

**Memorandum of Understanding
Between**

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



**And
United States
Postal Service**

Enfield, Connecticut 06082-9998

2023 - 2026

Memorandum of Understanding for Local
Implementation of the 2023-2026 National Agreement

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ITEM #1

ADDITIONAL OR LONGER WASH-UP PERIODS.

A reasonable amount of wash-up time, with a base minimum of three (3) minutes per day, will be granted to all carriers engaged in dirty work and/or work with toxic materials, in addition to incidents of personal need.

Such wash-up time shall be part of the carrier's normal work day. The amount and frequency of wash-up time will vary with the circumstances in each individual case.

The amount of wash-up time granted to each employee shall be subject to the grievance procedure.

ITEM #2

THE ESTABLISHMENT OF A REGULAR WORK WEEK OF FIVE (5) DAYS WITH EITHER FIXED OR ROTATING DAYS OFF.

Once during the life of this local memorandum, letter carriers will opt for either fixed or rotating days off.

Upon notification from the union, local management will ensure that the appropriate procedure is implemented as soon as possible, but no later than thirty (30) days after notified by the union.

ITEM #3

GUIDELINES FOR THE CURTAILMENT OF TERMINATION OF POSTAL OPERATIONS TO CONFORM TO ORDERS OF LOCAL AUTHORITIES OR AS LOCAL CONDITIONS WARRANT BECAUSE OF EMERGENCY CONDITIONS.

- A. Consideration for termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions, shall be based upon available information.
- B. Consideration shall be given to “Acts of God” such as storms, fire, floods, community disasters, and physical limitations that jeopardize the safety and health of employees. Situations must be general rather than personal in scope and must prevent groups of employees from working or reporting for work. (As defined in the Employee and Labor Relations Manual.)
- C. Every effort will be made to disseminate this information utilizing all available media.
- D. Every effort will be made to notify all employees as soon as possible when such weather conditions or disaster/disorders occur.

- E. The President of Merged branch 86 or his/her designee will be notified of such termination or curtailment of operation. Such a decision to curtail or terminate postal operations will be applicable only to those employees affected.
- F. Carriers will not be required to endanger their personal safety and health. Therefore, the following conditions will be applicable for considering the curtailment of postal services.
1. When ice and/or sleet storms make walking and/or driving hazardous.
 2. When wind, snow, and/or cold could be detrimental to health or the creation of hazardous driving conditions.
 3. When high winds create danger from falling trees and limbs, electrical wires and other falling or blowing objects.

In the event of extreme weather conditions, management will personally verify street conditions and take whatever steps are necessary to strike a reasonable balance between needs of the service and welfare of the carriers.

ITEM #4

FORMULATION OF LOCAL LEAVE PROGRAM

- A. Annual leave will be granted on as liberal a basis as possible consistent with the needs of the service and sound business practices. Annual leave will be granted in accordance with Article 10 of the National Agreement.
- B. Vacation preference will be granted in order of seniority.
- C. When more than one Form 3971 is submitted simultaneously, leave will be granted by seniority
- D. A minimum of 9% of the carrier complement shall be allowed off on annual leave, except during the choice vacation period, when requested 48 hours in advance, and it is the intent of this section that more than 9% will be allowed off when it will not require the use of overtime.
- E. Five (5) days on continuous annual leave shall not be interrupted by a single day request.
- F. When continuous leave is authorized, and a carrier wishes to turn back leave, and if the request for leave is for forty (40) hours or more, but less than eighty (80) hours, he must turn back the requested leave in its entirety fifteen (15) days prior to the first day of the leave.

- G. Turned back leave will be offered to the carrier(s) who have previously requested leave for the same leave period, but were refused on a seniority basis.
- H. Leave without pay shall not be granted to the detriment of a carrier who has accumulated leave.
- I. Applications for the Choice vacation periods shall be submitted during the period of January 1st to January 31st for the first round selection.
- J. Applications for the second selection for choice vacation periods shall be submitted during the period of February 1st to February 18th.
- K. (See Item #10 for notification procedures.)
- L. Carriers who become ill while on annual leave during the choice vacation period shall be allowed to change the annual leave to sick leave and select another period of time that is vacant. (E&LR Manual)
- M. In the event of a death in the immediate family, a carrier on annual leave during the choice period shall be allowed another selection that is vacant.
- N. Requests for annual leave in excess of three (3) consecutive weeks may be approved, if there is no conflict with other carriers' vacation period leave, and the leave has the Branch 86 President's approval.

