

BR. 14 NEWSLETTER



VOL 53, NO. 08

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

AUGUST 2024

Louisville, Kentucky

This is the official notice to all members of Branch 14 of the nominations and elections for all officer positions for the three (3) year term beginning January 1, 2025. There will also be nominations and election of delegates to the 2025 Kentucky State Association of Letter Carriers convention.

Nominations will be accepted at the regular monthly meetings of Branch 14 on Tuesday, August 27 and Tuesday, September 24, 2024. Elections will be held on Wednesday, October 23 from 4:00 P.M. until 8:00 P.M. and on Thursday, October 24 from 5:00 P.M. until 9:00 P.M. All nominations and voting will be conducted at the Branch 14 Union Hall, 4815 Poplar Level Road, Louisville, KY, 40213. The Kentucky State Association Convention will be held in Bowling Green, Kentucky on June 8 & 9, 2025.

The number of delegates allowed to attend the convention will be determined in accordance with 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, paid, delegates to the Convention. The remaining number of paid delegates to the convention will be determined in accordance with Branch 14 By-Laws.

Voting will be by secret ballot and the results will be posted on the Branch 14 website at www.nalcbr14.com and read at the regular monthly meeting on Tuesday, November 26, 2024.

Any member that will be 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 between the dates of September 25 and October 10, 2024. 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 24, 2024. All requests for ballots received after October 10 and returned ballots that are received after October 24, 2024 will be void. These requests and ballots will be kept as a matter of record by the Election Committee.

All regular members in good standing shall have the right to nominate a candidate for any officer position or delegate to the National Convention. Self-nomination is permitted. All qualified regular members shall be eligible to be an officer, 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 and Article 7, Section 2 of the Branch 14 By-laws.

Stephen A. Terry Sr.
Branch 14 Secretary

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.....Jarett Sims
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.....Greg Ray
Trustee.....Gary Edison

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.....Josh Shelby
40209/14/15.....Mark Wright
40211/12.....Damon Braxton
40213.....Kyle Moert
40216.....Jon Endelmann
40217.....Vacant
40218.....Jarett Sims
40219.....Vacant
40220.....Rodgerick Streater
40222.....Nick Schneider
40228/91.....Tina Davis
40229.....Brandon Reid
40241/42.....Adriane Shanklin
40243.....Ron Gast
40258.....Lance Schwede
40272.....Lance Schwede
40299.....Jarett Sims
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

**TONY WEDDLE***President*

TIAREAP is dead, time to knock the rust off the six-day route count and inspection process.

With the expiration of the TIAREAP agreement which temporarily amended methods to inspect route assignments, we're returning to six-day count and inspections to evaluate routes. Most of our members have never been through six-day route count and inspections so it's likely that some of our members will find them a little intimidating. And for those of us that have been around for a while, we're obviously going to have to knock off the rust, so to speak, and freshen up on the six-day count and inspection procedures.

Management has scheduled inspections in the month of September for four zones of the Louisville installation. Those zones are 40205, 40213, 40218 and 40222. As we have done in the past to prepare for inspections, we'll conduct training for members of these delivery units a few days before the inspections start to familiarize carriers with the inspection process and how to complete Form 1838-C, which is the carrier's responsibility. We haven't scheduled a date for the training yet but the carriers from these units will be notified soon of when we'll conduct the training. Each unit will be inspected separately beginning with 40213 which will start on September 7th, 40218 on September 14th, 40205 on September 21st and we'll finish up with 40222 on September 28th.

Our local agreement with the Louisville installation requires route inspections to be conducted jointly with management. Therefore, union representatives will be present during the inspections to ensure route evaluations are conducted properly and we'll work together with management to achieve fair assessments of carrier assignments.

To briefly explain how the inspection process works and how office and street times are determined from the inspections, carrier office times will be ascertained from the count of mail

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and the time to complete necessary office functions during the week of inspection. Steet times will be determined by using the carrier's street performance from the week of inspection, or by taking the average of the historical street performance of seven weeks (one week for each month preceding the inspection) and an eighth week from the week after the week of route inspections. That's the reason carriers are informed to perform their assignments as if you're being inspected every day because those times may be used for a future route count and inspection.

In past six-day count and inspections, we seem to always have difficulty determining an accurate average from the historical eight weeks due to poor or corrupted historical data. Management does a very lousy job throughout the year of cleaning up carrier clock rings when splitting routes which makes it difficult to ascertain an accurate average. But some carriers could do a better job of clocking over to proper routes when performing overtime or making moves to the street as well. We're currently working to clean up clock ring errors now to determine the historical street averages, but it would be much easier if some carriers understood the importance of accurate clock rings.

