

**Local Memorandum of Understanding
between the United State Postal Service
and the National Association of Letter Carriers
in Wichita, KS**

**Revised 07-12-2013
Revised 09-01-2015
Revised 2021**

ITEM 1: ADDITIONAL OR LONGER WASH-UP PERIODS

The Installation Head shall grant reasonable wash-up time to those employees who perform dirty work or work with toxic materials.

ITEM 2: THE ESTABLISHMENT OF A REGULAR WORK WEEK OF FIVE DAYS WITH EITHER FIXED OR ROTATING DAYS OFF:

One trip routes work week shall be rotating work cycle, advancing one day each week. Collection and Combination Routes shall have fixed off.

ITEM 3: GUIDELINES FOR THE CURTAILMENT OR TERMINATION OF POSTAL OPERATIONS TO CONFORM TO ORDERS OF LOCAL AUTHORITIES OR AS LOCAL CONDITIONS WARRANT BECAUSE OF EMERGENCY CONDITIONS.

Letter carriers will not be required to continue his/her duty assignment during unsafe weather conditions when the civil authorities (Police, Civil Defense, Mayor, and Weather Bureau) direct the public to remain off the streets. The carrier will continue his/her duty assignment when the emergency is ended if within his/her tour of duty. It is agreed that all employees shall make every effort to report for duty as scheduled. When local emergencies occur that bring about the closing of businesses and other local industries and transportation is curtailed, notification by public officials for the public to remain off the street shall constitute a legitimate excuse for absence.

ITEM 4: FORMULATION OF LOCAL LEAVE

- A. Annual Leave selection shall be by installation-wide seniority on a station to station basis. Each station will be responsible for scheduling annual leave in their respective facility. LWOP in lieu of annual leave will be at the discretion of management.
- B. Selection for the initial choice/non-choice period will begin on December 15.
- C. Employees will complete the leave form and return it to the unit supervisor. The supervisor will indicate the date received and return a copy to the employee. The employee shall be notified of approved leave periods no later than December 30.

- D. If the employee fails to submit the completed leave form within five (5) working days; he/she will be passed over and will be granted leave periods available when the leave form is received.
- E. An employee who will be on leave during the selection period will be given his/her leave form at least five (5) working days before going on leave, and must submit his/her annual leave choice(s) prior to going on leave.
- F. The mutual exchange of leave periods will not be permitted.
- G. Scheduled annual leave periods may not be canceled by the employee unless the request to cancel is received in writing two weeks prior to the first day of the scheduled leave period or approved upon appeal to the labor/management team in the unit. This team will rule by consensus and consist of:
 - 1. Station Manager or Designee
 - 2. NALC Union Steward(s)
- H. Canceled leave periods must be for the duration of the approved leave period.
- I. In the Letter Carrier Craft in the Wichita Post Office, fifteen and one-half (15.5) percent of the total authorized career complement of carriers employed at the Wichita Post Office shall be allowed off each week during the initial choice/non-choice period.

Exception to above: During the period including the Monday following December 14th through the Saturday following January 14th, twelve (12) percent of the total authorized career complement of carriers employed by the Wichita Post Office shall be allowed off.

For purposes of administering the annual leave requirements in this LMOU, the Total Authorized Compliments of carriers will include all career carriers, and all CCAs.

Leave approved in advance in "Whole Weeks" taken as family medical leave (FMLA) will be counted towards the leave quota for that station.

- J. Leave, which is unbid during initial choice/non-choice leave selection, shall be made available for bidding (whole weeks only), by seniority, during the period between January 1 and January 10. *Twelve (12)* percent of total authorized career carriers employed by the Wichita Post Office shall be allowed off. After January 10th, a cap of 10% will apply to any leave requested for less than one week increments.

A form 3971 must be submitted by noon Tuesday prior to the week for which the leave is requested. Leave requested after Tuesday prior cutoff will be at the discretion of management, consistent with the needs of the service.

After January 10, all remaining leave periods and leave which becomes available through cancellation, ten (10%) will be allowed off in less than one week increments. Awarding will be by seniority.

A notice of any cancellation of full weeks shall be posted on the station bulletin board for one week after date of cancellation provided it does not exceed the 12% cap. Awarding will be by seniority.

