

LOCAL MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CAPITOL BRANCH 142,
NATIONAL ASSOCIATION OF LETTER
CARRIERS, AFL-CIO
AND THE
GREENBELT, MD INSTALLATION
Of THE
UNITED STATES POSTAL SERVICE
2011-2016

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ITEM #1. ADDITIONAL OR LONGER WASH-UP PERIODS:

Carriers shall have up to (6) minute wash-up time, over the course of a work day.

ITEM #2. THE ESTABLISHMENT OF A REGULAR WORK FORCE OF FIVE DAYS WITH EITHER FIXED OR ROTATING DAYS OFF.

Full-time letter carriers, at the Greenbelt Post Office will have rotating days off. Fixed days off may be established for special letter carrier positions only with concurrence of the local union.

ITEM #3. GUIDELINES FOR THE CURTAILMENT OR TERMINATION OF POSTAL OPERATIONS TO CONFORM TO ORDERS OF LOCAL AUTHORITIES OR AS LOCAL CONDITIONS WARRANT BECAUSE OF EMERGENCY CONDITIONS.

It is recognized by both parties that on occasions, emergency conditions may exist which would encourage the employer to consider the curtailment of operations. In cases of such emergency conditions, the employer will, prior to making a decision to curtail the operations, take into consideration such factors as: degree of emergency as stated by and acted upon by responsible government authorities; the requirements and reactions of its customers, employer, and employee; and, its obligation to the safety and health of its employees and customers. Prior to, or as soon as practicable, to taking action to curtail the operations, the employer will notify the Union President and Shop Steward of its decision and plan of implementation. It is the responsibility of the Union President and Shop Steward to provide the installation head with up-to-date contact information.

ITEM #4. FORMULATION OF LOCAL LEAVE PROGRAM.

GENERAL PROVISIONS:

Section 1. Annual leave requests shall not be submitted if the requesting employee does not have sufficient leave or is not expected to have sufficient leave, to cover the request. For PTF and City Carrier Assistant employees, annual leave is limited to accumulated and accrued leave.

Section 2. Annual leave shall not be cancelled by management except in serious emergency conditions.

Section 3. Military leave shall not be considered as part of the choice vacation quota.

Section 4. Court leave shall not be considered as part of the choice vacation period quota.

VACATION PLANNING:

Section 1. Procedure for submission for choice vacation:

(a) The procedure to be used to administer the local leave program is a vacation calendar which will be posted at a designated proximity to the carrier supervisor's desk.

(b) No later than January 15 of each year the shop steward shall post notice that on January 31, carriers, in order of their seniority, will make their choice for their vacation.

(c) No later than February 1 of each year, the shop steward shall have each **career** carrier in order of seniority, including **Part-Time Flexible (PTF)** employees, designate their choice on the vacation calendar and complete the necessary **PS Form 3971** for the period of their choice.

(d) **There will be two (2) choice vacation selection rounds for career employees. Each choice vacation selection round will be in order of seniority, including PTF employees.**

(1) **If an employee who is entitled to ten (10) days fails to make a selection in the first round he/she may select ten (10) continuous days in the second round.**

(2) **If an employee(s) who is entitled to fifteen (15) days fails to make a selection in the first round he/she may not select fifteen (15) continuous days in the second choice vacation round. He/she must make a choice vacation selection of five (5) or ten (10) continuous days in the second round.**

(i) **In such a case, the employee or employees will make another choice vacation selection of five (5) days if the employee selected ten (10) days in the second choice vacation selection round or another selection of ten (10) continuous days if the employee selected five (5) days in the second choice vacation round, by seniority, and after the second choice vacation selection round is completed for career employees and after the CCAs have made their choice vacation selection. If there are no CCAs, such employee(s) shall make their selection after the second round is completed by seniority.**

(e) **Employee Who Earn 13 Days Annual Leave Per Year (Article 10.3.D.1):**

(1) **The first choice vacation selection round, employees who are entitled to ten (10) days may make one (1) selection of either five (5) days or ten (10) days not to exceed ten (10) continuous days.**

(2) **The second choice vacation round, employees who are entitled to ten (10) days and he/she made a selection in the first round of five (5) days may make a selection of five (5) days. If the employee made a selection of ten (10) days in the first round, he/she is not entitled to make a selection in the second round. Nothing herein grants employees more than the ten (10) days he/she is entitled to in either or both choice vacation selection rounds.**

