

MEMORANDUM OF UNDERSTANDING

BETWEEN

U.S. POSTAL SERVICE

AND

NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 43

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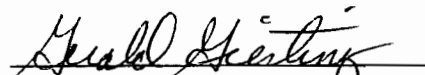
Bethel, OH 45106

2006 – 2011

The parties agree the provision(s) of the
2001-2006 Local Memorandum of Understanding
have not changed and are carried over with the signing of this coversheet.



US POSTAL SERVICE



NALC, BRANCH 43

**BETHEL, OHIO
LOCAL AGREEMENT
2006-2011**

ITEM 1:

All carriers will receive reasonable wash up time when performing dirty work. The parties agree casing and delivering mail is dirty work

ITEM 2:

Full time assignments will have rotating weekends for non scheduled days off.

ITEM 3:

When emergencies weather conditions occur, first consideration will be given to the safety of the letter carriers making mail delivery, protection of postal property and security of the mail. When such emergencies occur that city, county or state authorities have advised the public, through the media, not to travel public streets or highways, the Postmaster or designee will notify carriers.

ITEM 4:

Carriers will begin choosing vacations as near as possible January 1 each year. There will be two rounds by seniority for bidding vacation.

In the first round, carriers who earn twenty (20) days or more per year may choose any one of the following picks and employees who earn thirteen (13) days per year may choose numbers 4, 5, or 6 only from the following picks:

1. Three (3) continuous weeks, or
2. Three (3) separate weeks, or
3. Two (2) continuous weeks and one (1) separate week, or 4.
Two(2) separate weeks, or 5. Two (2) continuous weeks,
or 6. One (1) week

The same choices may be taken by each carrier in the second round provided the carrier has sufficient carry over from the previous year. At least one (1) carrier will be permitted leave in a week.

If annual leave is turned back by a carrier, it must be posted for bid and awarded by seniority.

ITEM 5:

The choice vacation period will be from the first pay week in April through third Friday of September each year.

ITEM 6:

Vacation weeks begin on Monday and end on Sunday. Carriers may change these

ITEM 7:

Carrier's vacation selection will be done in accordance with Item 4 of this memorandum.

ITEM 8:

Jury duty leave and NALC convention leave will not be charged to the choice vacation period.

ITEM 9:

At least one (1) carrier will be allowed off during each week of the choice vacation period.

ITEM 10:

Each carrier will be given form 3971 for approved vacation leave.

ITEM 11:

A notice will be posted in the office by January 1 each year informing carriers of the beginning of the new leave year.

ITEM 12:

Incidental leave requests will be submitted on form 3971, as far in advance as possible, after the two rounds of vacation bidding. Incidental leave requests will be handled on a first come first-served basis. At least one (1) carrier will be allowed off, if this maximum is not met, the incidental leave will be approved. Management will return a validated copy of the form 3971 within two working days, failure to return form 3971 in two working days will constitute approval of the leave.

ITEM 13:

Holiday scheduling will be as follows:

1. Volunteers by seniority
2. Force casuals
3. Force transitional employees
4. Force part time flexibles
5. Force full time regulars on N/S day by inverse seniority
6. Force full time regulars on holiday by inverse seniority

ITEM 14:

The overtime desired list will be posted for all full time regulars to sign in the office. "Updated" as used in Article 8 of the National Agreement will mean posting of hours on a regular basis with a total at the end of the quarter and then reduced to zero (0) to start the next quarter. Overtime offered or worked outside the office will not be charged to the overtime desired list.

ITEMS 15, 16 & 17:

The light duty assignment at this office for carriers will consist of any available work the carrier can perform within medical limitations days by mutual agreement with management.

ITEM 18:

"Section" as referred to in Article 12 of the National Agreement on reassignments, is agreed to be the Bethel Post Office.

ITEM 19

When available, carriers will be provided parking spaces at the office.

ITEM 20:

Leave for scheduled union activities will not be charged to the vacation period. For union leave, the carrier may use annual or LWOP.

ITEM 21:

The NALC requests Article 41, section 3, item 0 to be part of the local memorandum of understanding.

When there is more than one (1) hour change in the starting time of duty assignment, the regular carrier assigned can request Article 41, section 3, item 0, be implemented as if the assignment were abolished.

ITEM 22:

Normally, vacant assignments will be posted for ten (10) calendar days, except by mutual agreement a shorter posting time is possible. Carriers on leave will be notified of the posting by certified mail. A successful bidder will be placed on the assignment as soon as possible following the last day of posting.

For the USPS

Date

For the NALC

Date