

# BR. 14 NEWSLETTER



VOL 49, NO. 08

OFFICIAL PUBLICATION OF BRANCH 14, NALC

August 2020

Louisville, Kentucky

This is the official notice to all members of Branch 14 for nominations and the election of delegates to the Kentucky State Association of Letter Carriers convention which will be held in Bowling Green on June 13th and 14th, 2021.

Nominations for delegates to the convention will be accepted at the regular monthly meetings of Branch 14 on Tuesday, August 25th and Tuesday, September 22nd, 2020. The election of delegates will be held on Wednesday, October 28th, from 2:00 P.M. until 6:00 P.M., and on Thursday, October 29th, 2020, from 4:00 P.M. until 8:00 P.M. All nominations and voting will be conducted at the Branch 14 union hall, 4815 Poplar Level Road, Louisville, KY, 40213. Voting will be by secret ballot and the results will be posted on the Branch 14 website at [www.nalcbr14.com](http://www.nalcbr14.com) and read at the regular monthly meeting on Tuesday, November 24th, 2020.

The number of delegates to the convention will be determined in accordance with the Article 5 of the Constitution of the National Association of Letter Carriers. In accordance with Branch 14 By-Laws, the President, Executive Vice-President, Vice-President, Recording Secretary, Assistant Recording/Financial Secretary and Treasurer will be automatic delegates to the Convention. The Branch will determine by majority vote at the nominating meeting on August 25th the number of delegates, paid and unpaid, to the convention.

Any member unable to vote during the times that the polls are open may request an absentee ballot. The request must be made in writing, with name and address of the member requesting the absentee ballot. The request must have a legible signature by the member requesting the absentee ballot.

Requests for absentee ballots must be received by the Branch 14 Election Committee no later than October 16th, 2020. 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 29th, 2020.

All requests for ballots received after October 16th, 2020 and returned ballots received after October 29th, 2020 will be void. These requests and ballots will be kept as a matter of record by the Election Committee.

All qualified, regular members in good standing shall have the right to nominate a delegate to the convention and self-nomination is permissible. All qualified, regular members shall be eligible to be a delegate or an alternate delegate to the State Convention except as provided for in accordance with Article 5, Section 2 of the Constitution of the National Association of Letter Carriers, Article 5, Section 2 of the Constitution for the Government of Subordinate and Federal Branches and Article 7, Section 2 of the Branch 14 By-laws.

Steve Terry  
Branch 14 Secretary



**TONY WEDDLE**  
*President*

Total chaos, that pretty much explains the delivery operations at most of the offices Branch 14 represents. After reading many of the posts on social media from other branches, it appears that just about everyone is experiencing the same thing. Much of the chaos at several units in the Louisville installation is the result of several carriers out due to COVID related issues, carriers on annual leave, the PMG's new cutoff times that are disrupting mail distribution and management just doing a lousy job (as usual) of hiring adequate numbers of CCA's for the past several months. The combination of these factors has caused many carriers to work 12 hours a day, or more, for the past several weeks at many units to several months for a couple others. This has caused many carriers to get off the overtime desired list out of exhaustion from working so many hours.

To no surprise to anyone, management isn't able to keep pace with scheduling, since managers can't even run their own delivery units and have to get permission to bring in carriers on their off day, which is causing an excessive number of overtime violations. So, it's been very difficult for our stewards to process all those grievances since many of them are needed to work 12 hours as well to get the mail delivered. Many stewards are also experiencing situations where management isn't timely filling information requests or providing time for the steward to investigate and process the grievances. Management's excuse of course is because of all the "chaos" of trying to get the mail delivered.

But the strain of our stewards trying to juggle the needs of their families, working excessive hours, the headaches of dealing with lousy management and, in some case receiving criticism from coworkers about why their grievances can't be settled faster, is starting to take a toll on them. To the point where the branch has experienced a few steward resignations. Considering the number of steward vacancies we already have across the branch, and the difficulties of replacing stewards, some of our members have to be a little more understanding or step up to the plate if they can do better.

It's obvious that our resolve as a union is under

attack by postal management right now and we're going to have to stand together if we're going to thwart their assault. It seems that we're getting hit from all sides with operational changes and contractual violations, so, there's no doubt that everyone is under a lot of stress and that morale is low.