(f) **Employee Who Earn 20 or 26 Days Annual Leave Per Year (Article 10.3.D.2):**

(1) **The first choice vacation selection round, employees who are entitled to fifteen (15) days may make one (1) selection of either five (5) or ten (10) days not to exceed ten (10) continuous days.**

(2) **The second choice vacation round, employees who are entitled to fifteen (15) days may make a selection of the remaining days of his/her fifteen (15) days, either five (5) days if ten (10) days were selected in the first round or ten (10) days if five (5) days were selected in the first round. Nothing herein grants employees more than the fifteen (15) days he/she is entitled to in either or both choice vacation selection rounds.**

(g) **City Carrier Assistants (CCAs):**

(1) **After career employees have completed their selection(s) for choice vacation, but no later than February 1st of each year, CCAs will in order of their “relative seniority”**

designate their choice on the vacation calendar and complete the necessary PS Form 3971 for the period of his/her choice.

(2) There will be one (1) choice vacation selection round for CCAs employees. The choice vacation selection round will be in order of their “relative seniority”.

(3) For City Carrier Assistants (CCAs) the granting of choice vacation leave is contingent upon the CCA having a leave balance of at least forty (40) hours at the time he/she makes a choice vacation selection(s). City Carrier Assistants shall have a leave balance to cover the entire choice vacation period requested when leave begins.

Section 2. When a carrier is approached he/she must make a selection or they forfeit their opportunity to use their seniority and will be passed over. The shop steward shall notify the supervisor whenever it becomes necessary to pass over an employee. However, such employee will have the option to contact the supervisor at any time during the selection period to make a selection for a period which is still available.

Any employee scheduled off during the submission period shall have the right to:

- a. Call-in to request vacation.
- b. Designate another employee to make the request.

Section 3. Seniority will be the determining factor in granting all choice vacation requests.

Section 4. All cancellations of choice vacation leave shall be shown on the vacation schedule within forty-eight (48) hours, excluding Sundays and holidays. If approved, granting of the cancelled leave shall be on a first come first served basis with seniority prevailing in a tie.

Section 5. No exchange of vacations shall be permitted unless the employee(s) and the supervisor mutually agree. The shop steward will be consulted prior to any exchange.

Section 6. An employee transferring from one section to another shall be granted their choice vacation as previously chosen.

NON-CHOICE VACATION ANNUAL: (Annual leave requests for periods within, and outside of the vacation period which were not submitted during the choice vacation submittance period).

Section 1. Excluding the month of December, requests for annual leave shall be granted for up to 6.5% of letter carriers, except as otherwise provided for during the choice vacation period. Such requests, will not be acted on prior to thirty (30) days of the beginning of the leave itself. Further, such requests must be submitted no later than the Tuesday preceding the service week that the leave starts in, for the guarantee to apply. If the final computation results in a fraction above .5, an additional employee will be granted leave.

Section 2. Leave requests for the non-choice period shall be submitted on Form 3971 in duplicate. Management shall approve or disapprove the leave request, record the reason for disapproval, and make available the duplicate copy of the Form 3971 to the carrier within seventy-two (72) hours after it has been submitted. This applies only to leave requests submitted less than thirty days prior to the start of the leave.

Section 3. At the expiration of the seventy-two (72) hours, the employee and the Union Steward, must make inquiry to management as to the disposition of the leave request. Should management then fail to act on the request, the requested leave shall be considered approved.

Section 4. In the case of two (2) or more requests submitted on the same day for the same period of annual leave, the leave, if granted, shall be given to the senior employee.

Section 5. Day leave requests (leave requested on the day of leave itself), if granted, shall be granted by seniority up to 8 a.m. After that, leave shall be granted on a first come first serve basis.

Section 6. If prior requested annual leave which was disapproved becomes available, the original request will supersede any new request. Additionally, if there is a tie concerning disapproved leave slips, the earliest date of submission and if necessary seniority will be the determining factor for approval.

ITEM #5. THE DURATION OF THE CHOICE VACATION PERIOD(S).

The choice vacation period is defined as the time from March 15 through October 15 (of each year) inclusive.

