

BR. 14 NEWSLETTER



VOL 53, NO. 09

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

SEPTEMBER 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

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.

NEW MEMBERS

JAYDE ISAAC	LYNDON
ANTONIO BIBB	MLK
MARLON KIMBLE	PRP
WILLIAM LEIS	PRP
RYAN RIDGLEY	ANNSHIRE
ALEXANDRA SCHRODER	IROQUOIS
REBECCA SIK	ANNSHIRE
ALEX STEIGER	ANNSHIRE
JEREMY BROOKS	MLK
ALIE HECHEVARNA CUEVAS	PRP
CHRISTIAN REFORE	ANNSHIRE
DAKOTA SHARP	PRP
KATHLEEN DONOHUE	ST MATTHEWS
EMMANUEL ROBLES	PRP
SANTAYANA HAYES	ANNSHIRE
ETHAN JENKINS	ST MATTHEWS

THANK YOU**VETERANS**



RON GAST

Executive Vice-President

The Louisville installation has a vacant route posting every 4 weeks. The posting opens on a Tuesday (unless it is a holiday, then it opens on Monday) and is posted for ten (10) days, closing on the following Thursday (unless it is a holiday, then it closes on Friday). We normally get notification on the following Monday of the “Pre-Awarding”, which is the initial report of who the senior bidders were. This is not published as it must be verified that each successful bidder was qualified to bid when they did. In a recent posting we had a carrier bid who had medical restrictions and failed to provide required medical certification prior to the closing of the bid cycle. Therefore, the assignment was awarded to the next senior bidder. This does not happen often, but when it does, it could really screw up and delay the awarding. For example; the carrier who was finally awarded the position could have also been senior bidder on another assignment. If that had been the case, then the snowball effect comes into play, determining who the senior bidder of that assignment is, and so on. Fortunately, in this case, the most senior bidder was not a successful bidder on another assignment and was awarded the assignment.

This statement is on the cover sheet of the route posting:

If you bid and are currently on light or limited duty or are receiving COP or compensation, sick leave, annual leave or LWOP in lieu of sick leave you must provide medical certification BY THE CLOSE OF THE POSTING. This certification should indicate that you will be able to perform the duties of the bid for position within six (6) months of the bid. This medical certification should be submitted in a separate sealed envelope addresses to the USPS Medical Unit, using complete address.

The contract language for this can be found in Article 41.1.C.1. I am not posting that here as it would consume much space. You can find this info in the JCAM on the Branch 14 website at www.nalabr14.com. If bidding with the above listed qualifications, please ensure that you submit the required certification prior to the closing date

(Thursday) of the route posting. Otherwise you may find yourself not being declared the “successful” bidder.

Another reason that a carrier may not have been qualified to bid would be the issue of a carrier serving as a 204b (pretend supervisor). The JCAM states in Article 41.1.A.2:

“Letter carriers temporarily detailed to a supervisory position (204b) may not bid on vacant Letter Carrier Craft duty assignments while so detailed. However, nothing contained herein shall be construed to preclude such temporarily detailed employees from voluntarily terminating a 204b detail and returning to their craft position. Upon return to the craft position, such employees may exercise their right to bid on vacant letter carrier craft duty assignments.”

A key point of this provision is where it says “nothing contained herein shall be construed to preclude such temporarily detailed employees from voluntarily terminating a 204b detail and returning to their craft position.” This means that they would have to “terminate” or “end” their detail, not just step down for the day”. However, our Local Agreement addresses the issue further. Item 22, Section I states:

2. A 204b carrier desiring to place bids on vacant carrier positions must be in a carrier status at the time of bidding and must have worked a minimum of two (2) service weeks in the previous four (4) month period.

3. A 204b carrier whose duty assignment was declared vacant in accordance with Article 41.A.2 and desires to bid on vacant carrier positions must return to the craft for a period of not less than two (2) service weeks and be in a carrier status at the time of bidding. Any period between the last day of a route posting and first day of route awarding will not be counted towards the two (2) service weeks. An exception to this rule will be made in situations where the 204b’s detail has been permanently ended.

The 204b issue comes up more often than you think, so if you are a carrier who feels that you have to be a pretend supervisor, you must follow the above listed requirements, or you may also find yourself not being declared the “successful” bidder.

I hope to see many of you at the next meeting on Tuesday, September 24th at 7:30 pm. Knowledge is power. Solidarity forever!



