



# National Association of Letter Carriers

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## MEMORANDUM

From the Desk of Manuel L. Peralta Jr.  
Director of Safety & Health

March 29, 2023

To: All NBAs, RAAs, Branch Officers and Shop Stewards

Subject: USPS Heat Illness Prevention Program (HIPP) Training

On March 28, 2023, I was advised that a complaint was filed with OSHA, asserting that management was failing to provide mandatory heat illness prevention training, even though management is documenting completion [of the training] in the employee's training records.

OSHA immediately began its follow up inquiry by letter to management. In this letter they advise that they have not determined the existence of a hazard, but asked management to immediately investigate and provide proof of their findings, within one week.

I am advised by the steward that management admitted to doctoring the training records, and that they did so to get district management off its back.

OSHA's letter further advised management that if appropriate action is not taken by the deadline, they will in fact conduct an inspection in which all OSHA regulations would be enforced. It appears that management is now jumping through hoops to do the right thing, however, this took place only because a vigilant steward caught them red-handed.

Management in this facility is now conducting the HIPP training that was required by April 1, of each year. If your office has not conducted the HIPP training, check your liteblue HERO training profile to see if their records claim otherwise.

Next comes management's response to OSHA. If you are in a situation where management's response to OSHA is not true, what should you do?

You should investigate, then address this through OSHA by promptly responding, identifying the items with which you disagree, and providing the evidence to support your beliefs. Separately, you may explore filing a grievance in which we seek to prove your managers were dishonest in their response to OSHA, and as remedy, we seek that management be required to fess-up to OSHA about their response being untrue.

Keep an eye on each other. Safety depends on you because you can't depend on a manager who is trying to make their numbers look good.

For further information on management's obligations relating to safety training, please review my November 2022, Safety and Health Column.