

# BR. 14 NEWSLETTER



VOL 48, NO. 6

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

JUNE 2019

## PROPOSED BY-LAW CHANGES

### Current by-law reads;

Article III. Section 4: Dues per month for Part Time Flexibles, Part Time Regulars, Regulars, City Carrier Assistants and U.S.P.S. employees enrolled in the NALC Health Benefit Plan will be at the 2-hour rate of pay of a NALC Grade 1, Step D letter carrier from Table 1 of the NALC salary and rate schedule for Full-Time/Part-Time Regular Employees employed by the United States Postal Service. Dues for retired members of Branch 14 will be \$15.00 per year.

### Proposed change;

Article III. Section 4:

*Each member shall pay monthly dues equal to two hours base pay for an NALC Step D letter carrier in the consolidated career City Carrier grade level (Table One) paychart.* Dues for retired members of Branch 14 will be \$15.00 per year.

### Current by law reads;

Article VII. Section 26: All requests for absentee ballots must be received by the Chairperson of the Election Committee thirty (30) days prior to the general election. Absentee ballots will be mailed to members and must be returned to the Chairperson of the Election Committee seven (7) days prior to the general Election. All requests for ballots and ballots not received within these time limits will be void. The voided requests and ballots will be handled in accordance with Article VII, section 12 of the Branch 14 bylaws.

### Proposed change;

Article VII. Section 26: All requests for absentee ballots must be received by the *Election Committee twelve (12) days* prior to the general election. Absentee ballots will be mailed to members and must be *received by the Election Committee on, or before, the final day* of the general election. All requests for ballots, and ballots not received within these time limits will be void. The voided requests and ballots will be handled in accordance with Article VII, section 12 of the Branch 14 bylaws.

## CCA Information Night

**Branch 14 will be hosting a CCA get together on Tuesday, July 16, 2019 at 7 pm at the Branch 14 Union Hall at 4815 Poplar Level Rd. The purpose is to provide information important to CCAs and also to answer questions that any of you may have. This will be open to all CCAs covered by Branch 14 as well as Branch 14 stewards. Please come out so that you can share some experiences with your Branch 14 leaders and fellow CCAs, and hopefully learn something. Food and drink will be provided.**



**TONY WEDDLE**  
*President*

The Kentucky State Association of Letter Carriers convention was this month where the delegates of Branch 14 received a lot of information pertaining to legislative affairs and the political challenges facing letter carriers. Our members that keep up with current postal events and the constant political attacks postal workers endure know that our fight hasn't been with just management over the past several years, but also our political enemies. Understanding that we must be engaged in legislative affairs as much as we are at enforcing the contract appears to be the message our national officers are doing their best to send. And I think most of our members will agree that we must work hard politically, united with other working-class people and unions, to ensure more labor friendly politicians are voted into office. Not just nationally, but at the local level too.

At the convention, our new Vice-President for the branch, Ron Osborne, was elected as the Vice-President for the State Association. As most of you know, Anna Mudd was required to vacate her positions at the branch and state association to accept a position with the national union that she was offered. But we were fortunate that Ron stepped up to fill both. Like most of you, I'm confident Ron will do a great job representing members at both positions. But we'll miss Anna as our Vice-President of the branch. She always worked hard to protect the rights of branch 14 members and I'm sure that with her exemplary work ethics, she'll be successful at her new position and will be a great asset to our national union.

