

Michael J. Elston

Vice President, Labor Relations

Michael Elston was named vice president, Labor Relations, in April 2025. He reports to the position of deputy postmaster general, chief operating officer and chief human resources officer.

In this role, Elston oversees all Labor Relations activities to ensure alignment with the Delivering for America plan. He is responsible for the implementation of policies, programs and standards governing labor-management relations, equal employment opportunity compliance, bargaining and non-bargaining compensation and benefits, and workplace environment and employee assistance programs. Elston also leads contract negotiations and manages the pay consultation process with employee organizations.



Before this appointment, Elston served as the secretary of the Board of Governors, where he directed the operations of the Office of the Board of Governors, ensured compliance with statutory requirements, and managed the office's daily administration. He was detailed to the position in June 2018 by Postmaster General Megan Brennan and formally appointed by the Governors of the Postal Service in January 2020. He also served as special senior advisor to the Postmaster General, providing strategic and advisory support to Postmaster General Louis DeJoy and acting Postmaster General Doug Tulino.

Elston held the position of associate general counsel and chief ethics and compliance officer from 2014 to 2020. He also served as chief counsel, employment law, and chief counsel, appellate and commercial litigation.

Before joining the Postal Service, he worked in private practice and public service for over fifteen years. He represented corporate and individual clients in civil, criminal and investigative matters in private practice and held a variety of positions in the U.S. Department of Justice, including counselor and chief of staff to the Deputy Attorney General of the United States and Assistant United States Attorney. He also served as an ex officio commissioner of the United States Sentencing Commission. Earlier in his career, Elston practiced law with firms in Chicago and Kansas City and clerked for the Honorable Pasco M. Bowman, U.S. Circuit Judge for the Eighth Circuit.

Elston earned a Juris Doctorate with high honors from Duke University School of Law and holds a Bachelor of Arts in political science from Drake University.