



# 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 19, 2020

To: Local Presidents  
Regional Directors/Representatives  
National Executive Board

From: Charles R. Manago *CM*  
Contract Administration Representative

Re: **Coronavirus Disease 2019 (COVID-19) Updated Supervisor and Management Guidance (V.2).**

Dear Sisters and Brothers:

Please find enclosed a copy of the above-referenced document from the Postal Service updating Coronavirus Disease 2019 Supervisor and Management Guidance (V.2).

According to the Postal Service, they continue to monitor the spread of COVID-19 across the United States and the following information is provided to assist managers and supervisors to communicate with employees.

## Key Facts to Emphasize:

- 1) While there is still much to learn about the unfolding situation involving the spread of Coronavirus Disease 2019 (COVID-19), the immediate health risk from COVID-19 is considered low for the general American public
- 2) If you have employees exhibiting these symptoms: fever, cough, and shortness of breath, provide them with a surgical mask and require them to go home and seek medical attention. Then, inform the District Occupational Health Nurse Administrator (OHNA) immediately.
- 3) The best preventive strategies against COVID-19 to communicate:
- 4) Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom; before eating; and after blowing your nose, coughing, or sneezing.
- 5) Avoid touching your eyes, nose, and mouth with unwashed hands.
- 6) Avoid being exposed through close contact with people who are sick.
- 7) Stay home when you are sick.

## General Guidelines:

1. Immediately report any communication you receive from the Public Health Office or Centers for Disease Control and Prevention (CDC) concerning an employee's health to your District HR Manager and District OHNA.



# 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*

2. If an employee in your facility has contracted COVID-19 or has been directly exposed to someone with COVID-19, the Postal Service will follow Public Health Guidance. Your HR Manager and District OHNA will provide instructions for future action in this situation.
3. Prior to an employee returning to work after visiting any country identified by the CDC as a level 3 country (currently China, South Korea, IRAN, Italy and most other European nations) within the past 14 days or from a trip on a cruise ship in which an identified case of COVID-19 was detected onboard the ship
  - o Employees who meet the above criteria **must not report to work** for a period of 14 days from the date they departed from any of the listed four countries, certain European nations, or the cruise ship with reported COVID-19 cases
  - o Employees instructed to stay at home after visiting any one of the four listed countries, certain European countries, or cruise ship will be provided TACS Code 086, Other Paid Leave to cover the employee's absences under these circumstances for a period up to 14 days.
  - o Employees who are asymptomatic but who develop COVID-19 related symptoms while at home during the 14-day period will be charged sick or annual leave after the first 14 days.
4. An FMLA packet should be generated for any employee who uses leave in conjunction with COVID-19.
5. Allow liberal leave usage for employee's who are sick.
6. Ensure approved hand sanitizer (containing at least 60% alcohol) is available at work.
7. Ensure CDC posters concerning COVID-19 are posted in appropriate locations.
8. Deliver stand-up talks concerning COVID-19 in a timely manner.
9. Provide the contact information of your District OHNA and District HR Manager to all employees under your supervision.
10. Provide surgical mask to any employee who requests one.
11. Ensure Postal facility is cleaned daily as per the MMO-031-20, Influenza and Coronavirus Cleaning Contingency.
12. Only advise other employees, if asked, that an employee has been cleared for work.

## **DO NOT**

13. Ask employees to stay home without HR review.
14. Request medical documentation for employees to return to work unless they are on sick leave pursuant to ELM, Section 513.
15. Request fitness-for-duty evaluations for employees to return to work.
16. Share specific health information about any employee, including an employee who is suspected or who has been confirmed to have COVID-19.
17. Make "medical decisions."

**CORONAVIRUS DISEASE 2019 (COVID-19) UPDATED SUPERVISOR AND MANAGEMENT GUIDANCE (V.2)**  
**March 13, 2020**

The Postal Service continues to monitor the spread of COVID-19 across the United States. The following information is provided to assist you as managers and supervisors to communicate with your employees.

**Key Facts to Emphasize:**

- 1) While there is still much to learn about the unfolding situation involving the spread of Coronavirus Disease 2019 (COVID-19), the immediate health risk from COVID-19 is considered low for the general American public
- 2) If you have employees exhibiting these symptoms: fever, cough, **and** shortness of breath, provide them with a surgical mask and require them to go home and seek medical attention. Then, inform the District Occupational Health Nurse Administrator (OHNA) immediately
- 3) The best preventive strategies against COVID-19 to communicate to your staff are:
  - Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom; before eating; and after blowing your nose, coughing, or sneezing.
  - Avoid touching your eyes, nose, and mouth with unwashed hands.
  - Avoid being exposed through close contact with people who are sick.
  - Stay home when you are sick.

**General Guidelines:**

- Immediately Report any communication you receive from the Public Health Office or Centers for Disease Control and Prevention (CDC) concerning an employee's health to your District HR Manager and District OHNA. Your HR Manager and OHNA will provide you with instructions for future action.
- If an employee in your facility has contracted COVID-19 or has been directly exposed to someone with COVID-19, the Postal Service will follow Public Health Guidance. Your HR Manager and District OHNA will provide instructions for future action in this situation.
- Prior to an employee returning to work after visiting any country identified by the CDC as a level-3 country (currently China, South Korea, Iran, Italy, and most other European nations) within the past 14 days or from a trip on a cruise ship in which an identified case of COVID-19 was detected on board the ship:
  - If employees under your authority meet the above criteria, you must immediately inform your District Human Resources (HR) Manager and the District OHNA.
  - Employees who meet the above criteria **must not report to work** for a period of 14 days from the date they departed from any of the listed four countries, certain European nations, or the cruise ship with reported COVID-19 cases.
  - Employees instructed to stay at home after visiting any one of the four listed countries, certain European countries, or cruise ship will be provided TACS Code 086, *Other Paid Leave*, to cover the employee's absences under these circumstances for a period of up to 14 days.
  - Employees who are asymptomatic but who develop COVID-19-related symptoms while at home during the 14-day period will be charged sick or annual leave after the first 14 days.
- An FMLA packet should be generated for any employee who uses leave in conjunction with COVID-19.
- Allow liberal sick leave usage for employees who are sick.
- Ensure approved hand sanitizer (containing at least 60% alcohol) is available at work.
- Ensure CDC posters concerning COVID-19 are posted in appropriate locations.
- Deliver stand-up talks regarding COVID-19 in a timely manner.
- Provide the contact information of your District OHNA and District HR Manager (list attached) to all employees under your supervision.
- Provide surgical masks to any employee who requests one, which can be ordered through eBuy Plus.
- Ensure Postal facility is cleaned daily as per the MMO-031-20, *Influenza and Coronavirus Cleaning Contingency*.
- Only advise other employees, if asked, that an employee has been "cleared" to return to work

**DO NOT:**

- Ask employees to stay at home without HR review.
- Request medical documentation for employees to return to work unless they are on sick leave pursuant to Employee and Labor Relations Manual (ELM), Section 513.
- Request fitness-for-duty evaluations for employees to return to work.
- Share specific health information about any employee, including an employee who is suspected or who has been confirmed to have COVID-19.
- Make "medical decisions."

**Contact your District HR Manager or District OHNA if you have any questions.**