MDA EVENT AT THE GAS LIGHT FESTIVAL IN J-TOWN

Missy raised over \$5200 for MDA with help from Rob Cosby, Coulter Marvel, Dee Duvall, Bill Davis, and Janice Skaggs





JARETT SIMS
Vice-President

*The heights by great men reached and kept
Were not attained by sudden flight,
But they, while their companions slept,
Were toiling upward in the night.*

-The Ladder of St Augustine, Henry Wadsworth Longfellow, 1858.

Often in the early dawn hours, I find myself awake and thinking of my union work. From contractual grievances at the informal A level and also discipline cases at the Formal A. Sometime almost like revelations, great arguments and contentions come to mind. Or, maybe I'm just dreaming.

I think I do know the actual way to develop great arguments and contentions: repetition, execution and learning from failure. Author and Journalist Malcolm Gladwell popularized the idea of the "10000-hour rule" in his book *Outliers*. The 10,000 Hour Rule suggests that it takes approximately 10,000 hours of deliberate practice to achieve mastery in any field. I like the idea, but that is a lot of time. That is 416 days or 1250 eight-hour work shift. As Letter Carriers, with vacation, holiday and sick leave, it takes almost four years for us to achieve 1250 eight-hour days.

Is there another option? I believe so, and it does incorporate my thoughts and those of Mr. Gladwell. It combines the repetition idea and a deliberate practice to inform our members. We do this through steward training, through branch communications, including this newsletter, and with stewards informing our brothers and sisters on the workroom floor.

I often comment that in union parlance, besides general union activities, you don't want to be in continual contact with me as a union official. Most frequently when your file hits my desk, it's for discipline. Most times when I walk into the Okolona Post Office I hear, "Who's in trouble now?"

I have been a part of hundreds of Pre-Disciplinary

Interviews (PDI). My job in that role is to advise and protect our members. When a steward sits in a chair next to you, they have the same rights as a manager. They are there to actively participate. That begins with the consultation beforehand, taking vigorous and accurate notes during the PDI and asking questions at the end to help clarify your answers or shed light on the situation for management. As management likes to say: "Remember this is your day in court."

The term PDI is accusatory in nature in my opinion. While management has the right to investigate a situation, a PDI assumes there will be Discipline coming. Other areas use the term Investigative Interview and I believe it a fairer term, but again it is management's right and term. Going into a PDI can be intimidating and scary. If it is your first time, listen to your steward, they will have good advice.

As each PDI is different, my goal is to inform you on what a PDI is like. This won't be a one-month process. As I continue to write these, I will do my best to illustrate the type of question you will receive and how *I would answer*.

In closing this week, I will start with the opening of the PDI. Typically, management will ask you about a series of provisions from the Employee-Labor Manual or the ELM. They typically read them to you and then ask at the end if you understand them. The ELM is massive. It has so many provisions, rules and regulations that it would be extremely impossible to totally grasp. If you are asked about a provision and you don't understand that, then say it. It is okay to be unclear about rules that we may not know. It could also provide an argument to the union if management continues and does not address your uncertainty.

As I stated earlier, the steward will be there recording your answers, so speak slowly and clearly. It is okay to ask for a copy of the notes from your PDI. Also understand that a PDI may not lead to discipline. So, while we want to be cognizant that something may happen, only communicate with your steward regarding the PDI. We will continue the PDI process next month.

The union meeting is on September 24, 2024. I hope to see many of you there.

NALC BR.14

Halloween

**TRICK
OR
TREAT**

06:00PM - 09:00PM

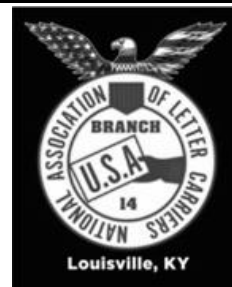
October 27th, 2024

4815 Poplar Level Rd.

Don't forget to wear your costume!



Deliver the Cure



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***

Open Season Nov. 1, 2024 through Dec. 9, 2024.

Postal Service Health Plan Program (PSHB), is the 2025 new health plan for most postal employees and retirees. This is a separate program within the FEHB and will be administered by the Office of Personnel Management (OPM).

This FEHB Program will be effective on Jan. 1, 2025. All active and retirees will be moved into a new plan within the current program into the PSHB plan. You will have the opportunity to review PSHB plans and make a selection during the Open Season. If you do not make a plan selection during Open Season a comparable plan will be selected for you by OPM. Members who are on Medicare Part A&B will receive information from OPM prior to the Open Season. The USPS will send information to active employees.

This is a normal Open Season. We have been doing this for long time. If you are satisfied with your current plan, you can keep it or change to a different plan. Once you change, you will be required to sign up in the PSHB of your choice for 2025.

