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CLARK V. SAVIDGE

SENTINEL

Serving The Letter Carriers of Olympia, Lacey,
Tumwater and Shelton WA since 1892

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Upcoming NALC Dates

General Branch Meeting
(Meeting starts at 7pm, food served
at 6:30)
March 1, 2023

Shop Stewards Meeting
(Meeting starts at 7pm)
March 8, 2023

Executive Board Meeting
(Meeting starts at 7pm)
March 15, 2023

CCA Seminar
(Starts at 7pm)
March 22, 2023

Intermediate Stewards College
April 2, 2023

Washington State NALC Convention
May 4-7, 2023

NALC Food Drive
May 13, 2023

Table of Contents:

Presidents Report: Pages: (2-3)

Meeting Minutes: Page: (3)

Your Money Matters : Pages (4-6)

NALC Contract update: Page 7

Useful Phone Numbers

NALC Headquarter Switchboard
(202) 393-4695

NALC Retirement
(202) 393-4695 Ext 877

NBA Region 2
(360) 892-6545

Employee Service Line
(877) 477-3273

Employee Assistance Program
(EAP)(800)EAP-4-YOU
(800) 327-4968
(877) 492-7341 TTY

NALC Members APP

Available now in the iPhone App Store and the Google Play Store for Android



President's Report: Feb. 2023

By Al Floyd

The Installation

The Installation is trying to get to a point where the carriers are able to come to work with the belief of not having to work 10, 11 or 12 hours for the day. Staffing is still an issue and adding to that issue, is the MPOO and the District Manager, going against the instructions from their bosses in Western Area and National. The MPOO and District Manager have been instructed to stop working our carriers in the Rural Craft, yet they continue to do so. They have been instructed to stop sending our carriers out of the Installation to work, depleting our staffing, creating mandating situations. And as all are very well aware of, the locations where the carriers are being sent, are primarily Rural Offices. Our Regional Officers have communicated to management to cease and desist working our City Carriers in the Rural Craft and the MPOO and District Manager have ignored them and therefore our Regional Officer is going to file the grievance to force them to comply with the cease-and-desist instructions to stop working City Carriers in the Rural Craft, within and outside of our Installation.

Seventh COLA is \$208

The seventh and final regular cost-of-living adjustment (COLA) for career letter carriers under the 2019-2023 National Agreement was \$208 annually following the release of the January consumer price index (CPI). This increase was added to every step in Table 1 and Step P in Table 2, and then applied proportionately to Steps A through O in Table 2. The increase has been applied to the pay chart. The increase will take effect March 11. (Postal Record)

UPDATE TO SECURITY ENHANCEMENTS TO LITEBLUE

Recently, NALC reported that some Postal Service employees were unknowingly providing their LiteBlue login credentials to fraudulent and criminal websites that appeared in popular search engines with similar names and web addresses to LiteBlue. Unfortunately, as a result some postal employees had their entire paychecks rerouted to criminals' bank accounts instead of being deposited into their own.

To improve the security of LiteBlue, on Jan. 15, the Postal Service implemented multifactor authentication (MFA) when logging in. MFA provides an extra layer of security and may already be familiar to most through online accounts at financial institutions by confirming a code received via text message or through an app. Now, unless already done so since MFA was implemented, when employees sign in to LiteBlue they will be required to reset their Self-Service Profile (SSP) password, verify the last four digits of their Social Security Number (SSN), and set up their MFA preferences. On Jan. 17, a mandatory stand-up talk about multifactor authentication for LiteBlue should have been given in all stations and offices throughout the country.

To further protect employees' accounts, the Postal Service temporarily disabled allotment and net-to-bank changes. Although many have secured their account by setting up MFA, the Postal Service reports that 38 percent of all postal employees have yet to do so. The ability to make allotment and net-to-bank changes will remain disabled until a greater number of employees have protected their accounts. In the meantime, employees can still use a postal computer to access PostalEASE to make allotment and net-to-bank changes. All letter carriers should set up MFA on their accounts as soon as possible.

