

Local Memorandum of Understanding Pahokee, FL

National Association of Letter Carriers
Branch 1690

and

United States Postal Service
Pahokee, FL

Veronica Flores Osborne 1/4/19
~~VERONICA FLORES~~ VERONICA FLORES Date
President, NALC Branch 1690

Donna Chavis-White 1/4/19
Donna Chavis-White Date
USPS Postmaster

ITEM #1 ADDITIONAL OR LONGER WASH-UP PERIODS

It is the position of the U.S. Postal Service that those employees in the letter carrier craft who performs dirty work or work with toxic materials should be granted such time as is reasonable and necessary for washing up. This includes the period of time prior to his/her lunch break. When requested by the employee and approved by the route examiner, reasonable and necessary time to wash up will not be deducted from street time during the week of inspection except when the need was the result of an unusual situation.

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

All regular carriers will have a fixed non-scheduled day. There will be one non-scheduled day for each day of the week (except Sunday) for each six regular carriers at each station scheduled. In the event there are in excess of six carriers the non-scheduled day will begin with Saturday (e.g., carrier #7 would have a Saturday non-scheduled day, carrier #8 would have a Monday non-scheduled day).

It will be Management's responsibility to cover this route as appropriate on the non-scheduled day.

Collection, Parcel Post, and Route Carriers may be on a fixed schedule with Saturday off.

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

The word "emergency" shall be defined in this Memorandum of Understanding as an unforeseen circumstance or a combination of circumstances which call for immediate action in a situation which is not expected to be of recurring nature.

The decision for the curtailment or termination of postal operations to conform to the orders of local authorities, or as local conditions warrant because of emergency conditions, shall be made by the installation head who will give due consideration to the safety and welfare of employees, such emergency conditions may be discussed with Union representatives at their request.

Depending upon the severity of the emergency, Postal Service and national hotline will be open for employees to call for information.

In the case of employees who encounter emergency conditions while in the performance of their duties, they will contact their supervisor for instructions. If communications fail, employees who fear for their personal safety and the security of the mails may make the decision to return to their duty station for instructions.

ITEM #4 FORMULATION OF LOCAL LEAVE PROGRAM

It is agreed that employees and CCAs of this installation wish to abide by the terms of the National Agreement with regard to Annual Leave Planning, with the exception of the following implementations and/or additions.

In order to advise applicants in sufficient time for preplanning, it is necessary that employees and/or CCAs make written application for the periods of their choice leave not later than January 15th of the leave year.

Unit supervisor shall post the approved schedules on carrier bulletin boards no later than February 15th of the leave year but earlier, if possible.

PS Form 3971 shall be submitted in duplicate. The official notice of choice period, a copy of PS Form 3971, will be returned to the employee and CCA no later than February 15th of the leave year.

PS Form 3971 shall be completed by the employee or CCA and submitted in accordance with the F-21 and F-22.

For vacation leave purposes, all letter carriers and CCAs shall be assigned for a specific unit. A specific unit shall be defined as the following units for the Pahokee facility 33476.

Upon formation of a new delivery unit, that unit will be added to the above listing.

Should any new routes (combination such as parcel post and collections, and/or delivery route and collection) be instituted, for leave purposes, the route shall be assigned to a specific unit.

Employees and CCAs may carry their seniority choice selection of annual leave with them when they are assigned from one unit to another, either voluntarily or involuntarily.

Any application for extended annual leave period will be given every consideration as long as it does not result in denying the rights of others and non will be considered until after Forms 3971 have been posted. Application is to be made to the Postmaster in letter form.

ITEM #5 THE DURATION OF THE CHOICE VACATION PERIOD

The seniority choice vacation period is designated as April 1st through October 15th for the Letter Carrier craft.

ITEM #6 THE DETERMINATION OF THE BEGININIG DAY OF AN EMPLOYEES CHOICE VACATION PERIOD

Letter carriers and CCAs choice vacation leave periods shall begin on Monday and end on Sunday.

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

During the choice vacation period letter carriers, at their option may request either; one selection in units of 10 or 15 days or; two selections in units of 5 or 10 days in accordance with the amount of leave earned annually as described in Article X. Section: 3.D of the National Agreement. CCAs may also make annual leave selections, provided that they have sufficient leave at the time that the leave is taken.

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

An employee or CCA who is called to jury duty during his/her scheduled choice annual leave period, or who attends a National, Regional, or State Convention (Assembly) during the choice annual leave period is eligible for another available period provided this does not deprive any other employee of the first choice for his/her scheduled annual leave.

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

At least fourteen (14) percent of the regularly assigned letter carriers and CCAs in each delivery unit will be granted vacation leave, said fourteen (14) percent to include jury duty, military leave and extended sick leave. In applying the fourteen (14) percent requirement, any fraction of .50 or more will mean one (1) additional leave allotment. The purpose of this limitation is to guard against jeopardizing movement of the mails and related service needs. Any increase in release of employees over and above this agreed figure will be the responsibility of the unit supervisor who must be guided by mail volume and other service factors.

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

The unit supervisor shall return a copy of PS Form 3971 with the approved period annotated on the form and the supervisors initials indicating approval. A current, updated leave calendar shall be maintained on official bulletin boards. Management will be responsible for maintaining an accurate leave calendar.

