

EMPLOYEE RESOURCE MANAGEMENT



April 16, 2004

AREA MANAGERS, HUMAN RESOURCES
AREA MANAGERS, SAFETY

SUBJECT: Vests with Reflective Materials

In response to a question from the field, this memorandum confirms current national guidance on the acquisition and use of reflective vests for city letter carriers. The determination of whether to purchase reflective vests is made locally, based on local conditions.

Current authorized uniform items incorporate adequate reflective materials for most normal delivery conditions. However, there may be local circumstances common to specific geographical areas, such as fog, or heavy rain or snow storms, which reduce visibility during various times of the year. These local conditions should be taken into consideration when determining whether the local purchase of reflective vests would add an effective measure of safety to letter carriers who walk all or part of their routes. Selected vests should be certified to comply with ANSI/ISEA 107-1999 at the Class Level appropriate to the expected use conditions.

Please keep in mind that the purchase of additional safety equipment should never replace an active and vigorous street safety program promoted at the local level. Heightened awareness of potential hazards during street delivery is a city letter carrier's best defense against accident and/or injury.

If you have any questions concerning this issue, please contact Bob Kunkel of my staff at (202) 268-2892.

A handwritten signature in black ink, appearing to read "SM Pulcrano".

Samuel M. Pulcrano
Manager
Safety Performance Management

cc: Patrick Donahoe
Suzanne Medvidovich
Vice Presidents, Area Operations
Manager, Capital Metro