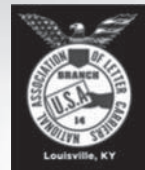


BR. 14 NEWSLETTER



VOL 54, NO. 01

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

JANUARY 2025

EXECUTIVE



**EVP
JARETT SIMS**

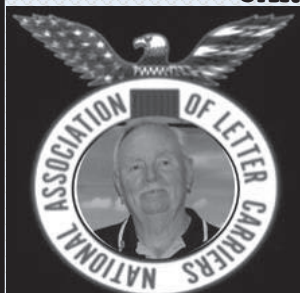


**PRESIDENT
TONY WEDDLE**

BOARD



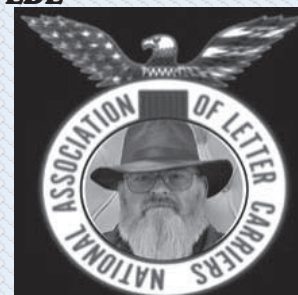
**VP
LANCE SCHWEDE**



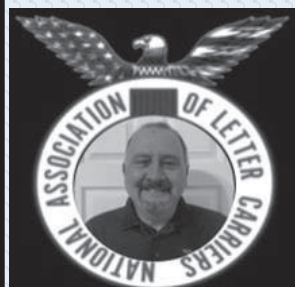
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**TREASURER
GREG RAY**



**ASST SEC/TRSR
BILL DAVIS**



**RET/HBP/MBA REP
COULTER MARVEL**



**SCRIBE/SGT ARMS
ADRIANE SHANKLIN**



**COMM ACT COORD
MISSY HARRIS**

TRUSTEES



TINA DAVIS



STEPHANIE DIAZ



DARIA DUVALL



JON EDELMANN



NICK SCHNEIDER

BRANCH 14 NEWSLETTER

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



TONY WEDDLE
President

964-3200

964-3276

Officers & Staff

- President.....Tony Weddle
- Executive Vice-President.....Jarett Sims
- Vice-President.....Lance Schwede
- Recording Secretary.....Steve Terry
- Treasurer.....Greg Ray
- Asst. Recording/Financial Secretary.....Bill Davis
- Retirement/HBP/MBA Rep.....Coutler Marvel III
- Sergeant-at-Arms/Scribe.....Adriane Shanklin
- Community Activities Coordinator.....Missy Harris
- Trustee.....Tina Davis
- Trustee.....Stephanie Diaz
- Trustee.....Daria Duvall
- Trustee.....Jon Endelmann
- Trustee.....Nick Schneider

Branch 14 Stewards

- 40202.....Leroy Gutierrez
- 40203/08/10.....Yodari Balcarcel
- 40204.....Leroy Gutierrez
- 40205.....Thomas Derringer
- 40206.....Natalie Garnett
- 40207.....Russell Johnson
- 40209/14/15.....Trevor Gay
- 40209/14/15.....Mark Wright
- 40211/12.....Damon Braxton
- 40213.....Kyle Moert
- 40216.....Jon Endelmann
- 40217.....Vacant
- 40218.....Jarett Sims
- 40219.....Ron Bowman
- 40220.....Rodgerick Streater
- 40222.....Nick Schneider
- 40228/91.....Tina Davis
- 40229.....Brandon Reid
- 40241/42.....Adriane Shanklin
- 40243.....Vacant
- 40258.....Chad Grosso
- 40272.....Lance Schwede
- 40299.....Vacant
- Bardstown.....Ryan McCormick
- Campbellsville.....Ryan McCormick
- LaGrange.....Stephanie Diaz
- Lebanon.....Ryan McCormick
- Shelbyville.....Bailey Hendrix
- Springfield.....Ryan McCormick
- Fort Knox.....Vacant
- Radcliff.....Mike Watson
- Vine Grove.....Timothy Embry

**STATE OF THE UNION ADDRESS
(BRANCH 14)**

In accordance with the NALC constitution, the branch president is required to make a report on the progress and condition of the branch at the end of a term in office. Therefore, my article for this month’s newsletter will serve as that requirement. I should be able to keep it brief, but informative, since a lot of the information I need to report is oftentimes written about in our monthly newsletters throughout the year by me or other branch officers.

