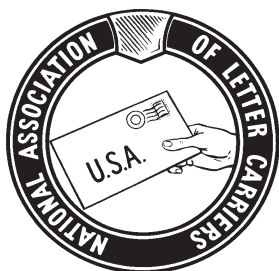


Memorandum of Understanding
Between
National Association
of Letter Carriers
Merged Branch 86,
AFL-CIO



And
United States
Postal Service

Glastonbury, Connecticut 06033

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 TIME

A reasonable amount of wash-up time, with a base minimum of five (5) 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.

Additional or longer wash-up periods;

1. Before leaving for street duties;
2. Before Lunch;
3. Before and after a comfort stop;
4. Before ending tour
5. Additional wash-up will be granted after sorting flats, circ's, etc.; before handling first class mail.

ITEM #2

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

For the life of this Memorandum, all regular letter carriers of the Glastonbury Post Office will have fixed days off.

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, F 519.)
- C. Every effort will be made to disseminate this information utilizing all available media.
- D. Every effort will be made to notify all units as soon as possible when such weather conditions or disasters/disorders occur.
- E. The President of Merged Branch 86 or his/her designee will be notified of such termination or curtailment of operations. Such a decision to curtail or terminate postal operations will be applicable only to the Glastonbury installation.

- F. Carriers will not be required to endanger their personal safety and health. Therefore, the following conditions will be applicable for possible 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.
- G. A letter carrier's safety shall supersede any other consideration. No letter carrier shall be required to enter any premises or perform any duties which he/she believes would result in bodily harm. Upon return, the carrier will notify management of any unsafe conditions.
- H. Installation head or designee will make the final decision as to cancellations.

ITEM #4

FORMULATION OF A LOCAL LEAVE PROGRAM

- A. Annual Leave (AL) 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. Choice vacation preference will be granted in order of seniority, for both first and second selections, including CCAs who will select in order of relative standing after the full time regulars have selected. This process will be consistent with the needs of the employees and management. The granting of leave under such provisions must be contingent upon all carriers having a sufficient leave balance when the leave is taken.
- C. Military leave taken during the choice vacation period will not be charged to the choice vacation period. Employees on military leave may be granted another period, provided that no other carrier is deprived of his/her first choice.
- D. Letter Carriers, including City Carrier Assistants, will make their first selection for the choice vacation period from February 1st through February 28th.
- E. Letter Carriers, including City Carrier Assistants, will make their second selection for the choice vacation period from March 3rd through March 18th.

- F. (See Item #10 for notification procedures.)
- G. In the carrier craft, there will be a minimum of 15% of the total city carrier workforce, comprising all city carriers on the rolls as of February 1st of each year, off each day during the non-choice vacation period with preference given to periods of five (5) days or more. No employees will be denied annual leave if the 15% has not been met. (This will include requests of less than eight [8] hours).
- H. In the event of a death in the immediate family, a carrier on annual leave during the choice period shall be allowed another period that is vacant.
- I. Reposting of a cancellation – All cancellations shall be reposted as soon as the employer is notified of the cancellation. Cancellation will be for lack of annual leave. All other requests for cancellation must be in writing and meet with the approval of the union and the employer.
 - 1. When a vacant week occurs during the choice period as a result of cancellation, the week(s) will be awarded to a carrier which was previously denied annual leave because the allotment was full. The pecking order for approval will be first come, first served, chronologically as the leave request was submitted.

2. When a vacant week occurs during the choice period as a result of a cancellation and there is no pending annual leave which was previously denied in weekly increments, the week(s) will be posted and awarded within the unit by seniority. Carriers on leave will be contacted by management and given 24 hours to respond.
3. If a canceled week is not bid within 48 hours of posting, carriers shall have the opportunity to bid in increments of eight (8) hours, on a first come, first served basis.
4. No letter carrier will be denied annual leave if the unit's quota for annual leave is not met. Such annual leave must be applied for a minimum of 48 hours in advance.
5. CCAs will be eligible to secure a day(s) off utilizing a minimum of (2) two hours annual leave per day, under the conditions of 1 through 4, above.

