

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, AFL-CIO**

Re: Temporary Exception Period – COVID-19

In order to accommodate those installations that are experiencing high absenteeism because of the COVID-19 pandemic and consistent with the Letter of Intent Re: Mail Handler Assistants In Excess of Percentage Caps, the parties agree to an exception period for the hiring of mail handler assistants (MHAs) in excess of the appropriate installation caps for MHAs.

The MHAs will not be used to the detriment of Mail Handlers on the Overtime Desired List.

Any MHAs hired in accordance with the above will only be used to cover absences due to COVID-19 and leave granted under the liberal leave policy. MHAs not hired for these reasons will count toward the installation cap for MHAs.

The Postal Service will provide the NPMHU at the National level with reports every pay period on the number of temporary MHAs hired in each installation and the absenteeism rate for those facilities that hire such MHAs.

The exception period is effective with the signing of this MOU and will continue until **June 4, 2021**.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.

This MOU will expire **June 4, 2021**.



Katherine S. Attridge
Vice President, Labor Relations
United States Postal Service



Paul V. Hogrogian
President
National Postal Mail Handlers Union,
A Division of LIUNA, AFL-CIO

Date: March 19, 2021