



MEMO To the Branch 2184 Leadership Council, April 13, 2021

Walt McGregory
Mark Judd
Jackie McGregory
Mel MacDonald
Cathy Tondreau
Jim Powell
Scott Watts
Joe Golonka
Gloria Warthen
Felicia Davis
Leonard Zawisa
Kris Shaw
Mark Owen
Bryon Hendricks
Darryl Clay
Symone Coleman
Yvonne Jackson
Karl Tamburro
Denise Viola
Lillian Bogosian
Phil Ashford
Scherrie Lacey
Dave Reise
Erik Venzke
Shavon Alexander
Valerie Watkins
Tamara Bosman
Diego Forshaw
Kristie Nelson
Otis Barney
Keith Benedict
Tracy Mitchell
Nakia Whitfield
Katrina Jones
Ananias Epps
Ramon Robinson
Paul Bordine
Mike Tredway
Danita Smith

It has now been more than a year since Branch 2184 responded to the COVID-19 pandemic by restructuring our steward and executive board meetings to that of a telephonic and Internet-based format. During more recent months we have also begun conducting our monthly membership meetings in this manner. Full credit goes to our stewards and branch officers for doing what it took to enable the revised meeting formats to work. As of this time there are no planned changes in your present meeting structure during at least the next several months.

A recent resurgence in COVID-19 cases in Michigan and elsewhere underscores the paramount importance of continuing to maintain our vigilance and to take necessary steps to protect the stewards, officers, and the membership of the Branch. **If you have not already received your vaccination(s) and have not scheduled them, you are strongly encouraged to do ASAP.** Additionally, our members should also be encouraged to receive their COVID-19 vaccinations if they have not already done so. Branch President Walter McGregory will continue to monitor progress with vaccinations and the other pandemic-related steps that are necessary prior to possibly returning to some form of in person meetings in the future.

A reminder that Branch President McGregory has called a special meeting for the sole purpose of conducting nominations for Branch officers, station stewards, and convention delegates for the remainder of the 2021 to 2023 term of office. This meeting will take place outdoors on the Branch grounds on Sunday afternoon, May 23, 2021 beginning at 2:00 p.m. Following the conclusion of nominations an election will take place for any contested positions. The election will be conducted by mail ballot in the manner prescribed by our Branch bylaws.

As expected, there is a lot of buzz among our members regarding the recently ratified 2019-2023 Contract, especially (as expected) the pay raises and eventual retroactive pay. With the inclusion of the third COLA of the current contract term, the retroactive pay will be calculated based on five separate pay increases that became effective at various times during the retroactive pay period. It is expected that the new pay rates will be effective either with pay period 9, beginning on April 10, or with pay period 10, beginning on April 24.

The period covered by retroactive pay will be from November 23, 2019 through the day before the effective date of the new pay rates – either April 9 or April 23, 2021. As such, it is not unreasonable to expect a significant delay in calculating the back pay for more than 200,000 letter carriers. Current estimates (not set in stone) are that this should be completed this summer around mid-July. Retroactive pay reflecting each of the five pay increases during this period will apply to all paid hours – work, overtime, holiday, and paid leave.

Another subject of significant interest and discussion is Emergency Federal Employee Leave (EFEL), a part of the American Rescue Plan Act of 2021, better known as the stimulus plan. Up to 600 hours of fully paid leave is available to federal and postal employees beginning March 12, 2021 and continuing through September 30, 2021 – or until funding for reimbursement is exhausted. The leave is available to employees that are unable to work due to one of eight qualifying

reasons. A chart and additional information concerning the EFEL leave accompanies the materials on our Branch website for the April 2021 steward meetings.

One aspect of the EFEL leave that has caused unnecessary controversy and misinformation is that this leave does not count as creditable service toward an employee's retirement benefits. This was also the case with last year's Families First Coronavirus Response Act (FFCRA). Essentially, while in an approved EFEL leave status, the employee's USPS service credit and benefits are frozen – similar to being in a LWOP status. Thus, there are also no TSP contributions or matches with this leave. **However, a fulltime career carrier's creditable service toward retirement is otherwise unaffected in any manner unless he or she accrues more than 6 months of LWOP (1040 hours) in a single pay year.** As noted above, the EFEL leave is capped at 600 hours. Thus, unless an employee using the full 600 hours also uses more than 440 hours (11 weeks) of additional LWOP during that pay year, they would still receive a full year's retirement credit. Also keep in mind that a career USPS employee's LWOP balance resets to zero at the beginning of every year.