Nevertheless, it's hopeful that the carriers from the units being inspected attend the training we'll be conducting. It will be very beneficial and will likely reduce a little stress during the inspections due to being familiar with the process and how to complete Form 1838-C.

Hope to see many of you at the next union 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.



Next Union Meeting
August 27th, 2024 at 7:30pm
United we bargain, Divided we beg



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

Louisville carrier, Devin Coy, recognized at 73rd National Convention. Now is the time to step up for the Branch 14 Executive Board.

Branch 14 sent delegates to the 73rd National Convention that was held in Boston on 5-9 August. Needless to say, with all the current issues facing the NALC, there was a lot of contention and division, more than any other Convention I have attended. The issue of the Article 10 charges that were brought against President Renfroe were addressed and the appeals were heard. All the decisions of the Executive Counsel were upheld by the majority of the delegates in attendance, which caused a great delay in getting through all the remaining business that needed to be conducted. Nonetheless, we moved on to the daily business and the convention adjourned on Friday, much later than it was supposed to. The 74th Convention will be held in Los Angeles from 3-7 August 2026.

One of the topics that are discussed at the convention is the proposed amendments to the NALC Constitution. These are the rules that govern how the National Union as well as State Associations and individual Branches are to conduct business. Branches and State Associations submit proposed amendments which are in turn approved or disapproved by the NALC Executive Counsel prior to the convention. Those that are disapproved are addressed to the delegates with arguments made for each side. Following all discussion, a vote is held to either approve or disapprove the decision of the Executive Counsel. This is how the rules that we all are to follow are created/edited.

The Constitution is broken down in three (3) sections; Constitution of the NALC, Constitution for the Government of Subordinate and Federal Branches and Constitution for the Government of State Associations. The second one is the one that affects what we do at the Branch and basically sets forth the rules that we are to follow to include proper conduct of union meetings, Branch officer duties and elections, as well as

other items. Several amendments were submitted and presented and the results of all will be available soon on the NALC website, probably on the members only page which is accessible to our members and can be found at the top right of the home page.

There is a large amount of information regarding the Boston Convention on the front page of the NALC website at www.nalc.org, to include videos of the guest speakers as well one titled "Carriers of the Community." If you go to the 15-minute mark of this video, you will see our own Devin Coy from Middletown recognized for his selfless work that he does every Veterans Day. I must say that when I saw the video, I felt a great amount of pride in Devin for the work he does for the homeless in Louisville on a day that is set aside for him and all Veterans. Devin is also a former steward of Branch 14. I salute Devin for all that he does for this community.

Nominations for all Branch Officer positions will be taken at the August and September meetings. If it has been your interest to get involved in the daily operation of Branch 14, now is the time to make that happen. All 14 positions' current term will end on December 31st and we will likely see many new officers come January 1, 2025.

On a final note, as of August 23rd, I became one of the newest retirees of the USPS. I have been with the Post Office since February of 2004, after serving 20 years in the Marine Corps. I am grateful for the time that I have been able to serve as well as the security that I have had with this job. I urge all my fellow carriers to stick with this job, as difficult as it has become, and make a future for yourself and your family. It has been good to me and my family and I am looking forward to many happy and healthy years with my wife (also retired) and family.

I hope to see many of you at our next meeting on August 27th at 7:30 pm.

Knowledge is power. Solidarity forever!





JARETT SIMS
Vice-President

Be a Lighthouse, not a Rhino. We need more Lighthouses!!

As I write this, I am on annual leave in the great state of Maine. Annual leave is perhaps my favorite benefit as an active City Letter Carrier. The opportunity to step away from carrying and enjoy time travelling and with family is joyous. On my latest adventures, I have encountered two of my favorite things: the rhinoceros and the lighthouse.

While the rhinoceros was only a wooden sculpture, it reminded me of the majesty of the animal. Based upon its size and strength, the rhino has very few natural enemies, however they do face threats from some predators and environmental factors. The greatest threat to rhinos is humans, quickly followed by hyenas who attack the young and the sick.

This reminds of the Union at times. Our greatest threats are often from humans or our fellow union members. When we don't pull in the same direction, we are our most vulnerable. Along the same lines, the "hyenas" will consistently attack, bully and pester our newest members and those who may no longer have the same capacity to carry the mail as they once did. The "hyena" has a pack mentality and will work together in a group to isolate those they feel they can overpower. Unfortunately for the most part, rhinos are solitary animals and they don't travel in packs.

