

# Previous pilot tests, initiatives and concerns, Part 2



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**T**his month's column will be Part 2 of my previous *Postal Record* article on revisiting previously mentioned pilot tests, initiatives or concerns that conflict with postal handbooks and manuals and our collective-bargaining agreement.

## Parcel Delivery Photo Verification—pilot test

In a letter dated Feb. 3, 2026, NALC was notified that the Postal Service will be testing a new feature, MDD-TR Parcel Delivery Photo Verification, on the Mobile Delivery Devices (MDD and MDD-TR). The pilot test allows carriers to take photos while

delivering parcels as a method for proof of delivery.

This pilot began in February and is being tested across 103 city routes in the following areas and districts: Westpac, AZ-NM, Atlantic, New York 1, Central, MN-ND, and Southern, Texas 1.

This update is in conflict with postal handbooks and manuals, specifically *Handbook M-39, Management of Delivery Services* and *Handbook M-41*.

## Non-DOIS offices

In February, NALC was notified that the Postal Service will be adding 465 non-Delivery Operations Information System (DOIS) offices into DOIS. USPS indicates that these additions will assist offices in maintaining historical data through technology and make assignments easier to perform and track.

USPS did not provide when these additions will take place, just that it will be conducting a multiphased approach until all offices have been converted to DOIS.

As agreed between NALC and USPS, in an interpretive step settlement (M-01664), DOIS is a management tool for estimating a carrier's daily workload. However, projections from this tool are not the sole determinant of a carrier's leaving or return time, or daily workload. Additionally, management is responsible for accurately recording volume and other data in DOIS.

Even with this new addition in these offices, the reporting requirements by carriers, as outlined in *Handbook M-39* and *Handbook M-41*, have not changed.

## GoPro cameras

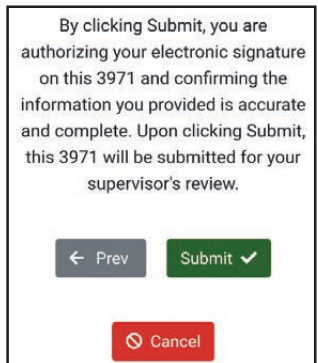
In a letter dated Nov. 4, 2025, NALC was notified that the Postal Service would be using GoPro cameras to showcase holiday readiness and start of peak season. USPS states that carriers from the pilot locations will wear GoPro cameras to capture "day in the life" footage, including facility arrival and casing, vehicle loading, and package and mail delivery. The letter lists several locations that will participate in this pilot.

The use of GoPro cameras while carriers are in performance of their duties is inconsistent with postal handbooks and manuals, specifically the *Administrative Support* and the *Employee and Labor Relations Manual (ELM)*. I have requested a meeting and informed USPS that NALC is not in agreement with the use of GoPro cameras on city letter carriers.

If this is occurring to you, request to speak with your local steward or branch officer and request that a grievance be filed on your behalf.

## eLRA, stand-up talk and postcard

In September 2024, NALC received notification that USPS had updated the Enterprise Leave Request Application (eLRA). The eLRA is an online application employees can use to request unscheduled leave in the event of an emergency or unexpected absence. The update includes a feature for adding an electronic signature to the PS Form 3971, Request for or Notification of Absence generated from the leave request. Employees will only become aware of this new feature by reading a brief message that pops up on the application just before they complete the leave request (at right).



This update affects every employee and conflicts with postal handbooks and manuals. Section 142.32.d of *Handbook F-21, Time and Attendance*, along with Sections 512.412 and 513.332 of the *ELM* require employees to complete their PS 3971 upon their return from an unscheduled absence. If any supervisor or manager instructs you to sign the form electronically, request a shop steward and file a grievance.

My staff and I met with the Postal Service to discuss this update. I explained my concerns regarding the new feature. The Postal Service acknowledged that applying an electronic signature is now a requirement when using the

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## Article 29—Driving privileges (continued)

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considering the suspension, revocation or reissuance of an employee's driving privileges based on the on-duty driving record, conditional suspension or revocation of a state driver's license may be considered in making the final determination.

If an employee is involved in a motor vehicle accident, there are no provisions that allow management to automatically suspend an employee's driving privileges based solely on the fact that the employee was involved in a motor vehicle accident. This protection is in the Memorandum of Understanding (MOU) Re: Reinstatement of Driving Privileges, found beginning on page 219 of the 2023-2026 National Agreement. This MOU states in part:

2. The mere fact that an employee was involved in a vehicle accident is not sufficient to warrant automatic suspension or revocation of driving privileges or the automatic application of discipline.

Management must assess the circumstances surrounding each individual accident to determine whether a denial of driving privileges should be an option. The supervisor may temporarily suspend the employee's driving privileges pending completion of an investigation; however, to do so, there are specific criteria and time limits to which management must adhere. Section 3 of the MOU explains:

3. When an employee's driving privilege is temporarily suspended as a result of a vehicle accident, a full review of the accident will be made as soon as possible, but not later than fourteen (14) days, and the employee's driving privileges must either be reinstated, suspended for a specified period of time not to exceed sixty (60) days, or revoked as warranted. If the decision is to suspend or revoke the employee's driving privileges, the employee will be provided, in writing, the reason(s) for such action.

As indicated on page 29-4 of the *JCAM*, management's decision to suspend or revoke the driving privileges of an employee must be made according to the criteria specified in Section 42 of *Handbook EL-804*.

**At any time, a carrier can request that management reinstate their revoked or suspended driving privileges, unless it was due to the loss of the employee's state-issued driver's license. Management should review the request and decide as soon as possible, but no later than 45 days from the date of the employee's request. If management decides to deny the request, they must provide the employee with a written decision stating the reasons for the denial. Items that must be considered in management's written decision can be found in the MOU Re: Reinstatement of Driving Privileges.**

The application and enforcement of the provisions listed in Article 29 of the *National Agreement* can be difficult. Shop stewards should consider citing Arbitrator Snow's award (C-18159) in any grievance related to the loss of driving privileges. Arbitrator Snow made it very clear that management lacks the contractual authority to remove a letter carrier from the Postal Service because the carrier loses occupational driving privileges.

A copy of Arbitrator Snow's award is available online in NALC's Materials Reference System (MRS), which can be found on the NALC website at [nalc.org/mrs](http://nalc.org/mrs). Also, members can find a full explanation of Article 29 on pages 29-1 through 29-5 of the *JCAM*, which can be found at [nalc.org/jcam](http://nalc.org/jcam). Both the *JCAM* and the *MRS* are also available as quicklinks on the NALC website home page.

**Letter carriers with questions related to the denial of driving privileges should contact their local union representative or national business agent (NBA). Contact information for the NBA who covers your region can be found at [nalc.org/union-administration/nalc/regions](http://nalc.org/union-administration/nalc/regions) or on page 2 of this magazine.**

### Director of City Delivery

## Previous pilot tests (continued)

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eLRA, but also emphasized that the application is only an "option" available to carriers that they are not obligated to use. USPS explained that carriers can choose to use the Interactive Voice Response phone system and complete a PS Form 3971 upon their return to duty instead. I

shared details of this meeting with NALC regional offices and advised representatives to file grievances on the application where appropriate.

**Be sure to read my article each month and visit [nalc.org](http://nalc.org) for more information.**