

2010-2015



MIDNIGHT SUN AREA LOCAL 2756 LOCAL MEMORANDUM OF UNDERSTANDING

LOCAL MEMORANDUM OF UNDERSTANDING

Between

**U.S. Postal Service,
Anchorage, Alaska 99502**

And

**Midnight Sun Area Local 2756
American Postal Workers Union AFL-CIO**

October 21, 2011

This Memorandum of Understanding is entered into on **October 21, 2011** at Anchorage, Alaska, between the representatives of the United States Postal Service, and the designated agent of the Midnight Sun Area Local 2756, American Postal Workers Union, AFL-CIO, pursuant to the local implementation provisions of the 2000 National Agreement.

APWU - MSAL

MEMORANDUM OF UNDERSTANDING

2010 – 2015

**Midnight Sun Area Local 2756
American Postal Workers Union AFL-CIO**

And

United States Postal Service

Anchorage, Alaska

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Note: ***Bold face italics and underlined*** type in the text indicates revised or new language.

Article 3

Emergency Curtailment of Postal Operations

1. The decision for the curtailment or termination of postal operations to conform to the orders of local authorities, or as local conditions warrant because of emergency conditions, shall be made by the installation head.

When a decision has been reached to curtail postal operations, to the greatest extent possible, management will notify and seek the cooperation of local radio and television stations to inform employees. Depending on the severity of the emergency situation and what is allowed by local authorities under such a situation, Postal Service telephones will be open for employees to call for information.

2. Employees involved in actual emergency situations not covered above will take immediate action to protect themselves and/or the mails. Under such circumstances, management will be advised as soon as possible.

3. In the event of emergency conditions, employees will heed the warnings of local public safety authorities. Each employee will, at their earliest opportunity, notify supervision of the reason and duration of their anticipated absence. The ultimate decision as the acceptability of the employee's absence from work shall be made by the installation head. Any adverse decision by the installation head will be subject to Article 15, Grievance -Arbitration Procedure, of the APWU/ USPS Collective Bargaining Agreement.

4. In the event of a power failure or any emergency situation in any postal facility, management will, in the affected areas, take such steps as are necessary to assure the safety and health of employees and the security of mails and postal funds.

Employee Classifications

A copy of local originating notices having special implications to the crafts represented by the APWU shall be mailed to the Midnight Sun Area Local 2756 President.

Article 8
Hours of Work

Wash-up Time

Management shall grant reasonable wash-up time for employees who perform dirty work, or work with toxic materials prior to their lunch and end of tour.

Work Week Days Off

Management will make every attempt to post all duty assignments, in crafts represented by the APWU, with consecutive days off.

Overtime

In addition to the sign-up period as defined in Article 8 section 5A full-time regular employees on the "ODL" for their present duty section may sign an "ODL" within ten (10) days of the effective date of being assigned into a new section.

PTFS converted to full-time regular during the quarter may sign an "ODL" within ten (10) days of the notice of conversion.

Withdraw From Overtime Desired List

Employees on the "ODL" may withdraw their name from the "ODL" anytime during the quarter. The withdrawal shall be effective the next day with the following exception; the employee would be obligated to work all previously scheduled overtime for seven (7) days.

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10 Hours Between Tours

No employee will be required to report to their present duty assignment with less than ten (10) hours between tours.

When an employee is scheduled to report to their new duty assignment with less than (10) ten hours, that employee will be granted occasional leave, or a change of schedule at their option.

2 Hour Notification

Management will attempt to notify employees of overtime at least 2 hours in advance.

Overtime Desired Lists (ODL)

An "Overtime Desired List" shall be established in each craft and section as outlined below; in the clerk craft management shall provide two (2) ODL'S for each work center:

Up to 12 hours before and after a clerk's tour of duty
Clerk's non-scheduled day

Motor Vehicle Services

By Tour

Each branch or station with motor vehicle services or future branches or stations with motor vehicle services shall establish a separate list.