FINANCES: At the end of this term, I can report that the finances for our branch are in great condition. By continuing our commitment to taking a balanced budget approach to our budget, we’ve been able to keep the branch in the black, as we have for several years. With the rising costs of many goods and services these past few years, it’s been challenging to stay within our budget without sacrificing the necessities of sending our stewards and officers to union training and seminars so that they have the knowledge and means to effectively represent our members.

It has been a branch goal for several years to accumulate 18 months of liquid assets (money quickly accessed) to cover 18 months of branch expenses. That does not consider the value of our building which is paid for. We very briefly reached that goal a few years ago but we’ve had a few unplanned and costly repairs to the hall these past few years, not to mention expensive conventions, which has hurt us from permanently reaching that goal. Nevertheless, with some good fortune, it is hopeful that we can make some small improvements to our building this year as we strive to achieve our goal of permanently saving an 18-month reserve for total annual expenses.

**CONTRACT ENFORCEMENT/
GRIEVANCES:** As to contract enforcement, our contract enforcers (Executive Vice-President, Vice-President, and branch stewards) have continued to

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.

do a good job of defending the rights of our members. In years past, the branch has experienced difficulties recruiting and retaining stewards due to the demands of the job. However, during this last term in office, the branch has made significant improvements in recruiting knowledgeable and savvy stewards, which enabled us to fill a few steward vacancies. We still have a few vacancies left but it's hopeful we can get them filled soon.

As for the number of grievances filed for the branch, we'll finish this last year of my term with well over 2600 grievances. Grievances are still coming in for 2024 so I'm not able to give a final count. But to no surprise total grievances for the end of this term indicate that management will never stop violating Article 8 of the national agreement. Overtime violations have always been the top violation of the contract and evidently it always will be since management is unable to honor the terms of our agreement. One would think that management would want to stop making huge payouts for article 8 violations every year and abide by the terms, but some things just never change.

Nevertheless, it was hopeful that the grievance numbers would decline for the term just ended, but unfortunately, the numbers have hovered about where they've been for the last six or seven years. There could be improvement for this next term in office and we could see a decline in the number of grievances processed, but that is unlikely. For the start of this term in office, 2025, grievances appear to be ballooning due to management's failure to comply with all the article 8 settlements from all those article 8 violations. Again, some things just never change.

MEMBERSHIP: When it comes to union membership, we've continued to hold steady with a very respectable percentage of union membership. In my last report concerning the progress and condition of the branch on this subject three years ago, I reported record numbers for union membership with a 98% membership rate. Obviously, it was going to be a challenge to maintain those numbers, but we've done very well, and we have been able to maintain that 98% membership rate. That's something we all can be proud of as a branch. Our orientation representatives can take much of the credit for the high percentage since they do a great job of signing up members when new carriers are hired.

Hope to see many of you at the next union meeting. Until then be safe and continue placing the right mail in the right box.



RON AND KIM BOWMAN



TINA DAVIS AND BRANDON STEWART

Shared Services (National Human Resources)
1-877-477-3273 <http://liteblue.usps.gov>
You'll need your Employee ID# and USPS PIN.



JARETT SIMS
Executive Vice-President

SAFETY IS PARAMOUNT!!

As we entered 2025, the Louisville Post Office has decided it is time to ramp up discipline. They are for the usual reasons (attendance), the hot topic of the moment (scanning integrity), and now they have ramped up safety checks to try and catch carriers being “unsafe” on the street. These are called safety blitzes. Be aware at all times, someone may be watching you. ALWAYS work safely. That means always wear your seatbelt. That begins from the moment you check your vehicle in the morning. If the postal vehicle is running, you should have a seatbelt on. Before you exit the vehicle, follow the same rules we have been trained on.

