

## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

January 10, 2023

### **Board Memo 001-2023: USPS-NAPS Agreement on Exempt Managers & Postmasters Delivering Mail**

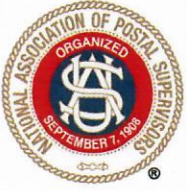
Executive Board,

NAPS Headquarters has been officially notified that all exempt Postmasters level 22 and below and all exempt Station Managers of Customer Service will be entitled to additional pay should the need arise where they are required to deliver mail. These additional pay provisions will be in affect from 12/31/2022 through 4/7/2023.

NAPS has been discussing the issue of Managers, Postmasters and Supervisors delivering mail with the Postal Service since April of 2022. Though the position of NAPS is that EAS should not be delivering mail, in situations where all avenues to deliver mail have been exhausted, should an Exempt Manager, Postmaster or Supervisor be instructed to deliver mail they will receive additional compensation. In September of 2022 the Resident Officers and Northeast Region Vice President Tom Roma met with Postal Headquarters to discuss the issue of EAS being required to deliver mail. This was followed up with the attached letter written by President Ivan Butts on December 8, 2022.

We appreciate the Postal Service working with NAPS in ensuring Postmasters, Managers and Supervisors are properly compensated when required to deliver mail.

NAPS Headquarters



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*Office of  
National President*

December 8, 2022

Mr. Bruce Nicholson  
Manager, Labor Relations Policy Administration  
United States Postal Service  
475 L'Enfant Plaza, SW, RM 9426  
Washington DC 20260-4106

Re: NAPS request for Postmaster to receive pay for additional work hours

Dear Bruce:

NAPS has received calls from our Postmasters members concerning instructions that are being received for them to work beyond 40 hours for various reasons.

NAPS is requesting in accordance with the USPS Handbook F-401.B.1)(3), that Postmasters be coded as "Y" in the TACS to afford them the pay for working all additional hours. We can make a request due to the unusual circumstances that are facing the USPS and these Postmasters in delivering America's mail.

**USPS Handbook F-401.B.1)(3)**

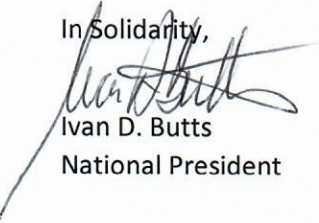
(3) Additional Pay — Regular exempt employees are not eligible for additional straight-time pay, except for the following situation:

During the designated Christmas period, a regular exempt employee in an EAS-23 or below position is eligible for additional pay for hours worked outside of his or her normal schedule, provided he or she is authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day and the additional hours are spent supervising bargaining unit employees in the mail processing or delivery functions. Except in unusual circumstances, this exception is limited to the following positions:

- Manager, Distribution Operations.
- Manager, Processing and Distribution.
- Manager, Customer Services.

Thank you and please be safe.

In Solidarity,

  
Ivan D. Butts  
National President

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