

BR. 14 NEWSLETTER



VOL 54, NO. 04

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

APRIL 2025

ENOUGH IS ENOUGH

Letter Carrier robberies have
increased sevenfold since 2019

Take a stand to protect our nation's
postal workers

RALLY FOR JUSTICE

Tuesday, April 22 5:30 pm
600 Martin Luther King Pl
Louisville, Kentucky
40202



Special fixed vs rotating off days election for the Louisville Installation is set. Details on page 6.

BRANCH 14 NEWSLETTER

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

**JARETT SIMS***Executive Vice-President*

Sabrina Carpenter, a pop star (for old folks like me), can write a catchy and easy song with no concerns. It has been rumored that one of Branch 14's VPs attempts "Espresso" on the Karaoke mic. (By the way a great future MDA fundraiser: KAROKE NIGHT!!) Sabrina is a special talent. Your Letter Carrier union representative doesn't have it so easy.

I take great care and forethought into what I write. I wish I could sincerely pour out from what I feel from my heart about how much I love the City Letter Carriers from Branch 14. We have an incredibly difficult job. It becomes more difficult by the day. The Letter Carriers of this branch are amazing, resilient, and so important to the fabric of our community.

Management has increased its focus on attendance. So, it's extremely crucial to make sure that as Letter Carriers, we are following all our responsibilities to protect ourselves.

1. Always utilize the ELRA call-in line or the LiteBlue website to notify management when you will not be at work or will be late to work. ALWAYS notify management or they may consider you absent without leave or AWOL.

2. Make a note of your confirmation number from the call-in. Save it in case management requests later.

3. Complete a PS Form 3971 when you return to document which pay status you are requesting. Do this every time you return to work. To reiterate, ***do this every time you return to work.*** Keep a copy of their signature to insure you are being paid correctly.

Your attendance is, without a doubt, the only thing you completely own as a letter carrier. The union can only argue what is in black and white. If you are having family or health issues that are affecting your attendance, notify management and consider applying for FMLA.

Our branch meeting is on April 22. I look forward to seeing many of you there.

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.....Cortne Niehaus
40209/14/15.....Trevor Gay
40209/14/15.....Mark Wright
40211/12.....Damon Braxton
40213.....Jarett Sims
40216.....Jon Endelmann
40217.....Joe Spencer
40218.....Jarett Sims
40219.....Ron Bowman
40220.....Rodgerick Streater
40222.....Nick Schneider
40228/91.....Tina Davis
40229.....Ron Bowman
40241/42.....Adriane Shanklin
40243.....Nick Schneider
40258.....Chad Grosso
40272.....Lance Schwede
40299.....Vacant
Bardstown.....Jessica Clark
Campbellsville.....Ryan McCormick
LaGrange.....Stephanie Diaz
Lebanon.....Ryan McCormick
Shelbyville.....Vacant
Springfield.....Ryan McCormick
Fort Knox.....Vacant
Radcliff.....Mike Watson
Vine Grove.....Timothy Embry

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.



LANCE SCHUEDE
Vice-President

Roles and Responsibilities

Shop stewards play a significant role in shaping and maintaining labor relations by serving as a bridge between employees and management. Their impact includes:

1. **Advocacy for Workers:** They ensure workers' rights are upheld by enforcing the collective bargaining agreement (CBA), addressing grievances, and representing employees in disputes.
2. **Conflict Resolution:** Stewards often mediate conflicts in the workplace, helping to resolve issues before they escalate to formal grievances or disputes.
3. **Strengthening Communication:** By facilitating dialogue between employees and management, they promote transparency, understanding, and mutual respect, which are essential for a collaborative work environment.
4. **Enforcing Labor Agreements:** They monitor adherence to the CBA, holding management accountable and ensuring workers receive fair treatment.
5. **Organizational Cohesion:** Stewards build solidarity among employees by educating them about their rights and rallying support for union initiatives or campaigns.
6. **Impact on Morale:** Through their efforts, shop stewards can foster a sense of trust and empowerment among workers, improving workplace morale and productivity.

In essence, shop stewards contribute to a more balanced and equitable relationship between labor and management. Their actions can shape not just the immediate work environment but also the broader culture of cooperation and fairness within an organization.

The principles of being a steward often center around responsibility, care, and respect for what has been entrusted to you. Whether it's about managing resources, the environment, or leadership roles, some core principles of stewardship include:

1. **Responsibility:** A steward takes ownership of their duties, ensuring that resources or tasks are managed wisely and ethically.

