



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

Board Memo 028-2021: USPS Notice re: Implementation of Emergency Federal Employment Leave

Executive Board,

On May 5, 2021, USPS Headquarters notified NAPS that it would be sending correspondence regarding the implementation of Emergency Federal Employment Leave under the American Rescue Plan Act.

On May 7, all employees who requested and were conditionally approved will be sent the attached letter to their address of record.

Please share the attached with our membership. This memo and attachments will also be posted on the NAPS website.

Thank you and be safe.

LABOR RELATIONS



May 5, 2021

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

Dear Mr. Wagner:

This is in further reference to our April 30 correspondence concerning implementation of Emergency Federal Employee Leave (EFEL) under the American Rescue Plan Act.

On May 7, all employees who requested and were conditionally approved for EFEL from March 11 through May 3 will be sent the enclosed letter to their address of record outlining the documentation required for their EFEL request(s). These employees have until May 21 to provide the required documentation to their direct supervisor or manager.

Please contact Bruce Nicholson at 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "David E. Mills".

David E. Mills
Manager
Labor Relations Policies and Programs

Enclosure



May 6, 2021

POSTAL EMPLOYEE

SUBJECT: Action Required for Your Emergency Federal Employee Leave (EFEL)

On March 11, 2021, the American Rescue Plan Act (ARPA) was signed into law providing federal employees, including those of the U.S. Postal Service, with Emergency Federal Employee Leave (EFEL). This paid leave is available to employees incurring absences due to covered circumstances related to COVID-19 and must be administered in accordance with the requirements set by the U.S. Office of Personnel Management (OPM). OPM issued its guidance on April 29, 2021, and the Postal Service is implementing that guidance. You must comply with the instructions in this letter no later than **Friday, May 21, 2021**.

Leave records indicate that you submitted a request for EFEL, that was conditionally approved under the Postal Service's interim EFEL procedures, prior to OPM's final guidance and subject to complying with OPM's guidance once it was issued. To maintain EFEL, you must submit the following:

- Completed *COVID-19 Emergency Federal Employee Leave (EFEL) Employee Notification and Leave Request Form**, including the listed required additional documentation associated with the reason for your leave request; and
- Completed *Employee Agreement in Connection with Emergency Federal Employee Leave (EFEL)**.

*Copies of the *Employee Notification and Leave Request Form* and the *Employee Agreement in Connection with EFEL* forms are included with this notification.

Employees must submit the completed and signed forms for any EFEL request (only one *Employee Agreement in Connection with EFEL* is needed). If you had nonconsecutive absences or absences related to different qualifying circumstances, as listed on the *Employee Notification and Request Form*, a separate PS Form 3971 and *Employee Notification and Request Form* is required for each absence and/or qualifying circumstance.

As explained on both included forms, EFEL is granted on a conditional basis and is subject to the availability of monies in the EFEL Fund. If the Fund is exhausted before reimbursement is received by the Postal Service for your use of EFEL, the leave will be cancelled, and you will be responsible for using another form of paid available leave or using leave without pay (LWOP) and eliminating resulting debt associated with your use of LWOP.

Employees must submit all EFEL documentation to their direct Supervisor or Manager. All forms must be received no later than **Friday, May 21, 2021**.

If your documentation is not received by **May 21, 2021**, your EFEL will be cancelled and you will need to elect another paid leave type or LWOP. You would be responsible for any repayment of EFEL that was changed to LWOP due to non-receipt of documentation.

For any questions related to EFEL, please contact your supervisor.

A handwritten signature in cursive script that reads "Joseph R. Bruce".

Joseph R. Bruce
Attachments