

LOCAL MEMORANDUM OF UNDERSTANDING

OF THE 1999 NATIONAL AGREEMENT

BETWEEN

**THE APWU OF THE PROVIDENCE, RI LOCAL
NORTH KINGSTOWN BRANCH**

AND

**THE UNITED STATES POSTAL SERVICE
NORTH KINGSTOWN, RI 02852-9998**

ITEM #1 - ADDITIONAL OR LONGER WASH-UP PERIODS.

WHEN AN EMPLOYEE PERFORMS DIRTY WORK OR WORK WITH TOXIC MATERIALS, THE EMPLOYEE WILL BE ALLOWED REASONABLE WASH-UP TIME.

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

A REGULAR WORK WEEK OF FIVE (5) DAYS WITH FIXED DAYS OFF WILL APPLY TO REGULAR EMPLOYEES.

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.

THE POSTMASTER OR HIS/HER DESIGNEE WILL CURTAIL OR TERMINATE POSTAL OPERATIONS WHEN HE/SHE DETERMINES THAT CONTINUED OPERATIONS WOULD BE DANGEROUS OR SERIOUSLY HARMFUL TO EMPLOYEES. EVERY EFFORT WILL BE MADE TO DISSEMINATE THIS INFORMATION AT THE EARLIEST POSSIBLE OPPORTUNITY THROUGH LOCAL RADIO WHICH WILL INCLUDE, WHENEVER FEASIBLE, PERTINENT INSTRUCTIONS TO EMPLOYEES. (E.G., WHO IS OR WHO IS NOT TO REPORT FOR DUTY AS SCHEDULED.) WHENEVER POSSIBLE, THE PRESIDENT OF THE APWU OR HIS/HER DESIGNEE WILL BE NOTIFIED OF REDUCTION OR CURTAILMENT AT THE EARLIEST OPPORTUNITY.

ITEM #4 - FORMULATION OF LOCAL LEAVE PROGRAM.

4-A) BIDDING FOR CHOICE VACATION PERIOD WILL OPEN FEBRUARY 1ST AND CLOSE APRIL 1ST, AND WILL BE POSTED BY APRIL 15TH

4-B) EMPLOYEES MAY CANCEL THEIR VACATION SELECTION(S) IN WEEKLY INCREMENTS BY MAKING WRITTEN NOTICE TO THE RESPONSIBLE MANAGER OR SUPERVISOR AT LEAST 30 DAYS PRIOR TO THE STARTING DATE OF THE VACATION SELECTION.

4-C) IN CASES WHERE THE EMPLOYEE WISHES TO CANCEL VACATION SELECTION(S) IN WEEKLY INCREMENTS WITHIN 30 DAYS OF THE STARTING DATE OF THE VACATION SELECTION, THE EMPLOYEE MUST MAKE WRITTEN REQUEST TO THE RESPONSIBLE MANAGER OR SUPERVISOR. THE MANAGEMENT OFFICIAL WILL NOTIFY THE EMPLOYEE IN WRITING THAT THE REQUEST HAS BEEN APPROVED OR DISAPPROVED. SUCH NOTIFICATION WILL BE MADE WITHOUT UNREASONABLE DELAY.

4-D) WHEN AN EMPLOYEE CANCELS A CHOICE VACATION SELECTION(S), MORE THAN 30 DAYS PRIOR TO THE STARTING DATE OF THAT VACATION SELECTION, MANAGEMENT WILL OFFER THE RETURNED SELECTION TO EMPLOYEES IN THAT SECTION(S) BY POSTING NOTICE OF ITS AVAILABILITY. FOR ONE CALENDAR WEEK FOLLOWING THE DATE OF THE POSTING, THE CANCELLED WEEK(S) WILL BE AVAILABLE ONLY TO THOSE CLERKS WHO DID NOT HAVE AN OPPORTUNITY TO SELECT THAT WEEK(S) DURING THE INITIAL VACATION SELECTION PERIOD. AFTER THAT, THE CANCELLED WEEK(S) WILL BE AVAILABLE ON A FIRST COME FIRST SERVED BASIS.