ITEM #6. THE DETERMINATION OF THE BEGINNING DAY OF AN EMPLOYEE'S VACATION PERIOD.

The first day of the employee's vacation shall be Monday.

ITEM #7. WHETHER EMPLOYEES AT THEIR OPTION MAY REQUEST TWO SELECTIONS DURING THE CHOICE VACATION PERIOD, IN UNITS OF EITHER 5 OR 10 DAYS.

Letter carriers may request two (2) selections during the choice vacation period, in units of five (5) or ten (10) days, not exceed ten (10) or fifteen (15) days as provided for in Item 4 above.

ITEM #8. WHETHER JURY DUTY AND ATTENDANCE AT NATIONAL OR STATE CONVENTIONS SHALL BE CHARGED TO THE CHOICE VACATION PERIOD.

Jury duty and attendance at National and State Conventions shall not be charged to the choice vacation period, if the request is made in accordance with Article 24 of the National Agreement.

ITEM #9. DETERMINATION OF THE MAXIMUM NUMBER OF EMPLOYEES WHO SHALL RECEIVE LEAVE EACH WEEK DURING THE CHOICE VACATION PERIOD.

During the choice vacation period, 11.1% of the carrier complement (not including CCAs) will be granted choice vacation leave each week if requested. However, CCAs will be granted choice vacation leave as provided herein. If the final computation results in a fraction above .5, an additional employee will be granted choice vacation leave.

ITEM #10. THE ISSUANCE OF OFFICIAL NOTICES TO EACH EMPLOYEE OF THE VACATION SCHEDULE APPROVED FOR SUCH EMPLOYEE.

Section 1. Management will furnish to the employee the duplicate copy of Form 3971, indicating the vacation period approved, immediately after the choice is made on the calendar.

Section 2. The completed choice vacation schedule shall be posted on or before February 15 of each year.

ITEM #11. DETERMINATION OF THE DATE AND MEANS OF NOTIFYING EMPLOYEES OF THE BEGINNING OF THE NEW LEAVE YEAR.

Notice of the date of the beginning of the new leave year shall be posted on the official bulletin board by November the 1st of each year.

ITEM #12. THE PROCEDURES FOR SUBMISSION OF APPLICATIONS FOR ANNUAL LEAVE DURING OTHER THAN THE CHOICE VACATION PERIOD.

All request(s) for annual leave shall be submitted on PS Form 3971 in duplicate.

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

Management will select carriers to work on holidays in the following order:

- a. All part-time flexible employees to the maximum extent possible, even if the payment of overtime is required.
- b. All City Carrier Assistants to the maximum extent possible, even if the payment of overtime is required.
- c. All full-time and part-time regular employees who possess the necessary skills and have volunteered to work on their holiday or their designated holiday by seniority.
- d. All full-time and part-time regular employees who possess the necessary skills and have volunteered to work on their non-scheduled day by seniority.
- e. Full-time regulars employees who do not volunteer on what would otherwise be their non-scheduled day by inverse seniority.
- f. Full-time regulars employees who do not volunteer on what would otherwise be their holiday or designated holiday by inverse seniority.

ITEM #14. WHETHER "OVERTIME DESIRED" LISTS IN ARTICLE 8 SHALL BE BY SECTION AND/OR TOUR.

Overtime Desired List shall be by section and/or tour.

ITEM #15. THE NUMBER OF LIGHT DUTY ASSIGNMENTS WITHIN EACH CRAFT OR OCCUPATIONAL GROUP TO BE RESERVED FOR TEMPORARY OR PERMANENT LIGHT DUTY ASSIGNMENT.

The number and place of light duty assignments will be consistent with good business practices and the final determination will be that of the Postmaster and his/her designee. The type of assignments will be contingent upon physical limitations as set by a physician and the work available. Management will make every reasonable effort to keep the employee in a work status.

ITEM #16. THE METHOD TO BE USED IN RESERVING LIGHT DUTY ASSIGNMENTS SO THAT NO REGULARLY ASSIGNED MEMBER OF THE REGULAR WORK FORCE WILL BE ADVERSELY AFFECTED.

Any employee holding a bid assignment must relinquish same when awarded a permanent light duty assignment.

