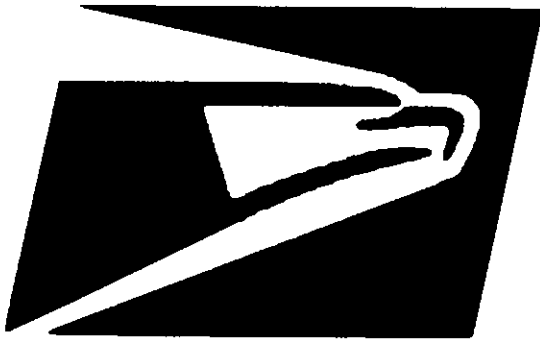


U.S.P.S.



Denver P&DC



# **LOCAL MEMORANDUM OF UNDERSTANDING FOR THE DENVER P&DC GMF/MPA/HOLLY**

Between

UNITED STATES POSTAL SERVICE

And

NATIONAL POSTAL MAIL HANDLERS UNION  
LOCAL 321

**November 21, 2006 TO November 20, 2011**

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## ARTICLE VIII HOURS OF WORK

A. For the purpose of overtime, the "overtime desired" list for each section for Mail Handlers overtime shall be:

1. Tour 1

- a. GMF Docks
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding/Mail Prep/  
111/112/115 Letters/110 Tech
- d. GMF Manual Letter Units/ Presort/002/004/030/040/043  
/044/045/150/160/
- e. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Areas
- f. GMF AFSM100's/FSM 1000's/UFSM 1000's/FTS Tray  
Sorter/Flat Prepping/175/ **Manual Flats  
Units/060/070/073/074/075/170**
- g. GMF Patching
- h. GMF Finance Station
- i. Holly CFS
- j. **MPA AAA**
- k. MPA SPBS/APPS
- l. MPA-Docks/ Tow Operators
- m. MPA Flat Prep

2. Tour 2

- a. GMF Docks/**BMEU**
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding/Mail Prep/  
Presort//002/004/111/112/115 Letters/110 Tech
- d. GMF Manual Letter Units/030/040/043/044/  
045/150/160
- e. GMF Manual Flats  
Units/060/070/073/074/075/170
- f. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Area
- g. GMF AFSM-100's/FSM 1000's/UFSM 1000's/FTS Tray  
Sorter/Flats Prepping/175
- h. GMF Patching
- i. Holly Basement/Denver Division Material  
Management

- j. Holly CFS
- k. **MPA AAA**
- l. MPA SPBS/APPS
- m. MPA Docks/ Tow Operators
- n. MPA Flat Prep
- o. MPA Priority

3. Tour 3

- a. GMF Docks
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding 111/112/115 Letters/110 Tech/
- d. GMF Mail Prep / Presort/002/004
- e. GMF Mail Prep Machine operators
- f. GMF Manual Letter Units/ 030/040/043/044/045/150/160
- g. GMF Manual Flat Units/060/070/073/074/ 075/170
- h. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Area
- i. AFSM 100's/FSM 1000's/UFSM 1000'S/FTS Tray Sorter/Flats Prepping/175
- j. GMF Patching
- k. Holly CFS
- l. **MPA AAA**
- m. MPA SPBS/APPS
- n. MPA Docks/ Tow Operators
- o. MPA Flat Prep
- p. MPA Priority

**(Reference: National Agreement, Article 30.2, Item L and Item S - Article 12.4)**

B. Overtime Desired List

1. After the "Overtime Desired" list is posted, no employee will be permitted to add their name to the list, except as specified in paragraph 2. below. Employees may be permitted to take their name off the begin/end tour list, and the non-scheduled day list, but having done so, must remain off the list for the remainder of the current quarter. The employee must notify his or her supervisor in writing of his/her desire to be removed from the OTDL. The effective date of the removal will be the next service day following the notification.