1. CCAs will be granted annual leave in accordance with Article 10.3.D of the National Agreement. CCAs who have 40 hours of annual leave will be allowed to bid on full week leave periods in all bidding rounds, including choice and non-choice periods.
 2. Leave selections by CCAs will be separate from and not count towards the number (or percent) of career carriers that may be allowed leave.
- K. PTFs and non-career employees, who earn annual leave, may bid on incidental annual leave on a holiday or designated holiday, but will not be approved until the holiday schedule is posted in accordance with item 13.
- L. Each station shall establish an Annual Leave Review Board to mediate all disapproved annual leave requests which are brought before the board.
1. When requested by an employee, the board will meet to review denied annual leave requests or for a cancellation with less than two weeks notice. The board will rule by consensus. The board will consist of labor management team in unit:
 - (1) Station Manager
 - (2) NALC Steward(s)
 2. The approval/disapproval will be done by the board based on the following criteria:
 - A) Compliance with annual leave guidelines
 - B) Workload at the station.
 - C) Help available from other stations
 - D) Other station requirements
 - E) Particular attention to the reasons for employee's annual leave request, especially "once in a lifetime" situations.
 - F) Documentation may be required.
 3. The requesting employee shall be allowed to attend the board meeting, if they so request.
- M. Approved annual leave will not be canceled due to a change in duty assignment to another station by an employee. It will stay on the original station's roster.
- N. Annual leave shall be approved upon request at each station when there are unbid slots available at that station, in accordance with the formula in ITEM 4J and ITEM 9.
- O. Letter Carriers who have full weeks of annual leave approved immediately preceding or

immediately following their non-scheduled day will not be required (mandatoried) to work overtime on their off days, excluding Item 13 of the LMOU. If a Letter Carrier is on the OTDL, he/she will advise management, in writing, of their availability to work a non-scheduled day in conjunction with approved full weeks of annual leave.

- P. A Letter Carrier will use Form 3971, submitted in triplicate, to apply for annual leave selections after the original choice/non-choice leave selection. The supervisor will sign the Form 3971 showing receipt of the request. The employee will specify the calendar week. The supervisor shall notify the carrier of any action taken within five (5) days. If no action by management in this time frame, the leave is automatically approved. Automatic approval will only be granted if employee can provide their copy of the Form 3971, signed as received by their supervisor more than 5 days prior

ITEM 5: THE DURATION OF THE CHOICE VACATION PERIOD(S)

The choice leave period shall be from Monday nearest May 1st through the Saturday nearest September 30th, and Monday nearest November 1st through the Saturday nearest December 14th.

ITEM 6: THE DETERMINATION OF THE BEGINNING DAY OF AN EMPLOYEE'S VACATION PERIOD.

The beginning day of the employee's vacation period shall be Monday.

ITEM 7: WHETHER EMPLOYEES AT THEIR OPTION MAY REQUEST TWO SELECTIONS DURING THE CHOICE VACATION PERIOD, IN UNITS OF EITHER 5 OR 10 DAYS.

Employees, at their option, shall be granted two (2) selections in units of five (5) or ten (10) working days, the total not to exceed the limitations of the National Agreement.

ITEM 8: WHETHER JURY DUTY AND ATTENDANCE AT NATIONAL OR STATE CONVENTIONS SHALL BE CHARGED TO THE CHOICE/NON-CHOICE VACATION PERIOD.

Leave for State and National conventions will not be charged to employee's choice leave selection if slots are held in advance by the Union President or his designee. Jury duty does not constitute choice leave.

ITEM 9: DETERMINATION OF THE MAXIMUM NUMBER OF EMPLOYEES WHO SHALL RECEIVE LEAVE EACH WEEK DURING THE CHOICE VACATION PERIOD.

In the Letter Carrier Craft in the Wichita Post Office *fifteen (15.5)* percent of the total authorized career complement shall be allowed off each week during the choice/non-choice period (Initial go around). *Twelve (12)* per cent of the total authorized career complement of the Wichita Post Office shall be allowed off when leave submitted during January 1 though January 10 sign-up period. For leave requested after January 10 of less than one week increments ten% (10) of the allowed career complement will be

allowed off.

Leave requested after the noon Tuesday prior cutoff will be at the discretion of Management, consistent with the needs of the service.

Exception to above: During the period including the Monday following December 14th through the Saturday following January 14th, twelve (12) percent of the total authorized complement of carriers employed by the Wichita Post Office shall be allowed off in whole week increments.

In those instances where figuring the appropriate percentages does not result in a whole number, if the fractional result is .50 or higher, the next higher whole number shall be considered the correct figure, e.g., 2.50 and above would become 3 employees and 2.49 would be 2 employees.

