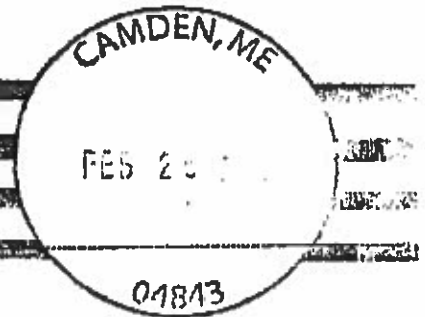


POSTMASTER
UNITED STATES POSTAL SERVICE

USPS
CAMDEN POST OFFICE
28 CHESTNUT ST.
CAMDEN, ME 04843-9998



Subject: LOCAL MEMORANDUM OF UNDERSTANDING BETWEEN THE AMERICAN
POSTAL WORKERS UNION AND THE UNITED STATES POSTAL
SERVICE CAMDEN MAINE 04843.

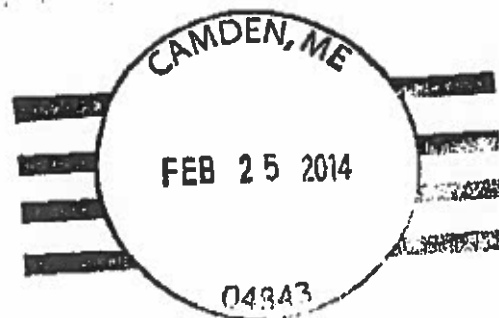
The 22 specific items enumerated in Article 30B of the Collective Bargaining Agreement as locally negotiable are agreed upon as follows:

1. Management shall grant reasonable wash up time as stated in Article 6, section 9 of the National Agreement.
2. The regular work week consists of five work days with fixed days off.
3. Local management to use reasonable judgment in curtailment and/or termination of postal operations with due considerations to orders of local authorities or as local conditions warrant because of emergency conditions. The decision to curtail operations is retained at the local installation head or his/her designee. Management will keep the unions informed of any emergency status.
4. The local leave program will be by seniority with the understanding that one clerk will be allowed on annual leave at any one time.
5. The duration of the choice vacation period will be from the first Monday in April through the last Sunday in September.
6. Annual leave will begin on Monday and end on Sunday.
7. An employee may at the employee's option request two (2) selections during the choice period in units of either 5 or 10 working days with the total not to exceed the 10 or 15 days of which the employee is entitled.
8. Jury Duty or National and State Convention attendance is not to be charged to the choice vacation period of the employee.
9. No more than one (1) clerk to be scheduled on leave during the choice vacation period.
10. Management will maintain the choice vacation period and will begin to circulate choice vacation bids no later than February 1st beginning with the senior clerk and ending with the junior clerk until two (2) rounds of bidding are complete. Each clerk will have 72 hours to return their choice to their immediate supervisor unless extreme circumstances prevent this. Extreme circumstances will be decided between the Union and Management.
11. Management will inform the craft via the bulletin board of the beginning of the new leave year as soon as management is aware.
12. Submission of application for annual leave during other than the choice vacation period shall be made by properly submitting PS form 3971 on a first come first serve basis not to exceed 30 days prior to the day or days requested. PS form 3971 shall be submitted a minimum of 44 hours prior to the day or day's requested.

28 CHESTNUT ST
CAMDEN ME. 04843-9998
207-238-3570
FAX: 207-238-7019

USPS
CAMDEN POST OFFICE
28 CHESTNUT ST.
CAMDEN, ME 04843-9998

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13. Holiday scheduling shall be as follows: 1) PTF's on a rotating basis by seniority. 2) FTR's who volunteer on rotating basis by seniority. 3) Casual Employee's. 4) Non FTR volunteer's by juniority. (SDO will be first forced in then the Holiday)
14. Overtime desired lists in Article 8 shall be by craft and have rotation for SDO and rotation for workday.
15. The number of light duty assignments shall be determined as needed by management consistent with language in Article 13 of the Collective Bargaining Agreement.
16. No regular employee will be adversely affected by and employee on light duty.
17. Light duty assignments to be determined by management, not to cause additional injury to the employee.
18. An employee whom has been excessed shall be reassigned by seniority.
19. Present parking plan will remain in effect.
20. Annual leave requested to attend Union activities prior to determination of the choice vacation schedule shall not be counted as part of the employee choice vacation period.
21. Items subject to local negotiations as per Article 37 of the National Agreement.
22. Local implementation of this agreement effective as of this date.