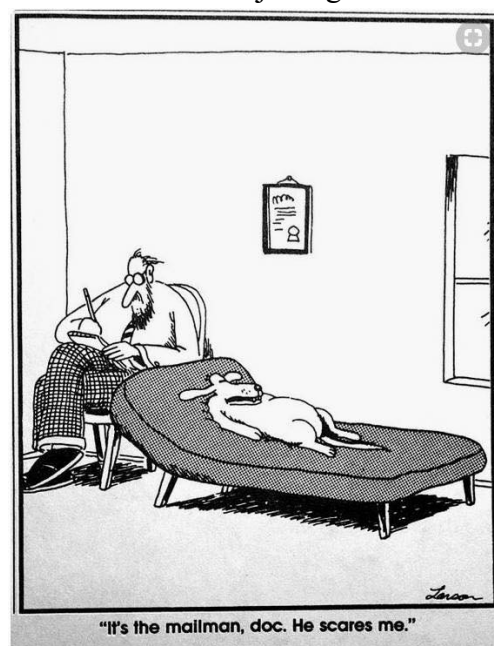
A few other state association positions that will be filled by branch 14 members are Steve Terry, Tom Webb and Missy Harris. Steve will continue as the Secretary. Tom will continue as Retirement Officer. And Missy will be the state's new Compensation Representative. Congratulations to all of them and we should all appreciate them for representing us at the state association.

On another topic, which I may be getting a little repetitious about, is on route inspections. Apparently, I'm going to have to continue to talk about inspections until more of our members

understand the importance of protecting their route assignment and becoming familiar with the process. But route inspections have ended for the spring and we're just trying to finish up the adjustments for several delivery units. Unfortunately, it won't be too long after the spring adjustments are implemented that we'll be in a few more units for fall inspections. But overall, I think we fared pretty darn well during the spring inspections and we can credit our local agreement which requires our joint participation in the inspection process. That's not to say we didn't have our differences with management at times, but we worked together to get through them and in the end our members rights were protected.

But we can do a little better at protecting our assignments year-round. Just by performing our routes the way we're trained and instructed to perform them. We still have a lot of carriers in the branch that just haven't accepted that their performance history can have negative results in a route evaluation. And that the additions necessary to get their route to eight hours, as a result of a poor evaluation, doesn't just affect them but affects their neighboring carriers as well due to territory shifts. I've expressed some of the areas we can improve in at our last union meeting and I'll continue to express further measures we can take until our members better understand the route inspection process. Especially since it appears that route inspections may become more frequent.

Hope to see many of you at our next union meeting. Until then, be safe and understand that if you're going to do the job - might as well take the time it takes - to do the job right



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

Branch 14 currently has 21 Stewards who represent carriers in 30 work locations throughout the city of Louisville as well as our 8 Associate Offices (AOs). Many of these stewards work tirelessly representing carriers on a daily basis, from dealing with management and trying to avoid violations of our collective bargaining agreement to filing grievances when the contract is violated. As of the writing of this article, Branch 14 has 437 grievances that have been filed so far this year. These grievances cover a variety of violations, to include the issuing of discipline, overtime issued to non ODL carriers, working carriers over work hour limits, as well as a myriad of other issues where management just doesn't seem to want to follow the contract. The current breakdown of grievances by work location is as follows:

<u>Zone</u>	<u>Grievances</u>	<u>Zone</u>	<u>Grievances</u>
40202	0	40229	11
40203/08/10	0	40241/42	8
40204	0	40243	7
40205	71	40258	9
40206	17	40272	4
40207	35	40299	12
40209/14/15	7	Bardstown	0
40211/12	10	LaGrange	1
40213	62	Lebanon	0
40216	18	Shelbyville	0
40217	1	Springfield	0
40218	80	Fort Knox	1
40219	30	Radcliff	0
40220	29	Vine Grove	0
40222	12	City Wide	4
40228/91	8	<b>Total:</b>	<b>436</b>

I realize that many of you have times that you are dissatisfied with the job your steward is doing. I will tell you that anyone who has done this job, and is doing it no more, will probably agree that it is much more than they ever thought. You're everyone's buddy when you get them grievance payouts or discipline expunged, but you're the

**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.....	Daria Duvall
Trustee.....	Larry Terry
Trustee.....	Tina Davis
Trustee.....	Missy Harris
Trustee.....	Carol Gast
Trustee.....	Jarett Sims