The NALC and the Postal Service have entered into several Memorandums of Understanding (MOUs) which have extended previous pandemic-related MOUs through Friday, June 4, 2021, or they have reimplemented them. All of these MOUs are included with the materials on our Branch website for the April 2021 steward meetings. Of note, because of the EFEL leave available under the American Rescue Plan, the MOU concerning additional paid leave for CCAs was suspended (see M-01941). The parties will meet prior to the June 4 expiration date of the suspended MOU to determine if a further extension is appropriate. Additionally, as was the case for leave year 2021, the National parties have agreed that regular workforce employees will again be able to carry over up to 520 hours of accumulated annual leave for leave year 2022 instead of the usual 440 hours (see M-01940). As before, this MOU does not change any other aspect of existing ELM provisions concerning accumulated leave.

The NALC and the Postal Service also signed two additional MOUs (M-01946 and M-01947) related to the conversion of qualifying CCAs to career status under the terms of the new Contract. The first (M-01946, Implementation of CCA Conversion to Career Status) recognizes that in some cases an anomaly exists with timelines for these conversions and sets forth specific conditions and prescribes monetary remedies to CCAs that achieve the required 24 months relative standing between March 12 and March 26, 2021.

The second (M-01947, Reassignment Opportunities) addresses the necessity of continuing to convert CCAs to career status when required for reasons other than achieving 24 months of relative standing, per the previous MOUs regarding this matter. It clarifies, among other things, the CCAs converted to career status in accordance with the new 24-month MOU – Re: City Carrier Assistants – Conversion to Career Status, WILL count toward the existing ratios (1 in 4 and 1 in 6) for taking transfers. Additionally, effective with the date of the MOU, employees who accept pending transfer requests through eReassign will report to their new installation as a PTF and begin a new period of seniority. This essentially returns the voluntary transfer process to the way it originally was prior to the advent of CCAs.

As they periodically do, the USPS recently sent annuity estimates to thousands of career workforce employees that have reached the minimum thresholds to be eligible for a voluntary (employee initiated) FERS retirement from the Postal Service. Unfortunately, throughout the United States this resulted in a significant amount of confusion and misinformation being spread about a wholly non-existent "early out" for career letter carriers. It is also apparent that there is a very large amount of misinformation and lack of understanding about the USPS and FERS retirement process in general among letter carriers, and not just with newer letter carriers.

To be clear, there is NO existing or proposed VERA (Voluntary Early Retirement Authority) authorization requested for the City Carrier workforce by the Postal Service. Not surprisingly, the USPS has requested a VERA for EAS (management) employees in an attempt to cull some of the glut of nonproductive deadwood in USPS management. However, it is extremely unlikely that a VERA (an early out) will be requested for City Letter Carriers, given the serious staffing shortages that presently exist with letter carrier complements in thousands of Postal Service Installations across the United States, including many installations here in Branch 2184. Those that are already retirement eligible can -- and should continue to base their retirement decisions on their own specific personal and financial circumstances.

During a recent teleconference, NALC National President Fred Rolando announced that the NALC National Convention that was originally scheduled in Honolulu, Hawaii last August and that had been postponed due to the pandemic was now officially canceled. The next NALC National Convention will be in Chicago, Illinois August 8-12, 2022. Those that would like to be delegates to this convention as well as the next MISALC (Michigan State Association) convention in the spring of 2023 must make sure that they are nominated as Branch 2184 convention delegates at the forthcoming special membership meeting on May 23.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Reassignment Opportunities

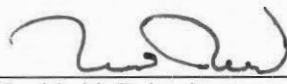
The parties recognize that opportunities for career employees to apply, and be considered, for reassignment from one installation to another may be limited due to the increase in the number of part-time flexible (PTF) city letter carriers who are converted from non-career to career status in accordance with the terms of the MOU Re: *City Carrier Assistants – Conversion to Career Status*. The parties further recognize the importance of continuing to provide such opportunities, and therefore, agree to the following:

