

MEMORANDUM OF UNDERSTANDING BETWEEN SAN FRANCISCO POST OFFICE AND THE NALC LOCAL BRANCH 214

Re: 2008 Decentralization of Collection and Parcel Post Units

1. Posting of Bid of the existing full-time adjusted routes in the Collection and parcel Post Units will be restricted to the affected unit/section in accordance with Article 6.10 of the Local Memorandum of Understanding (LMOU).
2. There will be (29) full-time assignments at the Parcel Post Unit at 180 Napoleon. Of these assignments, there are (4) Parcel Post Routes, (18) Combination Parcel Post/Relay Routes, (6) T-6 Assignments, and (1) RLC Position. The Combination Parcel Post/Relay Routes including the (6) T-6 Assignments, and (1) RLC Position will be domiciled to the specific units and shall report to those locations. The (4) Parcel Post Routes for zone 94102 will remain at the 180 Napoleon Street Parcel Post Unit.
3. There will be (47) full-time assignments at the Collections Unit at P&DC. Of these assignments, there are (7) combination VIMS/Parcel Post/Relay Routes, (3) full-time Collection/Express Routes, (29) Combination/Parcel Post Routes, (3) T-6 Routes and (5) RLC Positions. The Combination Parcel Post/Relay assignments, T-6 and RLC positions will be domiciled to the specific units and shall report to those locations. The (7) combination VIMS/Parcel Post/Relay Routes and 3 full-time Collection/Express Routes will remain at the Collections Unit at P&DC.
4. All combination routes, T-6 and RLC positions at the Collections Unit and Parcel Post will have rotating days off. The (4) Parcel Post Routes for zone 94102, (7) combination VIMS/Parcel Post/Relay Routes and (3) full-time Collection/Express Routes shall retain their Saturday/Sunday off days.
5. There will be (4) T-6 assignments created because of decentralization. (3) Will be assigned to the Collection Unit and (1) to the Parcel Post Unit. These assignments will have a rotating day-off schedule.
6. All Combination Parcel Post/ Relay Routes, T-6 and RLC assignments that are presently going to be domiciled to their individual Delivery Units will be permanently reassigned to the pay locations of these respective units by July 01, 2008. They will be considered as part of these respective sections.



7. There will be 6 RLC positions reinstated to satisfy the 2006 pre-arbitration Agreement stating that 8 (4 RLC positions were to be reinstated to the installation, an additional 4 to be negotiated based on the needs of the installation) RLC positions were to be reinstated. 2 remaining RLC positions will be negotiated depending on the needs of the installation.
8. RLCs shall retain the right to opt on any vacant assignments of (5) days or more in their respective units (Collections and Parcel Post) until July 1, 2008. In the case of any of such assignment exceeds the date of July 1, 2008, the employee shall work the assignment for its duration. Assignments and Awards to be posted at 180 Napoleon and Collection Unit at P.D.&C.
9. Scheduled Annual Leave for the effected employees domiciled or displaced to other units will be honored in the individual units pursuant to Article 3:10 of the San Francisco LMOU.
10. Assignment of overtime covering the period up to July 1, 2008 shall be handled taking into consideration the following rule of reason factors; distance to travel to the assignment and amount of overtime required. If it takes an ODL carrier five minutes to reach the assignment, management shall assign such to the ODL carrier. It would not be expected that management assign one hour of overtime to an ODL carrier if it would required that carrier to travel 20 minutes to that assignment.
11. Affected bids will be posted by Friday, May 23, 2008. In-house bidding will commence on June 2, 2008. Results of the in-house bidding will be posted on same date and assumed on June 07, 2008. Carriers serving the Combination Routes, T-6 and RLC Assignments will start at the respective domiciled units on this date.
12. There will be (42) Part-Time weekday Collection Routes, (6) day/off replacement positions and 30 Saturday Collection Routes assigned to the PM Collection Unit.
13. The carriers who hold and/or successfully bid onto any 29 assignments identified under item number 2, in addition to the 47 assignments identified under item number 3 shall be considered as the pool of assignments in each respective unit for application of in-house bidding in the event that one of these assignments are vacated.
14. Employees excessed to the needs of the section shall have the right to retreat to one of these assignments identified under item number (2) and (3) upon occurrence of the first residual vacancy after application of item number (13) pursuant to Article 12 of the National Agreement. Failure to accept the residual assignment will terminate any future retreat rights to the section formerly vacated.



15. The parties (union and management) shall keep records of those employees affected. Affected employees shall be notified by management of any circumstances pertaining to in-house bidding and retreat rights by letter.
16. After all excessed employees have exercised their right to retreat back to the respective units, all subsequent vacated assignments in those respective units shall be posted city wide.

Date: May 30, 2008

Noemi Luna
Postmaster, San Francisco

Lili Beaumont
President, NALC Branch 214