

LOCAL MEMORANDA OF UNDERSTANDING

Between the

MANAGEMENT OF THE
NEW EGYPT, NEW JERSEY POST OFFICE

And

BRANCH No. 380

NATIONAL ASSOCIATION OF
LETTER CARRIERS

2001 - 2006

Local Memorandum of Understanding between the Management of the New Egypt, N.J. Post Office and Branch No. 380, National Association of Letter Carriers. 2001 - 2006

The agreements reached herein through negotiations between Management and Branch 380 are entered into to supplement the nationally negotiated Working Agreement of Nov. 2006, and constitute Memorandum of Understanding between New Egypt, New Jersey Post Office (herein called Management or Employer) and the following labor organization (herein called Union or Branch 380) on local personnel policies and practices and local terms and conditions of employment.

Item 2 Article XVI. All full-time carriers in the New Egypt Post Office will be granted a non-scheduled work day on a fixed basis in addition to Sunday.

Item 3 Article III. It is recognized by both parties that on occasion, emergency conditions such as weather extremes, Civil Defense alerts, bomb scares, civil strife, power failure, equipment failures, etc., may exist which would cause consideration to the following factors in order:

- a. The safety and health of the employees
- b. The degree of emergency as stated by and acted upon by responsible governmental authorities.
- c. The requirements of its customers.

Management, after meaningful discussion with the Union, will determine what appropriate action will be taken. Management will be considered as the Sectional Center Manager.

Item 4 Article X. The postmaster and local craft representative will meet at the beginning of each year to review local services needs, ascertain the amount of vacation that must be used by each employee, and the amount of vacation that will be requested by each employee in order of seniority to determine their requests.

Item 6 Article X. Vacation weeks shall start on Monday and include the final Sunday.

Item 8 Article X. Leave for delegates to the State and National conventions and those serving on jury duty will not be charged to the vacation period.

Item 11 Article X. No later than November 1 of each year, management shall notify all craft employees of the beginning of the new leave year. This information shall be read to all employees and posted on the bulletin board.

Item 12 Article X. Applications for annual leave must be submitted in duplicate to management on form 3971. Management will advise the employee of the disposition of his leave request as soon as possible once a decision has been made. All request forms for other than scheduled annual leave shall be returned within 72 hours with the approval or reason for disapproval.

Item 13 Article XI. The following sequence will be followed when scheduling employees to work on a holiday or designated holiday provided that such scheduling produces a work force which meets the operating skill requirements of the holiday or designated holiday.

- A. All casual and part-time flexible employees to the maximum extent possible, regardless of the necessity to pay overtime premiums.
- B. All full-time regular employees who volunteer to work either their holiday or non-scheduled day shall be combined into a single group, ranked in seniority order, and selected in seniority order.
- C. All full-time regular employees who did not volunteer to work their non-scheduled day or holiday in inverse seniority order.

Item 14 Article VIII. Management shall abide by the FT regular overtime desired list by seniority, when ever practical, on a rotating basis. Every effort shall be made to equalize the opportunities for overtime among the FT carriers on the list.

Item 15 Article XIII. Management shall determine the needs of carriers who request light duty assignments. In the event light duty assignments are not available at the office, management will contact the Director, EL&R at the MSC to try to find a suitable light duty assignment in another office within the MSC.

Item 20 Article X. The granting of annual leave to attend Union activities will be done in according to the National Agreement.

Item 21 Article XVI. When a route or full-time duty assignment other than the route of the junior employee is abolished at a delivery unit as a result of but not limited to, route adjustments, highways, housing projects, all routes and full-time assignments held by carriers who are junior to the carrier whose route or full-time duty assignment was abolished shall be posted for bid in accordance with the posting procedures in this Article.

Item 22 Article XVI. When a route is reverted and subsequently re-established, the displaced carrier will have retreat rights.

This Memorandum of Understanding is entered into on December 19, 2002 at New Egypt, NJ between the representatives of the United States Postal Service and the designated agent of the National Association of Letter Carriers, Branch 380, pursuant to the Local Implementation Provision of the 2001 National Agreement.

FOR THE USPS:

William DiSpoto
OIC
New Egypt, NJ Post Office

12/19/2002

FOR THE NALC:

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12/19/2002