1. CCA conversions to career status in accordance with the MOU Re: *City Carrier Assistants – Conversion to Career Status* will count toward the ratios contained in paragraph 3 of the MOU Re: *Full-time Regular Opportunities – City Letter Carrier Craft*.
2. When a full-time regular opportunity becomes available in an installation which has a PTF city letter carrier(s) on the rolls on the date the opportunity is filled, the opportunity will be filled in accordance with Item 1 of the Memorandum of Understanding Re: *Full-time Regular Opportunities – City Letter Carrier Craft*. If the opportunity could have been filled in compliance with the appropriate ratio through the acceptance of a voluntary reassignment (transfer) of a career employee had no PTF letter carriers been on the rolls, the opportunity to transfer may be offered to a career bargaining unit employee who had a request pending in eReassign at the time the opportunity became available. In this instance, employees who accept the opportunity to transfer shall report to the installation as a PTF city letter carrier and shall begin a new period of seniority in the gaining installation. Transfers accepted in accordance with this agreement shall be counted when determining the ratio.

This agreement does not modify any other terms of the MOU Re: *Full-time Regular Opportunities – City Letter Carrier Craft*.

This agreement is without prejudice to the position of either party in this or any other matter and may only be cited to enforce its terms. The agreement is effective from the date of signature through the expiration of the 2019 collective bargaining agreement. However, either party may terminate this agreement by providing 30 days written notice to the other party.


Katherine S. Attridge
Vice President
Labor Relations
United States Postal Service


Fredric V. Rolando
President
National Association of Letter Carriers,
AFL-CIO

Date: 3/29/21

Date: 3-29-21

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

RE: Implementation of CCA Conversions to Career Status

The parties recognize an anomaly exists with the timelines for city carrier assistant (CCA) conversions to career status pursuant to the Memorandum of Understanding *Re: City Carrier Assistants – Conversion to Career Status*. To protect principles of seniority, the parties agree to the following regarding implementation of the 2019 National Agreement:

- CCAs with 24 months of relative standing on March 8, 2021 and those that reach 24 months relative standing after March 8, 2021 but on or before April 9, 2021 will be converted to part-time flexible career status effective May 8, 2021.
- If any city carrier converted on May 8, 2021 as specified above experiences a serious adverse effect(s) from the change in conversion date from the original timeline in the MOU *Re: City Carrier Assistants – Conversion to Career Status*, the national parties will discuss and address the issue as appropriate.
- CCAs that reach 24 months relative standing between March 9, 2021 and March 12, 2021 will be paid a lump sum of \$195.00, minus any applicable taxes and withholdings. Such payments will be made as soon as administratively practicable after conversion to career status.
- CCAs that reach 24 months relative standing between March 13, 2021 and March 26, 2021 will be paid a lump sum of \$98.00, minus any applicable taxes and withholdings. Such payments will be made as soon as administratively practicable after conversion to career status.
- CCAs that reach 24 months relative standing on or after March 27, 2021 will be converted to part-time flexible career status pursuant to the terms of the MOU *Re: City Carrier Assistants – Conversion to Career Status*.

Any issue or dispute regarding implementation of this agreement will be resolved through the alternate dispute resolution process established to resolve issues related to the MOU *Re: Full-time Regular Opportunities – City Letter Carrier Craft*.

This agreement is without prejudice to the position of either party in this or any other matter and may only be cited to enforce its terms.



Katherine S. Attridge
Vice President
Labor Relations
United States Postal Service



Fredric V. Rolando
President
National Association of Letter Carriers,
AFL-CIO

Date: 3/29/21

Date: 3-29-21

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

Re: Signing Overtime Lists – COVID-19

Due to the potential effects of the COVID-19 pandemic on staffing levels, the parties agree to the following regarding any full-time employee who did not, for whatever reason, sign the overtime lists during the two week period for doing so as outlined in Article 8.5.A of the National Agreement.


The installation head and branch president or their designees may mutually elect to develop a sign-up process that allows full-time employees who previously did not, or could not, place their names on either the overtime desired list or work assignment list for the first or second quarter of the 2021 calendar year.

Processes agreed upon under the terms of this agreement do not terminate local procedures agreed upon pursuant to the terms of the December 4, 2013, March 31, 2014, April 1, 2015, May 20, 2016, or 2016-2019 NALC-USPS National Agreement, Memoranda of Understanding *Re: Signing Overtime Lists*. On the expiration of this agreement, such previously agreed upon local procedures will commence, will remain in effect, and may only be modified by mutual agreement of the local parties or through the local implementation process.

