

BR. 14 NEWSLETTER



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

May 2020



NEW CAREER CITY CARRIER INFO SHEET

Congratulations! You just became a Career City Carrier!

You likely have many questions about your new duties, so why not take 5 minutes and read this easy-to-understand information sheet about your new opportunities!

THRIFT SAVINGS PLAN (TSP)

The Thrift Savings Plan (TSP) is the Federal Government's version of a 401(k), and as a new Career Employee you have access to this. You will be automatically mailed your TSP.GOV login information so that you can access your account and make changes, but read ahead to learn about what you can do now!



- USPS automatically sets your contributions at 3% of your Base Pay, and matches it immediately.
- **USPS will match a total of 5% of your Base Pay, but you must contribute at least 5% yourself!**
- To do this, go to PostalEASE at <https://ewss.usps.gov/> and login with your LiteBlue login details.
- Navigate to "Thrift Savings Plan" then "Continue" at bottom and you will be able to make contributions to Traditional TSP (Pre-Tax Money) and/or Roth TSP (After-Tax Money).
- Head to <https://www.tsp.gov/> after you receive your login details and learn what funds you can invest in!
- As of May 2020, the IRS allows you to contribute up to \$19,500 per year to your TSP.

HEALTH INSURANCE

- You now have access to the new Federal Employee Health Benefits (FEHB) Health Insurance.
- To access this, head to PostalEASE at https://ewss.usps.gov and login with your LiteBlue login details.
- Click on "Federal Employee Health Benefits" and move through the options to choose your plan.
- To learn and compare all of the plans available to you, head over to the OPM Website Address below:
- <https://www.opm.gov/healthcare-insurance/healthcare/plan-information/compare-plans/>
- City Carriers are Postal Category 1. This is accurate as of May 2020.

OVERTIME

You have Three (3) options for Overtime as described below:

OVERTIME DESIRED LIST:

- Career City Carrier employees can sign their name to the Overtime Desired List (ODL) each quarter.
- Signing the ODL means you want to work up to 12 Hours per day and up to 60 Hours each week.
- This work can be done on your own route, but it also means you will do work on other routes for more work.

WORK ASSIGNMENT LIST:

- You can sign the Work Assignment List (WAL) which means you just want to do Your Route every day.
- Signing the WAL means you want to work Overtime on just your route, typically up to 10 Hours per day.
- As a T6, signing the WAL means you will accept work on all 5 of your String Routes up to 10 Hours daily.

8 HOUR CARRIER:

- You can simply be an 8 Hour Carrier who works up to 8 Hours every day and does not work Overtime.
- You can drop down to an 8 Hour Carrier effective the next day, but only can sign WAL or ODL each quarter.

REMEMBER: Overtime is NOT guaranteed! And regardless of the list you sign or don't sign, there may be times you will work Overtime even if you don't want to. The contractual rules for Overtime can be complex, so you should immediately meet with your Union Steward and discuss with him/her your rights and the rules and regulations regarding Overtime in your station.

Revision: May 2020



TONY WEDDLE
President

As the corona virus pandemic crisis continues, measures taken by the states to help keep people safe have hindered our abilities to operate at the Branch. Following social distancing guidelines, this month will be the third month that we have been unable to conduct general membership and executive board meetings, which handicaps our efforts to communicate with our members and to conduct business. Like many other businesses and organizations, we have had to improvise and adapt our efforts of communicating with our members and we've managed the best we can considering all the circumstances.

One method of communication we recently conducted was our first ever telecom for the whole Branch. The purpose of the telecom was intended to express the importance of our members to take action by contacting congressional representatives to help pass legislative aid to the Postal Service. The participation by our members for the telecom was great and we appreciate everyone's attendance. We were also surprised to have our national president, Fred Rolando, attend and speak to our members as well. Fred expressed updates on several topics such as the status of contract negotiations, the announcement of our new Postmaster General, potential route adjustments, the current financial status of the Postal Service and several other subjects. It was an honor to have him on our telecom and we appreciate all the updates he shared with us.

Anna Mudd, our former Branch Vice-President now working for NALC headquarters, set up the telecom and did a wonderful job, as usual, of expressing the importance of NALC members to get involved and taking action. She did a great job of explaining just how serious the current financial situation is for the Postal Service due to the loss of mail volume we've experienced during this crisis coupled with all the additional expenses the Postal Service has been required to make to keep workers safe. But I hope everyone found the telecom useful and that it motivated many members to act.

