



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. Sneesby
Vice President
Western Region

March 18, 2020

TO: All Local Unions

FROM: Paul Hogrogian, National President *PVH*
Michael Hora, National Secretary-Treasurer *MJH*
Teresa Harmon, Manager, CAD *TH*

RE: Memorandum of Understanding Re Temporary Expanded Sick Leave for Dependent Care During COVID-19

Attached to this memorandum is a new MOU signed by the NPMHU and the Postal Service establishing a temporary expansion of the Sick Leave for Dependent Care MOU because of the ongoing COVID-19 emergency.

For the 60-day duration of this Memorandum of Understanding, in addition to the purposes previously outlined in the MOU Re Sick Leave for Dependent Care, sick leave may be used by career mail handlers 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. Also, approval of sick leave for dependent care will continue to be subject to the normal procedures for leave approval.

A copy of this MOU has been posted on the NPMHU website. Please do not hesitate to contact the National CAD should you have any questions.

Cc: National Executive Board
National/Regional CAD

**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.

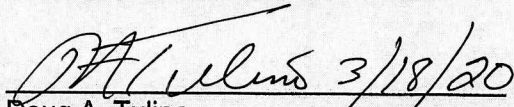
Specifically, employees may use sick leave for dependent care in the event they must care for a child as a result of daycare closures, school (Pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

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

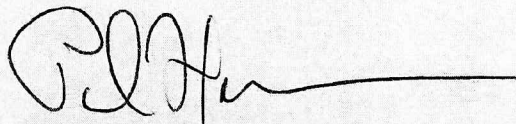
Approval of sick leave for dependent care will continue to be subject to normal procedures for leave approval.

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