

Memorandum of Understanding

This Memorandum of Understanding entered into on May 21, 2002 between the representatives of the **Nazareth** 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 2001 National Agreement. This Memorandum of Understanding constitutes the entire agreement on matter relating to conditions of employment.

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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 #2 REGULAR WORK WEEK OF FIVE DAYS WITH FIXED OR ROTATING

The parties agree to hold labor management meeting(s) within thirty (30) days of the signing of this agreement for the purpose of establishing a rotating system that would allow the clerk craft members to have an occasional weekend drop days. If such meeting(s) produces an agreement, it shall then be considered part of this Memorandum of Understanding.

ITEM #4 FORMULATION OF LOCAL LEAVE PROGRAM

1. **Choice Vacation Period will be from the first day of the new leave year up to the last day of the leave year.**
2. **The maximum number of clerk(s) who will be granted leave during Choice Vacation Period will be one (1). However, the following weeks: Memorial Day; Jult4th; Labor Day and Thanksgiving, the maximum number of clerks off will be two (2).**
3. The vacation week for clerks shall 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 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.
5. Employees who earn 13 days Annual Leave per year shall be granted up to ten (10) days of continuous Annual Leave during the choice period. Employees who earn 20 or 26 days Annual Leave shall be granted up to fifteen (15) days of continuous Annual Leave.
6. Bidding for Choice Vacation Period will begin no later than November 1st and end no later than December 15th. At the end of the bidding process, management must post a list each week and the clerk(s) off.
7. 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.
8. Annual Leave submitted after Choice Vacation selections may not be submitted any sooner than 30 days from the date requested. And will be approved if the maximum number in 4.2 above 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.

9. Once annual leave has been approved, it may not be canceled by management unless the President, Lehigh Valley Area Local is notified of the reason why.
10. Jury duty shall not be charged to the Choice Vacation Period.
11. 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.
12. Any clerk desiring to forfeit a Choice Vacation week must do so at least 14 days in advance of the scheduled week. Such week must be offered to the clerk craft in order of seniority for bid.

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 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, by 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 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 equitably, when possible.
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 the issuing of breaks consistent with 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 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 bid 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 meetings, 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. Each employee shall be provided a locker for their personal use.
5. 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 the times for meetings.
6. Management will meet with the union as needed/semi-annually to discuss safety/health issues in the office.