



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
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Board Memo 012-2021: USPS Health and Resource Management Survey on Process for Identifying Limited Duty and Rehabilitation Assignments

February 10, 2021

Executive Board,

NAPS HQ received the attached notification of a planned survey on evaluating the process of identifying limited duty and rehabilitation assignments for employees in accordance with the ELM, section 546. Employees will be sent a link to the survey at their postal e-mail address. Participation is voluntary and information will be kept confidential.

Please share this memo and attached with your membership. This Board Memo will be posted on the NAPS website, too.

Thank you and be safe.

NAPS Headquarters



February 8, 2021

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

Dear Brian:

As a matter of information, the Postal Service plans to conduct a survey with Health and Resource Management (HRM) employees. The purpose of the survey is to evaluate the process of identifying limited duty and rehabilitation assignments for employees in accordance with the Employee and Labor Relations Manual, Section 546. The survey questions are not related to the Agency's reasonable accommodation obligations for qualified disabled individuals pursuant to the Rehabilitation Act and Reasonable Accommodation.

Employees will be given a link to the electronic survey at their postal e-mail address. Participation in the survey will be voluntary and information gathered will be confidential.

Please contact James Timmons at extension 2324 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

No Work Available (NWA) Questions for Health and Resource Management (HRM):

This is an effort to help the Postal Service evaluate the process of identifying modified assignments for employees in accordance with the ELM 546. The survey questions do not pertain to the Agency's reasonable accommodation obligations for qualified disabled individuals pursuant to the Rehabilitation Act and Reasonable Accommodation. Survey responses are anonymous.

1. What reason(s) are you being given when modified work has not been identified and provided for injured employees in your District? (Rank them based on relevance.)
 - i. Morale
 - ii. Budget/workhours
 - iii. Contractual obligations
 - iv. Limited options within 50-mile local commuting area
 - v. Number of employees already accommodated
 - vi. Other (Provide specifics)
2. Without providing identifying details of specific OWCP claims, please provide additional insight into question #1 (Optional)
3. From an HRM perspective, what obstacles do you have with the modified work process? (Rank them based on relevance.)
 - i. Lack of an available task list/job bank
 - ii. Receiving complete/accurate PS Form 2499s
 - iii. Completion/submission of PAW
 - iv. Escalation process
 - v. Resource intensive
4. Without providing identifying details of specific OWCP claims, please provide additional insight into question #3 (Optional)
5. On average, from your initial request for a modified assignment, how many days does it take for you to receive a response from an injured employee's supervisor?
 - a. 1
 - b. 2-3
 - c. 4-7
 - d. 8-31
 - e. Greater than 31 days
6. On average, how many requests, including escalations, are made before you receive a modified assignment?
 - a. 1
 - b. 2
 - c. 3
 - d. Greater than 3
7. If a modified assignment is not initially provided, is escalation effective in obtaining a modified assignment? (Yes/No)

8. At what point during the escalation process are you successful in obtaining a modified assignment?
 - a. Postmaster/Station Manager/MDO
 - b. POOM/MCSO/Senior MDO
 - c. HRM Manager
 - d. HR Manager
 - e. District/Plant Manager
 - f. Other (Provide specifics)

9. What recommendations do you have to improve the process for providing injured employees with a modified assignment?

10. What is your current job title?
 - a. HRM Specialist
 - b. HRM Manager
 - c. HQ IC Specialist
 - d. Other (Provide Specifics)