

LOCAL MEMORANDUM OF UNDERSTANDING

BETWEEN THE

CAPITOL BRANCH 142,  
NATIONAL ASSOCIATION OF LETTER  
CARRIERS, AFL-CIO

AND THE

WASHINGTON, DC INSTALLATION  
Of THE

UNITED STATES POSTAL SERVICE

2011-2016

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## ARTICLE 30

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

**Section 1.** The Employer shall grant wash up time each duty day to each letter carrier who performs dirty work during the following periods according to current practices:

Prior to going on the street after casing his/her route, and/or prior to his/her lunch period while in the office.

**Section 2.** The wash-up time granted to letter carriers shall be recorded on Line 21 of the Route Inspection Form 1838C.

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

**Section 1.** The determination of fixed or rotating work schedules for full-time letter carriers will be made on the basis of past local practice, unless otherwise agreed between the parties. However, fixed work schedules may be established by the installation head for certain operational situations such as, but not limited to, parcel post delivery, collections business routes and routers. The President of Branch #142 will be advised of any such work schedules.

### 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.

**Section 1.** Imminent threats to the safety or well-being of employees shall be of paramount concern in decisions to curtail or terminate postal operations. In the event a determination is made to curtail or terminate postal operations in the Washington DC Post Office because of emergency conditions, the Employer will notify the local Union President immediately.

**Section 2.** The Employer and the Union shall use all possible means to notify letter carriers should they be in a duty status or on the street when such emergency conditions occur.

### ITEM #4. FORMULATION OF LOCAL LEAVE PROGRAM.

#### **Section 1: General Provisions:**

(a). Annual leave requests shall not be approved if the requesting employee does not have sufficient (or is not expected to have) sufficient annual leave, to cover the request. City Carrier Assistant's and part-time flexible's annual leave requests are limited to annual leave accrued.

(b). Multi-zone units will operate on the basis of past local practice unless otherwise agreed upon between parties.

## **Section 2: Choice Vacation Planning:**

- (a). The vacation selection period is February 15 through March 10.
- (b). On or about February 15 of each year, a designated supervisor shall have each letter carrier, in order of seniority, including **CCA and** PTF carriers, designate their vacation choice (or choices) on a prescribed vacation calendar or chart: When a carrier is approached, he/she must make a selection, or forfeit the opportunity for that day to use their seniority, and will be passed over. However, this employee will have the option to contact his supervisor at any time during the selection period to make a selection for a period (or periods) still available.
- (c). Letter carriers who are absent during the selection period must make their preferences known either by written request or by a telephone call to the designated supervisor
- (d). After signing the calendar or chart, the carrier will submit **PS** Form(s) 3971 in **triplicate** for the leave to be approved. The supervisor will then return approved copy of **PS** Form(s) 3971 (per the percentages in Item 9) to the carrier. For absentees, **PS** Form(s) 3971 must be submitted as soon as possible after the request is made.
- (e). A copy of the approved vacation schedule or chart will be posted in each unit, and a copy provided to the senior shop steward.
- (f). All cancellations of choice vacation leave shall be shown on the vacation schedule within 2 working days. Granting of the cancelled leave schedule shall be on a first come, first served basis. In cases of requests submitted on the same day (tie), seniority shall prevail.
- (g). No exchange of vacations will be permitted unless the employee, the supervisor, and the shop steward mutually agree.
- (h). Employees transferring from one section to another shall be granted their choice vacation as previously approved.
- (i). Military leave shall not be considered as part of the choice vacation period.

## **Section 3: Outside of the Choice Period Sign-Up:**

### **(a). *Leave Requested More Than 30 Days in Advance:***

Annual leave requests may be submitted at any time, but annual leave requests in increments of less than 5 days need not be acted upon prior to 30 days before the beginning of the leave. Management will have until the 27<sup>th</sup> day prior to the beginning of the leave to approve or disapprove the request.

### **(b). *Leave Requested 30 or Fewer Days in Advance:***

Annual leave requests submitted within 30 days of the beginning of the leave shall be approved or disapproved within 3 business days of the date of submission.

(c). Annual leave requested for the day of submission on **PS** Form 3971, shall be granted or denied at least 1 hour before it is to start, if conditions permit.

(d). Annual leave requested for the day after the submission of the **PS** Form 3971, shall be granted or denied before the end of the tour.