Presidents Report continued:

NALC Branch 351

Members, your Branch Officers have been trying to brainstorm some events to bring us together in family style fun. With all the long hours worked because of staffing issues, it is still important for us to come together outside of work, in a relaxing environment. A venue where, for those that have kids, and heck, those that get their grandkids, can come and play together. Co-workers “chopping-it-up”. Your Officers would love to hear suggestions from you. The best way to get your suggestion heard, is for you to attend a General Meeting and present it. No one can better say, articulate, what’s on your mind, then you! Some of the Outings your Branch has/do put together are Rainiers Baseball, Picnic and in the past, going to the Seahawks Football games. The Branch has also gotten tickets for the Sounders Soccer and have looked at possible attending Minor League Hockey. If any want to look into it, we’ll need great group rates for tickets to The Krakens Hockey Matches. We’re looking into some other less expensive events to come together with. The bottom line and what’s most important, is that we need to hear from you!

“There be delights, there be recreation and jolly pastimes that will fetch the day about from sun to sun, and rock the tedious year as in a delightful dream.”

John Milton: Areopagitica, 1644

“Money and time are the heaviest burdens of life, and the unhappiest of mortals are those who have more of either than they know how to use. To set himself free from these incumbrances, one hurries to Newmarket; another travels over Europe; one pulls down his house and calls architects about him; another buys a seat in the country, and follows his hounds over hedges and through rivers; one makes collections of shells; and another searches the world for tulips and carnations.”

Samuel Johnson: The Idler, Nov. 11, 1758

February Meeting Minutes:

Officers in attendance:

Al Floyd

Vince Corsi

Jade McBride

Eylse Boyajain

No quorum reached.

Meeting Adjourned: 7:15 pm

Submitted by Elyse L. Boyajian

NALC Branch 351; Recording Secretary

Your Money Matters!

Source Postal Record November 2020

It's important to understand the information on your pay stub so that you can ensure that you're getting paid properly. Whether you get a paper check or payment by direct deposit, you receive a pay stub every pay period that explains what you've earned as well as any deductions from your pay. This article will provide a brief explanation of the USPS time-keeping system, pay stubs and the USPS ePayroll web application.

Timekeeping

First, let's discuss timekeeping in the Postal Service. USPS uses a unique timekeeping system that may be unfamiliar to some people when they begin a career with USPS. It is a variation of the military 24-hour clock, but records time in hundredths of an hour rather than in minutes, refer to USPS Notice 30, Time Conversion Table or the back of a PS Form 1260. Pay stubs and ePayroll statements represent time entries using this timekeeping system. It is important to remember this unique timekeeping system when calculating your hours and payroll.

Next, let's take a look at your pay stub. A sample image of what a traditional pay stub may look like is provided on the next page.

At the top of your pay stub are six boxes, which list:

1. **PAYLOC:** Pay Location—This is the number of the work assignment location where you work.
2. **FINANCE NO:** The USPS finance number assigned to your work office.
3. **EMPLOYEE NAME.**
4. **EMPLOYEE ID:** The employee identification number (EIN) assigned to you when you were hired.
5. **PAY PERIOD:** The pay period for this earnings statement (first two digits) and the year of payment (second two digits).
6. **SERIAL NUMBER:** Either the serial number of the check issued to you or the sequence number of the earnings statement issued to you when your net pay has been directly deposited to a financial institution. Below those boxes, your pay stub is composed of three main sections, titled "Detail Earnings," "Gross To Net" and "Leave Status."

DETAIL EARNINGS is a general heading for several entries that tell you the type and number of hours you are being compensated for, the week in which those hours occurred, the rate schedule and level, the designation/activity code, and the gross payment amount for the period. Those entries in this section and the meaning of each entry are as follows:

WK: Specifies the week, either 1 or 2, of the pay period in which the hours were worked.

RSC: Stands for Rate Schedule Code for the hours worked. For letter carriers, it will be a "Q." This code, combined with LEV, is significant and deserves special attention.

LEV: This is the pay level for the hours worked. Carrier technician duties are indicated as "02" in this column while all other letter carrier work is designated with "01."

