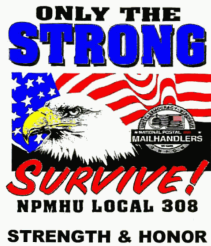




National Postal Mail Handlers Union

THE BREAKDOWN



Union Representatives

Local President

Frank Phillips

Branch President

John Gibson

Chief Stewards

T-1

Jeanette Lanza

T-2

Louis Morrone

T-3

Joyce Rogers

Reg. Stewards

T-1

Stephanie Geter

T-2

Mike Myles

Rob Singleton

Joe Zelenenki

Gary Simmons

T-3

Mike Mohan

Robert Hall

Robin Fowler

Alt. Stewards

T-2

Sandra Dudley

Velma Jackson

Keith Johnston

Jeanne Gladilina

Joseph Zeuggin

Vol. II
2008

NEW CONTRACT LANGUAGE UPDATE

MEMORANDUM OF UNDERSTANDING

BEREAVEMENT LEAVE

NPMHU represented employees may use a total of up to three workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by the death of a family member or attend the funeral of a family member. Authorization of leave beyond three workdays is subject to the conditions and requirements of Article 10 of the National Agreement, Subsection 510 of the Employee and Labor Relations Manual and the applicable local memorandum of understanding provisions.

Definition of Family Member: "Family member" is defined as a:

(a) Son or Daughter — a biological or adopted child, stepchild, daughter-in-law or son-in-law; (b) Spouse; (c) Parent; (d) Sibling — brother, sister, brother-in-law, or sister-in-law; or (e) Grandparent.

Use of Sick Leave: The use of sick leave for bereavement purposes will be charged to sick leave for dependant care.

Documentation: Documentation evidencing the death of the employee's family member is required only when the supervisor deems documentation desirable for the protection of the interest of the Postal Service.

SECTION 26.3 ANNUAL ALLOWANCE

The current Work Clothes Program will be continued for those full-time employees who have been determined to be eligible for such clothing based on the nature of work performed on a full-time basis in pouching and dispatching units, parcel post sorting units, bulk mail sacking operations, and ordinary paper sacking units. The Employer will provide eligible employees with an annual allowance to obtain authorized work clothes on a reimbursable basis from licensed vendors as follows:

\$67 effective November 21, 2006

\$68 effective November 21, 2007

\$70 effective November 21, 2008

\$72 effective November 21, 2009

\$74 effective November 21, 2010

SECTION 9.3 COST OF LIVING ADJUSTMENT

"Consumer Price Index Base" refers to the Consumer Price Index for the month of July 2006 and is referred to herein as the "Base Index."

Effective Dates of Adjustment: Each employee covered by this Agreement shall receive cost-of-living adjustments, upward, in accordance with the formula in 4.C, below, effective on the following dates: - the second full pay period after the release of the January 2007 Index - the second full pay period after the release of the July 2007 Index - the second full pay period after the release of the January 2008 Index - the second full pay period after the release of the July 2008 Index - the second full pay period after the release of the January 2009 Index - the second full pay period after the release of the July 2009 Index - the second full pay period after the release of the January 2010 Index - the second full pay period after the release of the July 2010 Index - the second full pay period after the release of the January 2011 Index - the second full pay period after the release of the July 2011 Index