



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

June 16, 2020

Board Memo 041-2020: NAPS HQ COVID-19 Communication June 1-14, 2020

Executive Board,

Please share with your members the attached NAPS HQ COVID-19 Communication for June 1-14, 2020. This communication will also be posted on NAPS Facebook and website, www.naps.org.

Thank you and continue to stay and be safe.

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NAPS COVID-19 Communication

June 1-14, 2020

To date, there have been a total of 3,238 COVID-19 confirmed cases in the Postal Service. Currently, 4,058 postal employees are in quarantine, while 23,593 postal employees have returned to work.

NAPS inquired to USPS HQ about the a telework MOU being extended to July 17, 2020 for some respective craft employees and if such an extension would be granted the same for EAS, whose current approved telework was to expire on June 15, 2020. In an updated USPS memorandum dated June 5, 2020 from Isaac Cronkhite, Chief Human Resources Officer (CHRO), the Postal Service extended the original MOU dated March 17, 2020 by PMG Megan Brennan MOU until August 3, 2020. This telework extension does apply to the respective EAS employees (nonbargaining).

On June 9, NAPS President Brian Wagner had an introductory ZOOM call with incoming Postmaster General Louis DeJoy. The call was very pleasant and productive. President Wagner expressed how postal employees, especially EAS, were doing a great job during the COVID-19 pandemic. President Wagner also informed PMG DeJoy that NAPS and its members are great resources of USPS knowledge and expertise and encouraged the PMG to call on NAPS to help in ideas and solutions.

Please continue to visit the NAPS website at the link below for updates on canceled NAPS state conventions and training seminars for 2020 due to the COVID-19 pandemic.

<https://naps.org/Naps-Training-Center>

NAPS encourages members to continue reviewing the COVID-19 related issued material and information shared by the Postal Service at the National level and filtered down to the Areas and Districts on the website listed below. This website may not be available to NAPS retirees, but are encouraged to click and try to access the link.

<https://liteblue.usps.gov/lite-blue/covid19/welcome.htm>

NAPS continues to post on the NAPS website COVID-19 related information. Visit naps.org to view our NAPS COVID-19 Information & Resources page. Please contact your respective NAPS Area Vice President for updates related to your respective USPS Area and District.

Representing supervisors, managers and postmasters in the United States Postal Service



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Even during this pandemic, members are encouraged to reach out to their respective regional or area vice presidents for support, information and inquiries, not just related to the pandemic, but issues involving the USPS or your respective NAPS branch.

The next issue of NAPS COVID-19 Communication will be sent out the week of July 6, 2020.

To our NAPS family, we will get through this pandemic together, stronger than ever. Keep safe. Be vigilant. Have faith and God Bless!

NAPS Headquarters

ISAAC S. CRONKHITE
CHIEF HUMAN RESOURCES OFFICER



June 5, 2020

OFFICERS

SUBJECT: Telework Contingency Policy Extension

The Telework Contingency Policy set forth in the Postmaster General's memorandum of March 17, which was extended on April 28 until at least June 15, will be further extended until at least August 3. This policy will be reviewed every 45 days until it is determined that conditions caused by COVID-19 no longer warrant it. The overall Postal Service telework policy is actively being reviewed and redesigned with our "Future of Work" strategies. Sufficient advance notice will be provided once any policy modification determinations are made.

Telework for bargaining unit employees will be governed by the current Memorandums of Understanding on telework. Any modification to the existing bargaining unit telework Memoranda of Understanding will be determined through negotiation with our union partners. The purpose of the Telework Contingency Policy, as extended is to promote social distancing where telework is practical within the organization to the extent possible to limit the spread or reoccurrence of COVID-19.

All Officers and Managers must continue to promote all social distancing strategies within their facilities where operations determine that teleworking is not feasible because employees need to be physically present for work. Social distancing and the use of protective face coverings consistent with our policies should be monitored closely.

Questions regarding the Telework Contingency Policy, should be directed to Joseph R. Bruce, Director, National Human Resources, at joseph.r.bruce@usps.gov.

A handwritten signature in black ink, appearing to be "Isaac S. Cronkhite".

Isaac S. Cronkhite

MEGAN J. BRENNAN
POSTMASTER GENERAL, CEO



March 17, 2020

OFFICERS

SUBJECT: Telework Contingency—COVID-19

During these challenging times, it is important for us to remember that we provide an essential service to our country that is a critical part of our nation's infrastructure. That said, while the majority of the Postal Service's employees must be physically present to fulfill our vital role, we recognize that many of our employees can work remotely. Effective tomorrow, and continuing until Monday, May 11, 2020, (or until such later date as circumstances require), the present telework policy will be expanded to include a larger number of employees, provided they have a Postal Service-issued laptop and a VPN security token, unless their position is designated as one that is mission critical and for which their physical presence is required.

This policy expansion will apply to EAS and PCES Headquarters employees, Domiciled Headquarters employees, Headquarters-related Field Unit employees in facilities where an ELT member has authorized telework, and Area and District employees.

This policy will additionally allow for up to five days of telework each workweek at the discretion of the telework authorized employee, but maintains flexibility to allow such employee to telework fewer days if they so choose.

We are continuing to evaluate both the appropriateness and capability of the organization to expand telework for additional employees beyond those who are currently eligible, and we anticipate that we will announce additional phases of this telework contingency plan as it is developed. This is part of our enterprise-wide effort to increase social distancing to the extent possible, and will result in fewer employees in the relevant Postal Service workplaces. Where they are available, we also intend to make parking spaces that are made vacant by this telework expansion available to those whose physical presence remains required, but who are not otherwise currently eligible for parking. Finally, we are evaluating and discussing with union leadership what additional social distancing strategies we can implement in our operations units to further protect our employees.

Each Vice President must immediately assess and identify employees who are considered mission-critical and whose physical presence is required. Managers should reference *Management Instruction EL-310-2015-2—Telework Program for Headquarters/Headquarters-Related Field Unit Employees* for daily work procedures and safety guidance.

Contact Joseph R. Bruce, Director, National Human Resources, at (Joseph.R.Bruce@usps.gov) or Simon Storey, Vice President, Employee Resource Management, at (Simon.Storey@usps.gov) if you have any questions regarding this policy.



Megan J. Brennan

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