RATE: Your base rate of pay for the hours worked. For part-time employees, this rate is indicated as an hourly figure, while full-time carriers' rate is shown as the annual salary. The base rates are printed regularly in *The Postal Record*, and on the letter carrier pay chart at nalc.org.

CODE: Your employee designation/activity code. Full-time regular carriers are designated as 13-4, part-time flexible carriers are designated as 43-4, part-time regular carriers are designated as 33-4, and city carrier assistants are designated as 84-4.

TYP: Pay close attention to this column, which indicates the type of hours you earned. The standard type codes are: W—standard hours; O—overtime, for hours worked past eight in a day or 40 in a week, paid at 1.5 times the regular rate; V—penalty overtime, for hours worked past 10 a day or 56 a week, paid at twice the regular rate; N—night shift differential, for hours worked between 6 p.m. and 6 a.m.; H—holiday pay; L—leave hours taken; and G—guaranteed time, for daily hours guaranteed by USPS but not worked.

HOURS: This space will show the actual hours and hundredths worked for every hour type listed. If you keep track of your hours worked in the NALC Work Hour Tracker or in a record of your own, you will be able to immediately take steps to correct any errors on your pay stub.

PAY: This space will show the total gross pay for each type of hours worked. Add up the pay for each category of hours worked and you have your gross pay. Of course, that's not the final number on your paycheck, since several items will be deducted first. Those items are shown under "**GROSS TO NET.**"

GROSS TO NET is a general heading for two columns, which show the total gross pay, all deductions, and the resulting net pay for the current pay period (**THIS PERIOD**) and for your pay year-to-date (**YEAR-TO-DATE**). Deductions may include taxes withheld, union dues (**UN L**), payments for health or life insurance, charitable donations you have authorized through the Combined Federal Campaign (CFC), or automatic donations to the NALC's Letter Carrier Political Fund (LCPF).

At the bottom of the pay stub, **NET PAY** shows the amount you receive after these deductions.

Under the **LEAVE STATUS** section, you will see your annual leave (**AL**) category indicating how many hours of annual leave you earn per pay period. Under this section, you will see your prior AL balance; the AL earned and used this pay period; and your cumulative available AL totals for the year to date. Regular employees have their AL advanced at the beginning of the leave year, which begins with the first full pay period within the calendar year, and it will show in the **AL ADVANCED** section. Each pay period as AL is earned, it is deducted from advanced and moved to **AL EARNED YTD**. Also, for career employees, sick leave (**SL**) earned or used during the pay period as well as the cumulative total are indicated. CCAs do not earn sick leave and will not have any data in the SL section. If you have used leave without pay (LWOP), Wounded Warriors Leave or Donated Leave during the pay period, it will be indicated in this section as well.

ePayroll

Letter carriers also have the option of reviewing their payroll records electronically via the USPS LiteBlue application ePayroll. Next, we will describe ePayroll and how to access the information through LiteBlue. LiteBlue is a web-based portal specifically designed for USPS employees that can be accessed via liteblue.usps.gov. LiteBlue ePayroll allows employees to review their payroll accounts, allotments, and benefits. LiteBlue login requires your EIN and your USPS password. On the LiteBlue home page, you can choose the "Employee Apps – Quick Links – ePayroll" located in the middle of the screen or select the "My HR" tab, then select "Access ePayroll." You will need to enter your EIN and USPS password again to launch the application. Your detailed ePayroll information is usually available online, beginning on the Tuesday evening preceding your pay date. Within the ePayroll application are tabs that allow you to view "Employee Information," "Paid Hours," "Leave & Retirement Information," "Additional Pay & Other Compensation," "Deductions" and "Adjustments." The adjustments tab details things such as grievance payments or payroll adjustments that posted during the relevant pay period. Keep in mind, the adjustments that appear during the current pay period may be corrections or modifications from previous pay periods. Currently, the ePayroll application allows employees to review and print earnings statements dating back almost two years.