In my 27 years with the Postal Service, I've never experienced some of the situations on the workroom floor that we've experienced these past few months. Never did I think I'd see the day where management would purposely slow down mail delivery, cut stacks of first class mail, curtail a couple dozen pallets of packages (which is supposed to be our future), or not deliver whole routes. And that's just at my station. A couple other stations have experienced even worse cases of poor service.

On top of all that, the Postal Service has implemented two in one casing at the Martin Luther King station (right after the consolidated casing test), Lyndon and Okolona are performing the Expedited Street/Afternoon Casing test, and some of our smaller offices, or AO's, may be going to one piece of equipment very soon. All this weighs on our members and the number of grievances is ballooning due to all the contractual violations involved with these tests. So yes, carriers are under a lot of stress and morale is low, but our representatives are doing their best, considering all these circumstances, to protect the rights of our members. But as I stated earlier, we have to stand together and fight if we want to protect our rights under our contract. Criticizing stewards when they're doing their best to keep up with the filing of grievances and reaching quick resolutions during these trying conditions - isn't helpful. What is helpful - is unity!

Hope to see many of you at this month's meeting. Until then, be safe and remember. If you're going to do the job, you might as well take the time it takes, to do the job right.

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

If you haven't noticed, we are elbow deep in the political season. This November will be extremely important for Letter Carriers as to how the Postal Service continues to function, or ceases to. While this is not a normal subject for me, I do feel that there is an important issue regarding the political season that I should mention, and that is the Hatch Act.

If you have never heard of the Hatch Act, then maybe you should do some investigating. The NALC website has a plethora of information regarding the issue, along with Do's and Don'ts. The Hatch Act, a federal law passed in 1939, limits certain political activities of federal employees, as well as some state, D.C., and local government employees who work in connection with federally funded programs. The law's purposes are to ensure that federal programs are administered in a nonpartisan fashion, to protect federal employees from political coercion in the workplace, and to ensure that federal employees are advanced based on merit and not based on political affiliation.

Until 1993, active letter carriers were barred from taking any significant volunteer role for any political campaigns. The primary sentiment behind the law was to protect federal employees from being strong armed and intimidated into helping their bosses run for re-election. But as times and campaigns changed, many recognized that federal employees were being wrongfully left out of the political process.

So, in 1993, Congress amended the Hatch Act to allow federal employees to take an active part in political campaigns for federal offices. While there are still some restrictions on what federal employees (including you and your fellow active carriers) can do, there is much greater latitude for letter carrier political participation in campaigns for president, the Senate and the House of Representatives, as well as for state and local elected officials. Remember: Retirees, spouses and family members are not bound by the Hatch Act.

So, what are some of the things that you are allowed to do without violating the Hatch Act? Active letter carriers may – on their own time, away from work, out of uniform and without using a postal vehicle:

-Be candidates for public office in non-partisan

**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**

40202/04.....Rick Cate  
40203/08/10.....Kenya Sumblin  
40205.....Jarett Sims  
40206.....Bob Cradic  
40207.....Josh White  
40209/14/15.....Ron Frye  
40211/12.....Matt Weegens  
40213.....Jarett Sims  
40216.....Vacant  
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.....Josh Whaley  
40272.....Josh Whaley  
40299.....Vacant  
Bardstown.....Vacant  
LaGrange.....Vacant  
Lebanon.....Vacant  
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 endorsements by Branch 14 or its officers.*

elections (that is, elections in which none of the candidates are to be nominated or elected are representing a political party)

- Register and vote.
- Sign and circulate candidate nominating petitions and ballot initiative positions.
- Assist in voter-registration drives.
- Speak and write publicly and otherwise express opinions about candidates, ballot measures and issues.
- Attend political rallies, meetings and other events.
- Attend fundraisers and contribute money to political organizations and campaigns.
- Volunteer for political campaigns and encourage others to volunteer.
- Participate in phone-banking and precinct-walking for candidates and ballot measures.
- Display bumper stickers, lawn signs and other campaign paraphernalia.
- Raise money for the Letter Carriers Political Fund from other NALC members. (Note: Letter carriers while detailed to 204b or other higher level assignments should not solicit contributions to the Letter Carrier Political Fund from postal employees who may be viewed as their subordinates.)
- Volunteer, run for and hold an office in a local or state political party or club.