- J. Management shall encourage the use of annual leave for rest and relaxation. Every effort shall be made to allow letter carriers off upon request. No letter carrier shall be refused annual leave solely because it may cause overtime during the course of a service week. No letter carrier shall be refused annual leave because of a shortage of carriers due to the detailing of a letter carrier to a higher level assignment during the course of service week.
- K. No letter carrier will be called in to work on his/her non-scheduled work day while on vacation during the choice vacation period.
- L. No letter carrier will be denied annual leave in hours or days for any unbid choice vacation period.
- M. Emergency leave will be granted when the health, welfare, and safety of an employee or family is involved, consistent with Section 512 and 513 of the E.L.R.M.
- N. Military leave will not be counted as part of a carrier's selections for the choice vacation period, nor will it count against the union quota for the choice vacation period.

- O. Advance Sick Leave – no employee will be denied 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. As per E.L.R. manual.
- P. Blood Leave – all employees will be allowed reasonable time to donate blood.

ITEM #5

THE DURATION OF THE CHOICE VACATION PERIOD(S)

- A. The duration of the choice vacation period shall begin on the fourth Monday in May through the second Saturday in September (16weeks)

ITEM #6

THE DETERMINATION OF THE BEGINNING OF AN EMPLOYEE'S VACATION PERIOD

- A. Vacation during the choice vacation period shall begin on Monday at 12:01am and end on Sunday at 12:00pm.

ITEM #7

EMPLOYEE'S OPTION TO REQUEST TWO (2) SELECTIONS DURING THE CHOICE VACATION PERIOD

- A. An employee may, at his/her option request two (2) selections during the choice selection period in units of five (5), ten (10), or fifteen (15) consecutive working days; however, his/her seniority will be used in one selection. After all carriers have had an opportunity to select their vacation period, the list will then be presented, by seniority, to the carriers for a second choice. Such selections shall not exceed the total number of weeks the employee is entitled to during the period.

- B. Once an employee has been notified of the weeks available, he/she will be allowed three (3) scheduled work days to make their selection. If an employee has made no selection at the end of three (3) scheduled days, the selection list will be passed on to the next senior employee and the process will continue. Employees not available to make their selection will be notified by the employer, by certified mail or the telephone and allowed the same amount of time from the date of receipt to respond. If an employee does not respond, the selection list will be passed on to the next senior employee and the process will continue. Employees equal to the number or percentage allotted off during the choice period within the unit will be contacted.
- C. Any employee who has either voluntarily passed up his/her selection or did not make a selection in the time allotted may make a selection only after all employees have been afforded their first opportunity.

ITEM #8

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

- A. Absences of employees selected for jury duty or attending a national or state convention of his/her craft will not be charged to the choice vacation period, and will be in addition to the number allowed off on annual leave.
- B. Letter carriers will be allowed schedule changes for jury duty obligations so as to allow their daily hours and non-scheduled days to coincide with their jury duty schedule.

ITEM #9

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

- A. A maximum of 20% of the total city carrier workforce, comprising all city carriers who are on the rolls as of February 1st of the leave year, shall be granted annual leave during the choice vacation period. In computing the 20%, when the multiplication results in a decimal of .5 or above, the number will be rounded up to the next whole number. Likewise, when the decimal is less than .5, the number will be rounded down to the next whole number. No employees will be denied annual leave if the 20% has not been met. (This will include requests of less than eight [8] hours.)
- B. When vacant weeks occur during the choice vacation period, those weeks will be offered within the installation. The vacant weeks will be posted for employees.