- O. Installation head may grant Administrative Leave when an Act of God occurs. (Ref: E&LR Manual, Section 519)
- P. Leave Without Pay (LWOP) – All employees without sufficient leave to their credit may be granted LWOP or, if sick, may apply for Advance Sick Leave.
- Q. Advance sick Leave – installation head may grant advance sick leave if requested. All requests must have medical documentation. All requests will be made to the Postmaster, who must answer the request within 24 hours.
- R. Blood Leave – all employees will be granted up to, but no more than, two (2) hours of blood donor leave to donate blood (at the end of the tour).
- S. Reposting of cancellations – all cancellations shall be reposted as soon as the employer is notified of the cancellation. Cancellations will be for lack of annual leave. All other requests for cancellations must be in writing and meet with the approval of the union and the employer.
 - 1. When a vacant vacation week occurs during the choice vacation period as a result of cancellation, whose weeks will be posted and awarded within the unit by seniority.
 - 2. If a canceled week is not bid, carriers shall have the opportunity to bid in increments of eight (8) hours.

3. No letter carrier will be denied annual leave if the units' quota for annual leave is not met.

For annual leave for the choice vacation period, employees requesting annual leave, by submitting a Form 3971, 48 hours or more in advance, shall be given a decision within 24 hours under normal conditions. Failure to answer within 24 hours will automatically result in the granting of the leave.

- T. In the Enfield Post Office, at least 11% of the CCAs shall be granted annual leave during the choice vacation period.
- U. In the Enfield Post Office, at least 10% of the CCAs shall be granted annual/incidental leave during the non-choice vacation period.
- V. In the event that are two CCAs who have a break in service at the same time, management will use their discretion to award or deny the leave requested in the CCAs craft.

ITEM #5

THE DURATION OF THE CHOICE VACATION PERIOD(S)

The choice vacation period shall be from the fourth Monday in May through the second Saturday in September (16 weeks).

ITEM #6

THE DETERMINATION OF THE BEGINNING OF AN EMPLOYEES VACATION PERIOD

Vacation during the choice vacation period shall start of Sunday at 12:01am and end on Saturday at midnight.

ITEM #7

WHETHER EMPLOYEES AT THEIR OPTION MAY REQUEST TWO (2) SELECTIONS DURING THE CHOICE VACATION PERIOD, IN UNITS OF EITHER 5 OR 10 DAYS

- A. Employees who earn 13 days per year may use up to ten (10) days continuous leave.
- B. Employees who earn twenty (20) to twenty-six (26) days per year may use fifteen (15) days continuous leave, or two (2) choices of five (5) and ten (10) day periods.
- C. Choices can be in units of five (5), ten (10), or fifteen (15) days being the maximum.

ITEM #8

WHETHER JURY DUTY AND ATTENDANCE AT NATIONAL AND STATE CONVENTIONS SHALL BE CHARGED TO THE CHOICE VACATION PERIOD

- A. Letter carriers will be allowed schedule changes for jury duty. This includes non-scheduled days so as the letter carrier schedule will be the same as his/her jury duty schedule. Saturday non-scheduled will be allowed for a full week of jury duty.

- B. Jury duty will not be charged to the choice vacation period.
- C. There will be two (2) leave slots blocked off for Military Leave usage during the choice vacation period. These slots, if used, will count toward the maximum number of carriers allowed leave as calculated in Item #9 of this agreement.
- D. An employee who is called for jury duty during the employee's scheduled choice vacation period or who attends a national, state or regional convention (assembly) during the choice vacation period is eligible for another available period provided this does not deprive any other employee of first choice for scheduled vacation.

ITEM #9

DETERMINATION OF THE MAXIMUM NUMBER OF EMPLOYEES WHO SHALL RECEIVE LEAVE EACH WEEK DURING THE CHOICE VACATION PERIOD

The maximum percent of employees who shall receive leave each week during the choice vacation period shall be 17.5%, to the nearest whole number (.5 or over become 1).

ITEM #10

THE ISSUANCE OF OFFICIAL NOTICES TO EACH EMPLOYEE OF THE VACATION SCHEDULE APPROVED FOR SUCH EMPLOYEE

- A. Employees will be notified by posting of the first selections no later than February 1st. Employees must be notified by posting the final vacation schedule in stations no later than fourth Friday in April. A copy of the annual leave schedules is to be furnished to the NALC, Merged Branch 86, by mail simultaneously with the posing of the schedules. A copy of the station vacation schedule will be furnished to the station steward.
- B. PS Form 3971 will be submitted in duplicate by each carrier at the time of selection. A copy will be returned to the carrier.

