

Employee and Labor Relations Manual

Issue 46

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Transmittal Letter

A. Introduction

The Postal Service™ has positioned itself to meet its current and future business objectives by maintaining a skilled and ready workforce that is diverse, engaged, efficient, and safe. This enables the Postal Service to successfully perform our long-standing mission of providing affordable, reliable, universal service.

The *Employee and Labor Relations Manual* (ELM) is a critical tool for understanding and implementing the programs and processes that contribute to this goal.

B. Explanation

ELM 46 was published in March 2019 and includes all revisions published in the *Postal Bulletin* through February 14, 2019. The Summary of Changes contains detailed information about all revisions since the publication of ELM 45 in September 2018. All changes published in the *Postal Bulletin* are effective immediately.

C. Availability

The ELM is available online and updated periodically; however, all ELM changes that are published in the *Postal Bulletin* are effective immediately. ELM Issues 12.1 through 45 are available on both the Postal Service PolicyNet website and at: <http://about.usps.com/manuals/elm/html/welcome.htm>.

D. Comments and Questions.

 Send comments and questions to:

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