This Local Memorandum of Understanding is entered into on November 22nd 2005 at the Camden Maine Post Office 04843-9998 between the representatives of the United States Postal Service and designated agent of the American Postal Workers Union pursuant to the Local Implementation Provision of the Agreement between the United States Postal Service and the American Postal Workers Union.


Date: 11/22/2005
For the US Postal Service
Scott A Boardman
Postmaster
Camden Me. 04843


Date: 11/22/2005
For the APWU
Christopher O'Connor
Asst. Clerk Craft Director

CAMDEN, ME

FEB 25 2014

04843

Camden Post Office.

OFFICE OF THE POSTMASTER.

 USPS
 CAMDEN POST OFFICE
 25 CHESTNUT ST.
 CAMDEN, ME 04843-8899

CAMDEN, Knox Co., Me., February

28 1996

Subject: LOCAL MEMORANDA OF UNDERSTANDING between the American Postal Workers Union, Camden, Maine and Postmaster, Camden, Maine 04843.

The 22 specific items enumerated in Article 30B of the National Agreement as locally negotiable are agreed upon as follows:

1. Management shall grant reasonable wash up time as stated in Article 8, section 9 of the National Agreement.
2. The regular work week consists of five work days with fixed days off.
3. Local management to use reasonable judgement in curtailment and/or termination of postal operations with due considerations to orders of local authorities or as local conditions warrant, because of emergency conditions. The decision to curtail operations is retained at local installation head or his/her designee during his/her absence. Management will keep unions informed of emergency status.
4. As currently posted with the understanding that one clerk may be scheduled for annual leave at any one time.
5. The choice period shall be from April 1st through September 30th.
6. Annual leave will begin on Monday and end on Saturday.
change to SUN - SAT.
7. An employee may at the employees option request two (2) selections during the choice period, in units of either 5 or 10 working days, the total not to exceed the 10 or 15 days which the employee is entitled.
8. Jury duty or National and State convention attendance is not to be charged to the choice vacation period of the employee.
9. No more than one clerk to be scheduled on leave during the choice vacation period.
10. As currently posted next to posted Annual Leave Policy, maintained by management.
11. Beginning of the new leave year will be January 02, Of each year
12. Submission of application for annual leave during other than the choice vacation period shall be made by properly submitting PS3971 on a first come, first served basis not to exceed 30 days prior to the day or days requested.
13. A. Leave outside the choice periods and vacant periods will allow one employee on annual leave each day.
(take out 12A)

 (ART. 11
 UNCONFLICT
 w/ ELM

Cont. on Page 2

USPS
CAMDEN POST OFFICE
28 CHESTNUT ST.
CAMDEN, ME 04843-3938

CAMDEN, ME

Camden Post Office.

FEB 25 2014

OFFICE OF THE POSTMASTER

04843

CAMDEN, KNOX Co., ME, February 28, 1996

Cont. from Pg.1

13. Holiday scheduling shall be as follows: A. PTFs on rotating basis by seniority. B. FTRs who volunteer on rotating basis by seniority. C. Casuals. D. Non volunteers by juniority. (SDO first holiday).
14. Overtime desired lists in Article 8 shall be by craft and have rotation for SDO and rotation for workday.
15. The number of light duty assignments shall be determined as needed by management consistent with language in Article 13 of CBA.
16. No regular employee will be adversely affected by an employee on light duty.
17. Light duty assignments to be determined by management, not to cause additional injury to employee.
18. An employee who has been excessed shall be reassigned by seniority.
19. Present parking plan will remain in effect.
20. Annual leave requested to attend Union activities prior to determination of the choice vacation schedule shall not be counted as part of the employee choice vacation period.
21. Items subject to local negotiations as per Article 37 of the National Agreement.
22. Local implementation of this agreement effective as of this date,

This Memorandum of Understanding is entered into on February 28, 1996, at Camden, Maine 04843, between the representatives of the United States Postal Service and designated agent of the American Postal Workers Union, pursuant to the Local Implementation Provision of the APWU Agreement.

[Signature]
For the United States Postal Service

[Signature]
For the American Postal Workers Union

John J. P. by [Signature] CBA/PTD RAR
APWU PORTLAND AREA LOCAL
As Authorized by WANNB POLANO, President