

BR. 14 NEWSLETTER



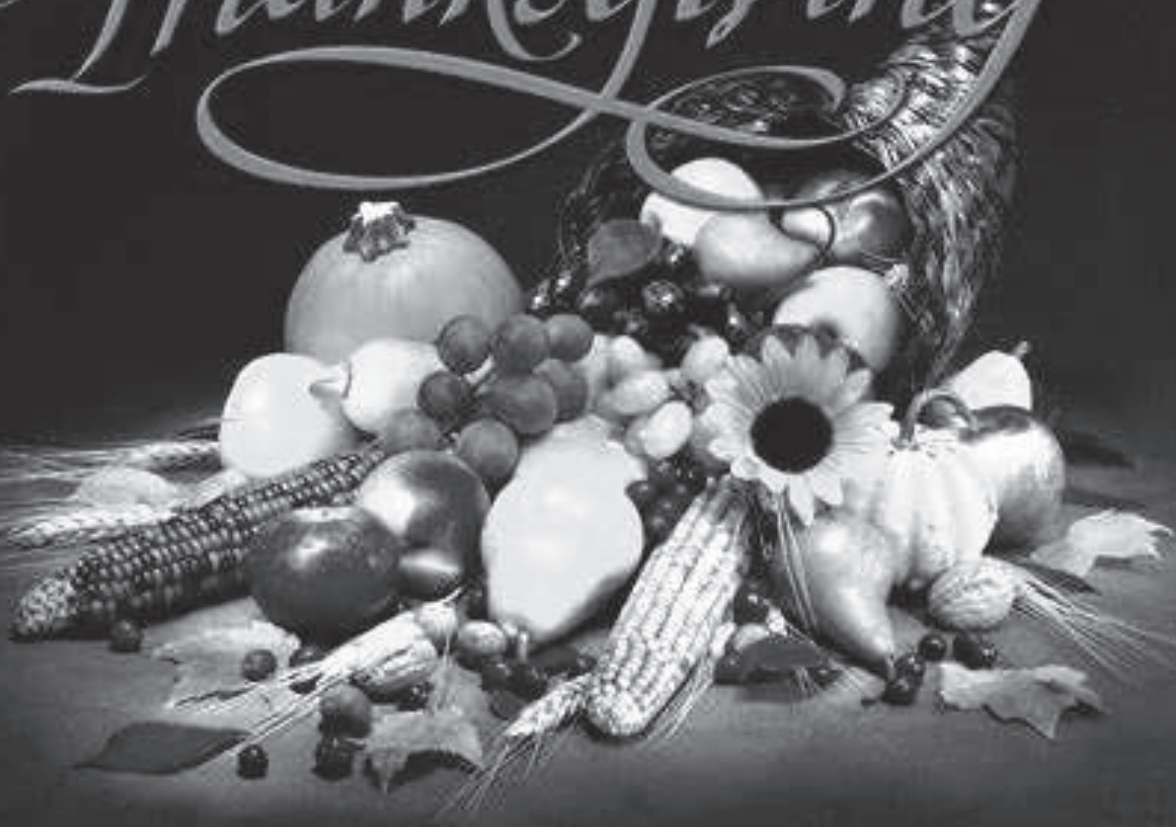
VOL 53, NO. 11

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

NOVEMBER 2024

WISHING YOU A...

Happy Thanksgiving



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

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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
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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.....Trevor Gay
40209/14/15.....Mark Wright
40211/12.....Damon Braxton
40213.....Kyle Moert
40216.....Jon Endelmann
40217.....Jessica Woolard
40218.....Jarett Sims
40219.....Ron Bowman
40220.....Rodgerick Streater
40222.....Nick Schneider
40228/91.....Tina Davis
40229.....Brandon Reid
40241/42.....Adriane Shanklin
40243.....Ron Gast
40258.....Chad Grosso
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**

The holiday season is now upon us and with it comes higher mail and parcel volumes and of course, working in the dark. Recently we attended a district safety meeting where we discussed the need to reduce the number of hours city carriers are working in the dark by allowing earlier start times. We asked our new district manager to consider moving start times earlier of at least 30 minutes for peak season but unfortunately, like years past, we're not confident that will happen. Therefore, it's likely city carriers will be required to suffer the consequences of unacceptable mail processing and distribution times to carriers and will be required to work many hours in the dark. But remember, it takes significantly longer to perform our jobs in the dark in our efforts to be safe and protect ourselves.