ITEM #11

DETERMINATION OF THE DATE AND MEANS OF NOTIFYING EMPLOYEES OF THE BEGINNING OF THE NEW LEAVE YEAR.

The employer shall, no later than November 1st, publicize on bulletin boards and by other appropriate means, the beginning day of the first full pay period of the calendar year.

ITEM #12

THE PROCEDURES FOR SUBMISSION OF APPLICATIONS FOR ANNUAL LEAVE DURING OTHER THAN CHOICE VACATION PERIOD

- A. Annual leave outside the choice vacation period will be applied for ninety (90) days prior to the first day of leave and will be granted by seniority. A week will have priority over a day.
- B. Applications submitted less than ninety (90) days prior to the first day of leave will be granted on a first-come first-served basis. PS Form 3971 shall be submitted 48 hours or more in advance. Under normal conditions, a decision shall be given to the employee within 48 hours.
- C. When continuous leave is authorized, and a carrier wishes to turn back leave, and if the request for leave is for forty (40) hours or more, but less than eighty (80) hours, he must turn back the requested leave in its entirety fifteen (15) days prior to the first day of leave.
- D. Turned back leave will be offered to the carrier(s) who have previously requested leave for the same leave period, but were refused on a seniority basis.
- E. Leave without pay shall not be granted to the detriment of a carrier who has accumulated leave.

F.

1. Leave slip will be submitted to the carrier's supervisor
2. It is incumbent upon the carrier's supervisor to whom the request was submitted to respond to the carrier.
3. **Failure of the responsible supervisor to answer the carrier's request within 48 hours will automatically result in the granting of the leave.**

ITEM #13

THE METHOD OF SELECTING EMPLOYEES TO WORK ON A HOLIDAY

- A. All full-time regulars who volunteer to work their non-scheduled day by seniority.
- B. All full-time regulars who volunteer to work their designated holiday by seniority.
- C. Qualified City Carrier Assistant (CCAs) will be scheduled for work on a holiday or designated holiday after all full-time volunteers are scheduled to work on their holiday or designated holiday. They will be scheduled, to the extent possible, prior to any full-time non-volunteers being required to work their holiday or designated holiday.

- D. Full-time regulars who did not volunteer to work on their non-scheduled day, by inverse seniority.
- E. Full-time regulars who did not volunteer to work their designated holiday by inverse seniority.
- F. All other non-volunteer full-time regular – by inverse seniority. A list for volunteers will be posted so that the schedule can be made up by Tuesday of the week preceding the holiday. If, after the posting period, a need develops for additional or replacement employees, employees shall be selected according to the same order as above.

ITEM #14

WHETHER “OVERTIME DESIRED” LISTS IN ARTICLE 8 SHALL BE BY SELECTION AND/OR TOUR

- A. The overtime desired list for the carrier craft will be by installation.
- B. Employees desiring to work overtime shall place their names on either the “Overtime Desired” list or the “Work Assignment” list during the two weeks prior to the start of the calendar quarter, and their names shall remain on the list until such time as they remove their name from the list. Employees may switch from one list to the other during the two weeks prior to the start of the calendar quarter, and the change will be effective beginning that new calendar quarter.

- C. Management will distribute overtime hours to the “Overtime Desired” list by utilizing carriers on the OTDL that have the least amount of hours at the time the need for overtime arises.
- D. All hours worked on overtime will be recorded. In addition to hours worked, hours refused and hours lost will be recorded as though taken and will be written in “red,” indicating “refused.” The refused lost hours will be totaled with hours actually taken.
- E. Letter carriers who have approved schedule changes and are the next lowest OTDL employee that are needed, will be charged with a “refusal” equal to the amount of overtime that would have been offered.
- F. The totals from one quarter’s overtime desired list will not be carried forward to the next quarter’s overtime desired list.
- G. Carriers on the overtime desired list will not be dropped from the list for refusing overtime. If the supervisor accepts the reason given for the refusal, he will record the opportunity as hours lost as though taken. If the supervisor needs a carrier and there are none on the overtime desired list, he may order a carrier in inverse seniority to take the overtime. A carrier has the right to remove his/her name from the overtime desired list during the quarter. However, the carrier can only place his/her name back on the overtime desired list in accordance with Article VIII, Section 5A of the National Agreement.

