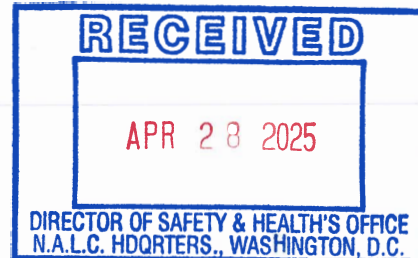


LABOR RELATIONS



April 23, 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 0684 7686 13

Dear Manny:

This letter is in response to the Union's April 7 and April 8, 2025 email correspondences regarding the updated *Heat Illness Prevention Program* (HIPP) for 2025.

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

1. *USPS previously required an annual training session using LMS Course 10019802. From my reading of the notification letter and attached materials, I find no reference to that LMS course. However, there is reference to training that is to be provided to new employees. Will the USPS be using LMS course 10019802 in training these new employees? If not, please specify what materials will be used (please provide a copy) and when this training will take place for the new employees.*

RESPONSE: The LMS course 10019802 is provided to new employees during employee orientation.

2. *On the item titled: "2025 03-06 Heat Illness Prevention Publication - Final (002)", it appears to be a mailer to an employee at home. There are informational items that are not found in any of the other items provided. The NALC has a concern that mailing this to the homes of employees is an avoidance of on the clock training at work as anticipated by Article 14, Section1, and Article 41-3-K as well as the Fair Labor Standards Act (FLSA). Will the USPS be training employees on the clock to cover all items contained in that mailer? If not why?*

RESPONSE: The employees' required Heat Illness Prevention training is provided in new employee orientation and the Safety Talks #2068, *Heat Illness Prevention Program* and #2501, *Heat Illness and Prevention – Annual Refresher* which is given to employees on the clock.

The publication brochure re-presents material that is provided in the HIPP training and includes information as provided by Occupational Safety and Health Administration (OSHA), the National Weather Service (NWS), the Centers for Disease Control and Prevention (CDC), and the Environmental Protection Agency (EPA).

3. *On the item titled: "FY25 Heat Illness Prevention Program Final", it appears to be a fairly thorough instruction on responsibilities at various levels. Will this 9 page item be part of the training to be provided to the letter carrier work force.*

RESPONSE: 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.

4. *Separate for the references in the materials as provided, what steps will the USPS be taking this year to ensure that there is an honest record keeping of those that have been trained on each of the items?*

RESPONSE: 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.

5. *I have been advised that this year's HIPP was reached by agreement between the USPS and OSHA. Can you advise if this is so? And if so, can you provide the NALC with a copy of the agreement?*

RESPONSE: The Fiscal Year (FY) 2025 HIPP was not an agreement between the USPS and OSHA.

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