

GENEVA, NEW YORK 14456

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	Hours of Work	3
II	Leave	3-4
III	Assignment of Ill or Injured Employees	5
IV	Labor Management Meetings	5
V	Wash-up	5
VI	Curtailment of Operation	6

I. Hours of work

The carrier basic workweek will be governed on a rotating day off. This schedule will apply to all city routes scheduled for six-day delivery service.

II. Leave

- A.** The choice (prime) vacation period will begin with the third full week in May and end with the third full week in September. Also included will be the two-week period in November that covers the beginning of hunting season and thanksgiving, and the week between Christmas and New Year. During this prime period 16% of the workforce will be granted leave. Non-prime will be the remaining weeks excluding December and beginning on the first full week in the new calendar year. (i.e. 1-11-91) during this non-prime period 10% of the workforce will be granted leave. Note: the actual number of employees granted leave will be "rounded" to the next higher number if the last decimal is .5 or higher.
- B.** All bids taken in the prime and non-prime open bidding season shall be accepted and approved in accordance with section II (a) and entered onto the official calendar within one week of the close of bidding. All bids submitted outside of the official bidding season shall be accepted and approved, in accordance with section 11 a. within five (5) working days of submitting the leave application.
- C.** During the choice bidding employees who earn thirteen days leave per year will be granted up to ten days leave and those who earn twenty or twenty-six days leave per year will be granted up to fifteen days leave. This may be continuous or split into 3 bids of one week or less - one day is considered one bid if bid alone.
- D.** The employees will be notified of the methods to be used and who will be in charge of bidding. There will be at least two weeks' notice prior to bidding both choice and non-choice bidding.
- E.** Leave will run from Monday through Saturday. For those assigned Sunday duties, leave will run Monday through Sunday.

Initials

mm TD

- F.** Annual leave cancelled not less than ten days prior to the beginning date will be posted and re-bid for three days. Seniority prevails on the rebidding of leave cancelled. Leave cancelled less than ten days prior to the beginning date does not have to be re-bid, but can still be granted.
- G.** The leave calendar shall be passed throughout the carrier workforce by seniority, and each carrier will indicate his or her choice. This will be for both the choice and non-choice periods.
- H.** Following the completion of the bidding a copy of the leave calendar will be posted. It is also understood that leave changes may or may not be made in the copy or posted calendar.
- I.** A copy of all vacation scheduling will be provided to both management and Branch 210 depending on who is presenting the request to management.
- J.** Any carrier who desires to exchange leave must go through the union steward to obtain approval before presenting the request to management.
- K.** Jury and military leave will not be considered part of the quota of carriers off during or after bidding the vacation periods.
- L.** 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 Section 2.A of this agreement provided that any agreed percentage or fixed number for prime time and non-prime is based on the career compliment only.

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.

Initials

mm DD

III. Assignment of ill or injured carriers

Requests for light duty assignments will be presented to the postmaster in writing and must be supported by a medical statement from the employee's physician showing the nature of disability and the anticipated duration of the convalescent period. The postmaster will meet with the representatives of branch 210 to discuss each request and explore possible light duty assignments.

The following areas can be discussed:

1. Assisting routes by setting up mail
2. Mark ups, forwards, and that not covered by CMU
3. Relabeling equipment
4. Updating carrier books
5. Any job performed in the past by an on the job injury employee

IV. Labor—management meetings

Labor-Management meetings will be held within one week from the date of request. The request can be made by either party. Agenda items to be discussed will be presented in writing by either or both party or parties three (3) days prior to the meeting.

V. Wash-up

Article 8, section 9 provides reasonable wash-p 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 wash-up after performing dirty work or incident to personal needs as currently established.

Initials

mm DD

VI. Curtailment of Operations

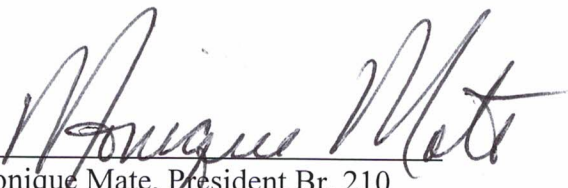
It is recognized, by both parties that on occasion (s) emergency conditions may exist which would encourage the employer to consider the curtailment of operations. If cases of such emergency conditions, the employer will prior to making such a decision to curtail operations, take into consideration such factors as:


- A. Degree of emergency as stated by and acted upon by responsible government authorities.
- B. The requirements and reactions of its customers to such an emergency.
- C. The accessibility of postal operations and customers to the employer and employees.
- D. The health and safety of its employees and its obligations to its customers.

Prior to taking any action to curtail operations, the employer will notify the union of its decision and 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, JUNE 12, 2025 at Geneva, 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"


Monique Mate, President Br. 210
For the National Association of Letter Carriers


Vernon Ficcaglia, Postmaster
For the United States Postal Service