

LOCAL MEMORANDUM OF UNDERSTANDING

This Local Memorandum of Understanding (LMOU) entered into on May 31, 2007 at Rogue River, 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 will be given reasonable wash-up time after performing dirty work and before waiting on customers.

Item 2. Work Week

Regular positions will have fixed consecutive days off Exceptions may be made by mutual agreement between the Union and the USPS.

Item 3. Emergencies

In the event of civil disorder, weather conditions, bomb threats, or other emergencies, management will determine whether conditions are such that postal operations should be curtailed or terminated. If curtailment or termination is deemed necessary, every effort will be made to inform affected employees and their respective local Union representative at the earliest opportunity.

Item 4-12. Annual Leave Program.

- A. All Annual Leave requests shall be submitted on form PS Form 3971.
- B. The vacation year shall commence with the beginning of the leave year and run through the end of November.
- C. Two weeks prior to the new leave year, management shall notify the employees of the date of the beginning of the new leave year.
- D. 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.
- E. A maximum of one employee will be allowed off each week during the vacation period.
- F. 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.
- G. An employee's bid vacation shall commence on Monday and run through Saturday. The beginning day of an employee's vacation may be changed if mutually agreed to by the employee and management.

H. Additional full-week increments of annual leave not signed for during the initial signup period may be granted by the installation head, subject to operational conditions. Such requests will be considered on a first come, first served basis.

I. Periods of annual leave of less than five (5) days may be granted at any time at the discretion of the installation head.

J. Employees who sign for annual leave may be required to take that leave as scheduled unless excused by the installation head.

Item 15-17. Light Duty

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

Item 19. Parking

Unassigned employee parking spaces will be on a first come, first served basis.

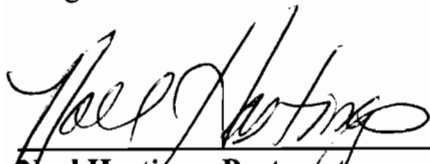
Item 21. Labor-Management Meetings

Labor-Management meetings as per National Agreement, Article 17.5. A Labor-Management meeting will be scheduled on an as needed basis by mutual agreement between the Union and the USPS. Items for discussion will be exchanged one (1) day prior to such meeting.

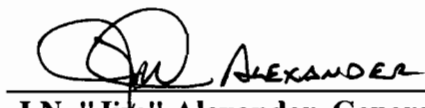
Item 22. Seniority Lists

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 Rogue River, Oregon.



Noel Hastings, Postmaster
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J.N. "Jim" Alexander, General President
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