

BR. 14 NEWSLETTER



VOL 54, NO. 05

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

MAY 2025



Memorial Day
REMEMBER AND HONOR



TONY WEDDLE
President

In last month's newsletter our Vice-President, Lance Schwede, wrote an article that was longer than today's Courier Journal newspaper. I'm not complaining though because it enabled me to skip out on writing one. Unfortunately, Lance said I had to write an article for this month's Newsletter since he wasn't taking up all the pages this month. So, I guess I'm obligated to inform the members of my possible departure from the branch that has been floating around for the last few weeks among our members. I haven't retired or even have a retirement date set yet, which a few folks assume, but I have started planning my retirement.

It's unfortunate however, that just when I feel it's time to set a date for retirement, Congress decides they want to change the rules concerning our retirement benefits. Just my luck (or bad luck) that after 38 years of federal service that those sorry asses in Congress want to move the finish line just before I can cross it! Not just me, but thousands of other federal workers find themselves in the same indecisive position of determining the right time to retire.

I'm sure most of you have read the changes that have been presented in the proposed bill which was passed by the House Committee on Oversight and Accountability. Such as moving to a high five instead of a high three to determine your defined benefit, requiring workers to pay more towards their retirement out of their wages to 4.4%, and eliminating the FERS supplement. Currently, workers hired before 2013 pay 0.8% towards retirement, those hired in 2013 pay 3.1% and workers hired after 2013 pay 4.4%. Obviously, this is an excellent example of why we need to work harder at ensuring we get more labor friendly folks elected to Congress.

Nevertheless, I think the elimination of the FERS supplement is the biggest and most harmful proposed change. The FERS annuity allows workers to retire up to five years before the age of 62. Without the FERS supplement, most workers will have to put off retirement until they reach 62.

I reckon it won't be a surprise to see letter carriers working with a cane or even a walker in the future. Let alone the number of workers' compensation claims that will likely skyrocket when carriers submit CA-2 claims that show a nexus of a debilitating health condition exacerbated by the performance of their duties (hint hint).

So, for those wondering what my plans are, I honestly can't say how much longer I'll be around. But, during my years as the branch Vice-President and President, my opinion has always been that the top three positions within the branch should have an active carrier as their leaders. If for any reason, so that they are fully aware of what the membership is experiencing on the work room floor. In other words, when I retire from the Postal Service, I also plan to retire from the branch. With that said, we have local negotiations coming soon and I've asked our EVP and VP, Jarett Sims and Lance Schwede, to perform the negotiations and strive to obtain fair terms and working conditions for new LMOU's at all installations under the Branch 14 umbrella. While I'm still the president, I intend to help these next leaders of the branch as much as I possibly can until I am finally able to set a date to retire.

"Congress decides they want to change the rules concerning our retirement benefits". I think the elimination of the FERS supplement is the biggest and most harmful proposed change.

In the movie Shawshank redemption, as Andy Dufresne and old Red were discussing life in prison, Andy says at one point "get busy living or get busy dying" which is just a great quote. So, once we get this disastrous bill aimed at hurting federal workers and their retirements amended or defeated, I plan to get busy living. And I also look forward to being home and helping raise my one-year-old adopted granddaughter with my wife and family.

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

**Visit the Branch at our
website: *NALCB14.com*
and Like us on Facebook**



President Anthony Weddle is presented
with the Million-Mile Award by
Ryan Fitz-Gordon, MCSO

SHIVELY POST OFFICE RETIREES "10th Annual" "REUNION LUNCHEON"

DATE: WEDNESDAY, July 9th, 2025

TIME: 1:30 PM

LOCATION: MIKE LINNING'S RESTAURANT
9308 CANE RUN ROAD 40258

IF YOU'VE EVER WORKED AT ANY OF
THE SHIVELY POST OFFICE LOCATIONS,
ANY CRAFT,
PLEASE COME!

INVITE OTHERS THAT MAY NOT KNOW

WE WILL BE IN THE LARGE GAZEBO
RESERVED SECTION IN THE BACK, SEE
YOU THERE!!

(If Rain-we will be inside)

BRING PICTURES TO SHARE IF YOU HAVE
THEM!