Active letter carriers may not – while on the clock, at the workplace, in a postal uniform or in a postal vehicle – engage in any of the otherwise permissible political activities listed in the “Do’s” above. For example, while on the clock, at the workplace, in a postal uniform or in a postal vehicle, you may not:

- Send or forward a partisan political e-mail.
- Wear or display any political or campaign material, even as a computer screen-saver or desktop wallpaper.
- Circulate partisan political materials to co-workers.
- Sign up electronically to contribute to the Letter Carrier Political Fund or solicit other letter carriers to contribute.

While the above listed information is not an all-inclusive report on the rules governing the Hatch Act, it is intended to give you a basic starting point on what you are allowed to do, and not to do. I strongly urge you to educate yourself further by consulting the NALC website at [www.nalc.org](http://www.nalc.org) under the government affairs and political tabs. You can also access info regarding the Hatch Act at <https://osc.gov/Services/Pages/HatchAct.aspx>. Be prepared and make sure that you do not place

yourself in a position where your actions can be called into question. I hope that many of you make it to the August meeting on the 25<sup>th</sup> at 7:30 pm. Knowledge is power. Solidarity forever!

St Matthews carrier, Aaron Stallard, offers up a possible solution to those days when you have forgotten, or maybe you just do not have the necessary rain gear you need to comfortably carry mail for the day.



## FOR SALE

NALC Branch 14 is making available to out members for a small fee, the old tables and chairs that have been used in our main hall for years. The items and prices are as follows:

8' Tables——\$15

6' Tables——\$10

Metal Folding Chairs——\$5

Contact the chief trustee, Larry Terry, to purchase!



**RON OSBORNE**  
*Vice-President*

In this month's article I would like to talk about yet another one of the initiatives that management is looking at to somehow increase efficiency in regard to the structure of a carrier's route.

Recently I learned that management would be looking at reducing the amount of park points a carrier uses on their route to as little as four (4) for an entire route. Sounds crazy right. They don't think so, and of course the carrier's opinion about how many park points they have means very little. So recently I shared my concerns with management over this issue and thought that I would share with you so that you know some of the potential issues and/or contract violations that could come from this. They are:

1. Carriers do not have to carry more than 35 pounds. (M-39 125.42) Reducing the amount of park points will increase the distance and amount of mail in the satchel per relay.
2. Parking Points and Route Patterns. (M-41 323.2) Probably the most key section of the M-41 in regard to reducing park points. Section 323.2 states "Many variations are possible depending on mail volumes, terrain, curb line boxes, traffic, **safety**, average lot frontage, and eliminating deadheading". Clearly these items **must** be considered before simply reducing the number of park points.
3. M-41 section 323.22. "The most efficient method should be authorized by the unit manager **with the involvement of the carrier serving the route**".
4. M-41 section 323.3. This section permits carriers to begin a loop at the point of the parcel delivery. The reduction in park points will create more of these situations and most likely create more travel with the vehicle than before park points were reduced.
5. Safety. The reduction in park points will require the carrier to be away from the vehicle for longer periods of time, walking greater distances with more wear and tear and less opportunity to make comfort stops for bathroom usage or water. I would

expect several PS Form 1767's (Report of an Unsafe Condition) to be filed in regard to this. Also, this would require carriers to potentially have to carry more equipment such as rain gear, or water with them, which will reduce the amount of mail that can be carried.

6. ADVOs/boxholders. On days when there is full coverage the park points are usually increased, not decreased due to the amount of mail being carried.

While management definitely has the right to hold the number of park points to a minimum (M-41, 141.131), there are many factors that must be considered before doing so. Failure to consider these factors could result in both reduced efficiency and safety concerns.

It is the responsibility of managers, in accordance with the M-39, to routinely evaluate and adjust the relays and park points of carrier's routes. The PS Form 3999 is used to evaluate and determine if this is needed. Given the number of 3999's that have been done (1000's) over the years without adjusting established park points, it is hard to believe that a universal decision to reduce to 4 park points is now the solution.

#### M-39 Section 2 (Mail Counts and Inspection).

1. As any reduction or increase in park points will undoubtable have an impact on the evaluated time of a carrier's route, universally reducing park points could result in a carrier's route being under or over 8 hours as a result.
2. Management has the responsibility to maintain routes to as near 8 hours as possible. This is achieved by utilizing the provisions of chapter 2 of the M-39 Mail counts and Inspections).
3. PS Form 3999 is used to evaluate street performance and efficiency of a carrier's route. In regard to this, section 234.13 b. addresses what the manger should comment on regarding line of travel, deadheading, and excessive vehicle moves. Also, in section 234.14 c, it specifically addresses park points as part of the examiner's evaluation.

