

September 3, 2026

Mr. Brian Renfroe
President
National Association of Letter Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, D.C. 20001-2144

RE: 6X 19N-6X-C-25009597
Class Action
Lincoln, NE

Dear Brian:

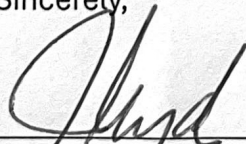
On several occasions our representatives met at the Interpretive Step to discuss case number 4J 19N-4J-C-23244678 regarding the Heat Illness Prevention Program (HIPP). Time limits were extended by mutual consent.

The parties discussed whether the HIPP, and specifically the training portion, could be deemed a contract violation if not completed.

The parties recognize that the HIPP is developed and administered by the Postal Service at the national level with the purpose of protecting our employees against heat-related illnesses, and must comply with the provisions of the collective bargaining agreement. While the HIPP is not a contractual requirement, the parties recognize management's responsibilities under Article 14 of the National Agreement. Accordingly, issues arising related to the HIPP program will be discussed by the national parties. Therefore, this issue is closed.

Any other issues remaining, or grievances held pending the outcome of this national case, will be processed in accordance with Article 15 of the National Agreement.

Sincerely,



James Lloyd
Director
Contract Administration (NALC)
U.S. Postal Service
Date: 9/3/2026



Brian L. Renfroe
President
National Association of Letter
Carriers, AFL-CIO
Date: September 3, 2026