QUESTIONS? CALL OR EMAIL MIKE SPAULDING
502-439-1154 SPAULDINGK@GMAIL.COM

BRANCH 14 NEWSLETTER

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Branch 14 National Association of Letter Carriers
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Louisville, KY 40213

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964-3276

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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.....Adriane Shanklin
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

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themselves, and are in no way to be construed as
statements, positions or endorsements by Branch 14 or
it's officers.*



JARETT SIMS
Executive Vice-President

If you have worked at the post office for an extended period of time, you are aware that a vast majority of PDIs are for attendance.

Management almost always reads this from the ELM 665.41: Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal Service.

The question is most frequently phrased: “Why have you failed to be regular in attendance?” What does that mean? There is no real definitive answer.

If I am asked that question, I want to ask the supervisor doing the PDI what that means. The experienced ones won’t respond immediately because they know there isn’t one, while the naiver ones will say “Come to work as scheduled”. So perfect attendance? That’s a little ridiculous and unrealistic in my opinion. We have strenuous jobs that require us to work in the elements for many hours. From time to time, we will be sick or hurt. Thank goodness we have negotiated sick and annual leave as benefits.

If I am asked about being regular in attendance, I will inform management that ***I am regular in attendance*** and that I make every effort to report to work as outlined in ELM 511.43:

Employee Responsibilities

Employees are expected to maintain their assigned schedule and must make every effort to avoid unscheduled absences. In addition, employees must provide acceptable evidence for absences when required.

After you answer those questions, they will ask about dates you have missed. I would advise you not to just say “sick or don’t remember” if you know what happened. If they ask you about a date where you remember specifics, without divulging medical info, tell them. If you brought in documentation, say that, and to which member of management you gave the note. Also, keep notes of your illnesses just in case they want to investigate.

Always make a copy of your documentation and I would advise completing a PS Form 3971 requesting the type of leave you want. Make a copy of that. Frequently, management will generate 3971s before a PDI. If we can show that you already filled one out, it can illustrate just how unprepared and unorganized they appear.

If they present 3971 before the PDI, while you are not required to sign, if you do, date it for the day you received it. If you want to write “refuse to sign” or RTS, still date it for that date.

If you have an illness or injury that causes frequent absences, consider applying for FMLA to cover yourself. There is a form to take to your healthcare provider on our branch webpage.

Lastly, having a bank of sick leave is a great insurance policy when Murphy’s Law hits. At Annshire, a great co-worker of mine had a serious medical condition and did not miss a day of pay. Since that time, he has already begun to build his sick leave up again. He would tell you how fortunate he was to not miss a check.

If you have questions about this, come to the next meeting and we can discuss.





LANCE SCHWEDE
Vice-President

Mutual Respect

The concept of "mutual respect" is a crucial aspect of the working relationship between the National Association of Letter Carriers (NALC) and the United States Postal Service (USPS). It's not necessarily a single, stand-alone "article" in the National Agreement, but rather a principle that permeates various aspects of the contractual relationship. The idea of mutual respect emphasizes that both management and letter carriers should treat each other with dignity and consideration. This involves creating a workplace environment free from harassment, intimidation, and bullying.

While not a single article, the concept is reinforced in various contractual provisions and related documents. Specifically, Handbook M-39, Section 115.4, emphasizes the need for management to "maintain an atmosphere of mutual respect." The Joint Statement on Violence and Behavior in the Workplace also plays a significant role in promoting a respectful work environment.

The NALC strongly advocates for the enforcement of these principles. Shop stewards play a vital role in addressing instances where mutual respect is violated. The union emphasizes the importance of documenting incidents of disrespectful behavior and pursuing grievances when necessary. Shop stewards are to hold management accountable for maintaining a respectful work environment. There is no excuse for management to belittle, bully or treat letter carriers without dignity and respect. Section 115.4 of Handbook M-39 is a key point of reference for this issue.

In essence, "mutual respect" within the NALC context signifies a commitment to fostering a positive and professional workplace for letter carriers. Without an atmosphere of mutual respect, the workroom floor will become a toxic place to work. If left unchecked, it will foster an environment that can and has in the past become

deadly. Many tragic situations have played out across the country because Management has failed to protect letter carriers from a toxic work environment and have failed to address these environments that carriers endure on a daily basis. It is time for the NALC to step up its game and lead the charge for a better work environment. It is long past time for the work environment to be a place that carriers enjoy being and a place free from harassment, intimidation and bullying.

