

LOCAL AGREEMENT BETWEEN MEDFORD POST OFFICE AND NALC BR. 5648

1. All letter carriers will be granted (4) minutes wash-up time after casing the route in the AM, and (4) minutes wash-up time upon returning from street duties, and such times as is reasonable and necessary for wash-up after performing dirty work or incident to personal needs.
2. All regular letter carriers in the Medford Post Office will be granted rotating days off.
3. It is recognized by both parties that on occasion emergency conditions may exist which would encourage the employer to consider the curtailment of operations. At which time the employer will take into consideration such factors as:
  - a. The degree of the emergency as stated by and acted upon by responsible government authorities.
  - b. The requirements and reactions of its customers to the emergency.
  - c. The accessibility of the postal operations to its customers, employer, and the employees, as well as its obligation to the safety and health of of the fore mentioned.

Prior to taking action to curtail the operations, the employer will notify the union of its decision and plan of implementation.

4. Formulation of local leave program.
  - a. Carriers who become ill while on annual leave during the choice period shall be allowed to have another selection during the choice period if available.
  - b. Upon notification of a cancelled vacation the employer shall notify the union immediately so the period may be re-posted for bid. Carriers who have not made a choice vacation bid shall have preference according to seniority. If all have made picks it will be decided strictly by seniority.
  - c. Management will post the choice (prime time) leave chart by the first full week in January.
  - d. Carriers shall indicate their selection for the choice period on a list posted on the bulletin board.
5. The duration of the choice vacation period will be the second full week in June to the second full week in September. Plus Easter week, Thanksgiving week and Christmas week, ( December 25<sup>th</sup> thru January 1<sup>st</sup> )



6. Vacations shall start on Mondays and end on Sundays.
7. Letter carriers at their option may request one or two selections during the choice vacation period in units of 1-2 or 3 weeks not to exceed 2 or 3 weeks on their first choice in accordance with leave earned annually. Picks must be continuous weeks.
8. A carrier attending a National or State convention, or on jury duty during the choice vacation period shall not be counted in the number of individuals off during that choice period.
9. There shall be two carriers allowed off each week for the choice vacation period.
10. Each carrier will submit PS form 3971 in duplicate to the supervisor by Wednesday prior to the vacation time, A copy signed by the responsible supervisor will be returned to the carrier within two working days.
11. The employer shall notify the union no later than November 1<sup>st</sup> the beginning of the new leave year,
12. Holiday scheduling,  
Management will select carriers to work in the following order.
  - a. Casuals , Transitional employees
  - b. Part-time flexibles
  - c. Full time regulars that volunteer to work their non-scheduled day by seniority.
  - d. Full time regulars who volunteer to work on their holiday or day designated as their holiday by seniority.
  - e. Full time regulars who did not volunteer on what would otherwise be their non-scheduled day by inverse seniority.
  - f. All other non-volunteer full time regulars by inverse seniority.
  - g. If after the posting period a need develops for additional or replacement employees, the same selection process will apply.
13. Overtime desired lists shall be posted by installation.

14. Management agrees that light duty consideration shall be based on medical records and with knowledge that such work will not be detrimental to the health of any employee.

Light duty assignments will include but not be limited to, casing routes, delivering Express mail, or any other duties available.

15. Parking on the west side of the building will be assigned to full time regular carriers on the basis of seniority. The north west corner will be considered parking space #1.
16. 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, highways, housing projects, all routes and full time assignments which are junior to the abolished route/ assignment carrier shall be posted for bid in accordance with this article (41-3.0)

The notice for bidding shall remain posted for one (1) week.

12-18-08  
(Date)

Joseph A. Headley  
President NALC Br, 5648

12-18-08  
(Date)

[Signature]  
Postmaster Medford 08055