

LOCAL MEMORANDUM OF UNDERSTANDING

Between

United States Postal Service

Lumberton NJ 08048

And

**South Jersey Area Local
American Postal Workers Union AFL-CIO**

It is mutually agreed that the present Local Memorandum of Understanding is to be extended in full force and effect through November 20, 2000.

Thomas W. Woodford
President
South Jersey Area Local
American Postal Workers Union

Postmaster
US Post Office
Lumberton, NJ 08048

**LOCAL MEMORANDUM OF UNDERSTANDING
BETWEEN
U.S. POSTAL SERVICE, LUMBERTON, NJ 08048
AND
SOUTH JERSEY AREA LOCAL, APWU**

In accordance with the provisions of Article 1 National Agreement the employer recognizes the APWU as the designated exclusive bargaining representative for all employees in the Clerk, Motor Vehicle, Maintenance and Special Delivery Messengers Craft bargaining Unions for which each has been certified and recognized at the National Level.

The employer shall consult and exchange information with the South Jersey Area Local Representative at Local Management meetings and also at other times when such consultations and exchanges can be beneficial to management/employee relations.

All articles of this agreement shall encompass the APWU crafts party to this agreement except where specifically noted in the local craft supplement.

1. Wash-up - Management shall grant a reasonable wash-up time before lunch and stand of tour consistent with working conditions.
2. The basic work week for full-time regulars will be five days with fixed days off.
3. Emergency Curtailment of Operations. It is recognized by both parties that on occasions, emergency conditions may exist which would encourage the employer to consider the curtailment of operations. In cases of such emergency conditions, the employer will, prior to making a decision to curtail the operations, take into consideration such factors as:
 - a. The degree of emergency as stated by and acted upon by the MSC Manager;
 - b. The safety and health of its employees;
 - c. The accessibility of postal operations and its customers to the employer and employees.

Management will notify the affected employees.

4. Employees will submit a form 1547 and these will be honored on basis of seniority. Applications 1547 for vacations will be submitted by April 15th.

5.
 - a. Choice vacation period shall begin the 1st full week in May, for a continuous period until the end of the last full week in September.
 - b. Clerks will sign for periods beginning on April 1.
 - c. Every effort shall be made to allow members of the South Jersey Area Local, leave to attend Local Union meetings and assemblies.
 - d. It will be the policy of this office to offer Full time employees in craft, the choice of annual leave before releasing part time flexible employees when volume of mail warrants reduction of any crew. It is understood that this practice cannot result in overtime payment to the Part time flexible employee or the delay of the mail movement. This paragraph will apply when it becomes apparent part time flexible employees are not being employed forty (40) hours per week.
 - e. Every possible consideration for appropriate leave shall be given to employees in situations of personal emergency.
 - f. Management shall give every consideration of granting annual leave to employees for religious and memorial holidays.
6. The beginning day of the employee's vacation will be Sunday.
7. Employees at their option may select up to 15 continuous days leave or split in periods of 5 and/or 10 days. If a split is selected, the employee may not make their second selection until all other employees have had an opportunity for their initial selection.
8. Jury duty and/or attendance to State or National Conventions shall not be charged to the choice vacation period.
9. The number of employees to be off during the choice vacation period each week will be one (1).
10. In addition to posting the choice vacation schedule, each employee will receive a copy of the 3971 and 1547 they submitted approving said vacation.
11. There will be a posting notifying the employees of the duration of the present leave year.
12. Annual leave other than the choice vacation period will be granted to an employee on a first come first served basis based upon seniority and needs of service.

Seniority will apply if submission dates are the same. (Return of 3971's to employee).

13. The overtime desired list as Per Article 8, shall be by section and tour.
- 15, 16. & 17.
 - a. The number of light duty assignments will be determined by the written requests made by the employee to local management. Assignments and duties to be contingent upon physical limitations and physician recommendations of which management will make every effort to accommodate same.
 - b. When an employee becomes eligible for light duty, before any decision is made, there shall be consultation with the Local APWU Union.
 - c. Light duty assignments will be in the following categories or work areas:
 1. Modify or change the employee's present assignment in commensurate with physician's recommendations.
 2. Project work.
18. Re-assignments for sections within the installation shall be by seniority within that installation.
19. Parking, if available, designated spots for union representative. Improving parking facilities such as security, space, lighting, etc. and any other recommendations should be submitted to local management for consideration.
20. Union annual leave requested prior to the choice vacation selection schedule shall not be a part of the choice vacation plan.
21. Management agrees to supply, APWU, South Jersey Area Local, 900 Route 168, Suite D-3, Blackwood, N.J. 08012, with a copy of all job postings.
22. Seniority reassignments posting. Any full time regular assignment who's starting time is changed more than one hour from the original posting will require that assignment to be posted. Re-assignments consistent with National Agreement. A seniority list is to be submitted once a year to the South Jersey Area Local, APWU, 900 Route 168, Suite D-3, Blackwood, N.J. 08012. This list is to include the employee's name, date of office seniority, job title, full time or part time flexible.

This Memorandum of Understanding is entered into at the Lumberton Post Office between the representatives of the U.S. Postal Service and designated agents of the South Jersey Area Local, APWU, AFL-CIO, pursuant to the Local Implementation provisions of the 1998 National Agreement. This Memorandum constitutes the entire agreement on matters relating to local conditions of employment.

For the SJAL, APWU

USPS

(date)

(date)