

1998-2001 Memorandum of Understanding
Between
Branch No. 916, NALC
And
United States Postal Service
Cottage Grove, Oregon

The agreements reached herein, through negotiations between Management and Branch No. 916, are entered into to supplement the arbitrated 1998 National Agreement between the NALC and the USPS and constitute a Memorandum of Understanding between Cottage Grove, Oregon Post Office (herein called Management or Employer) and the following labor organization (herein called Union or Branch 916) on local personnel polices and practices and local terms and conditions during employment: National Association of Letter Carriers, AFL-CIO, Branch No. 916.

Article 1 — Rotating Days off

Section I.

Assignments covered six days a week shall have rotating days off.

Article 2 — Leave

Section 1.

Application for choice vacation shall be made from December 1st through the end of December. Carriers will be allowed 3 working days to make their choice or they will be passed over. Should a carrier not submit their choice within 3 working days they may sign up as soon as possible but may not bump or displace anyone who has signed previous to them.

Section 2.

A carrier may pass up choice vacation at his/her option.

Section 3.

After all employees have had an opportunity to bid their choice, all remaining periods that have not been bid will be declared non choice and be available for bid.

Section 4.

In the event of exchange, supervisor will be notified at least one day in advance of the intended exchange.

Section 5.

In the event a carrier does not accept approved leave, supervisor shall post said period within 24 hours and the senior carrier who applies for it shall be granted the available period.

Section 6.

The duration of the choice vacation period will be from the first full week of June through the last full week of October plus the week which includes Christmas day and the week which includes New Years day.

Section 7.

The beginning day of an employees vacation period shall be Monday.

Section 8.

Employees at their option may request two selections during the choice vacation period in units of either 5 or 10 days.

Section 9.

The Union will notify management of State, Regional, and National assembly dates prior to December 1st each year to secure first choice preference for exclusive use of the delegates to said functions.

Section 10.

- A. Two Carriers shall be allowed to take annual leave each week during choice period, excluding that week which includes Christmas Day and the week that includes New Years Day.
- B. If military leave is required during choice period, it will not exceed two weeks. These weeks will be reduced to one Carrier off for vacation.
- C. At least one employee shall be allowed to take annual leave each week during the annual leave year, excluding those weeks stated in A and B above.

Section 11.

Approved vacation for choice period shall be posted on employee bulletin board by January 1st. Any vacation requested outside of choice shall be posted when approved.

Section 12.

Applications for non-choice vacation will begin on the first Saturday of December. It will last for two (2) weeks , and will be posted and updated daily. After the two (2) week period, the weeks not signed for will be available until twelve (12) days prior to the individual week (except those weeks with a holiday, then it will be thirteen (13) days) on a first-come first-served basis. Those received on the same day shall be granted by seniority.

Section 13.

Management will make appropriate effort to accommodate all requests for annual leave that has not been scheduled.

Section 14.

Leave applications will be approved or disapproved within one (1) working day.

Article 3 — Holiday Work**Section 1.**

The method of selecting employees to work on a holiday are:

1. Regular on day off who volunteers.
2. Regular whose holiday it is and volunteers.
3. Regular whose holiday it is and has not volunteered.
4. Regular on day off who has not volunteered.

Article 4 — Light Duty

Section 1.

Any available carrier work within the installation that a medical doctor determines will not adversely affect an individual letter carrier shall be considered light duty for that individual.

Article 5 — Posting

Section 1.



When a letter carrier route or full-time duty assignment, other than the letter carrier route(s) or full-time duty assignment(s) of the junior employee(s), is abolished at a delivery unit as a result of, but not limited to, route adjustments, highway housing projects, all routes and full-time duty assignments at that unit held by letter carriers who are junior to the carrier(s) whose route(s) or full-time duty assignments was abolished shall be posted for bid in accordance with the posting procedure of that unit.

This constitutes the entire Local Memorandum of Understanding. All provisions of the former Local Memorandum of Understanding have been retained, modified, or deleted by mutual agreement. Any questions between the parties to this Memorandum of Understanding as to interpretation or intent shall be discussed at a Labor Management meeting. Violations of the terms of this Memorandum of Understanding shall be subject to the Grievance-Arbitration procedure.



Steve Devereaux
Shop Steward
Cottage Grove, OR 97424

Lynn Ralls
Postmaster
Cottage Grove, OR 97424



Tom Gates
President, Branch 916 NALC
34-A Irving Road
Eugene, OR 97404

DATED 10/31/00

JAN 28 2008

Cottage Grove Post Office



January 24, 2008

Tom Gates
NALC Branch President 916
34-A Irving Road
Eugene, OR 97404

Subject: Cottage Grove LMOU

Mr. Gates,

Given the fact the time has passed to open local negotiations and I have not been a party to any negotiations or modifications to the Cottage Grove LMOU, I decline to sign the LMOU provisions you have sent to me. This is with the full understanding the provisions of the Cottage Grove LMOU remain to be an agreement of the parties until such time they may be modified through future negotiation, as appropriate.

A handwritten signature in black ink that reads "Deborah Lambert".

Deborah Lambert
Postmaster

Cc: Marilee Spitsnogle, MPOO
File