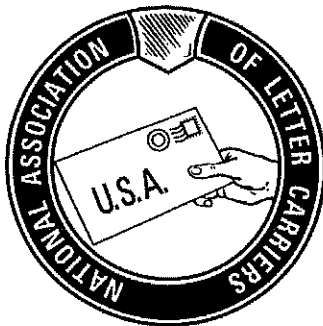


**LOCAL MEMORANDUM
OF UNDERSTANDING
BETWEEN THE

NALC, WEST COAST FLORIDA
LETTER CARRIERS
BRANCH 1477
&
THE U.S. POSTAL SERVICE,
PUNTA GORDA, FLORIDA**

2023-2026



**UNITED STATES
POSTAL SERVICE®**

Local Memorandum of Understanding – Punta Gorda/NALC

LOCAL MEMORANDUM OF UNDERSTANDING

BETWEEN

***UNITED STATES POST OFFICE
PUNTA GORDA, FLORIDA***

AND

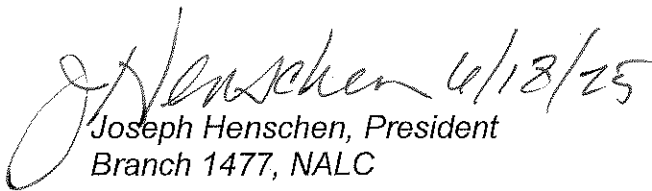
***NATIONAL ASSOCIATION OF LETTER CARRIERS,
AFL-CIO BRANCH 1477,
West Coast Florida Letter Carriers***

Local Memorandum of Understanding – Punta Gorda/NALC

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on May 26, 2025, at between the representatives of the United States Postal Service Punta Gorda, Florida and the designated agent of NALC Branch 1477, West Coast Florida Letter Carriers pursuant to the Local Implementation Provisions of the 2023 National Agreement.

This Local Memorandum of Understanding shall be in full force and effect until midnight May 22, 2026, unless extended by agreement between the parties at the National level. The terms of this Memorandum of Understanding are subject to the grievance procedure as contained in the National Agreement.

 6/18/25
Joseph Henschen, President
Branch 1477, NALC

 6/18/25
Melissa Kruzel, Postmaster
USPS, Punta Gorda, Florida

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ARTICLE 30

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

A reasonable amount of wash-up time shall be granted for employees who perform dirty work or work with toxic materials based on individual circumstances. This is to include the period prior to his/her lunch break.

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

All Regular Carriers and Part-Time Regular Carriers in the Punta Gorda Post Office shall be on a rotating day off schedule with the work week running Saturday through Friday. Each route and Duty Assignment non-scheduled day shall be designated with a rotating Schedule #1 – 6, with Saturday being Schedule 1; Monday – Schedule 2; Tuesday – Schedule 3, Wednesday – Schedule 4; Thursday – Schedule 5, and Friday – Schedule 6.

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

- 1. 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. When a decision has been reached to curtail Postal Operations, Management will notify and seek the cooperation of local radio and television stations to inform employees. Depending upon the severity of the emergency and what is allowed by local authorities under such a situation, Postal Service telephone will be open for employees to call for information. Employees involved in actual emergency will take immediate action to protect themselves and the mail. Under such circumstances, Management will be advised as soon as possible when operations are curtailed the President of the NALC will be advised.*
- 2. Carriers covered under this agreement are reminded to continue to call ERMS line for any absence after suspended service is re-instituted. The Local Union President, once made aware of any unaccounted employees after a suspension of service will assist in attempts to contact these employees*

ITEM #4 – FORMULATION OF LOCAL LEAVE PROGRAM.

- 1. The sign-up period for the New Year to determine that period(s) for Annual Leave shall begin on November 10th.*
- 2. No later than November 1st, a copy of the vacation picklist (a chart showing all employees names by seniority and the available leave "slots") will be provided the*

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NALC President for review. Upon concurrence, the chart will be posted in the delivery unit.

