

Safety committees



**Manuel L.
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During the bargaining for the 2007 National Agreement, the NALC and the USPS agreed to a pilot test involving district safety committees. Last year we reached agreement to add language to Article 14 and created District Safety Committees. Once the National Agreement was finalized, I asked our national business agents to submit names for those committees so that we could provide them to management and get these committees started.

The new language from the 2023 National Agreement is found in Article 14, Section 3.C:

C. There shall be established at the District Level, a District Joint Labor-Management Safety Committee.

District Safety Committees will consist of at least two (2) members from each party; with management members selected by the District Manager or designee and Union members selected by the NALC President or designee. District Safety Committees will meet quarterly. Either party may request a special meeting of the Committee. District Safety Committees are responsible for assisting in implementing District-wide safety initiatives, facilitating communication between Area and Local Safety Committees, and assisting Local Committees as determined by the District Manager and Union. The USPS/NALC National Joint Labor-Management Safety Committee will create guidelines for District Committees. Area Safety Committees are responsible for assisting and monitoring District Committees.

On Sept. 5, 2025, Joseph R. Bruce, vice president, Human Resources, issued a letter to the USPS officers addressing recent updates to the *EL-809* and *EL-809-t, Guidelines for Joint Labor-Management Safety and Health Committees*.

Bruce emphasized the following:

The cooperative efforts between Postal Service management and union organizations to build a premier safety program is the key purpose of our Joint Labor/Management and Safety Committees at all levels of the Postal Service. Working together, the safety committees can work directly with our employees to mentor, train, and promote employee safety to reduce accidents and employee related injuries.

Bruce also tasked each area- and district-level operational manager to ensure that the meetings of these committees (area, district and local/installation) are taking place on a quarterly basis, as provided for in our labor agreements, closing with:

Through this cooperative effort we will continue to promote safety awareness and prevention to keep our employees safe.

Following my receipt of this letter from Bruce, I prepared a memo to accompany his letter and distributed both to all NALC regional offices requesting they share this information with you.

Next, I want to draw your attention to *Handbook EL-809*, which needs to be used as the guide to your installation safety committee meetings. The introduction includes the following observation:

Safety must become the member's way of life, both on and off the job. **Safety never just happens.** If a workplace is safe, it is because somebody is working to make it safe. Safety and health committee members play a major role in making their workplace safe for all employees. (Emphasis added.)

At Chapter 5 of the *EL-809*, you will find the duties and responsibilities of the local (installation) safety committee:

All members are expected to do the following:

- a. Attend all scheduled meetings.
- b. Create and maintain an interest in safety, health and ergonomics and, thereby, help to prevent accidents.
- c. Review local safety and health rules and help management enforce these rules.
- d. Monitor the progress of accident prevention and health activities, and, when necessary, make recommendations for improvement to the installation head. Note: Safety and health committee membership does not entitle members to have access to individual employee medical records that do not include the employee's consent to share.
- e. Analyze data and work tasks to identify accident causes and develop recommendations to increase safety awareness and emphasis to reduce accidents.
- f. Review employee safety and health suggestions.
- g. Review safety-training records to determine if all employees are receiving appropriate training.
- h. Review employee-reported hazards and safety concerns, employee/ management responses and recommended corrective actions.
- i. Review accident reports, safety inspection abatements, and employee-injury reports. This excludes individual employee medical records that do not include the employee's consent to share.
- j. Discuss all matters relating to employee safety, health and ergonomics, except for individual grievances (unless permitted by national agreement) and make recommendations for resolution or improvement to the installation head.
- k. Help make recommendations for safety-process improvements. Committee members will use safety, inspection, ergonomic and abatement resources accessible to manage-

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in energy, sleep and stress levels within weeks of starting to coach.

We want you to stay involved, and there is so much more to share about the benefits and wellness programs we offer. If you prefer to speak with someone, connect with us at 888-636-NALC (6252) Monday through Friday from 8 a.m. to 6 p.m. Eastern time.

Executive Vice President

Interpretive step (continued)

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trability of grievances. Specifically, certain management representatives asserting that a grievance appealed to Step B ceases to be arbitrable if the Step B team fails to issue a decision within 14 days, absent an extension agreement.

- **6X 23N-6X-C 25507021:** The issue in this case involves the Postal Service refusing to comply with a national-level award. Arbitrator Newman issued the NACI Award in a national-level arbitration (6x21C-6X-C-24165358) arising under the American Postal Workers Union contract, and NALC intervened in the case. Arbitrator Newman's June 30, 2025, award held, in relevant part, that a grievance challenging the removal of an employee terminated because of an unfavorable NACI report is arbitrable so long as the employee completed probation prior to the removal. Since the award was issued, USPS has failed to comply with it. USPS recently sued to vacate Arbitrator Newman's award in federal court.

- **6X 23N-6X-C 81163554:** The issue in this case is whether delivery routes that already existed at a facility before that facility became an S&DC must be evaluated under the ARAP-S&DC route evaluation and adjustment process established in M-02006. For nearly a year following the parties' execution of M-02006 and M-02007, USPS and NALC, following the ARAP-S&DC process, jointly evaluated not only routes moved into S&DCs, but also routes that already existed at the facility before it was converted into a S&DC.

USPS's recent unilateral refusal to use the ARAP-S&DC route evaluation and adjustment process, in instances where the routes existed in a facility which is now an S&DC, and either refusing to evaluate routes at all or using Chapter 2 of the M-39 instead of the agreed-upon process, triggered the instant dispute.

As always, NALC will provide updates on any future developments regarding these cases, as well as any additional interpretive disputes that may arise.

Director of Safety and Health

Safety committees (continued)

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ment representatives, including checklists, assessments, and analysis tools.

All of these tasks are important. They all serve to help make your workplace safer. If we truly study what caused an accident (look up root cause analysis in the Occupation-

al Safety and Health Administration [OSHA] library), then, and only then, will we learn how to prevent accidents.

Your branch president is the person authorized to appoint a letter carrier to the safety and health committee at your installation. If there is not a functioning committee, reach out to your branch president to get involved.