Just this past week, the House announced that they were working on another coronavirus relief bill which will help the Postal Service get through

the additional financial challenges caused by the pandemic crisis. This new relief package, heroes act, is a three trillion-dollar stimulus bill which will provide \$25 billion in funding for the Postal Service and eases the restrictions of the \$10 billion line of credit provided in the last stimulus bill. The package also includes hazard duty pay for many workers, including postal workers, for risking our health to perform our duties and service to the public. However, the bill is still in its early stages for passage, and at first look it appears it may require a few tweaks to gain more support, which is why it is important for all of us to "continue" to contact our representatives.

What may help persuade Congress to favor direct funding to the Postal Service is voter opinion. And the voter opinion is positive for the Postal Service and employees. Several polls of the American public indicate that citizens strongly favor financial support to keep the Postal Service open for business. Those results of the polls taken should nudge Congress to provide a sufficient stimulus to the Postal Service to make it through this pandemic crisis. That is a little bit of good news at a time where all we have read or heard is doom and gloom, for the past several weeks. But we must stay vigilant and keep the pressure on our representatives to do the right thing. So, let us not let up. Keep hounding Congress until they pass appropriate measures to help the Postal Service make it through the current crisis.

Hope to see many of you soon. Until then, continue taking the necessary measures to keep yourselves and your families safe.

LAST PUNCH BUNCH



NEW MEMBERS SINCE FEBRUARY 2020 UNION MEETING

NATHANIEL THOMPSON
MASON BLACK
DAVID AUGE
JESSICA BOOKIN
REBECCA BEGGS
ROBERT CRONCE
JESUS DE LA FUENTE
MARY HARRISON
DELORES LOVE
JUAN MINOZ
JADA WOODARD
ALEX BOATENG
JUSTIN CLARK
PHILLIP BRADLEY
ROBERT DOCS
THOMAS DUNN
DARIA RANKIN
COURTNEY ESMONT
STEVEN VOWELS
TRAVIS ESTES
ANNA MOLNAR
RAINA FOWLER
BRIANNA MOORE
SYED HASAN
JERRY RIVERS
DeANDRE IVORY
GARY TUCKER
GEORGE WALLACE
MINDY WHITLOCK
TREZIAUN ALLEN
FERNANDO GOYANES-BENOIT
NEEMA BYAMUNGA
DOULAS GURLEY
LYNNAY EARLY
COURTNEY JEWELL-MOORE
MARLOT NDUNGUNA
RYAN Mc CORMICK
TAYLOR PACE
JOSEPH T. BARTON
DeSHONDA PAIGE
KENNETH FINT
NOAH SIBERT
JOSEPH FREEDMAN
MONISHA SINGLETON
ERICA KING
MATTHEW TAYLOR
CAREY MATTINGLY
STEPHANIE WEST
CHRISTOPHER McKINLEY
SAKIA WHALEY

BRANCH 14 NEWSLETTER

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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

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40205.....Jarett Sims
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40207.....Ron 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.....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*

I come to you this month with a report that normally is given during the Branch 14 monthly union meeting, but since we haven't had one since February, I might as well report here. Grievances: Violations of the National Agreement that must be met on with management and hopefully settled with an appropriate remedy. Well I feel that we do a pretty good job of that here, nonetheless, I will report on the current status of grievances within Branch 14.

So far this year, as of May 14, 2020, there have been 514 grievances filed at the Branch level. This will not include any grievances that stewards are filing and have not processed with the Branch. Of the 514 grievances, 52 have been for discipline. The large majority of those have been settled at either the Informal A level (Steward and Supervisor) or the Formal A level (Branch Vice President and Management counterpart). This shows a great reduction in discipline cases over previous years. Positive? Maybe. Also could be another example of management letting stuff fall through the cracks. Either way, discipline is down over previous years.

The big issue these days, as has been for some time now, is no lunch grievances. We have in the past had the allowance of carriers being authorized to take a no lunch in cases where they do not feel that they need a 30 minute period added to their day. For some reason, the Louisville Post Office (or higher) has decided that they must dictate that all carriers must take a 30 minute "unpaid" lunch period every day. To this date, Branch 14 has 223 unresolved grievances on this issue, 117 in 2019 and 106 in 2020. I met just today on all of these grievances and have informed management that we need to settle these by next week or we will be sending these up to the DRT (Dispute Resolution Team) for further processing. I will definitely have an answer on the outcome of this by the writing of my next article in June.