3. The Chart will list the Carriers in groups of 14%, in the following order: Full-time regular, Part-time flexible, Part-time regular and City Carrier Assistants in order of seniority for each classification. For this agreement, the relative standing of the City Carrier Assistants will be referred to as "seniority" throughout this agreement.
4. Each group will be allowed a maximum of three (3) employee works calendar days to make their selection.
5. The picklist will allow for second-round choices using the same procedure as listed above.
6. Should any Carrier fail to make their selection during the allotted time, they must forfeit their right to select until all others have been afforded the opportunity to select.
7. Conflict as to available periods shall be decided by seniority. The sign-up period for selecting Choice Vacations will be from November 10th through December 20th.
8. Selection will be made by Carriers, submitting a PS Form 3971 to the Supervisor who will post the Carriers names in the space selected on the picklist. The PS Form 3971 will be submitted in duplicate. A separate PS Form 3971 will be used for each period selected as mentioned in Item #7.
9. Carriers will be responsible for providing written information through their Union Representative if they should be absent during the selection period. If the Union Representative should be absent, then to the person delegated by the Union Representative.
10. Leave to attend Union activities will be set forth in Item #8 and 20, Article 30 of the National Agreement.
11. All advance commitments for granting leave must be honored except in serious emergency situations.
12. ILL DURING VACATION: Carriers who become ill while on Annual Leave during the vacation period shall be allowed to have another selection of the remaining time available on the leave pick-list consistent with the number permitted to be off during the Choice Period.
13. CANCELLATION OF ANNUAL LEAVE: Choice Vacation Leave may be cancelled in increments of a full week (40 hours) providing a written notice of intent to cancel has been submitted to the Unit Supervisor with a copy of the Union Steward or Alternate by Saturday of the work week preceding the week the leave was

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scheduled to start. The leave period cancelled shall be posted as available leave at that time of notice and remain posted for two working days.

14. *EXCHANGING OF LEAVE: There may be no exchanging of Annual Leave except in extreme emergency situations and agreed to by the Postmaster and NALC President.*

15. *MILITARY LEAVE: Military Leave will not count as part of a Carriers selection for the Choice Period.*

16. *When Letter Carriers change their assignment installation wide, they will retain their approved leave.*

ITEM #5 – THE DURATION OF THE CHOICE VACATION PERIOD.

The period for Choice Vacation for all units in Punta Gorda Post Office will be 14%. from the first full week in February through the last week in November. Eight (8) percent will be allowed off the remainder of the year.

ITEM #6 – THE DETERMINATION OF THE BEGINNING DAY OF ANY EMPLOYEES VACATION PERIOD.

A Letter Carrier's vacation period will be Monday through Saturday.

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, at their option, may request two selections during the Choice Vacation period in units of either five (5) ten (10) or fifteen (15) days in accordance with leave earned annually.

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

1. *Jury Duty shall not be charged to the Choice Vacation Period.*
2. *Leave requests to attend a Union Convention shall not be charged to the Choice Vacation Period, provided the request for such leave is made prior to the end of the Choice Vacation selection period.*

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

1. *Fourteen percent (14%) of carriers on the rolls in each unit will be permitted leave for vacation for the period from the first full week in January through the last full*

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week in November and ten percent (10%) of each unit will be permitted leave for vacation for the remainder of the year. In applying the percentage, fraction of .50 and higher will permit one additional person off. Under .50 will be discarded. Sections/Units shall consist of Zones 50/80/83, and 52.