- H. When the regular route carrier is called in on his/her non-scheduled day, he/she has the option to bump the T-6 carriers, if one of the other four routes in the T-6's string of routes is available. To enable the T-6 carrier to achieve the essence of his/her bid assignment, he/she will be allowed to displace an employee who have opted to cover an assignment under the provision of Article 41, as long as such route is one of the T-6 carrier's string of routes, and if none of the other routes in his/her string is available. If more than one of the T-6's string of five (5) is open, the T-6 may exercise his/her preference.
- I. Only carriers who have signed will have their names placed on the overtime desired list.
- J. When a carrier serves as an acting supervisor on an extended detail, that employee may not be assigned to perform bargaining unit work on overtime, either daily or on a non-scheduled day. To be assigned bargaining unit work on overtime, an acting supervisor must voluntarily terminate the detail. However, the detail of an acting supervisor will not be terminated to circumvent the above.

- K. Letter carriers with medical restrictions will be allowed to place their names on the overtime desired list at the beginning of the quarter, and work overtime in accordance with medical restrictions.
- L. The totals from the previous quarter's overtime desired list will be posted within seven (7) calendar days from the end of the quarter.
- M. In order for a carrier to be charged with an overtime opportunity the carrier must be actually contacted and refuse the opportunity. If a carrier has no phone, that carrier must provide management with a means of contacting him/her on the non-scheduled day, such as a relative or neighbor's phone number, or call-in by the carrier at 7:00am. The supervisor will make every effort to inform the carrier to call when a need is anticipated.

ITEM #15

THE NUMBER OF LIGHT DUTY ASSIGNMENTS WITHIN EACH CRAFT OR OCCUPATIONAL GROUP TO BE RESERVED FOR TEMPORARY OR PERMANENT LIGHT DUTY ASSIGNMENT

- A. The method to be used in reserving light duty assignments within the carrier craft will be to place them on the same tour whenever possible and on an as needed basis.

- B. The employer agrees to put up to two (2) incapacitated carriers on light duty assignments within the carrier craft then they may be assigned work in the clerical or maintenance crafts per their restrictions.

ITEM #16

THE METHOD TO BE USED IN RESERVING LIGHT DUTY ASSIGNMENTS SO THAT NO REGULARLY ASSIGNED MEMBER OF THE REGULAR WORK FORCE WILL BE ADVERSELY AFFECTED

- A. Requests for temporary or permanent light duty will be put into writing and submitted to the installation head for approval. The request will be supported by medical proof of illness or injury and, if possible, state the anticipated duration of the convalescence in order to be allowed light duty.
- B. Once approved, the employer will establish positions consisting of eight (8) hours, which will be designated as light duty assignment for letter carriers, in normal letter carrier tour if practical.
- C. In the event there is no or insufficient light duty assignments available in the letter carrier craft, carriers maybe assigned to other duties in the installation.
- D. The Postmaster will make every effort to employ letter carriers in their own office for light duty assignments.

ITEM #17

THE IDENTIFICATION OF ASSIGNMENT THAT ARE TO BE CONSIDERED LIGHT DUTY WITHIN EACH CRAFT REPRESENTED IN THE OFFICE

- A. Light duty assignments within the station and branch for letter carriers may include, but not be limited to the following:
1. Casing mail on his/her route;
 2. Casing mail on routes assigned by the supervisor;
 3. Assisting routes by setting up mail and flats;
 4. Re-labeling carriers cases;
 5. Coverage of suitable collection routes;
 6. Re-writing carriers' routes books;
 7. Labeling inside of apartment boxes;
 8. Keeping 3982's up to date where regular carriers are out on extended absences;
 9. Delivering parcel post on overburdened routes when it is medically approved and not in conflict with the physician's orders;
 10. Answering phone calls within the delivery unit.

- B. Management shall explore ways and means with the union to make adjustments in normal assignments to covert them to light duty assignments without seriously affecting the production of the assignments.
- C. The installation head will show consideration for full time regular or part time flexible employees requiring light duty assignments giving each request careful attention and will reassign such employees to the extent possible in the employee's office. When a request is denied, the employee will be notified in writing and the reason for the denial stated.
- D. If light duty is available in another craft, the president of the craft concerned will be invited to the discussion prior to the assignment when possible.
- E. When members of another craft will be given light duty within the carrier craft, the president of Merged Branch 86 will be notified prior to the assignment when possible.

