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VICE PRESIDENT, LABOR RELATIONS



June 1, 2004

OFFICERS  
VICE PRESIDENTS, AREA OPERATIONS  
MANAGER, CAPITAL METRO OPERATIONS  
MANAGERS, HUMAN RESOURCES (AREA)

SUBJECT: Participation and Membership in Supervisory and Managerial  
Organizations

Pursuant to the Employee Labor Relations Manual (ELM), Section 912, postal personnel have the right to join a supervisory or managerial organization, and "no interference, restraint, coercion or discrimination to encourage or discourage membership in such an organization shall be effected in the Postal Service."

Recognized organizations include:

- The National Association of Postmasters of the United States (NAPUS)
- The National League of Postmasters of the United States (League)
- The National Association of Postal Supervisors (NAPS)

There have been reports of attempts to discourage or otherwise influence employee membership in postal management associations. Such activities are prohibited under the provisions of the ELM. Please share this information as appropriate.

Anthony J. Vegliante