



# EMPLOYEE RELATIONS BULLETIN

May 10, 1988

To: Departmental Management Representatives

Subject: USE OF CITY MAIL BY EMPLOYEE UNIONS

The City Attorney has advised that on April 20, 1988, the U.S. Supreme Court handed down a decision in the case of Regents of the University of California v. Public Employment Relations Board; which case dealt with the issue of a union's use of the employer's internal mail system. The Supreme Court opined that the use of an employer's mail system by a union to conduct union business is preempted by the federal Private Express Statutes, which establish the federal postal service monopoly. Therefore, the above-described use of an internal mail system, whether as the result of a negotiated arrangement or a past practice, is in violation of federal law.

This decision means that the City, which through historical accident and/or longstanding arrangement, has allowed certain unions to use City mail stops for union business, must immediately terminate such arrangements. It is also incumbent on all management employees, particularly those involved in employee relations, to safeguard against any future use of the City mail by unions for union business.

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