

MEMORANDUM OF UNDERSTANDING BETWEEN THE
UNITED STATES POSTAL SERVICE
CHRISMAN, IL 61924-9998
AND
THE NATIONAL ASSOCIATION OF LETTER CARRIERS
JOHN GRACE BRANCH 825

SEPTEMBER 2019 – MAY 2023

PREAMBLE

This Memorandum of Understanding, made and entered into at Chrisman, Illinois, by and between the United States Postal Service and John Grace Branch 825 of the National Association of Letter Carriers, AFL-CIO, pursuant to the provisions of Article 30 of the 2016 National Agreement. This memorandum constitutes the entire agreement of local implementation of the terms of the 2019 - 2023 National Agreement.

ARTICLE 1

RECOGNITION

This Memorandum of Understanding covers all employees of the Danville Post Office for which the National Association of Letter Carriers, AFL-CIO has been recognized as the exclusive bargaining representative at the national level with respect to wages, hours, and other terms and conditions of employment unless otherwise superseded by the terms of the National Agreement of 2019 - 2023.

ARTICLE 2

WASH-UP TIME

Each Letter Carrier will be granted reasonable time for a necessary wash-up prior to delivering on the street. Every Letter Carrier will also be granted reasonable time for wash-up after returning to the office from the street.

ARTICLE 3

NON-SCHEDULED DAYS

All full-time regular carriers shall have fixed non-scheduled days, selected by seniority.

ARTICLE 4

CURTAILMENT OR TERMINATION OF DELIVERY

In case of inclement weather of such severity, Management will converse with local authorities, such as police, mayor, highway department, to determine whether to attempt to deliver mail, and may consider their suggestions as much as possible.

ARTICLE 5

HOLIDAY WORK SCHEDULE

Management will select carriers to work on holidays in the following order:

1. Casual, transitional employees, and city carrier assistants, if any
2. Part-time flexibles
3. Full-time regulars who volunteer to work on their holiday or day designated as a holiday, by seniority
4. Full-time regulars who volunteer to work their non-scheduled day, by seniority
5. Full-time regulars who did not volunteer on what would otherwise be their non-scheduled day, by inverse seniority, on a rotating basis
6. All other non-volunteer full-time regulars by inverse seniority on a rotating basis

ARTICLE 6

OVERTIME DESIRED LIST

Letter carriers by zone

ARTICLE 7

IDENTIFICATION OF A SECTION CONCERNING EXCESSING & REASSIGNMENT

The Chrisman Carrier Craft will compromise a section.

ARTICLE 8

THE ASSIGNMENT OF EMPLOYEE PARKING SPACES

Parking will be on a first-come; first-served basis.

ARTICLE 9

ANNUAL LEAVE

Selection of choice vacation period leave shall be open to all carriers on the rolls (including City Carrier Assistants) as of November 1st of the year preceding the leave year. City Carrier Assistants and Part Time Flexibles may bid for leave they are anticipated to have earned at the point the leave will be taken

Section 1 – Selection Process for CVP

1. Choice vacation period shall be:
 - a) The first Saturday in May through the last Friday in September
 - b) The week of Thanksgiving
 - c) December 26th through December 31st

2. Leave applications shall be submitted in duplicate on PS Form 3971 for each period selected/marked according to choice 1,2, or 3 to the Postmaster by Midnight, April 15 of the leave year, requesting their quota of leave in multiples of 5, 10, or 15 days. The duplicate of Form 3971 will be returned to the Employee as soon as submissions permit, but no later than the second Saturday after the closing date of April 15.
3. Carriers who become ill while on annual leave during the choice period shall be allowed to have another selection during the choice period.
4. Military leave will not count as part of the carrier's selection for the choice period.
5. There shall be no exchanging of annual leave.
6. Management will post the leave chart as soon as it has been completed.
7. Management shall hand out PS Form 3971 to all carriers by Midnight April 1, for choice vacation periods.
8. The Letter Carrier Craft vacation board maintained in the office shall be for the carrier craft employees only and separate from other crafts.
9. There may be at least one Employee off each week during the choice vacation period.
10. Choice Vacation Period selections will be made by seniority.
11. Employees may request two selections during the choice vacation period in units of (5) five or (10) ten or (15) fifteen days. The total leave approved cannot exceed the number of days authorized in Article 10 Section 3.D.1, 2, or 3 as appropriate.

Section 2 – Open Periods & Requests for Less Than 40 Hours

Annual leave outside of the choice period shall be applied for at any time and may be granted on a first-come, first-served basis

Section 3 – Leave for Union Business

The Union will notify the Postmaster by March 15th if one of the carriers from his/her office is elected as a delegate to attend a National or State Convention, and said dates will be held open and will not be charged to their choice period.

Section 4 – Cancellation of Leave

Canceled vacation leave weeks must be submitted on PS 3971 at least 1 week prior to the beginning of the service week in which the leave was scheduled.

Section 5 – Miscellaneous Provisions

1. Letter Carriers on jury duty during the Choice Vacation Period shall be eligible for another available period within the Choice Vacation Period.
2. Approved leave to each Employee during the choice vacation period will be the approved PS Form 3971.
3. As soon as Management receives official notification from the Postal Data Center of the beginning of the new leave year, it shall be posted on the bulletin board. This must be no later than November 1st.

ARTICLE 10

ASSIGNMENT OF ILL/INJURED EMPLOYEES

The number of light duty assignments within each craft or occupational group to be reserved for temporary or permanent light duty assignment: Light duty assignments shall consist of any normal duties which the ill or injured Employee may be able to perform.

ARTICLE 11

POSTING

Local implementation of this Agreement relating to seniority, reassignments, and posting:

1. When applying for a regular assignment, an Employee shall present to the supervisor noted on the posting, a sealed bid PS Form 1717 within the time limitation noted on the posting.

2. The senior qualified applicant for a vacant regular assignment shall be placed in the new assignment within ten (10) working days of the closing of bids, except that during the month of December, he shall be placed in the new assignment within the first ten (10) working days of January.
3. A copy of all posted notices affecting the letter carrier craft shall be given to NALC Branch 825.

ARTICLE 12

DURATION

This Memorandum of Understanding shall remain in full force and effective for the duration of the 2019 - 2023 National Collective Bargaining Agreement.

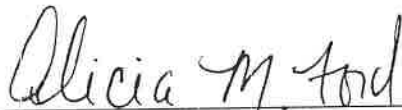
SEPARABILITY

Should any part of the Memorandum of Understanding or any provision contained herein, are rendered or declared invalid, by reasons of an existing or subsequently enacted legislation or by a court of competent jurisdiction, such invalidation of such part or provision of the Memorandum of Understanding shall not invalidate the remaining portions of this Memorandum of Understanding, and they shall remain in full force and effect.

This Memorandum of Understanding was entered into on the 30th day of April, 2021 between representatives of the United States Postal Service, Chrisman Illinois and representatives of John Grace Branch 825 of the National Association of Letter Carriers, AFL-CIO, pursuant to the local implementation provisions of the 2019 - 2023 National Agreement.

For the United States Postal Service:

For John Grace Branch 825, NALC:



Alicia Ford, Postmaster
Chrisman, IL 61924



Jean Faw, NALC Designee