2. **Sustainability:** Long-term care and preservation are vital, ensuring that resources are not depleted or damaged for future generations.
3. **Accountability:** A good steward acknowledges their actions and decisions, being transparent and willing to answer for their outcomes.
4. **Service:** Stewardship is rooted in serving others, focusing on the greater good rather than self-interest.
5. **Respect and Care:** This involves valuing the people, resources, and environment under your care with attention and dignity.
6. **Trustworthiness:** A steward builds and maintains trust by being dependable and consistent in their commitments.

This concept can be applied in numerous contexts: personal, professional, or global.

Weingarten Rights

Weingarten Rights are protections for employees during investigatory interviews that could lead to discipline. These rights, established by the U.S. Supreme Court in 1975, allow employees to request union representation during such interviews. Here are the key points:

1. **Request for Representation:** Employees must clearly request union representation before or during the interview.
2. **Employer's Options:** Once requested, the employer can:
 - o Delay the interview until the representative arrives.
 - o End the interview.
 - o Offer the employee the choice to proceed without representation or end the interview.
3. **Role of the Representative:** The union representative can assist and counsel the employee, clarify questions, and provide support during the interview.

These rights are specific to unionized workplaces and are not automatically extended to non-union employees. You can find more details on the National Labor Relations Board's website.

In practice, Weingarten Rights ensure that unionized employees can have representation during investigatory interviews that might lead to disciplinary action. Here's how they typically apply:

1. **Employee Awareness:** The employee must know their rights and request union representation, as these rights aren't automatically invoked.
2. **Union Representative's Role:**
 - o They attend the interview to assist the employee

and prevent unfair treatment.

- o They can clarify questions, provide guidance, and intervene if needed.

3. Employer's Obligations: Once representation is requested, the employer must either:

- o Pause the interview until the representative arrives.
- o End the interview entirely.
- o Proceed only if the employee voluntarily waives their right to representation.

4. Interview Dynamics: The union representative can't obstruct the interview but can ensure fairness and provide counsel, creating a more balanced dynamic between the employee and employer.

In workplaces where unions are active, these rights empower employees to protect themselves during potentially high-stakes situations. They foster a layer of accountability and fairness.

Article 17.3 provides essential protections for union stewards, ensuring their ability to perform their duties without interference. Key provisions include:

1. **Superseniority Rights:** Stewards are safeguarded against both temporary and permanent reassignments while engaged in union-related activities². This ensures their role as advocates remains uninterrupted.
2. **Paid Steward Time:** Stewards are entitled to conduct union business on the clock, ensuring they can fulfill their responsibilities without sacrificing personal time.
3. **Access to Information:** Article 17.3 mandates timely access to necessary information, supporting stewards in grievance investigations and contract enforcement.

The principles of being a steward often center around responsibility, care, and respect for what has been entrusted to you. Whether it's about managing resources, the environment, or leadership roles, some core principles of stewardship include:

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3. **Accountability:** A good steward acknowledges their actions and decisions, being transparent and willing to answer for their outcomes.
4. **Service:** Stewardship is rooted in serving others, focusing on the greater good rather than self-interest.

5. Respect and Care: This involves valuing the people, resources, and environment under your care with attention and dignity.

6. Trustworthiness: A steward builds and maintains trust by being dependable and consistent in their commitments.

An NALC shop steward plays a vital role in representing and advocating for members of the National Association of Letter Carriers (NALC). Their responsibilities include enforcing the collective bargaining agreement, handling grievances, and ensuring fair treatment for letter carriers. They act as representatives, leaders, organizers, educators, and legislative activists within their branches².

The NALC Shop Steward's Guide is a comprehensive resource designed to support stewards in their duties. It provides detailed information on grievance procedures, contract enforcement, and other essential aspects of the role³. You can access the guide and related resources through the NALC's members-only portal.

Are you exploring this role or looking for specific information about it?

What impact do shop stewards have on labor relations?

Shop stewards play a significant role in shaping and maintaining labor relations by serving as a bridge between employees and management. Their impact includes:

1. **Advocacy for Workers:** They ensure workers' rights are upheld by enforcing the collective bargaining agreement (CBA), addressing grievances, and representing employees in disputes.
2. **Conflict Resolution:** Stewards often mediate conflicts in the workplace, helping to resolve issues before they escalate to formal grievances or disputes.
3. **Strengthening Communication:** By facilitating dialogue between employees and management, they promote transparency, understanding, and mutual respect, which are essential for a collaborative work environment.
4. **Enforcing Labor Agreements:** They monitor adherence to the CBA, holding management accountable and ensuring workers receive fair treatment.
5. **Organizational Cohesion:** Stewards build solidarity among employees by educating them about their rights and rallying support for union initiatives or campaigns.