That brings us to the lighthouse. Maine has sixty-five lighthouses up and down the coast. From one spot near Cape Elizabeth, you can see four lighthouses within miles of each other. Lighthouses are structures designed to aid maritime navigation by marking dangerous coastlines, hazardous shoals, safe entry points to harbors, and safe passage through treacherous waters. They provide a visual guide to ships and boats, helping to prevent accidents and ensuring safe travel. Branch 14 needs senior carriers, trainers and shop stewards to be the lighthouses to guide our new carriers safely in their careers.

I can both identify as a rhino and a lighthouse. I once was a new letter carrier, but I was raised up and protected by my brothers and sisters at the Okolona Post Office. They watched out for the "hyenas" and they put my self interest above their own. I was allowed to feel safe in my younger days, and as I age, I know I still have the protection of the union.

Now I try to be a lighthouse for carriers new and old. I hope to serve as a beacon in the crashing storms of the postal service. A visual guide to advise and teach our members on the path to safety. I do know that my spiritual teachings tell me that the darkness hates the light, so the more lighthouses that shine, the safer the journey for all our brothers and sisters. How do you become a lighthouse?

1. Get involved with the union. The easiest way is to attend union meetings. The most enjoyable way is to attend union activities and outings.
2. Be the eyes and ears for your fellow carrier. If you hear something or see something, have your brothers or sisters back. Tell a steward, make a note and don't be afraid to write a statement.
3. Learn your rights. Read the M-39, the local agreement and contract. The more you learn, pass on the info to the other carriers.
4. Ask questions. If you don't know something, ask someone. Call the hall or send an email to a steward or e-board member. If I don't have the answer about something, I look it up. If I can't find the answer, I seek guidance from others.

As always in closing, I hope to see many of you at our next union meeting on August 27, 2024





**BRANCH 14
CONVENTION DELEGATES**





Deliver the Cure

&
MDA



When: Sunday, October 6, 2024

Registration: 8:00 a.m.

Tee Off: 8:30 a.m.

Where: My Old Kentucky Home Golf Course
668 Loretto Rd
Bardstown, KY 40004

Entry Fee: \$70 per player
\$280 per team

(Includes Green Fees, Cart, Lunch and Team Prizes)

Deadline to enter: **September 25, 2024**

For more information contact:

Missy Harris
(502)759-2276

All Proceeds to benefit the KY/CINN
Muscular Dystrophy Association



PLAYER NAMES:

Hole/Tee Sponsor +4 Players () \$380

Hole/Tee Sponsor () \$100

Players _____ x \$70 \$ _____

Sorry I cannot attend or sponsor.

Enclosed is my donation. \$ _____

Total Amount Enclosed \$ _____

NAME: _____

COMPANY: _____

ADDRESS: _____

CITY: _____

STATE: _____ ZIP: _____

PHONE: _____

PLEASE MAKE CHECKS PAYABLE TO
NALC BRANCH 14

Remit check and entry form to:

NALC BRANCH 14
Attn: Missy Harris
4815 Poplar Level Rd
Louisville, KY
40213

**TOM WEBB***Health Benefits/Retirement****Research your options for the Postal Service Health Benefit Program 2025***

The Postal Service Health Benefit program will be put into service in 2025. This plan will affect all active employees and all retirees (Health Benefit Plan Members) and their covered dependents. The Postal Service mailed all career and retired members a publication covering several topics. The information concerning the process and options that will be available during the 2025 Open Season are on the last two pages. I encourage everyone to read the options that will be offered and decide what plan is best for you and your dependents. There will be more information in the upcoming months provided by the USPS and Insurance companies.

The 2025 Open Season is very different from previous years. You can stay with your current plan if you want to or opt to change plans. All members of the Federal Employees Health Plan will have to sign up for their chosen plan, even if you opt to stay in your current plan. There will be several ways that will be available to enroll in your selected plan.

The SilverScript plan is coming to a close very shortly, you still have time to enroll in this plan. The SilverScript plan will end on Sep. 30, 2024. Those who opted not to sign up Medicare Part B can sign up without paying the Medicare Part B reimbursement. SilverScript will provide each enrollee with a Medicare Part B premium reimbursement up to \$600.

**MISSY HARRIS***Community Activities Coordinator****MDA Raffles, Car Parking, and Golf Scramble.***

Let me start off by telling anyone getting ready to retire to be prepared to go a couple of months with no paycheck. When I spoke with OPM recently, I was told they are 8-10 weeks behind in processing retirements. So, with that being said, pay off all you can and stack up some cash. You will need it.