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

Well, the weather is finally cooling off. I know everyone is happy about that. The Gaslight Festival is September 13th and 14th. We will be parking cars at the J-Town post office to raise money for MDA. To date, we have raised over \$7000. Thanks to all who helped work an event and/or donated to MDA. We can't do it without your support. October 6th is the Annual MDA golf scramble. It is open to everyone so bring your golf buddies and let's have some fun! October 27th we will have a Trunk or Treat for our members children. If you would like to be a part of the trunk or treat and hand out candy, please call me at 502-759-2276. We want everyone to decorate their car trunk and there will be a gift card for the winner. We will have hot dogs and chips and punch inside along with a 50/50 pot for MDA. Come out and have some fun with the kids and get involved in your union. November 10th is the Annual MDA Bowl-A-Thon. We ask you to ask your friends and family for donations to MDA. Everyone is welcome to participate so bring your friends and family. Then, ending the year with our children's Christmas Party with Santa on December 8th. Free pictures with Santa, face painting, crafts, and refreshments. Come out and get involved with your Union. We will decorate for the Christmas party the week prior.

Thank you to all of the volunteers who help me raise money for MDA! Have a great day and see you at the Union meeting!



NALC
Health Benefit Plan



**Deliver
the Cure
with MDA**

***Next Union Meeting
September 24th, 2024 at 7:30pm
United we bargain, Divided we beg***

UNION MEETING

Date: 8/27/2024

Br 14 Union Meeting Attendance by Zone

Annshire 40205	3
Annshire 40213	3
Annshire 40218	2
DTCU 40202	1
DTCU 40203	1
DTCU 40204	0
DTCU 40208	0
DTCU 40210	0
Fern Creek 40228	2
Fern Creek 40291	1
Hikes Point 40220	3
Iroquois 40209/14	4
Iroquois 40215	1
J-Town 40299	4
Lyndon 40222	4
Lyndon 40241/42	4
Middletown 40243	0
MLK 40211	3
MLK 40212	2
Okolona 40219	1
Okolona 40229	1
PRP 40258	2
PRP 40272	2
Shelby 40217	0
Shively 40216	0
St Matthews 40206	1
St Matthews 40207	1
Bardstown 40004	0
Campbellsville 42718	0
Eminence 40019	0
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	0
Radcliff 40160	2
Shelbyville 40065	1
Springfield 40069	0
Vine Grove 40175	1
Retired	20
Guests	0
Total	71

**Officers & Stewards Excused: Reid,
McCormick, and Endelmann**

**Officers and Stewards Absent: None
None**

**MDA 50/50 Drawing.....\$128 MDA
.....\$127 Lance Schwede**

\$50 Door Prize.....Josh Shelby

Projector Raffle.....Connie Stovall

CHANGE OF ADDRESS

Please provide the branch with your updated address if/when you move to a new delivery address. Aside from the fees incurred by the branch for undeliverable mail pieces, we are required by the NALC national constitution to attempt to maintain an updated mailing list of all members. In addition, there are items in the monthly newsletter that we are constitutionally required to notify all members of, in writing. Our newsletter is the best method to accomplish this. Please contact Steve Terry or Bill Davis when you move....Thank you!

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!

