



THE BRANCH 324 BUZZ

April 2021



Local Memorandum of Understanding (LMOU) with Vice President Gaylan Olander:

With a new negotiated contract that has been recently ratified by a vote of the membership nationwide, we now have the opportunity to negotiate a local agreement. Our local agreement is the Local Memorandum Of Understanding known as the LMOU. Our branch will have to deal with several LMOU's. This is a good time to familiarize yourself with your local agreement. There may be things in there that you want changed or updated. Even if you think your local is perfect and you do not want to change anything management has the right to open negotiations as they might want to make changes. So, we have to know what is there, what needs to be addressed and think about what management might want to change so we will be prepared.

Article 30 of the National Agreement allows 22 items that can be addressed in local negotiations. There can possibly be things outside of the 22 items that are in your local or that can be addressed but have to be agreed to, to even discuss. Local Memorandums Of Understanding are very important even though we all have the same National Agreement we have different local issues for various reasons, logistics or the size of the office are just a couple. While we can negotiate a local agreement, nothing in it can be in conflict with the National Agreement.

While you are reviewing your LMOU think about some of the minor changes as previously mentioned updates and corrections first. Maybe your complement for carriers has changed either up or down and there are things that could be changed for that reason. Think about grievances over the past few years and is there something that could help out with that. It could be that new management has challenged past practices or has a pet peeve about something in the LMOU. There are several factors that can be happening, and this is a chance to address these things.

We will have a 30-day window to negotiate our LMOU's dictated by the ratification date of the National Agreement. This window is for all LMOU's that we will be dealing with, within the same time frame. We will have local negotiating teams and will have a set of ground rules for each LMOU. The time to prepare is now. The workload and timing to do this is going to be a challenge. We want to be prepared and be able to do the best we can as this opportunity only comes around with each National Agreement.

It is our chance to have some input as to what we want to do with our LMOU's.

Remember it is a negotiation and it does not mean we will get everything we may like but it is the time to address it. If you have some issues you would like to have added or deleted or would like to be on a committee get that information to your steward or directly to Branch President Richard Byrne.

Has your address recently changed?

If your home address has changed, please email us so we can get it updated at Stayconnected@nalcbbranch324.com

Are you required to clock to a route when clocking in every morning?

That's a great question. If you are a full-time regular carrier and assigned to a single route, the system will automatically put you on the route you are assigned to when you clock in every morning. **The only difference would be if you are on the ODL and working your non-scheduled day.**

Carrier Technicians and CCAs are required to clock into their assignment for the day. Let's break this down a little further:

Carrier Technicians: The system knows what routes you are assigned, but one of the five routes you carry is a default route. If you don't clock to the daily assignment when clocking in, the system will automatically put the Carrier Technician on the default route. Each time you move from office to street or back into the office, it is also required to enter the route number. If not, it creates a clock ring error each time you move on the clock.

City Carrier Assistants: The system doesn't show you assigned to any routes. It is required when you clock in each morning to put yourself on the route you're assigned to on the schedule. If you are unsure what route to clock into, check with the supervisor. Each time you move from office to street or back into the office, it is also required to enter the route number. You also want to make sure when you carry other routes, clock to that route so it gets the proper office/street credit during evaluations.

All routes need to get the proper credit for the work completed on the routes. This can include ODL carriers, CCAs and even carriers working on other routes in downtime.

The time clock requires a 5-digit code when assigning the route code. You use the last two of the zip code and then the three digit route number. Here are some examples of the offices we represent:

Greeley Main:

Route 27—Zip Code is 80634 5-digit Code: 34027

Greeley Downtown Station:

Route 22—Zip Code is 80631 5-digit Code: 31022

Eaton:

Route 1—Zip Code is 80615 5-digit Code: 15001

Evans:

Route 5—Zip Code is 80620 5-digit Code: 20005

Fort Morgan:

Route 6—Zip Code is 80701 5-digit Code: 01006

Route 3—Zip Code is 80723 5-digit Code: 23003

Sterling:

Route 10—Zip Code is 80751 5-digit Code: 51010

Proper clock rings also help the union stewards when tracking who was mandated and worked off their assignment. It is beneficial during route counts determining prior work completed on all routes in the office so credit can be given to each route. Get with your steward if you have any questions pertaining to clock