

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

**Re: Travel for Training at the National Center for Employee Development (NCED) in Oklahoma – Rescission of Postal Service Travel Restriction Policy**

By memo issued from Doug Tulino, Deputy Postmaster General and Chief Human Resources Officer, effective June 10, 2021, the Postal Service rescinded the limitation on all business-related travel during COVID-19. The APWU was provided official notification of the update to the travel policy by letter dated June 18, 2021.

As such, the March 12, 2020 Memorandum of Understanding, *Re: Contingency for Coronavirus Pandemic: Required Travel for Training at the National Center for Employee Development (NCED) in Oklahoma*, signed by Rickey Dean and Vance Zimmerman, is no longer in effect.

In an effort to accommodate APWU-represented bargaining unit employee schedules, the parties agree that no employee will be required to travel to the NCED any sooner than August 9, 2021.

Additionally, from the signing of this MOU until September 30, 2021, those employees who agree to attend training at NCED will be allowed to request travel by use of their Privately Owned Vehicle (POV) for their personal convenience. During this time, Handbook F-15, *Travel and Relocation*, Section 5-5.1.2, *Criteria That the Approving Official Will Use*, will not be applicable and use of the POV will be liberally approved. A cost comparison, in accordance with the F-15, Section 5-1.4, *For Performing a Cost Comparison*, will be required, and the employee will be reimbursed for the lesser amount. If the use of the POV would require additional travel time, the employee will be paid for travel time in accordance with the Fair Labor Standards Act (FLSA) based on the most efficient travel option. In accordance with the F-15, Section 5-1.4.3, *Per Diem*, if using the POV takes more time during normal working hours, the employee will elect to take Annual Leave or Leave Without Pay for the excess time.



Katherine S. Attridge  
Vice President, Labor Relations  
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Mark Dimondstein  
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American Postal Workers Union, AFL-CIO

Date: August 3, 2021