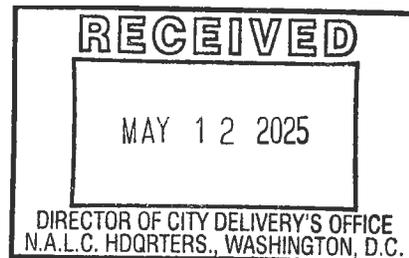


LABOR RELATIONS



May 7, 2025

Mr. Manuel L. Peralta, Jr.
Director of Safety and Health
National Association of Letter Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, D.C. 20001-2144

Certified Mail Number:
9589 0710 5270 0888 3043 03

Dear Manny:

This letter is in response to the Union's April 30, 2025 email correspondence regarding the updated *Heat Illness Prevention Program* (HIPP) for 2025.

Your questions are restated below, followed by the Postal Service's responses.

1. *By letter dated April 23, 2025, Bruce Nicholson responded to the NALCs inquiries on the 2025 USPS HIPP. In question #3, the NALC asked "...Will this 9-page item be part of the training to be provided to the letter carrier workforce...?"*

The 4/23/2025 USPS response was as follows:

"...Per the HIPP, page 1, first paragraph, last sentence states, 'Copies of this document are available to employees upon request.' Additionally, page 7 states the HIPP is posted in the facility in a conspicuous location..."

It is very rare for employees to find an opportunity to read what is posted somewhere in their postal facility as they normally are rushed to finish their work, clock out and leave. Article 14 of the National Agreement provides that "...It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility..." The NALC believes that management is lacking in its obligation to develop a safe working force when it takes shortcuts by hoping and expecting employees to train themselves while at work by searching for materials that had not been discussed in a stand-up talk. As such, the NALC requests that the entire 9-page HIPP document be used as a required element of the annual refresher(s).

RESPONSE: The annual refresher training is intended to instruct employees on recognizing the signs and symptoms of heat exposure. The

HIPP is intended to outline all steps that management will take to address potential extreme heat situations. As such, adding a full review of the HIPP as employee training is not appropriate. All employees are provided with training on the clock and the ability to review the posted HIPP in their facility.

2. *The 9-page document at page 2 indicates that "...Employees who are absent when the refresher training is provided are required to be provided with the training prior to returning to street duties during the period of April 1 through October 31. Footnote within that statement is printed on the bottom of page 3 instructing as follows: "...Returning employees will be provided the Heat Illness Prevention Program annual refresher training prior to returning to their street duties..."*

In previous years, this "required" instruction was essentially ignored. Were there any additional instructions issued to management at the Area, and District level regarding this requirement?

RESPONSE: As stated in our April 23, 2025, letter, the HIPP requires each Vice President Area Retail & Delivery Operations, Vice President Regional Processing Operations and Vice President Logistics to designate an Area/Regional coordinator who will be responsible for ensuring the implementation and management of the HIPP in his or her coverage area. This includes the obligation to ensure that all training is properly conducted and tracked for compliance.

Please contact Lindsey A. Butler at extension 7194 if you have any further questions concerning this matter.

Sincerely,



Bruce A. Nicholson
Director
Labor Relations Policies and Programs

bcc: Mr. Elston*
Mr. Nicholson (LRPA-2025-188)*
Ms. Bailey*
Ms. Breslin*
Mr. Devine*
Mr. Hensley*
Mr. Howard*
Mr. Lloyd*
Ms. Richardson*
Ms. Utterback*
Ms. Linda DeCarlo*
Ms. Leeann Theriault*

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Responses\LRPA-2025-188 - HIPP FY2025 Material - NALC RFI Follow up (2nd) Response
to Manny Peralta.docx

LR25: BNicholson: LB20260-4101 5/7/2025

* Copy sent electronically