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

No later than November 1st of each year, management will notify all carrier craft employees, including CCAs, through the general orders of the beginning date of the new leave year. The general orders with this information will be read to all employees and CCAs at each respective work location.

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

Excluding December, letter carriers and CCAs may be granted annual leave. Request for previously unscheduled annual leave must be submitted by the employee to his/her supervisor on Form 3971 no later than the Tuesday prior to the service week in which annual leave is desired. This leave will be granted on a first come, first serve basis. In the event more than one employee submits his/her leave application on the same date, seniority/relative standing will govern. Every consideration will be given to the request with operational needs determining whether the leave will be approved or denied within 72 hours of the request.

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

The method of selecting employees to work on a holiday is as follows:

1st Selection –Casuals, even if overtime is necessary.

2nd Selection -Part-time Flexibles, even if overtime is necessary.

3rd Selection – Full-time and Part-time regulars who have volunteered to work on a holiday; selection of volunteers for each holiday shall be made on the basis of seniority from amongst those who volunteer.

4th Selection – CCAs even if overtime is necessary.

5th Selection - Full-time and Part-time regulars who have not volunteered to work on the holiday and whose holiday it is not; such employees shall be selected on a juniority basis.

6th Selection - Full-time and Part-time regulars who have not volunteered to work in the holiday and whose holiday it is; such employees shall be selected on juniority basis.

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

Overtime records shall be maintained and posted in a visible location on the work room floor at each installation on a continuing basis and made available for review in each station. Overtime shall be scheduled in accordance with Article 8, Section 5, of the National Agreement between the parties.

If an employee is not available to sign the Overtime Desired List two (2) weeks prior to posting, due to Military Leave, Annual Leave, extended sick leave, etc., he/she may request a supervisor to add his/her name to the list with three (3) work days upon his/her return to duty. If an employee transfers from one delivery unit to another delivery unit, it will be the responsibility of the employee to notify the supervisor that he/she is on the Overtime Desired List upon his/her arrival at the new delivery unit. The employee will sign the Overtime Desired List.

The Delivery Units are categorized as follows: 33476

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 of light duty assignments within the craft to be reserved for temporary or permanent light duty assignments shall be agreed upon between the Union and employer as the need arises, for the assignment of ill or injured employees until employee is released by doctor for regular assigned duty.

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

When a request for light duty is received, supported by medical evidence, the installation head or his/her designee and the Local NALC President or his/her designee will meet to determine the light duty assignment available. After such determination, work which has been identified as light duty will be assigned to the carrier who has submitted the request for light duty. The ultimate decision will rest with the installation head.

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

The identification of assignments that are to be considered light duty shall be determined by management and will be assignments which the ill or injured employee, as determined by a medical doctor, is physically able to perform provided it does not adversely affect the work force.

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

A section shall be defined as zip code, 33476 for Pahokee, for the purpose of reassigning excess employees.

ITEM #19 THE ASSIGNMENT OF EMPLOYEE PARKING SPACES

The Postmaster will designate parking spaces available for employee parking. Parking in these spaces will be on a first come first served 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

An employee who is called to jury during his scheduled choice annual leave period, or who attends a National, Regional or State convention (Assembly) during the choice vacation period is eligible for another available period provided this does not deprive any other employee for the first choice for his/her scheduled annual leave.

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

Those assignments which are vacant for five (5) days or more and known by management at least seven (7) days in advance will be advertised for opt in a conspicuous place no later than Tuesday of the week preceding scheduling day of Wednesday of the succeeding week.

Reserve unassigned, part-time flexible and CCA letter carriers may exercise their preference for those assignments vacant for five (5) days or more by filling out a specific form designated by Management and Union.

The advertisement will remain posted until 1600 hours on Friday of the posting week.

Assignments will be awarded in order of seniority. Successful applicants will remain in the assignment for the duration of the vacancy. In the event a PTF or CCA is a successful bidder and during the vacant period there is no identifiable assignment for reserve letter carrier, Management reserves the right to move the PTF or CCA to other duties and allow the reserve letter carrier to serve that assignment for that day only.

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

The carrier routes will not be posted for bid where there is a change of one hour or more in starting time except at the incumbent's request.

When automated bidding is not used, Bids will be opened and reviewed in the presence of an officer of NALC Branch 1690 on his own time.

The language in Article 41, Section 3.0 of the National Agreement will be used.

National Association of Letter Carriers

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April 26th, 2021

This is to notify you that pursuant to the provisions of Article 30 of the National Agreement, Branch 1690 wishes to extend the current Local Memorandum of Understanding through the term of the 2019-2023 National Agreement which ends May 23rd, 2023. If you agree to this extension, please sign at the bottom, and send back to my office. Please also make a copy for your records. This letter will be placed as the last page in the LMOU. Thank you.

A handwritten signature in cursive script, appearing to read "Donna White".

Donna White
Postmaster Pahokee

A handwritten signature in cursive script, appearing to read "Jeffrey Wagner".

Jeffrey Wagner
President Br 1690

Received

JUN 16 2021

NALC Branch 1690