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VICE PRESIDENTS, AREA OPERATIONS

SUBJECT: Work Schedules, FLSA-Exempt Non-Bargaining Employees

During recent discussions with the National Association of Postal Supervisors (NAPS) the association president raised a concern regarding scheduling of FLSA-exempt management employees. NAPS asserts that these managers are required to work an excessive amount of extra hours and days and in circumstances where such additional time is not related to increased workload or unavailability of other local management coverage.

While it is understood that FLSA-exempt non-bargaining employees are not limited to working a specified number of hours in a service week, there is a practical limit to the extent and regularity of requiring additional hours of these employees. Recognizing our service obligations and the impact of our current financial situation, we are informing NAPS that we will make every effort to limit these situations consistent with the provisions outlined in Employee and Labor Relations Manual (ELM) Sections 432.112 (a) (1) and 432.34.

Thank you for providing guidance to your subordinate managers to accomplish this within your area.



Megan J. Brennan