



Sisters & Brothers of the COSALC,

The Centennial Sentinel is a new publication by the Colorado State Association of Letter Carriers for carriers in smaller branches that may not get much communication in monthly newsletters. The COSALC has approved this publication for the next year in hopes to help engage with members across Colorado and also receive feedback if this newsletter is informative and beneficial to educating our future branch leaders.

Negotiations - full speed ahead!

The NALC will start negotiations on the next national agreement on February 22nd, 2023, with the USPS in Washington, DC. As mentioned in many NALC articles of previous Postal Records, many items will be included in discussions including bringing back Part-time Flexible positions at all offices across the country as well as increasing the pay for all city letter carriers. These are just a few items that will be brought up during the contract negotiations and hopefully we will have a jointly negotiated contract later in the year. If you have any questions, please follow the updates at www.nalc.org.

Is it time to stand up?

When is the last time you've attended a branch meeting? Does your branch allow for virtual attendance at monthly branch meetings? It is important for every member to participate in the branch. The local union is only as strong as the membership as a whole. We see many smaller branches with little or no leadership at the local level. Have you thought about stepping up and taking an active role in the branch or in your local office? Maybe now is the time. Does management violate the national agreement on a daily basis on the work room floor? If so, now is the time to hold them accountable and require that they comply with what was jointly discussed and approved in the national agreement. Do you have a copy of it? Do you need a copy of it? You can download a copy of the national agreement at www.nalc.org or we can also mail you a copy if you'd like. Email sentinel@cosalc.org if you would like a hard copy of the current national agreement mailed to you. Our goal is for every member to be knowledgeable of their rights and benefits that have been fought so hard for over the years by carriers before us.

What does the future hold?

The 118th Congress is now in session and the committee assignments are almost complete so the work can begin on several legislative issues the NALC was working on in the last session. We will be having a delegation of members from the COSALC heading to educate our new Colorado members of congress on the importance of issues concerning the USPS and the NALC. The trip will be the first week of March and upon their return, we will include details of their trip in future editions of this newsletter.

COSALC State Convention

The COSALC holds an annual convention and this years convention is being sponsored by NALC Branch 47 (Denver) and will take place in Blackhawk, CO on April 19-20, 2023. Early registration will begin the night of April 18th and there will be elections and a dinner on the night of April 20th. If you are a delegate from your branch, please reach out to COSALC to inquire on what expenses will be covered for you to attend the convention by emailing sentinel@cosalc.org. We look forward to seeing all the delegates at the convention. We are working with the Region 4 National Business Agent's office on additional classes that will be offered at the convention for members. **The deadline for making room reservations is March 30th, 2023.**

Is an email worth it?

Here is our challenge to you. We would like some feedback from each and every one of you on this publication. All we are asking is an email sent to sentinel@cosalc.org with your name and branch number. Every member who sends us an email will be included in a drawing for a \$25 gift card for a store of your choice depending on where you are in Colorado. We will make contact with you to determine the choice of the gift card so that it can be redeemed.

Coffee with COSALC

The COSALC started a new morning Zoom call in January 2023 called 'Coffee with COSALC'. We have had great success over the past few weeks with already having two episodes and great questions during these calls. If you are interested in joining us, we conduct the calls in the morning between 7:00am – 8:00am. If you'd like to participate, please email coffee@cosalc.org and you will be added to the list to receive the link and additional updates that are distributed. We've already been addressed on the calls by Region 4 RAA John Robles on several different regional updates and hope to have national officers on future calls. This format is a great way for all of us to be involved from the comfort of our own homes while getting educated and staying updated on information.



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. Additionally, instructions and videos to help set up MFA can be found at www.nalc.org.

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 was temporarily locked but released back to allow full activity on February 6th, 2023.

As of Monday, Feb. 6, the implementation of MFA reached a participation threshold across the organization warranting reactivation of net-to-bank and allotment transactions within PostalEASE for all employees. To make changes to current net-to-bank or allotment settings, employees can visit LiteBlue.usps.gov, verify their identity via MFA, and navigate to PostalEASE.

For awareness, the ability for employees to make changes to their net-to-bank or allotment settings via the PostalEASE interactive voice response (IVR) system has been disabled, effective immediately. The IVR system for other employee actions can still be used.

Employees who have not set up their MFA preferences on LiteBlue, should visit the MFA LiteBlue site by navigating to LiteBlue.usps.gov and clicking on Multifactor Authentication under the login. If you identify any activity with your account that looks suspicious, contact ISCCU@usps.gov. For additional information about MFA and related topics, visit the MFA LiteBlue site by clicking on the MFA banner on the LiteBlue login page.