MDA money raised stands at \$6,982 so far. That's enough to send 2 kiddos to camp! Thanks to everyone who has donated and bought raffle tickets for all the many things we raffle off or events we have to raise money. We can't do it without you.

I still have 17 tickets to sell for the projector and inflatable screen. We will draw live on Facebook at the Union meeting August 27th. Our next event coming up is the Gaslight Festival. We will be parking cars at J-Town post office to raise money for MDA. September 7th from 4-10 and September 13th 4-10 and September 14th from 10-10. I am going to need volunteers for those days to make this a success. Please let me know if you can help. The MDA golf scramble is October 6th at My Old Kentucky Home Golf Course. Please get your teams together and send in your money prior to the scramble. It's hard to take money and sell Raffles etc...so I would like to have as much done as possible before the day of. Thanks for the help! Everyone be safe out there, keep your head in a swivel, be alert. See you August 27th!



UNION MEETING

Date: 7/23/2024

Br 14 Union Meeting Attendance by Zone

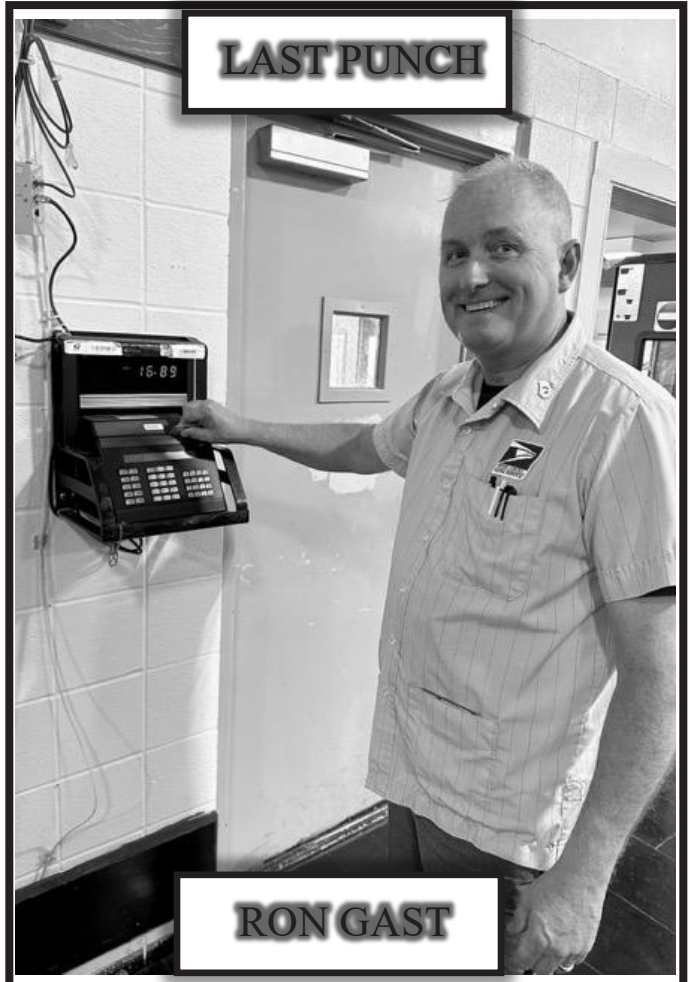
| | |
|----------------------|----|
| Annshire 40205 | 1 |
| Annshire 40213 | 3 |
| Annshire 40218 | 1 |
| DTCU 40202 | 2 |
| DTCU 40203 | 1 |
| DTCU 40204 | 0 |
| DTCU 40208 | 0 |
| DTCU 40210 | 1 |
| Fern Creek 40228 | 0 |
| Fern Creek 40291 | 1 |
| Hikes Point 40220 | 1 |
| Iroquois 40209/14 | 5 |
| Iroquois 40215 | 1 |
| J-Town 40299 | 1 |
| Lyndon 40222 | 2 |
| Lyndon 40241/42 | 3 |
| Middletown 40243 | 1 |
| MLK 40211 | 2 |
| MLK 40212 | 2 |
| Okolona 40219 | 0 |
| Okolona 40229 | 2 |
| PRP 40258 | 0 |
| PRP 40272 | 1 |
| Shelby 40217 | 0 |
| Shively 40216 | 2 |
| St Matthews 40206 | 0 |
| St Matthews 40207 | 2 |
| Bardstown 40004 | 0 |
| Campbellsville 42718 | 0 |
| Eminence 40019 | 0 |
| Ft Knox 40121 | 0 |
| LaGrange 40031 | 1 |
| Lebanon 40033 | 1 |
| Radcliff 40160 | 0 |
| Shelbyville 40065 | 1 |
| Springfield 40069 | 0 |
| Vine Grove 40175 | 1 |
| Retired | 14 |
| Guests | 0 |
| Total | 53 |

