



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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April 4, 2025

Board Memo 027-2025: USPS New Officer Assignment

Executive Board,

The USPS has announced new officer assignment for Sr. Vice President of Labor Relations. Attached please see details regarding the new officer listed below.

- **Michael J. Elston:** Vice President of Labor Relations

Please share with your membership.

Thank you and be safe.

NAPS Headquarters



April 3, 2025

OFFICERS

SUBJECT: Officer Announcement—Vice President, Labor Relations

I am pleased to announce the appointment of Michael J. Elston to the position of Vice President of Labor Relations, effective April 5.

In this role, Mike will be responsible for Labor Relations activities to ensure employee strategies are aligned with the Delivering for America plan. He will be responsible for the implementation of policies, programs and standards governing labor-management relations, bargaining and non-bargaining compensation and benefits, and workplace environment and employee assistance programs. He will also lead contract negotiations and the pay constitution process with our employee organizations. Finally, he will assist me in carrying out my duties as acting Postmaster General for as long as I am in that role.

Mike began his postal career in 2010 as an attorney and brings significant leadership experience and well-developed negotiation skills to this position. He has been an executive since 2011, serving as Chief Counsel, Appellate and Commercial Litigation, Chief Counsel, Employment Law, and Associate General Counsel and Chief Ethics & Compliance Officer. In January 2020, following an 18-month detail to the position, the Governors of the Postal Service appointed him as an officer of the Postal Service and Secretary of the Board of Governors. From June to December 2020, he also served as Special Senior Advisor to Postmaster General Louis DeJoy.

Prior to joining the Postal Service, Mike was in private practice representing corporate and individual clients in civil, criminal and investigative matters. He also held a variety of positions in the U.S. Department of Justice, including Counselor and Chief of Staff to the Deputy Attorney General and Assistant United States Attorney. Prior to that, he practiced law with firms in Chicago and Kansas City and was a law clerk to the Honorable Pasco M. Bowman, U.S. Circuit Judge for the Eighth Circuit.

Mike earned a Juris Doctorate with high honors from the Duke University School of Law and a Bachelor of Arts degree in political science from Drake University.

Please join me in congratulating Mike on his new assignment and in offering him your full support.

A handwritten signature in blue ink that reads "A. Tulino".

Doug A. Tulino