

Local Memorandum of Understanding

Between

United States Postal Service

And

National Association of Letter Carriers, AFL-CIO

Branch 30

At

Lexington, Missouri

November 21st 2011 - May 20th 2016

TABLE OF CONTENTS

NATIONAL ASSOCIATION OF LETTER CARRIERS
LOCAL 1287

ITEM #	1	-	WASH-UP PERIODS
ITEM #	2	-	REGULAR WORK-WEEK
ITEM #	3	-	CURTAILMENT OR TERMINATION OF POSTAL OPERATIONS
ITEM #	4	-	LOCAL LEAVE PROGRAM
✓ ITEM #	5	-	VACATION PERIOD
ITEM #	6	-	BEGINNING DAY OF VACATION PERIOD
ITEM #	7	-	SELECTION OF VACATION PERIOD
ITEM #	8	-	JURY DUTY AND ATTENDANCE AT NATIONAL OR STATE CONVENTIONS
✓ ITEM #	9	-	MAXIMUM EMPLOYEES ON LEAVE DURING CHOICE VACATION PERIOD
ITEM #	10	-	APPROVAL OF VACATION SCHEDULE
ITEM #	12	-	PROCEDURES FOR SUBMISSION APPLICATIONS FOR ANNUAL LEAVE OTHER THAN CHOICE PERIODS
ITEM #	13	-	SELECTING EMPLOYEES TO WORK ON A HOLIDAY
ITEM #	14	-	OVERTIME DESIRED LISTS
ITEM #	15	-	LIGHT DUTY ASSIGNMENTS
ITEM #	16	-	LIGHT DUTY ASSIGNMENTS
ITEM #	17	-	LIGHT DUTY ASSIGNMENTS
ITEM #	18	-	DEFINITION OF A SECTION
ITEM #	19	-	PARKING FACILITIES
ITEM #	20	-	LEAVE TO ATTEND UNION ACTIVITIES
ITEM #	21	-	SUPPLEMENT AGREEMENTS
ITEM #	22	-	SENIORITY - REASSIGNMENTS - POSTINGS

ITEM 1: ADDITIONAL OR LONGER WASH-UP PERIODS.

PROPOSAL:

Reasonable wash-up time will be granted on an as needed basis pursuant to Article 8, Section 8 of the 1984 National Agreement.

ITEM 2: THE ESTABLISHMENT OF A REGULAR WORK WEEK OF FIVE DAYS WITH EITHER FIXED OR ROTATING DAYS OFF.

Employees will maintain regular 5 day work week with fixed days off.

ITEM 3: GUIDELINES FOR THE CURTAILMENT OR TERMINATION OF POSTAL OPERATIONS TO CONFORM TO ORDERS OF LOCAL AUTHORITIES OR AS LOCAL CONDITIONS WARRANT BECAUSE OF EMERGENCY CONDITIONS.

PROPOSAL:

- A. The orders of civil authorities and local conditions such as tornados etc., will be considered by Management in the determination of whether any part of the Postal Service is to be curtailed or terminated.
- B. When emergency situations such as tornado warnings arise, carriers will seek shelter until the emergency has passed.

ITEM 4: FORMULATION OF LOCAL LEAVE PROGRAM.

Impasse

ITEM 5: THE DURATION OF THE CHOICE VACATION PERIOD.

PROPOSAL:

The choice vacation period shall be from the first full week in May through the last full week of September.

ITEM 6: THE DETERMINATION OF THE BEGINNING DAY OF AN EMPLOYEES VACATION PERIOD.

Employees vacation period shall begin on Sunday and run through Saturday.

ITEM 7: WHETHER EMPLOYEES AT THEIR OPTION MAY REQUEST TWO SELECTIONS DURING THE CHOICE VACATION PERIOD, IN UNITS OF EITHER 5 OR 10 DAYS.

Impasse

ITEM 8: WHETHER JURY DUTY AND ATTENDANCE AT NATIONAL OR STATE CONVENTIONS SHALL BE CHARGED TO THE CHOICE VACATION PERIOD.

PROPOSAL:

- A. Jury duty or convention attendance shall not be charged to choice vacation time.
- B. The NALC convention week will be reserved for the union prior to the bidding procedure.

ITEM 9: DETERMINATION OF THE MAXIMUM NUMBER OF EMPLOYEES WHO SHALL RECEIVE LEAVE EACH WEEK DURING THE CHOICE VACATION PERIOD.

