



# Employee and Labor Relations Manual

Issue 54

September 2023  
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 issue 54 was published in September 2023 and includes all revisions published in the *Postal Bulletin* through August 24, 2023. The Summary of Changes contains detailed information about all revisions since the publication of ELM issue 53 in September 2022. 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 53 are available on both the Postal Service PolicyNet website and at <https://about.usps.com/manuals/elm/elmarch.htm>.

## D. Comments and Questions.

Send comments and questions to:

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A handwritten signature in black ink, appearing to read "Simon Storey".

Simon Storey  
Vice President  
Human Resources