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Maintenance Craft

By tour in accordance with the provisions of Article 38, Section 7B of the Collective Bargaining Agreement.

Each station, branch or P&DC or future station, branches with maintenance personnel shall establish a separate overtime list.

Custodians may be utilized between sections on their tour to avoid scheduling non-ODL employees, and to be equitable, no employee will be worked both non-scheduled days unless all available employees on the lists have been utilized on a non-scheduled day.

Employees signing a list may state a preference on that list for working non-scheduled days in other sections on their tour. Employees stating a preference shall be worked in the other section for the reasons stated above prior to scheduling employees who did not state a preference.

A separate list shall be maintained by management. This list will combine the names of all employees who have stated a preference in seniority order for the purpose of maintaining rotation.

Clerk Craft

Plant, by tour and section as outlined below

Plant Air

Mail Facility

Employees may be utilized between sections to avoid scheduling non-ODL employees, and to be equitable, no employee will be worked overtime in excess of the limits set forth in Article 8 section 5F and 5G of the National Agreement unless all available employees on the lists have been utilized up to those limits.

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Employees signing a list may state a preference on that list for working overtime in the other section on their tour.

Employees stating a preference shall be worked in the other section for the reasons stated above prior to scheduling employees who did not state a preference.

City Operations

Each existing and future Station and Branch

Main Office by tour

Clerks, Special Delivery Messenger

CFS by tour

Postal Store

Relief and Pool Duty Assignments (Roving Tills)

Shall apply only to the station and/or branch to which assigned at the time overtime is required.

Management will provide the quarterly roving till overtime desired list to any affected managers. Managers requiring overtime, and having roving tills in their area, must consult this list when assigning overtime.

All others by job description and location

Others

BMEU by tour

Finance, by location

Human Resources

All others, by location.

Leave

Prime Time Annual Leave (PTAL) or Choice Vacation Period

For prime time annual leave purposes, the annual leave year will consist of 25 weeks, 23 will be consecutive weeks beginning with the last full week of April. For posting purposes, the vacation slots shall begin on Saturday.

1. During the main 23 week leave period, the first day of the employee's annual leave shall be as follows:

Days off Annual Leave Starts

Sat/Sun Monday

Sun/Mon Saturday or Tuesday, employee's choice

Mon/Tues Saturday or Wednesday, employee's choice

Tues/Wed Saturday or previous Thursday, employee's choice

Wed/Thurs Saturday or previous Friday, employee's choice

Thurs/Fri Previous Saturday

Sat/Fri Sunday or previous Thursday, employee's choice

The signed week on the PTAL list shall be the week which contains the majority of the workdays.

Choice Start Date Notification

Employees will notify management (14) days prior to the start of their PTAL leave of their choice start date.

Sunday and Rotating Off Days

2. The vacation period for individuals having Sunday and rotating days off will begin on Monday and be for seven (7) consecutive days.

Non-consecutive Off Day

3. The vacation period for individuals having non-consecutive days off will begin on Monday and be for seven (7) consecutive days.

Christmas Leave

The remaining two weeks of prime time annual leave shall be the weeks starting December 24 for employees with a normal starting time of 0600 or later on December 24.

For all other employees, their leave week will start December 25. These two weeks will be for seven (7) consecutive days.

Work Center Leave Apportioning

The apportioning of leave for the PTAL period shall be done by the work center. The following areas are defined as work centers:

Special Delivery

Maintenance

Custodial

1. Plant/AMC (by tour)

2. Custodial PTAL leave slots will be combined by the following stations for custodians assigned to the Anchorage stations and branches.

