

MAIL HANDLERS / U.S. POSTAL SERVICE

1987 - 1990

LOCAL AGREEMENT

NORTH JERSEY FACILITY

**George Baker
General President
Mail Handlers Local#300**

**Bernard R. Schramm
Administrative Vice President
North Jersey Facility**



**United States
Postal Service**

NORTH JERSEY FACILITY
KEARNY, NJ 07099-9998

1987 - 1990 LOCAL AGREEMENT

LIUNA - NORTH JERSEY

LOCAL IMPLEMENTATION - ARTICLE XXX

AGREEMENT REFERENCE:

ITEM #2 - GUIDELINES FOR THE CURTAILMENT OR TERMINATION OF POSTAL OPERATIONS TO CONFORM TO ORDERS OF LOCAL AUTHORITIES OR AS LOCAL CONDITIONS WARRANT BECAUSE OF EMERGENCY CONDITIONS.

The determination as to the needs for the curtailment and/or termination of Postal Operations on the local level, in order to conform to orders of local authorities, and/or as local conditions warrant and giving serious consideration to the historic movement of mail, in spite of rain, snow, sleet and fog will be made by the Installation Head or his designee.

Consideration will be given to, but not limited to such acts of God as:


1. Fire
2. Flood
3. Inclement weather, i.e., blizzards, tornadoes, etc.
4. Civil Disorders

And of such environmental conditions as:

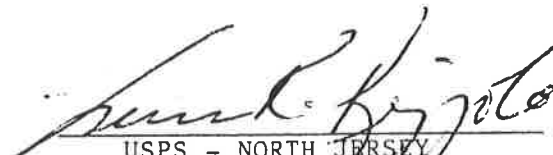
1. Lack of Water
2. Lack of Mechanical Climate Control (Equipment Breakdown)
3. Bomb Scare

With reference to the above, Management shall advise the Union as soon as possible concerning the appropriate action to be taken, in accordance with the Employee & Labor Relation Manual, Part 519 (Administrative Leave).

AGREED:



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ITEM #3 (continued)

7. Any employee shown on the final schedule, as noted in Section 5 above, as having a second or other selection during the choice vacation period, in accordance with Sections 4 and 6 above, must have sufficient annual leave balance immediately prior to the date or dates at which such selection or selections are to take place in order to be eligible for any leave status.

AGREED:



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LOCAL IMPLEMENTATION - ARTICLE XXX

AGREEMENT REFERENCE:

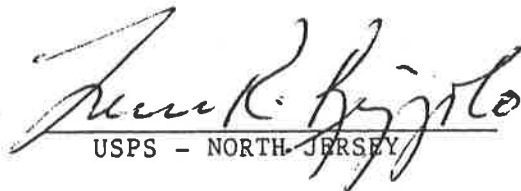
ITEM #5 - THE DETERMINATION OF THE BEGINNING DAY OF AN EMPLOYEE'S VACATION PERIOD.

The employee's vacation shall begin on Saturday of the regular work week and end on Friday of the regular work week.

Exceptions may be granted by agreement among the employee, the Union Representative and the Employer.

AGREED:


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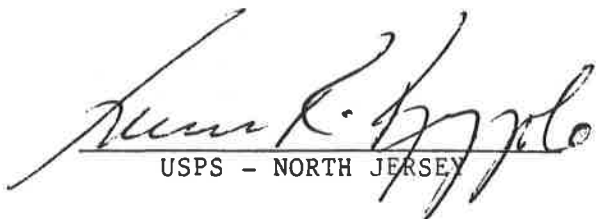
AGREEMENT REFERENCE:

ITEM #7 - WHETHER JURY DUTY AND ATTENDANCE AT NATIONAL OR STATE
CONVENTIONS SHALL BE CHARGED TO THE CHOICE VACATION PERIOD.

- A. Jury duty shall not be charged to the choice vacation period.
- B. Up to nine (9) mail handlers in the Installation, but not to exceed three (3) per tour, shall not have leave charged to the choice vacation period, when attending national or state union conventions, providing sufficient recognized stewards are available, and on duty during this period.

AGREED:

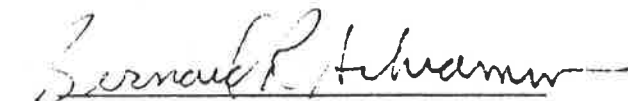

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ITEM #8 (continued)

- D. During any weeks of the choice vacation period when vacancies still exist on the choice vacation lists:
1. Requests will be honored for vacant weeks which are submitted seven (7) days in advance of the Leave period.
 2. Every effort will be made to grant request for vacant weeks submitted less than seven (7) days in advance.
- E. During any week other than the choice vacation periods, additional eligible mail handlers will be permitted to use annual leave consistent with the service needs.
- F. The percentages applicable in paragraphs "A", "B", and "C" above will be applied as noted, and to the following locations:
1. Platform Operations
 2. Mail Processing

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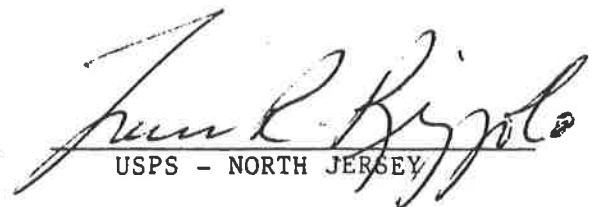
AGREEMENT REFERENCE:

ITEM #10 - DETERMINATION OF THE DATE AND MEANS OF NOTIFYING
EMPLOYEES OF THE BEGINNING OF THE NEW LEAVE YEAR.

