



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

July 16, 2020

Board Memo 046-2020: USPS HQ Extends Additional Pay for Field EAS Managers to Sept. 25, 2020

Executive Board,

USPS HQ has extended the May 20th memorandum with NAPS regarding the temporarily modified pay provision for specific Field FLSA-Exempt Managers to September 25, 2020. Please share the attached and this Board Memo with your membership. The memo will also be posted on the Bulletin Board of NAPS website, www.naps.org.

Thank you and continue to stay and be safe.

NAPS Headquarters



July 16, 2020

Mr. Brian J. Wagner
President
National Association of Postal
Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian,

This is in regards to Mr. Tulino's May 20 memorandum (attached) that temporarily modified pay provisions for specific Field FLSA-Exempt Managers. This policy was due to expire on July 17.

The Postal Service has decided, based on recent conversations with you, to extend this memorandum through September 25, 2020.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", written over the word "Sincerely,".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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ALEXANDRIA, VA 22314-2753
Phone (703) 836-9660

July 15, 2020

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington DC 20260-4101

RE: Temporary Modification of Pay Provisions ELM 434.143 to Expire on July 17, 2020

Dear Bruce,

The National Association of Postal Supervisors (NAPS) is in receipt of your July 15, 2020, email inquiring if NAPS is interested in having the US Postal Service's May 20, 2020 decision for additional pay of respective FLSA-Exempt positions extended to September 25, 2020.

NAPS is interested in the USPS extending this modification and has no objection to the USPS making the respective extension through September 25, 2020. Please contact my office if you have any questions on this matter.

Thank you and be safe

A handwritten signature in blue ink, appearing to read "Brian T. Wagner", is written over a printed name and title.

Brian T. Wagner
National President

Attachment

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



May 20, 2020

Mr. Brian J. Wagner
President
National Association of Postal
Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Mr. Wagner:

Your April 8 correspondence to Megan J. Brennan, Postmaster General and Chief Executive Officer requesting the Postal Service to exercise its authority under 5 CFR § 550.904 to pay the hazard pay differential to all postal employees has been forwarded to this office for response. Your correspondence also requested that the Postal Service provide additional pay to employees in the Executive and Administrative Schedule (EAS) Grade 18 and above during the current period of the national emergency.

NAPS cites 5 USC § 5545 (d) and 5 CFR § 550.904 to support its request for the Postal Service to exercise its authority in providing the hazard pay differential to postal employees. The Postal Service is excluded from the statutory provision 5 USC § 5545 (d) as well from 5 CFR § 550.904. Therefore, the Postal Service does not have authority to provide the hazard pay differential.

NAPS also requested a temporary modification to the pay policy that provides additional pay for employees in limited FLSA-Exempt positions Grades 23 and below of the EAS schedule. NAPS requested that Employee and Labor Relations (ELM) Manual 434.143, *Eligible for FLSA-Exempt EAS Additional Pay* be expanded to recognize the current period of the national emergency as the provision does for the designated Christmas period. It also requests that the additional pay be expanded to all employees in FLSA-Exempt Grades 18 and above in the EAS schedule during this period.

I have considered your request for additional pay of employees in FLSA-Exempt positions EAS-18 and above in the EAS schedule during the pandemic and decided to temporarily modify applicable pay provisions for the following Field EAS Managers:

- Plant Manager
- Manager Customer Service Operations
- Manager Customer Services
- Manager Distribution Operations
- Manager Field Maintenance Operations
- Manager International/Military Operations
- Manager International Service Center

- Manager Mail Processing Operations
- Manager Maintenance Engineering Support
- Manager Maintenance
- Manager Maintenance Operations
- Manager Maintenance Operations Support
- Manager NDC Operations
- Manager Transportation/Networks
- Manager Vehicle Maintenance Facility

Employees in these positions will be eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day due to an increase in absences related to COVID-19 and the additional hours are spent directly supervising bargaining unit employees. This temporary modification will begin on May 23 and continue through July 17.

Sincerely,


Doug A. Tullino