A reduction of park points may affect a route's evaluated time. The only proper method of reducing park points would be an evaluation using Ps form 3999 which would take care of both eliminating unnecessary park points and provide a proper evaluation of the impact of time used on a carrier's route.

Simply put, considerations to reduce park points should be made on a route by route basis and should include a careful evaluation of all the factors that affect both efficiency and safety.

I hope that you find this information to be helpful if you are one of the carriers who has been told that they will be reducing park points on your route. Hope to see many of you at the next meeting and I hope you and your families all stay safe in this very difficult time.



**New Branch T-Shirt!!!!**  
What do you think?



**Even the 2 Tons?**



## NALC Member App

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5. Much more

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.



# UNION MEETING

Date: July 28th, 2020

## Br 14 Union Meeting Attendance by Zone

Annshire 40205	0
Annshire 40213	1
Annshire 40218	2
DTCU 40202	2
DTCU 40203	0
DTCU 40204	0
DTCU 40208	0
DTCU 40210	0
Fern Creek 40228	0
Fern Creek 40291	0
Hikes Point 40220	0
Iroquois 40209/14	2
Iroquois 40215	0
J-Town 40299	1
Lyndon 40222	8
Lyndon 40241/42	4
Middletown 40243	0
MLK 40211	1
MLK 40212	0
Okolona 40219	3
Okolona 40229	2
PRP 40258	0
PRP 40272	1
Shelby 40217	1
Shively 40216	2
St Mathews 40206	1
St Mathews 40207	4
Bardstown 40004	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	0
Lebanon 40033	0
Radcliff 40160	0
Shelbyville 40065	1
Springfield 40069	1
Vine Grove 40175	0
Retired	5
Guests	0
Total	42

Officers & Stewards Excused T.Davis,  
Sanders, C.Gast, Duvall, Montoya,  
McCoy, Weegens

MDA 50/50 Drawing.....\$140 to MDA  
Ron Osbourne donated winnings to MDA

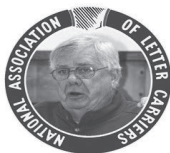
\$25 Door Prize.....Jeff Richards

## LAST PUNCH RICKET BROWN ANNSHIRE



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

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

**TOM WEBB*****Health Benefits/Retirement*****BROKEN RECORD**

If you think that the officers of the NALC and Br. 14 sound like a broken record, you are very right. The officers are going to keep reminding you that your job is in deep trouble. Every letter carrier and their families need to do their part to inform our elected representatives that our jobs are important and necessary. Our President said the Postal Service is "a joke", our new Postmaster General and wife have many business interests that compete with the USPS, and COVID -19 has really hurt the letter mail volume. These are just a few of the hurdles we must overcome, there are many more.

Letter carriers are essential workers, you risk your health daily, delivering the mail to every home and business in America. We have been doing since the 1700's, even before we were a country. We have the long-term support and appreciation of the American people and we have earned it by delivering the mail. Letter carriers have unique relationship with their patrons, they are like family and they deserve first class service.

The USPS is in danger of running out of money within months, threatening a disruption of service and a loss of jobs for letter carriers. People from all walks of life need congress to step up and support the nations letter carriers. Take the time to tell your legislators to support funding the USPS and eliminate the pre-funding mandate for future employees. Today is the time to do this, tomorrow may be too late.

Family and friends can help the cause now. Go to "TAKE ACTION", at <http://herosdelivering.com>. Do it today and every day, it takes less than two minutes and you don't even have to break a sweat.

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

As you all know, the Postal Service is in financial trouble from COVID-19 causing lost revenue from businesses being closed for so long. We all need to band together and let the Senate know that we as their constituents want them to support the upcoming relief stimulus that includes money for the Postal Service. Now is the time that we all need to set aside parties and work together to save our jobs. This is serious, and all the younger carriers should download the NALC application and educate themselves on the important news reported there. I say this all the time at the Union meetings, the older carriers will be retiring soon. If you don't get involved and learn how to fight for your job, what will you do when there isn't anyone to fight your battle? How will you bargain with management to get a fair local agreement? Who will represent the Branch? These are the things you should think about, soul search, whatever you need to do to realize that you are an essential part of the union. We are truly shorthanded in every station with carriers and stewards. Everyone wants to be the first to say, what is the Union going to do about this or that? Well how about stepping up and running for Steward or coming to the Union meetings to get the facts, not the hearsay.

