

WARSAW, NEW YORK 14569-9998

**NATIONAL ASSOCIATION
OF
LETTER CARRIERS**

- BRANCH # 210 - N.A.L.C. -

MEMORANDA OF UNDERSTANDING

2019-2023

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
I	Union Recognition	1
VIII	Hours of Work	1
X	Leave	1,2
XI	Holidays	3
XIII	Assignment of Ill or Injured regular Workforce Employees	3
XLI	Letter Carrier Craft	3

ARTICLE I
- UNION RECOGNITION -

1. Full and Part Time employees in the Letter Carrier Craft shall be subject to all terms and conditions of this Memorandum of Understanding between the United States Postal Service at Warsaw, New York and Branch 210 of the National Association of Letter Carriers.

ARTICLE VIII
- HOURS OF WORK -

1. All regular carriers will be on a fixed day off (Tuesday and Thursday by seniority).
2. When CLASS Edit Sheet indicates an increase or decrease in stops and deliveries on any route, it shall be given necessary adjustment.
3. An "overtime" desired list will be established by section. Section is defined as a delivery zone.
4. Article VIII, Section 9 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 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.

ARTICLE X
- LEAVE -

1. Vacation selection will be by office-wide seniority in the letter carrier craft.
2. Weekly vacation period will commence on Monday and end on Saturday. Part-time employees with a flexible schedule who are assigned Sunday duty will have a vacation week of Monday through Sunday.
3. Beginning dates of leave years:

Beginning date of the new leave year shall be the first day of the first full pay period of the calendar year.

Category "A" - choice period - From the first full week in May to the last full week in September.

Category "B" - The remainder of the leave year.

4. Vacation selections during the choice period will be as follows, with one (1) letter carrier craft employee excused per week.
 - a. For those employees entitled to ten (10) days, two (2) selections of five (5) days, or one (1) selection of ten (10) consecutive days by seniority.
 - b. For those employees entitled to fifteen (15) days, one (1) selection of fifteen (15) consecutive days, or two (2) selections consisting of one (1) selection of five (5) days and one selection of ten (10) consecutive days by seniority.
 - c. After all Career Carrier employees have made their selections for the primetime and non-prime time selection periods, eligible CCA's will be able to select remaining week and / or slots in order of their relative standing.

This provision in no way changes the number of carriers permitted off per week as agreed upon in item 10.4 of this local agreement.

When a CCA is approved for a week of annual leave, they must have a leave balance sufficient enough to cover the leave at the start of the week that was requested.

5. There shall be no exchanging of vacation period.
6. Vacations are granted on a strict seniority basis.
7. Any carrier with over 440 hours annual leave at the beginning of the leave year must schedule sufficient time to cut his/her total time down to, or below, 440 hours.
8. Vacation selection schedule shall be posted according to seniority.
9. Appropriate leave shall be given to employees in situations of personal emergency (i.e., death in the immediate family and accidents).
10. Vacation bidding will be completed no later than January 1st of each year.
11. Management will provide each carrier a copy, postmarked and signed by management, of each employee's approved scheduled leave within fifteen (15) days of the close of bidding.
12. Letter carrier employees will not be called to report for duty on their non-scheduled workday, while they are on scheduled annual leave.

ARTICLE XI
- HOLIDAYS -

1. When an employee's scheduled non-work day falls on a day observed as a holiday, the employees scheduled workday, preceding the holiday shall be designated as that employee's holiday.

ARTICLE XIII
- ASSIGNMENT OF ILL OR INJURED REGULAR EMPLOYEES -

1. All work not covered by a regular bid assignment will be available to light duty carriers, if qualified.

Duties to include:

- a. Special delivery work.
- b. Auxiliary assistance
- c. Labeling carrier cases.

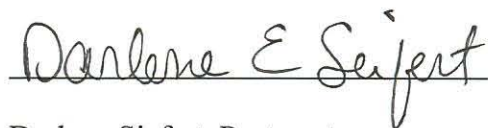
ARTICLE XLI
- LETTER CARRIER CRAFT -

1. Whenever an emergency 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 other relevant facts will be given appropriate consideration.

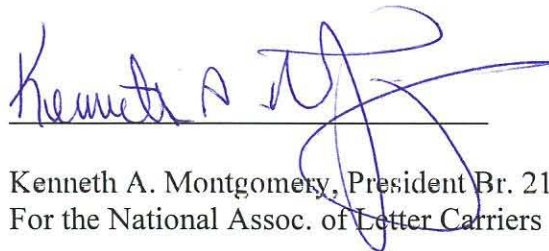
Prior to taking action to curtail the mail, the employer will notify the Union of its decision and the plan of implementation.

The forgoing provisions constitute the entire Agreement between the parties regarding the subject of Local Negotiations set forth in Article XXX, Section B of the 2016-2019 National Agreement.

"This Memorandum of Understanding is entered on May 3, 2021, at Warsaw, New York, between representatives of the United States Postal Service, and the designated agent of the National Association of Letter Carriers Branch #210, pursuant to the Local Implementation Provision of the National Agreement"



Darlene Siefert, Postmaster
For the United States Postal Service



Kenneth A. Montgomery, President Br. 210
For the National Assoc. of Letter Carriers