(e). When a request for annual leave is disapproved, the employee will be given an explanation as to the reason for disapproval, going further than “services needed.”

(f). In the case of 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.

(g). If prior requested annual leave which was disapproved becomes available, the original requests will **supersede** any new requests. Additionally, if there is a tie concerning disapproved leave slips, the earliest date of submission and if necessary, seniority will be **the** determining factors for approval.

(h). Eight percent (8%) of the scheduled carrier complement will be granted annual leave (December **included**), provided the request is submitted at least 5 days in advance. This percentage is not an additive to the percentages cited in Item 9. In calculating the number of employees eligible for leave under this item, rounding shall not apply (drop all fractions).

**(i) Should management fail to make available a copy of the PS Form 3971 with the appropriate disposition of approval or disapproval within three (3) business days to the employee, the employee’s requested leave is considered approved.**

**(j) The employee shall get his/her supervisor to annotate that he/she received the employee’s PS Form 3971. If an employee does not have his/her supervisor’s annotation on his/her PS Form 3971 the above does not apply.**

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

**Section 1.** The duration of the choice vacation period shall be from the third Saturday in March through the fourth full week of October in each calendar year for the duration of this agreement.

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

**Section 1.** **The beginning day of an employee’s “Choice Vacation” period shall be on 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.**

**Section 1.** **Letter carriers, at their option, may request one (1) or two (2) selections during the choice vacation selection period in units of either one (1) week or two (2) weeks or three (3) weeks; the total number of weeks not to exceed two (2) weeks or three (3) weeks on his/her first choice in accordance with Article 10 – Section 3.D of the National Agreement. When a letter carrier entitled to two (2) weeks has made his/her choice vacation selection (one (1) selection or two (2) selections) for two (2) weeks total; his/her choice vacation**

selection is complete. When a letter carrier entitled to three (3) weeks has made his/her choice vacation selection (one (1) selection or two (2) selections) for three (3) weeks total; his/her choice vacation selection is complete.

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

**Section 1.** Jury duty shall not be charged to the choice vacation period.

**Section 2.** An employee who attends a National or State Convention as a Delegate during the choice vacation period, is eligible for another available period provided this does not deprive any other employee of first choice for scheduled vacation.

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

**Section 1.** Based on the scheduled complement, the following percentages shall constitute the number of carriers to be granted leave each week during the choice vacation period:

March – 10%  
April through August – 15%  
September – 14%  
October – 12%  
December – 8%

**Section 2.** Where computing the percentage results in a fraction, .5 and above, shall become the next whole number.

**Section 3.** If a service week overlaps two months, the leave percentage shall be based on the month in which the service week begins. For example, if the service week is Saturday, March 26 through Friday, April 1, the March leave percentage is applicable to the entire week.

**Section 4.** The percentages cited in Item 9 refers to leave requests for vacation schedules in increments of 5, 10, or 15 days.

**Section 5.** After the choice vacation period sign-up (March 10), the number of employees to be granted annual leave shall be 8% of the pay location, provided the request is submitted at least 5 days in advance.

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

**Section 1.** Employees requesting vacation leave must submit PS Form(s) 3971, in triplicate, by the cut-off date, March 10<sup>th</sup>. Each employee shall receive a copy of the PS Form(s) 3971 from the section supervisor, indicating approval within 15 days after the cut-off date. Those

employees whose vacation is expected to start in March will receive their approved **PS Form 3971's** prior to the beginning date for vacation.

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

**Section 1.** No later than November 1, the Employer will post a notice of the new leave year. The President of Branch #142 will be provided a copy of the notice.

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

**Section 1.** All requests for annual leave other than choice vacation shall be submitted on **PS Form 3971** in **triplicate**. **The supervisor receiving the annual leave request(s) will complete one (1) of the PS Form 3971s in the block: Signature of Supervisor and Date Notified, his/her signature and the date the supervisor received the employee's leave request. This will be done as soon as practicable, but no later than before the employee leaves to delivery his/her route or before the employee ends his/her tour that day. It is the responsibility of the Supervisor receiving the PS Form(s) 3971 to ensure that the employee has received such from him/her.** If a carrier wants a receipt of the submitted **PS Form 3971**, it will be provided upon request.

