



M-02012

**National Association  
of Letter Carriers**

100 Indiana Ave. NW, Washington, DC 20001-2144

202.393.4695

www.nalc.org

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July 16, 2025

Mr. Michael Elston  
Vice President, Labor Relations  
United States Postal Service  
475 L'Enfant Plaza SW, Room 9014  
Washington DC 20260-4100

Dear Mr. Elston:

I have received your request for a one-week grievance moratorium on the processing of grievances, disciplinary actions, and arbitration hearings at the National, Regional, and District levels for the period of August 18 – August 22, 2025, due to USPS Labor Relations at the Headquarters, Area, and District levels attending a Labor Relations meeting and being away from their respective offices.

NALC agrees to your request for the moratorium as written in the attached request letter with the following conditions:

- This does not apply to the filing of Informal Step A grievances, requests for information, or requests for steward time at the local level.
- The moratorium will apply to Formal Step A appeals, meetings, decisions, and additions and corrections if the designated management representative at the Formal Step A level is away from their respective office due to them attending the Labor Relations meeting.
- No NALC Step B representative will be deactivated during the moratorium period.
- Any mutually agreed upon extensions of grievance time limits beyond September 1 at any level of the process will be honored.
- No arbitration hearings will be scheduled for the week of August 18 – August 22, 2025. Where a scheduling letter has already been issued for that week, the parties will request replacement dates from the scheduled arbitrator and agree to a replacement date to have the case heard as soon as possible after the moratorium week.

Michael Elston  
July 16, 2025  
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If you have additional questions or further clarification is needed, please contact Executive Vice President Paul Barner.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian L. Renfroe", with a stylized, cursive script.

Brian L. Renfroe  
President

Attachment

MICHAEL J. ELSTON  
VICE PRESIDENT, LABOR RELATIONS



June 5, 2025

Mr. Brian Renfro  
President  
National Association of Letter Carriers, AFL-CIO  
100 Indiana Avenue NW  
Washington, DC 20001-2144

**Certified Mail Tracking Number:**  
9589 0710 5270 0284 3678 34

Dear Brian:

During the week of August 18-22, Labor Relations at the Headquarters, Area and District levels will be attending a Labor Relations meeting and will be away from their respective offices.

I am requesting a one-week moratorium on the processing of grievances, disciplinary actions, and arbitration hearings at the National, Regional, and District levels for the period of Monday, August 18, 2025, to Friday, August 22, 2025. Any grievances where time limits for meeting and/or issuing a decision fall during the moratorium would be considered timely if met on and/or decision issued no later than September 1, 2025.

Your cooperation and a timely response will be appreciated. If you have any questions regarding this request, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael J. Elston", with a stylized, flowing script.

Michael J. Elston