyone. It is a treatable disease and the NALC HBP can help.

*Recognizing substance abuse in yourself or a loved one.*

- Problems at work or school.
- Physical health issues.
- Neglected appearance.
- Changes in behavior.
- Money Issues.

These are all signs that indicate a radical change in a person's behavior. Learn the signs. The sooner the problem is discovered, the sooner treatment can be started.

The Substance Use disorder Helpline is staffed with highly trained and licensed recovery advocates. The advocate will talk with you about your unique needs and guide you through a program that will lead to a personalized treatment plan. This program is available at no added cost to you. You can remain anonymous, your information is kept confidential as per state and federal laws. Substance Use Disorder Helpline; 1-855-780-5955, 24 hours a day. Online; [liveandworkwell.com/recovery](http://liveandworkwell.com/recovery).

I hope to see you at the next Union Meeting.



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