

Memo

To: All Branch 2184 Stewards and Officers

From: Joe Golonka, Branch 2184 Contract Administration Unit

Date: 09/19/2022

Re: 2023 Pay Year and Leave Year Information

In an effort to be proactive regarding the inevitable questions and concerns raised by our members regarding the forthcoming leave year, please be aware of the following information. **The initial round of vacation selections for 2023 should begin in ALL Branch 2184-represented stations on Thursday, December 1, 2022.**

USPS Pay Year 2023 will begin on Saturday, December 17, 2022 (pay period 1, week 1, 2023).

USPS Leave Year 2023 will begin on Saturday, January 14, 2022 (pay period 3, week 1, 2023). This is the first date that a fulltime regular's newly advanced annual leave for 2023 can be used. **Note that the current USPS leave year (2022) has 27 pay periods instead of the usual 26.** Hence, the later than usual start to USPS leave year 2023.

Also be aware that the new leave balances for fulltime regular carriers will not be reflected on paychecks until the pay date of Friday, February 3, 2023. **However, this leave will be fully available to use beginning on January 14, as noted above.** Every year some in management and also some letter carriers are confused and misinformed about this.

Please ensure that management does NOT "block" any vacation weeks with the names of ill or injured letter carriers **until after the completion of the second round of vacation selections.** Also be sure to challenge management to provide supporting documentation for **any and all** weeks that they block. Additionally, ALL vacation weeks that are subsequently cancelled must first be posted for bid prior to any management attempts to "block" them. Additionally, leave weeks on the CCA vacation boards cannot ever be "blocked" with the names of ill or injured carriers under any circumstances.

Also remember that the purpose of the second round of vacation selections is to allow carriers to choose additional weeks that are still available in **the choice vacation period.** It is not intended for non-choice weeks because they are no limitations on the number of non-choice weeks that can be chosen during the initial round of vacation selections, as long as leave is available to cover them.

The leave remaining or "incidental leave" provisions of our Local Memorandum of Understanding (Items 4.7 and 12.2) **become effective immediately upon completion of the first round of vacation selections,** not the second round. Please ensure that the leave remaining provisions of our LMOU are adhered to and that such requests are not approved prior to six weeks in advance of the week during which the days are requested.

ALL approved CCA leave requests must be shown on the CCA leave boards ONLY. Please be sure that leave approved for City Carrier Assistants (CCAs) is NOT used to fill any slots on the career city carrier vacation boards, and that it is NOT counted against the number of career letter carriers allowed off at any time.

Branch 2184 Convention Delegates planning to attend the MISALC Convention in Detroit May 1 and 2, 2023 should notify management PRIOR TO the beginning of vacation selections.

If questions or concerns about any aspect of Branch 2184's local leave program arise, please contact the Branch office immediately so that they can be timely addressed. These are our locally negotiated leave procedures, and any questions of interpretation or clarification should be addressed only by Branch 2184, not by postal management.