ITEM 10: THE ISSUANCE OF OFFICIAL NOTICES TO EACH EMPLOYEE OF THE VACATION SCHEDULE APPROVED FOR SUCH EMPLOYEE.

Written confirmation will be given to employee.

ITEM 11: DETERMINATION OF THE DATE AND MEANS OF NOTIFYING EMPLOYEES OF THE BEGINNING OF THE NEW LEAVE YEAR.

Employees shall be notified by posting on bulletin board.

ITEM 13: THE METHOD OF SELECTING EMPLOYEES TO WORK ON A HOLIDAY.

The following method will be used to select those qualified employees needed to work the holiday or day designated as the holiday:

1. Part-time flexible employees.
2. Full-time and part-time regulars who volunteer to work on their holiday or day designated as their holiday by seniority.
3. City Carrier Assistants
4. Full-time and part-time regulars who volunteer to work on their non-scheduled day by seniority.
5. Full-time and part-time regulars who did not volunteer to work their non-scheduled day by juniority.
6. Full-time and part-time regulars who did not volunteer to work their holiday or day designated as their holiday by juniority.

If, after the posting period, a need develops for additional or replacement employees; employees shall be selected according to the above order.

Employees who have approved annual leave for the entire week following a Saturday designated holiday will be excused from the pecking order.

ITEM 14: WHETHER "OVERTIME DESIRED" LISTS IN ARTICLE 8 SHALL BE BY SECTION AND/OR TOUR.

- A. Overtime desired lists shall be established by sections and tours. The sections are defined below:
 - 1. Each Classified Station
 - 2. Collection Routes
- B. A route consisting of territory in more than one station will be assigned to the station where a majority of the deliveries are located. The T-6 assigned to a multi-station job/route will be available for overtime at all stations in their string when he/she signs the ODL at their home station. All hours worked at other units within their string will count towards equalization at their home station. The T-6 Scheduled Day Off Overtime preferences will be to his/her home station.
- C. Overtime desired lists will be posted in accordance with Article 8, Section 5, A & B, of the National Agreement. Every effort will be made to distribute equitably the opportunity for overtime among those on the list.
- D. Management will post the OTDL equalization list weekly in a prominent location.

ITEM 17: THE IDENTIFICATION OF ASSIGNMENTS THAT ARE TO BE CONSIDERED LIGHT DUTY WITHIN EACH CRAFT REPRESENTED IN THE OFFICE.

Within the carrier craft, light duty assignment shall include, but not be limited to, the following:

- 1. Performing service on auxiliary mounted routes.
- 2. Normal carrier duties.
- 3. Casing and all other office work available.
- 4. Express Mail Delivery.

Whenever technological changes are made, the parties will meet to determine appropriate impact upon light duty assignments.

ITEM 18: THE IDENTIFICATION OF ASSIGNMENTS COMPRISING A SECTION, WHEN IT IS PROPOSED TO REASSIGN WITHIN AN INSTALLATION EMPLOYEES EXCESS TO THE NEEDS OF A SECTION.

For the purpose of reassignment of employees "excess to the needs of a section", each classified station is defined as a separate section

A route consisting of territory in more than one station will be assigned to the station

where the major portion of the route is located.

ITEM 19: THE ASSIGNMENT OF EMPLOYEE PARKING SPACES:

- A. Parking spaces excess to the needs of the Postal Service will be made available for craft employees on a first come, first served basis.
- B. Management will provide for bicycle and motorcycle parking where practical and reasonable.

ITEM 20: THE DETERMINATION AS TO WHETHER ANNUAL LEAVE TO ATTEND UNION ACTIVITIES REQUESTED PRIOR TO DETERMINATION OF THE CHOICE VACATION SCHEDULE IS TO BE PART OF THE TOTAL CHOICE VACATION PLAN.

In order for elected delegates to attend the State and National Conventions, the following will apply:

Leave periods will be reserved for 100% of the number of State Convention/Training delegates and 100% of the number of National Convention delegates, subject to notification by the organization of the number of elected delegates prior to the beginning of the leave selection period. All slots will be blocked at each station until such notification from the President, NALC.

ITEM 22: LOCAL IMPLEMENTATION OF THIS AGREEMENT RELATING TO SENIORITY, REASSIGNMENTS AND POSTING.

"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 procedures in this Article 41.3.0 of the National Agreement."

