



September 23, 2020

Mr. Daniel Heins
National President
United Postmasters and Managers
of America
8 Herbert Street
Alexandria, VA 22305-2600

Dear Dan,

This is in regards to Mr. Tulino's May 20 memorandum (attached) that temporarily modified pay provisions for Exempt Postmasters during the pandemic. This policy was due to expire on September 25.

The Postal Service has decided, based on recent conversations with you, to extend this memorandum through December 31, 2020.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Nicholson", with a large, stylized flourish extending to the right.

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



May 20, 2020

Mr. Daniel M. Heins
President
United Postmasters and Managers
of America
8 Herbert Street
Alexandria, VA 22305-2628

Dear Mr. Heins:

This is in response to your April 6 correspondence requesting a temporary modification to the pay policy that provides additional pay to employees classified as FLSA-Exempt.

You requested that the criteria for determining a position as FLSA Special Exempt be temporarily modified to include FLSA-Exempt Postmasters and provide additional pay for additional hours worked by those Postmasters.

I have considered your request for additional pay of all FLSA-Exempt Postmasters during the pandemic and agree to provide temporary FLSA Special Exempt status to FLSA-Exempt Postmasters consistent with our existing policy enumerated in Employee and Labor Relations Manual, Section 434.143 due to absences related to COVID-19.

Employees in these positions will be eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day due to an increase in absences related to COVID-19 and the additional hours are spent directly supervising bargaining unit employees. This temporary modification will begin on May 23 and continue through July 17.

Sincerely,

A handwritten signature in black ink, appearing to read "DTulino".

Doug A. Tulino