**Officers & Stewards Excused: T. Davis,
N. Schneider**

**Officers and Stewards Absent: None
None**

**MDA 50/50 Drawing.....\$95 MDA
.....\$95 Dee Duvall**

\$50 Door Prize.....Lance Schwede



**CONVENTION DELEGATES
Adriane Shanklin, Stephanie Diaz,
and Damon Braxton (and photo bomber)**

2ND QUARTER AUDIT REPORTS

INCOME FOR THE PERIOD OF
1 April through 30 June 2024

| | | | |
|---------------------|----|-----------|-----------|
| DUES | \$ | 15.00 | |
| NEWSLETTER ADS | \$ | - | |
| BUILDING FUND | \$ | 100.00 | |
| DUES WITHHOLDING | \$ | 80,595.55 | |
| GOLF SCRAMBLE | \$ | 2,980.00 | |
| MDA | \$ | 2,566.00 | |
| MISCELLANEOUS | \$ | 1,374.61 | |
| CHECKING INTEREST | \$ | 3.36 | \$ |
| SAVINGS INTEREST | \$ | 565.27 | |
| | \$ | - | |
| TOTAL INCOME | | | \$ |

BRANCH 14 QUARTERLY FINANCIAL REPORT

TREASURERS REPORT

FOR THE PERIOD OF APR 1ST THRU JUNE 30TH 2024

GENERAL CHECKING

| | | |
|-------------------------------------|-----------|-------------------|
| CHECKING BALANCE BROUGHT FORWARD | \$ | 104,073.21 |
| DEPOSITS FOR THE QUARTER | \$ | 99,284.83 |
| TOTAL | \$ | 203,358.04 |
| DISBURSEMENTS | \$ | 82,566.80 |
| CHECKBOOK BALANCE | \$ | 120,791.24 |
| SAVINGS/CONVENTION FUND | \$ | 91,220.04 |
| DEPOSITS | \$ | 561.84 |
| SAVINGS/CONVENTION FUND BALANCE | \$ | 91,781.88 |
| MORGAN STANLEY | \$ | 125,169.20 |
| TOTAL CASH NET WORTH | \$ | 337,742.32 |

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



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!

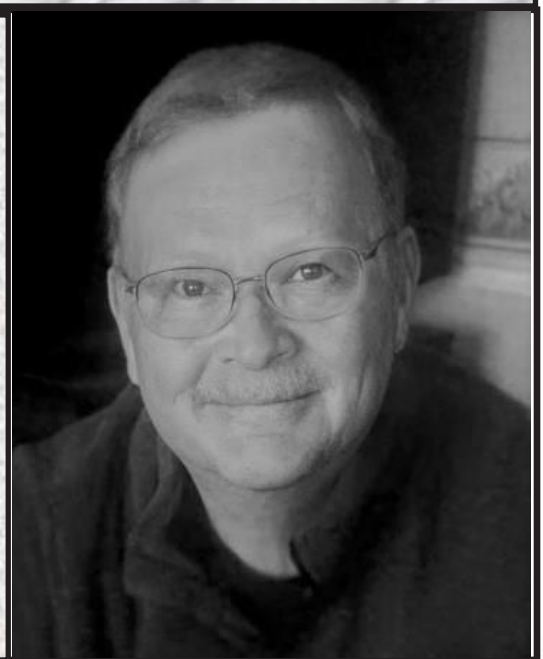


IN MEMORIAM



WILLIAM "MICKEY" HIGGINS

Mickey was a great carrier with a positive attitude, loved by his customers and his Lyndon co-workers. Mickey retired with 30 plus years of service and was dearly missed by the customers that he served. They broke the mold when they made Mickey.



Contact Us:

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P.O. Box 33303

Louisville, KY 40232-3303

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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

We're putting the "US" back in TRUST!

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
08/24

Address Service Requested



Non-Profit
Organization
U.S. Postage
PAID
Louisville, KY
Permit No. 804



Branch 14 Delegates at the National Convention in Boston