4-E) EXCLUDING THE CHOICE VACATION PERIOD THE FOLLOWING FORMULA WILL BE USED IN DETERMINING THE NUMBER OF EMPLOYEES GRANTED LEAVE EACH DAY. WHEN REQUESTED 14.5% OF THE EMPLOYEES WILL BE GRANTED LEAVE. THE 14.5% WILL APPLY ONLY TO ON-ROLL CAREER EMPLOYEES INCLUDING (REGULARS, PTF'S, PTR'S). WHEN APPLYING ANY FRACTION OF .50 OR MORE WILL BE ROUNDED TO THE NEXT HIGHER NUMBER. ANY FRACTION LESS THAN .50 WILL BE ROUNDED TO THE NEXT LOWER NUMBER.

EXAMPLES (15x14.5% = 2.17) = (2 EMPLOYEES)

(18x14.5% = 2.61) = (3 EMPLOYEES)

4-F) EMPLOYEE REQUESTS TO USE THE BALANCE OF THEIR ANNUAL LEAVE MAY BE GRANTED AT OTHER TIMES DURING THE YEAR.

ITEM #5 - THE DURATION OF THE CHOICE VACATION PERIOD(S).

THE CHOICE VACATION PERIOD WILL BE BETWEEN THE SATURDAY PRECEDING MEMORIAL DAY AND THE THIRD (3RD) FRIDAY IN SEPTEMBER.

ITEM #6 - THE DETERMINATION OF THE BEGINNING DAY OF AN EMPLOYEES VACATION PERIOD.

EMPLOYEES WILL START THEIR VACATION ON 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.

7-A) EMPLOYEES, AT THEIR OPTION, MAY REQUEST TWO (2) SELECTIONS DURING THE CHOICE PERIOD. THEY MAY BE CHOSEN IN UNITS OF FIVE (5) OR TEN (10) WORKING DAYS NOT TO EXCEED TEN (10) OR FIFTEEN (15) DAYS TO WHICH THE EMPLOYEE IS ENTITLED.

7-B) EMPLOYEES WHO EARN TWENTY (20) OR TWENTY SIX (26) DAYS OF ANNUAL LEAVE HAVE THE OPTION TO SELECT UP TO FIFTEEN (15) DAYS OF CONTINUOUS ANNUAL LEAVE, NOT TO EXCEED FIFTEEN (15). THIS SHALL BE AT THE OPTION OF THE EMPLOYEE.

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

8-A) JURY DUTY AND ATTENDANCE AT STATE OR NATIONAL CONVENTIONS WILL NOT BE CHARGED TO THE CHOICE VACATION PERIOD.

8-B) MANAGEMENT SHALL INFORM EMPLOYEES OF THEIR RIGHTS WHEN THEY ARE CALLED FOR JURY DUTY.

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

WHEN REQUESTED 18.5% OF THE EMPLOYEES WILL BE GRANTED LEAVE IN ACCORDANCE WITH ITEM 4A OF THIS MEMORANDUM DURING THE CHOICE VACATION PERIOD. THE 18.5% WILL APPLY ONLY TO ON-ROLL CAREER EMPLOYEES INCLUDING (REGULARS, PTF'S, PTR'S). WHEN APPLYING ANY FRACTION OF .50 OR MORE WILL BE ROUNDED TO THE NEXT HIGHER NUMBER. ANY FRACTION LESS THAN .50 WILL BE ROUNDED TO THE NEXT LOWER NUMBER.

EXAMPLES (15 x 18.5% = 2.77) = (3 EMPLOYEES)
(19 x 18.5% = 3.51) = (4 EMPLOYEES)

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

OFFICIAL CHOICE VACATION PERIOD APPROVED SCHEDULES WILL BE POSTED WITHIN OUR OFFICE ON THE BULLETIN BOARD.

