



# National Postal Mail Handlers Union

**Paul V. Hogrogian**  
*National President*

**Michael J. Hora**  
*National Secretary-Treasurer*

**June Harris**  
*Vice President  
Central Region*

**John A. Gibson**  
*Vice President  
Eastern Region*

**David E. Wilkin**  
*Vice President  
Northeastern Region*

**Lawrence B. Sapp**  
*Vice President  
Southern Region*

**Don J. Sneysby**  
*Vice President  
Western Region*

June 3, 2021

To: Local Presidents  
Regional Directors/Representatives  
National Executive Board

From: Paul Hogrogian, National President *PH*  
Michael Hora, National Secretary-Treasurer *MH*  
Teresa Harmon, Manager, Contract Administration *TH*

Re: Extension of Various COVID Related Memoranda

Please find enclosed a copy of the MOU extending the following memoranda:

1. MOU – Temporary Expanded Sick Leave for Dependent Care During COVID – 19
2. MOU – Temporary Exception Period – COVID – 19 \* Revised March 19, 2021
3. Liberal Changes of Schedule and Leave Letter.
4. MOU – Suspension of Temporary Additional Paid Leave for MHAs
5. MOU – Temporary Extension on Step 3 and Arbitration Appeals

If you have any questions, please contact the National Contract Administrative Department.



**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, AFL-CIO**

The following Memoranda of Understanding between the United States Postal Service and the National Postal Mail Handlers Union have been extended through August 6, 2021. The parties agree to meet and discuss these Memoranda of Understanding prior to August 6, 2021, to determine whether or not further extension is appropriate.

- Re: Temporary Expanded Sick Leave for Dependent Care During COVID-19
- Re: Temporary Exception Period COVID-19\*
- Re: Suspension of Temporary Additional Paid Leave for MHAs

\*Revised on March 19, 2021



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



Paul V. Hogrogian  
President  
National Postal Mail Handlers Union,  
A Division of LIUNA, AFL-CIO

Date: 6/3/21

Date: 6-3-2021

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, 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.

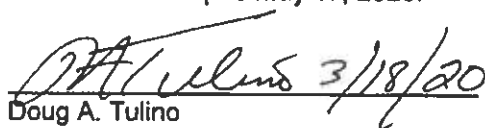
Specifically, employees may use sick leave for dependent care in the event they must care for a child as a result of daycare closures, school (Pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

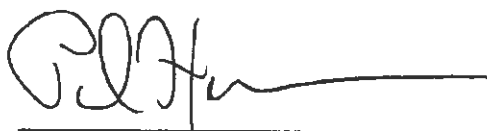
This MOU does not change the 80-hour-limit for sick leave that may be used for dependent care in any leave year.

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

  
Paul V. Hogrogian  
President  
National Postal Mail Handlers Union,  
A Division of LIUNA, AFL-CIO

3-18-2020

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, AFL-CIO**

**Re: Temporary Exception Period – COVID-19**

In order to accommodate those installations that are experiencing high absenteeism because of the COVID-19 pandemic and consistent with the Letter of Intent Re: Mail Handler Assistants In Excess of Percentage Caps, the parties agree to an exception period for the hiring of mail handler assistants (MHAs) in excess of the appropriate installation caps for MHAs.

The MHAs will not be used to the detriment of Mail Handlers on the Overtime Desired List.

**Any MHAs hired in accordance with the above will only be used to cover absences due to COVID-19 and leave granted under the liberal leave policy. MHAs not hired for these reasons will count toward the installation cap for MHAs.**

The Postal Service will provide the NPMHU at the National level with reports every pay period on the number of temporary MHAs hired in each installation and the absenteeism rate for those facilities that hire such MHAs.

The exception period is effective with the signing of this MOU and will continue until **June 4, 2021**.

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**.



