

It's been a year since we all have been impacted by COVID-19, we made it through and now three vaccines are available to take to protect you from catching the virus. USPS employees are considered essential workers and all employees can sign up online to take the vaccine at a location near you!! Employees are also able to request leave to take time off to receive the vaccine shot. Hopefully if as many people as possible take the shot we will be back to normal soon.

**SUBJECT: American Rescue Plan Act—Emergency Federal Employee Leave** This memorandum extends the interim process established by my March 18, 2021, memorandum regarding the American Rescue Plan Act (ARPA)—Emergency Federal Employee Leave (EFEL). The Office of Personnel Management (OPM) has advised the Postal Service that OPM does not anticipate issuing its official guidance on EFEL by April 1, 2021, the original anticipated end date for our interim process. As previously noted, OPM is charged with administering the EFEL Fund (Fund) that will finance leave granted under the ARPA and, therefore, is required to issue guidance on how the leave is to be administered by covered agencies, including the Postal Service. Because of OPM's need to finalize its guidance, the Postal Service is limited in its ability to fully implement EFEL at this time. Therefore extending our interim process for up to two additional weeks, through April 14

***March 30, 2021 memo signed by Doug Tulino, Chief Human Resources Officer, USPS HQ\***

***USPS is currently offering a VERA to some EAS employees, this offering is voluntary with no additional incentive. The next step is a RIF Avoidance and RIF. If an EAS is impacted by these offerings/actions, it is recommended that you read the rules carefully.***

#### **354.211 Definition of Reduction in Force**

A reduction in force (RIF) is the administrative process through which the Postal Service eliminates positions and accounts for the employees who formerly occupied those positions. A RIF action occurs when an employee is released from his or her competitive level by separation, demotion, or a reassignment requiring displacement. Release from a competitive level must be caused by the following:

- Elimination or significant modification of existing work.
- Creation of new work.
- Reorganization.
- Transfer of function.
- An individual's exercise of reemployment or restoration rights.
- Reclassification of an employee's position based on the erosion of duties that will take effect after a RIF has been formally announced in the employee's competitive area (i.e., the area in which the employee competes for retention during a RIF) and when the RIF will take effect within 180 days.

applicable to the Postal Service.

#### **NAPS Virtual LTS 2021 UPDATE:**

**Although NAPS members may register for LTS up until April 18, we will only be able to send a physical LTS packet that includes printed material, as well as an official LTS pin, pen and memo book to those who register by Sunday, April 4. Your state's members can register online. The LTS packet and Legislative Agenda is also available online on the LTS page.**

**It is important that you begin to schedule ZOOM meetings next week between members of Congress and your state's LTS delegates. For your convenience, I have attached a memo on ZOOM to assist you. The actual ZOOM meetings should take place either the week of April 19 or the week of April 26. On Wednesday, the NAPS Talking Points and slide presentation for the ZOOM meetings with members of Congress will be posted on the LTS page.**

**In addition, don't forget to contribute to SPAC and participate in our SPAC Raffles. Tickets can be purchased on the NAPS website (naps.org).**