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(POC)

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Pres. NALC

LOCAL MEMORANDUM OF UNDERSTANDING
BETWEEN N.A.L.C. Branch 522 AND
THE BLOOMINGTON, ILLINOIS POST OFFICE
{2019-2023}

ARTICLE 1 - Non-Scheduled Day

All full-time regular positions shall have rotating days off.

ARTICLE II - Leave

A. Length of Choice Period

The choice period shall be from the first full week in January through the last full week of November, --plus one week beginning December 26th.

ARTICLE II – Leave (continued)

1. One week each year, which shall be designated by the Carrier Craft, will be reserved for elected delegates to attend the annual Illinois State Association of Letter Carriers STATE Convention.
2. In even numbered years, a Week, which shall be designated by the Carrier Craft, will be reserved for elected delegates to attend the Biennial National Association of Letter Carriers NATIONAL Convention.

B. Maximum Number of Carriers Permitted Off

At least 12% of carrier complement, which includes Part Time Flexible carriers (PTF) and City Carrier Assistants (CCA), shall be granted annual leave during each week of the choice vacation period.

1. Starting the first full week in June, and ending with the last full week in August, an additional two (2) carriers above the 12% carrier complement Shall be granted annual leave.
2. The number of delegates to attend the Illinois State Association of Letter Carriers STATE Convention will not exceed thirteen (13).
3. The number of delegates to attend the National Association of Letter Carriers NATIONAL Convention will not exceed ten (10).

ARTICLE II – Leave (continued)

C. Selection of Annual Leave Periods

1. The employer shall, no later than the 1st Monday in November of each year of the 2019-2023 National Agreement, publicize on bulletin boards and by carrier timeclocks, the beginning date of the new leave year, which shall begin with the first day of the first full pay period of each calendar year.
2. Management will begin scheduling of annual leave for the leave year with the senior most carrier on December 1st of each year and will continue the scheduling of the first and second choices of annual leave for each carrier, so that all leave is scheduled by January 1st of the coming leave year.
3. A carrier will have 24 hours, excluding Sundays and holidays, to make their selection of annual leave after the carrier is contacted by management. If the carrier has made no decision or selection at the end of the 24 hours, the carrier shall be bypassed and be given another opportunity after the next junior carrier has scheduled annual leave.
4. Annual leave selection shall be in accordance with Article 10, Section 3.d of the 2019-2023 National Agreement. Two (2) annual leave selections will be permitted on the first and second choice opportunities.

ARTICLE II – Leave (continued)

- a. Carriers who have a sufficient amount of annual leave may schedule up to Five (5) weeks during the annual leave selection period.
 - b. Carriers with at least Four (4) weeks of annual leave may choose Fifteen (15) days of annual leave; They may choose one (1) continuous block of Fifteen (15) days OR two (2) separate blocks of Five (5) or Ten (10) continuous days each during the first choice opportunity. The aforementioned carriers will choose their remaining annual leave, up to Two (2) weeks, in Five (5) day blocks.
 - c. Carriers with Three (3) weeks of annual leave may choose Two (2) weeks of annual leave during the first selection opportunity in One (1) block of Ten (10) days OR Two blocks of Five (5) days. The aforementioned carriers will make their second choice of One (1) Five (5) day block during their second choice opportunity.
 - d. PTF's and CCA's, by seniority, will choose one block of Five (5) days for each annual leave choice period. CCA's must have sufficient earned annual leave to cover the scheduled leave requested.
5. All scheduled annual leave as described above shall commence on the Monday of each respective calendar week throughout the calendar year, with the exception of the annual leave week beginning December 26th.

ARTICLE II – Leave(continued)

6. During the Annual Leave selection process, The Annual Leave scheduling board will be filled out- as the carrier workforce, by seniority, completes the PS forms 3971- indicating their selections as approved by the appropriate supervisor.

7. It is recognized by the parties that the above scheduling constitutes the Employer's offer to permit the Employee to use their annual leave. Subsequent requests for full week periods of annual leave submitted by Monday- preceding the Wednesday posting of the schedule- Shall be approved, if the agreed number of carriers allowed off per week, including those carriers on Annual Leave, Sick Leave, LWOP, OWCP, Light Duty (when performing 8hours of non-city letter carrier duties) is not exceeded.

8. Requests for annual leave in increments less than one week will be approved if the agreed number of carriers allowed off per week, including those carriers on Annual Leave, Sick Leave, LWOP, OWCP, Light Duty (when performing 8 hours of non-city letter carrier duties) is not exceeded. The request must be made by 13:00 hours (1 o'clock p.m.) of the preceding day and will be granted on a seniority basis.

ARTICLE II – Leave (continued)

9. When a carrier submits a request for same day Annual Leave, -provided the agreed number of carriers allowed off per week, including those carriers on Annual Leave, Sick Leave, LWOP, OWCP, Light Duty (when performing 8 hours of non-city carrier duties) is not exceeded, - the request Must be allowed. The PS form 3971 request for same day Annual Leave should be submitted by the carriers scheduled starting time on the requested date to their immediate supervisor and will be approved by seniority.