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

**Section 1.** Part-time **flexible** scheduled employees, to the maximum extent possible, even if the payment of overtime is required.

**Section 2.** **City Carrier Assistant** employees, to the maximum extent possible, even if the payment of overtime is required.

**Section 3.** Full-time and part-time regular employees who volunteer to work their holiday, in order of seniority.

**Section 4.** Full-time and part-time regular employees who volunteer to work on the day that would be their regularly scheduled day off day. Selections will be made in order of seniority.

**Section 5.** Full-time and part-time regular employees who have not volunteered to work their holiday or designated holiday, by inverse seniority.

**Section 6.** Full-time and part-time regular employees who have not volunteered to work the holiday, and that day would be their regularly scheduled day off, by inverse seniority.

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

**Section 1.** An overtime desired list shall be established for each carrier section as identified by zip code. "Collections" will be classified as a section. "OMMS/Government Mails" is a section.

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

**Section 1.** Management will make every reasonable effort to accommodate light duty requests, consistent with the employee's needs and the availability of suitable assignments. Temporary light duty assignments may be 8 hours or less.

**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.**

**Section 1.** The Employer shall make every effort to employ letter carriers in their own station(s) or branch(es) for light duty assignments. When there are no available light duty assignments in the carrier's station or section, the carrier on light duty will be given such other available assignment that is within his/her limitations.

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 stations and branches 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). Collecting mail.
- (e). Labeling inside of apartment boxes.
- (f). Training new employees, when in fact, training is done at the station level by craft employees.
- (g). Segmentation duties.
- (h). 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.**

**Section 1.** Each carrier pay location shall be considered a separate section.

**ITEM 19. THE ASSIGNMENT OF EMPLOYEE PARKING SPACES.**

**Section 1.** Handicapped employees with impaired mobility.

**Section 2.** Car and Van Pools according to State and the District of Columbia criteria.

**Section 3.** When sections 1 and 2 are satisfied, all remaining employee parking will be on a first come, first served basis (those parking lots that are owned and controlled by the Washington DC Post Office).

**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.**

**Section 1.** Annual leave to attend union activities requested prior to determination of the choice vacation schedule, shall not be part of the choice vacation plan.

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

**Section 1.** As provided in Article 41, Section 2.B, the following procedures<sup>s</sup> will be used when a duty assignment becomes available for an anticipated duration of 5 days or more in the particular delivery unit.

(a). At each work location, management shall make known all temporarily vacant full-time craft assignments of anticipated duration of 5 days or more.

(b). Full-time reserve, unassigned regular, part-time flexible and City Carrier Assistant 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/her preference shall be notified Wednesday prior to, that he/she has been 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 award the assignment to the senior employee who in writing indicates a preference.

(e). Opting receipts shall be submitted to the shop steward.

**Section 2.** Pursuant to Article 25.4 of the National Agreement, the following method shall be utilized to request a higher level (carrier technician) detail that is or is expected to be vacant for five (5) days or more:

(a). In the immediate work area (section), management shall make known all temporarily vacant carrier technician strings that are or will be vacant for five (5) days or more.

(b). Any Grade 1 letter carrier may indicate their preference for such higher level details in writing, until the Wednesday prior to the beginning of the vacancy.

(c). The senior letter carrier, having indicated his/her preference, shall be notified and awarded the assignment on the Wednesday prior to the service week that the carrier technician's detail begins.

(d). The above shall not apply where assignments become available upon less 24 hours' notice. In such circumstances, management shall inquire as to the preference of each employee, and award the assignment to the senior employee who in writing indicates a preference.

(e). PS Form 1723 shall be submitted to the shop steward upon request.

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

**Section 1.** Bidding for vacant assignments by full-time regular letter carriers shall be installation-wide.

**Section 2.** When there is more than one vacant assignment posted, those carriers eligible to bid may bid for as many assignments as posted. Preference shall be stated in the following manner; first choice, second choice, third choice, etc.

**Section 3.** A copy of all job postings and updated seniority lists shall be sent to the President of Branch #142, NALC.


**Section 4.** If a Letter Carrier wants a receipt for a bid, the carrier may submit the bid in duplicate. The Employer will initial or stamp the duplicate, and return it to the carrier.

**Section 5.** When a letter carrier route or full-time duty assignment, other than the letter carrier route(s) or 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.

