

From: **Eddie Davidson** <davidson@nalc.org>
Date: Fri, Jun 30, 2023, 9:01 AM
Subject: URGENT HIPP Training Falsification
To:

Good morning,

This email is of the utmost importance, I want to address management deliberately falsifying the HIPP training for city letter carriers. Let there be no mistake, this was an INTENTIONAL PREMEDITATED attack on the safety of our Letter Carriers. To be clear, this is not about the training, despite the importance of carriers getting trained; this is all about the FALSIFICATION! DO NOT LET MANAGEMENT OFF THE HOOK! Don't settle these grievances with a simple slap on the wrist, it is too important for the welfare of our fellow letter carriers. Attached to this email is a grievance starter, which will help get branches started on filing the necessary grievances. Furthermore, there are a plethora of attachments to this email, which need to be included in the grievance files.

If your letter carriers need assistance looking at their HERO profile to determine if their records were falsified, there are step by step instructions in a pdf affixed to this email. Don't sit on the sidelines of this issue, it is vital, we MUST push back hard against management's actions here. I want to make this very clear, this stems from management's BS one hour office time games, and we must put a stop to this once and for all. We need to file every damn grievance on this office time BS, as well as the falsification of training.

The fact that in 2023, management is actively putting letter carriers in harm's way to make the numbers is disturbing. In your remedy requests we need to have the manager/supervisor that falsified the training be relieved of any access to computer programs. Similarly, we need to put in place safeguards to ensure that if there is ever another instance of this type of behavior, that manager must be removed from supervision permanently. Carriers are dying, just the other day, we received word in this office a letter carrier had to be rushed to the hospital. Luckily, she will be fine, and is recovering at home, but it could have turned out much worse. We will be investigating this situation to determine if they received the HIPP training, or if their records were falsified. If we find out their records were falsified, there will be HELL to pay in that District, I can assure you of that.

The fact that this email and grievance starter are needed makes me sick to my stomach. Despite this, guidance has been sent to the Step B Teams on how to handle these types of disputes. Likewise, if these grievances cross my table, they will be certified for arbitration and if we don't get everything we want – via a pre-arb settlement – we will take it all the way to arbitration. Then we will let management explain to an arbitrator why they placed our letter carriers in harm's way to save a dollar. We will be aggressive with these grievances as they are too important to just resolve for weak language, we need bold actions to fight management's blatant violations. I am fed up with management thinking they can play with carrier's health, if you are having issues in your office concerning heat safety, call my office.

If management tells you to skip your breaks, not to take water breaks or heat breaks, or takes any other actions, you feel place you or another letter carrier's safety in jeopardy, you need to take the following actions, at a minimum:

1. FILE A GRIEVANCE
2. COMPLETE PS FORMS 1767
3. IF YOU RECEIVE AN INSTRUCTION YOU FEEL COULD LEAD TO SERIOUS HEALTH RISKS, **OR IF YOU ARE IN NEED OF IMMEDIATE ASSISTANCE:** TO ASSIST YOU ON ISSUES INVOLVING HEAT SAFETY, PLEASE SEND AN E-MAIL TO NALC DIRECTOR OF SAFETY AND HEALTH MANUEL PERALTA AT THE FOLLOWING ADDRESS: PERALTA@NALC.ORG
4. FILE A OSHAA COMPLIANT

HERE ARE THE INSTRUCTIONS TO FILE AN OSHAA COMPLAINT:

Filing an OSHA complaint: In the event that you feel it necessary to file a complaint with OSHA over management's failure to protect letter carriers in your office from the harm of extreme heat, call the below noted phone numbers for your options on how to file.

Office of the Assistant Secretary

Contact Information:

U.S. Department of Labor
Office of the Assistant Secretary

Occupational Safety and Health Administration - Room: S2315
200 Constitution Avenue
Washington, D.C. 20210
(202) 693-2000

- **Assistant Secretary**, Room: S2315, (202) 693-2000
- **Deputy Assistant Secretary**, Room: S2315, (202) 693-2000
- **Senior Policy Advisor**, Room: S2315, (202) 693-2000
- **Chief of Staff**, Room: S2315, (202) 693-2000
- **Office of Communications**, Room: N-3647, (202) 693-1999

Anti-retaliation: The Occupational Safety and Health Act, at Section 11 (c), mandates that

No person shall discharge or in any manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act or has testified or is about to testify in any such proceeding or because of the exercise by such employee on behalf of himself or others of any right afforded by this Act.

If you believe that management has retaliated against you, you have the right to file a whistleblower complaint within the 30-day time limit provided for postal employees. All of the information necessary to file a whistleblower complaint can be found at <https://www.osha.gov/contactus/byoffice/oas>. Again, this link will bring you to a page with the above-noted numbers and information for the Office of Assistant Secretary.





















Let me end on this note, we have all heard the adage “*If you don’t stand for something, you’ll fall for anything.*” Here and now, we have to take a stand for the safety and lives of our fellow letter carriers.

Thanks,

Cliff Eddie Davidson Jr.

National Business Agent Region 9

National Association of Letter Carriers

-  Handbook EL_802.pdf
51.3kB
-  Handbook-EL-801Supervisors-Safety-Handbook-July-2020.pdf
116.9kB
-  Postal Bulletin 2022 pB22594.PDF
44.3kB
-  USPS4576-USPS-HIPP-2020-04-09.pdf
227.4kB
-  USPS4476.pdf
141.4kB
-  2022-07-18-MLP-rfi-to-NBAs-on-Training.pdf
101.4kB
-  2017-01-19-OSHA-Citation-1175431-Martinsburg-WV.pdf
164.4kB
-  2017-01-19-OSHA-Citation-1169367-Parkersburg-WV.PDF
196.2kB
-  2016-12-16-OSHA-Citation-1159968-Houston-TX.pdf
631.8kB
-  2016-10-14-OSHA-Citation-1168694-Louisville-KY-.pdf
297.3kB
-  2016-10-14-OSHA-Citation-1162245-Benton-AR.pdf
67.3kB
-  2016-09-30-OSHA-Citation-1158653-Des-Moines-IA.pdf
921.5kB
-  2016-09-07-OSHA-Citation-1155807-San-Antonio.pdf
200.3kB
-  2016-09-07-OSHA-Citation-1155489-San-Antonio-TX-Heat.pdf
206.7kB
-  2016-02-18-OSHA-Citation-1093157-Pensacola-FL.pdf
8.4MB
-  2016-01-05-OSHA-Citation-1087510-Monroe-LA.pdf
361.5kB
-  2016-07-11-OSHA-Citation-1075644-Ottumwa-IA-As-ammended.pdf
9.2MB
-  2013-12-04-OSHA-Citation-917092-Medford-MA.pdf
1.1MB
-  M01860.pdf
530.7kB
-  2012-12-12-OSHA-Citation-538158-Independence-MO.pdf
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