6. Impact on Morale: Through their efforts, shop stewards can foster a sense of trust and empowerment among workers, improving workplace morale and productivity.

In essence, shop stewards contribute to a more balanced and equitable relationship between labor and management. Their actions can shape not just the immediate work environment but also the broader culture of cooperation and fairness within an organization.

Article 17.3 outlines the rights and protections of union stewards within the National Association of Letter Carriers. It includes provisions for "superseniority," which ensures that stewards are not reassigned or removed from their duties while performing union-related responsibilities. This article safeguards their ability to investigate grievances, represent employees, and enforce the collective bargaining agreement without interference.

For example, Article 17.3 prohibits both temporary and permanent reassignments of stewards when they are actively engaged in steward duties. This ensures that their role as advocates for workers remains uninterrupted, even if it requires adjustments to other staffing arrangements.

Article 17.3 provides essential protections for union stewards, ensuring their ability to perform their duties without interference. Key provisions include:

1. **Superseniority Rights:** Stewards are safeguarded against both temporary and permanent reassignments while engaged in union-related activities.
2. **Paid Steward Time:** Stewards are entitled to conduct union business on the clock, ensuring they can fulfill their responsibilities without sacrificing personal time.
3. **Access to Information:** Article 17.3 mandates timely access to necessary information, supporting stewards in grievance investigations and contract enforcement.

These protections empower stewards to effectively represent workers and uphold the collective bargaining agreement. Would you like to explore specific scenarios or cases related to these rights?

Article 31.3 focuses on the union's right to access relevant information necessary for collective bargaining, grievance processing, and contract enforcement. It ensures that the employer

provides the union with all pertinent documents, data, and records required to fulfill its responsibilities effectively.

This article empowers union representatives, including shop stewards, to request and obtain information that supports their efforts in advocating for workers' rights and ensuring compliance with the collective bargaining agreement. It plays a crucial role in maintaining transparency and accountability in labor relations.

Next Union Meeting
April 22nd, 2025 at 7:30pm,
immediately following the "Enough
is Enough" Rally!
United we bargain, Divided we beg



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

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

Special Election for Fixed vs Rotating Off Day

The latest national agreement between the USPS and NALC was issued by Arbitrator Nolan on March 21, 2025. After every new national agreement there is a period for negotiating a local agreement. The local negotiation period for this contract will be May 27 to June 26, 2025. During local negotiations the parties can bargain over the twenty-two (22) items in Article 30 of the national agreement.

Article 30, Item 2, deals with off days and reads, "The establishment of a regular work week of five days with either fixed or rotating days off". In past years members of Branch 14 have voted on this issue and at the March union meeting this issue was brought up by members. Members were told at that meeting that a vote on the issue would be conducted and members would be notified.

At the Branch 14 Executive Board meeting on April 8, 2025, Jarett Sims made a motion that Branch 14 schedule a vote on Fixed versus Rotating days off for the active members (regular and part time flexible carriers) employed in the Louisville, Kentucky postal service installation. The motion also states the vote will be held at the Branch 14 union hall on Wednesday, May 14 and Thursday, May 15, 2025. Voting time is 5:00 P.M. to 9:00 P.M., each night. The motion was seconded by Nick Schneider and the motion was passed by members present at the executive board meeting.

The result of the fixed or rotating off days vote will give the Branch 14 local negotiating committee a road map for discussions. If members decide that they want to change from fixed to rotating off days, that item will be discussed with management but does not mean that they have to accept a proposal to change the current way of scheduling off days. Local negotiations is a two party process and both parties must agree to any change. If one party doesn't accept a requested change of an item in Article 30, the other party can request the desired change be imposed to a higher level for resolve.