SUPPLEMENTAL AGREEMENT FROM PREVIOUS LOCAL MEMORANDUMS OF UNDERSTANDING

NOTIFICATION OF ABSENCE

When a letter carrier is unable to report for work because of illness, he/she shall notify the Resource Management System (ERMS) at the designated telephone number, at the earliest possible moment after it becomes apparent he/she cannot report, but no less than one hour before scheduled reporting time, unless the illness or an emergency would prevent the employee from prompt notification. If the ERMS system is completely inaccessible the employee shall notify Local Station Management at their designated telephone number.

For sick leave which can be scheduled in advance, such as dental appointments, physical check-ups, etc., PS Form 3971 must be submitted as far in advance as possible. At management's discretion, time will be considered for the duration of the appointment and reasonable travel time. Documentation may be requested.

CLEANING POSTAL VEHICLES

Postal owned vehicles shall be cleaned inside and outside every thirty (30) days or more frequently, if necessary. The regular carrier assigned to the vehicle may perform this task

LABOR MANAGEMENT MEETINGS

The parties to the Labor Management meeting shall meet by mutual agreement. The employer will compensate one designated representative from the Union or Unions concerned with the subject matter of the meeting for actual time spent in the meeting at the applicable straight time rate, providing the time spent in such meetings is a part of the employee's regular scheduled work day.

The total number of representatives of Branch 201 shall not exceed six (6) members. The meeting shall be convened in a location designated by the Postmaster and NALC President.

SHOP STEWARD MATERIALS

Space, not to exceed two (2) cubic feet, shall be provided by Management in each carrier unit for shop steward materials. This container shall not be locked at any time unless a key has been provided to the unit supervisor.

BULLETIN BOARDS

A bulletin board at least twenty-four (24) by thirty-six (36) inches shall be provided by Management in each unit.

JOB POSTINGS

Section 1: Vacant NALC craft job assignments will be posted once every twenty-eight (28) days.

- a. The Posting will be placed behind a locked glass enclosure at each unit to ensure employees an equal opportunity in the bidding process.
- b. The first day of the fourteen day posting cycle shall be the second Friday of the pay period and the closing date shall be ten (10) days later on Monday.

Section 2: The posting shall remain posted until 11:59 p.m. on the closing date. Manual Bid Cards shall close at 2:00 PM on the last day of the posting cycle. Telephone and computerized bids remain open until 11:59 p.m.

Section 3: Employees shall submit bids by using Telephone, Computerized Bidding, or Multiple Bid Cards PS Form 1717.

- a. Automated Bid Process: Employees shall enter bids through automated processes during the posting's open period. Employee Identification Number (EIN) and Personal Identification Number (PIN) are required to access IVR (1-800-222-2415) or Shared Services (1-877-477-3273), kiosk, and computer applications (<http://liteblue.usps.gov>). Telephone and computerized bids remain open until 11:59 PM on the closing date of posting. The telephone number for the automated bid process will be listed on the posting cover sheet.
- b. Manual Bid Process: Employees shall submit bid cards (PS Form 1717) to Local Management (Postmaster and Supervisor Customer Services Support) who shall forward the bids to District Local Services immediately upon receipt but no later than 2:00 PM on the last day of the posting. When submitting a manual bid an employee may complete his/her bid form in duplicate. Both copies shall be dated, stamped and signed by Local Management who will be responsible for forwarding the bid forms to District Local Services. The employee will retain the other copy as documentation. Should the copy he/she submits not be received in a timely manner, he/she may present the signed and date-stamped copy as evidence the bid was, in fact, properly submitted. Employees may opt to mail their own bid forms directly to the District Local Services representative. The mailing address for the District Local Services Representative will be listed on the posting cover sheet.

Section 4: The Award Notice will be placed behind a locked glass enclosure at each unit to ensure employees an equal opportunity to view the awards.

- a. The effective date of the assignment shall be on the first day of the pay period after awarding.

Section 5: This bid process shall continue during the month of December.

Section 6: Variations in the procedure on days of posting, closing and awarding may be

necessary when a holiday falls on a posting, closing or awarding date.

Section 7: The Postmaster and the NALC President will meet and discuss any administrative procedural changes of the bidding process if the changes will affect this LMOU.

SIX DAY HOLD DOWN ASSIGNMENTS

The parties agree to establish a policy regarding the work assignments of reserve and unassigned regular employees who have successfully bid on hold down assignments.

This policy shall clarify the work assignment for the service week when the hold down bid involves a week with no scheduled day off (six day hold down).

