

## Charlie Cash

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**From:** Richardson, Shannon - Washington, DC <  
**Sent:** Friday, March 25, 2022 12:36 PM  
**To:** Vance Zimmerman  
**Cc:** Charlie Cash  
**Subject:** FW: [EXTERNAL] Extension of 90-Day Probation Language--COVID-19

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Vance,

I am in agreement to extend the below language through May 6, 2022.

Thanks,

Shannon Richardson  
Director  
Headquarters APWU Contract Administration

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**From:** Vance Zimmerman <  
**Sent:** Tuesday, February 8, 2022 2:02 PM  
**To:** Richardson, Shannon - Washington, DC <  
**Cc:** Charlie Cash <  
**Subject:** [EXTERNAL] Extension of 90-Day Probation Language--COVID-19

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Shannon,

As follow-up to our conversation, do you agree that we are extending the language below that was previously extended through February 11, 2022 (email dated 12/30/2021) through **April 8, 2022**?

***For all APWU represented employees, in keeping with the intent of the AVP letter on liberal scheduling and leave, and the recent MOUs regarding Dependent Care Leave and non-career leave, in light of the COVID-19 pandemic, please implement the following guidance:***

- ***Career, or non-career employees who are serving in their first 90 work days or 120 calendar days (for PSEs)***

***will not have absences taken due to the COVID-19 pandemic cited or considered for disciplinary action or involuntary separation.***

*Vance Zimmerman*

Industrial Relations Director

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