In closing, whether you review a traditional paystub or the electronic version through ePayroll, it is important for letter carriers to always keep track of their work hours and review their payroll records to make sure that your paycheck has been calculated correctly. If you discover a discrepancy in your payroll, you should speak to your shop steward or branch officer as soon as possible so they can investigate the situation,

123		12-3456		Carrier Name			12345678		03 18		1234567890	
PAYLOC		FINANCE NO.		EMPLOYEE NAME			EMPLOYEE ID		PAY PERIOD		SERIAL NUMBER	
DETAIL EARNINGS							GROSS TO NET				LEAVE STATUS	
MK	RSC/LEV	RATE	CODE	TYP	HOURS	PAY	THIS PERIOD		YEAR-TO-DATE		ANNUAL LEAVE(SL) CAT: 4.00	
2	0 01	1778	844	W	30.00	53340	GROSS PAY	106680	439326	AL PRIOR YR BAL	3.00	
1	0 01	1778	844	W	30.00	53340	FED TAX 50	12887	68483	* AL EARNED YTD	6.00	
							ST TAX CTDO	4565	18705	* AL HOL EARNED YTD	0.00	
							RETIRE	00	00	- AL USED YTD	0.00	
							MEDICARE	1547	6370	* EARNED AL BAL	9.00	
							UN L	2663	7989	* AL ADVANCED	0.00	
							SOSEC	6614	27238	* AVAIL AL BAL	9.00	
										AL USED THIS PP	0.00	
										SICK LEAVE(SL) CAT: 0.00		
										SL PRIOR YR BAL	0.00	
										* SL EARNED YTD	0.00	
										- SL USED YTD	0.00	
										= CURRENT SL BAL	0.00	
										SL USED THIS PP	0.00	
										LEAVE WITHOUT PAY(LWOP)		
										PAY PERIOD LWOP	0.00	
										PP01 TO CURRENT PP	0.00	
										USPS RETIREMENT		
NET PAY							784.04				0.00	

In Unionism,

Vincent Corsi
Secretary/Treasurer

NALC and the Postal Service open negotiations for collective bargaining agreement:

On February 22nd, 2023 the National Association of Letter Carriers and The Postal Service met to provide their opening statements and kick off the start of collective bargaining.

NALC President, Brian Renfroe, began his opening statement highlighting our challenges and accomplishments throughout the pandemic and our success in facilitating 2 national elections with high turnout mail in voting.

Mr. Renfroe goes on to explain the increased challenges of doing all of those things while being severely understaffed due to a contract that cannot sufficiently find a workforce while unemployment is at a 50 year low. Mr. Renfroe continues on, stating that local managements inability to follow the contract creates hostility on the workroom floor as well as cost the Postal Service money due to their lack of compliance.

Mr Renfroe lays out his goals for collective bargaining:

“First and foremost, we must address the staffing issue that is debilitating our craft. Nationwide, letter carriers are overworked, and post offices are understaffed. One obvious solution that we seek is increased wages. If the Postal Service wants to recruit and retain letter carriers, it starts with a competitive wage —plain and simple.

The staffing crisis can also be addressed by shifting to an all-career workforce and abolishing the City Carrier Assistant position. The CCA position, in its current form, no longer serves the Postal Service or our craft.

Overwhelming turnover is seriously undermining service. While we have made positive strides in our recent agreements to convert certain installations across the country to the all-career model, NALC seeks to convert all CCAs to career positions and make the all-career model the standard nationwide.

Lastly, we will insist on practical solutions to address the increasing crime against letter carriers. The safety of letter carriers is our number one priority. We must work together to ensure that letter carriers are safe from the moment they arrive at their stations until the moment they park their vehicles after delivery. We cannot allow these crimes to persist.”

I am excited for the possibilities and strength of our union in these negotiations. Through the passing of the postal reform act I do believe we are heading into bargaining with the best standing we've had in years. I hope Mr. Renfroe and our bargaining team secure us a fair contract that can escape arbitration, but I do not believe we should be afraid of the possibility of such. The table 2 pay scale, the cca position and managements ability to violate our rights with impunity must be abolished. We deserve competitive wages and it is mandated that they do so.

I will continue to post updates as negotiations continue.

-Jade McBride

Branch 351

Editor / Director of Media / Trustee

NALC Branch 351
P.O. Box 7715
OLYMPIA, WA 98507-7715

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MARCH 2023



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