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

PRIOR TO NOVEMBER FIRST, THE EMPLOYER SHALL PUBLICIZE ON THE BULLETIN BOARDS OR OTHER APPROPRIATE MEANS, THE BEGINNING DATE OF THE NEW LEAVE YEAR WHICH SHALL BEGIN WITH THE FIRST DAY OF THE FIRST FULL PAY PERIOD OF THE CALENDAR YEAR.

ITEM #12 - THE PROCEDURES FOR SUBMISSION OF APPLICATIONS FOR ANNUAL LEAVE DURING OTHER THAN CHOICE VACATION PERIOD.

12-A) REQUESTS FOR INCIDENTAL ANNUAL LEAVE WILL BE SUBMITTED ON DUPLICATE PS FORM 3971. ALL PS FORM 3971'S MUST BE HANDED TO THE SUPERVISOR, THE SUPERVISOR WILL INITIAL RECEIVED WITH DATE AND TIME.

12-B) REQUESTS FOR LEAVE SUBMITTED LESS THAN THIRTY (30) DAYS IN ADVANCE WILL BE ANSWERED WITHIN SEVENTY -TWO (72) HOURS. FAILURE BY THE SUPERVISOR IN CHARGE TO ADVISE THE EMPLOYEE OF APPROVAL OR DENIAL OF HIS/HER REQUEST WITHIN THE SEVENTY TWO (72). HOUR PERIOD WILL BE CONSTRUED AS APPROVAL OF SAID LEAVE REQUEST.

12-C) REQUESTS SUBMITTED FOR ANNUAL LEAVE FALLING WITHIN THE NEXT SEVENTY TWO HOURS WILL BE ANSWERED WITHIN TWENTY FOUR (24) HOURS. FAILURE BY THE SUPERVISOR IN CHARGE TO ADVISE THE EMPLOYEE OF APPROVAL OR DENIAL OF HIS/HER REQUEST WITHIN THE TWENTY FOUR (24) HOUR PERIOD WILL BE CONSTRUED AS APPROVAL OF SAID LEAVE REQUEST.

12-D) REQUESTS FOR ANNUAL LEAVE ON THE SAME DAY MUST BE SUBMITTED ON A P.S. FORM 3971 AT LEAST ONE (1) HOUR IN ADVANCE AND THE SUPERVISOR WILL NOTIFY THE EMPLOYEE OF APPROVAL OR DENIAL (REASON) PRIOR TO THE EMPLOYEES REQUESTED TIME TO LEAVE. FAILURE BY THE SUPERVISOR TO NOTIFY THE EMPLOYEE WILL BE CONSTRUED AS APPROVAL OF SAID LEAVE REQUEST.

12-E) EMPLOYEES WILL HAVE AN OPPORTUNITY TO SELECT LEAVE FOR PERIODS OF FULL WEEKS DURING OTHER THAN THE CHOICE VACATION PERIOD WHEN THEY MAKE THEIR PRIME TIME ANNUAL LEAVE SELECTION.

12-F) EMPLOYEES MAY BEGIN REQUESTING INCIDENTAL ANNUAL LEAVE FOR NON-PRIME TIME FOR THE LEAVE YEAR ON APRIL 15th OR THE FIRST WORKING DAY THEREAFTER. IT SHALL BE ON A "FIRST COME, FIRST SERVED" BASIS WITH TIES BROKEN BY SENIORITY. THE SINGLE EXCEPTION SHALL BE AS FOLLOWS: ON APRIL 15th OR THE FIRST WORKING DAY THEREAFTER, REQUESTS FOR LEAVE MAY BE SUBMITTED FOR SINGLE DAYS DURING NON-PRIME TIME VACATION PERIOD. THESE REQUESTS WILL BE APPROVED ON A STRICT SENIORITY BASIS AND NOT ON A "FIRST COME FIRST SERVED" BASIS.