Steve Terry
Branch 14 Secretary







UNION MEETING

Date: 3/25/2025

Br 14 Union Meeting Attendance by Zone

Annshire 40205	2
Annshire 40213	2
Annshire 40218	1
DTCU 40202	1
DTCU 40203	0
DTCU 40204	0
DTCU 40208	0
DTCU 40210	1
Fern Creek 40228	2
Fern Creek 40291	0
Hikes Point 40220	3
Iroquois 40209/14	2
Iroquois 40215	0
J-Town 40299	2
Lyndon 40222	3
Lyndon 40241/42	2
Middletown 40243	0
MLK 40211	2
MLK 40212	1
Okolona 40219	2
Okolona 40229	1
PRP 40258	3
PRP 40272	2
Shelby 40217	1
Shively 40216	0
St Matthews 40206	3
St Matthews 40207	1
Bardstown 40004	0
Campbellsville 42718	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	3
Radcliff 40160	0
Shelbyville 40065	0
Springfield 40069	0
Vine Grove 40175	1
Retired	15
Guests	0
Total	57

**Officers & Stewards Excused: Weddle,
Harris, Gutierrez, Moert, Hendrix, &
Watson**

Officers and Stewards Absent: None

**MDA 50/50 Drawing.....\$76 MDA
.....\$76 Tim Rasche**

\$50 Door Prize.....Stephanie Diaz



GARRY RALSTON



JOHN McMACKIN

**LAST PUNCH
BUNCH**



ANTHONY SHINES



KIRBY KERNEN



COULTER MARVEL III
Health Benefits/Retirement/MBA Rep

www.keepingposted.org

For USPS Retired Employees: isn't just for retirees!!

Everyone can find something useful on this website like:

2025 Wellness Webinars
 Postal Service Health Benefit Videos
 Thrift Savings Plan information
 Baby Boomers A new generation for Medicare Video
 OPM information
 and much more!!

Speaking of Health Information. Know the signs of Type 2 Diabetes:
 Greater than normal thirst and hunger
 Frequent urination
 Weight loss without trying
 Tiredness
 Blurry vision
 Sores that heal slowly

WHEN IN DOUBT SEEK THE ADVICE OF A MEDICAL PRACTICIONER

Healthy living is a way to manage diabetes. To have a healthy lifestyle, you can take steps now to plan healthy meals and snacks, do physical activities, get enough sleep, and quit smoking or using tobacco products. Healthy living may help keep your body's blood pressure, cholesterol, and blood glucose level, also called blood sugar level, in the range your primary health care professional recommends.

Healthy living may also help prevent or delay health problems from diabetes that can affect your heart, kidneys, eyes, brain, and other parts of your body.

Making lifestyle changes can be hard but starting with small changes and building from there may benefit your health.

Read more at Healthy Living with Diabetes:
www.niddk.nih.gov/health-information/diabetes.
 Borrowed from USPS Retiree E-Newsletter

Reminder: I'm in the office most Tuesday afternoons. Call me at the Branch Office:
 502-964-3200 or cell: 502-386-0041

NEW MEMBERS

TAYLOR BROWN	OKOLONA
MEE HAZEL	J-TOWN
TREMAINE LOVELACE	HIKES POINT
CHASE PADGETT	SHIVELY
CHELSEA RAYMER	LYNDON
DAKOTA SPAULDING	SHIVELY
DELQUAN WATTS	ST MATTHEWS
BOBBIE JO MORRIS	ST MATTHEWS
MOLLY BROWERS	MLK
ELIJAH MARRS	CAMPBELLSVILLE
KAYLA SWEATT	SHIVELY



Branch 14

36th Annual Jim Clark Memorial Golf Scramble

When? June 1st at 8:00am
Where? My Old KY Home Golf Course

Entry Fee: \$60 per Branch 14 member
Prizes: \$500 in prizes for places 1st through 5th, PLUS, \$500 in door prizes

Make all checks payable to:
 "NALC Branch 14" and send to:

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



Contact Us:

Mailing Address:

P.O. Box 33303

Louisville, KY 40232-3303

Email: lfou@louisvillefou.com

Main Branch:

1420 Gardiner Ln. Room 66

Louisville, KY 40231

P: 502-458-2681

F: 502-458-2682

Downtown Branch:

600 Dr. Martin Luther King Jr. Place

Room 166

Louisville, KY 40202

P/F: 502-584-3579

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Talk to a Member Service Rep today & start seeing your money grow.



DON'T GET PLAYED, BEAT YOUR RATE!

We strive to have the lowest rates for our members. If we can't beat your auto rate, we'll match it!*

*Restrictions Apply

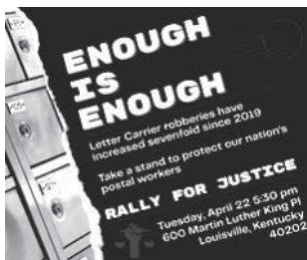


National Association of Letter Carriers
Falls City Branch 14
4815 Poplar Level Road
Louisville, KY 40213
04/25

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