Eastchester Station, Midtown Station and District

Russian Jack Station and Muldoon Station

Huffman Station and Lake Otis Station

Sand Lake Station and VMF

Spenard Station

All Other Maintenance Personnel

1. by occupational code
2. by tour
3. Existing and future branches and stations

Motor Vehicle Services

Tour 2

1. Administrative Clerk, VMF Level 6
2. Store Keeper, Level 6
3. Auto Body Repair, Level 8
4. Lead Automotive Technician Level 8 / Automotive Technician Level 7

Tour 3

1. Lead Automotive Technician Level 9 / Automotive Technician Level 7

Clerks

AMC Air Records Processors (by tour)
AMC Express Mail Clerks (by tour)
AMC Ramp Clerks (by tour)
AMC Review Clerks (by tour)
AMC Transfer Clerks/Bypass Clerks (by tour)
City Manual Distribution Clerks (by scheme, by tour)
Data Collections (by tour)
Expeditors (by tour)
Flat Sorter Machine (by scheme, by tour)
Plant General Clerks (by tour)
Intra Manual Letters and Flats (by tour)
Mail Classification/Bulk Mail (by tour)
Mail Processors (by tour)
Main Office Box Section (by tour)
Nixie (by tour)
Opening Unit/Bulk Business Mail Belt (by scheme, by tour)
Opening Unit/Preferential Mail Belt (by scheme, by tour)
Other Mail Sorting Machines (by scheme by tour)
Outgoing Manual Letters and Flats (by tour)
Pouching (by tour)
Quality Control (by tour)
Registry Cage (by tour)
Revenue Clerk/010 (by tour)
Small Bundle Parcel Sorter (by tour)
Timekeeping (by tour)
Universal Parcel Sorter (by scheme, by tour)

Others:

Accountable Paper

Accounting

Central Forwarding System (by tour)

Claims/Information/Complaints & Inquiry

Clerks-Stenos (by pay location)

Contract Technicians (by tour, by location)

Express Mail Administrative Clerks (by tour)

General Clerks (by locations)

Timekeeping/Payroll Office (by tour)

Personnel

Pool and Relief Clerks (Roving Tills)

Postal Employee Development Center (by tour)

Postal Store

SSPC

Stations and Branches, including the Main Office

Each existing and future branch, station, or window unit shall be considered a separate work center.

1. Window Clerks/General Clerks (by tour)

2. Distribution Clerks (by scheme, by tour)

Supply

Zip+4 Clerk (by tour)

Per the APWU/USPS Collective Bargaining Agreement, there must be a separate list for Part-Time Regulars (PTR), by work center, if there are any PTRS in the work center.

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Two Work Centers - Sales and Service / Distribution

Clerks whose duties involve more than one work center shall be placed on the PTAL list that reflects the work center where the majority of daily duties are performed.

Establishment of a New Postal Facility

When the USPS establishes a new postal facility in the area covered by this LMOU, this facility will have its own PTAL sign-up list provided the facility is in operation or expected to be in operation for a period of at least one entire leave year cycle. A leave year is defined as January 1 - December 31.

For new facilities whose duration is expected to be less than one entire leave year cycle, employees will sign up for PTAL on their current list.

General Policy

There shall be no less than one space per week in each defined work center for employee choice through the PTAL period.

The leave sign-up lists shall consist of a listing of the weeks of PTAL, with spaces for personnel to sign up for a PTAL week.

Accompanying each sign-up list shall be a seniority list compiled by the Personnel Office.

The seniority list will also state the leave category of each eligible employee as of the closing of the PTAL sign-up period (e.g. weeks, 3 weeks AL/YR).

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Proposed Lists Review October 1

The determination of the number of spaces shall be made not later than the first day of October, preceding the PTAL year. The APWU shall be provided a copy of the proposed sign-up lists and weekly allocations by the employer. The APWU shall have fourteen (14) days to review the information.

Within the fourteen days if the APWU declares the allocations to be inadequate or inequitable, the employer shall provide the APWU with the basis for the manpower projections that drove their allocation decisions within the next two business days.

The two parties shall then meet within two business days to attempt resolution of any problems regarding the allocations. In the absence of a resolution to a dispute that may arise over the weekly allocations, a committee of three shall be established to arrive at a final resolution.