10. Each carrier craft employee will submit a PS form 3971, filling in all applicable items when requesting Leave. The employee requesting Leave will be notified with a decision of Approval or Denial of requested Leave in Person by the responsible Supervisor within 72 HOURS.

D. Bidding on Vacated Annual Leave Selections

1. Any Annual Leave of eight (8) hours or more, vacated by employees of the Carrier Craft, shall be posted and able to be bid on by carriers When the agreed complement of carriers allowed off per week, including those carriers on Annual Leave, Sick Leave, LWOP, OWCP, Light Duty (when performing 8 hours of non-city letter carrier duties) are not scheduled off.

ARTICLE II – Leave (continued)

2. Starting the first full week in June, and ending with the last full week in August, an additional two (2) carriers above the agreed 12% complement shall be granted annual leave.

E. Jury Duty, Military Leave, and Leave to attend NALC conventions shall not be charged against an employee's choice vacation period. Such employees will be permitted another annual leave selection.

F. When there is a mutual exchange of annual leave between carriers, each carrier will complete a PS form 3971 stating an Annual Leave Exchange, for all Annual Leave dates to be exchanged, in full eight (8) hour increments.

ARTICLE III – Bids

Routes and utility assignments to be bid on shall be posted by 14:00 hours (2 o'clock p.m.) on the day of posting. The bidding shall be closed at 24:00 (midnight) on the 10th day after posting.

ARTICLE III – Bids (continued)

- A. All vacant routes shall be posted without stating a specific non-workday. The vacant non-workday shall be subject to bid on a seniority basis within the swing, at the closing of the bid and the contacting of the carriers within each routes respective swing.
- B. When a letter carrier route or full-time duty assignment, or 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 and housing projects- All routes and full-time duty assignments at that unit held by letter carriers who are junior to the affected carrier(s) will be posted for Bid in accordance with the posting procedures outlined in the 2019-2023 National Agreement.

ARTICLE III – Bids (continued)

D. If the starting time of a bid assignment is changed more than one (1) hour during the life of the 2019-2023 National Agreement, the assigned carrier at his/her option, may vacate the assignment. The newly vacated assignment will be posted for bid in accordance with the posting procedures outlined in the 2019-2023 National Agreement.

E. If a regular carrier is called into work on their Non-Scheduled day, said carrier will work their bid assignment If any other regular carrier – in their swing of routes- is Off that day. If no other regular carrier is off within their swing of routes, the Carrier who was called-in to work their Non-Scheduled day will be assigned to work out of their swing for that service day.

F. A Carrier Technician working on their Non-Scheduled Day will have the right to *bump*a PTF/CCA or unassigned regular carrier who has secured a hold down on a temporary vacancy of Five (5) days duration or longer within the Carrier Technician's swing of routes. If the PTF/CCA or unassigned regular carrier holding down a route vacancy has left the office to carry their respective hold-down route for the day, the above stipulation will Not Apply.

ARTICLE IV – Holiday Schedule

Employees will be selected to Work on a holiday in the Following order:

1. Volunteers By Seniority
2. City Carrier Assistants
3. Part Time Flexible Carriers
4. Non-Volunteers who will be working on their non-scheduled day, selected by Inverse seniority.
5. Non-Volunteers who will be working on their holiday, selected by Inverse seniority.

The parties agree to this LMOU for the life of the 2019-2023 National Agreement.



5.28.21

USPS OFFICIAL SIGNATURE

DATE



05/08/21

N.A.L.C. OFFICIAL SIGNATURE

DATE

61704

	LAST	FIRST	MI	JOB TITLE	SEN DATE	SEN #
34	TRIPP	RESTINA	M	CARRIER (CITY)	9/17/1994	1
2	KEMP	KENNETH	G	CARRIER (CITY)	1/7/1995	1
38	ROE	MATTHEW	E	CARRIER (CITY)	3/27/1999	3
44	JOHNSON	DENISE (Retiree 8/31/22)	A	CARRIER (CITY)	4/10/1999	1
T-6	HOWARD	DENISE	E	CARRIER TECHNICIAN	6/11/2005	1
37	HENRY	CHRISTOPHER	J	CARRIER (CITY)	11/30/2013	3
35	EHLERS	DANIEL (Aux)	J	CARRIER (CITY)	6/27/2015	1
72	GOCHANOUR	STEPHANIE	N	CARRIER (CITY)	11/28/2015	1
80	JAEGER	STEPHANIE		CARRIER (CITY)	3/4/2017	3
T-6	BLANKENSHIP	JACOB	M	CARRIER TECHNICIAN	2/26/2022	3