2. When a part-time flexible mail handler is converted to full time or a full time regular bids to a new section during the quarter, he or she will be allowed to sign the Overtime Desired List in the new section no later than fourteen (14) days after the effective date of the award.
- C. Employees required to work overtime at the end of their regular tour of duty shall be given at least one hour advance notice before their regular ending tour of duty. If less than one hour's notice is given, the overtime may be made optional.
1. The overtime desired list (OTDL) will be by section, then tour. When the OTDL in a section is exhausted, the OTDL list from the balance of the tour will be utilized. Employees who have signed up for overtime can be utilized outside their section as needed. When signing the quarterly overtime desired list, employees will have the option of signing up for overtime by either begin/end tour list, non-scheduled day list, or both. This does not preclude management from mandating volunteers on the OTDL for begin/end tour, and non-scheduled days off, when the need arises.
  2. It is not necessary for a full-time regular to sign the Overtime Desired List in the new section if he/she has bid from a section and or tour where they were already on the list.

#### Procedure for Overtime call

- D. If employee(s) sign up for Begin Tour/End Tour list and do not sign the Non-Scheduled days list and, a Non-Scheduled day Overtime call is made for additional employee(s) other than in section, management must go to the Building Wide OTDL list to find employee(s) for Non-Scheduled day overtime calls before mandating a volunteer(s) who are not on the Non-Scheduled day list in section.
- E. If employee(s) sign up for Non-Scheduled days list and do not sign the Begin Tour/End Tour list and, a Begin Tour/End Tour Overtime call is made for additional employee(s) other than in section, management must go to the Building Wide OTDL list to find employee(s) for Begin Tour/End Tour overtime calls before mandating a volunteer(s) who are not on the Begin Tour/End Tour list in section.

**(Reference: National Agreement, Article 8.5, Item C.)**

F. Lists should be maintained by section, then by tour.

G. Wash-Up Time

**Management shall provide 5 minutes wash up time both before lunch and before the end of the tour.**

**(Reference: National Agreement, Article 30.2, Item A)**

H. Work Schedules

The present method of fixed scheduling will continue.

I. In the event that end tour overtime is needed on a holiday, the overtime desired list will be utilized prior to mandating non-volunteers.

J. Notification of begin tour, end tour, and full tour overtime calls will be in person by management personnel.

K. A category will be added to the weekly sign up overtime list. Employees shall have the additional option of cross-facility overtime. This option shall be designated on the weekly "Full-Time Volunteer" list. This overtime list shall be administered in a manner consistent with the application of the overtime desired list within the installation and provisions of Article 8.5D.

e.g. Employees on the quarterly overtime-desired list must sign the weekly Full-Tour Volunteer list to be considered available for the cross-facility overtime.

## **ARTICLE X LEAVE**

A. The choice vacation period shall be for Forty-nine (49) weeks at the GMF, MPA, and Holly, beginning January 1<sup>st</sup> and continue until the last full week in November. Also included in the choice vacation period are the two (2) weeks following Christmas, beginning December 26th.

**(Reference: National Agreement, Article 30.2, Item D)**

1. Choice vacation selection will be by installation craft seniority and section.
2. Employees shall be entitled to two (2) basic rounds of bidding by seniority.
3. Employees will be allowed two (2) choices not to exceed their maximum entitlement of ten (10) or fifteen (15) days. Employees will not be allowed to exercise their second choice until all employees in the section have had an opportunity to exercise their first choice.

**(Reference: National Agreement, Article 30.2, Item F)**

4. This shall not preclude employees from requesting additional bid annual leave, on a first-come, first-serve basis, provided all employees have had the opportunity to exercise their 1st and 2nd choice and provided that vacancies exist.
5. Submission of bids for vacation will begin on December 1 and end on December 31. Compilation of the leave chart shall be performed by a supervisor or a craft member acting under his or her direction within the section. The leave chart will be completed and posted by February 1<sup>st</sup>.

**(Reference: National Agreement, Article 30.2, Item I & K)**

6. Notification of the date for the beginning of the new leave year shall be posted on all official bulletin boards no later than November 1.