Dispute Resolution Process

One committee member shall be selected by the Postmaster; one committee member shall be selected by the President of the Midnight Sun 995/996 Area Local; and the third committee member shall be selected by the two committee members listed above. This will be accomplished no later than October 25.

Lists Posting November 1

Prime time annual leave sign-up sheets, ready for employee sign up, shall be available to the APWU by November 1.

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The General Personnel Bulletin shall be the means of notifying employees of the beginning of the new leave year.

Final Posting and Approval

The final posting of the PTAL lists shall constitute official notice to each employee of the vacation schedule approved for him/her.

Third Saturday in September Placement

Employees shall be placed on the PTAL list that corresponds to the location of their bid position on the third Saturday in September.

Sign Up Start Date

Prior to the commencement of PTAL sign-up, the PTAL leave list by work center shall be posted within the applicable work center for one week (7 calendar days) for eligible employees to review. The lists shall be enclosed in a locked glass case provided by the employer. Sign up shall commence the following week.

Sign-up by Seniority

Sign-up is by descending seniority.

APWU Designee

Monitoring of the PTAL sign-up list in each work center shall be by an APWU designee. Signing of the PTAL sign-up list must not interfere with postal operations; however, the supervisor shall provide and arrange with the APWU designee for the signing of the PTAL list in the time frame described in this article.

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Sign-up 2 Hours

The employees shall be provided time during their regular tour of duty to sign the PTAL list. Each employee shall have up to two (2) hours in which to sign the list upon notification by the APWU designee that it is their turn.

Failure to Sign-up

If the employee fails to sign, or fails to sign for their PTAL leave, their name shall be bypassed.

The pool and relief assignment (roving tills) shall be allowed one whole day per employee for the purpose of PTAL sign-up.

Empowered Signer

Should an employee be absent for an extended period of time during prime time sign-up, they may empower the APWU designee or another employee, in writing, to sign the prime time list on their behalf. If an employee does not sign up or empower an APWU designee or other employee to sign the prime time list for them within the prescribed time, they will be bypassed and the sign up will continue with their junior.

By-passed Employee Sign-up

When sign up has progressed through the junior employee within a work center, bypassed employees shall then be afforded an opportunity for sign-up by descending seniority.

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10 Day Granted Leave

Employees who earn 13 days annual leave per year shall be granted up to ten (10) days of annual leave during the choice vacation period. The number of days of annual leave, not to exceed ten (10) shall be at the option of the employee.

15 Day Granted Leave

Employees who earn 20 to 26 days annual leave per year shall be granted up to fifteen (15) days of annual leave during the choice period. The number of days of annual leave, not to exceed fifteen (15) shall be at the option of the employee. It shall be the employee's option to sign in increments of five (5) days either continuous or separate.

Leave Sign-up Limit

PTAL shall be limited to accumulated leave available at the commencement of their choice vacation period.

Part Time Regulars

Part-Time Regulars working a mixed schedule of less than 40 hours per week shall be granted PTAL at the rate of their average work hours per week at their option. This shall not preclude them from taking a full 40 hour vacation week.

For leave purposes, a leave day shall be equal to the employee's duty day, i.e., 4-hour duty day for fixed schedule employees shall equal a 4-hour leave day for fixed schedule employees.

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Distribution of Completed Lists

At the close of the PTAL sign-up period, sign-up lists shall be returned to the Personnel Office for duplication with distribution as follows:

1. The original copies for all work centers shall go to Personnel.
2. An appropriate copy to each respective work center.

Unused and Vacated Leave Sign-up

Employees in a work center and unable to utilize prime time annual leave signed for shall notify the immediate supervisor in writing.

All unused and vacated leave slots within a work center shall be made available to the employees of that work center on a seniority basis for seven (7) calendar days and thereafter on a first-come, first-served basis.

14-Day Advance Sign-up

For scheduling purposes, employees are required to notify the immediate supervisor of their intent to sign up for the unused or vacant leave at least fourteen (14) days in advance of the beginning date of the leave.

