

-Hardy W. [unclear]

1990

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

CHICAGO BULK MAIL CENTER

AND

MAILHANDLERS LOCAL #306

ITEM 2A - ADDITIONAL OR LONGER WASH-UP PERIODS

Management will allow reasonable wash-up time to those employees who perform dirty work or work with toxic materials prior to lunch and the end of tour in accordance with the established past practices.

ITEM 2B - GUIDELINES FOR THE CURTAILMENT OR TERMINATION OF
POSTAL OPERATIONS

Management's full prerogative is determining when the plant is to be shut down and will notify the union of their decision.

Section 1 - Postal operations shall not be curtailed or terminated at the Chicago Bulk Mail Center unless the General Manager determines that conditions so warrant. Such determination shall be reasonable and considerations shall be given to overall conditions, including but not limited to:

1. The safety and health of employees
2. Civil disorders
3. Act of God
4. Hazardous weather conditions
5. Advice of and policies of local authorities
6. Wholesale closing of business and other offices, and
7. Curtailment or termination of public transportation.

Section 2 - Management shall notify the employees at the earliest possible time of curtailment or termination of postal operations. Such notification will be by available public media such as television or radio. Management will also advise the union of the action taken.

Section 3 - In those instances where operations are curtailed or terminated as above set forth, the employer shall apply its present policy of granting leave.

ITEM 2C - FORMULATION OF LOCAL LEAVE PROGRAM

Employees shall submit a Vacation Preference Bid Sheet by February 1st, of each calendar year.

Vacation requests will be approved by craft seniority and tour.

If an employee wishes to cancel a request for annual leave, it should be submitted in writing to the employee's immediate supervisor at least three (3) weeks in advance of the first day of his/her scheduled vacation. This will permit the employees on the same tour and the same work location or occupational group to take advantage of cancellations. Extenuating circumstances will be given consideration.

Consideration shall be given to requests for vacations other than during the prime vacation, if submitted by the employee by February 1st, of the leave year.

ITEM 2D - THE DURATION OF THE CHOICE VACATION PERIOD

The duration of the choice vacation shall be from the first Saturday in March to the last Saturday in December, each year during the duration of the Memorandum of Understanding.

ITEM 2E - THE DETERMINATION OF THE BEGINNING OF AN EMPLOYEE'S
VACATION PERIOD

The beginning date of an employee's vacation period shall be the first day of the employee's basic work week (service week). Exceptions may be granted by agreement among the employee, the union and the employer.

ITEM 2F - Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days.

- A. Employees who earn 13 days of annual leave per year shall be granted UP TO TEN DAYS OF CONTINUOUS ANNUAL LEAVE DURING THE CHOICE VACATION PERIOD.
- B. Employees who earn 20 to 26 days of annual leave per year shall be granted UP TO FIFTEEN (15) DAYS OF CONTINUOUS ANNUAL LEAVE DURING THE CHOICE VACATION PERIOD.
- C. Employees may submit two requests during the choice vacation period in units of either (5) or (10) working days, the total not to exceed the (10) or fifteen (15) days as above.

ITEM 2G - ATTENDANCE AT STATE OR NATIONAL CONVENTIONS SHALL NOT BE CHARGED TO THE CHOICE VACATION PERIOD AND WILL BE LIMITED AS FOLLOWS.

1. Five (5) from the Mail Handler's Craft.

Five (5) total not to exceed three (3) per tour.

ITEM 2H - DETERMINATION OF THE MAXIMUM PERCENTAGE OF EMPLOYEES WHO SHALL RECEIVE LEAVE EACH WEEK DURING THE CHOICE VACATION PERIOD.

Employees will be allowed to select vacation by Seniority and Tour in the following percentages.

March	6%
April	7%
May	12%
June	11%
July	10%
August	10%
September	6%
October	4%
November	2%
December	2%*

*Excluding the period from December 23 thru December 31; only one mail handler per tour will be granted vacation during that period.

ITEM 21 - THE ISSUANCE OF OFFICIAL NOTICES TO EACH EMPLOYEE OF THE
VACATION SCHEDULE APPROVED FOR HIM/HER

- (A) The employer shall submit in writing the approval of the employee's vacation schedule approved for him/her.
- (B) The schedule shall be posted on the bulletin board.

ITEM 2J - DETERMINATION OF THE DATE AND MEANS OF NOTIFYING EMPLOYEES
OF THE BEGINNING OF THE NEW LEAVE YEAR

Employee shall be notified no later than November 1st, as to the beginning of the New Leave Year, by posting on appropriate bulletin boards and publication in the CBMC Newsletter when appropriate.

