

MEMORANDUM OF UNDERSTANDING
BETWEEN
U.S. POSTAL SERVICE
AND
NATIONAL ASSOCIATION OF LETTER CARRIERS

BRANCH 43
&
Milford, OH 45150
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

MILFORD, OHIO
LOCAL MEMORANDUM OF UNDERSTANDING
2001-2006

ITEM 1.

Supervisor will grant reasonable wash up time to employees who perform dirty work or work with toxic materials.

ITEM, 2.

Regular carriers shall have their off days on a rotation basis.

ITEM 3:

In the event of curtailment or termination of Postal Operations the Postmaster will notify the NALC Steward of the channels being used to notify employees of the curtailment of operations.

ITEM 4.

Local leave program shall be formulated by seniority. If any annual leave is turned back by a carrier, it must be posted for bid and awarded by seniority. Failure to exercise a choice of vacation within two (2) working days will place the carrier after the most junior employee. Where the local agreement is silent on the leave program, past practice will be determining factor of the leave program.

Requests for annual leave shall be submitted as far in advance as possible by personally submitting form 3971, in duplicate, to the supervisor. The supervisor will render a decision by returning a validated copy of form 3971 within forty-eight (48) hours. Failure to render a decision within forty-eight (48) hours constitutes approval of form 3971.

ITEM 5.

The choice vacation period shall be January 1 through the first two (2) vacation weeks in December.

ITEM 6.

Vacation weeks shall start on Monday and end on Sunday.

ITEM 7.

Employees who earn 20-26 days annual leave may choose any one of the five items below and employees who earn 13 days annual leave may choose any one of items 3, 4, or 5 below, on the first seniority round. The first round vacation pick can be:

1. Three (3) continuous weeks; or
2. Two (2) continuous weeks and one (1) separate week; or

3. Two (2) separate weeks; or
4. Two (2) continuous weeks; or
5. One (1) week.

ITEM 8.

Jury duty or attendance at National or State Conventions shall not be charged to the choice vacation period.

ITEM 9.

The number of employees who shall receive leave each week during the choice vacation period shall be 14% (rounded off to the nearest full number when at .5 or above).

ITEM 10.

After the vacation schedule has been approved each employee shall receive official notice of their vacation schedule, if requested.

ITEM 11.

The new leave year begins at the start of the first full pay period which begins after January 1 of each year.

ITEM 12.

Following the choice vacation selection, carriers will submit Forms 3971 as far in advance as possible for the remaining leave up to 10% allowed off.

ITEM 13.

The order of holiday scheduling will be as follows: 1. Volunteers by seniority
2. Forced non career employees
3. Forced PTF's employees
4. Forced full time regulars on N/S day by inverse seniority
5. Forced full time regulars on holiday by inverse seniority

ITEM 14.

During the quarter, overtime Desired lists will be updated and posted at Milford Post Office, for every carrier having listed his/her name. To begin each quarter, every carrier starts at zero. All overtime worked by carriers on the Overtime Desired List will be charged to the list for equitability.

Item 15, 16, & 17.

If available, light duty may consist of the following work: 1. Router work, casing on open, heavy and auxiliary routes 2. Express mail and curb side delivery
3. Assisting on vehicle inspections

4. Labeling NDCBU's apartment buildings and other mail boxes 5. Any other available productive work.

ITEM 18

Article 12 of the National Agreement of reassignment is agreed to be the entire carrier work force of the Milford Post Office.

ITEM 21.

When a letter carrier route of full time duty assignment, 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 the unit held by letter carriers who are junior to the carrier(s) whose route(s) or full time duty assignment(s) was abolished shall be posted for bid in accordance with the posting procedures in Article 41.

When there is more than one (1) hour change in the starting time of a route, the regular carrier, who has obtained that route through the bidding procedure shall advise management in writing within twenty (20) days of the effective date of the change if he does not wish to remain on the route. In this event, management shall post the route for bid as above. The letter carrier in question will remain on the route unless he notifies management as indicated above.

Cheryl Edelberger

FOR THE USPS

11/5/02

DATE

Jerry Besting

FOR THE USPS

11/5/02

DATE