

Memorandum of Understanding

This Memorandum of Understanding entered into on April 12, 1996 between the representatives of the Bangor 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

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

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 January 1st, up to and including the last week in November.
2. The maximum number of clerk(s) who will be granted leave during Choice Vacation Period will be one (1).
3. The vacation week for clerks shall begin on Monday and end on Sunday.
4. Choice Vacation Selections:
 - a. Choice Vacation selections will 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 selections in units of either five (5) or ten (10) days. Selection of three individual weeks in the first round of bidding will not be permitted. Second round selections can be made in order of seniority, based on clerk's remaining annual leave, for full weeks of annual leave. Subsequent rounds will be allowed for the purpose of choosing single days, not to exceed three days each round. This will be done by seniority.
 - b. A duplicate calendar will be provided for leave purposes. Employees may take this calendar home if necessary, but it must be returned within 48 hours.
5. Bidding for Choice Vacation Period will begin no later than December 1st of each year. At the end of the bidding process, management must post the calendar, listing the weeks each clerk has off.
6. All clerks must submit their PS Form 3971 for awarded week(s), no later than 10 days from the end of the bidding process. Management must return the approved PS Form 3971 within five days.

7. The maximum number of clerk(s) who will be granted leave outside Choice Vacation Period will be one (1).
8. Once annual leave has been approved, it may not be cancelled 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 that week.
11. The period between Christmas and New Year's, each year will be a special leave period. Management will post this week for bid during the period December 1st-5th each year, and allow one (1) clerk off, based on seniority.
12. Request for incidental leave on PS Form 3971, will be submitted no sooner than 30 days prior to the days of annual leave requested. Incidental leave will be awarded with the needs of the service. Request for incidental leave (PS Form 3971) must be hand delivered to management, and management must return such request within 48 hours of receipt. If management fails to return the PS Form 3971 within that period, the annual leave is considered approved.
13. Part-time flexible employees will only be required to use the amount of annual leave that they would have been normally scheduled to work that day, when requesting incidental leave.

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

1. Any clerk requesting to work a holiday, must notify the Postmaster in writing, prior to that holiday posting
2. The following is the order in which qualified employees will be scheduled to work on a holiday, or a day designated as their holiday:
 - A. Casuals, even if overtime is necessary.
 - B. Part-time Flexible employees, even if overtime is necessary
 - C. Volunteers on their designated holiday, be seniority.

D. Volunteers on their non-scheduled day, by seniority.

E. Non-volunteers on their designated holiday, by juniority.

ITEM #15-17 LIGHT DUTY ASSIGNMENTS

1. In the event a clerk requests a light duty assignment, in writing, management must contact the President, Lehigh Valley Area Local to discuss such request.
2. Requests for light duty will be granted, providing there is productive work available, which is within the physical limitations of the employee.
3. no request for light duty from another craft will be approved, prior to management contacting the President and discussing the length of 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 office. 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 names will be selected in order of seniority, on a rotating basis. Management will comply with Article 8, with regard to overtime opportunities.
3. Overtime opportunities for part-time flexibles, will be distributed equally.
4. Management will attempt to notify affected clerks, at least one (1) hour in advance if they will be required to work overtime.
5. Management will continue to provide clerk craft employees with breaks as per past practice.

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 bid 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 will be avoided whenever possible, based on staffing available.

ART. 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 the meeting.
3. Minutes from such meetings 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 the clerks in the office, on a semi-annual basis. Management shall establish such times for meetings.
5. Management will meet with the union as needed / semi-annually to discuss safety / health issues in the office.