The immediate supervisor shall then amend the annual leave sign up list reflecting any changes and notify the Personnel Office in writing.

Leave Follows the Employee

When an employee bids and/or is promoted within all crafts represented by the APWU and thereby acquires a new position, that employee will carry forward any PTAL/Choice Vacation Period leave time that has been approved and acknowledged under Article 10 of this Local Memorandum of Understanding.

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Other Types of Leave

Emergency hardship, military leave, and other types of leave shall be dealt with on an individual basis. Every reasonable effort shall be made in order to prevent an employee from forfeiting this PTAL while serving on jury duty.

Non-Choice Prime Time Vacation Period

Annual leave other than the choice vacation period is defined as the period from January 7 to November 30 for employees who qualify to start their PTAL on December 24. For all other employees the non-choice prime time vacation period will be from January 8 to November 30.

This non-choice prime time vacation period excludes the choice vacation period defined in Article 10 of this Local Memorandum of Understanding.

For purposes of annual leave during this period, the work centers shall remain the same as during PTAL.

Per the APWU/USPS Collective Bargaining Agreement, there must be a separate list for Part-Time Regulars (PTR), by work center, if there are any PTRs in the work center.

Two Work Centers - Sales and Service / Distribution

Clerks whose duties involve more than one work center shall be placed on the PTAL list that reflects the work center where the majority of daily duties are performed.

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10% Leave Assurance

A minimum of 10% of the employees in each work center will be assured leave each week during this period except in emergency situations. The 10% shall be calculated on the basis of the number of employees on the rolls at each work center on October 1st of each year.

In instances where computations of 10% does not result in a whole number and if the fractional result is .5 or higher, the next higher number shall be the correct figure. If computations result in a number of less than one, then the result will be rounded upward to a minimum of one slot per week for that work center.

Leave Follows the Employee

When an employee bids and/or is promoted within all crafts represented by the APWU and thereby acquires a new position, that employee will carry forward any non-PTAL vacation period leave time that has been approved and acknowledged under Article X of this Local Memorandum of Understanding.

Sign-up November 1

On November 1 at each work center, a sign-up book will be circulated on a seniority basis by an APWU designee until December 1st.

Empowered Signer

Should an employee be absent, he may empower in writing a union representative or designee to sign the book on their behalf. If an employee or their designees does not sign within two hours, they will be bypassed and the sign up will continue.

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Bereavement Leave

In cases of death in the immediate family of an employee, the employee will be granted annual leave or leave without pay in the absence of sufficient annual leave balance, of a minimum of 14 calendar days, unless a shorter period is requested by the employee.

For the purpose of administration of this provision, the immediate family shall be defined as:

1. Spouse and parents of spouse
2. Children and spouse of children
3. Parents
4. Brothers and sisters
5. Person(s) related by blood or whose close association with the employee was such as to have been the equivalent of a close family relationship.

Occasional Leave

Occasional leave shall not appear on the annual leave sign-up lists. Occasional annual leave, or LWOP in lieu of paid leave, shall be granted on a first-come, first-served basis when possible.

Making Occasional Leave Requests

For this reason, that portion of the Form 3971 "Time of Call or Request" must be completed by the supervisor. PS Form 3971 shall be submitted in duplicate to the immediate supervisor when requesting occasional annual leave or LWOP.

45 day Advance Requests

Upon receipt of same, the supervisor must complete the portion of the form marked "Signature of Supervisor Notified" and immediately return duplicate to the employee requesting the occasional annual leave or LWOP. Requests for occasional annual leave or LWOP may be submitted up to 45 days in advance.

The immediate supervisor shall determine if leave can or cannot be granted. The supervisor will notify the employee of approval or disapproval of the leave request within five (5) calendar days.

5-Day Approval

If the original PS Form 3971 is not returned to the employee (endorsed) with the reason for disapproval within five calendar days, the leave is approved. All occasional annual leave or LWOP requests must be supported by an approved Form 3971 or a PS Form 3971 that has been properly received by the immediate supervisor, but is unendorsed and unsigned by the immediate supervisor, per the paragraphs above, prior to leave being taken.