Brevity is my friend (and yours as well) this month as I will close with this said. I do hope that each and every one of our members are keeping themselves and their loved ones safe through the pandemic, but also doing everything you can to come to work when available so that we can show the public how important it is for letter carriers to

be out there every day, providing the essential products that all Americans need. Please be safe, look out for yourselves and each other, and make us proud with everything you do, every day. Hope to see many of you at the next meeting, when that happens. Stay Healthy.

FRESH CCA FACES COMING TO A STATION NEAR YOU



UMM MY MAILBOX FELL DOWN





RON OSBORNE
Vice-President

This month I would like to report to you that we have logged 52 grievances thus far for discipline of Letter Carriers. Of these 52, the vast majority have been for attendance. The Rest have been cases involving alleged Failure to Follow Instructions, performance issues and Emergency Placement (EP). We currently have three cases that have been appealed to the DRT (Step B); two (2) concerning managements improper use of EP found in Article 16.7 of the National Agreement and one (1) for Improper Conduct in regard alleged falsification of doctors statements. We currently have two (2) cases at the Formal A level for discussion and disposition between my-self, and Managements Formal A Representative for the city of Louisville installation. We have no cases pending in our associate offices. All other cases have been resolved by either a reduction in the amount of time the discipline stays in a carriers file or expungement/removal from the carriers record because of managements lack of “Just Cause” in issuing the discipline.

I would like to remind all of you that even though we are in the middle of this COVID 19 pandemic, and even though the number of discipline cases has significantly decreased because of this, we should not think that we have a free pass when it comes to our conduct as carriers. Stay professional and perform your duties to the best of your abilities in a safe manner. This is a good time, since we are not getting out as much, for you to take a little time and brush up on your knowledge of carrier’s duties and responsibilities as well as Postal regulations. I encourage each of you to go online and visit either the National website (nalc.org) or our Branch 14 site (nalcbr14.com) and read up on these subjects. You can also get updates on our actions concerning COVID 19.

With that, if you should receive any disciplinary action, i.e. Letter of Warning, 7 Day Suspension, 14 Day Suspension, or Removal, you need to do the following:

1. Notify your steward immediately upon receipt of any notification in writing of disciplinary action. The clock starts when you receive the notice. We have 14 days to initiate a grievance from that point, which is not a lot of time given the amount of information that must be

processed and the scheduling of the Informal A meeting with local management. “DON’T WAIT”

2. While its fresh on your mind, “IMMEDIATELY” prepare a written statement of the events and circumstances that led up to the discipline being issued (Tell your side of the story) and get it to your steward.
3. Provide any documentation you may have that supports your side of the story, such as, doctors notes FMLA paperwork, PS 3971’s (Leave slips approved or disapproved by management), police reports or even witness statements. Get them to your steward so they can begin to build your defense. I encourage all of you to keep your own copies of any documentation such as leave slips, medical information, or anything else you provide to management. Do not rely on local management to keep your documentation for you.
4. Keep your cool, be patient. Management has the responsibility of proving you are guilty of any alleged offense for the discipline to stick. Do not give them more ammunition by flying off the handle. One of my favorite sayings is “*Be smarter than the critter that’s trying to eat you.*”
5. Keep in contact with your steward and seek their guidance.

I hope that each of you stays safe and healthy through these uncertain times and hope that we will all stand together to get through this. We have one of the strongest Unions (NALC) in the United States, and though we may not always agree with all of the decisions of our Union leadership, I can assure you that they have your best interest in mind when decisions are made. Right now, we still have a job and are working, millions of other Americans are not. Something to consider. Thank you and I hope to see many of you soon, from whatever distance away.

Visit the Branch Website at:
nalcbr14.com
or **Like** us on Facebook



STEVE TERRY
Recording Secretary

“The Post Office is a joke”. This is a quote by President Trump on April 24th. He also said that he would not approve any bailout for the U S Postal Service unless it dramatically increases prices. President Trump has accused our employer of being cozy with big corporations, causing the service to lose money when delivering packages for Amazon and other online retailers. This is some of the language used to justify Trump’s administration from denying the Postal Service any monies needed to stay solvent during this global COVID-19 epidemic.

Treasury Secretary Steven Mnuchin said he would ‘work’ with USPS on a loan authorized through relief legislation and said, “You can have a loan, or you can have nothing at all”. That statement sounds more like an ultimatum than working together.

It seems neither of these individuals understand that the underlying problem of the fiscal woes of the Postal Service is the prefunding payments for health benefits of retired postal employees and it was exacerbated by the revenue shortfall due to the coronavirus.