**(Reference: National Agreement, Article 30.2, Item J)**

B. For leave purposes, the following sections will apply as bidding units:

1. Tour 1
  - a. GMF Docks
  - b. TOW Operators
  - c. GMF Dispatch/Loose Pack/Banding/Mail Prep/  
111/112/115 Letters/110 Tech
  - d. GMF Manual Letter Units/Presort  
/002/004/030/040/043  
/044/045/150/160

- e. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Areas
- f. GMF AFSM-100's/FSM 1000's/UFSM 1000's/FTS Tray  
Sorter/Flat Prepping/175/ **Manual Flats**  
**Units/060/070/073/074/075/170**
- g. GMF Patching
- h. GMF Finance Station
- i. Holly CFS
- j. **MPA AAA**
- k. MPA SPBS/APPS
- l. MPA-Docks/ Tow Operators
- m. MPA Flat Prep

## 2. Tour 2

- a. GMF Docks/**BMEU**
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding/Mail Prep/  
Presort//002/004/111/112/115 Letters/110 Tech
- d. GMF Manual Letter Units/030/040/043/044/  
045/150/160
- e. GMF Manual Flats  
Units/060/070/073/074/075/170
- f. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Area
- g. GMF AFSM-100's/FSM 1000's/UFSM 1000's/FTS Tray  
Sorter/Flats Prepping/175
- h. GMF Patching
- i. Holly Basement/Denver Division Material  
Management
- j. Holly CFS
- k. **MPA AAA**
- l. MPA SPBS/APPS
- m. MPA Docks/ Tow Operators
- n. MPA Flat Prep
- o. MPA Priority

## 3. Tour 3

- a. GMF Docks
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding 111/112/115  
Letters/110 Tech/
- d. GMF Mail Prep / Presort/002/004
- e. GMF Mail Prep Machine operators

- f. GMF Manual Letter Units/  
030/040/043/044/045/150/160
- g. GMF Manual Flat Units/060/070/073/074/  
075/170
- h. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Area
- i. AFSM 100's/FSM 1000's/UFSM 1000'S/FTS Tray  
Sorter/Flats Prepping/175
- j. GMF Patching
- k. Holly CFS
- l. **MPA AAA**
- m. MPA SPBS/APPS
- n. MPA Docks/ Tow Operators
- o. MPA Flat Prep
- p. MPA Priority

**(Reference: National Agreement, Article 30.2, Item L and Item S – Article 12.4)**

- C. Employees who bid or are reassigned to another unit or section shall be allowed to carry annual leave bid choice with them to their new assignment.
- D. The beginning day of an employee's vacation period will be the first day following their consecutive days off.

**(Reference: National Agreement, Article 30.2, Item E)**

- E. There shall be no exchange of vacation periods between employees.
- F. An employee who is called for jury duty during his or her scheduled choice vacation period is eligible for another available period provided this does not deprive any other employee of his first choice for scheduled vacation.

**(Reference: National Agreement, Article 30.2, Item G)**

- G. The number of employees who shall receive leave each week during the choice vacation period shall be fifteen (15) percent of a section. When calculating the 15 percent of a section. Fractions .5 and above shall be rounded up to the next whole number and fractions below .5 shall be rounded down to the next whole number.

In addition, one (1) mail handler per tour in the following sections at the MPA and GMF will be off the week of Christmas by seniority.

- G1 GMF Automation//Manual Letters//Patching**
- G2 GMF Flats**
- G3 GMF Docks//Tow Operators**
- G4 GMF Dispatch-Loose Pack-Banding**
- G5 GMF Mail Prep//Mail Prep Machine Operators//Pre Sort (T-3 only)**
- G6 MPA Docks//Tows//AAA**
- G7 MPA SPBS//APPS//Flat Prep//Priority**

**(Reference: National Agreement, Article 30.2, Item H)**

- H. Attendance at National or State Conventions by delegates shall not be charged to the choice vacation entitlement of the employees involved. Such leave, however, could be considered part of the total choice vacation plan for the section.