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Article 11 Holidays

Postings

A standardized Holiday volunteer sign-up list shall be posted at or near the regularly posted schedules of the section for full-time and part-time regular employees two (2) weeks prior to the Friday preceding the holiday work schedule. Employees shall have the opportunity to sign for any day that is part of the holiday schedule until Thursday at 4 pm preceding the holiday work schedule postings.

Sections

The sections for holiday scheduling shall be the same as outlined under article 8 of the Local Memorandum of Understanding.

Holiday Schedule Pecking Order

FT Holiday Volunteers, by seniority

PSE

FT Non-Scheduled Day Volunteers, by seniority
FT Holiday Non-Volunteers, by inverse seniority
FT Non-Scheduled Day Non-Volunteers, by inverse seniority

OTDL

Normally the ODL will not be utilized for holiday scheduling. In order to be equitable employees will not be scheduled for both non-scheduled days unless all available volunteer employees are scheduled at least one NS day.

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Article 12

Principals of Seniority, Posting and Reassignment

Consistent with the provisions of Article 12, Section 5C 4a of the Collective Bargaining Agreement, "Reassignments within an Installation of employees excess to the needs of a section," the following sections are identified:

Plant and Air Mail Facility

By tour and section as outlined below

Tours are defined, based on start times, as;

Tour 1 2000 – 0359

Tour 2 0400 – 1059

Tour 3 1100 – 1959

1. Manual Distribution

By scheme

By non-scheme

2. Flat Sorting Machines

Keyers

Mail Processors

3. Automation

4. Liner Parcel Sorter

5. Small Parcel and Bundle System

6. Air Mail Facility

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Express Mail Clerks

All Others

7. All others by job description

8. Maintenance

By existing and future stations and branches

By occupational code

City Operations

Each existing future station or branch, including the main office will be considered a work center. Excessing shall be done by work center and section as outlined below:

1. Main Office, By tour

2. Existing and future Stations, Branches and Window Service Units

Retail Sales Associates (Window Clerks)

Distribution Clerks

General Clerks

3. Clerks, Special Delivery Messengers

4. Computer Forwarding System, by tour

5. SSPU

6. Pool and Relief Duty Assignment Clerks (Roving Tills)

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Others

BMEU, by tour

Motor Vehicle, by tour

By occupational code

Human Resources

By job description

Finance

Data collections

All others, by job description

Stamp Supply

All others

By tour

By job description

By location

In the event of excessing, management whenever possible will notify the union sixty (60) days in advance, and the effected employees thirty (30) days in advance.

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Article 13

Assignment of Ill and Injured Regular Work Force Employees

The employer and the Union agree to the following provisions for reassignment of ill or injured regular work force employees to light duty.

Light duty assignments, after compliance by the employee with the APWU/USPS Collective Bargaining Agreement, will be determined at the time of request on an individual basis and in keeping with the needs of the service at that time.

A copy of the records shall be given to the Union and the employee within five (5) working days of the light duty hearing.

Assignment of ill and injured shall be permanent agenda for Labor/Management meetings.

Section 2A Light Duty assignments

A. Definition

Light duty assignments shall be defined as assignments adapted to an individual's physical limitations and shall be those most similar to the employee's regular assignment, if possible, based upon the employee's qualification and medical restrictions as stated by a licensed physician or chiropractor.

Section 2B: Renewal Requirement

If the duration of continuous light duty in excess of thirty calendar days, another medical document every thirty days shall be required stating the anticipated duration of convalescence.

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Section 2C: N/A

Section 3A

Light duty assignments shall be those that will meet the needs of the employee and the service.

Section 3B

In order of date of written request for temporary light duty, assignments will be made in the following order of recourse.

- A. Modification of the employee's basic duties within the employee's bid position.
- B. Available assignment within the craft and on the same tour and in the same facility.

