



USPS - NALC RIPLEY, OHIO 2023 - 2026 LOCAL AGREEMENT

This Local Memorandum of Understanding is entered into on May 27th, 2025, at Ripley, 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.

Sarah Jimison-Thomas

Sarah Jimison-Thomas
Postmaster, Ripley, USPS

6-11-25

Date

Ted N. Thompson

Ted N. Thompson
President, Branch 43, NALC

6-10-25

Date

Ripley, Ohio
Local Memorandum of Understanding
2023 - 2026

ITEM 1

All carriers will receive reasonable wash up time after pulling down the route and before lunch and when returning from street delivery.

ITEM 2

Full time assignments will have fixed days non-scheduled. The present practice to be followed is fixed weekends.

Item 3

The parties recognize that emergencies conditions may exists which would encourage the employer to consider curtailment of mail. When such emergencies occur, first consideration will be given to the safety of the letter carriers making mail delivery. When such emergencies occur that city, county or state authorities have advised the public, through the media, not to travel public streets or highways, carriers unable to report to work will not be charged with an unscheduled absence.

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.

In the first round, carriers who earn twenty (20) days or more per year may choose any 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. Leave for City Carrier Assistants (CCA) will be contingent upon the employee having a sufficient leave balance when the leave is taken:

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


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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 twenty percent (20%), rounded to the next full number, of the carrier complement will be permitted leave in a week.

If 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 carrier in the round.

ITEM 5

The choice vacation will be January 1 through December 31 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

Carrier's vacation selection will be done in accordance with Item 4 of this memorandum.

ITEM 8

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

ITEM 9

At least twenty percent (20%) rounded to the next full number 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 December 1 each year informing carriers of the beginning of the new leave year.


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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 twenty percent (20%), rounded to the next full number, 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 constitutes approval of the leave.

ITEM 13

Holiday scheduling will be as follows:

1. Volunteers by seniority
2. Schedule CCAs
3. Schedule Part time flexibles
4. Schedule Full time regulars on non-scheduled 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

If needed, light duty work will be assigned by the postmaster within medical limitations.

ITEM 18

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

ITEM 19

All carriers will be provided parking spaces at the office.


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ITEM 20

Leave for scheduled union activities will not be charged to the vacation period.

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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