

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 "D. Tulino".

Doug A. Tulino