



August 1, 2023

Edmund A. Carley  
National President  
United Postmasters and  
Managers of America  
8 Herbert Street  
Alexandria, VA 22305-2628

Dear Edmund:

This is in response to your concerns with the Postal Service's scheduling of the Mini Mail Survey (MMS) of rural routes during the United Postmasters and Managers of America's national convention that begins on August 27 and your request to delay the survey.

We recognize the importance of maintaining an effective rapport with your organization and understand that scheduling the MMS to occur August 25 through September 8, can put a strain on that relationship. Unfortunately, these dates cannot be rescheduled to meet your request to conduct the MMS outside your convention dates. The timing of this survey must align for implementation of evaluations at the beginning of the Guarantee Year, October 7.

However, and regarding your concerns, the Postal Service will not interfere with UPMA members that intend to participate in your national convention during the week of August 27. We have informed our senior leaders at the Area and District level that we expect their cooperation in accommodating UPMA members interested in attending the national convention and not require those members to remain in their offices during the days of the MMS that overlap with travelling and participating in your convention.

The MMS is not as labor intensive as prior rural route national mail counts. The MMS is designed to gather data on only four elements and the gathering and input of this data can be performed by any employee on higher level that is provided appropriate training.

We apologize for the scheduling of this event during your national convention, and we will be cognizant going forward of the scheduling of national events that may interfere with events of your organization.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Nicholson", written in a cursive style.

Bruce A. Nicholson  
Director Labor Relations Policies and Programs