- Put the vehicle in park
- Set your emergency brake
- Curb your wheels
- Take the key from the ignition
- Secure the vehicle when exiting

Despite having vehicles that are much more safe and secure, we are still required to follow these rules.

If you are approached by a postal manager or employee, ask them to identify themselves. If they want to question you about anything you are doing and you feel it could lead to discipline, you can invoke your Weingarten rights. You can simply state:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion.”

If they persist, just remind them that you have invoked your Weingarten rights.

In the past month we have had four carriers placed on Emergency Placement (EP) due to the

safety blitz. Unless you are preference eligible veteran, if you are placed on EP, you are not in a pay status. The union must file a grievance to seek a remedy for payment. If you are placed on EP, contact your steward and let them know. We have two weeks to process the grievance and that starts from the day you were verbally notified. Here is the language from the contract in Article 16.7:

Section 7. Emergency Procedure. An employee may be immediately placed on an off-duty status (without pay) by the Employer, but remain on the rolls 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 employee shall remain on the rolls (non-pay status) until disposition of the case has been had.

Lastly, if you are approached on the street, management is required to provide you with a PS Form 4584 or the “Observation of Driving Practices” form. They should also provide you with a copy within a reasonable amount of time. If management fails to do this notify your steward. This is important if they are citing that you did something unsafe. They have to document what you did wrong. However, if you are working safely, they also have to document what you do *right*.

I’m very sure there will be more discussion of this at our next union meeting on January 28, 2025. Hope to see many of you there.

I AM A UNION WORKER

That means I am part of an organization that fights not only for my benefit, but for **EVERYONE'S BENEFIT.**

UNIONS SET THE STANDARDS!

**BRANCH 14 STEWARDS AT THE
EBOARD/STEWARDS' CHRISTMAS DINNER**



12/15/2024 15:12



TREVOR GAY AND ALEX FICKEY



Make the Call!

1-800-EAP-4-YOU

(1-800-327-4968) TTY: 1-877-492-7341

www.EAP4YOU.com

**Visit the Branch at our
website: NALCBr14.com
and Like us on Facebook**



LANCE SCHWEDE
Vice-President

The topic for my first article just happens to coincide with the recent bad weather received in the Louisville area. The topic is “act of God” and reporting to work during such events. The controlling language is found in the Employee Labor Relations Manual Section 519. The language is as follows:

519.21 Acts of God

519.211 General

Acts of God involve community disasters such as fire, flood, or storms. The disaster situation must be general rather than personal in scope and impact. It must prevent groups of employees from working or reporting to work.

519.212 Authorizing Administrative Leave for Acts of God

The following provisions concern administrative leave for acts of God:

- a. Postmasters and other installation heads have authority to approve administrative leave for up to 1 day.
- b. District managers and Postal Career Executive Service (PCES) plant managers may authorize administrative leave beyond 1 day, but not to exceed a total of 3 days, for their installation and those reporting to it.
- c. District managers and senior or lead plant managers may approve administrative leave for periods up to and in excess of 3 days for their installation and those reporting to it.

519.213 Determining the Cause of Absence

Postmasters and other appropriate postal officials determine whether absences from duty allegedly due to “acts of God” were, in fact, due to such cause or whether the employee or employees in question could, with reasonable diligence, have reported for duty.

519.214 Early Dismissal Due to Acts of God

When employees are dismissed from duty before the normal completion of their duty due to an act of God, the following applies:

- a. Full-time employees are entitled to credit for hours worked plus enough administrative leave to complete their tour of duty. This combination of work and leave is not to exceed 8 hours in any one day.
- b. Part-time regular employees are entitled to credit for hours worked plus enough administrative leave to complete their scheduled hours of duty. This combination of work and leave is not to exceed 8 hours in any one day.
- c. Part-time flexible employees are entitled to credit for hours worked plus enough administrative leave to complete their scheduled tour. The combination of straight time worked and administrative leave may not exceed 8 hours in a service day. If there is a question as to the scheduled workhours, the part-time flexible employee is entitled to the greater of the following:
 1. The number of hours the part-time flexible worked on the same service day in the previous service week.
 2. The number of hours the part-time flexible was scheduled to work.
 3. The guaranteed hours as provided in the applicable national agreement.