On the topic of the tentative agreement, we haven't been notified as to when the ballots to either vote for, or against, the tentative agreement will be mailed. It appears (obviously considering the opinions expressed last union meeting) many carriers are anxious to cast their vote when we receive them, but I would just like to see a good participation rate in the vote. Hopefully, we will do a lot better than what we experienced for branch elections for trustees and delegates to the state convention which were conducted last month. We only had a total of 51 members who voted in those elections, which is very poor but not surprising as we've experienced a poor turnout in the last few elections.

Even the participation rate of our members voting to determine the last contract (2019-2023) was poor since only 113 members voted. That's only 13% of members that voted out of the 624 ballots that were mailed to our members. Out of the 113 members who voted, there were 79 Yes votes and 34 No votes. Thirty-four No votes don't sound like a lot, but in comparison to Chicago where 3,477 ballots were mailed to its members, only 44 members voted No. And in comparison to the rest of the country, there were only 10 branches that had more No votes than Branch 14 and we are nowhere near their sizes. My point is, even though

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.

a lot of members have expressed their dissatisfaction with the terms of the tentative agreement you have to vote to share and express your opinion. The same goes for the members who are in favor of the terms of the tentative agreement too.

It's been the position of Branch 14 for many years that our members should vote accordingly considering their own financial situation or opinions of whether the new contract addresses the needs of the members. Which is the position our branch has taken for the upcoming vote. So, we're not endorsing which way members should vote. But please, if you're in favor of the terms of the tentative agreement then vote Yes. If you're not in favor of the terms then vote No. Either way, return your ballot when you receive it and have your voice heard!

Hope to see many of you at the next union meeting.

3RD QUARTER AUDIT REPORTS

BRANCH 14 QUARTERLY FINANCIAL REPORT

TREASURERS REPORT

FOR THE PERIOD OF JULY 1ST THRU SEP 30TH 2024

GENERAL CHECKING

BALANCE BROUGHT FORWARD	\$	130,283.76
DEPOSITS FOR THE QUARTER	\$	106,686.56
TOTAL	\$	236,970.32

DISBURSEMENTS	\$	126,428.46
CHECKBOOK BALANCE	\$	110,541.86

SAVINGS/CONVENTION FUND \$

DEPOSITS \$

BALANCE \$

MORGAN STANLEY \$ 133,707.72

NET WORTH 3rd QTR 2024 \$ **337,150.75**

Shared Services (National Human Resources)
1-877-477-3273 <http://liteblue.usps.gov>

2024 BRANCH 14 ELECTION RESULTS

KYSALC Convention Delegates

*TINA DAVIS	38	DAVID MUDD	26
*ADRIAN SHANKLIN	36	*KYLE MOERT	19
*MISSY HARRIS	34	RON OSBORNE	17
*STEPHANIE DIAZ	34	*ERIC SMITH	17
*THOMAS DERRINGER	31	RYAN McCORMICK	16
*NICK SCHNEIDER	29	CARLOS EDMUNSON	15
ANNA MUDD	28	RUSSELL JOHNSON	12
*DARIA DUVAL	28	BAILEY HENDRIX	10
*DAMON BRAXTON	27		

*-Indicates Paid Delegates

TRUSTEES

*TINA DAVIS	45	*NICK SCHNEIDER	31
*STEPHANIE DIAZ	45	*JON EDELMANN	31
*DARIA DUVAL	38	CHAD GROSSO	22

*-Indicates Elected Trustees

INCOME FOR THE PERIOD OF

1 July through 30 September 2024

DUES	\$	-
NEWSLETTER ADS	\$	-
BUILDING FUND	\$	400.00
DUES WITHHOLDING	\$	96,219.84
GOLF SCRAMBLE	\$	2,940.00
MDA	\$	6,376.00
MISCELLANEOUS	\$	747.24
CHECKING INTEREST	\$	3.48
SAVINGS INTEREST	\$	599.19
	\$	-

GRAND TOTAL \$

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

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

On October 19th, 2024, the NALC released a “Tentative Agreement” or “TA” as a settlement of contract negotiations. Since then, this TA has created an incredible amount of stir throughout the NALC from both sides of the table; those in favor and those opposed to the TA. It is not my belief that anyone should tell anyone else how they should vote, and that has never been a position of Branch 14. I, as a retired member, do not have a vote on whether this TA is passed or turned down. However, I will give my opinion on some of the issues.

