



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
1727 KING STREET, SUITE 400  
ALEXANDRIA, VA 22314-2753  
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September 30, 2021

## **Board Memo 077-2021: USPS Extends Additional Pay for FLSA-Exempt Field Managers to November 30, 2021**

Executive Board,

Per NAPS' request, USPS has extended the May 20, 2020 memorandum regarding the temporarily modified pay provisions for specific Field FLSA-Exempt Managers to **November 30, 2021**. This previously extended memorandum was due to expire on September 30, 2021.

Thank you and be safe.

NAPS Headquarters



September 30, 2021

Mr. Ivan D. Butts  
President  
National Association of Postal  
Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Dear Ivan,

This is concerning to Mr. Tulino's May 20, 2020 memorandum (attached) that temporarily modified pay provisions for specific Field FLSA-Exempt Managers during the COVID-19 pandemic. A list of those positions eligible for additional pay is included among that memorandum. This policy was due to expire on September 30, 2021.

The Postal Service has decided, based on recent conversations with you, to extend this memorandum, through November 30.

Please contact me if you have any questions.

Sincerely,

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

Bruce A. Nicholson  
Manager  
Labor Relations Policy Administration

Enclosure

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. Tulino