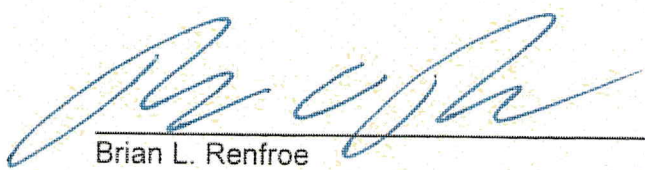
The parties further agree that once a local process is developed pursuant to the terms of this memorandum, it may only be modified by mutual agreement of the local parties, however it will automatically be terminated upon the expiration of this agreement.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.

This MOU will expire June 4, 2021.



David E. Mills
Manager
Labor Relations Policies and Programs
United States Postal Service



Brian L. Renfroe
Executive Vice President
National Association of Letter Carriers,
AFL-CIO

Date: 3/19/2021

Date: 3/19/2021

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

RE: Temporary Time Limit Extension on Step B and Arbitration Appeals

Due to the impact of the Coronavirus (COVID-19) pandemic, the parties agree that, absent agreement otherwise at the Formal A level or regional/area level, time limits for appealing grievances to Step B of the grievance-arbitration procedure, and appeals to arbitration, will be extended for a period of 30 days beyond those specified in the National Agreement. This additional time period will be effective on March 26, 2021, the expiration date of the current time limit extension agreement and will continue until June 4, 2021.

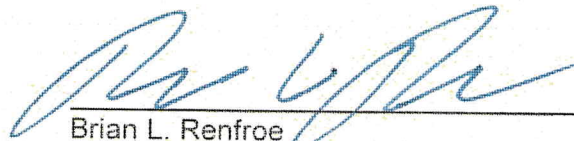
For grievances with an impasse decision issued from Formal Step A or Step B before March 26, 2021, the 30-day extension begins on the date the grievance would otherwise be required to be appealed pursuant to the relevant terms of the National Agreement or March 26, 2021, whichever date is later. For grievances with an impasse decision issued from Formal Step A or Step B on or after March 26, 2021, the extension in the first paragraph of this Agreement will apply.

The parties at the local level are encouraged to discuss the potential need for time limit extensions for appeals to Informal and Formal Step A, based on local business conditions and either party's ability to timely process grievances.

The parties will revisit this issue immediately prior to June 4, 2021, to determine if an additional extension is appropriate.



David E. Mills
Manager
Labor Relations Policies and Programs
United States Postal Service



Brian L. Renfro
Executive Vice President
National Association of Letter Carriers,
AFL-CIO

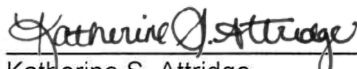
Date: 3/23/2021

Date: 3/23/2021

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

The following Memoranda of Understanding between the United States Postal Service and the National Association of Letter Carriers (NALC) have been extended through June 4, 2021. The parties agree to meet and discuss these Memoranda of Understanding prior to June 4, 2021, to determine whether or not further extension is appropriate.

- Re: Temporary Use of the Employee and Labor Relations Manual (ELM) 432.53, City Letter Carriers (7:01 Rule)
- Re: Temporary Expanded Sick Leave for Dependent Care During COVID-19
- Re: Temporary Workplace Changes to Promote Social Distancing – COVID-19
- Re: Temporary Carrier Assistants – COVID-19



Katherine S. Attridge
Vice President, Labor Relations
United States Postal Service



Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO

Date: 3/19/21

Date: 3/19/2021

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Temporary Expanded Sick Leave for Dependent Care During COVID-19

For the 60-day duration of this Memorandum of Understanding, in addition to the purposes outlined in the MOU Re: Sick Leave for Dependent Care, sick leave may be used by an employee for unexpected childcare needs as a result of the COVID-19 pandemic.

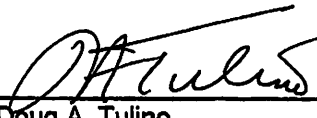
Specifically, employees may use sick leave for dependent care in the event they must care for a child as a result of daycare closures, school (Pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

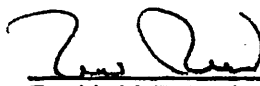
This MOU does not change the 80-hour-limit for sick leave that may be used for dependent care in any leave year.

Approval of sick leave for dependent care will continue to be subject to normal procedures for leave approval.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.