The main issue that has been addressed is the wage increases. I do believe that letter carriers should be getting more than 1.3% annual increases, even if they are at the top of what we have seen for the past several agreements.

Cost of Living Adjustments (COLAs) have long been a part of our agreements and I feel that it is great that we keep those. The best part of COLAs is that they continue to add to your hourly wage. The bad part of the COLAs is that they are not provided equally to each pay step.

Keeping two pay tables (even if only for a limited time) is not something that anyone wanted to see. Clearly as Table 1 carriers reach top Step P, they will move to table 2. Steps AA, A and B being eliminated will reduce the time it takes to get to Step P, however it would have been nice to see each step receive an increase. I would have liked to see the wages for table 1 moved into table 2.

Keeping CCAs is not a good thing to anyone. We all would like to see an all-career workforce. Too bad this couldn’t be negotiated.

Back pay is always a good thing, and I for one am very glad that this will also include retirees who retired since the expiration of the last agreement, and will be factored into annuities for those carriers.

Uniform allowances have been an issue since uniform costs began to rise drastically. I feel that the only way to fix this is to get uniform costs down. Until then, any increase in allowance will only result in increased costs, which helps no one.

Health Insurance is a huge issue with many Americans these days, and we are no exception. We all would have liked to see the contribution of the USPS to go up, but at least it didn’t go down.

Article 8 proposed changes are good as a whole, in my opinion. Carriers being allowed to terminate their tour once they have reached the work hour limits of 11 ½ hours, 12 hours or 60 hours in a pay week are very good. Since 2015, Branch 14 has filed over 9,300 grievances for these violations with total payouts exceeding \$1,013,309. With the proposed change, these grievances will not be necessary, and carriers will receive these payments automatically.

These are my basic opinions of the key points as I see them. Another opinion that I have is whether, if allowed, I would vote for or against this TA. I am not going to give that opinion here, because I feel that it is every active city carrier’s responsibility to read the TA completely and make your own decision. Do not let anyone tell you how you should vote. Make your decision on what you think, and only what you think. But again, that is only my opinion.

Vacation schedules for 2025 will be posted in all offices on November 15th and vacation selections will begin on December 1st. Since that falls on a Sunday this year, selections will start on Monday, December 2nd. Prepare and plan your dates for next year so that when it comes to you, there isn’t a delay. The quicker everyone makes their selections, the sooner it is completed. So be ready.

Penalty Overtime Exclusion as referenced in Article 8.4.E of the USPS-NALC National Agreement, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks. This year, the December period begins Pay Period 26, Week 1 (November 30, 2024) and ends Pay Period 01, Week 2 (December 27, 2024).

I hope to see many of you at the next meeting on Tuesday, November 26th at 7:30 pm.





JARETT SIMS
Vice-President

Over the past few months in this space, I have been working my way through the Pre-Disciplinary Interview and the discipline process. While that is the very key to what I do as a union official, it is often a slog for me to write about. I hope you will indulge me as I take a month off and write about something different.

The key to any good writing is to either persuade, entertain, or inform. In this space, I am going to attempt to do all three.

First as persuasion: We as NALC members should be very thankful for our brothers and sisters who have fought so diligently for our rights. First, for those who have sacrificed their time selflessly through military service to protect our freedoms. Second, for those who have come before in the union, who have magnanimously fought for things they never got to enjoy. Those rights include holiday pay, annual and sick leave, retirement, and a pension, just to name a few.

As we enter a season where many may not like the Tentative Agreement between the USPS and the NALC, I feel very thankful that I have a voice to vote either “yes” or “no.” **Please make sure that your address is correct with the NALC to ensure you get a ballot to express your opinion.**

Second as entertainment: I don’t take my job as your Vice President lightly. I serve as the Formal A representative for discipline throughout our branch. Someone at the Annshire Post Office has dubbed me Matlock as I have been very successful winning cases in the past. I first thought it was due to my folksy charm and aw-shucks attitude. Or perhaps is the white in my hair and beard that makes me look distinguished? No, I think it’s mostly due to the reboot of the show with Kathy Bates and how my co-workers like to tease. Nonetheless, I will take the moniker and run.