**(Reference: National Agreement, Article 30.2, Item G)**

- I. Requests for leave to conduct official union business by local union representatives will not be unreasonably denied.
- J. An employee will be granted leave or leave without pay at the election of the employee to attend Local 321 meetings provided that a request for leave has been submitted to the immediate supervisor three (3) days in advance of the union meeting and provided that approval of such leave does not seriously adversely affect the service needs of the section.

**(Reference: National Agreement, Article 30.2, Item R)**

- K. Order of events for employees requesting leave other than bid annual leave.
  - 1. Employee submits PS form 3971 in duplicate to his/her supervisor in person.
  - 2. Upon submission, supervisor will initial, post time and date on both copies of PS form 3971 and return a copy to the employee at that time.
  - 3. For leave requests within the next 48 hours, but not for the

current day, employees must submit PS form 3971 to their immediate supervisor in duplicate at least four (4) hours before their normal end of tour.

- A. Response will be made by the end of tour.
- B. Response will be made on a first-come, first serve basis.

4. For leave requests beyond 48 hours, management must render a decision on the request by the end of tour on employee's next working day.
5. If the above time frames are not met by management, the leave will be considered scheduled and approved.
6. On Management's determination of low mail volume days and when management encourages or offers leave to mail handlers, the use of LWOP will not be unreasonable denied.
7. If the employer fails to respond within the above mentioned circumstances, the leave shall be considered approved and scheduled.
8. All other applications for **incidental** leave shall be considered on a first come , first-serve basis. All applications physically submitted to the employee's immediate supervisor during that tour of duty, for that tour of duty shall be annotated by the supervisor as to the date and time received and sign the request in the notification block of the 3971, and give a copy to the employee. Such request not answered two (2)hours prior to the time requested on the Form 3971 will be considered approved and such leave will be considered scheduled. No language in this section will preclude management's option of approving leave requests submitted less than two (2) hours prior to requested leave time.

**(Reference: National Agreement, Article 30.2, Item K.)**

- L. No employee will be required to work his or her scheduled days off immediately prior to his or her scheduled bid annual leave.

**(Reference: National Agreement, Article 30.2, Item E)**

## ARTICLE XI HOLIDAYS

### Tour 1

- a. GMF Docks
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding/Mail Prep/  
111/112/115 Letters/110 Tech
- d. GMF Manual Letter Units/ Presort/002  
/004/030/040/043/044/045/150/160
- e. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Areas
- f. GMF AFSM-100's/FSM 1000's/UFSM 1000's/FTS Tray  
Sorter/Flat Prepping/175/ **Manual Flats  
Units/060/070/073/074/075/170**
- g. GMF Patching
- h. GMF Finance Station
- i. Holly CFS
- j. **MPA AAA**
- k. MPA SPBS/APPS
- l. MPA-Docks/ Tow Operators
- m. MPA Flat Prep

### 2. Tour 2

- a. GMF Docks/**BMEU**
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding/Mail Prep/  
Presort//002/004/111/112/115 Letters/110 Tech
- d. GMF Manual Letter Units/030/040/043/044/  
045/150/160
- e. GMF Manual Flats  
Units/060/070/073/074/075/170
- f. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Area
- g. GMF AFSM-100's/FSM 1000's/UFSM 1000's/FTS Tray  
Sorter/Flats Prepping/175
- h. GMF Patching
- i. Holly Basement/Denver Division Material  
Management
- j. Holly CFS
- k. **MPA AAA**

- l. MPA SPBS/APPS
- m. MPA Docks/ Tow Operators
- n. MPA Flat Prep
- o. MPA Priority