If the six day hold down is bid by a carrier, excluding part-time flexibles and CCAs, who is not on any overtime desired list, then that non-overtime list successful bidder shall be given a day off during the week. It is the intent of the parties that overtime is to be paid to carriers who have signed an overtime list at the beginning of the quarter rather than to work carriers who have not signed the list in overtime situations.

The day off assigned to that non-list employee shall be a day during the week designated by management.

If the successful bidder for the six day hold-down is on either the own route overtime list, or the overtime desired list; then he/she shall work the assignment for the duration, including overtime in compliance with the National Agreement.

HOLD DOWN ASSIGNMENT POSTING AND AWARDING PROCEDURES

The parties agree to establish a procedure regarding the work assignments of reserve letter carriers, unassigned regular and part-time flexible employees and CCAs who have bid on hold-down assignments.

Hold-down assignments will be posted on Tuesday and be closed at the end-of-tour on the following Monday (7 calendar days). Carriers who have indicated a preference to work the assignments will be awarded the assignments by seniority.

In the event that circumstances such as emergency annual leave or sick leave do not allow for a seven (7) day posting period, these assignments will be posted for the balance of the period.

Those carriers who are successful bidders will work the assignments for the duration, including the hours and days off of that assignment, excluding non overtime list employees who have been awarded six (6) day hold-down assignments.

Those carriers who do not bid, or are unsuccessful bidders will be assigned as follows:

1. Reserve and unassigned regular carriers who have not bid will be assigned to vacant posted hold-down assignments by seniority.
2. An assigned carrier may bid on subsequent vacancies which may occur during his/her original assignment.
3. Reserve and unassigned regular carriers will be assigned to vacant 8 hour positions within their station, by seniority on a daily basis after all unbid hold-down positions are filled.
4. Reserve and unassigned regular who do not have an 8 hour assignment in their unit will be assigned to a vacant 8 hour position outside of their unit by juniority. This will be done the prior day.
5. In the event that there is no 8 hour assignment in any unit, then reserve and unassigned regulars may bump part-time flexibles or CCAs off of bid assignments beginning with the junior CCA and then the part-time flexible and continuing by juniority if needed.
6. If a vacancy occurs after a CCA or part-time flexible has been bumped from their assignment in accordance with item #4, then the CCA or part-time flexible will be returned to the hold-down position on which he or she had originally bid, and the reserve or unassigned regular will be assigned to cover the vacancy.

UTILIZATION OF OVERTIME DESIRED LIST

The parties agree to establish a procedure regarding the utilization of the overtime desired lists.

Employees desiring to work overtime shall place their names on either the "Overtime Desired" list or the "Work Assignment" list during the two weeks prior to the start of the calendar quarter, and their names shall remain on the list until such time as they remove their names from the list. Employees may switch from one list to the other during the two weeks prior to the start of the calendar quarter, and the change will be effective beginning that new calendar quarter.

- A. Work Assignment list - For overtime work on your own assignment. All full-time carriers are eligible to sign up. T-6, reserve and unassigned carriers are available on their "days" assignment. Work assignment is a volunteer for overtime work on a regularly scheduled day, not for a non-scheduled day.

Overtime worked by a carrier on the work assignment list on his or her own route on a regularly scheduled day will not be counted as an opportunity offered for purposes of administration of the ODL provisions of the contract. Work assignment overtime will not be considered in the application of Article 8, Section 5.C.2.b.

Employee working "own assignment" overtime has priority in the assignment of overtime on his route. Once management determines that overtime is necessary for full-time letter carriers, if the carrier has signed up for "work assignment" overtime, the carrier is to work the overtime as assigned by management on his own route or assignment.

- B. Overtime Desired List - A carrier who signs the overtime desired list is available for work on all overtime assignments in the station, including, but not limited to, work on their own route, non-scheduled day, work on other assignments other than their own route. Letter carriers signing the Overtime Desired List, who prefer to work in excess of 10 hours on a scheduled day up to a maximum of 12 hours on a scheduled day, should indicate their preference on the list by placing an asterisk or checkmark by their name. All overtime worked by a carrier on this list will be considered in providing equitable opportunities as outlined in Article 8, Section 5.C.2.b. During the quarter, in order to maintain equitability, management may need to assign any carriers on this list to work overtime on any route of any other overtime desired list.

An employee who declines the opportunity to work overtime will be recorded as having those hours in the equitability procedure by having the hours and a "D" annotated behind their name for that date. Exceptions to working overtime may be approved based on the equity as addressed in Article 8, Section 5E.