INCOME FOR THE PERIOD OF 1 JANUARY THROUGH 31 MARCH 2025

DUES	\$	-	
NEWSLETTER ADS	\$	-	
BUILDING FUND	\$	100.00	
DUES WITHHOLDING	\$	77,676.62	
GOLF SCRAMBLE	\$	2,160.00	
MDA	\$	3,035.00	
MISCELLANEOUS	\$	6,755.40	
CHECKING INTEREST	\$	2.40	\$ 89,729.42
SAVINGS INTEREST	\$	2.25	
	\$	-	
GRAND TOTAL			\$ 89,731.67

BRANCH 14 QUARTERLY FINANCIAL REPORT TREASURERS REPORT FOR THE PERIOD OF JAN 1ST THRU MAR 31 2025

GENERAL CHECKING

CHECKING BALANCE		
BROUGHT FORWARD	\$	110,541.86
DEPOSITS FOR THE QUARTER	\$	105,952.54
TOTAL	\$	216,494.40
DISBURSEMENTS	\$	111,313.48
CHECKBOOK BALANCE	\$	105,180.92
SAVINGS/CONVENTION FUND	\$	
DEPOSITS	\$	
SAVINGS/CONVENTION FUND BALANCE	\$	
MORGAN STANLEY	\$	127,725.83
TOTAL CASH NET WORTH	\$	326,271.53

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



ADRIANE SHANKLIN
Sergeant at Arms/Scribe

Hey Branch 14! What’s happening around Louisville? It’s pivot season along with the spring showers. The Post Office has decided that we do not have any mail, and that you need to pivot to make up for your 8 hours. With that being said, do not leave without getting 8 hours worth of work! As a regular carrier you are guaranteed 8 hours per the contract. Now that is not saying stay out on the street and drag it out. Make sure management gives you enough work to make up your 8 hours! In Lyndon, management (genius) has told us that there’s no guarantee time, so if you come back and there’s no work for you to do then go on edit book time (743). Let management manage! Do not create your own time, they’ll figure it out eventually (very doubtful).

May is flying by and coming to and end. Unfortunately, we had to cancel this year’s

Community Pop-up Shop. We can hopefully revisit this at a later date. If you have any ideas of any events that you’d be interested in, please let us know. Make sure you’re also checking the branch page for the list of upcoming events, and our facebook page. See y’all at the union meeting. May the vote be in your favor (fixed off days lol)!



2025 BRANCH 14 NALC LONGEVITY AWARDS



70 YEARS

**PAUL
FELDKAMP**



60 YEARS

**CAROL HARRISON
&
TOM WEBB**



55 YEARS

JERRY HARRISON



50 YEARS

**RICK EVANS
&
JAMES WILLIAMS**

**45 YEARS
(Not Pictured)**

**ALLEN
HARRIS SR
&
DARREL
SMITH**



40 YEARS

**MIKE SANDERS
RICKY RACHFORD
&
MARILEE MARTIN**



30 YEARS

**FRED WARREN
&
GREG RAY**

25 YEARS

**LILLIAN
THOMPSON
&**



**JOE
SPENCER**



**ERIC
SMITH**



**LORNE
HAYEN**



**SHERRY
WILLIAMS**



**RONNIE
GARETT**



**BILL
DAVIS**



COULTER MARVEL III
Health Benefits/Retirement/MBA Rep

CARRIERS: It's that time of year!! **Protect your skin from the Sun**

Did you know that unprotected skin can be damaged by the sun's ultraviolet (UV) rays in as little as 15 minutes? Even if it's cool and cloudy, you still need protection from the sun. UV rays, not the temperature, damage the skin. Therefore, you should protect your skin all year round. You may use sunscreen to protect your skin when you go to the pool, but you should protect your skin anytime you are outside. When you're on your route, working in the yard, at the ball field, or taking a walk, make sun safety an everyday habit so you can avoid getting sunburn and lower your chance of getting skin cancer.

