

# Fyi SAFETY AMBASSADOR PROGRAM

March 23, 2018

Members,

**A** PWU Headquarters has multiple issues with the Safety Ambassador Program, including, but not limited to, the following:

- Rather than encouraging that safety hazards be reported on [PS Form 1767](#), the Service encourages “verbal” reporting of hazards where there would be no record or tracking of the hazard. Written records are the basis for showing the hazard was reported.
- Ambassador selection would be at sole discretion of installation head (manager, postmaster) without any union input. Many locals have elected officers and appointed officials who are responsible for safety. We also have reports from the field that management has instructed those making selections to specifically avoid using union representatives and “agitators.” It has been reported that the Postal Service is encouraging its managers to select employees who are not active in their unions as ambassadors.
- Ambassadors are supposed to be “volunteers.” However, multiple reports from the field are showing that employees are being forced to become Ambassadors.
- Local Safety and Health Committees are not part of the program.
- Ambassadors would participate in creating Job Safety Analysis (JSA) which is currently the function of Article 14 Safety and Health Committees.
- Ambassadors will be observing their coworkers, telling them they are being unsafe, and providing feedback and coaching to them, as well as reporting back to the supervisors on their coworkers’ actions.
- Ambassadors will be trained on the use of the USPS Safety Toolkit which again is in the purview of the Safety and health Committees.

The APWU has initiated an Article 19 appeal to arbitration on the implementation of this program (Q15C-4Q-C 18055498). We believe the Service has violated Article 5, *Prohibition of Unilateral Action* (past practice of safety programs and failure to negotiate), Article 14 *Safety and Health*, Article 19, *Handbooks and Manuals*, ELM Chapter 8. The Oakland Local APWU is filing a grievance, also.

*Fredric Jacobs*  
President, Local 78

