



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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## January Consultative Meeting Agenda January 22, 2021 via ZOOM

### US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations  
James Timmons, USPS Labor Relations

### National Association of Postal Supervisors

Brian Wagner, NAPS President  
Ivan Butts, NAPS Executive VP  
Chuck Mulidore, NAPS Secretary Treasurer  
Tim Ford, NAPS Chairman of the Board

**0121-01** NAPS is requesting procedural guidance from USPS HQ on addressing leave concerning COVID.

The Families First Coronavirus Relief Act (FFCRA) that required the Postal Service to provide up to 80 hours of Emergency paid sick leave for specific reasons related to COVID-19 expired on December 31, 2020. An updated Decision Tree was issued on January 21, 2021 to assist managers and District and Area Human Resources with how to respond to various scenarios and leave status associated with it.

**Scenario #1:** the USPS tells an employee that they must self-quarantine because of contract tracing done via USPS personnel following up on a positive COVCID case. The employee self-quarantines for two weeks and is given their two weeks COVID leave. They do not get COVID and come back to work. A few weeks, months later, they test positive and catch COVID.

Question – Is the employee entitled to two weeks admin leave since USPS told them to self-quarantine after they used their 80 hours of COVID leave previously due to contact tracing?

The 80 hours of Emergency paid sick leave that was provided under FFCRA expired on December 31, 2020.

**Scenario #2:** an employee is out on long-term sick leave (for whatever reason, surgery, treatment, recovery, etc.). The employee either contracts COVID (tests positive) or is identified through contact tracing (department of health) that they should self-quarantine.

Question – Is that employee allowed to use their 80 hours of COVID leave instead of their sick leave?

The 80 hours of Emergency paid sick leave that was provided under FFCRA expired on December 31, 2020.

Additionally, NAPS would like to confirm if there is a difference between contracting COVID on the clock and off the clock regarding COVID leave usage.

If diagnosed with COVID-19 or possible exposure to it, then it should be reported to the District HR Manager and OHNA and decisions will be made on a case-by-case basis of next steps to include the appropriate leave type. The 80 hours of Emergency paid sick leave that was provided under FFCRA expired on December 31, 2020.

**0121-02**

NAPS has received concerns on the practice of holding in-person arbitrations instead of Zoom meetings. There are EAS concerns that the meetings are held in small conference rooms where, though they may technically meet the 6-foot social distancing guidelines, the airflow may not always be adequate to prevent the virus's inhalation.

It has been reported to NAPS HQ that there have been a couple of instances where participants attended the meeting and shortly after that informed everyone that they had been exposed. There is a belief that they did not mention the possible exposure to avoid cancellation of the meeting.

NAPS requests that the USPS provide the necessary training needed to all parties to utilize Zoom conferencing and conduct arbitrations via Zoom until the abatement of COVID-19.

A scheduling letter is sent to an arbitrator 30 days in advance of an arbitration hearing. The scheduling letter includes the date, time and location of the hearing. All hearings are conducted on postal property and all facilities are required to follow Maintenance Management Order (MMO) 031-20 and the Centers and Disease Control & Prevention (CDC) guidelines to ensure the safety and well-being of all participants at the hearing. The advance notice allows District Labor Relations to ensure that those CDC guidelines are followed and that the meeting can be accommodated in the designated room or recommend an alternative location.

All parties involved in the hearing are copied on the scheduling letter which advises of the following:

“In person hearings will take place with appropriate precautions. All postal facilities follow protocols consistent with CDC guidelines to ensure the safety and well-being of our employees and visitors. These protocols include staying at home if experiencing COVID- related symptoms, securing adequate meeting spaces to accommodate social distancing at least 6 feet apart, wearing face masks, wiping down common areas and having hand sanitizer readily available.”

Any intent to modify an in-person arbitration hearing can be explored on a case-by-case basis and any decision must be amenable by all parties.

0121-03 NAPS HQ has been made aware that due to COVID-19, FLSA Exempt EAS have to take on additional workloads to support other operations. Such as transportation, HR, and vacant supervisor positions. These additional duties can make these FLSA Exempt EAS work beyond the 8-hour workday/40-hour workweek.

NAPS is requesting an exemption for FLSA Exempt EAS to be paid for all additional hours required of them to work in support of the continuity of operations during COVID-19.

[Response: This is a request to modify existing pay provisions which is not appropriate as an agenda item for the monthly consultative agenda. This will be addressed in the proper forum for these types of issues.](#)

0121-04 NAPS has received concerns that with the expiration of the FFCRA, employees who have a situation such as, for example, a child who is still required to participate in virtual or online learning due to COVID concerns in that school district can no longer use this type of leave, and they must now use another leave type.

NAPS understands that EAS can only take leave in increments of 8 hours. However, EAS may not be able to work 4 hours and go home to participate in their child's online classroom.

NAPS is requesting that in these circumstances, the USPS adjust eRMS so that an EAS can work a partial day and still use paid leave for the rest of the day to participate in an online classroom setting for their child? NAPS understands that this leave request will be based on the submission of acceptable documentation.

[Response: This is a request to modify existing pay provisions which is not appropriate as an agenda item for the monthly consultative agenda. This will be addressed in the proper forum for these types of issues.](#)