I would like to thank everyone who has donated to MDA. We raised 235 dollars on the virtual fundraiser. The Bowl a thon is on hold till we get more word on COVID restrictions. I will be holding another Cornhole board and bag raffle. There will be 50 spots at \$10 each. I will post the raffle on Branch 14 Facebook page as well as my own for the live drawing. Chances will be available at the Union meeting on the 25th and online thru my Facebook page. As soon as they are all sold, I will have the drawing.



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August 13, 2020

## NALC endorses Biden-Harris

**Fredric Rolando, president of the National Association of Letter Carriers (NALC), released the following statement regarding the NALC Executive Council's endorsement of Joe Biden and Kamala Harris for president and vice president of the United States:**

**On behalf of nearly 300,000 active and retired letter carriers, we are proud to endorse Vice President Joe Biden and Kamala Harris to lead this country as president and vice president.**

**Vice President Biden is – was – and will continue to be – a fierce ally and defender of the United States Postal Service (USPS), letter carriers, and our fellow postal brothers and sisters. NALC's endorsement and our support come down to Joe's steadfast support of us and his unwavering dedication to improving the lives of all working people throughout this great nation.**

**Since coming to the Senate in 2016, Senator Kamala Harris has put letter carriers and working families first. In her role on the Homeland Security and Government Affairs Committee, she has staunchly defended maintaining a healthy, financially stable Postal Service and has consistently acted to ensure that those who are nominated to run the Postal Service are held to the highest standard.**

**Together, Biden and Harris fully exhibit the experience, dedication, thoughtfulness and steady hands that will work to ensure that letter carriers and working families are put first.**

**The Executive Council's decision to endorse the Biden/Harris ticket was based on the input of our membership through polling, surveys, responses to our candidate questionnaire, and a discussion with the Vice President. The decision is also partly informed by what we have seen from the current administration with regards to the Postal Service. In 2018, legislative recommendations from the White House Postal Task Force report called for the revocation of collective bargaining rights by America's postal unions, massive cuts to services, and the potential privatization of the agency. Since that time, we have continued to see the administration take steps outside of the public eye to undermine the Postal Service and letter carriers.**

**And now, our country struggles to withstand the public health and economic crises caused by the Covid-19 virus. This pandemic threatens the very survival of USPS. Yet, while postal employees are on the front lines providing essential services to the public every day, the current administration refuses to provide the necessary financial relief that would strengthen the agency during this pandemic.**

**The Postal Service must not be allowed to fail. We must do everything we can to help the Postal Service thrive, not only for the men and women of the Postal Service but for the communities and businesses that we serve during this critical time. For those reasons, NALC is proud to stand with Vice President Biden and Senator Harris in November and beyond.**

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## TREASURERS REPORT

FOR THE PERIOD OF APRIL 1 - JUNE 30, 2020

## GENERAL CHECKING

## CHECKING BALANCE BROUGHT

FORWARD \$ 57,501.49

DEPOSITS FOR THE QUARTER \$ 73,696.37

TOTAL \$ 131,197.86

DISBURSEMENTS \$ 50,179.96

TRANSFER TO CONVENTION FUND \$ -

CHECKBOOK BALANCE \$ 81,017.90

## SAVINGS ACCOUNT

WITHDRAWALS/TRANSFERS \$ -

SAVINGS ACCOUNT BALANCE \$ 75,228.32

MORGAN STANLEY \$ 110,146.49

TOTAL CASH NET WORTH \$ 266,392.71

## INCOME FOR THE PERIOD OF

1 APRIL THRU 30 JUNE 2020

DUES \$ 30.00

NEWSLETTER ADS \$ -

BUILDING FUND \$ -

DUES WITHHOLDING \$ 71,159.51

GOLF SCRAMBLE \$ -

MDA \$ 105.00

MISCELLANEOUS \$ 2,400.00

CHECKING INTEREST \$ 1.86

TOTAL \$ 73,696.37

SAVINGS INTEREST \$ 28.05

TOTAL INTEREST \$ 28.05

GRAND TOTAL \$ 73,724.42

## 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



## Shared Services

(National Human Resources)

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**Main Branch:**

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Louisville, KY 40231

P: 502-458-2681

F: 502-458-2682

**Downtown Branch:**

600 Dr. Martin Luther King Jr. Place

Room 166

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