

2016-2019

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE

BRYAN, OHIO POST OFFICE

AND

NATIONAL ASSOCIATION OF LETTER CARRIERS

AFL-CIO

BRANCH 100

TOLEDO, OHIO

USPS initials _____

NALC initials _____

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CONCURRENCE

Eastern Region
NALC, Branch 100

U.S. Post Office
Bryan, Ohio
Carriers

USPS initials _____

NALC initials _____

WASH – UP TIME

ITEM 1

Article 8, Section 9 provides reasonable wash-up time for a letter carrier who performs dirty work. Letter carriers 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.

WORK SCHEDULE

ITEM 2

Article 41, Section 1.A.3:

Establishment of regular work week of five days with or without rotating days off.

EMERGENCY CONDITIONS

ITEM 3

The Bryan Post Office shall comply with all requests by local (city and county), state and federal officials in regards to any emergency that may be an endangerment to life or limb of the people in the affected area. The Bryan Post Office will consider all requests and contact the **Northern Ohio** District Office for instructions.

LEAVE

ITEM 4

Article 10 (LEAVE) – Items 5-12 & 20.

Formulation of local leave program.

(a.) Method for making choice selections.

The leave book/list shall be passed throughout the carrier work force by seniority order and then by relative standing order, and each carrier will indicate his/her first selection according to Article 10- 3D National Agreement until all carriers have made their first choice. Then it will be passed around a second time by seniority and then non-choice selections will take place immediately after choice period using the same method by seniority in full week selection.

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b.) Ill during vacation.

Carriers who become ill while on annual leave during choice period shall be allowed to have another selection during choice period. Medical documentation will be required to change annual leave to sick leave. This change cannot deprive another employee of their choice.

c.) If vacation is canceled it must be canceled ten (10) days in advance. The entire week must be canceled. The canceled leave will be announced and posted for a period of three (3) working days. The week shall be granted by seniority starting with carriers junior to the carrier canceling.

d.) Vacation call-in.

No carrier, including PTF's, will be called in to work while on annual leave unless a serious emergency exists or the carrier has provided written or verbal notice that they are available to work their scheduled day off..

e.) Posting of vacation scheduling.

Management will post the leave chart as soon as it has been completed.

ITEM 5

The choice vacation period shall begin with the third full week of April through the last week in September, plus three (3) consecutive weeks beginning with the week of Thanksgiving.

ITEM 6

- (a.) The letter carriers at the Bryan, Ohio Post Office will request their vacation on Form 3971. Starting their vacation on a Monday and returning to work on the Monday following their vacation unless that Monday is a holiday or a non-scheduled workday, in which case, they will return to work on the Tuesday following the end of their vacation.

ITEM 9

The selections of vacation during the non-choice period shall be made immediately after completion of the selections of the choice period. The same method will be used as the choice period for the non-choice period. Weeks not selected in the choice period may also be selected at this time if not in violation of Article 10, section 3D. After the choice and non-choice selections are made, all remaining weeks shall be considered incidental.

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HOLIDAY SCHEDULE

ITEM 13

In establishing and posting schedules for holidays and days designated as holidays, in compliance with Article 11, Section 6 of the National Agreement, the following priorities will be followed:

- (a.) City Carrier Assistants, even if overtime is necessary.
- (b.) Part-time flexible, even if overtime is necessary.
- (c.) Full-time regulars who have volunteered and will be working on what would otherwise be their non-scheduled work day. Selection will be made on a seniority basis.
- (d.) 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. Selection will be made on a seniority basis.
- (e.) 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.
- (f.) All other full-time regulars who have not volunteered selected in the manner as (e.) above.

ASSIGNMENT OF ILL OR INJURED

ITEM 15-16-17

Light duty assignments will be established by consultation to provide maximum possible light duty work in the carrier division.

POSTING

ITEM 22 A

Scope and method of posting and bidding.

When a letter carrier route or full-time duty assignment, other than the letter carrier route(s) for full-time duty assignment(s) of the junior employee(s), is abolished at a delivery unit as a result of, but not 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) or full-time duty assignment(s) was abolished shall be posted for bid in accordance with the posting procedures in this Article.

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REASSIGNMENT

ITEM 22 B

Temporary assignment change for T-6 or Utility assignments.

A full-time regular carrier called in to work on a non-scheduled day shall work his or her full-time duty assignment provided;

- (a.) There is a vacant route on the string to which the T-6, Utility carrier may be assigned.

CONCURRENCE

This Memorandum of Understanding is entered into on _____ at Bryan, Ohio, between the representatives of the United States Postal Service, and the designated agent of the National Association of Letter Carriers, Branch 100, pursuant to the Local Implementation Provisions of the **2016-2019** National Agreement.

, Postmaster
For the United States Postal Service
Bryan, Ohio 43506

, President
For the National Association of Letter Carriers
Branch 100, Northwood, Ohio 43619

Eastern Region
NALC, Branch 100

U.S. Office
Bryan, Ohio
Carriers

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NALC initials _____