



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
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October 17, 2021

Board Memo 083-2021: Extension of Covid-19 MOUs to December 31, 2021

Executive Board,

The Postal Service has extended the attached memorandum regarding liberal changes of schedule and the use of sick leave for dependent care until December 31, 2021. This policy was previously extended until September 30, 2021. In addition, USPS has also extended various COVID-19 MOUs with the American Postal Workers Union, the National Rural Letter Carriers' Association, the National Association for Letter Carriers, and the National Postal Mail Handlers Union. These MOUs are combined into one file per union and attached.

All COVID-19 MOUs are categorized and posted on our [COVID-19 page](#) of the NAPS website for reference.

Please share this information and attachments with your membership.

Thank you and be safe.

NAPS Headquarters

KATHERINE S. ATTRIDGE
VICE PRESIDENT, LABOR RELATIONS



September 30, 2021

AREA VICE PRESIDENTS

SUBJECT: Liberal Changes of Schedules and Leave

The attached memorandum and its provisions are extended through December 31, 2021.

Richard L Acker
(for) Katherine S. Attridge

Attachment

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

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



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)