C. Available assignment within the craft and other than on the same tour but in the same facility.

D. Available assignment within the craft on the same tour but other than the same facility.

E. Available assignment within the craft other than on the same tour and other than in the same facility.

F. Available assignment within another craft.

Section 3C:

Provide split assignments in which an employee may perform certain duties of their present assignment and have added thereto other duties available in any craft.

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Section 4A:

Overtime will not be granted if there is an available qualified ill or injured employee who can help management meet service needs.

Section 5:

A. Request for light duty will be considered on an individual basis in order to assure that no employee or group of employees is adversely affected.

B. Qualified employees within each craft represented by the APWU shall have priority for every light duty assignment within their respective crafts. Craft lines may be crossed only when no employee in the appropriate craft is deprived thereby. When a qualified employee in the appropriate craft becomes ill or

injured, the employee from another craft must relinquish the light duty assignment to the craft member.

C. Crossing of craft lines for crafts not represented by the APWU shall be allowed after all light duty requests from employees in the Union bargaining unit have been granted.

D. This shall not preclude detail to a higher level craft position if an employee can medically fulfill the duty requirements of the position.

E. No employee on light duty assignment will be precluded from bidding and receiving a higher level position of which the employee may be qualified.

F. When APWU light duty assignments exceed available light duty work, the available work shall be equally distributed amongst the light duty employees.

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Article 17 Representation

The employer shall meet with representatives of the APWU monthly, except when mutually agreed to change the schedule, for the purpose of Labor-Management Committee Meetings. A proposed agenda will be submitted five (5) calendar days prior to the scheduled meeting.

Minutes shall be provided by the parties on a rotational basis. The minutes shall be distributed after signature by both parties, which should normally occur within 14 days.

Requests to see a shop steward

If an APWU represented employee asks to see a shop steward early in the shift, the employee should be given time prior to the end of the shift the same day.

If the employee asks to see a shop steward late in the day, then the time should be provided at the beginning of the shift the next morning. If the employee is non-scheduled the following day, then time will be provided the next scheduled work day. The only exception to this would be in an extraordinary situation and then time should be scheduled as soon as possible.

Time on the clock

The employee should be allowed up to 30 minutes on the clock for bargaining unit employees to speak with their union steward regarding grievances. Additional time may be granted on a case by case basis.

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Article 20 Parking

A current parking diagram for each branch, station and facility where parking is administered by the U.S. Postal Service shall be posted on the respective location's official bulletin board and a copy shall be provided the APWU prior to effective date.

Management shall designate spaces for handicapped employees as appropriate.

Management shall designate two (2) spaces for the APWU at the Anchorage P&DC.

Article 24
Union Leave

Consistent with the provisions of Article 24, Section 2, of the APWU / USPS Collective Bargaining Agreement, five employees selected by the Union shall be allowed leave to attend National, State, and Regional APWU convention (assemblies).

Such leave shall not be considered a part of the choice vacation period. Except in cases of emergencies, the APWU will notify management at least two weeks in advance of the need for leave for their officials to attend these conventions.

Article 37
Clerk Craft Posting and Seniority

Reposting

Changes that require a duty assignment to be reposted are as follows:

1. Change in principal assignment area
2. Domicile change that is expected to be at least one year
3. Change in non-scheduled days

4. Cumulative changes of more than two (2) hours from the radius of the start time in affect at the effective date of the most recent APWU / USPS Collective Bargaining Agreement. When the starting time is changed and the job is not posted, the information will be posted in the General Personnel Bulletin.

5. Removing of a city scheme

The determination of change of duties sufficient enough to cause a duty assignment to be reposted shall be negotiated between the local president, or designee and the installation head, or designee.

Posting Bidding and Placement

Posting period shall be ten (10) calendar days. The posting for bid acceptance shall be from 0001 Saturday to 2400 the second Monday.

Bidding shall be done by telephone or by computerized bidding process. At the request of the local union, a union designee may review telephone and computer bids.

