2019-2023

LOCAL MEMORANDUM OF UNDERSTANDING

BETWEEN THE PARTIES OF

U.S. POSTAL SERVICE, BROOKVILLE POST OFFICE

AND

NATIONAL ASSOCIATION OF LETTER CARRIERS
BRANCH 182, DAYTON, OHIO 45431

ITEM 1- Installation Heads shall grant reasonable wash-up time to those employees who perform dirty work or work with toxic materials.

ITEM 2- Two regular carriers will be on an established rotating day off (Friday and Saturday Rotating).

ITEM 3- The parties recognize that the Postal Service is the most vital part of the communications machinery of the USA and that historically, this post office has provided this service to the public without interruptions; therefore, as a matter of policy, Postal Operations will not be terminated at the Post Office unless the Postmaster determines that conditions so warrant.

Reasonable consideration shall be given, but not limited to, such conditions as;

1. The safety and health of the employees.
2. Civil Disorders.
3. Acts of God.
4. Hazardous weather conditions.
5. Advice of local authorities.

Management will notify the employee at the earliest possible time of termination or curtailment of Postal Operations. Such notification will be by telephone, and/or public media such as radio or television.

ITEM 4- Opting for Prime Time and Non- Prime Time vacation periods will begin November 30, the preceding year. This opting will be done with a master sheet. This sheet will be passed by seniority (most senior first). The opting period will be 7 days per carrier.

Vacation periods in Prime Time and Non-Prime Time shall be in units of (5) five days.

ITEM 5- Prime Time vacation periods will be identified as the first full week in June through the last full week in August.

ITEM 6- All carriers vacation shall start on Monday.

ITEM 7- N/A

ITEM 8- An employee who is called for jury duty, Reserve or National Guard duty during their scheduled choice vacation period, or who attends a National, State, or Regional Convention (assembly) during the choice vacation period, shall not have this counted against their prime vacation. Delegates to the National, State, or Regional Convention will have priority time when conventions are held.

ITEM 9- A minimum of one of the carrier complement will be off during prime time

vacation periods. A minimum of one will be off in non-prime periods with the month of December excluded.

ITEM 10- N/A

ITEM 11- N/A

ITEM 12- Application (3971's) for leave of 1 week or more shall be submitted 30 days prior to the leave.

ITEM 13- In establishing and posting schedules for holidays and days designated as holidays, in compliance with Article XI, Section 6 of the National Agreement, the following priorities will be followed.

1. Casuals, even if overtime is necessary.
2. Part-time Flexibles, even if overtime is necessary.
3. Full-time regulars who have volunteered and who will be working on what would otherwise be their non-scheduled work day. Selections will be made on a seniority basis.
4. Full-time regulars who have volunteered to work on the holiday or designated holiday when such day otherwise would be part of their work schedule. Selections will be made on a seniority basis.
5. Full-time regulars who have not volunteered and who will be working on what would otherwise be their non-scheduled work day, selected in the inverse order of seniority.
6. All other full-time regulars who have not volunteered, selected in the manner as No.5 above.

ITEM 14- N/A

ITEM 15- N/A

ITEM 16- N/A

ITEM 17- Light duty work assigned to an employee shall be based upon the restrictions advocated by the employee's physician subject to review and verification by the Postal Service Medical Officer. Management shall determine whether there is productive work available within these restrictions.

ITEM 18- N/A

ITEM 19- The existing Parking Program will remain in effect.

ITEM 20- N/A

ITEM 21- N/A

ITEM 22- Posting and Bidding will be done in accordance with the National Agreement.

The following provision without modification shall be made a part of a local agreement when requested by the local branch of the NALC during the period of local implementation; provided, however, that the local branch may on a one-time basis during the life of this Agreement elect to delete the provision from its local agreement:

> "When a letter carrier route or full-time duty assignment, other than the letter carrier route(s) or full-time assignment(s) of the junior employees(s), is abolished at a delivery unit as a result of, but limited to, route adjustments, highway, 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) of full-time duty assignment(s) was abolished shall be posted for bid in accordance with the posting procedures in the Artilce."

That provision may, at the local NALC Branch's request during local implementation, be made applicable (including the right to delete it) to selected delivery units within an installation. For purposes of applying that provision, a delivery unit shall be a postal station, branch or Zip Code area. Any letter carrier in a higher level craft position who loses his/her duty assignment due solely to the implementation of that provision shall be entitled to the protected salary rate provisions (Artilce 9, Section 7) of this Agreement.

This Memorandum of Understanding is hereby agreed on 05/18/2021 at Brookville, Ohio between representatives of the United States Postal Service and the designated agent of the National Association of Letter Carrier, Branch 182, pursuant to the Local Implementation Provisions of the National Agreement.

The Present Local Memorandum of Understanding will continue in force through the terms of the 2019-2023 National Agreement.

Postmaster, Matthew Highhouse
Brookville Post Office

James W. Brown, President
NALC Branch 182