



USPS - NALC MILFORD, OHIO 2023 - 2026 LOCAL AGREEMENT

This Local Memorandum of Understanding is entered into on June 24th, 2025, at Milford, Ohio, between the representatives of the United States Postal Service and Branch 43, National Association of Letter Carriers pursuant to the Local Implementation Provisions of the 2023 National Agreement.

This Local Memorandum of Understanding shall be in full force and effect until midnight May 22nd, 2026, unless extended by agreement between the parties at the National level. The terms of this Memorandum of Understanding are subject to the grievance procedure as contained in the National Agreement.

REPRESENTATIVES HAVE AFFIXED SIGNATURES OF AGREEMENT TO THIS COVER PAGE ONE (1) AND INITIAL EACH FIVE (5) REMAINING PAGES OF THIS COMPLETE SIX (6) PAGE DOCUMENT.

Scott A. Compton Sr.
Postmaster, Milford, USPS

6-24-25

Date

Ted N. Thompson
President, Branch 43, NALC

6-24-25

Date

MILFORD, OHIO
LOCAL MEMORANDUM OF UNDERSTANDING
2023 - 2026

ITEM 1:

Supervisors will grant reasonable wash up time to employees who perform dirty work or work with toxic materials.

ITEM 2:

Regular carriers shall have their off days on a rotation basis.

ITEM 3:

In the event of curtailment or termination of Postal Operations the Postmaster will notify the NALC Steward of the channels being used to notify employees of the curtailment of operations.

ITEM 4:

The local leave program shall be formulated by seniority. If any annual leave is turned back by a carrier, it must be posted for bid and awarded by seniority. Failure to exercise a choice of vacation within two (2) working days will place the carrier after the most junior employee. Where the local agreement is silent on the leave program, past practice will be the determining factor of the leave program.

CCA MOU Re: Annual leave will apply to both choice and incidental annual leave for City Carrier Assistants (CCAs).

All non-career employees will be given the opportunity to choose annual leave selections, by relative standing, after all career employees have selected his/her first and second round picks. Granting leave under this provision must be contingent upon the employee having a sufficient leave balance anticipated when the leave is taken.

ITEM 5:

The choice vacation period shall be December 24th through the first two vacation weeks in December of the following year.

ITEM 6:

Vacation weeks shall start on Monday and end on Sunday.



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ITEM 7:

Employees who earn 20-26 days annual leave may choose any one of the five items below and employees who earn 13 days annual leave may choose any one of items 3, 4, or 5 below, on the first seniority round. The first-round vacation pick can be:

1. Three (3) continuous weeks, or;
2. Two (2) continuous weeks and one (1) separate week, or;
3. Two (2) separate weeks, or;
4. Two (2) continuous weeks, or;
5. One (1) week.

ITEM 8:

Jury duty or attendance at National or State conventions shall not be charged to the choice vacation period.

ITEM 9:

The number of employees permitted to choose leave during the choice vacation period will be four (4) except during the month of December there shall be two (2) slots.

ITEM 10:

After the vacation schedule has been approved each employee shall receive official notice of their vacation schedule if requested.

ITEM 11:

The new leave year begins at the start of the first full pay period which begins after January 1 of each year.

ITEM 12:

Incidental annual leave will be approved by management for up to three (3) slots.

Requests for incidental annual leave shall be made as far in advance as possible by submission of forms 3971 in duplicate. The 3971 will be hand delivered to the employee's immediate supervisor who in turn will initial receipt of the form. The supervisor will approve such leave request by return of validated copy of form 3971 within twenty-four (24) hours.

Should an employee apply for leave with less than 72 hours' notice, the leave approval will be at management's discretion.

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Should an employee request leave which would result in more than three (3) slots, the leave approval will be at management's discretion. Leave under this provision will be approved on a first come/first served basis. Any employee(s) requesting leave on the same date for the same time, the senior employee shall be approved.

ITEM 13:

The order of Holiday scheduling will be as follows:

1. Volunteers by seniority
2. Schedule City Carrier Assistants (CCA).
3. Schedule Part-time Flexibles (PTF).
4. Schedule Full-time time regulars on non-scheduled day by inverse seniority
5. Schedule Full-time regulars on holiday by inverse seniority

ITEM 14:

During the quarter, overtime desired lists will be updated and posted at the Milford Post Office for every carrier having listed his/her name. To begin each quarter every carrier starts at zero. All overtime worked by carriers on the Overtime Desired List will be charged to the list for equitability.

ITEMS 15, 16 & 17:

If available, light duty may consist of the following work:

1. Router work, casing on open, heavy and auxiliary routes.
2. Express mail and curbside delivery.
3. Assisting on vehicle inspections.
4. Labeling NDCBUs, apartment buildings and other mailboxes.
5. Any other available productive work.

ITEM 18:

Article 12 of the National Agreement on reassignments is agreed to be the entire carrier workforce of the Milford Post Office.

ITEM 20:

Leave for scheduled union activities will not be charged to the vacation period. For union leave, the carrier may use annual or LWOP.

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ITEM 21:

When a letter carrier route of a full-time duty assignment, other than the letter carrier route(s) or full-time duty assignment(s) of the junior employee is abolished at a delivery unit as a result of, but not limited to, route adjustments, highways, housing projects, all routes and full-time duty assignments at the unit held by letter carriers who are junior to the carrier(s) whose route(s) or full-time duty assignment(s) was abolished shall be posted for bid in accordance with the posting procedures in Article 41.

When there is more than one (1) hour change in the starting time of a route, the regular carrier, who obtained the route through the bidding procedure shall advise management in writing within twenty (20) days of the effective date of the change if he does not wish to remain on the route. In this event, management shall post the route for bid as above. The letter carrier in question will remain on the route unless he notifies management as indicated above.



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