ITEM #17. THE IDENTIFICATION OF ASSIGNMENTS THAT ARE TO BE CONSIDERED LIGHT DUTY WITHIN EACH CRAFT REPRESENTED IN THE OFFICE.

It is agreed that light duty assignments within the office for letter carriers will include duties within his/her physical limitation such as:

- a. Assisting routes by setting up mail.
- b. Relabeling carrier cases.
- c. Rewriting carrier route books.
- d. Segmentation duties.
- e. Drafting carrier maps.

ITEM #18. THE IDENTIFICATION OF ASSIGNMENTS COMPRISING A SECTION WHEN IT IS PROPOSED TO REASSIGN WITHIN AN INSTALLATION EMPLOYEES EXCESS TO THE NEEDS OF A SECTION.

All carrier craft assignments in the Greenbelt Post Office shall be identified as a section.

ITEM #19. THE ASSIGNMENT OF EMPLOYEE PARKING.

Assignment of parking spaces will be arranged between the Postmaster and the Shop Steward when space becomes available. Currently, the parking lot is owned by the city and parking is on a first come first serve basis.

ITEM #20. THE DETERMINATION AS TO WHETHER ANNUAL LEAVE TO ATTEND UNION ACTIVITIES REQUESTED PRIOR TO DETERMINATION OF THE CHOICE VACATION SCHEDULE IS TO BE PART OF THE TOTAL CHOICE VACATION PLAN.

Annual leave to attend Union activities, requested prior to determination of the choice vacation schedule is not to be part of the choice vacation period.

ITEM #21. THOSE OTHER ITEMS WHICH ARE SUBJECT TO LOCAL NEGOTIATIONS AS PROVIDED IN THE CRAFT PROVISIONS OF THIS AGREEMENT.

Section 1. The Safety and Health Committee shall meet at least quarterly. The first quarter meeting shall be held on or about November 15, with the remaining dates determined by the committee and at such other times as requested by the committee. The meeting shall be on official time and each committee member must submit agenda items to the secretary at least three (3) days prior to the meeting. The committee members shall include one (1) person from each of the Unions and appropriate management representatives. The committee member representing the carrier craft will either be the local Union president or his designee.

Section 2. The Labor Management committee shall meet at least quarterly. The first quarter meeting shall be held on or about November 15 and the remainder dates to be determined by the committee. Each committee member must submit agenda items at least three (3) days prior to the meeting. The one (1) committee member representing the carrier craft will either be the local Union president or his designee.

ITEM #22. LOCAL IMPLEMENTATION OF THIS AGREEMENT RELATING TO SENIORITY, REASSIGNMENTS, AND POSTING.

Section 1. When there is a vacant duty assignment posting of city letter carrier assignment(s), a city letter carrier may bid for as many vacant assignments that are posted installation-wide. In order to bid on vacant city letter carriers assignment(s) within the Greenbelt installation, city letter carriers' must use one of the three automated systems: phone bidding, Kiosk, and bid computer. To use any of the automated bidding systems the employee will need his/her: 8-digit EIN, USPS PIN, bid cluster, craft and posting number. eJob Bidding in the Employee Apps — Quick Links, at <https://liteblue.usps.gov> is available 24/7. Automated phone bidding is available 24/7 at: 1-877-477-3273 or TDD/TTY at: 1-800-266-7208.

City letter carriers excessed from the Greenbelt installation must use the *Retreat Rights* link on LiteBlue's eJob Bidding link at <https://liteblue.usps.gov>. eJob Bidding is the method for involuntarily reassigned city letter carriers to accept, track, and manage their retreat rights.

Section 2. Bidding for vacant full-time regular assignments will be open to all full time regular carriers, installation-wide.

Section 3. When a letter carrier route or full-time duty assignment, other than the letter carrier route(s) or full-time duty assignments(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.

Section 4. A copy of all job postings shall be sent to the NALC Branch #142 **President** when they are posted.

