

LABOR RELATIONS



April 13, 2023

Mr. Ivan D. Butts
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

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Dear Mr. Butts:

As a matter of information, the Postal Service plans to revise Handbook IS-702, *Postal Police Officer's Guide*, Section 3, *Appearance and Uniforms*, Subsection, 3-2 *Male*.

The purpose for the revision is to allow for a new sanctioned policy for an officer's appearance specifically on facial hair for all non-bargaining employees. This change in the policy is less restrictive and permissible for all non-bargaining employees in the Postal Police.

Attached is the current policy as well as the policy revision.

Please contact me with any questions regarding this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", with a long horizontal flourish extending to the right.

Bruce A. Nicholson
Director
Labor Relations Policies and Programs

Enclosure



The current policy states:

3-2 Male

All male security force personnel will be clean-shaven except that sideburns and mustaches are permissible. Beards will not be worn, unless an exception has been given an individual PPO by the INC. If worn, sideburns must be neatly trimmed, not more than one inch wide, and not extend below the bottom of the ear. Mustaches must be neat, trimmed, and shall not extend beyond or below the corners of the mouth. Hair will be neatly combed and trimmed at all times. The hair must not cover the ears or extend below the collar line. With the hat in place, exposed hair will not be excessively long, bushy, or straggly (see Exhibit 311 of Handbook IS-701, Security Force Operations).

The policy revision will read as follows:

3-2 Male

All male security force personnel are required to be neat, clean, and professional in appearance. Appropriate grooming should be exhibited when engaged in official duties. Sideburns, mustaches, and beards are permissible with the cited guidelines contained in this section herein. If worn, sideburns must be neatly trimmed, not more than one (1) inch wide, and not extend below the bottom of the ear. Mustaches must be neat, trimmed, and shall not extend beyond or below the corners of the mouth. Beards are required to be neat, trimmed, and no longer than one half (1/2) inches in length. Hair will be neatly combed and trimmed at all times. The hair must not cover the ears or extend below the collar line. With the hat in place, exposed hair will not be excessively long, bushy, or straggly (see Exhibit 311 of Handbook IS-701, Security Force Operations).