

**Memorandum of Understanding
Between
National Association
of Letter Carriers
Merged Branch 86,
AFL-CIO**



**And
United States
Postal Service**

Bethel, Connecticut 06801

2023 – 2026

Article 1

Recognition

1. Management will notify the Local Union whenever an emergency condition arises, and will explain the nature of the emergency.
2. Christmas is a recurring situation and is not an emergency.
3. When the decision to curtail Postal Operations has been reached by the installation head, management will notify and seek the cooperation of local media to inform employees who are not at the Post Office.

Article 7

Employee Classifications, Employment and Work Assignments Employee Complement:

1. The Union shall be notified immediately of the assignment of employees by Management and the hiring of new employees.

Article 8

Hours or Work, Overtime, Holiday Pay and Work Schedules

1. To assure that each employee is given equitable opportunity to work overtime, a chart shall be listed by seniority, indicating accumulated overtime. Any employee, who after being personally contacted is unavailable, shall be credited on the chart with the hours he would have worked if available. A copy will be given to the Steward of Bethel Post Office.
2. A full-time regular carrier called in to work on a non-scheduled day shall work his or her full-time duty assignment provided there is a vacant route on the string to which the T -6 carrier may be assigned. Otherwise the carrier working on a non-scheduled day will be assigned where needed.
3. Branch 86, NALC, Bethel, will have a rotating work week.
4. The Supervisor shall notify the carrier one-half (1/2) hour prior to strapping the mail whether auxiliary assistance or overtime is approved or whether mail shall be curtailed. Carrier must request same.
5. When a Letter carrier performs dirty work or work with toxic materials, a reasonable amount of wash up time will be allowed.

Article 10

Leave

1. The day on which a week's vacation will start will be Monday at 7:30 AM and ends on Sunday at 11:59 PM.
2. An Employee will have three (3) selections during the prime time to pick vacation. The method of selection for prime time vacation will be done on a seniority basis by circulation of a chart beginning with the senior carrier. Their will either be done by the steward or the steward will oversee the process. Choices will be made from February 1 through February 28. The first two selections will be posted March 1. After March 1 the third selection will be made and the chart rotated for days or weeks. With the vacation formula totaled all other available leave will be granted on a first come first served basis allowing for the maximum number of carriers off per day.
3. Military leave, Jury duty, and leave to attend Union Conventions will **not** be charged to employees' choice vacation.
4. During the prime-time vacation, 11% of the carrier workforce including CCAs will be granted annual leave, except in the month of August, where 12% of the carrier workforce including CCAs will be granted annual leave.
5. There will be no mutual swapping of vacation during prime time.

6. The choice vacation period shall be from the second Monday in May through the third week in October and shall include the weeks of Thanksgiving and the week after Christmas.
7. Requests for leave must be submitted to a Supervisor. Management will notify carrier of approval or disapproval of leave requests within twenty-four (24) hours by providing a copy of the 3971 to the employee. If the carrier is not notified within this time, the request shall be considered granted.
8. Requests for annual leave will take priority over requests for leave without pay when submitted at the same time.
9. During non-prime time, except the month of December, 9% of the carrier work force including CCAs will be granted annual leave as requested by the employee. Efforts will be made to allow additional employees off, service needs permitting.
10. Management will repost any Annual Leave canceled due to sickness, injury or insufficient Annual Leave and report in a timely manner.

Article 11

Holidays

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 skill and have volunteered to work on their holiday or their designated holiday — by seniority.
3. CCAs
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-schedule 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 their designated holiday — by inverse seniority.

Article 13

Assignment of Ill or Injured Full Time and Part Time Employees.

1. In Accordance with Article XII of the National Agreement and particularly in the establishment of light duty assignments, it is agreed that it will be the responsibility of the Post master to implement the provisions of Article XII of the National Agreement in this office.
2. It is agreed that Branch 86 will negotiate with the Postmaster and/or his Representative(s) the assignment that are to be considered light duty, for each individual case.
3. Example of some of the duties are as follows:
 - a) Assisting routes that are overburdened by marking forwarding mail.
 - b) Labeling cases, rewriting removal book (1564), collecting mail, and racking mail on auxiliary routes.
 - c) Also delivery of special delivery mail.
4. Depending on the nature and extent of the injury, consultations will be held with Local Branch 86 regarding light duty assignments.

Supplemental Seniority Agreement

1. An updated roster, listing all carriers in order of seniority in the installation shall be posted every three (3) months.

