

LOCAL MEMORANDUM OF UNDERSTANDING

This Local Memorandum of Understanding (LMOU) entered into on May 31, 2007 at Phoenix, Oregon between the representative of the U. S. Postal Service (USPS) and the designated agent of the Union signatory to the National Agreement, 2006-2010, American Postal Workers Union, Southern Oregon Area Local, (Union) pursuant to the Article 30 (Local Implementation) provisions.

ARTICLE 30, Local Implementation

Item 1. Wash-up Time.

Employees shall, if needed, be granted, as necessary, wash-up time. Necessary wash-up time shall be in accordance with Article 8, section 9 of the National Agreement.

Item 3. Emergencies.

In the event of civil disorder, weather conditions, bomb threats, other emergencies or extreme conditions, management will determine whether conditions are such that postal operations should be curtailed or terminated. When making such a determination, management shall take into account: the needs of the Postal Service, advice of the Union, advice and restrictions of local civil authorities, and the welfare of postal employees. The Union President and the representative on duty shall be notified as soon as possible of the decision.

Item 4 - 12. Annual Leave Program.

- A.** All Annual Leave requests shall be submitted on form PS 3971. Such requests shall be on a first come, first served basis.
- B.** When more than one request is submitted on the same day, seniority shall be the determining factor.
- C.** Only one employee will be allowed off per week. Special requests may be granted at the discretion of the Postmaster.
- D.** The vacation year shall commence with the beginning of the leave year and run through the end of November.
- E.** Two weeks prior to the new leave year, management shall notify the employees of the date of the beginning of the new leave year.
- F.** Two weeks prior to the new leave year, employees may sign up, by seniority, on the leave chart in accordance with the National Agreement, Article 10.
- G.** Employees will be allowed to make other choices during the vacation period if any of the following coincides with their original selections: jury duty, national or state Union conventions, or any other Union activity.
- H.** The beginning day of a regular employee's vacation shall be on the day immediately after the employee's days off. 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 to by the employee and management.
- I.** Sign-up will be by seniority with a maximum of three weeks in as many as two selections during the first signup period.
- J.** During the second signup period, the clerks may sign for additional weeks, but not to exceed annual leave on the books or anticipated leave to be earned for the leave year.

K. The weeks of the APWU State and National Conventions will be blocked off. The weeks will be relinquished by the APWU for bid, if there are no delegates from the office designated to attend the conventions.

Item 15-17. Light Duty

The Union shall be notified at the time light duty is requested.

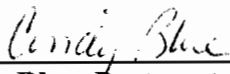
Item 19. Parking

Employee parking will be on a first come, first served basis.

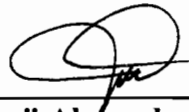
Item 22. Seniority Lists

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 Union and the USPS at Phoenix, Oregon.



**Cindy Blue, Postmaster
United States Postal Service
Phoenix, Oregon 97535**



**J.N. "Jim" Alexander, General President
Southern Oregon Area Local, APWU**