

LOCAL LEAVE PROGRAM (LAGRANGE)

(Excerpts from Local Agreement)

The maximum number of letter carriers who shall receive annual leave each week shall be equal to 14 percent of the total number of career carriers as of December 1st of each year. When applying the 14 percent requirement, any fraction of .50 or more will be rounded up to the next higher number. The minimum number of letter carriers allowed annual leave each week during the choice vacation period will be one (1). [Item 4 - Section A]

Letter Carriers may cancel any or all leave at their discretion. [Item 4 - Section B]

Programmed annual leave cancelled forty-five (45) days in advance will be reposted for three (3) days and awarded by seniority. Bidding carriers must have sufficient leave to bid in increments of not less than forty (40) hours. Bidding carriers cannot schedule more weeks of annual leave than the number allowed in Item 7 of the LMOU, except in cases where it is to ensure that carriers do not forfeit any leave carried over from the previous year. [Item 4 - Section C]

There will be no exchanging of leave unless all letter carriers with seniority falling between the carriers exchanging leave have had the opportunity to participate in the exchange [Item 4 - Section D]

The choice vacation period will be the first day of the leave year through the end of December [Item 5 - Section A]

Letter carriers who desire to have annual leave during the month of January shall submit their request in writing to the supervisor before December 31 [Item 5 - Section B]

The vacation period will begin at 12:01 am Monday and end at midnight on Sunday [Item 6]

All programmed annual leave for carriers will be on a strict craft seniority basis [Item 7 - Section A]

First Round Selection: Letter carriers who earn thirteen (13) days of annual leave shall have the option of selecting (2) five (5) day periods or one (1) ten (10) day period during the choice vacation period. Letter carriers who earn twenty (20) or twenty six (26) days of annual leave shall have the option of selecting one (1) five (5) day period and one (1) ten (10) day period or one (1) fifteen (15) day period during the choice vacation period [Item 7 - Section B]

Second round selection:

1. Letter carriers who earn twenty (20) or twenty six (26) days of annual leave shall have the option of selecting one (1) five (5) day period. [Item 7 - Section C 1]

2. City Carrier Assistants shall have the option of selecting one (1) five day period of annual leave during the choice vacation period. [Item 7 - Section C 2]

Third Round Selection: Letter carriers who earn twenty six (26) days of annual leave shall have the option of selecting one (1) five (5) day period in the third round selection. [Item 7 - Section D]

Jury duty will not be charged to the choice vacation period. Letter carriers who are required to attend jury duty on one of his/her vacation selections will be allowed to select another week from the remaining available vacation periods. [Item 8 - Section A]

Attendance at National or State conventions will be charged to the choice vacation period. The leave week to attend a National or State convention will be blocked off to ensure that delegates are granted leave in accordance with Article 24 Section B of the National Agreement. [Item 8 - Section B]

Attendance at National and State conventions will not be counted as one of the delegates vacation selections listed in Item 7 of the LMOU. [Item 8 - Section C]

The leave week for National and State conventions will be reopened during for the choice vacation period once the delegates have been granted leave. [Item 8 - Section D]

The vacation schedule/calendar will be posted on the official bulletin board not later than November 15th, or the first working day thereafter. [Item 11]

Annual leave to attend union activities prior to the granting of choice vacation period will be counted in the percentage provided for in Item 9 of the LMOU. [Item 20]