



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
1727 KING STREET, SUITE 400  
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September 3, 2020

### **Board Memo 058-2020: USPS Modifies AL Carryover for Leave Year 2020 and Annual Leave Exchange for Leave Year 2021**

Executive Board,

Due to the impacts of COVID-19 on travel, postal staffing shortages and state quarantine guidelines, etc., some members were unable to take vacation this year. As a result, this created a situation where numerous EAS could possibly lose earned annual leave by the end of the USPS 2020 leave year. Therefore, at the August 2020 USPS/NAPS consultative meeting, NAPS requested the USPS increase the maximum annual leave carryover and annual leave exchange amounts.

USPS notified NAPS that our request was a pay talk issue and would be reviewed separately from the monthly consultative. Per NAPS's request, the USPS agreed to modify *ELM 512.321, Maximum Carryover Amounts* with an alternate decision to NAPS's request. The attached September 3, 2020 correspondence provides details regarding the USPS's decision to modify its annual leave and leave exchange policy.

In brief, for Leave Year 2020, the USPS increased the maximum carryover by 80 hours. For Leave Year 2021, the maximum annual leave exchange (ALE) amount was increased by 40 hours. NAPS appreciates the Postal Service decision to modify this policy to protect EAS well-earned annual leave during this pandemic. NAPS does encourage active members to take their annual leave for rest, for recreation and for personal purposes. This memo and attachment will be posted on the Bulletin Board of NAPS's website, [naps.org](http://naps.org). Please share with your membership.

Thank you and stay safe.

NAPS Headquarters

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



September 3, 2020

Mr. Brian J. Wagner  
President  
National Association of Postal  
Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Dear Mr. Wagner:

This is in response to an agenda item on the August 26 consultative meeting with the Postal Service and the National Association of Postal Supervisors. You have requested to modify benefit programs for eligible Executive and Administrative Schedule (EAS) Employees for Leave Year 2020 due to impacts from COVID-19. Specifically, you requested that the annual leave carryover amount be modified and increased by 200 hours and for the Open Season of the Annual Leave Exchange (ALE) Program be re-opened to allow for up to 256 hours of annual leave to be exchanged for Leave Year 2020. This agenda item was forwarded to me for consideration outside of the pay consultation process as prescribed in Title 39 § 1004 (e).

Increasing the annual leave carryover by 200 hours would increase the need for additional leave requests and place employees at risk of forfeiting annual leave in Leave Year 2021. Further, the request to re-open the ALE program for Leave Year 2020 would require significant programming changes that cannot be completed by the end of the leave year.

Therefore, having considered your requests, I have decided to modify the following benefit programs for *Field* EAS Employees as follows:

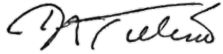
Employee and Labor Relations Manual (ELM) 512.321, *Maximum Carryover Amounts*, will be modified to allow for an increase in the maximum annual leave carryover amount. Currently, the maximum annual leave carryover amount for each leave year is 70 days (560 hours). This amount will be increased to 80 days (640 hours) for Leave Year 2020.

The maximum annual leave that can be exchanged as part of the ALE Program is 128 hours. This maximum will be increased by 40 hours, to a maximum of 168 hours for Leave Year 2021. All other provisions of the ALE Program are unchanged.

As a reminder, annual leave that has been earned and accumulated during the current leave year, which ends on January 1, 2021, cannot be exchanged for cash. Therefore, only leave that is to be earned in the new leave year may be exchanged.

Field EAS employees should be encouraged to plan vacation leave to ensure annual leave is not forfeited at the end of the leave year.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Tulino".

Doug A. Tulino

cc: Officers  
Area Managers, Human Resources  
Area Managers, Labor Relations  
Headquarters Managers, Labor Relations