

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



August 23, 2016

OFFICERS

SUBJECT: Lean Six Sigma Projects – Bargaining Unit Employee Involvement

As you are aware, the Postal Service often conducts Lean Six Sigma (LSS) projects across the organization.

Current Postal Service policy with respect to bargaining unit employee participation in LSS projects was established through two memoranda which address unfair labor practice complaints filed with the National Labor Relations Board (NLRB). The following policy is applicable to all LSS-type projects, including Kaizen Events:

- Prior to seeking input or participation from bargaining unit employees on LSS-type projects, management must contact the appropriate local union president(s) or his/her designee, who, in turn, may select employees from his/her craft(s) to participate.
- Should the union official decline to select employees he/she represents to participate in the project, then no employees from the subject craft(s) may do so.

Please ensure that the above-referenced policy is adhered to throughout your respective organizations.

A handwritten signature in black ink, appearing to read "Doug A. Tulino".

Doug A. Tulino

cc: Area Managers, Human Resources
Area Managers, Labor Relations