

Memorandum of Understanding

This Memorandum of Understanding entered into on October 08, 1991 between the representatives of the Stroudsburg Post Office, United States Postal Service and the designated representatives of the American Postal Workers Union, AFL-CIO, Lehigh Valley Area Local pursuant to Article 30 of the 1990 National Agreement. This Memorandum of Understanding constitutes the entire agreement on matter relating to conditions of employment.

TABLE OF CONTENTS

Item #1	Wash-up Time
Item #4	Formulation of Local Leave Program
Item #13	The Method of Selecting Employees to Work on a Holiday
Item #15 - 17	Light Duty Assignments
Item #19	Parking
Item #21	Hours of Work
Item #22	Seniority / Posting / Bidding
Article XVII	Labor / Management

ITEM #1 WASH-UP TIME

The parties agree to allow the clerks the necessary time to wash-up prior to lunch break and end of tour.

ITEM #4 FORMULATION OF LOCAL LEAVE PROGRAM

1. Choice Vacation period will be from the first day of the new year up to and including the first week of December, and the week following December 25th.
2. The maximum number of clerk(s) who will be granted leave during the Choice vacation period will be one (1) with the exception of the following weeks, in which two (2) clerks will be granted leave: Memorial Day, month of July, Labor Day, Thanksgiving, and the first week of December.
3. The vacation week for clerks will begin on Monday and end on Sunday.
4. Choice Vacation selections must be made in order of seniority. In the first round of bidding, a clerk may, at his/her option, request two (2) or three (3) consecutive weeks or two selection in units of either five (5) or ten (10) days.
5. Bidding for Choice Vacation Period will begin no later than February 1st of each year. At the end of the bidding process management must post a list of each week and the clerks(s) off.
6. All clerks must submit their PS Form 3971 for awarded week(s) no later than 21 days from the end of the bidding process. Management must return the approved PS Form 3971 within five days.
7.
 - a. Annual Leave submitted after Choice vacation selections will not be considered prior to 45 days in advance of the date requested, and will be approved / disapproved by seniority on the 45th day. Such request will be approved if the maximum number in 4.2 has not been reached, and may only be denied if granting such leave will result in an obvious delay of the mail. Such request (PS Form 3971) must be returned to the employee within 72 hours, or the leave will be considered approved.
 - b. Full weeks may be submitted at the employee's discretion after Choice vacation selections.
8. Once Annual Leave has been approved it may not be canceled unless the President, Lehigh Valley Area Local is notified of the reason why.
9. Jury duty shall not be charged to the Choice Vacation Period.

10. Part-time flexible employees will only be required to use the amount of Annual Leave that they would have been normally scheduled to work during that day or week.
1. Any clerk desiring to forfeit a choice vacation week must do so at least 14 days prior to the scheduled week. Such week must be offered to the clerk craft in order of seniority for bid, starting with the most junior clerk who has been awarded the week.

ITEM #13 THE METHOD OF SELECTING EMPLOYEES TO WORK ON A HOLIDAY

1. Clerks may volunteer to work any particular holiday by notifying management prior to the holiday posting.
2. The following is the order in which qualified employees will be scheduled to work on a holiday or day designated as their holiday:
 - b. Casuals, even if overtime is necessary.
 - c. Part-time flexible employees, even if overtime is necessary.
 - d. Volunteers on their designated holiday, by seniority.
 - e. Volunteers on their non-scheduled day, by seniority.
 - f. Non-volunteers on their designated holiday, by juniortiy

ITEM #15 -17 LIGHT DUTY ASSIGNMENTS

1. In the event a clerk requests a light duty assignment, management must contact the President, Lehigh Valley Area Local to discuss such request.
2. Every effort will be made to accommodate a light duty request from a Clerk Craft employee consistent with the physical limitations and availability of suitable work.
3. No request for light duty from another craft will be approved prior to management contacting the President and discussing the length of the assignment, physical restrictions and possible alternatives.

ITEM #19 PARKING

1. Management will continue parking practices as they have in the past.

ITEM #21 HOURS OF WORK

1. An overtime desired list will be established by section. Any clerk desiring to be added to the overtime desired list must notify management in writing, prior to the beginning of each quarter (October, January, April, July).
2. Those listing their name, will be selected in order of seniority on a rotating basis. Management will comply with Article 8 with regard to overtime opportunities.
3. Overtime hours for part-time flexibles will be distributed equitably.
4. Management will attempt to notify affected clerks at least one (1) hours in advance if they will be required to work overtime.
5. Management will continue the issuing of breaks consistent with their past practice, and daily service needs.

ITEM #22 SENIORITY / POSTING / BIDDING

1. Management will provide the President, Lehigh Valley Area Local, a copy of any job posting, abolishment notice, reversions or changes to present positions.
2. If the duties of a bid job are changed to the extent of twenty five (25) percent or more from the original posting, such job must be reposted for bid, unless mutually agreed by the President and management.
3. If the starting time of a bid job is changed by more than one (1) hour from the original starting time, such job must be reposted for bid.
4. Split shifts for part-time flexible employees must be avoided whenever possible, based on staffing needs.

ARTICLE 17 LABOR / MANAGEMENT

1. Labor / Management meetings will be held at the request of either party as needed / monthly.
2. An agenda for such meeting must be furnished by the party requesting the meeting no later than three (3) days prior to meeting.
3. Minutes from such meeting may be hand written and both parties are required to sign the approved minutes. Each party will receive a copy of the minutes.
4. Management will grant the Union 15 minutes on the clock time to address clerks in the office, on a semi-annual basis.
5. Management will meet with the Union as needed / semi-annually to discuss safety / health issues in the office.

This Local Memorandum of Understanding will take effect on the date of signature of both parties. It will remain in effect until the end of the next period of local negotiations provided for at the National Level.