ITEM #10

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

- A. Employees will be notified by posting of the first choice selections no later than March 3rd. Employees must be notified by posting the final vacation schedule in stations no later than March 21st or the third Friday in March, whichever is the later. A copy of the annual leave schedules is to be furnished to the NALC, Branch 86 by mail simultaneously with the posting of the schedules. A copy of the station vacation schedule will be furnished to the station steward.
- B. P.S. Form 3971 will be submitted in duplicate by each carrier at 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

- A. The employer shall, not 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 PROCEDURE FOR SUBMISSION OF APPLICATIONS FOR ANNUAL LEAVE DURING OTHER THAN CHOICE VACATION PERIOD

- A. For annual leave other than for the choice vacation period, employees requesting annual leave by submitting a P.S. Form 3971 forty-eight (48) hours in advance, shall be given a decision and notified within 24 hours under normal conditions. Failure to notify within 24 hours under normal conditions will automatically result in the granting of the leave.

ITEM #13

THE METHOD OF SELECTING EMPLOYEES TO WORK ON A HOLIDAY

The following sequence will be followed when scheduling employees 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.

- A. All Part Time Flexible employees to the maximum extent possible regardless of the necessity to pay overtime premiums.
- B. Full time regulars who volunteer to work either their holiday or their non-scheduled day shall be combined into a single group, ranked in seniority order.
- C. City Carrier Assistant employees.
This language will replace the language which refers to "TE's as this category of employee no longer exists. As in your current LMOU, this language will appear in between the provisions for volunteers and non-volunteers.
- D. All full time regular employees who did not volunteer to work their non-scheduled day by inverse seniority order.
- E. All full time regular employees who did not volunteer to work their holiday in inverse seniority order.

- F. If, after the posting period, a need develops for additional or replacement employees, employees shall be selected according to the same order as above.
- G. Nothing will preclude management from making a notation as to which carriers were forced to work and picking up at that point should the next holiday not be covered by volunteers.

ITEM #14

WHETHER “OVERTIME DESIRED” LISTS IN ARTICLE 8 SHALL BE BY SECTION 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 names 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. After the quarter has begun, overtime necessary will be given to those on the overtime desired list in such a manner that by the end of the calendar quarter, the opportunity for overtime will have been offered to all applicable carriers in an equitable manner, daily and non-scheduled days. The procedure shall be to start at the top of the list (in order of seniority) and move downward in a rotating manner. The opportunities for overtime and the hours worked will be totaled weekly and carried forward to the next week's sheet.
- D. In order to insure equitable opportunities for overtime for all employees on the overtime desired list, the employer will contact those employees who are on annual leave or sick leave the day prior to their non-scheduled day, when overtime is available for those employees. Employees on annual leave or sick leave the days prior to and the day after their non-scheduled day will not be contacted.
- E. All opportunities for overtime and hours worked on overtime will be recorded. In addition to opportunities taken and hours worked, opportunities refused and hours lost will be recorded as though taken and will be written in "red" indicating "refused." The refused opportunities and lost hours will be totaled with hours actually worked.

- 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 and hours 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 in writing to the supervisor. 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. If a carrier receives a new non-scheduled day, he/she will carry their accumulated opportunities and hours worked with them to the new non-scheduled day listing within the unit.
- I. In order for a carrier to be charged with an overtime opportunity the carrier must be actually contacted and refuse the opportunity.

- J. If the route regular is called in on his/her non-scheduled day, the utility carrier displaced will be allowed to “bump” any non-regular (reserve carrier, duration assignment, duration assignment carrier) on his/her string of five jumps. If more than one of the utility carriers string of five (5) is covered by non-route regulars, the utility carrier (T-6) may exercise his/her preference.
- K. Only carriers who have indicated “yes” will have their names placed on the overtime desired list.
- L. 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.
- M. Letter carriers with medical restrictions will be allowed to place their name on the overtime desired list and work overtime in accordance with restrictions.

ITEM #15

NUMBER OF LIGHT-DUTY ASSIGNMENTS

- 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 postmaster will show consideration for light duty assignments within the carrier craft when work is available.
- C. The installation head will contact the District for available assignments, if no work is available within the installation.

ITEM #16

ASSIGNMENT OF ILL OR INJURED REGULAR OR SUBSTITUTE EMPLOYEES

- A. Request(s) 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 permanent/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 may be assigned to other for additional hours.
- D. The Postmaster will make every effort to employ letter carriers in their own office for light duty assignments.