- 2. Carriers on the rolls not available, (ORNA) holding a bid position who has in accordance with the MOU Full-time Regular Opportunities – City Letter Carrier Craft created a UAR incumbent only position as of November 1 each year, will not be considered in the units complement, when calculating the 14% and 10% of the total Carrier Workforce in each unit for Choice Leave.*
- 3. The following provisions shall address the parties' agreement regarding the submission and approval provisions applicable to CCA Annual Leave during the Choice Vacation Period: CCA employees shall be granted up to ten (10) days of continuous Annual Leave during the Choice Vacation Period in accordance with Article 10.2.D of the National Agreement.*
 - a. The Installation Head shall meet with the representative of the Union prior to the first day of submission for Choice Vacation Leave to determine the amount of Annual Leave accumulated by each Part-Time Flexible and City Carrier Assistant, to project the potential Annual Leave accrual during the appointment period of each CCA/PTF.*
 - b. The Installation Head and Representative of the Union shall determine the projected eligibility dates that each CCA employee will have sufficient leave balance to take a single block of Annual Leave during the Choice Vacation Period consisting of units of either five (5) or ten (10) working days, the total not exceeding the ten (10) days addressed in Article 10.3. D.1.*
 - c. The granting of previously approved Annual Leave is contingent upon the CCA having an adequate balance to support the approved request when the Annual Leave is used. In any case of previously approved Annual Leave request of a single selection consisting of the (10) working days in which the CCA does not have a sufficient Annual Leave balance available at the time the leave is to be taken, the CCA shall be granted a single selection of five (5) working days at their option within the previously approved ten (10) working day period provided they have a sufficient Annual Leave balance for the leave, at the time the leave is to be taken. The CCA leave cancellation policy shall be the same process as the career leave cancellation procedure.*

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

The official notice of approval of Annual Leave for Choice Period will be one (1) approved copy of PS Form 3971 in duplicate. One (1) copy retained by Management; one (1) copy returned to the employee. Employees are required to personally give their request to a Supervisor.

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

No later than November 1st of each year, Management will notify all Carrier craft employees of the beginning date of the new leave year.

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

1. Upon the completion of the selection period for Choice Leave identified in Item 4 of this Memorandum, the break in service for the City Carrier Assistants whose breaks fall between October 15th and May 15th will be counted against the 14 % for “other” leave. In circumstances that a “slot” is held, and the break in service is impacted by conversion or separation, the leave slot will be made available throughout the year for “other” leave and its release will be communicated to the unit.
2. Request for leave other than that mentioned in Item #4 and above:
 - a. Shall continue to permit the applicable leave percentage of the delivery unit to be absent on leave providing the employee then has leave available
 - b. During the leave year, open leave days will be applied for by Tuesday prior to the service week for which leave is requested. Request for leave in a Holiday week must be submitted the Monday prior to the posting of the Holiday schedule. Applications will be considered on first-come basis.
 - c. Leave shall be granted on any given day for that day when replacements can be obtained without additional cost or impairment to the Service.
3. All leave applications for “other leave” will be submitted by the Carrier, in duplicate, and handed to the Supervisor who will initial the request at the time of submission. A copy will be given to the Carrier as a receipt.
4. Annual leave requests for “Other” shall not be approved if the requesting employee does not have sufficient leave available due to previously leave through the end on the leave year. The responsibility to ensure committed leave is available when scheduled is on both the employee and supervisor.

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5. *Carriers on the rolls not available, (ORNA) holding a bid position who has in accordance with the MOU Full-time Regular Opportunities – City Letter Carrier Craft created a UAR incumbent only position will not be charged against the 14% of “Other Leave”.*
6. *The 14% of “Other Leave” will include long-term Sick Leave for incapacitation of the Carrier where it can be reasonably projected that such extended periods occur, if Item 12.4 criteria has not been met. Any leave blocked for “Other Leave” in this circumstance will be released upon the carriers return or an incumbent only UAR position is created.*
7. *Applications for other leave shall not be denied on the speculation that overtime or Sick Leave may be used, if the number permitted to be off has not been reached.*
8. *Leave applications for other leave shall be decided on within three (3) working days to included Saturday, otherwise, the leave is approved.*
9. *Leave on any given day shall be granted to any applicant if the percentage has not been reached and replacements are available, providing the work can be accomplished without additional cost or impairment to the Service.*
10. *CANCELLATION OF “OTHER” or INCIDENTAL LEAVE: Incidental Annual Leave may be cancelled by providing a written notice of intent to cancel has been submitted to the Unit Supervisor with a copy to the Union Steward or Alternate by Tuesday of the work week preceding the week the leave was scheduled to start or Monday if the impacted week is a holiday week. The leave calendar will be immediately updated to reflect the cancellation.*

