

2000-2003
Local Memorandum of Understanding

Between

U.S. Postal Service
Lafayette, Georgia 30728

AND

American Postal Workers Union
Chattanooga Area Local

Item 1

Additional or Longer Wash-up Time

Installation heads shall grant reasonable wash-up time to those employees who perform dirty work or work with toxic materials. The amount of wash-up time granted each employee shall be subject to the grievance procedure.

Item 2

Fixed or Rotating Days Off

Full-time regular workweeks shall be five (5) days with fixed off-days.

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

Curtailment or termination of postal operations shall be determined based upon the gravity of the situation and local conditions. The safety and welfare of employees shall be of primary concern. If the Postmaster or designee decides to curtail or terminate any postal operations, the President and local steward of APWU will be notified as soon as possible.

Items 4-12, and 20

Formulation of a Local Leave Program

- A. The duration of the choice time vacation period shall be a one (1) year period from March 15th through the following March 14th excluding December 11th through December 24th.
- B. Choice time vacation selections will begin on March 1st and be completed by March 15th. Vacation selection will be by seniority on a leave calendar. Employees will have 24 hours to make their selection.
- C. Choice vacation periods shall begin Monday through Saturday.
- D. Fourteen (14) percent of APWU employees shall be granted choice time leave. Jury duty and attendance to National and State Conventions shall not be charged to the choice vacation period.

- E. Employees shall be granted incidental leave up to the negotiated percentage used for choice time. All incidental leave requests will be submitted to management on form PS 3971 in duplicate and a copy will be returned approved/disapproved within 24 hours. Failure to return the 3971 within the 24 hour limit will be considered automatic approval.
- F. Annual leave to attend Union activities requested prior to determination of the choice vacation schedule will not count as a choice vacation selection.

Item 13

The Method of Selecting Employees to Work on a Holiday

1. Part-time flexible clerks.
2. Full-time volunteers by seniority.
3. Full-time non-volunteers by juniority.

Item 14

Whether Overtime Desired Lists Shall be by Section or Tour

Overtime Desired Lists shall be posted in accordance with the National Agreement. A section for overtime will be facility wide on a rotating basis. Every effort will be made to provide a minimum of two (2) hours notice to any employee needed for overtime work.

Item 15-17

Light Duty

A light duty committee consisting of the installation head or designee, the Union representative or designee, and the employee needing light duty will meet upon written request for light duty. All avenues for placement into light duty work will be explored. Light duty work will be provided to the extent possible within the employee's medical limitations consistent with Article 13 of the National Agreement.

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

All clerks will be considered a section when it is proposed to reassign within an installation employees excess to the needs of a section.

Item 19

The Assignment of Parking Spaces

A parking space will be assigned to each APWU craft employee.

Item 21

Other items Subject to Local Negotiations in the Craft Provisions

- A. A change of 50% of the duties, principle assignment area or scheme knowledge requirements will be sufficient to cause the duty assignment to be reposted.**
- B. A change in excess of one (1) hour in the reporting time will cause the position to be reposted.**


Item 22

Seniority, Reassignments, and Posting

Upon request and for cause, the Union steward shall have access to APWU craft employees' time cards.

LOCAL MEMORANDUM OF UNDERSTANDING

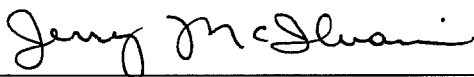
This Memorandum of Understanding is entered into on May 29, 2002 at Lafayette, Georgia between the representatives of the UNITED STATES POSTAL SERVICE, and the designated agent of the AMERICAN POSTAL WORKERS UNION, AFL-CIO, pursuant to the Local Implementation Provisions of the 2000-2003 National Agreement.



Sheila Bolden

Postmaster

Lafayette, Georgia 30728



Jerry McIlvain

President

Chattanooga Area Local APWU