This MOU will expire May 17, 2020.


Doug A. Tulino
Vice President, Labor Relations
United States Postal Service

 3-18-20
Fredric V. Rolando
President
National Association of Letter Carriers, AFL-CIO

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Temporary Use of the Employee and Labor Relations Manual (ELM) 432.53, City Letter Carriers (7:01 Rule)


For the 60-day duration of this Memorandum of Understanding, the parties agree that, the Postal Service will institute the use of Employee and Labor Relations Manual (ELM) Section 432.53, City Letter Carriers (7:01 Rule).

A city letter carrier who actually works more than 7 hours but less than 8 hours of a regular scheduled day will, upon his/her request, be officially excused from the completion of the 8-hour tour and still credited with 8 hours of work time for pay purposes. Any hours not worked between the seventh and eighth hour of a regular scheduled day pursuant to ELM 432.53 are included in an employee's regular rate of pay pursuant to ELM 443.212.g.


All delivery service supervisors are reminded that city letter carriers should not be excused under the 7:01 rule unless they have completed their routes and cannot be assigned to any available work in the same wage level.

Local management at all delivery units must reemphasize to all city letter carriers that they must apprise their supervisor of their desire to clock out prior to completion of a full 8-hour workday, minus time covered by the 5-minute leeway rule.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.



Douglas A. Tulino
Vice President Labor Relations
United States Postal Service



Fredric V. Rolando
President
National Association of Letter Carriers
AFL-CIO

3 - 23 - 20

Date

3-23-20

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Temporary Workplace Changes to Promote Social Distancing – COVID-19

The parties agree that the social distancing recommendations of the Centers for Disease Control and Prevention (CDC) are important measures which should be practiced as much as possible to slow the spread of the coronavirus (COVID-19). Some of those social distancing recommendations for the workplace include increasing physical space between workers, staggering work schedules, limiting large work-related gatherings, and reducing or eliminating travel.

With that in mind, the parties agree that in postal installations with 100 or more workyears of employment, to minimize the possibility of exposure to the coronavirus or the possibility of unknowingly spreading the coronavirus to a larger portion of the workforce by working in multiple facilities, to the extent possible all city letter carriers will work in their employing facility for the duration of this agreement. In addition, to the extent possible the Memorandum of Understanding *Re: City Carrier Assistants – Temporary Assignments to Other Post Offices* will not be in effect for the duration of this agreement.

In postal installations with less than 100 workyears of employment, work in facilities other than the letter carrier's employing facility should be limited to where they routinely worked prior to the outbreak of the COVID-19 pandemic.

The local parties (i.e. branch presidents and postmasters, or their designees) will immediately discuss potential scheduling and office setup changes which would create a work environment that promotes social distancing. Such changes should include, but are not limited to, the following:

1. Staggered letter carrier start times to begin as early as operationally feasible.
2. Scheduling letter carriers to begin their tours in groups of 10 or less to practice social distancing at the timeclock.
3. Where possible, scheduling groups of 10 or less carriers to begin their tours in increments of a minimum of 15 minutes and a maximum of two hours apart.
4. Start times should be staggered between the hours of 5:30 a.m. and 9:30 a.m. for letter routes.
5. Start times for all routes in test sites, for collection routes, and for combination routes may be scheduled prior to 5:30 a.m. and after 9:30 a.m., however they should still be staggered and scheduled in groups of 10 or less carriers to promote social distancing.
6. Conducting stand-up talks in a manner that allows employees to be separated from each other by 6 feet or more, such as using small groups or an intercom system.

7. Staggered break schedules in the office to allow employees to maintain groups not to exceed 10 people.
8. Moving office breaks to the street on an individual voluntary basis.
9. Where possible, scheduling letter carriers in a manner which would allow them to stagger their departure from office duties to street duties.
10. Volunteers may be utilized for AM parcel runs in order to increase social distancing during casing duties.
11. Adjusting any other practice in the office to allow employees to be separated from each other by 6 feet or more


Consideration will be given to the location of letter carrier cases, the location of mail staging areas, the location and number of time clocks, the size and number of break areas, etc. Local parties will discuss temporary changes to the location of any of the above subjects in order to promote at least 6 feet of separation for all employees.

If the local parties require any additional guidance or clarification on implementation of this agreement, they should contact the appropriate Area Manager, Labor Relations and National Business Agent.

