



1990 - 1993 LOCAL AGREEMENT
LOCAL 300 - DOMINICK V. DANIELS FACILITY
LOCAL IMPLEMENTATION - ARTICLE XXX
MAIL HANDLER CRAFT

Bernard R. Schramm
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Local 300



**United States
Postal Service**

DOMINICK V. DANIELS FACILITY
KEARNY, NEW JERSEY 07099-9998

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LOCAL 300 - NPMHU - DOMINICK V. DANIELS FACILITY

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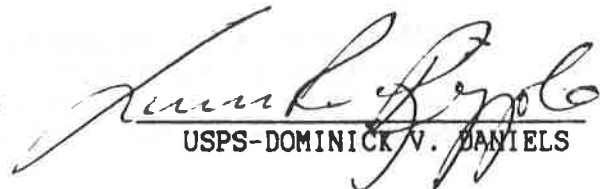
AGREEMENT REFERENCE:

ITEM #1 - ADDITIONAL OR LONGER WASH-UP PERIODS.

There shall be two (2) wash-up periods, each of fifteen (15) minutes duration. One before lunch and one before the end of the tour.

AGREED:


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AGREEMENT REFERENCE:

ITEM #2 - GUIDELINES FOR THE CURTAILMENT OR TERMINATION OF POSTAL OPERATION 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 Relations Manual, Part 519 (Administrative Leave).

AGREED:


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AGREEMENT REFERENCE:

ITEM #3 - FORMULATION OF LOCAL LEAVE PROGRAM.

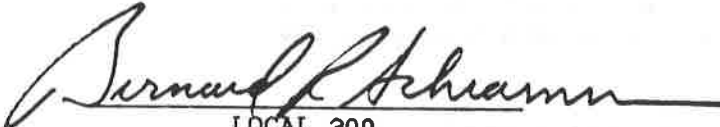
1. On the first Monday of Pay Period No. 3 management will provide a choice vacation period selection form for all employees.
2. Employees will return their selection by the second Monday of Pay Period No. 4 (3 weeks).
3. Management will compile the results and post by the second Monday of Pay Period No. 6, as provided in ITEM NO. 9.
4. Employees may then make second selections (as provided in ITEM NO. 6) by the second Monday of Pay Period No. 7.
5. Management will post the final schedule for the choice vacation period by the second Monday of Pay Period No. 8.
6. Any week(s) deferred by employee(s) or which become vacant for any reason will be shown on the final vacation schedule as indicated in No. 5 above. Such vacant weeks(s) will be available to the senior employee(s) upon request and shall be awarded to senior employees within ten (10) days of notification of vacancy.


continued

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 Section 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.

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AGREEMENT REFERENCE:

ITEM #4 - THE DURATION OF THE CHOICE VACATION PERIOD.

In each year, the choice vacation period shall cover
23 consecutive weeks, as follows:

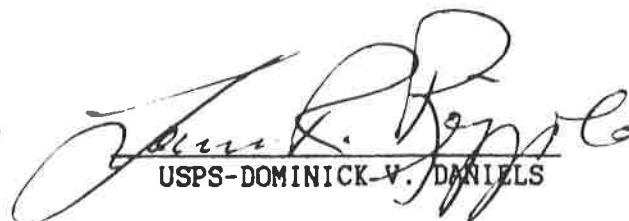
In 1991, beginning Saturday, March 30, 1991, through
Friday, September 6, 1991.

In 1992, beginning Saturday, April 4, 1992, through
Friday, September 11, 1992.

In 1993, beginning Saturday, April 3, 1993, through
Friday, September 10, 1993.

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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.

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AGREEMENT REFERENCE:

ITEM #6 - WHETHER EMPLOYEES AT THEIR OPTION MAY REQUEST TWO SELECTIONS DURING THE CHOICE VACATION PERIOD, IN UNITS OF EITHER 5 OR 10 DAYS.

Employees at their option, may request a second selection during the choice vacation period in units of either five (5) or ten (10) days, provided all other employees have had an opportunity of obtaining a choice batch.

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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.

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AGREEMENT REFERENCE:

ITEM #8 - DETERMINATION OF THE MAXIMUM NUMBER OF EMPLOYEES WHO SHALL RECEIVE LEAVE EACH WEEK DURING THE CHOICE VACATION PERIOD.

Annual leave will be authorized as follows:

- A. In 1991, during each of the seventh through twenty-third weeks of the choice vacation period, up to 16% of the assigned and eligible mail handlers on each tour.
 - 1. During each of the remaining weeks of the choice vacation period, up to 8.0% of the assigned and eligible mail handlers on each tour.
- B. In 1992, during each of the seventh through twenty-third weeks of the choice vacation period, up to 16% of the assigned and eligible mail handlers on each tour.
 - 1. During each of the remaining weeks of the choice vacation period, up to 8.0% of the assigned and eligible mail handlers on each tour.
- C. In 1993, during each of the seventh through twenty-third weeks of the choice vacation period, up to 16% of the assigned and eligible mail handlers on each tour.
 - 1. During each of the remaining weeks of the choice vacation period, up to 8.0% of the assigned and eligible mail handlers on each tour.