All

LAST	FIRST	MI	JOB TITLE	SEN DATE	SEN #
LEHR	BRENT	A	CARRIER (CITY)	6/20/1987	1
TRIPP	RESTINA	M	CARRIER (CITY)	9/17/1994	1
KEMP	KENNETH	G	CARRIER (CITY)	1/7/1995	1
HEYING	BARRY	E	CARRIER (CITY)	3/18/1995	1
BAUDER	EDWARD	C	CARRIER (CITY)	9/27/1997	1
DONALDSON	DUSTIN	A	CARRIER (CITY)	10/10/1998	2
DONALDSON	TRAVIS	M	CARRIER (CITY)	10/10/1998	1
ROE	MATTHEW	E	CARRIER (CITY)	3/27/1999	3
DUQUENNE	DUSTIN	O	CARRIER (CITY)	3/27/1999	1
JOHNSON	DENISE	A	CARRIER (CITY)	4/10/1999	1
REEL	CURTIS	A	CARRIER (CITY)	11/6/1999	1
WILLIAMS	ROBERT	T	CARRIER (CITY)	1/29/2000	1
HOOVER	SCOTT	C	CARRIER (CITY)	9/9/2000	1
KATZ	AMY	R	CARRIER (CITY)	4/3/2004	1
LAWRENCE	MICHAEL	C	CARRIER (CITY)	2/5/2005	1
HOWARD	DENISE	E	CARRIER TECHNICIAN	6/11/2005	1
THACKER	ANGELA	Y	CARRIER (CITY)	6/11/2005	2
RENSKI	LISA	C	CARRIER (CITY)	11/30/2013	1
SMITH	KIMBERLEY	R	CARRIER (CITY)	11/30/2013	2
HENRY	CHRISTOPHER	J	CARRIER (CITY)	11/30/2013	3
GIUSTI	DEAN		CARRIER (CITY)	12/27/2014	3
RENNICKS	ERIC	L	CARRIER (CITY)	2/21/2015	1
SHARMA	PANKAJ	K	CARRIER (CITY)	2/21/2015	2
EHLERS	DANIEL	J	CARRIER (CITY)	6/27/2015	1
ORWIG	CHRISTOPHER	R	CARRIER (CITY)	6/27/2015	2
HICKMAN	CARLY	E	CARRIER (CITY)	7/25/2015	1
STONE	PETER	A	CARRIER (CITY)	7/25/2015	1
MBALA	AMISI	K	CARRIER TECHNICIAN	7/25/2015	3

BOYD	LUKE		CARRIER (CITY)	8/22/2015	1
THOMAS	MARC	W	CARRIER (CITY)	9/19/2015	1
MOORE	ANDREW	M	CARRIER (CITY)	9/19/2015	2
GOCHANOUR	STEPHANIE	N	CARRIER (CITY)	11/28/2015	1
HEADRICK	JOSHUA	C	CARRIER (CITY)	5/14/2016	2
FERRIGAN	KASEY	H	CARRIER (CITY)	5/14/2016	3
LYONS	ALISSA	A	CARRIER (CITY)	5/14/2016	4
PLOENSE	JACOB	C	CARRIER (CITY)	8/20/2016	1
EVELAND	JOSHUA	S	CARRIER (CITY)	1/21/2017	1
NIESLAWSKI	WALTER	D	CARRIER (CITY)	3/4/2017	1
SISCOE JR	BRIAN	K	CARRIER (CITY)	3/4/2017	2
JAEGER	STEPHANIE		CARRIER (CITY)	3/4/2017	3
HYSON	ROBERT	V	CARRIER (CITY)	2/17/2018	1
MILLS	JEREMY	A	CARRIER (CITY)	6/9/2018	1
WEST	RYAN		CARRIER (CITY)	6/23/2018	1
MENSSEN	ISAAC	N	CARRIER (CITY)	6/23/2018	2
ABBOTT	JAMES	G	CARRIER (CITY)	6/23/2018	3
SLEEVAR	TIM		CARRIER (CITY)	7/21/2018	1
PURNELL III	GUILLUAME	A	CARRIER TECHNICIAN	11/24/2018	1
SIVYER	DONALD	G	CARRIER (CITY)	1/5/2019	1
RUSK	BRENT		CARRIER (CITY)	8/3/2019	3
CUNNINGHAM	ZACH	G	CARRIER TECHNICIAN	4/11/2020	1
MACK	KYLE		CARRIER TECHNICIAN	2/13/2021	1
COPPEJANS	RYAN	R	CARRIER (CITY)	5/22/2021	2
JOHNSON	NICOLETTE	K	CARRIER TECHNICIAN	9/25/2021	1
MULLEN	GLENN		CARRIER (CITY)	11/20/2021	1
KLETZ	TIMMI		CARRIER TECHNICIAN	1/15/2022	1
KENT	RANDY		CARRIER (CITY)	2/26/2022	1

HILBERT	JEFFREY	J	CARRIER (CITY)	2/26/2022	2
BLANKENSHIP	JACOB	M	CARRIER TECHNICIAN	2/26/2022	3
MURRELL	VICTORIA	M	CARRIER TECHNICIAN	5/7/2022	1
GREER	MATTHEW	E	CARRIER (CITY)	5/21/2022	1
JONES	PHILLIP		CARRIER (CITY)	5/21/2022	1
BROOKS	CHRISTOPHER	S	CARRIER TECHNICIAN	6/4/2022	3
THOMSON	BRIAN		CITY CARRIER ASSISTANT 1	5/21/2022	3
PUGH	JERMAINE		CITY CARRIER ASSISTANT 1	6/25/2022	3
WOODS	KAMALL	L	CITY CARRIER ASSISTANT 1	7/9/2022	3