Social Security Fairness Act reintroduced in House

On Jan. 9, Reps. Garrett Graves (R-LA) and Abigail Spanberger (D-VA) reintroduced the Social Security Fairness Act of 2023 (H.R. 82). This bill would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), which are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits for millions of federal annuitants, including former Civil Service Retirement System (CSRS) letter carriers.

WEP reduces earned Social Security benefits for CSRS employees and for Federal Employees Retirement System (FERS) employees, who also receive a public pension from another job not covered by Social Security. In addition, WEP affects employees who move from a job in which they earn Social Security to a job where they do not earn the Social Security benefit.

GPO affects CSRS employees and spousal benefits of people who work as federal, state or local government employees if the job is not covered by Social Security. GPO currently reduces by two-thirds the benefit received by surviving spouses who also collect a government pension.

The bill, which received a supermajority of cosponsors in the 117th Congress, already has 59 cosponsors. Despite consistent bipartisan support, the legislation has proved difficult to pass due to the price tag.

NALC will continue actively working to gain support for this bill so letter carriers can receive the full benefits they earned.



Join the fight to Stamp Out Hunger!

In Colorado, 474,420 people are facing hunger –141,570 are children.

What is the Stamp Out Hunger Food Drive?

Stamp Out Hunger is an annual food drive organized by the National Association of Letter Carriers (NALC). Every year on the second Saturday in May, letter carriers across the United States collect non-perishable food donations from their customers and deliver them to local food banks and pantries. Since its inception in 1993, **Stamp Out Hunger** has become the nation's largest single-day food drive and has collected over 1.7 billion pounds of food for those in need.

Hunger is a growing problem that affects millions of people around the world. Thankfully, there are ways to help end this **community** crisis. By joining fellow letter carriers in our mission to stamp out hunger, letter carriers can make a big difference and help those who need it most. Together, we can provide meals and support to those in need and create a brighter future for all.

Help Us Nourish Our Neighbors

We all have a part to play in helping our neighbors who are food insecure. Letter carrier participation will help provide nourishing meals to families in need and help to support local food pantries. With carrier's generous support, we can make a difference in the lives of so many people who are struggling. Together, let's create a world where everyone has access to the nutritious food they need and deserve. From Alaska to Florida and Maine to Hawaii, letter carriers do double duty—delivering mail and picking up donations.

Community support

The more support you have, the bigger and better your food drive can be. There are many ways that community support can benefit your food drive plans.

Volunteer support is very important on food drive day. It allows carriers, clerks, etc. the assistance that is needed to relieve the added time and physical stressors that can take place on food drive day.

Retirees and family members volunteered to seek out carriers, empty their postal vehicles and bring back the food for early sorting and distribution to the food bank.

Solicit help from fellow employees, management, family and friends as well as local organizations such as the Boy and Girl Scouts, local churches, to help pick up food donations on overburdened or downed routes at your stations.

**For more information contact:
Letter Carrier Jeffrey Frey, 720-323-9015**

Don't get stressed out!

To those who have sight to see, city letter carriers perform a most important function for the United States Postal Service. We serve millions of families and businesses daily, we are called to provide efficient and reliable service, but this has become a challenge. All delivery service managers are responsible for maintaining a high degree of efficiency and ensuring that USPS standards are maintained, but they have failed all of us by not having enough letter carriers to fulfill this mission.

This has left a majority of letter carriers having to work more hours than we ever wanted to, for an extended time that we never believed that could happen this day and age. This type of work environment has gone a long way in providing us with many different types of stressors at work that we could never believe we could have in the workplace. Here are three types of stressors: **work overload, interpersonal or personality conflicts, little to no control over one's employment situation.**

This doesn't even include any home stressors that we may have that bother us at the time. I say to you, if you have stressors in your life and you feel you cannot control your emotions that you are feeling, seek out the Employees Assistant Program (EAP) or private counseling through your insurance. Find someone that you can talk to and help you through your stressful times. For at the end of the day, **YOU** are what's important and **YOU** have to take the best care of yourself that **YOU** can.

Bryan Sanders "OB" – COSALC Executive Board Member



Did you know...

1-800-327-4968

What is EAP? Employee Assistance Program
A confidential, pre-paid assessment and counseling service designed to provide you and your family with assistance in managing everyday concerns.

Who is it for? All USPS employees and their families

When is it available? 24 hours a day, 7 days a week

What does it cost? NOTHING!!!

You, as a USPS employee, have a wealth of information waiting for you, free of charge, at [www.EAP4YOU.com!](http://www.EAP4YOU.com)

Make the Call!

USPS Employee Assistance Program
1-800-327-4968
(1-800-EAP4YOU) TTY: 1-877-496-7344

BE PROUD you work for the Postal Service!