

Summary of Postal Bulletin Updates May 1989 to June 1996

Note that changes are cumulative. Numbering of a section may be modified by a change made subsequently.

1. Overall Revisions

Addresses, PEN numbers, and form titles have been updated. Addresses have also been reformatted to reflect machine readability standards.

Subchapter 680 is among the parts of the ELM that have been edited in their entirety. Language has been changed in some instances to promote clearer, fuller understanding. Some heading and exhibit titles are modified to improve readability. Changes have been made to correct grammatical, printing, and reference errors; to eliminate sexist language; to meet the technical requirements of the electronic publication system; and to preserve consistency of style. These changes are not listed in this summary except where they are deemed necessary for clarification.

2. Specific Revisions

Substantive changes published in *Postal Bulletin* articles are marked with vertical bars in the margins or printed in bold type in tables and certain exhibits.

680 Participation in Supervisory and Managerial Organizations is revised to update titles and to clarify current policy. (PB 21947, 6/5/97)

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680 Participation in Supervisory and Managerial Organizations

681 **Participation Rights**

Postal personnel have the right, freely and without fear of penalty or reprisal, to form, join, or assist a supervisory or managerial organization or to refrain from such activity. Personnel are protected in the exercise of such rights. No interference, restraint, coercion, or discrimination to encourage or discourage membership in such an organization will be effected in the Postal Service. The limitations set forth in title 39, Code of Federal Regulations, 1004(b), however, are dispositive on whether organizations are officially recognized by the Postal Service as a matter of law for consultative purposes.

682 **Postal Service Representation at Organization Gatherings**

682.1 **Explanation**

The Postal Service recognizes the need for effective rapport with the postmasters' and supervisors' associations. Part 682 establishes policies and procedures for official Postal Service representation at meetings and conventions of the National Association of Postmasters of the United States (NAPUS), the National League of Postmasters of the United States (League), and the National Association of Postal Supervisors (NAPS). Any requested exceptions to these policies and procedures must be submitted in advance to the vice president of Labor Relations.

682.2 **National Conventions**

When Postal Service representation is requested by either the League, NAPUS, or NAPS for speakers at a national management association convention, the principal spokesperson will be a representative who is most familiar with the subject matter identified in the letter of invitation. Postal Service officers or PCES managers who are assigned to address national conventions may participate in the convention's workshops, seminars, or other sessions where the subject matter is Postal Service policies, procedures, or operations. Coordination over who may appropriately address or attend management association conventions from Headquarters and Headquarters field units is within the exclusive purview and discretion of the vice president of Labor Relations. Coordination of speakers from the area or field level of the organization is within the purview of the vice president of Area Operations.

682.3 **State Conventions and Other Management Association Conferences**

682.31 **General Policies**

For a management association state convention or locally sponsored conference, the vice president of Labor Relations may designate an officer or PCES manager from Postal Service Headquarters to deliver remarks on behalf of the Postal Service. In addition, the appropriate vice president of Area Operations is encouraged to participate and has discretionary authority to designate one or more representatives from the area or appropriate district and to determine the extent of their participation in the state convention or locally sponsored conference.

682.32 **Request Channels**

Requests for area, Inspection Service, and field management representation at state conventions or locally sponsored management association conferences are coordinated through the vice president of Area Operations, who makes the final determination. The vice president of Labor Relations makes the final determination on all Headquarters and Headquarters field unit representatives who may address or attend state conventions or locally sponsored management association conferences.

683 **District Meetings for Postmasters**

Each district manager may have periodic group meetings with postmasters to discuss and coordinate operational matters and/or provide training on subjects not covered in standard training courses. The time, location, and duration of these meetings, as well as who must attend, are in the sound discretion of the district manager or his or her designee.