Tips for avoiding sunburn and staying sun-safe:

- ♦ Wear a lightweight long-sleeved shirt or cover-up
- ♦ Wear a hat with a wide brim that shades your face, head, ears, and neck
- ♦ Wear sunglasses that block UV rays
- ♦ Use sunscreen with SPF 15 or higher with UVA and UVB (broad spectrum) protection
- ♦ Stay in the shade, if possible, during late morning through mid-afternoon
- ♦ Reapply sunscreen at least every 2 hours and after swimming, sweating, or toweling off

Source: <https://www.cdc.gov/cancer/features/skin-cancer.html>

If in doubt get checked out!! Remember NALC Health Benefit Plans cover annual physicals and if your Doctor sees something, most plans cover 85% for Skin Cancer Screening.

Don't forget. Vacation time is upon us...

- Pack your prescriptions
- Keep your Benefits ID Card with you
- Only share member ID information with medical staff

-Care outside of the USA may require you to pay for medical services in full. If so, you will have to submit a member claim for reimbursement.

Some information borrowed from USPS Retiree e-Newsletter.

If I can assist with any retirement or benefit questions, I'm in the office most Tuesday afternoons or call the Branch office 502-964-3200 or cell 502-386-0041



MISSY HARRIS
Community Activities Coordinator

May is a busy month. Our Annual Food Drive will have passed by the time you receive this newsletter. I hope everyone delivered their cards and got lots of food. There are so many families who don't have enough food and utilize food banks to tide them over. One in 5 children receive a weekend backpack of food from schools to have enough to eat while they are away from school. That food comes from food banks.

Next, we have the Letter Carriers Golf Scramble. Please send in your teams as soon as possible. We need to give the golf course all the information. I will be raffling off a 70" television. Tickets are \$5 each or 5 for \$20. Drawing will be held June 9th at the KY State Convention and streamed live on Facebook. If you are interested, please call or text me at 502-759-2276.

Everyone be safe and I hope to see you at the next union meeting.



**Deliver
the Cure**
with **MDA**

UNION MEETING**Date: April 22nd, 2025****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	0
Fern Creek 40228	0
Fern Creek 40291	3
Hikes Point 40220	1
Iroquois 40209/14	1
Iroquois 40215	0
J-Town 40299	0
Lyndon 40222	1
Lyndon 40241/42	2
Middletown 40243	1
MLK 40211	1
MLK 40212	1
Okolona 40219	0
Okolona 40229	0
PRP 40258	0
PRP 40272	1
Shelby 40217	1
Shively 40216	1
St Matthews 40206	0
St Matthews 40207	1
Bardstown 40004	0
Campbellsville 42718	0
Eminence 40019	1
Ft Knox 40121	0
LaGrange 40031	1
Lebanon 40033	1
Radcliff 40160	0
Shelbyville 40065	0
Springfield 40069	0
Vine Grove 40175	0
Retired	13
Guests	0
Total	35

**Officers & Stewards Excused: Embry,
Garnett, Bowman, Grosso, Gutierrez,
Clark, & Watson**

Officers and Stewards Absent: Wright

**MDA 50/50 Drawing.....\$62 MDA
.....\$61 Coulter Marvel**

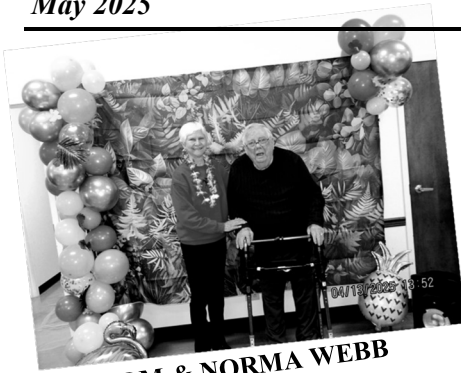
\$50 Door Prize.....Eric Smith

NEW MEMBERS

LEE BRYANT	OKOLONA
ISRAEL DAVIS	J-TOWN
AUBREE DUNN	ANNSHIRE
CONRAD HANDO	J-TOWN
MARLEE MITCHELL	ANNSHIRE
LUIS ORENGO	CAMPBELLSVILLE
TRISHA RAISOR	VINE GROVE
ASHLEY BIBBS	LYNDON
NINA DISSO EDWARDS	ANNSHIRE
ROBIN EMBRY	IROQUOIS
JACKSON HAYES	LYNDON
MELINDA LeGRANDE	LEBANON
JEFFREY LOTZ	SHIVELY
TOREE MASON	MLK
BRADLEY WILLIAMS	ANNSHIRE