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

When a letter carrier route or full time duty assignment other than the letter carrier routes(s) or full time assignments or the junior employee(s) is abolished at a 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 routes(s) or full-time duty assignments was abolished shall be posted for bid within the section using seniority in awarding bids.

ITEM #19

THE ASSIGNMENT OF EMPLOYEE PARKING SPACES

Management agrees to provide employee parking.

ITEM #20

THE DETERMINATION AS TO WHETHER ANNUAL LEAVE TO ATTEND UNION ACTIVITIES REQUESTED PRIOR TO DETERMINATION OF THE CHOICE VACATION SCHEDULES TO BE PART OF THE TOTAL CHOICE VACATION PLAN

- A. Up to two (2) delegates will be allowed off during the choice vacation period to attend union functions.
- B. Delegates' first choice will be under seniority. If they do not qualify, they will be allowed above the complement.
- C. An employee who attends a national, state, or regional convention (assembly) during the choice vacation period is eligible for another available period provided this does not deprive any other employee of first choice for scheduled vacation.

ITEM #21

THOSE OTHER ITEMS WHICH ARE SUBJECT TO LOCAL NEGOTIATIONS AS PROVIDED IN THE CRAFT PROVISIONS IN THIS AGREEMENT

- A. The provision(s) of Article 41, Section 3, Paragraph O, shall prevail for the life of this memorandum.
- B. Wearing of uniforms:
 - 1. All letter carriers shall wear whichever official uniform is most appropriate to the weather and the individual carrier's needs.
 - 2. After discussion between management and a carrier who is not wearing a complete uniform, reasonable justifications shall be afforded management before action is considered.
- C. A Labor-Management meeting will be held once quarterly, or when requested by either party. The date and time will be mutually agreed to, but no later than two (2) weeks from the date either party receives a request to hold such a meeting. The union shall be entitled to one (1) representative on the clock at these meetings. Additional representatives will also be allowed off the clock.

- D. The NALC will be informed concerning changes in existing regulations relating to the duties and functions of city letter carriers. Further, it is agreed that when changes of a substantive nature are made, they will only be made in accordance with the contractual obligations already binding upon the parties under Article 34, Work and Time Standards.
- E. At a time selected by the union, letter carriers will decide whether to take their breaks on the street or one in the office and one on the street. This will be done after the close of the 30 day period of local implementation and be effective through the term of the contract.
- F. It is the responsibility of every supervisor to live up to the intent of the provisions outlined in the National Agreement concerning the grievance procedure. A steward should be allowed to investigate a grievance within three (3) working days. It is the supervisor's obligation to make time available. Only in cases of unusual circumstances should the three (3) day limit be extended.
- G. Carriers may cross lawns while making deliveries if customers do not object and there are no particular hazards to the carrier.

- H. When establishing a joint safety and Health Committee as provided for in Article 14 of the National Agreement, the President of the NALC Branch or his designee will serve as a committee member. Meetings of the committee shall be held at least quarterly and more often if necessary.
- I. No vehicle will be assigned to a carrier unless it can be reasonably expected to conform to recognize safety standards.
- J. The employer will make a reasonable effort to assign the same vehicle to the same full time route each day if operational requirements permit. Management may interchange vehicles to equalize mileage and to reflect the mail volume for the various routes. It is the employer's intent to maintain the postal vehicles in a state of cleanliness by having them cleaned every other month during the year. Periodic cleaning will include outside washing of the vehicles, inside vacuuming and inside cleaning of the windows by request of the carriers.
- K. The use of telephones by authorized union representatives will not be denied by the employer provided that the union representative request its use prior and the call is related to the administration of the collective bargaining agreement.
- L. A five-minute safety talk will be given weekly.
- M. NALC will notify management of any appointments to union activities requiring leave when Branch 86 makes the determination.

ITEM #22

LOCAL IMPLEMENTATION OF THIS AGREEMENT RELATING TO SENIORITY, REASSIGNMENTS AND POSTING

All notices of vacancy in assignments shall remain posted for ten (10) days except in the months of June, July, and August during which time notices of vacancies shall remain posted for fifteen (15) days. Exceptions to the above may be made after consultation with the union. Posting and bidding for duty assignments shall be installation wide – except as eliminated in Item #18.

A. Route regulars: work on the same established route each day.

B.