Section 5. The NALC Branch #142 **President and Shop Steward will be notified of all reverted positions in the carrier craft in the Greenbelt Post Office within twenty-one (21) days of the vacancy. It is the responsibility of the Union President and Shop Steward to provide the installation head with up-to-date contact information.**

Section 6. Unassigned full-time carriers and full-time flexible carriers may bid on duty assignments posted for bids by employees in the craft. If the employee does not bid, assignment of the employee may be made to any vacant duty assignment for which there was no senior bidder in the same craft and installation. In the event there is more than one vacancy due to the lack of bids, these vacancies may be filled by assigning the unassigned full-time carriers and full-time flexible carriers, who may exercise their preference by use of their seniority. In the event that there are more unassigned full-time carriers and full-time flexible carriers than vacancies, these vacancies may be filled by assigning the unassigned employees by juniority.

Section 7. An accurate seniority list of all employees in the letter carrier craft shall be posted by January 31 and by July 31 of each year. The current seniority date of each employee shall be listed next to each name. The date of the seniority list shall be shown.

Section 8. Management shall furnish the shop steward of each unit with a copy of the seniority list when it is posted.

Section 9. One (1) copy of each seniority list will be sent to the NALC Branch #142 **President and Shop Steward.** **It is the responsibility of the Union President and Shop Steward to provide the installation head with up-to-date contact information.**

Section 10. Letter carrier assignment(s) shall not be posted when there is a change of more than one (1) hour in starting time.

Section 11. As provided in Article 41, Section 2.B.3 and 4 the following procedures will be used when a duty assignment becomes available for an anticipated duration of five days or more in the particular delivery unit:

- a. Management shall make known all temporary vacant Full Time craft assignments of anticipated duration of five days or more.
- b. Full-time reserves, unassigned regulars, PTF **and CCA** letter carriers may indicate their preference for such assignments in writing, until the Wednesday prior to the beginning of the vacancy.
- c. The senior carrier having indicated his or her preference shall be notified by Thursday prior to, that he or she is awarded the assignment.
- d. The above shall not apply where assignments become available upon less than 24 hours' notice. In such circumstances, management shall inquire as to the preference of each employee, and will award the assignment to the senior employee who in writing indicates a preference.
- e. Opting forms will be provided by the shop steward. A copy will be given to the employee if requested.

This Local Memorandum of Understanding (LMOU) constitutes the undersigned parties' complete agreement regarding the 22 items stated in Article 30 of the 2011-2016 National Agreement between the USPS and the NALC. This LMOU shall remain in effect until a new LMOU is negotiated.

Robert D. Wilkins
FOR CAPITOL BRANCH 142, NALC, AFL-CIO

4-30-2013
DATE

President
TITLE

A. Carla Roache
FOR GREENBELT, MD INSTALLATION

4-30-2013
DATE

Postmaster
TITLE

LMOU Modifications Explanations

1. Item #3 – Is modified to clarify that the President of Branch 142 is notified. Language is also added that it is the responsibility of the Branch 142 President and Union Shop Steward to provide the Installation Head with up-to-date contact information.
2. Item #4 – Local Leave Program – General Provisions – Section 1 – Is modified to add language regarding “City Carrier Assistants” pursuant to the January 10, 2013, Shyam Das, Impartial Chair Award for the 2011 National Agreement, found on page 23. The Interest Award states in relevant part that:

Granting leave under such provisions must be contingent upon the employee having a leave balance of at least forty (40) hours.
3. Item #4 – Local Leave Program – Vacation Planning – Section 1 – Is modified by adding paragraph section designations and sub-section designations of sections as: “a” through “g” to accommodate added language.
4. Item #4 – Local Leave Program – Vacation Planning – Section 1(c) – Former paragraph three (3) is modified by adding the text “career” before the text “carrier” to clarify that this section applies to career city letter carriers. This paragraph is further modified by adding the text “Part-Time Flexible” before the abbreviation text “PTF”.
5. Item #4 – Local Leave Program – Vacation Planning – Section 1(d) – Is added to codify the local parties having two (2) choice vacation selection rounds.
6. Item #4 – Local Leave Program – Vacation Planning – Section 1(d)(1) – Is added to codify language if an employee who is entitled to ten (10) days fails to make a selection in the first choice vacation selection round.
7. Item #4 – Local Leave Program – Vacation Planning – Section 1(d)(2) – Is added to codify language if an employee who is entitled to fifteen (15) days fails to make a selection in the first choice vacation selection round.
8. Item #4 – Local Leave Program – Vacation Planning – Section 1(e)(1-2) – Is added to codify procedure language with respect to the first and second choice vacation selection rounds for employees who are entitled to ten (10) days of choice vacation leave.
9. Item #4 – Local Leave Program – Vacation Planning – Section 1(f)(1-2) – Is added to codify procedure language with respect to the first and second choice vacation selection rounds for employees who are entitled to fifteen (15) days of choice vacation leave.
10. Item #4 – Local Leave Program – Vacation Planning – Section 1(g)(1-3) – Is added to codify procedure language with respect to vacation planning for City Carrier Assistants.
11. Item #4 – Local Leave Program – Vacation Planning – Section 2 – Former paragraph four (4) is modified by adding paragraph section designation “2”. No other modifications were made.
12. Item #4 – Local Leave Program – Vacation Planning – Former Sections 2-5 – Were modified by renumbering them as sections 3 through 6. No other modifications were made.
13. Item #7 – Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days. – Is modified by adding a cross reference to Item 4 of this LMOU with respect to the application of Item 7 of the LMOU.

