

NORTH CHILI, NEW YORK 14514

**NATIONAL ASSOCIATION
OF
LETTER CARRIERS**

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

MEMORANDA OF UNDERSTANDING

2023 - 2026

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
I	Union Recognition	1
VIII	Hours of Work	1
X	Leave	2,3
XI	Holidays	4
XII	Principles of Seniority, Posting and Re-assignments	4
XIII	Assignment of Ill or Injured regular Workforce Employees	4
XLI	Letter Carrier Craft	5

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 North Chili, New York and Branch 210 of the National Association of Letter Carriers.

ARTICLE VIII

- HOURS OF WORK -

1. All regular carriers in delivery zone 14514 shall be on a rotating Non/Schedule day with each of regular carrier receiving every other Friday/Saturday off.
2. When the class edit sheets indicate an increase or decrease in stops and deliveries on any route, it shall be given consideration for adjustment.
3. Each carrier and the union steward will be allowed to review forms 1838, 1838-A, 3999, 3996, 1571 and other pertinent information that is part of the record of the carrier's route performance whenever the carrier's proficiency is in question, or when a route adjustment is in dispute.
4. An overtime desired list will be established by section. Section is defined as separate delivery zones.
5. 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 date 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.

3. Continued

Category "A" -Choice Period – From the first full week in May to the last full week in September.

Category "B" – The remainder of the year.

4. Vacation selection 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 selections of five (5) days, or one 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 selections consisting of one (1) selection of five (5) days and one selection of ten (10) consecutive days by seniority.
5. There shall be no exchanging of vacation periods.
6. Vacations are to be 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 reduce their total time down to, or below 440 hours.
8. Vacation selection 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 March 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 (15) days of the close of bidding.
12. Letter Carrier employee's will not be called to report while they are on scheduled annual leave.
13. Any carrier called for jury duty will be allowed to change their work schedule in order to conform to their jury schedule. Such requests must be agreed to by the local union.
14. 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 Article 10.3 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.

ARTICLE XI

- HOLIDAYS-

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

ARTICLE XII

- PRINCIPLES OF SENIORITY, POSTING AND REASSIGNMENTS -

1. When a change arises, necessitating the need to eliminate a Letter Carrier's Route, it must be accomplished in the following sequence:
 - A. Auxiliary Route
 - B. Vacant Route
 - C. Junior Carrier Route

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.

ARTICLE XLI

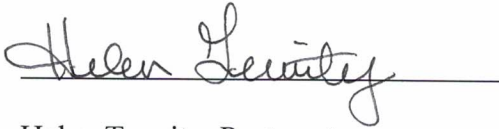
- LETTER CARRIER CRAFT -

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.

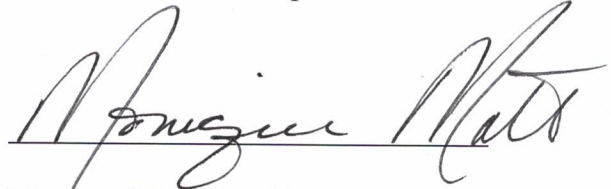
Prior to taking action to curtail the mail, the employer will notify the Union of its decision and the Plan of implementation.

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 2023 - 2026 National Agreement.

" This Memorandum of Understanding is entered on May 30, 2025, at North Chili, 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"

A handwritten signature in cursive script, reading "Helen Tennity", written over a horizontal line.

Helen Tennity, Postmaster
For the United States Postal Service

A handwritten signature in cursive script, reading "Monique Mate", written over a horizontal line.

Monique Mate, President
National Association of Letter Carriers