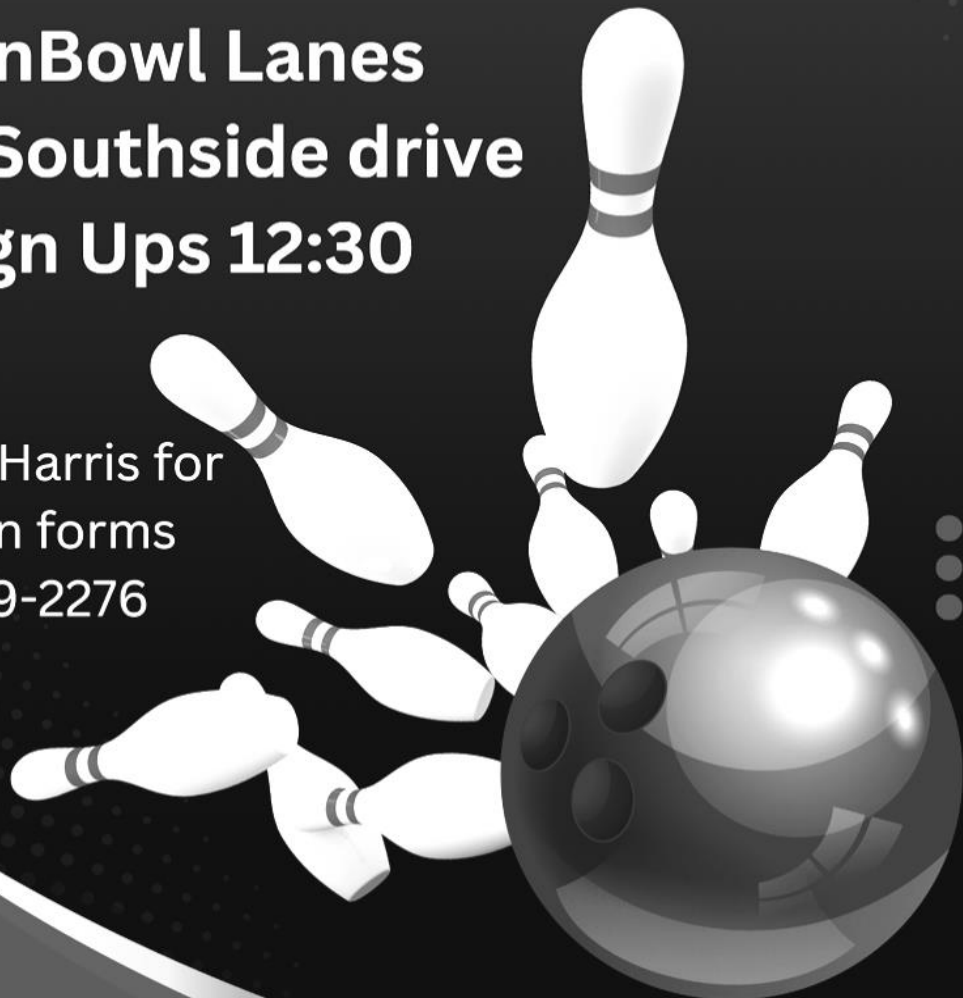
NALC/MDA Fundraiser **BOWLATHON**

SUNDAY, NOVEMBER 10TH

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



Prior to 1920, it was possible to send children through the US Postal service. However, there were certain conditions that needed to be met. Firstly, the children had to weigh less than 50 pounds, and stamps were attached to their clothing as a form of payment. Surprisingly, it was often more cost-effective for individuals to send their children via mail rather than opting for train transportation. Interestingly, during the journey, the children would travel on a train, specifically in the mail car, where they were supervised and provided with nourishment by mail clerks. One remarkable example of this unconventional practice involved a distance of over 700 miles, from Florida to Virginia, covered with a mere 15 cents worth of stamps.

Visit the Branch at our website: *NALCB14.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.



Being a Letter Carrier is the most important job, of all the jobs, in the United States Postal Service. That may sound like a boastful claim, but also, very true. No other job has the single significance being a Letter Carrier.

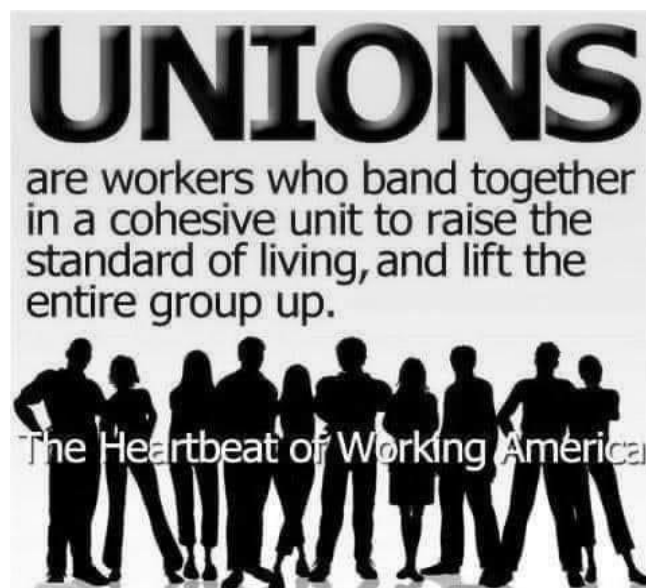
If you wonder what that single thing is, it is simply putting the right mail in the correct mailbox. No mis-delivered mail. Try to make that your goal after being safe while driving and walking.

Any other activity in the USPS is useless if someone gets another family's mail. All the processing, mail handling, sorting, loading, and unloading are wasted if the product is mis-delivered. None of the previous functions mean anything when a customer, patron, opens a piece of mail that does not belong to them.

The question then is; we got their mail, where is our mail and who has my credit card numbers or other personal information? It could be yours. Treat your customers mail with the same care you want for your mail.

Think Smart,
Work Smart.

Larry Terry



National Association of Letter Carriers
Falls City Branch 14
4815 Poplar Level Road
Louisville, KY 40213
09/24

Address Service Requested

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



Contact Us:

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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

