



THE BRANCH 324 BUZZ



January 2019

What is the LMOU?

The Local Memorandum of Understanding is negotiated locally between the parties after each national agreement is negotiated. Last year after the most recent LMOU was negotiated, copies were placed in the back of each binder in each case in the Greeley offices. We are working on updating the LMOUs for Sterling and Fort Morgan with the recent arbitration resolutions and copies will be sent out. Please take the time to review the LMOU to know what your rights are in your installation. You can also have your own copy if desired. Check out the website if you want to get more information on the branch and the offices we represent at www.nalcbranch324.com.

When do we get penalty time back?

The penalty exclusion period for 2018 was from December 1st through December 28th. December 29th, penalty overtime will resume. We are working on multiple grievances in many offices for management mandating carriers on their own routes. The only time management can mandate on assignment is to avoid paying penalty overtime. For those that we mandated, we will let you know when the grievances are resolved so you can keep an eye on your paycheck for the pay adjustment.

Stay prepared!

We have been lucky with the nice weather we have been enjoying recently. Be sure to have your cold weather gear ready at a moments notice with the quick weather changes here in Colorado.

CCAs: What if I just want one day off?

Just a friendly reminder that CCAs are included on the annual leave calendar and need to complete the Annual Leave Request Form if wanting to take time off. If you have any questions, please contact your local calendar committee representative or the union steward.

Can I be charged with LWOP and sent back to the doctor if my required medical documentation isn't accepted by a supervisor?

There have been rumors going around that management has been crossing the lines of the Health Insurance Portability and Accountability Act (HIPAA) when they have required documentation on different occasions. **Documentation isn't always warranted and if you have questions regarding this, please see your steward.** The Colorado / Wyoming District has been requesting employees provide documentation that is followed in the ELM, Section 513. Employees should be certain the documentation shows that they are **"incapacitated for the performance of official duties"**. Having a statement on the documentation stating that you were seen by the physician won't be accepted by management as many of you have already found out. If any supervisor requests specific information from you regarding your medical condition, contact your steward immediately since these actions could be a violation of HIPAA.

**Branch Meeting
January 10th, 2018 6:30pm**

Hope to see you there!