**Section 6.** The posting for bid of routes and full-time duty assignments in the circumstance described immediately above shall be restricted to the affected section (zip code).

This shall be an exception to the procedures for posting duty assignments provided in Article 41 of the National Agreement and in this Local Memorandum of Understanding as stated in Section 1 above.

This Local Memorandum of Understanding constitutes the undersigned parties complete agreement as to the 22 Items recognized in Article 30 of the 2011-2016 National Agreement and shall remain in effect until a new Local Memorandum of Understanding is negotiated.



For the United States Postal Service



Title



For the National Association of Letter Carriers



Title



DATE



DATE

## 2011-2016 LMOU Summary of Changes Explanations<sup>1</sup>:

1. **Item 2 – Section 1: The establishment of a regular work force of five days with either fixed or rotating days off:** Added the text “collections” after the text “parcel post” to the list of fixed work schedules. Change was made by mutual agreement.
2. **Item 4 – Section 1(a): General Provisions: Formulation of local leave program:** Added the text “City Carrier Assistant’s and” before the text “Part-time”. Changed the upper case “P” to lower case “p” in the text “Part-time”. See Pre-Arbitration Settlement Agreement – K11N4K-I 13243630 dated 09/16/2014.
3. **Item 4 – Section 2(b): Choice Vacation Planning: Formulation of local leave program:** Added the text “CCA and” before the text “PTF carriers”. See Pre-Arbitration Settlement Agreement – K11N4K-I 13243632 dated 09/16/2014.
4. **Item 4 – Section 3(g): Outside of the Choice Period Sign-Up: Formulation of local leave program:** Added the text “the” before the phrase “determining factors for approval.” Corrected the spelling of the word “supersede”. Changes were made by mutual agreement. No change to the intent and meaning thereof.
5. **Item 4 – Section 3(h): Outside of the Choice Period Sign-Up: Formulation of local leave program:** Changed the text “(December excluded)” after the phrase “will be granted annual leave” to the text “(December included)”. See K11N-4K-I 13243634: Interest Arbitrator Dr. Andrée Y. McKissick’s December 19, 2014 Award.
6. **Item 4 – New Section 3(i): Outside of the Choice Period Sign-Up: Formulation of local leave program:** Added new language, should management fail to either approve or disapprove an employee’s leave request within three (3) **BUSINESS** days, the employee’s requested leave is considered approved. This section, new Section 4.3.j and the new language in Item 12, Section 1 must be read together in order for an employee’s leave request outside of the Choice Vacation Sign-Up Period to qualify to be considered automatically approved. See Pre-Arbitration Settlement Agreement – K11N4K-I 13243636 dated 09/16/2014.
7. **Item 4 – New Section 3(j): Outside of the Choice Period Sign-Up: Formulation of local leave program:** Added new language regarding the responsibilities for the submission of leave request(s) to be considered approved. This section, new Section 4.3.i and the new language in Item 12, Section 1 must be read together in order for an employee’s leave request outside of the Choice Vacation Sign-Up Period to qualify to be considered automatically approved. Change was made by mutual agreement.

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<sup>1</sup> The NALC Summary of Changes Explanations on pages 12-14 is the Union’s attempt to explain the revisions made to the 2006-2011 Washington, D.C. LMOU. The signatures by Management and the Union on page 11 does not include these NALC Summary of Changes Explanations. Thus, these NALC Summary of Changes Explanations do not constitute an agreement by the parties.

