



National Association of Letter Carriers

100 Indiana Avenue, N.W. ■ Washington, D.C. 20001

Telephone Number (202) 662-2831



MEMORANDUM

From the Desk of Manuel L. Peralta Jr.
Director of Safety & Health

May 14, 2025

To: All NALC Regions & Branches
Subject: USPS5216 - 2025 USPS Heat Illness Prevention Program (HIPP)

On April 7 & 8, 2025, I posed a few questions to management as a follow up to their April 4, 2025 notice of a new HIPP.

In my April 28, 2025 email communication to you, I referenced the April 14, 2025, distribution of this year's HIPP, and further referenced the fact that this material is available on our extreme heat section of our Safety and Health pages. I also attached management's April 25, 2025, response to our 1st series of questions.

As a follow up, on April 30, 2025, I posed 2 additional questions based on concerns that I read in their 1st response.

By letter dated May 7, 2025, the USPS responded to those questions (see attached).

I had posed the 2 questions to express my concern that management is cutting short on the stand up talks (training) and leaving the thrust of the HIPP to be learned by a carrier on their own. The USPS response to my 1st question indicates that "...All employees are provided with training on the clock **and the ability to review posted HIPP in their facility**. The HIPP as referenced is the 9-page document that you have received separately (and which is posted on my extreme weather page).

My question to our carriers, through your efforts at the Regional Offices and through the efforts of every branch in your region, is to make sure that our carriers are allowed access to the HIPP training material. They must be allowed to find the document prominently posted at work and review it to make sure they understand the cautions therein.

Alternately, the 9 page HIPP document contains the following statement at paragraph #1:

“...Copies of this document are available to employees upon request...”

We all know that most carriers are not allowed to do what management claimed in their response. If a carrier tries to learn what they should have been taught, and such effort is thwarted, then we should address this with management and if necessary follow up through Article 15 of the Contract.

Our goal is to get everyone properly trained, including your supervisors so that we stand a better chance of responding to a crisis and surviving it.

If anyone has any additional suggestions, please contact me at the number above or by email (peralta@nalc.org)

Thank you.