1. Notification of the date of the beginning of the new leave year will be posted on all bulletin boards during the last pay period in October.
2. A copy of such notification will be furnished to the union.

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LOCAL IMPLEMENTATION - ARTICLE XXX

AGREEMENT REFERENCE:

ITEM #12 - WHETHER "OVERTIME DESIRED" LISTS IN ARTICLE VIII SHALL
BE BY SECTION AND/OR TOUR.

The Overtime Desired List shall be by mail handler crafts throughout the installation. Additionally, in the Mail Processing Operation, the lists shall be by tour and pay location, in Platform Operations by tours. In the absence of qualified mail handlers who have placed their names in the work location where overtime is required, qualified mail handlers who have placed their names in other work locations on that tour will be utilized by seniority on a rotating basis. When the Overtime Desired List is completed, each Tour Superintendent will arrange it in seniority order and give a copy to the Chief Steward on that tour.

There shall be three overtime desired designations; one for early overtime, one for late overtime, and one for lay-off days. For extended overtime, mail handlers will be notified as soon as possible. Mail handlers shall be permitted to have his/her name placed in any or all designations. All mail handlers shall be notified at least two (2) weeks prior to each quarterly calendar period to submit their names if they so desire. They shall have two (2) weeks to apply. Once the lists are completed, no additions will be permitted except for new mail handlers coming into the work location.

Newly promoted full time regulars shall have a two (2) week opportunity to place their name(s) on the overtime desired list.

AGREED:

Bernard R. Dech... John L. Biggelo
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AGREEMENT REFERENCE:

ITEM #14 - THE METHOD TO BE USED IN RESERVING LIGHT DUTY ASSIGNMENTS
SO THAT NO REGULARLY ASSIGNED MEMBER OF THE REGULAR WORK
FORCE WILL BE ADVERSELY AFFECTED.

Considering past policy and in order to provide temporary light duty assignments to those eligible employees recovering from illness or injury, management will make every effort to reassign those employees to light duty assignments commensurate with his physical capability.

AGREED:

Bernard P. Abraham
LIUNA

Frank K. Byjito
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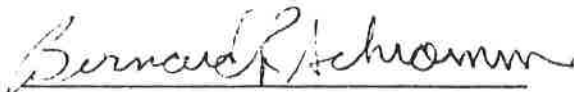
AGREEMENT REFERENCE:

ITEM #16 - THE IDENTIFICATION OF ASSIGNMENTS COMPRISING A SECTION,
WHEN IT IS PROPOSED TO REASSIGN WITHIN AN INSTALLATION
EMPLOYEES EXCESS TO THE NEEDS OF A SECTION.

For the purpose of this item only, when it is proposed to reassign within an installation, employees excess to the needs of a section, a section, for such reassignment purposes, shall be described as jobs within an area, which are:

1. Mail Processing
2. Platform Operations

AGREED:



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LOCAL IMPLEMENTATION - ARTICLE XXX

AGREEMENT REFERENCE:

ITEM #18 - 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.

Both parties agree that subject is covered under ITEM NO. 7.

AGREED:

Bernard P. Abrahamson
LIUNA

Frank R. Giglio
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LOCAL IMPLEMENTATION - ARTICLE XXX

AGREEMENT REFERENCE:

ITEM #20 - LOCAL IMPLEMENTATION OF THIS AGREEMENT RELATING TO SENIORITY, REASSIGNMENTS AND POSTING.

- A. The movement of Mailhandlers from one defined work location to another defined work location and from one section to another section (bid assignment areas) shall be made by inverse seniority, unless senior employee(s) volunteer(s).
- B. Seniority List will be updated and posted quarterly. A copy will be furnished to the union.
- C. A sufficient change of duties of principal assignment area to require reposting of a duty assignment shall be determined by the position description as performed and the similarity of work performed in the present work location as compared to the proposed work location. Such determination shall be made in accordance with the minimum necessary disruption to the employee involved.
- D. Prior to the posting of Mail Handler Vacant Bid Positions, the Administrative Vice President (Local) will review all Mail Handler vacancies to be posted with the Manager, Distribution.
- E. Prior to the reversion of any Mail Handler position the Administrative Vice President will be notified to allow for input.

AGREED:


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