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

Management will select Letter Carriers to work on Holidays in the following order:

1. *All part-time flexible employees to the maximum extent possible, even if the payment of overtime is required.*
2. *All full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have volunteered to work on their holiday or their designated holiday—by seniority.*
3. *City carrier assistant employees.¹*

¹ When necessary to reach item #3 in the Holiday Pecking Order the City Carrier Assistants will be scheduled first as volunteers by seniority then non-volunteers by inverse seniority.

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4. *All full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have volunteered to work on their non-scheduled day—by seniority.*
5. *Full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have not volunteered on what would otherwise be their non-scheduled day—by inverse seniority.*
6. *Full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have not volunteered on what would otherwise be their holiday or designated holiday—by inverse seniority.*

Each unit Supervisor will obtain a list of volunteers by contacting all employees who are (1) non-scheduled during the designated Holiday, (2) whose Holiday it is. The Holiday schedule will be posted on Tuesday of the week preceding the week in which the Holiday falls. The posting will be made prior to employees end tour.

ITEM #14 – WHETHER “OVERTIME DESIRED LIST” IN ARTICLE 8 SHALL BE BY SECTION AND/OR TOUR.

1. *Overtime Desired Lists will be by sections. Sections shall consist of:*
 - a. *Zone 50/80/83*
 - b. *Zone 52*

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

Both parties have agreed to follow the procedures of Article 13 of the National Agreement.

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

1. *Both parties have agreed to follow the procedures of Article 13 of the National Agreement.*
2. *Management will make every effort to provide employees with light duty work on their own assignments, within their medical restrictions, prior to assigning other light duty work. The Union will receive a copy of all light duty assignments.*
3. *CCAs who are temporarily incapable of performing his/her normal duties as a result of a non-job-related illness or injury shall be permitted to request work within their medical restrictions. This request shall be submitted in writing to the installation head with accompanied medical documentation. The installation head*

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must make a reasonable effort to find the CCA work within their restrictions. See Item #17 for an example of duties that can be assigned to a CCA.

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

Light Duty will be granted to injured employees who make written requests consistent with Article 13 of the National Agreement and who provide supporting Medical Documents setting forth physical limitations, where work is available.

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

Both parties have agreed to follow the procedures of Article 12, Section 5 of the National Agreement.

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.

- 1. A maximum of two (2) Letter Carriers from the installation attending Union activities during the Choice Vacation period will not be counted in the number of Carriers scheduled off during the period provided.*
- 2. All requests for leave by delegates to attend Union activities will be submitted as soon as the delegates have been chosen.*
- 3. If the request falls within the Choice Period and submitted after the determination of the Choice Vacation period schedule, the employer will make every effort to grant the request. The request will not be denied on speculation that overtime or Sick Leave may be used.*
- 4. The selection of leave for Union activities will not be the employee's Choice for Vacation under Article 30, Item #4.*

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

- 1. Any employee recognized as an approved Trainer for the Letter Carrier Academy, as an On-the-Job Instructor, will receive Carrier Technician Pay for hours worked on these tasks.*
- 2. All Letter Carrier routes or Full-Time Duty Assignment other than the Letter Carrier routes or Full-Time Duty Assignments of the junior employee is abolished at a delivery unit identified in Item #18 as the result of, but not limited to route*

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adjustments, highways, housing projects, all router and Full-Time Duty Assignments at that unit held by Letter Carriers who are junior to the Carrier(s) whose route, or Full-Time Duty Assignment(s) were abolished shall be posted for bid in accordance with the Posting Procedures of Article 41.3.0 and the provisions of this LMOU.

