

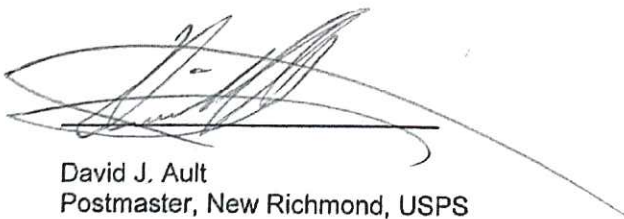


USPS - NALC NEW RICHMOND, OHIO 2023 - 2026 LOCAL AGREEMENT

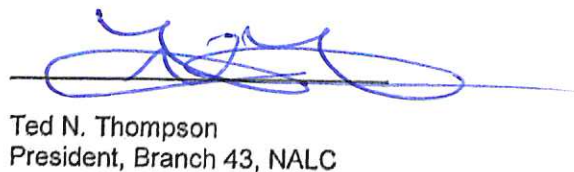
This Local Memorandum of Understanding is entered into on June 26th, 2025, at New Richmond, Ohio, between the representatives of the United States Postal Service and Branch 43, National Association of Letter Carriers pursuant to the Local Implementation Provisions of the 2023 National Agreement.

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 THREE (3) REMAINING PAGES OF THIS COMPLETE FOUR (4) PAGE DOCUMENT.


David J. Ault
Postmaster, New Richmond, USPS

7/23/25
Date


Ted N. Thompson
President, Branch 43, NALC

7-23-25
Date

NEW RICHMOND, OHIO
MEMORANDUM OF UNDERSTANDING
2023 - 2026

ITEM 1:

All carriers will receive reasonable wash up time when performing dirty work. The parties agree casing and delivering mail is dirty work

ITEM 2:

Full-time assignments will have fixed days off of Saturday and Sunday.

ITEM 3:

When emergencies weather conditions occur, first consideration will be given to the safety of the letter carriers making mail delivery, protection of postal property and security of the mail. When such emergencies occur that city, county or state authorities have advised the public, through the media, not to travel public streets or highways, the Postmaster or designee will notify carriers.

ITEM 4:

Carriers will begin choosing vacations as near as possible January 1 each year. There will be two rounds by seniority for bidding vacation.

If annual leave is turned back by a carrier, it must be posted for bid and bid and awarded by seniority.

ITEM 5:

The choice vacation will be January 31 through December 14 each year.

ITEM 6:

Vacation weeks begin on Monday and end on Sunday. Carriers may change these days by mutual agreement with management.

ITEM 7:

In the first round, carriers who earn twenty (20) days or more per year may choose any one of the following picks and employees who earn thirteen (13) days per year may choose numbers 4, 5, or 6 only from the following picks:

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



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4. Two (2) separate weeks or
5. Two (2) continuous weeks or
6. One (1) week

The same choices may be taken by each carrier in the second round provided the carrier has sufficient carry over from the previous year. At least one (1) carrier will be permitted leave in a week. Leave for City Carrier Assistants (CCA) will be contingent upon the employee having a sufficient leave balance when the leave is taken.

ITEM 8:

Jury duty leave and NALC convention leave will not be charged to the choice vacation period.

ITEM 9:

At least one (1) carrier, including CCAs, will be allowed off during each week of the choice vacation period.

ITEM 10:

Each carrier will be given form 3971 for approved vacation leave.

ITEM 11:

A notice will be posted in the office by January 1 each year informing carriers of the beginning of the new leave year.

ITEM 12:

Incidental leave requests will be submitted on form 3971, as far in advance as possible, after the two rounds of vacation bidding. Incidental leave requests will be handled on a first come first served basis. At least one (1) carrier will be allowed off, if this maximum is not met, the incidental leave will be approved. Management will return a validated copy of the form 3971 within two working days, failure to return form 3971 in two working days will constitute approval of the leave.

ITEM 13:

Holiday scheduling will be as follows:

1. Volunteers on their N/S day by seniority
2. Volunteers on their holiday or designated holiday by seniority
3. Schedule City Carrier Assistants (CCA)
4. Schedule Part-time flexibles (PTF)


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5. Schedule Full-time regulars on N/S day by inverse seniority
6. Schedule Full-time regulars on holiday by inverse seniority

ITEM 14:

The overtime desired list will be posted for all full-time regulars to sign in the office. "Updated" as used in Article 8 of the National Agreement will mean posting of hours on a regular basis with a total at the end of the quarter and then reduced to zero (0) to start the next quarter. Overtime offered or worked outside the office will not be charged to the overtime desired list.

ITEMS 15, 16 & 17:

The light duty assignment at this office for carriers will consist of any available work the carrier can perform within medical limitations

ITEM 18:

"Section" as referred to in Article 12 of the National Agreement on reassignments, is agreed to be the New Richmond Post Office.

ITEM 19:

When available, carriers will be provided parking spaces at the 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.

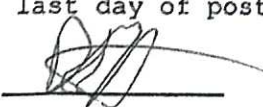
ITEM 21:

The NALC requests Article 41, section 3, item 0 to be part of the local memorandum of understanding.

When there is more than one (1) hour change in the starting time of duty assignment, the regular carrier assigned can request Article 41, section 3, item 0, be implemented as if the assignment were abolished.

ITEM 22:

Normally, vacant assignments will be posted for ten (10) calendar days, except by mutual agreement a shorter posting time is possible. Carriers on leave will be notified of the posting by certified mail. A successful bidder will be placed on the assignment as soon as possible following the last day of posting.


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