

MASON, OHIO
Local Agreement
2006-2011

This Memorandum of Understanding is agreed to at Mason, Ohio between the representatives of the United States Postal Service and the designated agent of the National Association of Letter Carriers, pursuant to the Local Implementation Provisions of the 2001 National Agreement.

ITEM 1:

Article 8, section 9 of the National Agreement provides reasonable wash-up time for a letter carrier who performs dirty work. It is the position of the U.S. Postal Service that any Letter carrier should be granted such time as is reasonable and necessary for washing up after performing dirty work or incident to personal needs as currently established.

ITEM 2:

All routes will be on a rotating schedule of Monday through Saturday.

ITEM 3:

Whenever an emergency condition exists, i.e.--extreme weather conditions, hazardous driving, bomb threats, etc., the installation head will review, where possible, appropriate federal, state and local governmental recommendations and directives and make a determination as to whether curtailment or termination of delivery services is necessary. In making such determination, the safety of a carrier, the protection of Postal Service Property, and the relevant factors will be given appropriate consideration.

Prior to making a determination, local management will make every reasonable effort to discuss the circumstances with the Union.

Procedures to be followed when the installation head has decided to curtail or terminate delivery services after carriers have left on routes:

1) Management will make every reasonable attempt to contact local radio and television station, requesting them to announce to carriers, and also requesting the public to convey the message to all carriers.

2) Management will not be responsible for erroneous unofficial information.

ITEM 4

Exchange of vacation weeks will be permitted with the concurrence of the Steward.

Any choice vacation period bid on and turned back will be reposted for the senior carrier who desires it.

The request for unscheduled annual leave shall be as far in advance as possible. The Supervisor will render a decision within seventy-two(72) hours.

After all employees have been given an opportunity to bid vacations in the first seniority round, a second seniority round will be conducted, with the same procedure for all remaining annual leave weeks.

If incidental leave is available, forms 3971 will be approved by seniority and date submitted.

ITEM 5

The choice vacation period will be the first full week in May to the last full week in September.

ITEM 6

The beginning day of the vacation period will start on Monday and end on Sunday.

ITEM 7

Employees who earn 20 or 26 days annual leave may choose any of the following from the choice vacation period:

- a) Three continuous weeks
- b) Two continuous weeks
- c) Two separate weeks
- d) Two continuous weeks and one separate week
- e) One week

They may choose any four weeks in other than the choice period of the leave year.

Employees who earn 13 days annual leave may select any two weeks during the leave year.

ITEM 8

Jury duty will not be charged to the leave year.

During the week of the convention, the number of carriers who can be scheduled off each week during the choice vacation period will be reduced by the number of elected delegates attending the convention. The Union will notify management of the name of delegates who are to attend convention ten days prior to initiation of vacation selection. All elected delegates will have the opportunity to attend the convention. Attendance will not be charged against the choice vacation period.

ITEM 9

For each vacation week during the choice period, up to 15% (rounded off to the nearest full number) of the Carriers at the Mason, Ohio Post Office may select annual leave.

ITEM 10

An approved 3971 will be returned to every carrier for their vacation pick. A copy of the vacation scheduled will be posted.

ITEM 11

Management will announce and begin picking vacation the 1st week of January.

ITEM 13

The method of selecting employees to work on a Holiday:

1. Part-time flexible employees to the maximum extent possible, even if the payment of overtime is required.
2. All full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have volunteered to work on their holiday or their designated holiday-by seniority.
3. Transitional employees
4. All full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have volunteered to work on their non-scheduled day-by seniority.
5. Full time regular, full-time flexible and part-time regular employees who possess the necessary skills and have not volunteered on what would otherwise be their non-scheduled day-by inverse seniority.
6. Full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have not volunteered on what would otherwise be their holiday or designated holiday-by inverse seniority.

ITEM 14:

The overtime desired list will be for the carrier craft at the Mason Post Office.

ITEM 17

Assignments to be considered for light duty are:

- 1) Express mail and special delivery duties
- 2) casing mail on open, heavy and auxiliary routes
- 3) Mounted delivery
- 4) Folding
- 5) Relabeling cases
- 6) Making and posting collection box schedules
- 7) Training new employees
- 8) Answering telephones
- 9) Assisting on vehicle inspections
- 10) Carrier mark-ups
- 11) Checking NOV(M)(BBM)
- 12) Rewriting carrier route books
- 13) Label apartment building boxes
- 14) All other productive work that is available

ITEM 18

Section as referred to in article 12 of the National Agreement on reassignment is agreed to be the entire carrier craft of the Mason, Ohio Post Office.