ITEM #17

IDENTIFICATION OF ASSIGNMENTS THAT ARE TO BE CONSIDERED LIGHT DUTY

- A. Light duty assignments within the station and branches for letter carriers may include, but are not 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 carrier cases;
 - 5. Coverage of suitable collection routes;
 - 6. Re-writing carriers' route books;

7. Labeling inside of apartment boxes;
 8. Training employees when, if fact, training is done at the station level; if the injured employee is a certified trainer;
 9. Keeping P.S. Form(s) 3982 up to date when regular carriers are out on extended absences;
 10. Delivering parcel post on overburdened routes when it is medically approved and not in conflict with the physicians' orders;
 11. Follow up on Customer Connect leads
- B. Management shall explore ways and means with the union to make adjustments in normal assignments to convert them to light duty assignments without seriously affecting the production of the assignment.
- 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.
- F. The employer and the union will meet to review auxiliary routes for the possibilities of designating these routes as permanent light duty assignments.
- G. Letter carriers will be allowed to case mail on his/her regular duty assignment if such casing meets medical restrictions, prior to being assigned other duties.

ITEM #18

IDENTIFICATION OF ASSIGNMENTS COMPRISING A SECTION AND POLICY FOR REASSIGNMENTS WITHIN AN INSTALLATION OR ZONE EMPLOYEES EXCESS TO THE NEEDS OF THE INSTALLATION OR ZONE

A section shall be defined as a unit throughout the Glastonbury Post Office. It is agreed that the Glastonbury Post Office shall be known as an installation. It is further agreed that each of the following shall be considered a separate section for reassignment purposes: these zip codes identify the carrier zones, plus all duty collectors.

ITEM #19

THE ASSIGNMENT OF EMPLOYEE PARKING SPACES

- A. Management agrees to provide employee parking in excess of postal needs will be used by employees.
- B. A joint committee, consisting of member from the NALC and other crafts will review the existing needs of the property set aside for parking on the grounds of the post office.

ITEM #20

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

- A. Attendance at the union functions by union officers and duly elected delegates will not be included in the number of carriers off during the choice vacation period.
- B. The union must provide 30 days advance notice prior to the union activity to be given consideration under the provisions of Subsection A.

ITEM #21

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

- A. The provision(s) of Article 41, Section 3, Paragraph O, shall prevail for the life of this memorandum.
- B. The supervisors shall not require nor permit employees to work off the clock.
- C.
 - 1. All letter carriers shall wear whichever official uniform is most appropriate to the weather and the individual carrier's needs. There shall be no seasonal uniform.
 - 2. After discussion between management and a carrier who is not wearing a complete uniform, it is determined that the carrier had good reason, no action shall be taken against the carrier, reasonable justification shall be afforded management before action is considered.
- D. The use of telephones by authorized union officials and stewards upon request to management for calls relating to the administration of the National Agreement is authorized.

- E. 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.
- F. The NALC will be informed concerning changes in existing regulation relating to the duties and functions of city letter carriers.
- G. Safety and Health Committee Meeting.
The Safety and Health Committee shall meet at least quarterly and at such time as designated by the chairman. The meeting shall be on official time. Each member shall submit agenda items to the secretary at least three (3) days prior to the meeting.

ITEM #22

LOCAL IMPLEMENTATION OF THIS AGREEMENT RELATIVE TO SENIORITY, REASSIGNMENTS AND POSTINGS

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.

- A. Route regulars: work on the same established route each day, including non-scheduled wide.
- B. Utility carriers (T-6): work on routes covering non-scheduled days by bid.
- C.
 - 1. Duration of absence he/she shall work assignment for its duration five (5) days or more of absence.
 - 2. Scheduled absence of less than five (5) days – seniority must be used to the Maximum extent possible in scheduling available hours of work for periods of Less than five (5) days in determining preferences for assignments when an Individual has already been scheduled for leave.