### 3. Tour 3

- a. GMF Docks
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding 111/112/115 Letters/110 Tech/
- d. GMF Mail Prep / Presort/002/004
- e. GMF Mail Prep Machine operators
- f. GMF Manual Letter Units/  
030/040/043/044/045/150/160
- g. GMF Manual Flat Units/060/070/073/074/  
075/170
- h. GMF Automation/DBCSs/OSSs/ISSs/Surge Area
- i. AFSM 100's/FSM 1000's/UFSM 1000'S/FTS Tray  
Sorter/Flats Prepping/175
- j. GMF Patching
- k. Holly CFS
- l. **MPA AAA**
- m. MPA SPBS/APPS
- n. MPA Dock/ Tow Operators
- o. MPA Flat Prep
- p. MPA Priority

(Reference: National Agreement, Article 30.2, Item P and Item S - Article 12.4 and Article 12.6C4a)

## ARTICLE XII PRINCIPLES OF SENIORITY, POSTING AND REASSIGNMENT

### A. Posting

1. All bids will be submitted, reviewed, and withdrawn by telephone or computer bidding.
2. The effective date of reassignment to any awarded position

shall be the first day of the following pay period.

3. When an advertised position(s) receives no bid, the junior unassigned full time mail handler shall be assigned. When more than one vacant duty assignment is available the choice will be offered by seniority and the employee shall remain as the incumbent until he or she bids another position and is the successful bidder.
4. Bidding on assignments including preferred duty assignments shall be installation-wide.

**(Reference: National Agreement, Article 30.2, Item S Article 12.3C)**

5. When abolishing and/or excessing is planned in a section, Union and Management will meet to discuss what constitutes a fifty percent (50%) change of duties on a case by case basis.

**(Reference: National Agreement, Article 30.2, Item T)**

## B. Reassignments

1. The identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section.
2. Sections for Mail Handler reassignments shall be:

### Tour 1

- a. GMF Docks
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding/Mail Prep/  
111/112/115 Letters/110 Tech
- d. GMF Manual Letter Units/ Presort/002/004/030/040/043  
/044/045/150/160
- e. GMF Automation/DBCSs/DIOSSs/CIOSSs/Surge Areas
- f. GMF AFSM-100's/FSM 1000's/UFSM 1000's/FTS Tray  
Sorter/Flat Prepping/175/ **Manual Flats**  
**Units/060/070/073/074/075/170**
- g. GMF Patching
- h. GMF Finance Station

- i. Holly CFS
- j. MPA AAA**
- k. MPA SPBS/APPS
- l. MPA-Docks/ Tow Operators
- m. MPA Flat Prep

## Tour 2

- a. GMF Docks/**BMEU**
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding/Mail Prep/  
Presort//002/004/111/112/115 Letters/110 Tech
- d. GMF Manual Letter Units/030/040/043/044/  
045/150/160
- e. GMF Manual Flats  
Units/060/070/073/074/075/170
- f. GMF Automation/DBCSs/**DIOSSs/CIOSSs**/Surge Area
- g. GMF AFSM-100's/FSM 1000's/UFSM 1000's/FTS Tray  
Sorter/Flats Prepping/175
- h. GMF Patching
- i. Holly Basement/Denver Division Material  
Management
- j. Holly CFS
- k. MPA AAA**
- l. MPA SPBS/APPS
- m. MPA Docks/ Tow Operators
- n. MPA Flat Prep
- o. MPA Priority

## Tour 3

- a. GMF Docks
- b. TOW Operators
- c. GMF Dispatch/Loose Pack/Banding 111/112/115  
Letters/110 Tech/
- d. GMF Mail Prep / Presort/002/004
- e. GMF Mail Prep Machine operators
- f. GMF Manual Letter Units/  
030/040/043/044/045/150/160
- g. GMF Manual Flat Units/060/070/073/074/  
075/170
- h. GMF Automation/DBCSs/**DIOSSs/CIOSSs**/Surge Area
- i. AFSM 100's/FSM 1000's/UFSM 1000'S/FTS Tray