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21- Day Placement

The successful bidder or clerk assigned if qualified, or upon qualifying, must be placed in the new duty assignment within 21 days, except in the month of December.

The means of notifying Part-time flexible employees eligible to bid on a preferred duty assignment is the General Personnel Bulletin.

Bid withdrawals will be in accordance with the APWU / USPS Collective Bargaining Agreement.

The President of the Midnight Sun Area Local or designee may review appropriate records of bidding procedures that indicate the number of times and employee has been designated a successful bidder.

Quarterly Seniority Lists

The installation head shall furnish the Midnight Sun Area Local three (3) copies, and post at each postal location, with employees represented by the APWU, a copy of an updated seniority list for all crafts represented by the Midnight Sun Area Local during the months of January, April, July and October.

Article 38
Maintenance Craft Posting and Seniority

Reposting

Duty assignments shall be reposted when:

A. When it is necessary that the fixed scheduled days of work in a basic work week for a craft duty assignment be permanently changed.

B. When the starting time for such assignments is changed in excess of one and one-half (1 1/2) hours.

If the incumbent in the assignment has more seniority for the preferred assignment than the senior employee on the preferred assignment eligibility register for those days off or hours, the employee may remain in the duty assignment if the employee so desires.

Assignments for Building Services (Custodial) shall be reposted:

A. When a change in the specific duties on the route sheets of a particular position accounts for 50% (cumulatively) change of said duties, the position shall be reposted.

B. Change in domicile.

The incumbent shall have the option of accepting or declining the changed or re-described position. If the incumbent declines the position as re-described, the incumbent then becomes an unassigned regular until the reposting is completed.

Article 39
Motor Vehicle Craft Posting and Seniority

The installation head shall post on the bulletin board in each installation a current preferred assignment and duty tour seniority list showing the seniority of each employee by designation during the months of January, April, July, and October.

The installation head shall furnish the Midnight Sun 995/996 Area Local three (3) copies of said list;

Assignments shall be reposted when:

A. Domicile is changed.

B. When the starting time for such assignments are changed in excess of one and one-half (1 1/2) hour.

B. All full-time regular motor vehicle craft duty assignments shall be posted for bid once calendar year.

C. Vacant and new positions subject to bid shall be posted for ten (10) calendar days with all posting to run from 0001 Saturday to 2400 on Monday.

May 25, 2006

**Memorandum of Understanding Between the US Postal Service, Anchorage
Vehicle Maintenance Facility and the American Postal Workers Union, AFL-CIO,
Midnight Sun Area Local 2756**

It is agreed between the parties that the Local Memorandum of Understanding, 2000-2006, contract language in Article 10, Prime Time Annual Leave (PTAL) or Choice Vacation Period, Motor Vehicle Service, will be modified and replace the present contract language.

Agreement and Intent of the Parties

The new contract language of Article 10 will mean that the Tour 2 duty assignments of Lead Automotive Technician Level 8 and Automotive Technician Level 7 will be combined for the purposes of PTAL / NPTAL.

The new contract language of Article 10 will mean that the Tour 3 duty assignments of Lead Automotive Technician Level 9 and Automotive Technician Level 7 will be combined for the purposes of PTAL / NPTAL.

It is further agreed all of the Automotive Technician Level 7, Motor Vehicle Craft Duty Assignments will be re-posted with consecutive off days.

It is agreed that the affective date of the modified contract language will be October 1, 2006 and further that the language will re-place the present contract language upon the signing of the Local Memorandum of Understanding in 2007.

**Larry Benson, President
Midnight Sun Area Local
May 25, 2006**

**Steve Nichols, Manager VMF
US Postal Service
May 25, 2006**

In Witness Whereof:

Date 2-16-2012 **Rita Oliver**
Chief Spokesperson, USPS
Anchorage, Alaska

Date 2-16-2012 **Larry Benson, President**
Chief Spokesperson, MSAL
Anchorage, Alaska