- 8. Item 6 – Section 1: The determination of the beginning day of an employee's vacation period:** Clarified the former language in Section 1 to reflect that “[t]he beginning day of an employee’s “Choice Vacation” period shall be on Monday.” Change was made by mutual agreement.
- 9. Item 7 – Section 1: Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days:** Changed the former language in Section 1 to reflect that letter carriers at their option may request one (1) or two (2) selections during the choice vacation selection period, in units of one (1) week, two (2) weeks or three (3) weeks, not to exceed three (3) weeks total. Added language that letter carriers are entitled to either 2 weeks or 3 weeks in accordance with Article 10.3.D of the National Agreement. Added language once a letter carrier who is entitled to select a total not to exceed two (2) weeks in accordance with Article 10.3.D of the National Agreement, selects a total of two (2) weeks on his/her first or second selection, he/she has completed his/her choice vacation selection(s). Similarly, language was added once a letter carrier who is entitled to select a total not to exceed three (3) weeks in accordance with Article 10.3.D of the National Agreement, selects a total of three (3) weeks on his/her first or second selection, he/she has completed his/her choice vacation selection(s). Changes were made by mutual agreement.
- 10. Item 9 – Section 1: Determination of the maximum number of employees who shall receive leave each week during the choice vacation period:** Added the month of December and the corresponding eight (8) percent to reflect the maximum number of employees who shall receive leave each week during the choice vacation selection period. See K11N-4K-I 13243638: Interest Arbitrator Dr. Andrée Y. McKissick’s December 19, 2014 Award.
- 11. Item 12 – Section 1: The procedures for submission of applications for annual leave during other than the choice vacation period:** Replaced the text “duplicate” with the text “triplicate” at the end of the first sentence. Added new procedures for management when an employee submits applications for annual leave during other than the choice vacation selection period. However, the new language in this section, new Sections 4.3.i and 4.3.j must be read together in order for an employee’s leave request outside of the Choice Vacation Sign-Up Period to qualify to be considered automatically approved. See Pre-Arbitration Settlement Agreement K11N4K-I 1303640 dated 09/16/2014.
- 12. Item 13 – Section 1: The method of selecting employees to work on a holiday:** Re-number former Section 1, as Section 2 and replaced the no longer existing category of employee, “Casual” with the new category of employee, “City Carrier Assistant” (CCAs). Change was made by mutual agreement.
- 13. Item 13 – Section 2: The method of selecting employees to work on a holiday:** Re-number former Section 2, as Section 1 and changed the upper case “F” in the text “Flexible” to lower case. Changes were made by mutual agreement.
- 14. Item 14 – Section 1: Whether "Overtime Desired" lists in Article 8 shall be by section and/or tour:** Changed the text “ZIP code” to “zip code.” Change was made by mutual agreement. No change to the intent and meaning thereof.

- 15. Item 19 – Section 2: The assignment of employee parking spaces:** Changed the lower case “s” in the text “state” to upper case “S” to be grammatically correct. Change was made by mutual agreement. No change to the intent and meaning thereof.
- 16. Item 21 – Section 1: Those other items which are subject to local negotiations as provided in the craft provisions of this Agreement:** Added the text “s” to the end of the text “procedure” to be grammatically correct. Change was made by mutual agreement. No change to the intent and meaning thereof.
- 17. Item 21 – Section 1(b): Those other items which are subject to local negotiations as provided in the craft provisions of this Agreement:** Added the new employee category, “City Carrier Assistant” to the existing categories of letter carriers that may indicate their preference when a vacant duty assignment becomes available for an anticipated duration of 5 days or more in the delivery unit to which he/she are assigned. Change was made by mutual agreement.
- 18. Item 21 – Section 2: Those other items which are subject to local negotiations as provided in the craft provisions of this Agreement:** Replaced the text “opt” before the phrase “a higher level (T-6) detail” with the text “request”. Replaced through-out Section 2 the text “T-6” with the text “carrier technician”. Changes were made by mutual agreement.
- 19. Item 21 – Section 2(e): Those other items which are subject to local negotiations as provided in the craft provisions of this Agreement:** Replaced the text “Opting” with the text “PS Form 1723” because a higher level detail is pursuant to Article 25 of the National Agreement. A letter carrier may not opt on a higher level detail (CC 2 position). Added the text “upon request” after the text “shop steward”. Changes were made by mutual agreement.
- 20. Item 22 – Section 5: Local implementation of this Agreement relating to seniority, reassignments and posting:** Corrected the former language that did not reflect the exact language found in Article 41.3.O of the National Agreement. The parties may not modify the language in Article 41.3.O of the National Agreement. Changes were made by mutual agreement.
- 21. Item 22 – Section 6: Local implementation of this Agreement relating to seniority, reassignments and posting:** Changed the upper case “S” in the text “Section” to lower case “s”. Change the text “ZIP code” to “zip code”. Changes were made by mutual agreement. No change to the intent and meaning thereof.
- 22.** Added the text “PS” before the text “Form” or “Forms” to be consistent throughout. Changes were made by mutual agreement. No change to the intent and meaning thereof. See items numbers: 4.2.d, 4.3.c, 4.3.d, 10.1 and 12.1.