The national parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.

This MOU will expire May 27, 2020.


Doug A. Tulino
Vice President, Labor Relations
United States Postal Service


Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Temporary Carrier Assistants – COVID-19

The Postal Service may employ Temporary Carrier Assistants during the period between the signing of this agreement and May 27, 2020, as operationally necessary to replace city letter carriers absent due to COVID-19.


Temporary Carrier Assistants are subject to the following:

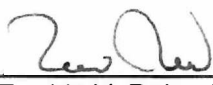
- The hourly rate will be the same as that for City Carrier Assistants.
- Over the course of a service week, the Employer will make every effort to ensure that available city carrier assistants are utilized at the straight-time rate prior to assigning such work to temporary carrier assistants working in the same work location.
- When an opportunity exists for overtime, full-time employees on the appropriate Overtime Desired List will be selected to perform such work prior to assigning temporary carrier assistants to work overtime in the same work location where the employees regularly work.
- To minimize the possibility of exposure to the coronavirus by working in multiple facilities, to the extent possible, all temporary carrier assistants will work in their employing facility for the duration of this agreement.

The Postal Service shall provide the NALC with reports on the number of temporary carrier assistants hired.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.

This MOU will expire May 27, 2020.


Doug A. Vulino
Vice President, Labor Relations
United States Postal Service

 3-30-20
Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

Re: Suspension of Temporary Additional Paid Leave for CCAs

The parties recognize that under the American Rescue Plan Act, CCAs may be granted up to 600 hours of paid Emergency Federal Employee Leave (EFEL) for COVID-19 related reasons. Therefore, the MOU *Re: Temporary Additional Paid Leave for CCAs* will be suspended effective with the signing of this MOU.

The parties further agree that if EFEL becomes unavailable to employees on or before June 4, 2021, the parties will discuss reinstating the MOU *Re: Temporary Additional Paid Leave for CCAs*.

This MOU will expire on June 4, 2021. The parties agree to meet and discuss prior to June 4, 2021, to determine whether or not further extension is appropriate.



Katherine S. Attridge
Vice President Labor Relations
United States Postal Service



Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO

Date: 3/19/2021

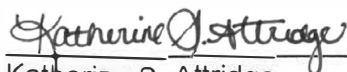
MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

Re: Annual Leave Carryover for Leave Year 2022

The parties agree that for leave year 2022, regular work force career employees covered by the USPS-NALC Agreement may carry over 520 hours of accumulated annual leave from leave year 2021 to leave year 2022.

In all other respects, the ELM provisions for payment of accumulated leave are not changed because of this Memorandum.

This MOU will expire December 31, 2022.



Katherine S. Attridge
Vice President Labor Relations
United States Postal Service



Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO

Date: _____

3/19/2021

Effective March 12, 2021, the American Rescue Plan Act (Act) provides employees with up to 600 hours of paid Emergency Federal Employee Leave (EFEL). This leave is available to employees beginning on March 12, 2021, and continuing through September 30, 2021—or until the funding established in the Emergency Federal Employee Leave Fund (Fund) for reimbursement is exhausted. The leave is available to eligible employees who are unable to work due to one of eight qualifying reasons as summarized in the chart below:

Emergency Federal Employee Leave	
Qualifying Reasons	Leave Eligibility
<p>An employee is entitled to take EFEL related to COVID-19 if the employee is unable to work because the employee:</p> <ol style="list-style-type: none"> 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19. 2. has been advised by a health care provider to self-quarantine due to concerns related to COVID-19. 3. is caring for an individual who is subject to such an order as in (1) or has been so advised as in (2). 4. is experiencing COVID-19 symptoms and seeking a medical diagnosis. 5. is caring for the employee's son or daughter if the school or place of care of the son or daughter has been closed, requires or makes optional a virtual learning instruction model, requires or makes optional a hybrid of in-person and virtual learning instruction models, or if the child care provider of the son or daughter is unavailable, due to COVID-19 precautions. 6. is experiencing any other substantially similar condition. 7. is caring for a family member with a mental or physical disability or who is 55 years of age or older and incapable of self-care, without regard to whether another individual other than the employee is available to care for such family member, if the place of care for such family member is closed or the direct care provider is unavailable due to COVID-19. 8. is obtaining immunization (vaccination) related to COVID-19 or is recovering from any injury, disability, illness, or condition related to such immunization. 	<ul style="list-style-type: none"> • All career and non-career employees, regardless of tenure, are immediately eligible for EFEL. • Full-time Employees can receive up to 600 hours of paid EFEL, capped at \$2,800 per pay period. • Part-time Employees can receive up to the proportional equivalent of 600 hours, capped at a proportional equivalent of \$2,800 per pay period.
	<p>Other Considerations</p> <ul style="list-style-type: none"> • EFEL does not count as creditable service toward an employee's retirement benefits. • Employees cannot contribute to Thrift Savings Plan (TSP) while on EFEL.

