

LOCAL MEMORANDUM OF UNDERSTANDING

BETWEEN

U.S. POSTAL SERVICE, MONROEVILLE, N.J. 08343

AND

SOUTH JERSEY AREA LOCAL, APWU

1. Wash-up- Management shall grant reasonable wash-up time before lunch and at end of tour consistent with working conditions.
2. The basic work week for full-time regulars will be five days with fixed days off.
3. Emergency curtailment of operations. It is recognized by both parties that on occasion, emergency conditions may exist which would encourage the employer to consider the curtailment of operations. In cases of such emergency conditions, the employer will, prior to making a decision to curtail the operations, take into consideration such factors as:
 - a. The degree of emergency as stated by and acted upon by responsible governmental authorities;
 - b. The requirements and reactions of its customers to the emergency;
 - c. The accessibility of Postal operations and its customers to the employer and employees; and
 - d. The safety and health of its employees and its obligation to its customers.

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

4. Local leave program to include: Each employee will submit form 3971 no later than April 1st. This will be for the choice vacation selection and it will be returned to them no later than April 15th.

5. The duration of the choice vacation period will be from the first full week of May to the last full week of August.
6. The beginning day of the employee's vacation will be Monday.
7. Employees at their option may select up to 15 continuous days leave or split in periods of 5 and/or 10 days. If split is selected, the employee may not make their second selection until all other employees have had an opportunity for their initial selection.
8. Jury duty and/or attendance to State or National Conventions shall not be charged to the choice vacation period.
9. The number of employees to be off during the choice vacation period each week will be one (1).
10. Each employee will receive a copy of the 3971 they submitted approving said vacation.
11. There will be a posting notifying the employees of the duration of the present leave year.
12. Annual leave other than the choice vacation period will be granted to an employee on a first come first served basis based upon seniority and needs of service. 3971's submitted at least 4 days in advance will be returned within 48 hrs. Seniority will apply if submission dates are the same. Any reason for disapproval will be explicitly stated. The number of persons who will be on Annual Leave during the non-prime period is a minimum of one (1).
13. Holiday schedule. No full-time regular at this time. Senior employee will have first choice of working or not working.
14. The Overtime Desired list as per Article 8 shall be by section and tour, and administered by required skills among craft employees.
- 15, 16, 17. The number of light duty assignments will be determined by the written requests made by the employee to local management. Assignments and duties to be contingent upon physical limitations and physician recommendations of which management will make every effort to accommodate same.
18. Re-assignments for sections within the installation shall be by seniority within the installation.

19. Parking. Improving parking facilities such as security, space, lighting, etc. and other recommendations should be submitted to local management for consideration.

20. Annual leave requested prior to the choice vacation selection schedule shall not be part of the choice vacation plan.

21. & 22. Seniority, reassignment, posting. Any full-time regular assignment which starting time is changed more than one hour from the original posting will require that assignment to be posted. Reassignments consistent with National Agreement.

This Memorandum of Understanding constitutes agreement between the American Postal Workers Union, AFL-CIO, South Jersey Area Local, Blackwood, N.J. 08012 and the Management of the United States Postal Service at Blackwood, N.J. 08012-9998. This agreement is entered into pursuant to terms of Article XXX of the National Agreement 1987-1990 dated September 10, 1987.

For the SJAL, APWU

USPS

(date)

(date)