

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

**Re: Temporary Expanded Sick Leave for Dependent Care during COVID-19**

For the 60-day duration of this Memorandum of Understanding (MOU), in addition to the purposes outlined in the Sick Leave for Dependent Care MOU, sick leave may be used by an employee for unexpected childcare needs as a result of the COVID-19 pandemic.


Specifically, employees may use sick leave for dependent care in the event they must care for a child as a result of daycare closures, school (Pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

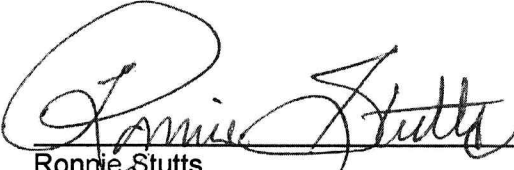
This MOU does not change the 80-hour limitation for sick leave that may be used for dependent care in any leave year.

Approval of sick leave for dependent care will continue to be subject to normal procedures for leave approval.

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

This MOU will expire May 17, 2020.

  
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Doug A. Tulino  
Vice President  
Labor Relations  
U.S. Postal Service

  
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Ronnie Stutts  
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