



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
1727 KING STREET, SUITE 400  
ALEXANDRIA, VA 22314-2753  
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July 14, 2020

### **Board Memo 044-2020: USPS 120-Day Rule /Union MOUs Temporarily Extended Due to COVID-19**

Executive Board,

Because of the current COVID-19 climate, the USPS has extended the 120-Day Rule to Monday, September 14, 2020 (attached). Due to a miscommunication between NAPS and the USPS, consultation in accordance with Title 39 did not occur on this extension. NAPS will not object to this current extension, but has expressed that all vacant EAS positions be filled to avoid any future extension of this policy.

In addition, the USPS has extended numerous COVID related union MOU's until September 25, 2020. Those specific MOU's are not attached, but may be found on the NAPS website at [naps.org](https://naps.org) on our NAPS COVID-19 Information & Resources page. Please share this memo and attachments with your membership.

Thank you and stay safe.

NAPS Headquarters

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



July 13, 2020

AREA VICE PRESIDENTS

SUBJECT: Liberal Changes of Schedules and Leave

The attached memorandum and its provisions are extended through September 25, 2020.

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

Doug A. Tulino

Attachment

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



March 23, 2020

AREA VICE PRESIDENTS

SUBJECT: Liberal Changes of Schedule and Leave

We have signed a Memorandum of Understanding with our unions temporarily expanding the use of Sick Leave for Dependent Care to allow employees to use their sick leave for unexpected childcare needs as a result of the COVID-19 pandemic.

In addition to allowing Sick Leave for Dependent Care, for the next 60-day period, managers and supervisors should allow liberal changes of schedule in recognition of the disruption caused by the COVID-19 pandemic. To the extent operationally practicable, managers and supervisors should accommodate employees who submit PS Form 3189, *Request for Temporary Schedule Change for Personal Convenience* as a result of childcare issues caused by 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.

Managers and supervisors should also allow liberal sick leave usage for employees who are sick, and liberal annual and leave without pay (LWOP) usage to the extent operationally feasible during this time period. If an employee requests leave for reasons related to COVID-19, such leave should be treated as scheduled (as opposed to unscheduled) leave. Leave taken for COVID-19 related reasons between February 29, 2020, and May 17, 2020, may not be cited in discipline for failing to maintain an assigned schedule under ELM 511.43.



Doug A. Tulino

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

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



July 13, 2020

OFFICERS

SUBJECT: COVID-19 Memoranda of Understanding

We have mutually agreed with the American Postal Workers Union to extend the attached Memoranda of Understanding (MOUs) through September 25, 2020. Regarding the MOU titled Re: *Temporary Additional Paid Leave for PSEs*, the extension provides Postal Support Employees (PSEs) the opportunity to utilize the 80 hours of paid leave provided in the original MOU, it does not provide an additional 80 hours.

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

Doug A. Tulino

Attachments

cc: Managers, Labor Relations (Headquarters)  
Managers, Human Resources (Area)  
Managers, Labor Relations (Area)

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



July 13, 2020

OFFICERS

SUBJECT: COVID-19 Memoranda of Understanding

We have mutually agreed with the National Association of Letter Carriers to extend the attached Memoranda of Understanding (MOUs) through September 25, 2020. Regarding the MOU titled Re: *Temporary Additional Paid Leave for CCAs*, the extension provides City Carrier Assistants (CCAs) the opportunity to utilize the 80 hours of paid leave provided in the original MOU, it does not provide an additional 80 hours.

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

Doug A. Tulino

Attachments

cc: Managers, Labor Relations (Headquarters)  
Managers, Human Resources (Area)  
Managers, Labor Relations (Area)

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



July 13, 2020

OFFICERS

SUBJECT: COVID-19 Memoranda of Understanding

We have mutually agreed with the National Postal Mail Handlers Union to extend the attached Memoranda of Understanding (MOUs) through September 25, 2020. Regarding the MOU titled Re: *Temporary Additional Paid Leave for MHAs*, the extension provides Mail Handler Assistants (MHAs) the opportunity to utilize the 80 hours of paid leave provided in the original MOU, it does not provide an additional 80 hours.



Doug A. Tulino

Attachments

cc: Managers, Labor Relations (Headquarters)  
Managers, Human Resources (Area)  
Managers, Labor Relations (Area)

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



July 13, 2020

OFFICERS

SUBJECT: COVID-19 Memoranda of Understanding

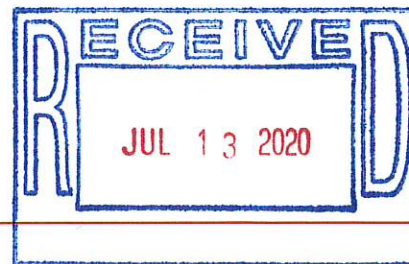
We have mutually agreed with the National Rural Letter Carriers' Association to extend the attached Memoranda of Understanding (MOUs) through September 25, 2020. Regarding the MOU titled Re: *Temporary Paid Leave for Rural Carrier Associates*, the extension provides Rural Carrier Associates the opportunity to utilize the 80 hours of paid leave provided in the original MOU, it does not provide an additional 80 hours.

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

Doug A. Tulino

Attachments

cc: Managers, Labor Relations (Headquarters)  
Managers, Human Resources (Area)  
Managers, Labor Relations (Area)



July 10, 2020

MANAGERS, HUMAN RESOURCES (AREA)  
MANAGERS, HUMAN RESOURCES (DISTRICT)

SUBJECT: Temporary Change to Handbook EL-312, Employment and  
Placement, Section 743.15, 120-Calendar Day Time Limit  
on Higher-Level Temporary Assignments

Effective April 17, 2020, the policy found in Handbook EL-312, Employment and Placement, Section 743.15, concerning the time limit on higher-level temporary assignments (details) was temporarily modified through Thursday, July 16, 2020. This modification will be extended through Monday, September 14, 2020 or otherwise notified.

Section 743.15, currently limits an employee serving on a higher-level temporary assignment (detail) to a vacant position to no more than 120 calendar days, if the employee on the temporary assignment could become, or is a potential candidate, for the vacant position.

To support continuation of operations as part of the response to COVID-19, a temporary modification to this provision has been established to provide an exception to individuals currently in a higher-level temporary assignment (detail) and have not yet met the 120 calendar day limit. Those individuals that meet this criteria may remain in the current higher-level, temporary assignment through September 14, 2020 and also be eligible to become or remain a potential candidate for the vacant position during this period.

This temporary modification does not apply to individuals that already exceeded the 120 calendar day limit prior to April 17, 2020. All other policies as stated in EL-312 subchapter 75 are still in effect.

If you have questions, please contact Joseph R. Bruce, Director, National Human Resources at [joseph.r.bruce@usps.gov](mailto:joseph.r.bruce@usps.gov).

**Joseph R. Bruce**  
Joseph R. Bruce

Digitally signed by Joseph R. Bruce  
DN: cn=Joseph R. Bruce, o=ERM, ou=National  
HumanResources, email=Joseph.r.Bruce@usps.gov, c=US  
Date: 2020.07.10 11:47:20 -04'00'