**Branch 14 Stewards**

40202.....	Jeff Houston
40203/08/10.....	Michelle Burriell
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
40219.....	Logan Hickey
40220.....	Tony Olges
40222.....	Bill Davis
40228/91.....	Tina Davis
40229.....	Miklos Melton
40241/42.....	Adriane Shanklin
40243.....	Vacant
40258.....	Brian Tucker
40272.....	Brian Tucker
40299.....	Eric Pippin
Bardstown.....	Ron Osborne
LaGrange.....	Vacant
Lebanon.....	Ron Osborne
Shelbyville.....	Dave Shuttleworth
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*

worst scum on earth when you can't get them any money or settle their discipline for less than they want. I have been a steward for 12 years, and I can tell you that I have experienced the highs and lows myself. With all of that said, a good steward keeps going and doing their best job when it comes to representing carriers, ALL carriers, even when there seems to be no appreciation.

You can find a list of all of our stewards on the Branch 14 webpage on the front page. Stewards are elected by the Branch 14 members in their work location. These elections are held every two years, and the next one is this December. So, if you feel that you have what it takes to be a Steward, you will have the opportunity to sign up this December and see if you will be the one to look out for your fellow carriers.

I will close by bidding a fond farewell to our departing Vice President, Anna Mudd. Anna has held that position for the last 2 years and has done one hell of a job. Her tireless work has paid off time and time again when she was able to provide Branch 14 carriers with excellent representation. She is moving on to bigger and better things working with the NALC and I wish her the absolute best.



**RON OSBORNE**  
*Vice-President*

I would like to begin by thanking Branch President Tony Weddle for appointing me to the position of Vice President of Branch 14. I would also like to thank the members of Branch 14 for accepting me and I hope that I will be able to serve you as well as our previous Vice President, Anna Mudd. As I begin my duties as your Vice President, I feel I must first say a few words about Anna, whom has served us tirelessly for a long time. Anna and myself have moved up through the ranks of Branch 14 together over the years and I have been fortunate enough to have learned a great deal from her. Her devotion to our members and her knowledge and skills as an advocate, Formal A representative, and steward, along with all the other things we have piled onto her plate, are shining examples of the kind of union member we should all be. Many of you may not realize the personal sacrifices that Anna has endured during

her service to the branch over the years but those of us who are close to her do. I cannot recall a time when she has ever let any of us down, always thinking of her brothers and sisters first before herself. She is and shall always be my sister and my friend whom I can always lean on in time of need. Our National President Fred Rolando also recognized Anna's dedication and abilities as he, earlier this month, appointed her to a National level position. She now serves thousands of carriers within the NALC including those of us here in Branch 14. I hope you will all join me in wishing Anna great success in her future with the NALC and that we will never forget all that she has done for the members of Branch 14.

Now, as I fill the role of your Vice President, I hope that I will be able to serve you and earn your respect as I perform my duties. I believe that each member of Branch 14 has the right to highest quality of representation that we can provide. I have had the good fortune of meeting hundreds of NALC representatives throughout the nation during my travels and can say without hesitation that Branch 14 has some the most dedicated union officials within our national organization. As we go forward, we all face difficult challenges in our postal careers. Changes in the way we perform our duties, longer work hours, tough managers, aching bones and just plain being tired are all part of our careers as letter carriers. There is one thing that I believe keeps us all going; "Each other". We are all in it together, from the CCA to the retiree.

Having said that, I would like to encourage all of you, my brothers and sisters within Branch 14 to become as knowledgeable as you possibly can in your duties as letter carriers. A smart carrier who knows their duties and rights under our National Agreement with the Postal service has a much better chance of seeing retirement than one who just squeaks by and believes everything the boss says.

So that's enough of the speech. I would like to conclude by saying I am proud to serve you as your Vice President and hope to see many of you at your union hall at the next meeting.