12-G) ALL EMPLOYEES WITH ANNUAL LEAVE BALANCES IN EXCESS OF FOUR HUNDRED FORTY (440) HOURS AS OF OCTOBER 1st OF THE CALENDAR YEAR WILL BE REQUIRED TO SCHEDULE ANNUAL LEAVE FOR THAT AMOUNT IN EXCESS OF FOUR HUNDRED FORTY (440) HOURS. EMPLOYEES IN THIS SITUATION WILL BE ALLOWED TEN (10) CALENDAR DAYS TO SCHEDULE THEIR EXCESS LEAVE. IF BY OCTOBER TENTH OF THE CALENDAR YEAR, THE EMPLOYEE FAILS TO MAKE ARRANGEMENTS TO TAKE EXCESS LEAVE, MANAGEMENT WILL EXERCISE THEIR OPTION AND SCHEDULE EXCESS LEAVE FOR THE EMPLOYEE.

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

13A) ALL CASUALS AND PART TIME FLEXIBLE EMPLOYEES TO THE EXTENT POSSIBLE, EVEN IF PAYMENT OF OVERTIME IS REQUIRED.

13B) ALL FULL TIME AND PART TIME REGULAR EMPLOYEES WHO POSSESS THE NECESSARY SKILLS AND HAVE VOLUNTEERED TO WORK ON THE HOLIDAY OR THEIR DESIGNATED HOLIDAY.

13C) TRANSITIONAL EMPLOYEES (TE'S), TO THE EXTENT POSSIBLE, WILL BE SCHEDULED FOR WORK ON A HOLIDAY OR DESIGNATED HOLIDAY AFTER FULL TIME VOLUNTEERS ARE SCHEDULED TO WORK ON THEIR HOLIDAY OR DESIGNATED HOLIDAY.

13D) FULL TIME AND PART TIME REGULAR VOLUNTEER EMPLOYEES WHOSE SCHEDULED NON-WORK DAY FALLS ON THE HOLIDAY AND POSSESS THE NECESSARY SKILLS, EVEN THOUGH THE PAYMENT OF OVERTIME IS REQUIRED BY SENIORITY.

13E) FULL TIME AND PART TIME REGULAR NON VOLUNTEER EMPLOYEES WHOSE SCHEDULED NON-WORK DAY FALLS ON THE HOLIDAY AND POSSESS THE NECESSARY SKILLS, EVEN THOUGH THE PAYMENT OF OVERTIME IS REQUIRED, BY JUNIORITY.

13F) FULL TIME AND PART TIME REGULAR EMPLOYEES WHO HAVE NOT VOLUNTEERED TO WORK THE HOLIDAY, BY JUNIORITY.

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

14-A) THERE WILL BE ONE OVERTIME DESIRED LIST ADMINISTERED FOR BARGAINING UNIT EMPLOYEES.

14-B) WHEN THE NEED FOR OVERTIME ARISES DURING THE QUARTER, REGULAR EMPLOYEES WITH THE NEEDED SKILLS, WHO HAVE LISTED THEIR NAMES ON THE OVERTIME DESIRED LIST, WILL BE SELECTED IN ORDER OF SENIORITY ON A ROTATING BASIS. MANAGEMENT WILL MAKE EVERY EFFORT TO EQUALIZE OVERTIME ASSIGNMENTS ON A QUARTERLY BASIS.

14-C) IN THE EVENT AN EMPLOYEE IS ON LEAVE DURING THE ENTIRE PERIOD THAT THE NOTICE IS POSTED, HE/SHE MAY SUBMIT THEIR NAME TO THE SUPERVISOR IN CHARGE WITHIN SEVEN (7) WORKING DAYS AFTER RETURNING TO DUTY.

14-D) WHENEVER A PART TIME EMPLOYEE IS CONVERTED TO FULL TIME, HE/SHE MAY SUBMIT HIS/HER NAME TO THE SUPERVISOR IN CHARGE WITHIN SEVEN (7) WORKING DAYS AFTER THE EFFECTIVE DATE OF HIS/HER PROMOTION.

