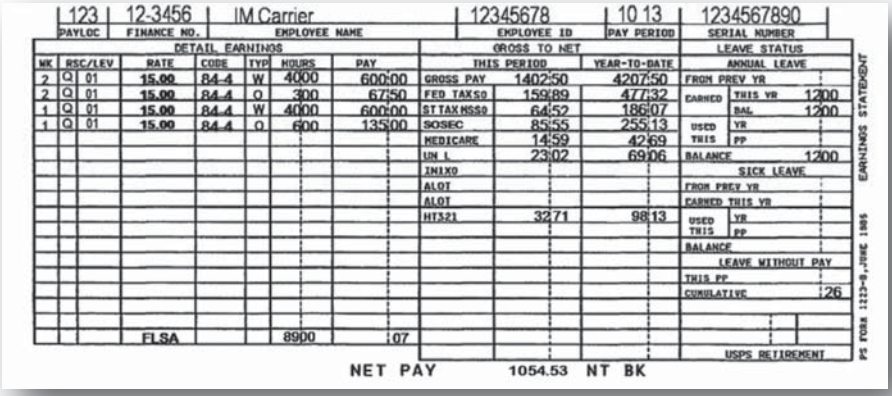

PAYLOC	FINANCE NO.	EMPLOYEE NAME	EMPLOYEE ID	PAY PERIOD	SERIAL NUMBER
123	12-3456	IM Carrier	12345678	10 13	1234567890

DETAIL EARNINGS

WK	RSC/LEV		RATE	CODE	TYP	HOURS	PAY
2	Q	01	15.00	84-4	W	4000	600:00
2	Q	01	15.00	84-4	O	300	67:50
1	Q	01	15.00	84-4	W	4000	600:00
1	Q	01	15.00	84-4	O	600	135:00
			FLSA			8900	:07

GROSS TO NET

	THIS PERIOD	YEAR-TO-DATE
GROSS PAY	1402:50	4207:50
FED TAX$0	159:89	477:32
ST TAX HS$0	64:52	186:07
SOSEC	85:55	255:13
MEDICARE	14:59	42:69
UN L	23:02	69:06
INIX0		
ALOT		
ALOT		
HT321	32:71	98:13

LEAVE STATUS

ANNUAL LEAVE		
FROM PREV YR		
EARNED	THIS YR	1200
	BAL	1200
USED THIS	YR	
	PP	
BALANCE		1200

SICK LEAVE		
FROM PREV YR		
EARNED THIS YR		
USED THIS	YR	
	PP	
BALANCE		

LEAVE WITHOUT PAY	
THIS PP	
CUMULATIVE	:26

USPS RETIREMENT

NET PAY 1054.53 NT BK

PS FORM 1223-B, JUNE 1985 EARNINGS STATEMENT

Important notice for CCAs: Check your pay rate!

If you recently returned from your five-day break between appointments, check your pay stub to be sure you are being paid correctly. There have been instances reported where the CCA hourly rate was incorrectly reduced from $16.25 to $15.

Pursuant to the Jan. 10 interest arbitration award issued by the panel chaired by Arbitrator Shyam Das, CCAs who were on the rolls as TEs as of Jan. 10 shall be paid at Step AA of Table 2, which is the higher hourly rate of the two steps for CCAs. Below are both the previous hourly rates and the new ones, which became effective Nov. 16.

Previous

CCA Grade	BB	AA
1	$15.00	$16.25
2	$15.32	$16.59

Effective Nov. 16

CCA Grade	BB	AA
1	$15.30	$16.58
2	$15.63	$16.92

Also, check the new re-appointment letter you receive in the mail from Shared Services, PS Form 50, Notice of Personnel Action, item number 62, "Base Salary" to be sure your hourly rate is correct.

If you are being paid incorrectly, contact USPS Shared Services at 877-477-3273, Option 5 to advise them that you are being paid incorrectly. Also, talk with your NALC shop steward or local branch officer and local managers. PR

Understanding what your paycheck says

While it feels great to get your first paycheck as a letter carrier, it's important to understand the information on your pay stub to assure that you're getting paid properly. Whether you get a paper check or payment by direct deposit, you receive a pay stub every period explaining what you've earned and any deductions from your pay.

"Knowing what the codes on your pay stub mean and checking the information every time will assure that you get the pay and benefits you're entitled to," NALC President Fredric V. Rolando said. "All carriers, new and experienced, should remember to check their pay stubs each pay period."

First, look under "Detail Earnings"—a list of the hours you worked and how you were paid for them. Under "WK," you will see a '1' or '2' indicating the first or second week of the pay period you worked the hours, and the number of hours worked, pay rate for each type of hours, and total pay for each.

Pay close attention to the 'TYP' column, which indicates the type of hours you earned. The standard type codes are: W–standard hours; O—overtime, for hours worked past eight a day, 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.

If you worked more than 40 hours a week, your pay stub will show you how many "FLSA" hours you worked. FLSA stands for Fair Labor Standards Act, a federal law that establishes requirements for items like overtime pay. It doesn't indicate additional hours you worked.

Add up the pay for each category of hours worked and you have your gross pay, which is indicated under "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." They may include taxes withheld, any allotments you have chosen, transfers to a retirement account like the Thrift Savings Plan (TSP), charitable donations you have authorized through the Combined Federal Campaign (CFC) or automatic donations to the NALC's Committee on Letter Carrier Political Education (COLCPE).

At the bottom of the stub, "Net Pay" shows the amount you receive after these deductions.

Under "Leave Status," you will see how many annual or sick leave hours you earned for the current pay period and how many you have accumulated for the year to date. If you have taken leave without pay, that will be indicated in this section.

"Reading your pay stub is easy once you get familiar with it," Rolando said, "and it's a good habit because you want to be sure the information is accurate." PR