

**WELLSVILLE, NEW YORK 14895**

**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	2
XII	Principles of Seniority, Posting and Reassignment	2
XIII	Assignment of Ill or Injured regular Workforce Employees	3
XX	Parking	3
XLI	Letter Carrier Craft	3
	Signature	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 Wellsville, 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 rotating non-scheduled day.
2. An "overtime" desired list will be established by section. Section is defined as a station/branch or 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. As soon after January 1, as possible the employer will post a notice, advising employees of the upcoming vacation canvas. This notice will be posted two (2) weeks prior to the canvas. At the time of the canvas employees will make their choices in whole week lots only. If at the time of the canvas the employee does not wish to make his/her choice, the canvas will continue with the next junior employee, until all employees are canvassed, at this time the vacation calendar will be closed, and applications will be taken in accordance with Item 9 of this memorandum.
3. The vacation period will include the entire year with the exception of the month of December.
4. The beginning day of an employee's vacation period will be Sunday.
5. Employees need not pick continuous weeks during their vacation picks.
6. The maximum number of employees who will receive vacation during the period in paragraph three (3) shall be one (1).
7. Two (2) weeks after the completion of the vacation canvas the employer will post the vacation calendar. This will be the official notification of the vacation period.

8. There shall be no exchanging of vacation period.
9. The remainder of the vacation choices will be submitted via Form 3971, and requests will be honored on a first come, first serve basis.
10. Any carrier with over 440 hours annual leave at the beginning of the leave year must schedule sufficient time to cut his total time down to, or below, 440 hours.
11. Appropriate leave shall be given to employees in situations of personal emergency (i.e., death in the immediate family and accidents).
12. Letter Carrier employees will not be called to report for duty on their non-scheduled workday, while they are on scheduled annual leave.
13. 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.

#### 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 XII

##### - PRINCIPLES OF SENIORITY, POSTING, AND REASSIGNMENTS -

1. In the event a regular assigned Letter Carrier is requested to work on their non-scheduled day, they shall be assigned to their own route. The Utility Carrier (T-6) will be reassigned to any vacant assignment in their string of 5 routes or assigned to other Carrier work within the installation, if practical.
2. 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 XX

- PARKING-

1. It is understood that the Postal Service has leased parking spaces for its employees. Once the lease is terminated, either by the Postal Service or by the lessor, the Postal Service will provide one (1) space to the NALC and will mark such space accordingly.

ARTICLE XLI

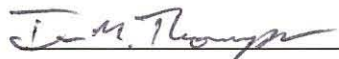
- LETTER CARRIER CRAFT -

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.

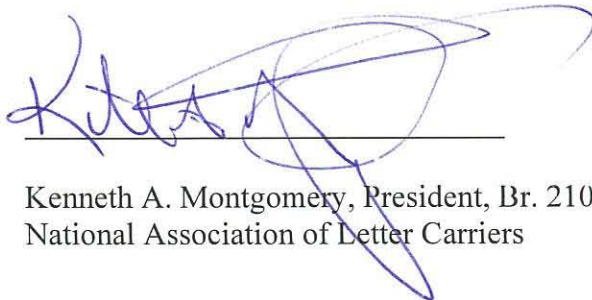
Prior to taking action to curtail the mail, the employer will notify the Union of its decision and the plan of implementation.

*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 2019 -2023 National Agreement.*

*This Memorandum of Understanding is entered on May 11, 2021, at Wellsville, 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*



Ian Thompson, Postmaster  
For the United States Postal Service



Kenneth A. Montgomery, President, Br. 210  
National Association of Letter Carriers