14-E) WHENEVER A FULL-TIME REGULAR EMPLOYEE TRANSFERS FROM ANOTHER OFFICE, HE WILL HAVE SEVEN (7) WORKING DAYS AFTER THE EFFECTIVE DATE OF THE TRANSFER TO SUBMIT HIS/HER NAME TO THE SUPERVISOR IN CHARGE TO BE PLACED ON THE OVERTIME DESIRED LIST.

ITEM #15 - THE NUMBER OF LIGHT DUTY ASSIGNMENTS WITHIN EACH CRAFT OR OCCUPATIONAL GROUP TO BE RESERVED FOR TEMPORARY OR PERMANENT LIGHT DUTY ASSIGNMENTS.

ASSIGNMENTS NORMALLY PROVIDED, WHENEVER POSSIBLE, TO ANY EMPLOYEE WHO HAS PHYSICAL LIMITATIONS, IDENTIFIED BY QUALIFIED / TREATING PHYSICIAN RESULTING FROM AN OFF-THE-JOB INJURY/ILLNESS. SUCH ASSIGNMENTS MUST BE REQUESTED BY THE EMPLOYEE IN WRITING. LIGHT DUTY IS PROVIDED IN ACCORDANCE WITH ARTICLE XIII OF THE NATIONAL AGREEMENT. THE NUMBER OF LIGHT DUTY ASSIGNMENTS WILL BE CONSISTENT WITH THE NATURE OF THE ILLNESS OR INJURY OF LIGHT DUTY EMPLOYEES. MANAGEMENT WILL NOT UNREASONABLY LIMIT THE NUMBER OF LIGHT DUTY ASSIGNMENTS CONSISTENT WITH THE AVAILABILITY OF LIGHT DUTY WORK. ANY EMPLOYEE MAY VOLUNTEER TO GIVE UP A PORTION OF THEIR ASSIGNED BID TO ACCOMMODATE AN INDIVIDUALS LIMITED OR LIGHT DUTY WORK.

ITEM #16 - THE METHOD TO BE USED IN RESERVING LIGHT DUTY ASSIGNMENTS SO THAT NO REGULARLY ASSIGNED MEMBER OF THE REGULAR WORK FORCE WILL BE ADVERSELY AFFECTED.

EMPLOYEES REPRESENTED BY THE APWU SHALL BE GIVEN PRIORITY IN LIGHT DUTY ASSIGNMENTS OVER OTHER BARGAINING UNIT EMPLOYEES FOR LIGHT DUTY ASSIGNMENTS INVOLVING APWU CRAFT WORK. THE UNION SHALL BE FURNISHED A LIST OF LIGHT DUTY ASSIGNMENTS UPON REQUEST. THE RE-ASSIGNMENT OF A FULL-TIME REGULAR OR PART-TIME EMPLOYEE TO A TEMPORARY OR PERMANENT LIGHT DUTY OR OTHER ASSIGNMENT, SHALL NOT BE MADE TO THE DETRIMENT OF ANY FULL-TIME REGULAR ON A SCHEDULED ASSIGNMENT, OR GIVE A RE-ASSIGNED PART-TIME PREFERENCE OVER OTHER PART-TIME EMPLOYEES.

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

LIGHT DUTY ASSIGNMENTS SHALL BE CONSISTENT WITH THE ILLNESS OR NON-WORK RELATED INJURY.

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

18-A) RE-ASSIGNMENTS DUE TO THE EXCESS NEEDS OF A SECTION OR SECTIONS WILL BE MADE BY JUNIORITY.

18-B) RE-ASSIGNMENT WILL BE BY SECTION AND LEVEL IN ACCORDANCE WITH THE NATIONAL AGREEMENT.

ITEM #19 - THE ASSIGNMENT OF EMPLOYEE PARKING SPACES.

MANAGEMENT WILL MAKE REASONABLE EFFORTS TO PROVIDE ADEQUATE PARKING FOR APWU EMPLOYEES.

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.