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



Paul V. Hogrogian  
President  
National Postal Mail Handlers Union,  
A Division of LIUNA, AFL-CIO

Date: March 19, 2021

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, AFL-CIO**

**Re: Suspension of Temporary Additional Paid Leave for MHAs**

The parties recognize that under the American Rescue Plan Act, MHAs 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 MHAs* will be suspended effective with the signing of this MOU.

If EFEL becomes unavailable to employees during the course of this MOU, the parties will discuss reinstating the MOU *Re: Temporary Additional Paid Leave for MHAs*.

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



Paul V. Hogrogian  
President  
National Postal Mail Handlers Union,  
A Division of LIUNA, AFL-CIO

Date: 3-19-2021

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, 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.

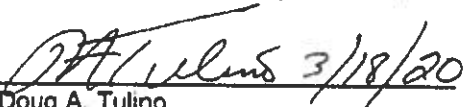
Specifically, employees may use sick leave for dependent care in the event they must care for a child as a result of daycare closures, school (Pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.


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

  
Paul V. Hogrogian  
President  
National Postal Mail Handlers Union,  
A Division of LIUNA, AFL-CIO

3-18-2020

KATHERINE S. ATTRIDGE  
VICE PRESIDENT, LABOR RELATIONS



June 3, 2021

AREA VICE PRESIDENTS

SUBJECT: Liberal Changes of Schedules and Leave

The attached memorandum and its provisions are extended through August 6, 2021.

A handwritten signature in black ink that reads "Katherine S. Attridge".

Katherine S. Attridge

Attachment

cc: Headquarters Officers  
Managers, Human Resources (Area)  
Managers, Labor Relations (Area)  
Managers, Labor Relations (Headquarters)

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



March 23, 2020

**AREA VICE PRESIDENTS**

**SUBJECT: Liberal Changes of Schedule and Leave**

We have signed a Memorandum of Understanding with our unions temporarily expanding the use of Sick Leave for Dependent Care to allow employees to use their sick leave for unexpected childcare needs as a result of the COVID-19 pandemic.

In addition to allowing Sick Leave for Dependent Care, for the next 60-day period, managers and supervisors should allow liberal changes of schedule in recognition of the disruption caused by the COVID-19 pandemic. To the extent operationally practicable, managers and supervisors should accommodate employees who submit PS Form 3189, *Request for Temporary Schedule Change for Personal Convenience* as a result of childcare issues caused by 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.

Managers and supervisors should also allow liberal sick leave usage for employees who are sick, and liberal annual and leave without pay (LWOP) usage to the extent operationally feasible during this time period. If an employee requests leave for reasons related to COVID-19, such leave should be treated as scheduled (as opposed to unscheduled) leave. Leave taken for COVID-19 related reasons between February 29, 2020, and May 17, 2020, may not be cited in discipline for failing to maintain an assigned schedule under ELM 511.43.



Doug A. Tulino

cc: Officers  
Managers, Human Resources (Area)  
Managers, Labor Relations (Area)  
Managers, Labor Relations (Headquarters)



**Memorandum of Understanding  
Between the United States Postal Service  
And the  
National Postal Mail Handlers Union, A Division of LIUNA, AFL-CIO**

**RE: Temporary Extension on Step 3 and Arbitration Appeals**

Due to the impact of the Coronavirus Pandemic, the parties agree that time limits for appealing grievances to Step 3 of the grievance-arbitration procedures, and appeals to arbitration, will be extended for a period of 30 days beyond those specified in the National Agreement. The parties have agreed to extend the agreement that was to expire on June 4, 2021 for an additional period through August 7, 2021.

The parties will revisit immediately prior to the expiration of this period to determine if another extension is appropriate.

*Patrick M. Devine*

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Patrick M. Devine  
Manager, Contract Administration (NPMHU)  
United States Postal Service



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Paul V. Hogrogian  
President  
National Postal Mail Handlers Union, A Division  
of LIUNA, AFL-CIO

Date: 6-2-2021

Date: 6-2-2021