1. T-6 Carriers: work on routes covering non-scheduled days by bids.
2. Unassigned regulars may exercise their preference by use of their seniority for available craft duty assignment.
3. Duration of absence – unassigned regulars and CCAs shall work assignment for its duration (five (5) days or more) of absence. An unassigned regular who achieves a permanent assignment (by his/her own choice) will work his/her own assignment.

- C. Swapping of bid positions among regulars is not permitted.
- D. Bids must be in the personnel office by the time and date stated on the bid notice. There will be no deviation from this agreement. A union representative must review the bids.
- E. To withdraw a bid, the personnel section must be notified in writing prior to the closing time and date of the bids. To renew a bid that was withdrawn, a new bid must be submitted to the personnel section prior to the time and date of closing.
- F. No letter carrier shall obtain position A and B unless he/she bids for it and they are the senior carrier bidding. In the event there is no bid for a vacancy, the junior full time carrier without a bid will be assigned to that vacancy as a permanent assignment until such time as they are designated as a successful bidder. This assignment will not be considered as one of the employee's five (5) bids.

Carrier on a duration assignments will have the option of continuing the duration assignment or taking the bid assignment. (If he/she has been assigned the bid.)

- G. Seniority shall be the date shown on the official seniority list issued by the personnel section. It is incumbent upon the employer to see that the date is correct.

- H. Anticipated vacancies of five (5) days or more shall be posted no later than five (5) days prior to the beginning of the vacancy. Unanticipated vacancies shall be posted immediately for a period of 48 hours.
- I. A letter carrier's route will not be posted for bid if there is a change of more than one (1) hours in the starting time.
- J. Letter carrier doing training of new employees or retraining of employees will receive higher level pay, Level 6 or higher, depending on training. This includes on the job trainers (OJT).
- K. When the T-6 carrier is called in on his/her off day, they will work a vacant route within their string, if available. If more than one of the T-6's string of five (5) is open, the T-6 may exercise his/her preference.

A T-6 carrier called in on his/her non-scheduled day may displace a carrier on a duration assignment if the route is one of the string and no other routes on the string are available.

If none of the T-6 carrier's string is available, he/she will be assigned a vacant route.

- L. When more than two (2) routes within a T-6 group have been moved, the T-6 will have the option to select which group of routes he will retain.

- M. In the Enfield, CT Post Office, management shall review employment complements for the purpose of maximizing the number of full time employees, and minimizing the number of part time employees who have no fixed work schedules. At the request of the union, management and branch representatives shall meet to discuss this subject in an attempt to enable local management to comply with the policy stated in Article 7 of the National Agreement.
- N. Smoking will be in compliance with postal regulations.
- O. Part time employees' work assignment:
1. All part time employees will rotate Sunday work.
 2. Mutual swaps may be allowed if sanctioned by supervision.
 3. Rotation schedule may be altered in case of emergency only.
 4. When casual are part of the work complement, they will be required to work all Sundays and holidays to the fullest extent possible if not to the detriment of the PTF carriers.
- P. A copy of letters, posted notices, or communications issued by the employer relating to the policy or matters which affect the employees of the letter carrier craft shall be furnished to the President or designee of Branch 86.

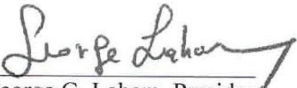
Q. Branch 86 will be consulted prior to the designation of employees to all local committees shall be recommended by the President of Branch 86. Committee meetings shall be held on the clock.

R. At reasonable intervals, a letter carrier shall be granted the opportunity upon timely request, to inspect his personnel jacket in the presence of a management representative, provided such inspection occurs off the clock.

A CCA on a T-6 hold-down, when bumped by a regular carrier, may bump a CCA carrier on a duration assignment on one of the T-6's string of five (5) routes. At no time will a CCA bump a regular carrier.

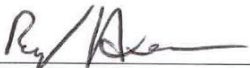
This Local Memorandum of Understanding is entered into on June 26, 2025 at the Enfield Post Office between representatives of Branch 86 of the National Association of Letter Carriers and the United States Postal Service. This is effected pursuant to local implementation provision of the 2023 - 2026 National Agreement.

For the Union:


George G. Laham, President
N.A.L.C. Merged Branch 86, AFL-CIO
Hartford, Connecticut

6/26/25
Date

For the United States Postal Service


Ray Hearn, Postmaster
United States Postal Service
Enfield, Connecticut 06082-9998

6-26-25
Date

NOTES