Article 14

Safety and Health

1. A joint Labor-Management Safety and Health Committee shall be established as provided for in Article XIV of the National Working Agreement. The President of Branch 86 or his designee shall serve as a committee members. Branch 86 and the Employer endorse and actively support the rules and regulations for promoting safety and health. Meetings of the Committee shall be held on official time on the second Wednesday of each quarter. Special meetings of the Safety and Health Committee may be called by either party in emergency situations.
2. If any carrier reports a vehicle unsafe, under no circumstances shall any carrier be required to drive an unsafe vehicle until said vehicle is checked out by a mechanic that does work on Postal vehicles. If the mechanics OK's the vehicle, the Supervisor may assign the vehicle to a carrier.
3. Regularly scheduled safety meetings shall be held by unit supervisors for all drivers on the clock, at least once a month.
4. Vehicles shall be assigned to the same route each day, if possible.
5. Periodical fire drills with carriers the in office.

Article 17

Representation, Organization's Rights, Communications.

1.

A: LABOR MANAGEMENT MEETINGS:

The parties of this Agreement shall meet on the third Thursday of each month. The meetings shall be convened at 2:00 P.M. and except for unusual situations, shall adjourn in not more than one (1) hour. The November meeting shall convene at 1:00 P.M. and include the Christmas meeting.

B: AGENDA

It is agreed that agenda items for discussion at the Labor Management meetings shall be exchanged by the parties to this Agreement at least forty-eight(48) hours before scheduled meeting. Items not placed on such agenda shall be discussed only by mutual consent of the parties. If no agenda is submitted, the meeting will be canceled.

C: An additional meeting may be called once each month by either party if required and a week's notice given.

D: Meetings that fall on a holiday will be scheduled on the day before or after by mutual consent.

2. Branch 86 is entitled to one (1) representative on the clock of its own choosing at local Labor-Management meetings; the total number of representatives of the Branch shall be three (3).
3. Minutes of Labor-Management meetings shall be kept by Management and verified by Branch 86. Committee meetings shall be held on the clock.
4. Letter carriers members of all committees shall be designated by the President of Branch 86. Committee meetings shall be held on the clock.
5. The President of Branch 86 shall be notified at least forty-eight (48) hours prior to any pre-employment orientation program for the employees and said President (or his designee) shall be provided ample opportunity to address each new employee or employees. The employer will compensate one (1) union officer for actual time spent in participating in such orientation programs.

Article 41

Posting

1. Routes up for bid shall be posted for seven (7) days.
2. Senior carriers who has been awarded bid on the vacancy may, within three (3) calendar days having been awarded bid, withdraw his posted immediately. Should carrier wish to withdraw his bid, next highest bidder will be awarded route. All swing routes to remain as established.

Same provisions prevailing.

3. Carriers on vacation and sick leave shall be notified of assignments up for bid.

Section 2B Subsection 3 and 4 will be complied with in writing.

Section 3-0

When a letter carrier, route or full-time duty assignment, other than the letter carrier route(s) or full time duty assignment(s) for the junior employee(s), is abolished at a delivery unit as a result of, but not limited to, route adjustments, highways, housing projects, all routes and full-time duty assignments at the unit shall be posted for bid in accordance with the posting procedure in this Article.

Christmas Operation Meeting

1. By November 15 of each year. Representative of Management and of Branch 86 shall meet for the purpose of consulting and preparing a Local Memorandum of Understanding on the policies to be established in the local operations.

Article A

Uniforms:

1. Uniforms, summer and winter, may be worn at discretion of carrier as long as he is in full uniform at all times.

Bulletin Boards:

1. Separate bulletin board for carriers in Bethel.

Article H

Presence of Branch Representative at the Opening of Bids.

1. POD Form 1717 will be supplied by management for route bidding.

Article I

Working off the Clock

1. No employee shall be permitted to perform any duties unless he is on official time. No superior shall permit any employee to work off the clock.

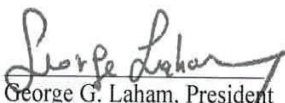
Article P

Rest Breaks

1. Said breaks will be in accordance with M-39 Handbook.

This Local Memorandum of Understanding is entered into on June 4, 2025 at the Bethel Post Office between representatives of Branch 86 of the National Association of Letter Carriers and the United States Postal Service. This is effected pursuant to local implementation provision of the 2023- 2026 National Agreement.

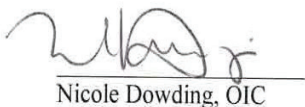
For the Union:


George G. Laham, President

6-4-2025
Date

N.A.L.C. Merged Branch 86, AFL-CIO
Hartford, Connecticut

For the United States Postal Service


Nicole Dowding, OIC

6/4/25
Date

United States Postal Service
Bethel, Connecticut 06801-9998

