
*
* MEMORANDUM OF UNDERSTANDING *
* *
* BETWEEN *
* *
* UNITED STATES POSTAL SERVICE *
* *
* AND *
* *
* BRANCH #78 *
* *
* NATIONAL ASSOCIATION *
* *
* OF *
* *
* LETTER CARRIERS *
* *
* AFL-CIO *
* *
* PLAIN CITY, OHIO 43064 *

MARCH 2, 1996 to NOVEMBER 20, 1998

LOCAL NEGOTIATIONS ON MEMORANDUM OF UNDERSTANDING
BETWEEN THE NALC AND THE USPS AT PLAINCITY OHIO-1996-98

ITEM # 1

WASH-UP TIME

ITEM # 3

EMERGENCY SITUATIONS

ITEM # 5-14

VACATIONS AND OTHER LEAVE

ITEM # 15

OVERTIME DESIRED LIST

ITEM # 16

LIGHT DUTY

ITEM # 17

ARTICLE 41-3.0

ITEM # 1

Management will allow a reasonable amount of time for wash-up after doing dirty or toxic work.

ITEM # 3

- A. The Plain City Post Office shall consider all request by City, County, State and Federal Officials in regard to any emergency that may be an endangered to life or limb of the people in the effected area.
- B. Emergency shall be defined as a sudden condition or state of affairs calling for immediate action.

ITEM # 5

The leave roster shall be passed throughout the work force by seniority and each carrier must indicate their first selection under guidelines in Article 10, section 3 of the National Agreement. Second and third choices will be selected as in guidelines for the first choice.

ITEM # 6

- A. Carriers who become ill while on annual leave during the choice period shall be allowed to have another selection during the choice period, which will not conflict with other carrier choices.
- B. All cancellations shall be re-posted as soon as Management is notified of the cancellations. Carriers shall notify Management seven(7) days in advance.
- C. There shall be exchanging of leave unless all carriers senior to either one of the carriers exchanging have had an opportunity to participate in the exchange.
- D. No carrier shall be forced to cancel previously scheduled annual leave, except in an emergency.

ITEM # 7

The choice vacation period shall begin with the first full pay period of January and end with the last full pay period of November(1996-1998).

ITEM # 8

Vacations shall be granted in one(1) week periods by seniority, beginning on Monday and ending on Sunday. Reasonable variations may be made, provided they are consistent with local service requirements and the employee's desire, and that it will not affect choices of other employees.

ITEM # 9

Letter Carriers at their option, may request one(1) or two(2) selections during the choice vacation period in units of either five(5), ten(10) or Fifteen(15) days; total not to exceed ten(10) or Fifteen(15) days on the first choice in accordance with leave earned annually.

ITEM # 10

Carriers may cancel part or all of any approved scheduled leave upon reasonable advanced notice.

ITEM # 11

- A. Attendance at National or State Conventions will not be charged to the choice vacation period.
- B. Letter Carriers on Jury Duty during the choice vacation period shall be eligible for another available period within the choice vacation period without conflict to other carrier choices.

ITEM # 12

There shall be one(1) Carrier off a week, during the choice vacation period.

ITEM # 13

Each Carrier Craft Employee will submit following final selection of their choice vacation period(s) Form 3971 in duplicate, Monday prior to vacation. A vacation calendar shall be posted.

ITEM # 14

- A. Applications for annual leave during(other than the choice vacation periods) will be made on Form 3971 to the employee's immediate Supervisor.

PROCEDURES TO BE FOLLOWED:

- (a) Request for Annual Leave will be approved or disapproved within a 72 hour period commencing from 6:00 P.M. of the day of the 3871's submission.
- (b) Supervisor will sign and date submitted 3971 in the section designated "Signature of Supervisor Notified & Dates," in the presence of the submitting employee.
- (c) Management will be required to respond as soon as possible to annual leave requests that are submitted within 72 hours prior to the actual leave period requested.
- (d) Failure to inform the employee within 72 hours period, will be considered approved.
- (e) If more than one employee requests the same period of annual leave on the same date, seniority will be used to determine the employee granted the leave.

ITEM # 15

An Overtime Desired List shall be established for the Station.

ITEM # 16

A. The Postmaster shall make every effort to employ letter carriers in their own station for light duty assignments.

B. Identification for Light Duty Assignments is as follows:

Any assignment within the physical capability of an employee who is temporarily or permanently incapable of performing his/her normal duties as a result of illness or injury as defined by his/her physician.

C. Identification of Light Duty Assignments. It is agreed that light duty assignments within the Stations and Branches for Letter Carriers may include, but not be limited to:

- (1) Assisting routes by setting up mail.
- (2) Re-labeling Carriers cases.
- (3) Rewriting Carrier route books.
- (4) Coverage of suitable collection routes.
- (5) Any other available assignments for which the Carrier is qualified that Management may designate.

ITEM # 17

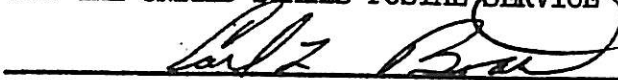
Article 41-3.0

"When a Letter Carrier route or full-time duty assignment, other than the letter carrier route(s) or full-time duty assignments(s) of the Junior employee(s) 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 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 this article."

THIS MEMORANDUM OF UNDERSTANDING IS ENTERED INTO ON March 2, 1996 AT
Plain City, Ohio, BETWEEN THE REPRESENTATIVES OF THE UNITED STATES
POSTAL SERVICE AND THE NATIONAL ASSOCIATION OF LETTER CARRIERS PURSUANT TO THE
LOCAL IMPLEMENTATION PROVISION OF THE 1996 NATIONAL AGREEMENT.



FOR THE UNITED STATES POSTAL SERVICE



FOR THE NATIONAL ASSOCIATION OF LETTER CARRIERS

ROCCO EVANGELISTA
Vice President
RONALD SANTAVICCA
Recording Secretary
JACK LeVALLY
Assistant Secretary - Editor
WILLIAM PAGANO
Financial Secretary Treasurer
MICHAEL HOLMES
E.E.O. Officer
EDWARD STEWART
Sergeant - AT - Arms

Established - 1890

Buckeye Branch 78

NATIONAL
ASSOCIATION OF LETTER CARRIERS

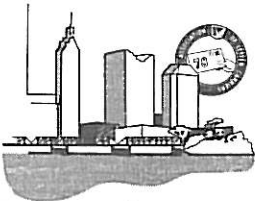
AFL-CIO
1029 HARRISBURG PIKE
COLUMBUS, OHIO 43223 -2524
CHARLES SHARP - President

JACK WELCH
Director of Retirees
ROBERT KIRK
Life/Health Benefits
BOARD OF TRUSTEES
ART ARMSTRONG
CARL BOOTH
ROBERT SOLT
YANA MILLER
Ph. 614 - 279 - BR78
614 - 279 - 2778

The present 1994/1998 Local Memorandum of Understanding not inconsistent or in conflict with the National Agreement shall remain in force for the term of the 1998/2001 National Agreement. All items shall remain the same and become enforceable upon signing.

Rocco Evangelista 10-25-00
NALC Representative

John J. Smith
USPS Representative



Be Union, Buy Union, Look for the Union Label