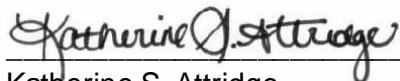


**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

The parties agree that a late enrollment exception for signing up for health benefits will be allowed as follows:

- Only applies to PSEs who were hired on or after November 7, 2020, and permitted to be retained in accordance with the Memoranda of Understanding, *Re: Additional Function 1 Staffing*, dated December 24, 2020, and *Re: Temporary Exception Period—Clerk Craft Function 1 & Function 4—COVID-19*, dated December 21, 2020;
- Submission of the required paperwork (PS Forms 3117, 3119, and 3120) must be faxed to 202-268-0359, Attn: Health Benefit Requests, or mailed to the Human Resources Shared Service Center (HRSSC) no later than February 26, 2021; and
- The health benefits will become effective the first day of the first pay period that begins after the documents are received by the HRSSC and that follows a pay period during any part of which the employee is in a pay status.



Katherine S. Attridge
Vice President, Labor Relations
United States Postal Service



Mark Dimondstein
President
American Postal Workers Union, AFL-CIO

Date: January 29, 2021