ITEM 19

Each carrier will be provided one (1) parking space on a first come first served basis.

ITEM 21

When a letter carrier route(s) or full time duty assignment(s), other than the letter carrier route(s) or full time duty assignment(s) of the junior employee, is abolished at a delivery unit as a result of, but not limited to, route adjustments, highways, housing projects, all routes and full time duty assignments at that unit held by letter carriers who are junior to the carriers whose routes or fulltime duty assignments was abolished shall be posted for bid for the affected carriers who have been displaced in that station.

Cheryl Kellner
FOR THE USPS

4/1/08
DATE

Gerald Gentry
FOR THE NALC

4/1/08
DATE



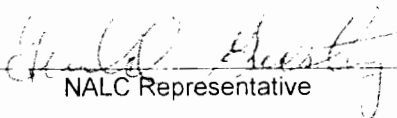
NALC/USPS Grievance Settlement

Grievant's Name/Class CLASS Date: 12/19/08
Number: NALC Vacation scheduling Number: USPS _____
Representative: NALC Gerald Giesting Representative: USPS Andrew Glancy

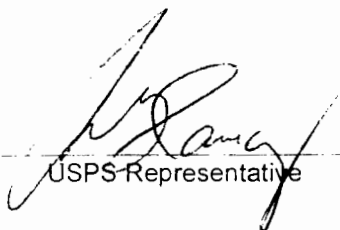
Station/Branch/Office Mason

The parties agree to the following to resolve the above grievance:

The vacation selection process will be amended as follows on a trial basis for the 2009 leave year at the Mason Office. The vacation period will be January 5, 2009 through January 2, 2010. The maximum number of employees to be granted leave shall be up to fifteen percent (15%), except for Holiday weeks which will be up to ten percent (10%). In addition, for the weeks of December 14, December 21, and December 28, five percent (5%) of the carrier compliment will be granted annual leave. The second round will be conducted with all percentages remaining the same. Employees are able to select any combination up to three (3) weeks for the first round. The selection process will begin December 1. Upon completion of this 2009 trial, the parties will consider implementation for future leave years in December of the preceding year.



NALC Representative Date 12/19/08



USPS Representative Date 12/19/08

NALC/USPS Agreement

2010 Vacation Schedule

Date: 12/8/09

Representative: NALC

David L. Kennedy

Representative: USPS

Jeff Wilson

Station/Branch/Office

Mason

The local parties agree to extend the vacation selection process implemented for 2009 into the 2010 leave year. The vacation period will be January 4, 2010, through January 1, 2011. The maximum number of employees to be granted leave shall be up to fifteen percent (15%), except for Holiday weeks which will be up to ten percent (10%).

In addition, for the weeks of December 13, December 20, and December 27, 2010, five percent (5%) of the carrier compliment will be granted annual leave. The second round will be conducted with all percentages remaining the same. Employees are able to select any combination up to three (3) weeks for the first round.

The selection process will begin December 1, 2009. This amendment to the parties Local Memorandum of Understanding is currently in its second year, and will be considered for additional years in November of the preceding leave year.



NALC Representative

12/8/09
Date



USPS Representative

12/8/09
Date

NALC/USPS Agreement

2011 Vacation Selection

Date: 10/28/10

Representative: NALC

David L. Kennedy

Representative: USPS

Frank M. Ketron

Station/Branch/Office

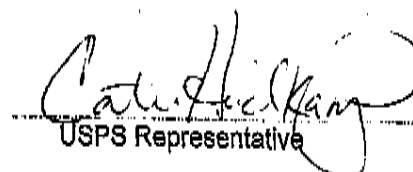
Mason

The local parties agree to extend the vacation selection process implemented in 2009 into the 2011 leave year. The maximum number of employees to be granted leave shall be up to fifteen percent (15%), except for Holiday weeks which will be up to ten percent (10%).

In addition, for the weeks of December 12, December 19, and December 26, 2011, five percent (5%) of the carrier compliment will be granted annual leave. The second round will be conducted with all percentages remaining the same. Employees are able to select any combination up to three (3) weeks for the first round.

The selection process will begin December 1, 2010. This amendment to the parties Local Memorandum of Understanding (LMOU) is now in its third year and will be considered for additional years in November of the preceding leave year.


 NALC Representative 10/28/10
Date


 USPS Representative 10/28/10
Date