3. *The T-6 shall work their assignments as bid during the posting period, in proper sequence. If all five (5) routes are being served by the Full-Time Regular Assigned Carrier, the T-6 may be moved to a vacant assignment. Unanticipated circumstances as defined in Article 3.F of the National Agreement may require a temporary change in assignment.*
 - a. *It is agreed that when the Regular Carrier for a Route is called or scheduled in to work his/her non-scheduled day, they "bump" the T-6. The T-6 may in turn bump either a Reserve Part Time Flexible or City Carrier Assistant holding a temporary bid on a Route in the T-6 swing, if one of the other Routes on the T-6 swing is not open. No bumping will be permitted if a Route in the swing is "open" in which case, the T-6 would be assigned to the "open" route. If there is more than one (1) open route on the T-6 swing, the T-6 would have his/her choice. When bumping occurs, the junior person holding a temporary bid will be bumped. (The person bumped will be assigned to other vacancies or available work)*
 - b. *If a T-6 has routes in more than one (1) "work-unit" or "station" and is "bumped", he/she would be limited to serving an "open" or temporary bid route on their swing "only" in the unit or station to which regularly assigned that day.*
 - c. *If a T-6 is called or scheduled in on his/her non-scheduled day, he/she would serve an "open route or "temporary bid" route as indicated in (a) & (b) above.*
4. *Signing Overtime Desired Lists: In the Punta Gorda Installation, it is agreed that when employees transfer from another installation or part-time flexible carriers and city carrier assistants are converted to full-time regular after the sign-up period for listing their names on the Overtime Desired or Work Assignment Only list, the local steward and supervisor will describe the requirements and restriction of each list designation to the employee.*
 - a. *At that time, the employee will be given 3 working days to make the selection and place their name on the appropriate list.*
 - b. *It is agreed, Carriers electing to sign the ODL, will have their name added to the ODL Tracking Chart and only the time spent on the list will be considered when determining equitable issues for the remainder to the quarter as outlined in Article 8*

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5. *Overtime Equitability: during quarter, all overtime hours worked by, and all opportunities offered to employees on one of the "Overtime Desired" lists (worked on and/or off the ODL carrier's duty assignment) will be posted weekly in the delivery unit for review.*
 - a. *Upon request in writing for official time the unit steward will be afforded time each week to review the Equitability Report posting and discuss with the supervisor the distribution of the overtime.*
 - b. *As necessary, the parties will jointly meet with the unit supervisors and stewards to clarify questions that may arise in the fair distribution of overtime throughout the quarter.*
6. *Management will provide the NALC Steward or Branch President a copy of any/all discipline issued to a letter carrier (this includes Emergency Placement Written Notices). A copy of the discipline must be emailed and mailed to the NALC Branch President within three days of the issuance.*

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

1. *When starting times are changed more than one (1) hour, on a permanent basis, the route will be posted for bid at the option of the Regular Carrier.*
2. *Bidding on vacant assignments shall be Installation wide.*
3. *Notices involving employees to bid on vacant Full-Time Duty Assignments will remain posted for six (6) calendar days.*
4. *All bid postings and bid award notices will be supplied to the NALC Local President for review*
5. *Part Time Flexible, and City Carrier Assistant Choice and incidental leave requests as well as opting opportunities will be afforded in the units they are assigned.*
 - a. *Zone 50/80/83*
 - b. *Zone 52*
6. *Application for temporary bids days will be applied for by Tuesday prior to the service week for which the OPT is requested. Request for an OPT in a Holiday week must be submitted the Monday prior to the posting of the Holiday schedule. When possible temporary vacancies of five (5) days or more shall be posted on the bulletin board for two (2) days and after the two (2) day period, shall be awarded to the senior applicant.*

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7. *When unknown vacancies occur after the beginning of the weekly schedule such vacancy will be filled upon request if possible or offered in the following schedule as listed above.*