Additionally, a special shoutout to Robert “Bob” Barmore of the Jeffersontown Station. Mr. Barmore has been the target of two separate Letter of Warnings months apart. These letters have led

to the Ignominious defeat of management and the creation of the “Barmore Rule.” As outlined in our local agreement, a steward must be present when discipline is issued. After failing to do so in one case with Barmore, management agreed they would contact upper union management if no steward were available and expunged the discipline. In the other case with Barmore, where management failed to provide a steward and also notify the union, discipline was again expunged. In both cases, I believe that Barmore was not guilty. However, as a fan of *The Shawshank Redemption*, I will note that every prisoner in Shawshank Prison is “innocent.” Most importantly, the “Barmore Rule” has already helped several of our brothers and sisters.

Lastly as information: We have had quite a year at Branch 14. The last month has seen a tremendous amount of interest and participation in branch activities. Our union meeting had its highest turnout this year and perhaps in many years, as many wanted to express their views on the tentative agreement. All member’s voices are welcome at **OUR** meetings at **OUR** union hall. The more voices the better. The last meeting of the year will be Tuesday November 26th at 7:30 pm at 4815 Poplar Level Road. Come and tell us how you feel, what you think, or just what makes you give thanks.

We had our first ever Trunk or Treat last month. It was awesome! I was excited to see so many young faces and families at the Hall. There were games, candy, costumes, and an overall excitement of unionism in the air. Very thankful for Adriane Shanklin and Missy Harris for all their work. I believe that this will become a yearly event. As we approach October next year, we will spread the word. For those who can’t make it, consider a candy donation for the children and grandchildren of our brothers and sisters. (Also, if you get Almond Joy, you might make Matlock’s day too.)

Lastly, we had our bowl-a-thon this past weekend. It’s an annual or semi-annual event to raise money for our charity, the Muscular Dystrophy Association. The Branch has events like this that are fun and to help a good cause. It usually takes around \$1,000 to send a kid affected by muscular issues to camp for a week. These camps provide amazing access to a range of activities that some of these children would never get to enjoy. The NALC is the MDA’s longest

running corporate partner, raising tens of millions of dollars over the last seven decades. This year alone, we have raised over \$18,000 at Branch 14. Thank you all who have participated this year. Great job Missy Harris!

Some of the other events we have used in the past to raise money besides bowl-a-thons are golf scrambles, painting nights, corn hole tournaments, football and NCAA squares, trivia nights and a pop-up shop just to name a few. We are always looking for more ideas! Any suggestions, feel free to reach out to me or call the hall and we will get back with you. Our ultimate goal is to promote fellowship amongst our members and to raise money for a good cause.

In closing, if you are on social media, look us up at NALC Branch 14 on Facebook or @NALCBranch14 on X as we share lots of good info on those sites.



**TOM WEBB*****Health Benefits/Retirement***

Open Season 2024; Nov 11, 2024 thru Dec. 9, 2024.

The Postal Service Reform Act of 2022 was signed into law in April 2022. This law covers all postal employees and annuitants that are currently in the Federal Employees Health Plans. This new plan will be administered by The Office of Personnel Management.

You will be **REQUIRED** to select a plan in the Postal Service Health Benefits program during the 2024 open season period. The PSHB plan options and premium information were sent to all members in October of 2024

Annuitants and employees will have the same basic coverage's, the USPS has an online page for both retirees and active carriers with Information on how to make elections using the new system. The options are also included in the information packet that was sent to all postal service employees and retirees.

The Postal Services web site has a step-by-step instruction page that will help you sign into the plan that best suits you and your family. You can remain in your current plan or opt to move to a different plan, just like we have done for years. However, 2024 is different, you are required to sign up for a plan even if you do not change plans. If you do nothing, OPM will assign you to a plan that is most like your current plan.

This new plan will be a postal service only plan, the only people in the PSHB are active and retired carriers. I strongly suggest that you look at the NALC Health Plan, it is better or as good as any other plan in the program. Compare and you will see that the NALC's Plan is on a par with or better than any plan.

See you at the next Union Meeting Nov. 26, 2024.



