

MEMORANDUM OF UNDERSTANDING

BETWEEN

BRANCH 25

NATIONAL ASSOCIATION OF LETTER CARRIERS

AND

UNITED STATES POSTAL SERVICE

NORTH CHELMSFORD MA 01863-9998

2023-2026

- ITEM 1:** All carriers will be allowed reasonable wash-up time when necessary during the work day when performing dirty work or work with toxic materials.
- ITEM 2:** All regular carriers will be on a rotating schedule for days off.
- ITEM 3:** *Not negotiated*
- ITEM 4:** Choice vacation bidding shall begin February 1;
Vacations will be awarded by seniority;
Second round bidding will commence upon conclusion of first round bidding;
Carriers, including CCA's may bid any vacant week(s) available on second round providing they have sufficient annual leave when the leave is taken;
Cancellation of awarded choice vacation leave must be submitted in writing at least seven (7) days in advance of scheduled leave;
Annual leave requests outside of the choice bidding for increments of at least (8) hours may not be submitted more than thirty (30) days in advance unless accompanied by reservation documentation;
Leave without pay requests will not be approved in advance except for union business by the local steward.
- ITEM 5:** The choice vacation period shall be from the first full week in June through the last full week of September.
- ITEM 6:** Vacations shall start on Monday and end on Sunday.
- ITEM 7:** All carriers, including CCA's, by seniority can make one selection of one (1), two (2), or three (3) weeks consecutively on their first choice. Three (3) weeks only if entitled to same. On the second round, carriers, including CCA's again by seniority, may make a second choice if there are openings in the schedule.
- ITEM 8:** Jury duty and attendance at National and State conventions will not be charged to the choice vacation period.

ITEM 9: During the choice vacation bidding period up to 20% of the paid career carrier complement at the start of the new leave year will be allowed off each week for vacation purposes. Leave requested after the vacation calendar is posted shall be considered incidental leave and handled in accordance with Item 12. Any fraction of .5 or greater will be rounded up to the next whole number.

ITEM 10: An approved PS Form 3971 for choice vacation must be returned to the submitting carrier prior to passing the calendar to the next senior carrier.

ITEM 11: *Not negotiated*

ITEM 12: Up to 10% of the paid career carrier complement at the start of the new leave year will be allowed off during other than choice vacation period. Any fraction of .5 or greater will be rounded up to the next whole number. Procedures for application are outlined in Item 4.

ITEM 13: The following sequence will be followed when scheduling carriers to work on a holiday or designated holiday provided that such scheduling produces a work force which meets the operating skill requirements of the holiday or designated holiday:

All CCA and pan-time flexible carriers to the maximum extent possible, regardless of the necessity to pay overtime premiums;

All full-time regular carriers who volunteer to work either their holiday or their non-scheduled day shall be combined into a single group, ranked in seniority order, and selected in seniority order;

All full-time regular carriers who did not volunteer to work their non-scheduled day in inverse seniority order;

All full-time regular carriers who did not volunteer to work their holiday in inverse seniority order.

ITEM 14: The Overtime Desired List shall be by tour.

ITEMS 15 — 20, & 22: *Not negotiated*

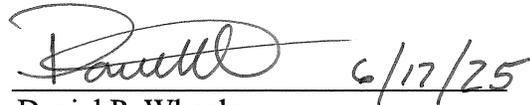
ITEM 21: All vacant regular carrier positions will be posted for five (5) working days.

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, is abolished at the delivery unit as a result of, but not limited to, route adjustments, highway, housing projects, all routes and full-time duty assignments at that unit held by letter carriers who are junior to the carrier(s) whose route(s) or full-time duty assignment(s) was abolished shall be posted for bid in accordance with the posting procedures in this article.

This Memorandum of Understanding is entered into, between the representatives of the United States Postal Service, and the designated agent of Branch 25, National Association of Letter Carriers, under the Local Implementation Provision of the 2023 National Agreement with the National Association of Letter Carriers.



Philip J. Russo
Postmaster, North Chelmsford MA



Daniel P. Wheeler
President, Branch 25 NALC