



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

July 27, 2023

### **Board Memo 090-2023: Extended Special Exempt**

#### **Executive Board,**

Beginning in April of 2022, NAPS discussed the issue of Managers, Postmasters and Supervisors delivering mail with USPS HQ. 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. The outcome of this meeting brokered the EAS Carrying Mail Survey and the NAPS negotiated memorandum that all exempt Postmasters level 22 and below and all exempt Station Managers of Customer Service be entitled to additional pay should the need arise where they are required to deliver mail.

On April 5, 2023, due to counter concerns received during the 2023 LTS townhall and Executive Board meeting, NAPS rescinded its request for an extension of this memorandum. NAPS had received notification from the USPS that their intent is to continue the current memorandum that affords otherwise FLSA exempt EAS to be compensated for work hours used to deliver mail in violation of the CBA for the next quarter.

On Tuesday July 18, 2023, NAPS HQ was contacted by USPS HQ concerning the extension of pay compensation as part of the original Agreement on Exempt Managers & Postmasters Delivering Mail made by NAPS. USPS HQ has stated to the field that staffing concerns have eased considerably; in light of that, EAS carrying of mail should be significantly reduced.

Please share this information with your membership.

Thank you, and be safe.

NAPS Headquarters