Exceptions to working overtime may be approved, based upon equity.

A carrier may remove his or her name from any list during the quarter. A carrier who was on the overtime desired list at the beginning of the quarter may remove their name from that list and will remain off until the end of the quarter. Opportunities and hours worked list should be updated at least weekly and should be reviewed by steward and management.

**WARM WEATHER
CITY LETTER CARRIER UNIFORM POLICY**

AS ESTABLISHED BY THE LEADERSHIP PAIR/TEAM TASK FORCE

Priority 1: Uniforms must be neat and clean and in good repair.

Priority 2: During the summer, due to the heat, extra attention needs to be given to personal hygiene and uniform cleanliness.

Item 1:Polo shirts/Shirt Jacs –Polo shirts and Shirt-Jacs may be worn year round. Polo shirts/Shirt-Jacs can be tucked in, or out.

Item 2:Socks with Shorts – Socks worn with shorts must be a) plain black; b) plain navy; c) white with two blue stripes; or d) blue-gray with dark blue stripes. “C “ and “D” must be purchased from postal vendors. They may be either anklets or knee-highs. No other colors are acceptable.

Item 3:Socks with Culottes - Same as Item 2 with the addition of white anklets or neutral color nylons.

Item 4:Short Length & Culottes – Shorts and culottes may not be altered to shorter than 3 inches above the top of the knee. The hem should be an even length from the floor all the way around the garment.

Item 5:Wearing of Uniforms – Uniforms will be worn while on the clock unless waived by station manager due to unusual circumstances.

**COLD WEATHER
CITY LETTER CARRIER UNIFORM POLICY
EFFECTIVE NOVEMBER 1 THROUGH MARCH 1**

AS ESTABLISHED BY THE LEADERSHIP PAIR/TEAM TASK FORCE

1. PRIORITY – Uniforms must be neat and clean and in good repair.
2. PRIORITY – Winter Weather Uniform: Wearing a tie WILL NOT be a requirement with the winter uniform.

ALL GARMENTS WORN UNDER POSTAL SHIRTS MUST CONFORM TO THE FOLLOWING:

1. T-shirts must be white, black or navy blue in color and not frayed.
2. Turtlenecks must be black, navy blue or white in color.
3. Thermal Underwear:
 - a. Must be covered at the neck by either a turtleneck, tie or dickey.
 - b. Sleeves of the thermal underwear must be covered by an outer garment.
 - c. Thermal underwear must not be visible at all while carrier is performing street duties.

EXTREME WEATHER CONDITIONS MAY FORCE TEMPORARY EXCEPTIOINS TO THESE GUIDELINES.

CARRIERS SHOULD KEEP THESE GUIDELINES IN MIND WHEN PURCHASING COLD WEATHER UNIFORMS.

CARRIERS ALSO NEED TO BE REMINDED THAT CUSTOMERS DO SOMETIMES SEE THEM IN THE OFFICE AND A PROFESSIONAL APPEARANCE SHOULD BE MAINTAINED HERE AS WELL.

Sunday (Amazon) staffing agreement

The following pecking order will be used to fulfill staffing requirements for Sunday Amazon delivery.

1. Prior to using Career Carriers, Management will use CCA or PTF carriers
2. Volunteer OTDL carriers from the Amazon hub offices (Currently Delano, Corporate Hills and Downtown Stations).
3. Volunteer OTDL carriers from other Wichita Stations.
4. Volunteer non-OTDL carriers from the Amazon hub stations (currently Delano, Corporate Hills and Downtown stations).
5. Volunteer non-OTDL carriers from other Wichita Stations.
6. Mandate non-volunteer OTDL carriers from hub station (currently Delano, Corporate Hills and Downtown Stations).
7. Mandate non-OTDL carriers from the Amazon hub station, based on juniority on a rotating basis after OTDL has been maxed to 12 hours, per Article 8,

This Memorandum of Understanding is entered into September 29th, 2015 at Wichita, Kansas, between the representatives of the United States Postal Service, and the designated agent of the National Association of Letter Carriers, pursuant to the Local Implementation Article of the 2011 National Agreement. This Memorandum constitutes the entire agreement on matters relating to local conditions of employment.

For the United States Postal Service
Ryon Knopik, Postmaster, Wichita, KS

For the National Association of Letter Carriers
Patrick Hill, President, Branch #201

Date: _____