ANNUAL LEAVE FOR UNION OFFICIALS TO ATTEND UNION ACTIVITIES IS NOT TO BE CONSIDERED PART OF THE CHOICE VACATION PERIOD. WHEN THESE DUTIES OCCUR DURING THE TIME SELECTED FOR CHOICE VACATION, EMPLOYEES WILL BE ELIGIBLE FOR ANOTHER PERIOD PROVIDED THIS DOES NOT DEPRIVE ANY OTHER EMPLOYEE HIS/HER FIRST CHOICE FOR SCHEDULED VACATION.

ITEM #21 - THOSE OTHER ITEMS WHICH ARE SUBJECT TO LOCAL NEGOTIATIONS AS PROVIDED IN THE CRAFT PROVISIONS OF THIS AGREEMENT.

21A) THERE SHALL BE, IF NEEDED, AT LEAST ONE (1) LABOR MANAGEMENT MEETING YEARLY. ADDITIONAL MEETINGS CAN BE REQUESTED BY EITHER THE UNION OR MANAGEMENT AND THEIR REQUEST SHALL NOT BE UNREASONABLY DENIED.

21-B) THE NAME OF THE SUCCESSFUL BIDDER AND HIS/HER SENIORITY DATE SHALL BE POSTED WITHIN TEN (10) DAYS (EXCLUDING DECEMBER) AFTER THE CLOSING DATE OF THE POSTED ASSIGNMENT (BID). IF, FOR ANY REASON, THE SUCCESSFUL BIDDER IS NOT PLACED ON THE DUTY ASSIGNMENT (BID), THE NAME AND SENIORITY DATE OF THE FINAL SUCCESSFUL BIDDER SHALL BE POSTED AND A COPY SENT TO THE UNION.

21-C) COPIES OF POSTAL CRAFT DUTY ASSIGNMENTS (BIDS) AND THE NAME AND SENIORITY DATE OF ALL SUCCESSFUL BIDDERS SHALL BE SENT TO THE UNION WITHIN TEN (TEN) DAYS AFTER POSTING.

21-D) IF THE STARTING TIME OF ANY CRAFT DUTY ASSIGNMENT (BID) IS CHANGED BY MORE THAN ONE (1) HOUR, THE ASSIGNMENT SHALL BE RE-POSTED FOR BID UNLESS OTHERWISE MUTUALLY AGREED UPON BY THE UNION AND MANAGEMENT. THIS SHALL ALSO APPLY TO THE CUMULATIVE CHANGES IN STARTING TIMES.

21-E) THE UNION SHALL BE NOTIFIED IN WRITING OF ANY CHANGES IN THE STARTING TIME OF ANY ASSIGNMENT. THIS SHALL INCLUDE CHANGES OF ONE (1) HOUR OR LESS.

21-F) THE UNION SHALL BE SUPPLIED AN UP-TO-DATE SENIORITY LIST SEMI-ANNUALLY.

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

22-A) THE MOVEMENT OF EMPLOYEES FROM THEIR BID POSITION SHALL BE BY JUNIORITY ACCORDING TO THE SKILLS AND SCHEMES REQUIRED ON THE NEXT ASSIGNMENT. MANAGEMENT RETAINS THE RIGHT TO TRAIN EMPLOYEES.

22-B) AT ALL TIMES, A BID EMPLOYEE SHALL HAVE PREFERENCE IN PERFORMING THE DUTIES PROVIDED BY THEIR BID ASSIGNMENT OVER A NON-BID EMPLOYEE, REGARDLESS OF TOUR.

IN WITNESS THEREOF

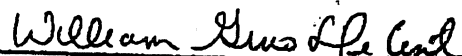
UNITED STATES POSTAL SERVICE


JOHN P. RACHLOW

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NORTH KINGSTOWN RI 02852

AMERICAN POSTAL WORKERS UNION



WILLIAM G. DeCONTI

PRESIDENT APWU

PROVIDENCE, RI AREA LOCAL

Transaction Report

Reception

Transaction(s) completed

No.	TX	Date/Time	Destination	Duration	P. #	Result	Mode
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