ITEM 2K - APPLICATIONS FOR ANNUAL LEAVE DURING OTHER THAN THE CHOICE VACATION PERIOD.

Applications for annual leave outside the choice vacation period may be submitted at any time by the employee. Such requests will be acted upon within three (3) calendar days or as soon as practical.

Such requests shall be granted on a first come, first served basis. In the event that two or more requests are submitted concurrently, craft seniority shall be the determining factor.

ITEM 2L - WHETHER "OVERTIME DESIRED" LIST IN ARTICLE 8 SHALL BE BY
SECTION AND/OR TOUR

The Overtime Desired List shall be established by Tour and
Seniority.

- ITEM 2M, N & O - M) THE NUMBER OF LIGHT DUTY ASSIGNMENTS TO BE RESERVED FOR TEMPORARY OR PERMANENT LIGHT DUTY ASSIGNMENT.
- N) THE METHOD TO BE USED IN RESERVING LIGHT DUTY ASSIGNMENTS SO THAT NO REGULARLY ASSIGNED MEMBER OF THE REGULAR WORK FORCE WILL BE ADVERSELY EFFECTED.
- O) THE IDENTIFICATION OF ASSIGNMENTS THAT ARE TO BE CONSIDERED LIGHT DUTY.

The United States Postal Service and the Union recognize the responsibility to aid and assist Postal employees who through illness and injury are unable to perform their regularly assigned duties. Any request for permanent light duty assignment shall be determined by Management. Management may consult with the Union Representative and/or Administrative Vice President of the disabled employee to determine an available permanent light duty assignment. Each request for light duty will be considered on its merits in accordance with Article 13 of the National Agreement. The maximum effort will be made to assign an employee who is recovering from an injury or illness to duties to which he or she can perform in this installation with due consideration given to the nature of injury or illness and operating efficiency. This consideration will include the recommendation of medical unit and medical reports by the physician. The Union may request the number of employees who are on light duty assignments. The rewrap, sack verification and debris belt areas will be used as practical to provide light duty work. Other light duty work may be designated by Management in addition to the above.

ITEM 2P - 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 it is proposed to reassign within an installation employees excess to the needs of a section (the entire installation per tour being a section), management shall give the greatest consideration possible to reassign the employee on his present tour.

ITEM 2Q - THE ASSIGNMENT OF EMPLOYEE PARKING SPACES

Parking shall be on a first come, first served basis.

ITEM 2R - THE DETERMINATION AS TO WHETHER ANNUAL LEAVE TO ATTEND UNION ACTIVITIES REQUESTED PRIOR TO DETERMINATION OF THE CHOICE VACATION SCHEDULE IS TO BE PART OF THE CHOICE VACATION PLAN

Annual leave to attend Union activities requested prior to determination of the choice vacation schedule is not to be considered part of the requestor's choice vacation selection.

ITEM 2S - THE ORDER OF MOVEMENT OF FULL-TIME MAILHANDLERS FROM THEIR
BID ASSIGNMENT IN ACCORDANCE TO ARTICLE 12, SECTION .3 E3e

Local implementation of this agreement relating to seniority,
reassignment and posting.

Reassignment out of bid assignment will be by juniority.
Reassignment back into bid assignment shall be by seniority.
No assignment will be posted because of changing of starting
time unless the starting time is more than one hour.

Definition of a section for posting shall be the following:

West Dock	P/L	231-331
High Speed Run Out	P/L	232-332
West Dock Containers	P/L	233-333
East Dock Inbound	P/L	234-334
Rewrap	P/L	235-335
Empty Equipment	P/L	236-336-136
Sack Sorter North End	P/L	237-337
Roller Table	P/L	251-351
Sack Sorter South End	P/L	238-338
Sack Sorter (Slow Machine) North	P/L	240-340
Sack Sorter (Slow Machine) South	P/L	239-339
PSM 4 Secondary	P/L	242-342
PSM 5 Secondary	P/L	243-343
NMO	P/L	241-341
Primary	P/L	247-347
Sack Shake Out	P/L	238-338
East Dock Outbound	P/L	244-344
East Dock Outbound	P/L	245-345
East Dock Outbound	P/L	246-346

Management will meet with the Union and discuss the establishing or deleting
of new pay location prior to the implementation.

This Memorandum of Understanding is entered into on May 15, 1990
at the Chicago BMC between the representatives of the United States
Postal Service and the designated agent of the Mailhandlers Union
Local #306, pursuant to the Local Implementation Provision of the
1990 National Agreement.

BY:

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Date

5/17/91

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5/17/91