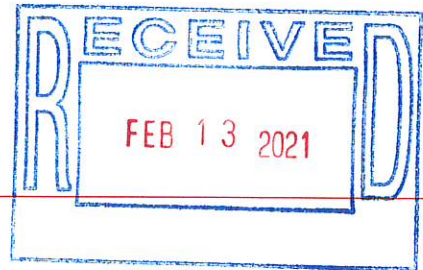


LABOR RELATIONS



February 11, 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 of Field EAS employees with supervisory or manager responsibilities. 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 "B. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

Injured on Duty Employees – No Work Available (NWA) Survey for Operations

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. Does the Postal Service continue to pay employees who are injured on duty when we do not provide limited duty work within their medical restrictions?
 - Yes
 - No

2. Are workers' compensation costs charged back to facilities as total operating expenses (TOE)?
 - Yes
 - No

3. Have you ever received a request from Health and Resource Management (HRM) to provide limited duty work for an employee injured on duty?
 - Yes
 - No

4. In these situations, were you able to provide limited duty work?
 - Yes
 - No

5. What best practices have made you successful in providing limited duty work to employees injured on duty?

6. If you were able to provide limited duty work, do you believe that it negatively impacted functional workhours?
 - Yes

No

7. If yes, why?

8. If you were unable to provide limited duty work, what factors impacted your ability to provide work? (Check all that apply)

There was no productive work within employees' medical restrictions

Assigning miscellaneous duties will impact my productivity numbers

I am not budgeted for limited duty hours

Union/Contractual obligations do not allow me to assign duties within another craft

Other

9. What do you feel is a reasonable time frame to respond to a request for a modified assignment?

1 day

2-3 days

4-7 days

Other

10. In general, do you believe there is adequate support from senior management in providing injured employees with limited duty work?

Yes

No

11. What, if any, difficulties do you have in completing PS Form 2499 (Offer of Modified Assignment/Limited Duty)?

None

12. In your opinion, what are some of the challenges in providing limited duty work?

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

14. What is your current job title? (Choose from the drop-down below)

- Postmaster
- Supervisor CPTR Mail Forwarding
- Supervisor Customer Care Center
- Supervisor Customer Service Support
- Supervisor Customer Services
- Supervisor Distribution Operations
- Supervisor Recovery Main Center
- Supervisor Maintenance
- Supervisor Vehicle Maintenance
- Supervisor Transportation
- Other