- D. Swapping of bid positions among regular is not permitted.
- E. 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 within five (5) working days prior to the posting or the bids will be posted.
- F. 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. Bids submitted will be acknowledged by a receipt.
- G. No carrier shall obtain a 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 and not on a hold down assignment will be assigned to the vacancy as a permanent assignment until such time they are designated as a successful bidder. This assignment will not be considered as one of the employee's five bids.

- H. No assignments will be reposted unless an error was made in posting.
- I. 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.
- J. Saturday and Monday off are a preferred day and are granted by seniority, installation wide. Those carriers refusing or accepting Saturday or Monday off must notify the manager when and if they do or do not want Saturday or Monday off.
- K. T-6 carriers may bid on other T-6 assignments.
- L. The letter carrier's route may be posted for bid if there is a change of more than one hour (1) in the starting time for a letter carrier's route. The letter carrier will have the option of accepting the change in starting time of more than one (1) hour or allowing the route to be posted for bid installation wide.
- M. When the regular route carrier is on his/her off day to work his/her own route, he bumps the T-6 carrier to one of the other four routes in his string of routes. To enable the T-6 carrier to achieve the essence of his bid assignment, he will be allowed to displace an employee who has opted to cover an assignment under the provisions of Article 41 as long as such route is one of the T-6 carrier's string of routes and if one of the other routes in his string is available.

- N. When the T-6 route carrier is called in on his/her off day, he/she will work a vacant route within his/her string, if available.
1. If not then one (1) of the T-6 strings is open, the T-6 carrier will select the one he/she wants to do.
 2. A T-6 carrier called in on his/her off day can bump a carrier on a duration assignment on one of the T-6's string.
 3. If none of the T-6 carrier's string is available, he/she will be assigned a vacant assignment.
- O. In the event a regular route letter carrier works his/her non-scheduled work day, for route work, that carrier shall be assigned to his/her own assignment. T-6 carriers working their non-scheduled work day, or "bumped" from their normal route assignment will be assigned, at their preference, to any route within their string, not held down by a regular route carrier. If no route is available in the T-6 carrier's string, the T-6 carriers shall be assigned outside the string in the same manner. Any part time flexible carrier "bumped" by a regular route carrier, or T-6 carrier will be assigned to any vacant route.

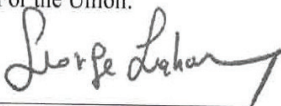
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1. During January of each calendar year, all non-scheduled days will be rebid by all regular carriers. Management representatives will expedite this bidding procedure by approaching carriers in the order to their seniority to determine their preference of non-scheduled day. When the maximum number allowed off on a particular day has been reached, future selections will be restricted to those days on which the maximum number allowed off has not yet been reached.
2. Following selections of non-scheduled days by regular route men/women, T-6 carriers will be approached in the same manner and must select component routes for their “string,” unless no assignment exists for a given day.
3. All posting of open routes will show the route number and the non-scheduled Day frozen to the route. All posting for T-6 assignments will list the component routes of the “string” and the non-scheduled day frozen to that string.

- Q. Carriers desiring to try out vacant routes may do so upon application to and approval by the supervisor, provided that there is sufficient time within the 10 days posting period. Trials will be on a first come first served basis.
- R. Management will post all assignments available to opt, of five (5) work days or more, immediately after they become available to opt. Vacancies in full-time grade one assignments are available for opting. Management will contact carrier(s) if the carrier(s) are not working in the time frame of the posting, including CCAs on their five-day service break. Hold-down assignments are awarded to the eligible career letter carriers by highest to lowest seniority, first, and then to eligible CCAs by highest to lowest relative standing. The successful bidder will be awarded the hold-down two (2) work days in advance of the start of the opt, providing the time frame of the request allows for doing so. Once an available hold-down position is awarded, the opting employee shall work the duty assignment for its duration.

This Local Memorandum of Understanding is entered into on June 12, 2025 at the Glastonbury 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

6.12.2025

Date

For the United States Postal Service



Tom Tsangarides, Postmaster
United States Postal Service
Glastonbury, Connecticut 06033-9998

6/12/2025

Date