PROPOSAL:

One carrier will be granted bid annual leave each week of the choice vacation period.

ITEM 10: THE ISSUANCE OF OFFICIAL NOTICES TO EACH EMPLOYEE OF THE VACATION SCHEDULE APPROVED FOR SUCH EMPLOYEE.

Form 1547 shall be approved or disapproved by the Postmaster and returned to the employee by March 15.

ITEM 12: THE PROCEDURES FOR SUBMISSION OF APPLICATIONS FOR ANNUAL LEAVE DURING OTHER THAN THE CHOICE VACATION PERIOD.

PROPOSAL:

Employees will be granted annual leave on a first come, first served basis subject to the needs of the Postal Service.

ITEM 13: THE METHOD OF SELECTING EMPLOYEES TO WORK ON A HOLIDAY.

Impasse

ITEM 14: WHETHER "OVERTIME DESIRED" LISTS IN ARTICLE VIII SHALL BE BY SECTION AND/OR TOUR.

Overtime desired lists shall be determined by crafts.

ITEM 15: THE NUMBER OF LIGHT DUTY ASSIGNMENTS WITHIN EACH CRAFT OR OCCUPATIONAL GROUP TO BE RESERVED FOR TEMPORARY OR PERMANENT LIGHT DUTY ASSIGNMENT.

PROPOSAL:

The size of this installation dictates that no assignments may be reserved for light duty. Light duty assignments will be determined on a case by case basis.

ITEM 16: THE METHOD TO BE USED IN RESERVING LIGHT DUTY ASSIGNMENTS SO THAT NO REGULARLY ASSIGNED MEMBER OF THE REGULAR WORK FORCE WILL BE ADVERSELY AFFECTED.

PROPOSAL

Light duty assignments may be derived by combining types of duties as those referred to in Item 17 of this agreement.

The installation head shall review and evaluate each request for light duty on a case by case basis taking into consideration the recommendations of the local union.

ITEM 17: THE IDENTIFICATION OF ASSIGNMENTS THAT ARE TO BE CONSIDERED LIGHT DUTY WITHIN EACH CRAFT REPRESENTED IN THE OFFICE.

PROPOSAL:

Light duty assignments within the Letter Carrier Craft, consistent with the physical limitations of the light duty letter carrier, may include, but are not limited to:

1. Casing routes, including the letter carrier's own route, and any other office duties related to the Letter Carrier Craft.
2. Labeling of letter carrier cases.
3. Auxiliary routes or any part thereof.
4. Relays and Parcel Post Delivery and Collection Routes.
5. Assisting on other routes.
6. Rewriting carrier route books.
7. Training new employees.

ITEM 18: THE IDENTIFICATION OF ASSIGNMENTS COMPRISING A SECTION, WHEN IT IS PROPOSED TO REASSIGN WITHIN AN INSTALLATION EMPLOYEES EXCESS TO THE NEEDS OF A SECTION.

Seniority shall determine reassignment of employees excessed within a craft.

ITEM 19: THE ASSIGNMENT OF EMPLOYEE PARKING SPACES.

Employee parking shall be by choice on arrival except those already assigned.

ITEM 20: THE DETERMINATION AS TO WHETHER ANNUAL LEAVE TO ATTEND UNION ACTIVITIES REQUESTED PRIOR TO DETERMINATION OF THE CHOICE VACATION SCHEDULE IS TO BE PART OF THE TOTAL CHOICE VACATION PLAN.

Annual leave to attend Union activities shall not be part of the total choice vacation plan.

ITEM 21: THOSE OTHER ITEMS WHICH ARE SUBJECT TO LOCAL NEGOTIATIONS AS PROVIDED IN THE CRAFT PROVISIONS OF THIS AGREEMENT.

Quarterly Labor-Management meetings will be resumed.

ITEM 22: LOCAL IMPLEMENTATION OF THIS AGREEMENT RELATING SENIORITY, REASSIGNMENTS AND POSTING.

Local implementation of this agreement relating to seniority reassignment, and posting will comply with the National Agreement.

The provisions of the Local Memorandum of Understanding between the United States Postal Service and the National Association of Letter Carriers at the Lexington, Missouri Installation are carried forward through May 2016.



For the United States Postal Service
David Dyer Postmaster
Lexington, Missouri 64067



For the National Association of Letter Carriers AFL-CIO
David A. Teegarden, President Branch 30

Date: 06/03/2013