- Sorter/Flats Prepping/175
- j. GMF Patching
- k. Holly CFS
- l. **MPA AAA**
- m. MPA SPBS/APPS
- n. **MPA Docks/ Tow Operators**
- o. MPA Flat Prep
- p. MPA Priority

- C. When temporarily assigning mail handlers off the bid assignment, the movement of people outside the bid assignment will be as follows:
1. Casuals
  2. Employees from other crafts
  3. Part-time employees
  4. All employees outside of normal bid scheduled hours by juniority.
  5. Full-time regular mail handlers by juniority in that section, with the exception of group leaders, technician, **dispatcher**, scale, and fork lift bids.

(Reference: National Agreement, Article 30.2, Item S - Article 12.3E3e)

### **ARTICLE XIII**

#### **ASSIGNMENT OF ILL OR INJURED REGULAR WORK FORCE EMPLOYEES**

- A. Upon receipt of each request for light duty or reassignment, management will make every attempt to assign the employee and if unable to assign within 72 hours after the employee's request, then the installation head or designee will meet with the craft representative, upon request, to discuss if assignment is available.
- B. These assignments, for both temporary and permanent light duty, will include but not be limited to patching unit, rewrap section, sorting mail by zip code, cutting and traying of mail, working on and Mark II rejects, open ends, sweeping cases and slugs, working with empty equipment, and preparing M&M trays and sleeves. Also to be considered are any normal assignments without seriously affecting the production of the assignment. **Surface Visibility Scanning may also be considered without seriously affecting the production of the assignment.**

(Reference: National Agreement, Article 30.2, Item O and Item S - Article 13.3)

- C. Any employee assigned to a temporary or permanent light duty position must be able to perform the work assigned within his/her medical restrictions.
- D. Employees on permanent light duty assignments shall not be, to the detriment of employees not on light duty, given preferred days off because of assignment.

(Reference: National Agreement, Article 30.2, Item N and Item S - Article 13.3)

## **ARTICLE XIV SAFETY AND HEALTH**

- A. 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.
  - 1. In the event of an emergency officially declared by a federal, state or local authority because of terrorist threat, flood, storm, blizzard, tornado, or other extreme condition, management officials will determine the severity of the condition as it affects Postal employees, and will decide the necessity of granting appropriate leave as outlined in ELM 519.21 and 519.22.

**(Reference: National Agreement, Article 30.2, Item B)**

- 2. In the event of terrorist threats, hazardous substances, bomb threats or scare, tornado warnings, riots, and/or any other emergency:
  - a. Management instructions on "Emergency Action Plan" will be maintained in Attendance Control Office, the Safety Office as well as posted for review by all employees.
  - b. In the event of any policy changes as to emergency condition actions, management will notify the Branch President of the facility of such change(s), in writing, no less than thirty (30) days in advance of the effective date of the effective date of said change(s).
  - c. Off-duty employees are advised to monitor radio station KOA 850 AM and/or television station KCNC CH 4 for official information of the Denver GMF, MPA, and Holly operational status. **Employees may also call the USPS Emergency Hot Line 1-888-363-7462.**
  - d. Management will notify on-duty employees of emergency situations via intercom, PA system, telephone, pagers (hearing

impaired) and/or in person.

e. In the event the HVAC (heating and air conditioning system) becomes inoperable at any Denver facility, and results in abnormally warm or cold conditions affecting groups of employees, postal officials will make every effort to alleviate the problem by using the following priority:

1. Reassigning employees to warmer or cooler areas.
2. Allow additional rest breaks to allow employees to warm up or cool down.
3. To grant and schedule leave requests for employees with documented health problems.

## **ARTICLE XVII REPRESENTATION**

### **A. Labor-Management Meetings**

1. There shall be a monthly meeting between Management and Representatives of the Local 321. These meetings will be on the second Tuesday of each month. There shall also be a special Christmas meeting for the mail handler craft only. The meeting place shall be designated by the Postmaster or his representative.
2. Any change of time or place of meetings will be mutually agreed on by both parties. The meetings will normally convene at 1:30 p.m.
3. Normally the Facility Manager shall preside at the meeting, but in his absence he shall designate a representative. Whoever presides at the meeting will have authority to resolve the matter of discussion.