## Shared Services

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**TROY CLARK**  
**NATIONAL BUSINESS AGENT**  
**(KIM) REGION 6**

Brothers and Sisters,

The heat is on! It's that time of year when all of us should be aware of the extreme heat conditions and what to do if we, or one of our brothers or sisters, looks or feels like we/they are having some sign of a heat issue. This is something that cannot be discounted – it's extremely serious. We've experienced too many heat related issues in the recent past that affected the lives of too many of our members. The Postal Service has to be responsible and held accountable in the education of its employees. Is this possible?

I ask that last question for an obvious reason. The answer, in my opinion, is not without our prodding and contractual/legal vigilance. According to a communication received at NALC headquarters on May 20<sup>th</sup> from the Postal Service, all Postal employees were to be trained through the *Heat Illness Prevention Program* (HIPP) no later than April 30<sup>th</sup>. The Postal Service doesn't have the vision or decency to notify the employee's bargaining representative until almost a month afterwards. Do you think they care or are they just going through the motions? Either way, that's why it's incumbent for us, the NALC, to police their own policies for the safety of our members.

So, I ask, has the Postal Service done what they say is required at your facility? Here is what's required:

Completion of a HERO course (SAF:SS:Heat Stress Recognition and Prevention: Course number 10019802) yearly by ALL employees in every facility.

Employees who are absent when the training is conducted are required to be provided the training prior to returning to street duties.

MDD messaging is to be sent out from April 1 through October 31 addressing issues related to heat exposure and prevention of heat-related illnesses.

Each week the supervisor will give a safety talk addressing issues related to heat exposure and prevention of heat-related

illnesses. These talks will be documented in the Safety Toolkit with certification of completion for all employees.

Employees will be trained to recognize symptoms of heat-related illness and taught basic first aid measures related to heat stress.

Employees observed by management exhibiting signs of a heat-related illness will be monitored and shall not be left alone or sent home without being provided with emergency medical service.

Potable water sources are available in all facilities and are monitored during regular safety inspections.

A postcard promoting heat stress awareness is mailed annually to all employees.

Stickers are installed in every vehicle identifying the signs and symptoms of heat-related illness.

Laminated cards containing information identifying the signs and symptoms of heat-related illness for all carriers and supervisors for attachment to their ID badges.

Prioritize requests for all HVAC repairs and temporary abatement efforts in all postal facilities.

Postal vehicle fans are included in all preventive maintenance inspections and any necessary repairs are made.

When HIPP is in effect, supervisors, while performing required street observation, will include HIPP related conversations paying attention to those who are newly hired or returning from extended absence of seven or more consecutive days, if known.

Have these procedures been done in your facility? If not, please address your concerns to your shop steward. And branch officers, if these have not been done, address this either through the grievance process or local labor management meetings. Please let our office know if management refuses to train the employees on this very serious, potentially lethal, issue.

### Additions to our Regional Family

It is with great pleasure I am able to introduce three new advocates working with us for everyone in our region. They are:

Anita Lewallen. Anita is a Regional Administrative Assistant (RAA) from Region 4; however, her new duties will be the Regional

Workman's Compensation Assistant (RWCA) replacing Ron Adams who retired this past December. You will see that Anita is a smart, hardworking advocate for letter carriers. If any member gets injured on the job, please have them or a branch officer contact our office for any assistance. The paperwork and lingo can be daunting for those not used to working with the Office of Worker's Compensation Program – we're here to help!

Anna Mudd. Most of the region is already familiar with Anna who comes from Branch 14 in Louisville, KY. Anna served as the Vice President of the branch and the Vice President of the Kentucky State Association prior to being assigned as Region 6s Legislative and Political Organizer (LPO) by Fred Rolando. Due to territory realignment of the LPOs, Brent Fjerestad, our former Region 6 LPO, was moved further west and picked up region 10 for the NALC. Brent worked tirelessly for our legislative goals and will be missed; however, I'm sure Anna will pick up the good work that Brent has started for us here in Region 6.

Mike Brim. Mike is from Columbus, Ohio branch and will be domiciled in Region 11s office but will work with us as well in his new role as the Regional Grievance Assistant (RGA). Mike will be tasked with helping our Region represent letter carriers through the grievance procedure. However, being a newly created NALC position, his duties are still being formulated. Trust me, there is plenty of work our Region will be sending Mike's way for help.