519.215 Employees Prevented From Reporting

Employees scheduled to report who are prevented from reporting or, who after reporting, are prevented from working by an act of God may be excused as follows:

- a. Full-time and part-time regular employees receive administrative leave to cover their scheduled tour of duty not to exceed 8 hours.
- b. Part-time flexible employees receive administrative leave, subject to the 8-hour limitation, for their scheduled workhours, as provided in 519.214c.

519.216 Employees on Annual Leave, Sick Leave, or LWOP

Employees on annual leave, sick leave, or LWOP remain in such status. They are not entitled to administrative leave.

For those affected by the recent bad weather please see your steward to see if a grievance is warranted. If a grievance is warranted and filed within 14 days, the remedy sought should be to receive administrative leave for the time unable to report to work. The biggest hurdle for Management is that they must determine the reason for not reporting to work is or is not related to the community disaster or "act of God". It has come to my attention that Management made the decision to deny administrative pay for those employees unable to report to work without doing any investigation. I have been informed that this decision was put out on the 7 am telecon Monday January 6th, 2025. I look for these grievances that are filed to make their way through the grievance procedure and sent to the Dispute Resolution Team in Indy.

In closing, support your stewards and help them help you. It is always easier to fight together than to fight against each other. Please be safe while delivering the mail during the inclement weather and I look forward to seeing each and every one of you at the next Union meeting.



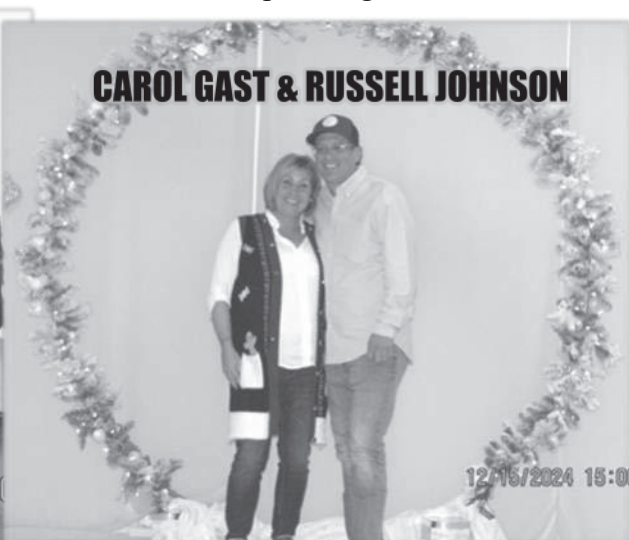
ADRIANE SHANKLIN
Sergeant at Arms/Scribe

Greetings Branch 14,

Looks like we got comfortable here in Louisville and the surrounding areas and we weren't prepared for the winter storm! It had been several years since we had significant amounts of snow, but clearly the city wasn't prepared for us to work in these conditions. The road conditions are horrible even after two weeks of their so-called treatments. This, amongst other reasons from the plant, has made our relationship with the customers even more strained. Everyone is looking for their package (some still from Christmas) and tensions are high because everyone wants to say their street is clear so they should have mail. At the end of the day, remember you determine your own safety. Make sure you're holding on to the handrails, watching that steps are clear from ice, and still keep your head on a swivel.

Be on the lookout this year for all the events we have planned for you and your families. Coming around the corner we have our Annual MDA Bowl-a-thon on February 16 @ Ken Bowel off Southside Dr. Please come on out and donate for the cause and bowl with us. We'll have 50/50, door prizes, and a little competitive spirit lol. Hope to see all there. Check your calendars or the "Community Activities" page on the branch 14 website for more upcoming events.