The NALC other postal unions have been telling Congress that the forced payment of money legislated in the Postal Accountability and Enhancement Act passed in 2006 has caused losses for the service in recent years. The Postal Service is the only company in America that has been forced to pay for health benefits of employees long before an employee retires. The USPS and postal unions have spoken to members of Congress many times in efforts to have these payments negated or at least made on a longer schedule. And Congress has been deaf to these voices.

I have written our legislators and asked that they support legislation that enables the Postal Service to ride out this pandemic. I received a response from Senator McConnell and his response was dismissive of the COVID-19 epidemic. He said “as we consider any postal reform measures in the future, it is important to highlight that the USPS has continually reported devastating financial returns, most recently illustrated by a \$8.8 billion cash loss in fiscal year 2019. You can rest assured that I will continue to

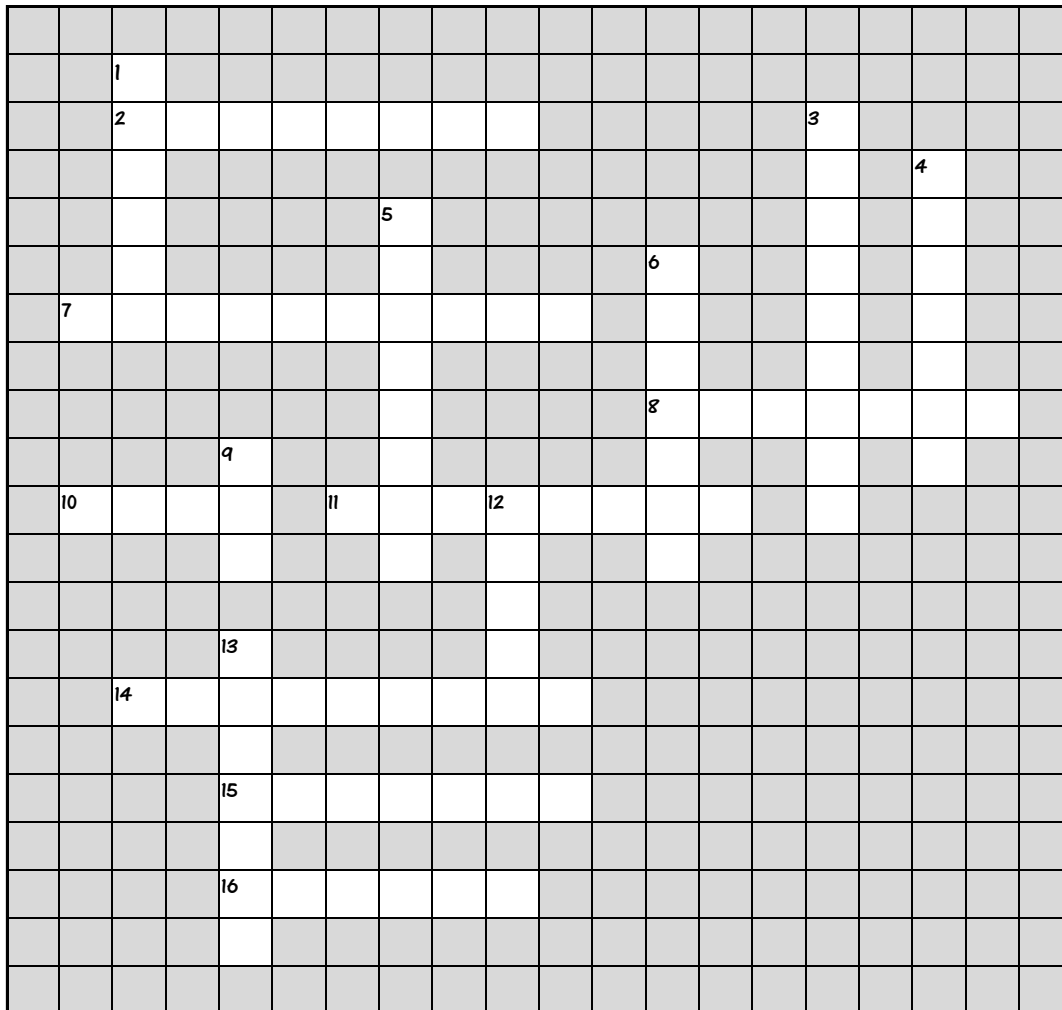
to do everything I can to make sure Kentuckians are adequately served by the USPS while at the same time seeking a sustainable Postal Service given our nation's significant debt challenges”.

Senator McConnell is well aware of the prefunding payments that have contributed to the losses sustained by the Postal Service but has continually ignored requests from NALC leaders to meet and discuss the issue. I doubt he really cares about our employer or any of its 500,000 employees.