If anyone needs to contact any of your Regional officers, give our office a call. Please help us welcome the new members of your Regional team. Our office looks forward to working with them!

In Solidarity,

Troy Clark  
National Business Agent – Region 6  
Kentucky – Indiana – Michigan (KIM)

#### NEW MEMBERS

Carlos Wilson	Evan Roberts
Eddrick Bruce	Florence Denning
Billy Grant	Kristian Hurrigan
Mykel Mickens	Samantha Muss
Tay Penny	Brett Perez
Jem Samuels	

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U.S. Army Base, all in Colorado Springs.

Top 6 Shopping Malls in Denver - Denver Pavilions, Streets of Southglenn, Cherry Creek Mall, Park Meadows Mall, Flatiron Crossing, and Colorado Mills.

Some of the best Restaurants - Elway's, Liberati, The Preserver, 54thirty, Union Lodge No. 1, Ocean Prime, Work & Class, The Shanty Supper Club, & many more.

Things to do in Denver: - U.S. Mint, Red Rocks Amphitheatre, 16th Street Mall, Union Station, Coors Brewery, Washington Park, Denver Aquarium, Denver Botanic Gardens, Elitch Gardens, Butterfly Pavilion, Denver Zoo, Denver Museum of Nature and Science, Denver Art Museum, American Museum of Western Art, & tons more stuff to do.

Resorts - Winter Park, Cheyenne Mountain, Garden of the Gods, Ameristar Casino, Park Hyatt Beaver Creek, Breckenridge Ski Resort, St. Regis Aspen Resort, The Peaks Resort & Spa, Vail Marriott Mountain Resort, & many more.

For more information regarding Colorado tourism visit: [https:// www.colorado.com](https://www.colorado.com).



**NALC**  
Health Benefit Plan



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

The 27<sup>th</sup> Annual NALC Food Drive was a huge success here in Louisville and our associate offices. We collected a total of 120,694 pounds of food this year. This was up over 21,000 pounds from last year. The local food banks were so appreciative of the food they received. They will be able to help so many people in the coming summer months. Thank you to every city and rural carrier who did their part by participating in this year's drive. Thanks to everyone who used the bags provided to us by Local UFCW 227. The bags make a big difference in what people put out. This was evident in Fern Creek. Union steward Tina Davis along with FC management made sure all cards and bags went out. They collected 18,566 pounds of food for Fern Creek/Highview United Ministries which is just down the road from the post office. Awesome job! This shows what can happen when we all work together.

I would also like to thank our Brothers and Sisters from the Greater Louisville Central Labor Council. They support us all along the way with advertising, providing bags and volunteering the day of the food drive to unload and sort the food as it makes its way to the local pantries.

On another note, I want to congratulate Anna Mudd on her appointment by President Rolando as the new legislative political organizer (LPO). I am so happy for Anna and so proud of her. I have watched her over the years educate herself, never refuse anything that requested of her from this union and help so many of our members along the way. Thanks, and good luck, Anna! Ron Osbourne has been appointed to fill the Vice President's position and I'm sure he will not skip a beat from where Anna left off. He has done an outstanding job with route adjustments in previous years and has fought to protect every minute of every carrier's performance. I'm sure he will do the same with protecting their jobs! Congrats, Ron.

Hope to see you at the Union meeting on the 25<sup>th</sup> and at the golf scramble on the 30<sup>th</sup>. Stay safe!

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

The 2019 Food Drive is history and once again the nation's letter carriers came through with their usual great job. That one-day drive is very hard and taxing on all letter carriers, it takes a lot of hard work to do our delivery duties and collect can goods at the same time. The needy of the local communities that receive the food we collect are thankful that we do it.

