



USPS - NALC BLANCHESTER, OHIO 2023 - 2026 LOCAL AGREEMENT

This Local Memorandum of Understanding is entered into on June 26th, 2025, at Blanchester, 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 FOUR (4) REMAINING PAGES OF THIS COMPLETE FIVE (5) PAGE DOCUMENT.

Michael S. Welsh
Postmaster, Blanchester

2/23/26

Date

Ted N. Thompson
President, Br 43 NALC

2-18-26

Date

BLANCHESTER, OHIO
LOCAL AGREEMENT
2023 - 2026

ITEM 1

Article 8, Section 9 of the National Agreement provides reasonable wash-up time for a letter carrier who performs dirty work. It is the position of the U.S. Postal Service that any letter carrier should be granted such time as is reasonable and necessary for washing up after performing dirty work or incident to personal needs as currently established.

ITEM 2

Schedules of all full-time carriers off days shall be on a fixed basis. Non-scheduled days shall be assigned based on seniority with the senior carrier having choice of what their assigned non-scheduled day shall be. After senior carrier choice, the same practice for the senior carrier shall continue for all other full-time carriers down to the junior carrier full-time with last choice.

ITEM 3

Whenever an emergency condition exists, i.e.-extreme weather conditions, hazardous driving, bomb threats, etc., the installation head will review, where possible, appropriate federal, state and local governmental recommendations and directives and make a determination as to whether curtailment or termination of delivery services is necessary. In making such determination, the safety of a carrier, the protection of Postal Service property, and other relevant factors will be given appropriate consideration.

Prior to making a determination, where practicable, local management will make every reasonable effort to discuss the circumstances with the Union.

Procedures to be followed when the installation head has decided to curtail or terminate delivery services after carriers have left on routes:

- 1) Management will make every reasonable attempt to contact local radio and television stations, requesting them to announce instructions to carriers, and also requesting the public to convey the message to all carriers.
- 2) Management will not be responsible for erroneous unofficial information.

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ITEM 4

Employees will choose a vacation period they desire in order of seniority. Beginning December 1, employees will begin signing for their vacation choices on the vacation calendar or chart.

The vacation selection will be comprised of two (2) rounds. All career employees will be given an opportunity to choose by seniority in the first round.

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

After all carriers have opted for up to 15 days in the first round, the same procedure will be followed by seniority for the second round.

Signing for vacations by seniority will be completed by the end of December.

All cancelled prime time vacation slots will be re-posted for bidding by seniority when the notice of cancellation is received by the Postmaster prior to 5 days before the beginning of the annual leave.

A copy of this article on annual leave shall be posted on the station/branch bulletin board or attached to the vacation calendar or chart.

ITEM 5

The choice vacation period will be January 1 through November 30.

ITEM 6

The beginning day of any employee's vacation period will be Monday. Vacation weeks will end on Sunday.

ITEM 7

An employee may, at his/her option, request three selections during the choice period in units of either 5 or 10 working days, the total not to exceed 15 days. Leave for City Carrier Assistants (CCA) will be contingent upon the employee having a sufficient leave balance when the leave is taken.

ITEM 8

Attendance at National or State conventions, Jury Duty and Military Leave are not to be charged to the employee's choice vacation period. Letter carriers attending any of the above during the choice vacation period shall be eligible for another available period within the choice vacation period.

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ITEM 9

The number of employees, including CCAs, who shall receive leave each week during the choice vacation period will be one (1).

ITEM 10

PS Form 3971 showing approved annual leave will be given each carrier prior to the start of the new leave year.

ITEM 11

During the last week of November, each year, management will announce, to all carriers, the beginning date of the new leave year.

Posting of the choice vacation periods will be the last week of November.

ITEM 12

Incidental annual leave will be approved by management for up to one (1) employee from January 1st through November 30th.

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 seventy-two (72) hours' notice, the leave approval will be at management's discretion.

If annual leave is available to a letter carrier in the month of December, the letter carrier craft shall be notified in advance and given a chance to bid on days available.

ITEM 13

The order of scheduling for holidays will be:

- 1) City Carrier Assistants (CCA).
- 2) Part-Time flexibles (PTF).
- 3) Full-time employees volunteers whose holiday or designated holiday it is by seniority.
- 4) Full-time employees on the Overtime Desired List.
- 5) Full-time employees volunteers on their non-scheduled work day by seniority.
- 6) Full-time employees non-volunteers on their non-scheduled work day by juniority.
- 7) Full-time employees non-volunteers on their holiday or designated holiday by juniority.

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ITEM 14

The Overtime Desired List will include all full-time city letter carriers.

ITEM 15, 16 & 17

Light duty assignments for carriers will be any available work that the carrier is able to perform, in accordance with Article 13 of the National Agreement and medical restrictions.

ITEM 18

Section as referred to in Article 12 of the National Agreement on reassignment is agreed to be the entire carrier craft of the Blanchester Post Office.

ITEM 19

Parking spaces, excess to the needs of the Postal Service and available for employee parking will be allocated for carriers. The allotted space(s) will be assigned to carriers by seniority.

ITEM 20

Annual leave requested prior to the determination and posting of the choice vacation period to attend union activities will be charged to the choice vacation period.

ITEM 21

When a letter carrier route or full-time duty assignment, other than the letter carrier route(s) or full-time duty assignment(s) of the junior employee(s) 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 that 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 procedure in this Article.

ITEM 22

Vacant full-time carrier assignments will be posted for fifteen (15) calendar days.

Two copies of the carrier seniority list will be given to the NALC Steward at the Blanchester, Ohio Post Office and to the office of NALC Branch 43.

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