Next Union Meeting
January 28th, 2025 at 7:30pm
United we bargain, Divided we beg





COULTER MARVEL III
Health Benefits/Retirement/MBA Rep

Brothers and Sisters, I hope each of your New Year's has started well! I would like to start this New Year by thanking Brother Tom Webb, not only for his many years of service to Branch 14, but also for his 16 years of service in this position. I know I have huge shoes to fill and thank him for the last several months' training and his commitment to be available to guide me through any rough spots I may encounter.

A little information about me. I retired from Zone 40218, route 18/58 in August 2021. I have been married to my wife Lorie for 39 years. We have 3 daughters. Our youngest is a Letter Carrier in Zone 40213. We have 3 grandchildren with our 4th on the way.

I plan to follow Tom's schedule for the immediate future. I will be in the office most Tuesday's or by appointment. I can be reached at:

Branch number 502-964-3200
Cell number 502-386-0041
E-mail cmarveliii@aol.com

Whichever way you contact me, please leave a message and I will get back to you as quickly as possible.

By the time of this newsletter printing, you should have received notice of your New Health Insurance Plan (If you carry postal insurance). Even if you changed nothing with your old plan and let it renew automatically, notices went out late December and during January verifying any updates. Simply review that information, when received, for accuracy.

I look forward to serving you in my new position. Hope to see each of you at our next union meeting.



MISSY HARRIS
Community Activities Coordinator

Happy New Year everyone! I hope you all had a great Christmas and New Years. Congrats in making it through another peak season. For all you younger carriers, it does get better. When I started at the post office, we had snow that winter that was horrible, 16 inches I believe was the final total. That was the hardest days ever for this little short girl. I stuck with it and 32 years later I made it to retirement. So don't give up, you can make it too.

Check your calendar for upcoming fundraisers for MDA. Hope to see everyone at the first Union meeting of the year. Hope it's part of your resolution for the New Year. Stay safe and remember, your safety always comes first.



**Deliver
the Cure
with MDA**



GREG AND THERESA RAY

12/19



NALC
Health Benefit Plan



UNION MEETING

Date: 11/26/2024

Br 14 Union Meeting Attendance by Zone	
Annshire 40205	1
Annshire 40213	2
Annshire 40218	0
DTCU 40202	0
DTCU 40203	1
DTCU 40204	0
DTCU 40208	0
DTCU 40210	1
Fern Creek 40228	1
Fern Creek 40291	1
Hikes Point 40220	3
Iroquois 40209/14	2
Iroquois 40215	1
J-Town 40299	1
Lyndon 40222	3
Lyndon 40241/42	2
Middletown 40243	1
MLK 40211	3
MLK 40212	0
Okolona 40219	1
Okolona 40229	1
PRP 40258	0
PRP 40272	1
Shelby 40217	1
Shively 40216	2
St Matthews 40206	0
St Matthews 40207	1
Bardstown 40004	0
Campbellsville 42718	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	1
Radcliff 40160	1
Shelbyville 40065	0
Springfield 40069	0
Vine Grove 40175	1
Retired	15
Guests	0
Total	49

Officers & Stewards Excused: R. Gast, L. Terry, Duvall, Gutierrez, Garnett, Hendrix, Moert, & Grosso

Officers and Stewards Absent: None

MDA 50/50 Drawing.....\$101 MDA
.....\$100 Coulter Marvel

\$50 Door Prize.....Bill Davis

LAST PUNCH BUNCH



Joe Downs



NALC/MDA Fundraiser BOWLATHON

SUNDAY, FEBRUARY 16TH

50/50 pot and Door prize raffles

KenBowl Lanes

7021 Southside drive

Sign Ups 12:30

See Missy Harris for
donation forms
502-759-2276



Open to everyone, bring your friends and family



**REBECCA
HARDEN**



**ROB
CARROLL**



**MALBA
JEAN
SALMAN**

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Falls City Branch 14
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01/25

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*Restrictions Apply