I hope you have realized the severity of the revenue shortfall our employer is facing and will do all you can to protect your future as a postal employee. Contact your legislators through the NALC website, make calls to them and write letters.

If you need help in contacting your representatives in Congress, call me at the union hall, 502-964-3200.



**ACROSS**

- 2. Used to make changes to a route**
- 7. This mail is easily recognized by the absence of a postage area**
- 8. Mobile Delivery Device**
- 10. You can put your name on this list at the beginning of the quarter**
- 11. Non-Preferential Mail**
- 14. New postal vehicle**
- 15. Nickname for the PS Form 1571**
- 16. Highest priority while at work and at home**

DOWN

- 1. Branch President**
- 3. Hey Union Steward, I need to file a _____**
- 4. Carriers should carry this on all dismount deliveries**
- 5. 1st class mail weighing more than 13 oz.**
- 6. DPS mail that is for a different route in your zone**
- 9. Older postal vehicle**
- 12. Mail that is not deliverable**
- 13. We withdraw mail from the _____**



ADRIANE SHANKLIN
Sergeant at Arms/Scribe

We are in this together, do not you forget that. Although this pandemic has changed things for many of us, we are still here together and considered essential workers. We are so essential in making the economy come back together that it looks like Christmas in the package area! On the other hand, you look at your DPS and wonder what the fate of the Postal Service is! One way or another we are all being affected. Some of you are the carrier, parent, and teacher! I commend you because I know it cannot be easy. Those who are picking up all the extra hours for the carriers that cannot be at work, I commend you as well, we are all making scarifies. Not only are you trying to stay safe during this pandemic, fighting for your job every day, and now being more aware of your customers that are at home.

A Branch 14 carrier unfortunately was held up for their truck and arrow keys, then up the road in Indianapolis a carrier lost their life! We cannot neglect the necessary guidelines to stay safe. You have a disgruntle customer? Contact your supervisor immediately to do something. Make sure you are following up with them to see what the solution was prior to you continuing delivery. At the end of the day, you ultimately make the decision about your safety. Nothing is worth more than your life, so ensure you go home the same way you came in!

Make the Call!

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Save the Post Office.

The Post Office is in big trouble, there a real possibility that we will run out of money later this year. This is not a joke, it is not the union leaders crying "Wolf", the USPS is in real trouble. The Covid-19 hit the letter mail volume extremely hard, and letter mail is the bread and butter of the Postal Service. Do you get the idea yet? We need your help and we need it now. Every letter carrier must do their part to keep the USPS alive and well. The NALC at every level is working night and day to keep you informed and is relying on you to do your part to help win this fight.

On Tuesday (5/12/20) Anna Mudd held a telecom for about 200 letter carriers from the Louisville area. It was most informative. National President Rolando spoke during the telecon and he brought us up to date on the current activities at the national level. President. Rolando said that the Postal Service should be included in the next stimulus package and it is necessary that happen.

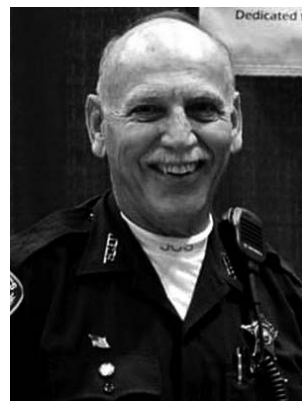
How can I help? Every letter carrier needs to contact their Congressman and Senator and ask them to include the USPS in the next stimulus package proposal. The USPS don't need a loan or a line of credit or some other action that puts it deeper in the red. The service needs the cash infusion. The NALC has made it easy to contact your representatives. Go to nalc.org and select "Take Action" in the top section of the home page. From there, the program will walk you through the process, it takes about two minutes.

Contact your representatives and donate to the Letter Carriers Political Fund, cheap job insurance. Until we can meet again, stay healthy, stay safe and God Bless.





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Branch 14 33rd Annual Jim Clark Memorial Golf Scramble



When?
Where?

June 7th at 8:00am
My Old Kentucky
Home Golf Course in
Bardstown

Entry Fee: \$50 per Branch 14 member
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 1st, 2019

This is the scheduled date for the scramble, pending the COVID-19 restrictions. Branch 14 will make this decision in the coming weeks.

Make all checks payable to:

“NALC Branch 14” and send to:

MULLIGANS



Attn: Steve Terry
Branch 14 Union Hall
4815 Poplar Level Rd
Louisville, KY 40213



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