I want to give out a special shout out to retired Bardstown city carrier Marilyn Weichert for the job she did in Nelson County. The final amount of food collected in Bardstown and Nelson County was more than 7500 hundred pounds. That is more than twice the amount that was collected in 2018. The city and rural carriers of Bardstown and Cox's Creek should be very proud of themselves for a job very well done. Marilyn got articles in the local newspaper twice, several radio announcements, which surely had a great effect on the poundage collected. The local food bank volunteers were well prepared and were very excited by the success of the food drive.

The ceremonies on Memorial Day and the 75th Anniversary of D-Day have come and gone, many accolades were said about the heroes of those days. Words are still not enough, their service can never be repaid, the debt this owes to those men and women is still not paid and never will be. We must continue to honor the Greatest Generation and all active military and veterans for their service.

I know this article isn't about Health Benefits or retirement, I wanted to say it anyhow. I am in the office most Tuesday afternoons if you need help. Hope to see you at the next Union Meeting.





# Branch 14 32nd Annual Jim Clark Memorial Golf Scramble



**When?  
Where?**

**June 30th at 8:00am  
My Old Kentucky  
Home Golf Course in  
Bardstown**

**Entry Fee:**

**\$50 per person**

**Prizes:**

**\$500 in prizes for places 1st  
through 5th, PLUS,  
\$500 in door prizes**



***Hot Dogs & Brats served at the turn. Hamburgers, potato salad, baked beans, and soft drinks immediately after the tournament.***

***Deadline for Entries is June 25, 2019***

***We are limited to 30 teams, so get your entries in early and remember the deadline!***

**MULLIGANS**



***Make all checks payable to:  
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**Attn: Steve Terry  
Branch 14 Union Hall  
4815 Poplar Level Rd  
Louisville, KY 40213**



**SHIVELY POST OFFICE RETIREES  
"4th Annual"**

**"REUNION LUNCHEON"**

**DATE:** WEDNESDAY, July 10, 2019 **TIME:** 1:30 PM

**LOCATION:** MIKE LINNING'S RESTAURANT

IF YOU'VE EVER WORKED AT ANY OF THE SHIVELY POST OFFICE LOCATIONS, ANY CRAFT, **PLEASE COME!** INVITE OTHERS THAT MAY NOT KNOW

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**UNION MEETING**

Date: May 21st, 2019

**Br 14 Union Meeting Attendance by Zone**

Annshire 40205	1
Annshire 40213	1
Annshire 40218	2
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	0
Iroquois 40209/14	2
Iroquois 40215	0
J-Town 40299	1
Lyndon 40222	5
Lyndon 40241/42	3
Middletown 40243	0
MLK 40211	2
MLK 40212	0
Okolona 40219	1
Okolona 40229	2
PRP 40258	0
PRP 40272	1
Shelby 40217	0
Shively 40216	2
St Mathews 40206	1
St Mathews 40207	2
Bardstown 40004	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	0
Lebanon 40033	0
Radcliff 40160	1
Shelbyville 40065	0
Springfield 40069	1
Vine Grove 40175	0
Retired	9
Guests	1
Total	40

**Officers & Stewards Excused: WEBB, L.  
TERRY, HOUSTON, C. GAST, OLGES,  
PIPPEN, SHUTTLEWORTH, McCOY,  
MONTROYA, RICHARDS**

**MDA 50/50 Drawing.....\$61 TO MDA  
.....\$60 to Joe Drescher  
Joe Donated his winnings back to MDA!**

**\$25 Door Prize.....Jonah Bryant**

**\$15 Kroger card from Cindy Carey/Galls  
Uniforms.....Missy Harris**

**IN MEMORY OF:**

**Charles Bailey  
Paul Murphy  
Charles Reynolds  
Alben Woosley**

***"MAY THEY REST IN PEACE"***

***Next Union Meeting  
June 25th at 7:30pm***

***Steward Meeting 6:30 pm***

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F: 502-458-2682

Downtown Branch:  
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P/F: 502-584-3579

Email: [lfcu@louisvillefcu.com](mailto:lfcu@louisvillefcu.com)

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