

LOCAL MEMORANDUM OF UNDERSTANDING

This Local Memorandum of Understanding (LMOU) entered into on April 15, 1996 at Eagle Point, Oregon between the representative of the U.S. Postal Service and the designated agent of Union signatory to the National Agreement, 1994-1998, American Postal Workers Union, Southern Oregon Area Local (Union), pursuant to the Article 30 (Local Implementation) provisions.

ARTICLE 30 - Local Implementation

Item 3. Emergencies

In the event of civil disorder, weather conditions (fog, snow, flooding), other extreme conditions, other emergencies or bomb threats, management will determine whether conditions are such that Postal operations should be curtailed or terminated, taking into account the needs of the Service, advice and restrictions of local civil authorities and the welfare of Postal employees. The Union President and the representative on duty shall be notified of the decision.

Item 4-12. Local Leave Policy

A. Annual Leave Requests shall be submitted of Form PS 3971.

B. The choice vacation period shall commence with the beginning of the local school spring break and run through the end of November.

C. Two weeks prior to the new leave year, management will notify the employees of the date of the beginning of the new leave year.

D. During the two weeks prior to the new leave year, employees may sign up, by seniority, on a leave chart in accordance with the National Agreement, Article 10.

E. One employee will be allowed off per week during the choice vacation period.

F. Employees will be allowed to make another choice during the choice vacation period if any of the following coincide with their selection: jury duty, national or state union conventions, or any other union activity.

G. The beginning day of a part-time flexible's vacation shall be on Monday. The beginning day of an employee's vacation may be changed if mutually agreed by the employee and management.

H. Applications for Annual Leave other than the initial sign-up period shall be on a "first come, first serve" basis.

Item 15-17. Light Duty

The Union shall be notified at the time light duty requests are made.

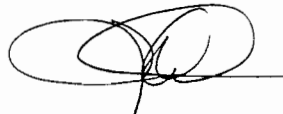
Item 22. Seniority Lists

The employer shall post and furnish a copy of the seniority list to the Union when a change in personnel occurs.

This LMOU constitutes agreement between the Southern Oregon Area Local, APWU and the U.S. Postal Service at Eagle Point, Oregon.



Cindy Blue
Postmaster
U.S. Postal Service
Eagle Point, Oregon 97524



J.N. "Jim" Alexander, Vice-President
Southern Oregon Area Local, APWU
Post Office Box 342
Medford, Oregon 97501

GATS Case No.	E06C-4E-I 07210730
Local No.	U30ITEM2APWU71
Grievant	CLASS ACTION - IMPASSE
Installation	Eagle Point, OR
ISSUE	Local Negotiations, Item 2
Settlement Date	April 16, 2008

PRE-ARBITRATION SETTLEMENT


The parties have carefully reviewed the aforementioned grievance in pre-arbitration discussions and have arrived at the following settlement:

The parties agree that the issue of consecutive days off is already a part of the National Agreement [Article 8.2.C] and is, therefore, not necessary to reiterate in the LMOU. Further, positions at Eagle Point have historically been posted with fixed days off and the LMOU language at Eagle Point will reflect that history.

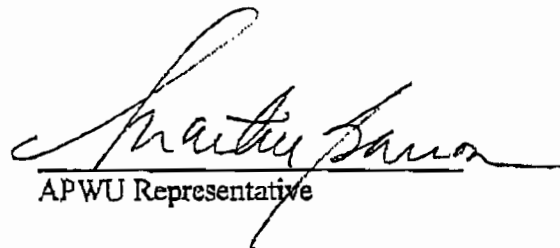
The parties agree that the following language will be incorporated into the parties' LMOU at the Eagle Point, OR Installation:

"Regular positions will be posted with fixed days off. Changes may be negotiated as needed."

Based upon the aforementioned, the instant case is **SETTLED**.



Labor Relations Representative



APWU Representative

GATS Case No.	E06C-4E-I 07210731
Local No.	U30ITEM1APWU72
Grievant	CLASS ACTION - IMPASSE
Installation	Eagle Point, OR
ISSUE	Local Negotiations, Item 1
Settlement Date	April 16, 2008

PRE-ARBITRATION SETTLEMENT

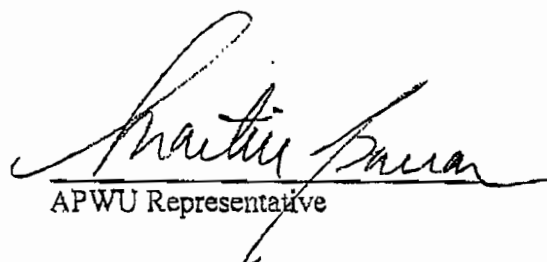
The parties have carefully reviewed the aforementioned grievance in pre-arbitration discussions and have arrived at the following settlement:

The parties agree that the instant grievance will be incorporated into the parties' LMOU under Item 1 at the Eagle Point, OR Installation:

"When an employee is assigned to perform dirty work or work with toxic materials, the employee will be allowed reasonable wash up time."

Based upon the aforementioned, the instant case is **SETTLED**.


Labor Relations Representative


APWU Representative