14. Item #9 – Determination of the maximum number of employees who shall receive leave each week during the choice vacation period. – Is modified to clarify that CCAs are not included in the computation of the carrier complement for choice vacation percentages for career employee. However, CCAs will be granted a choice vacation selection as provided in the LMOU.
15. Item #12 – The procedures for submission of applications for annual leave during other than the choice vacation period. – Is modified to clarify that all requests for annual leave shall be submitted on PS Form 3971 and it is being modified to not conflict with the procedures in Item #4 which require employees to submit PS Form 3971 for choice vacation.
16. Item #13 – The method of selecting employees to work on a holiday. – Is modified to replace the employee category, casual, with the new employee category, City Carrier Assistant (CCA). Is modified to make part-time flexible employees number one (1) in the pecking order so that CCAs are not used in lieu of part-time flexible employees. Is modified to include and adopt the language on pages 11-3 and 11-4 of the NALC-USPS Joint Contract Administration Manual - April 2009 and, it is modified to include the text for sub-section, f, which was missing on the hard copies the parties had.
17. Item #22 – Local implementation of this agreement relating to seniority, reassignments, and posting. – Section 1 – Is modified to add procedure language regarding automated bidding because the Greenbelt installation is now under automated bidding.
18. Item #22 – Local implementation of this agreement relating to seniority, reassignments, and posting. – Section 4 – Is modified to clarify that the President of Branch 142 is provided with a copy of all job postings.
19. Item #22 – Local implementation of this agreement relating to seniority, reassignments, and posting. – Section 5 – Is modified to clarify that the President of Branch 142 is notified. Language is also added that it is the responsibility of the Branch 142 President and Union Shop Steward to provide the Installation Head with up-to-date contact information.
20. Item #22 – Local implementation of this agreement relating to seniority, reassignments, and posting. – Section 6 – Is modified to incorporate language from Article 41.1.A.7 because the former language is inconsistent with Article 41.1.A.7.
21. Item #22 – Local implementation of this agreement relating to seniority, reassignments, and posting. – Section 9 – Is modified to clarify that the President of Branch 142 is notified. Language is also added that it is the responsibility of the Branch 142 President and Union Shop Steward to provide the Installation Head with up-to-date contact information.
22. Item #22 – Local implementation of this agreement relating to seniority, reassignments, and posting. – Section 10 – Is modified by deleting the text “, unless posting is requested by the assigned employee” because the negotiating parties did not understand what the deleted text means. Furthermore, the negotiating parties concluded that its application appears on its face to result in a full-time employee becoming an unassigned employee. Which makes no sense in the current financial environment of the Postal Service where vacant duty assignments are diminishing. Lastly and more importantly, the deleted text was removed because it does not respond to the intent of Article 41.1.A.5. Article 41.1.A.5 states: “Whether or not a letter carrier route will be posted when there is a change of more than one (1) hour in starting time shall be negotiated locally.” That is – the deleted text did not conclusively state whether or not letter carrier assignment(s) will be posted if there is a change of more than one (1) hour.

- 23.** Item #22 – Local implementation of this agreement relating to seniority, reassignments, and posting. – Section 11(b) – Is modified by adding language regarding “City Carrier Assistants” pursuant to the January 10, 2013, Shyam Das, Impartial Chair Award for the 2011 National Agreement, found on pages 25-26.