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

***Next Union Meeting
May 22nd, 2025 at 7:30pm
United we bargain, Divided we beg***



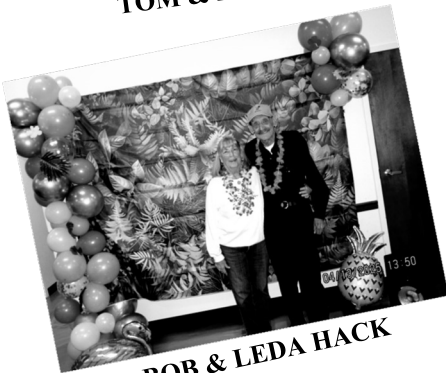
TOM & NORMA WEBB



FLOYD & CECELIA NALL



CAROL & JERRY HARRISON



BOB & LEDA HACK



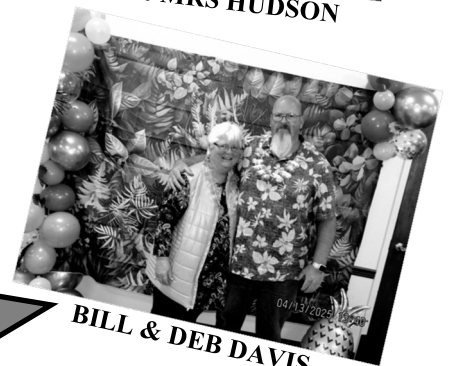
STEVE & MARY JO TERRY



HERBIE & MRS HUDSON



ANTHONY & MRS ORTHOBER



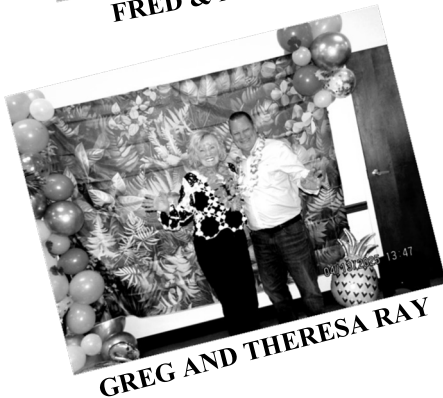
BILL & DEB DAVIS



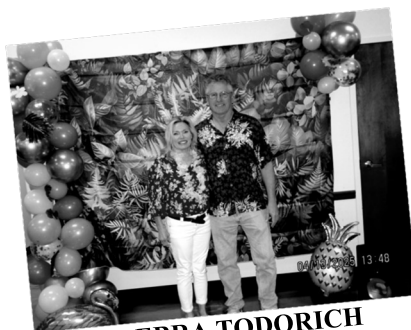
FRED & MRS WARREN



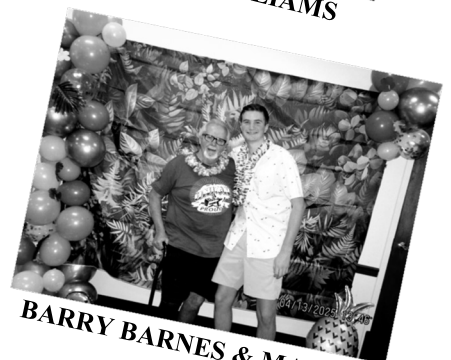
JAMES & MRS WILLIAMS



GREG AND THERESA RAY



**DEBRA TODORICH
&
JOE DOWNS**



BARRY BARNES & MASON



**2025
BRANCH 14
RETIREE'S
LUNCHEON**



RICK EVANS, MISSY
HARRIS, BRENDA PERRY
WOODS, & COULTER
MARVEL



LOUIS
LUSCO



MARY JO TERRY &
MARILEE MARTIN



NICK SCHNEIDER



LARRY TERRY



MARY JO TERRY,
BRENDA PERRY
WOODS, & COULTER
MARVEL



GARY HUDNALL



National Association of Letter Carriers
Falls City Branch 14
4815 Poplar Level Road
Louisville, KY 40213
05/25

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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