(continued)

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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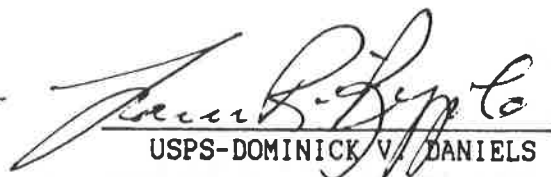
AGREEMENT REFERENCE:

ITEM #9 - THE ISSUANCE OF OFFICIAL NOTICES TO EACH EMPLOYEE OF
THE VACATION SCHEDULE APPROVED FOR HIM.

All employees requesting vacation leave during choice vacation period will submit an authorized form in triplicate. One stamped or signed copy will be returned to employee upon presentation. The second copy will be returned to the employee annotated to show approval. The vacation schedule shall be posted on a glass enclosed bulletin board which must be maintained under lock and key.

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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.

AGREED:


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AGREEMENT REFERENCE:

ITEM #11 - THE PROCEDURES FOR SUBMISSION OF APPLICATION FOR ANNUAL LEAVE DURING OTHER THAN THE CHOICE VACATION PERIOD.

- A. The employee must submit the 3971, in duplicate, requesting annual leave to his/her immediate supervisor no more than 10 days prior to the beginning date of such annual leave.
- B. The supervisor will determine, based on operational circumstances and relative seniority, whether to approve or disapprove such leave. As in above, the supervisor will advise the employee via duplicate Form 3971 of his decision, no less than three (3) days prior to the beginning date of such annual leave.
- C. Should the supervisor fail to advise the employee within the time period stipulated in Item B above, the request will be considered approved by all parties. This shall not bar request for individual day(s) or part(s) thereof from being submitted for approval on a day-by-day basis.
- D. All advance commitments for granting annual leave must be honored, except in emergency situations.

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AGREEMENT REFERENCE:

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

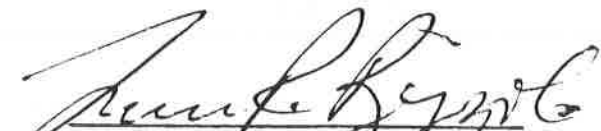
The Overtime Desired List shall be by mail handler crafts throughout the installation. Additionally, in the Mail Processing Operation, the lists shall be by tour and pay location, in Platform Operations by tours. In the absence of qualified mail handlers who have placed their names in the work location 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. Failure to provide ample notice may constitute exemption from involuntary overtime assignment. 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.

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AGREEMENT REFERENCE:

ITEM #13 - THE NUMBER OF LIGHT DUTY ASSIGNMENTS WITH EACH CRAFT
OR OCCUPATIONAL GROUP TO BE RESERVED FOR TEMPORARY OR
PERMANENT LIGHT DUTY ASSIGNMENT.

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.

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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.

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AGREEMENT REFERENCE:

ITEM #15 - THE IDENTIFICATION OF ASSIGNMENTS THAT ARE TO BE CONSIDERED LIGHT DUTY WITHIN EACH CRAFT REPRESENTED IN THE OFFICE.

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:


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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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AGREEMENT REFERENCE:

ITEM #17 - THE ASSIGNMENT OF EMPLOYEE PARKING SPACES

Management will continue to provide existing employee parking facilities to the extent that postal operations permit. Should any changes be necessary, the mail handler craft recognizes that the final determination remains a management decision, but that the local union will be consulted before implementation.

The National Postal Mail Handlers Union/Local 300 will be provided with two (2) reserved parking spaces in the Visitor's area, which will be monitored by management. These spaces will be for the exclusive use of the following officials:

PRESIDENT, NATIONAL POSTAL MAIL HANDLERS UNION/LOCAL 300,
OR HIS DESIGNEE.

ADMINISTRATIVE VICE PRESIDENT, OR HIS DESIGNEE.

AGREED:


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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:


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AGREEMENT REFERENCE:

ITEM #19 - THOSE OTHER ITEMS WHICH ARE SUBJECT TO LOCAL NEGOTIATIONS
AS PROVIDED IN THE CRAFT PROVISIONS OF THIS AGREEMENT.

I. For purposes of bidding, any mail handler craft employee, employed at the Dominick V. Daniels Installation, will be eligible to bid on any posted mail handler craft assignment, and a section for such purposes shall be described as follows:

A. Jobs Within an Area

1. Mail Processing

B. Type of Work

I. Area "A"

- A. Pref
- B. Shake-Out
- C. D-31 (Bums)
- D. FSM
- E. F&G
- F. Flats

II. Area "C"

- A. Belts
- B. SPBS
- C. Rewrap

III. First Class

- A. Mail Preparation
- B. Tray Takeaway
- C. Marks
- D. Flats

IV. LSM

- A. Serviceman

V. OCR/BCS

VI. Jeeps

continued

ITEM #19 (continued)

2. Platform Operations

- I. Platform
 - A. Equipment
 - B. South Platform
 - C. North West Platform
 - D. North Platform
 - E. North East Platform
 - F. East Platform
 - G. West Platform (T-3)

II. OPSM

III. SSC/SSM

II. In the event mail operations necessitates additional designations under I.A. or I.B., such additional designations will be added.

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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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