

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
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(703) 836-9660

May 10, 2022

Board Memo 019-2022: Termination of Modified Pay Provisions

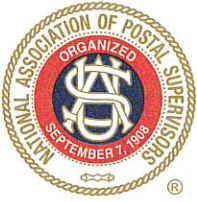
Executive Board,

The National Association of Postal Supervisors (NAPS) has been receiving calls concerning the USPS notification to end the Modified Pay Provision for EAS-18 and above, issued on April 19, 2022, which is 11 days post the expiration date of April 8, 2022. The modification was also terminated prior to correcting all pay processes and issuing PS Form 50 to the EAS with the proper FLSA designation for EAS 18 and above that were previously FLSA Exempt.

NAPS is requesting that in good faith the Postal Service maintain the Modified Pay Provisions as established during this COVID 19 pandemic, until such time that all pay processes have been returned to pre-Modified Pay Provision status and all PS Form 50's have been reissued with the proper FLSA designation for EAS 18 and above that were originally FLSA Exempt.

Please share this information with your membership.

Thank you and be safe.
NAPS Headquarters



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May 5, 2022

Mr. Bruce Nicholson
Manager, Labor Relations Policy
Administration
United States Postal Service
475 L'Enfant Plaza SW, Room 9426
Washington, DC 20260-4101

Dear Bruce,

NAPS HQ has been receiving calls concerning the USPS decision to end the Modified Pay Provision for EAS-18 and above prior to correcting all pay processes and issuing PS Form 50 to the EAS with the proper FLSA designation for EAS 18 and above that were previously FLSA Exempt. Thousands of EAS are being negatively financially impacted by this USPS decision.

The way the USPS has implemented this discontinuance of Modified Pay Provision is generating financial hardships for these thousands of EAS. This is an USPS generated problem. I believe that the USPS intended reasons for the Form 50 changes to FLSA Special Exempt for EAS 18 and above to facilitate the ability to receive T-Time was well intended. However, the process for termination of the pay provision has been poorly executed. Turning a good thing into a poor process to properly pay these managers for the long hours that they are required to work.

NAPS is requesting that in good faith, the USPS maintain the Modified Pay Provisions as established during this COVID 19 pandemic, until such time that all pay processes have been returned to pre-Modified Pay Provision status and all PS Form 50's have been reissued with the proper FLSA designation for EAS 18 and above that were originally FLSA Exempt.

Thank you and please be safe.

In Solidarity,

Ivan D. Butts
NAPS National President