



M-00846

UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20280

March 16, 1983

Mr. William M. Dunn, Jr.
Director, Life Insurance
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, D.C. 20001-2197

Dear Mr. Dunn:

This is in further reference to our telephone conversation relative to female city letter carrier uniform requirements during advanced stages of pregnancy.

Although part 582.11a of the Employee and Labor Relations Manual requires city letter carriers to wear the prescribed uniform while performing their duties, installation heads have been allowed to exercise some flexibility in cases of female city letter carriers in advanced stages of pregnancy. The problem occurs when the employee continues to perform her duties and temporarily requires larger sized uniform items.

Such cases are reviewed on an individual basis, and installation heads are encouraged to use discretion in seeking a sensible resolution. Obviously, the employee can purchase larger sized uniform items within her authorized uniform allowance. However, the wearing of personal nonuniform garments has also been allowed. Generally, these garments should be somewhat subdued and, preferably, dark blue or blue-gray.

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U. S. Letter Carriers

Mr. William M. Dunn, Jr.

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Although not required, wearing of headgear is encouraged, as a means of identifying the city carrier as a bona fide postal employee.

I trust the foregoing will be helpful in responding to your inquiry.

Sincerely,



Andrew A. Masiello
Program Manager
Special Labor Relations
Programs
Labor Relations Department

cc: Mr. Morris
Mr. Gildea
Mr. Hagburg
Regional General Managers
Labor Relations Division