### **B. Agenda**

Management and Local 321 shall exchange agenda of appropriate subject matter to be discussed four (4) working days prior to the meeting. If either party does not have an agenda, they shall meet and discuss matters verbally.

### **C. Information**

1. Information on schedules and assignments will be made available on an individual basis to the local President or his designee upon request.
2. When it is proposed to take any action regarding the opening of new

facilities or shifting of operations, the employer shall notify the Union as far in advance as practical.

3. All Denver personnel Memorandums will be mailed to Colorado Mail Handlers Union Representatives at Local 321, 1833 W. Elk Place, Denver, Colorado 80211, Denver's Mail Processing Annex and the Denver GMF.

**(Reference: National Agreement, Article 30.2, Item S Article 12.3.B5)**

## **ARTICLE XX PARKING**

- A. The assignment of the parking spaces which the Postmaster determines are available for craft employees parking will be made to obtain the maximum utility for the greatest number of employees. For the **P&DC**, the Parking Committee will set forth the rules and regulations governing parking for craft employees.
- B. Preference will be given in the assignment of spaces to car pools. After car pools, the remaining spaces will be assigned by facility seniority on a first-come, first served basis. The mail handler craft shall be assigned proportionately as many spaces as their total number bears to the total number of employees in the installation.

**(Reference: National Agreement, Article 30.2, Item Q)**

- C. A Parking permit at the GMF will be reserved for the designated agent of Local 321, on each tour.

## **ARTICLE XXII BULLETIN BOARDS**

- A. Separate Bulletin Boards for the use of Local 321 shall be established in the following named locations.
  1. 1 Holly

2. GMF
  - a. 1 Dock - Southeast corner
  - b. 1 Each satellite vending area
  - c. 1 Employee entrance
  - d. 1 Cafeteria
3. 1 MPA

Local 321 shall be permitted one (1) seniority board at the GMF/ Holly/ and MPA.

## **ARTICLE XXXVII MAIL HANDLER CRAFT**

In accordance with the National Agreement, Article 37.5, the President of Local 321, Branch President, Chief Steward, and Tour Stewards may use the Post Office telephone as related to the administrative of the National Agreement, subject to sound business practices and the Postmaster's policy.

## **ARTICLE XXXIX SEPARABILITY AND DURATION**

### **A. Separability**

Should any item of this Local Memorandum of Understanding be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by a court of competent jurisdiction or invalidated through Regional or National action, such invalidation or such part or provision of this Local Memorandum of Understanding shall not invalidate the remaining portion of this Local Memorandum of Understanding, and they shall remain in full force and effect.

### **B. Duration**

The terms of the Local Memorandum of Understanding shall be effective on signature by the Employer and the Union and shall remain in full force and effect through the duration of the 2006-2011 National Agreement, and for such periods as the National Agreement shall be extended.

## **MEMORANDUM OF UNDERSTANDING**

(Signatory Page)

**This Memorandum of Understanding is entered into in 2007, between the representative of the United States Postal Service, and the designated agent of the National Postal Mail Handler's Union, a Division of the Laborers' International Union of North America, AFL-CIO, pursuant to the Local Implementation Article of the 2006 National Agreement. This Memorandum of Understanding constitutes the entire agreement on matters relating to local implementation of the 2006-2011 National Agreement.**

**In witness thereof the Parties hereto affix their signatures below this date September 30, 2007.**



**Steven R. Amos  
Senior Mgr. Distribution  
Denver P&DC  
Denver, Colorado  
80266-9997**



**Cindy Hoehl-Rinker  
GMF Branch President  
Local 321  
National Postal Mail  
Handlers Union**