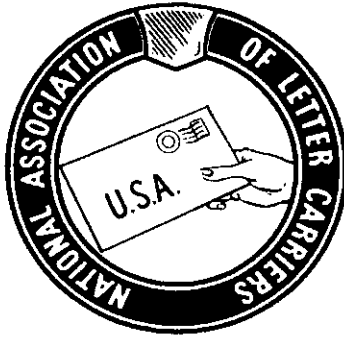
As a reminder, the Postal Service provides an essential federal government service as part of the nation's critical infrastructure. Therefore, postal employees are generally not subject to Federal, State, or local quarantine or isolation orders related to COVID-19, so employees will generally not be eligible to use EFEL for qualifying reason (1) above. Additionally, no substantially similar condition has been identified that would qualify an employee to use leave for qualifying reason (6) above.

We are continuing to work the issues associated with implementation of these new leave requirements, and we anticipate receiving additional guidance from the Office of Personnel Management (OPM), which will administer the Fund, in the coming weeks. In the interim, employees seeking to use EFEL should submit a PS Form 3971 indicating for which of the eight qualifying reasons they must take leave, and employees must affirmatively state that they are unable to work because of the qualifying reason.

For now, this leave should be managed and tracked within the Enterprise Resource Management System (eRMS). Timekeepers will be instructed to enter the interim hours code 086-21 in eRMS for all employees, and then verify the Administrative Leave is entered in the appropriate timekeeping system using either hours code 086-21 for City or DACA Code O for Rurals. For immediate reference, attached is the timekeeping quick reference table.

We will update you with additional instructions and guidance as our processes for managing this new leave are developed and implemented. We ask that you share this information with your teams as soon as possible, given that this leave will become available on March 12.

Emergency Federal Employee Leave (EFEL)				
Employee Type	eRMS Leave Code/Reason Code	Timekeeping System (RMSS/TACS)	Description	Comments
Rural Carrier	086-21	DACA O - for 1314A use OL block	Pandemic Relief 2021	Used when requested for scenarios 1-8 of EFEL, up to \$2,800.00 per Pay Period
All Other	086-21	086-21	Pandemic Relief 2021	Used when requested for scenarios 1-8 of EFEL, up to \$2,800.00 per Pay Period
UPDATED 3/11/2021				



Branch 2184

NATIONAL ASSOCIATION OF LETTER CARRIERS

AFL-CIO

6969 Monroe

Taylor, MI 48180

Phone: (313) 295-1640

Fax: (313) 295-4134

NALC2184@sbcglobal.net

ATTENTION: All Branch 2184 CCAs and newly converted career PTFs:

There will be an Open House at the Branch 2184 Union Office for ALL Branch 2184 CCAs and former CCAs that have been or will be converted to career PTFs.

The Open House will take place on Sunday, May 23, 2021 from 5:00 p.m. until 7:00 p.m.

- **Letter carrier apparel from the Branch 2184 Uniform Bank will be available for perusal and selection.**
- **Branch officers will be available to assist newly converted career PTFs with the signup process for health insurance, life insurance, TSP, LCPF, etc.**
- **Branch officers will be available to answer questions about any aspect of your USPS employment.**

Be sure to take advantage of this great opportunity!

Memo

To: Stewards/Officers

From: Mark

Date: 4-12-21

Re: Customer Connect Coordinators

The NBA's office is requesting an updated customer connect coordinator list for all of our Branch 2184 offices. Please contact the office and leave the name and phone number of the customer connect coordinator for your office or send me an email at markjudd@nalc2184.org with the requested information. I would like to have this list compiled by the end of the week. As is our customary Branch practice, if you do not respond or do not have a coordinator for your building you will be the coordinator by default. If you have any questions, please give the office a call.

Thanks