

Summary of Changes

The *Employee and Labor Relations Manual*, Issue 46, constitutes a revision of ELM 45, which was published in September 2018.

How to Use the Summary of Changes

Find the chapter, subchapter, part, section, or system of records in the first column and read across the other columns to find specific information about that revision.

This chapter, subchapter, part, or section...	titled...	was updated to...	in <i>Postal Bulletin</i> issue number...	with an issue date of ...
Chapter 5, Employee Benefits				
512.222	Service in Other Federal Government Organizations, the District of Columbia, or Gallaudet University	Add that Postal Service Law Department and U.S. Postal Inspection Service employees will receive credit toward their leave computation date for prior federal service with a "Not to Exceed" (NTE) date, effective January 5, 2019, and prospective in application from that date.	22509	12-20-18
512.24e	Service Not Counted	Exempt NTE appointments of Postal Service Law Department and U.S. Postal Inspection Service employees as described in 512.222 from the policy that credit is not allowed for time-limited or temporary service performed on or after January 1, 1977.	22509	12-20-18
590	Thrift Savings Plan	Reflect changes in Thrift Savings Board policies and procedures, to ensure compliance, and to improve efficiency. The revised language is consistent with information provided on <i>tsp.gov</i> .	22510	1-3-19
Chapter 8, Safety, Health, and Environment				
831.332	Drivers' Responsibilities	Add the USPS cell phone use policy so that the ELM corresponds with Handbook EL-801, Supervisor's Safety Handbook, which includes the policy in section 3-5.4y "Motor Vehicle Safety Rules."	22513	2-14-19

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Chapter 9, Labor Relations				
932.11g	Regular Uniforms	Revise the type of postal retail personnel who are required to wear the prescribed uniform while performing their duties to include postmasters at Cost Ascertainment Group (CAG) A-K post offices. Their official assignment must meet specific conditions.	22513	2-14-19
932.22b	Ninety-Day Requirement Exemptions	Add that Postal Support Employees (PSEs) who upon conversion to career status are not required to wait 90 days for uniform eligibility.	22513	2-14-19