NALC
Health Benefit Plan

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

Well, another year has come and gone. Seems like it was June just yesterday. I really want to thank all who have participated, donated time, and/or anything else for MDA. It looks like we will have raised over \$17,000 for the year. I couldn't be more proud of this accomplishment. It takes a lot of planning and hours of work for these events, and I am so grateful for the help. I hope next year some of the newer carriers get more involved in the union and MDA fundraisers. This is the start of a new era for all of you. Get involved, come to meetings, ask questions before getting mad about things at work. See what you can do to help the situation or solve the problem. Talk with your Stewards and tell them your ideas. Together we stand, divided we beg. I hope to see as many new faces at this union meeting as we did at the last. It was good to have a full house.

Branch 14 Annual Children's Christmas Party

December 8, 2024 2-5p.m.

Branch 14 Union Hall
4815 Poplar Level Road

Good times for all-come join the fun!
Refreshments-Crafts -Face Painting
Pictures with Santa

Return this form to Branch 14 Union Hall by
November 29th or give to your Union
Steward.

Member's Name and Station:

Adults_____ Children_____

Next Union Meeting

November 26th, 2024 at 7:30pm
United we bargain, Divided we beg

UNION MEETING

Date: 10/22/2024

Br 14 Union Meeting Attendance by Zone

Annshire 40205	4
Annshire 40213	2
Annshire 40218	2
DTCU 40202	1
DTCU 40203	1
DTCU 40204	0
DTCU 40208	0
DTCU 40210	1
Fern Creek 40228	2
Fern Creek 40291	1
Hikes Point 40220	3
Iroquois 40209/14	6
Iroquois 40215	0
J-Town 40299	2
Lyndon 40222	3
Lyndon 40241/42	5
Middletown 40243	1
MLK 40211	5
MLK 40212	0
Okolona 40219	1
Okolona 40229	2
PRP 40258	1
PRP 40272	0
Shelby 40217	1
Shively 40216	3
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	1
Radcliff 40160	0
Shelbyville 40065	0
Springfield 40069	0
Vine Grove 40175	1
Retired	14
Guests	1
Total	69

**Officers & Stewards Excused: R. Gast,
Sims, Schwede, Hack, McCormick,
Hendrix, Johnson, Watson,**

Officers and Stewards Absent: None

**MDA 50/50 Drawing.....\$89 MDA
.....\$89 Chad Grosso**

\$50 Door Prize.....Carlos Edmonson

**TREASURER'S REPORT NOT PROVIDED
AT OCTOBER UNION MEETING**

**BRANCH 14 MONTHLY FINANCIAL REPORT
TREASURER'S REPORT**

FOR THE PERIOD COVERING SEPTEMBER 25 THRU

DISBURSEMENTS FROM GENERAL \$ 38,197.12

GENERAL CHECKING ACCOUNT \$ 123,981.34

DISBURSEMENTS FROM SAVINGS/ \$ -

DEPOSITS TO SAVINGS/ \$ 160.66

GENERAL SAVINGS/CONVENTION \$ 92,901.17

MORGAN STANLEY INVESTMENTS \$ 133,707.72

TOTAL CASH WORTH \$ 350,590.23

**SUBMITTED BY ROBERT W. HACK
TREASURER BR. 14 NALC**





NALC Branch 14 Children's Christmas Party

*Sunday, December 8th
2-5 p.m.*

*Pictures with Santa
Face painting
Crafts
Snacks, Goody bags*

SHIVELY POST OFFICE RETIREES

7th ANNUAL REUNION

“CHRISTMAS BREAKFAST”

DATE: FRIDAY, DECEMBER 6th, 2024

TIME: 10:00AM

**LOCATION: “Metro Diner” 4901 Outer Loop
(In the Academy Sports Store Strip Mall)**

**IF YOU’VE EVER WORKED AT ANY OF THE
SHIVELY POST OFFICE LOCATIONS, ANY
CRAFT, FEEL FREE TO COME!**

RESERVED SECTION SEE YOU THERE!!



QUESTIONS? CALL OR EMAIL MIKE SPAULDING 502-439-1154 Spauldingky@gmail.com

National Association of Letter Carriers
Falls City Branch 14
4815 Poplar Level Road
Louisville, KY 40213
11/24

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F: 502-458-2682

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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

