

HATCH ACT/POLITICAL SPEECH CHEAT SHEET

➤ Your Right to Engage in Political Activity

You May:

- ✓ Speak publicly about issues that directly relate to your terms and conditions of employment (i.e. Postal reform, five-day delivery, elimination of the no-layoff clause, etc.)
- ✓ Engage in off-duty political speech, such as
 - Organizing/attending/speaking at a rally in support of or against an issue/candidate
 - Writing a letter to the editor
 - Making a campaign speech for a political candidate
 - Distributing campaign literature
 - Posting your political beliefs to social media (e.g. your Facebook page)
- ✓ Run as candidate in non-partisan election
- ✓ Campaign for or against referendum questions, constitutional amendments, candidates.
- ✓ Attend fundraisers and contribute money to NRLCA PAC, campaigns or political organizations
- ✓ Participate in voter registration initiatives
- ✓ Vote

***“Political activity”
is an activity
directed toward the
success or failure
of a political party,
candidate for
partisan political
office, or partisan
political group.***

➤ Limitations on Political Activity and Speech

You May Not:

- ✗ Engage in the following on-duty political activity:
 - Engaging customers/the public in political debate
 - Wearing political buttons (does not apply to union buttons)
 - Posting partisan political materials on union bulletin boards.
 - Making political contributions while on the clock or using Postal Service computer or telephone to make political contributions.
 - Displaying political bumper stickers on your personal vehicle while performing Postal duties. (One bumper sticker may be visible when parked in Postal parking lot).
- ✗ Run for partisan political office
- ✗ Engage in the following fundraising activities:
 - Raising money for partisan political campaigns (e.g. no phone-banking)
 - Solicitation, acceptance or receipt of NRLCA PAC contributions from non-NRLCA members
 - Allowing your name to be used in any fundraising appeal on behalf of a partisan campaign
- ✗ Act in your official capacity as a Postal employee to influence or interfere with an election
- ✗ Make reckless, malicious or materially false statements about USPS
- ✗ Participate in political activities while wearing a uniform, badge, insignia or other similar item that identifies the postal Service (or your position as a rural carrier)

HATCH ACT/POLITICAL SPEECH & SOCIAL MEDIA

➤ **The Three “Don’ts”**

- × Never engage in partisan political activity online or offline while on-duty.
- × Never engage in partisan political activity in your official capacity as a Postal employee.
- × Never solicit or receive political contributions.

➤ **Your Right to Engage in Political Activity on Social Media**

You May:

- ✓ Post your opinions about political issues, groups, or candidates on social media.
- ✓ Identify your political party affiliation on your social media page even if you also identify yourself as a rural letter carrier. BUT do not suggest that you are acting in your capacity as a Postal employee.
- ✓ “Friend”, “Like”, or “Follow” a political group or candidate on social media.
- ✓ Permit (but not solicit) others to post messages seeking contributions to political groups or candidates on your social media page.
- ✓ Post a logo or photo of a party, candidate, group, or campaign to social media, or use such an image as your cover or header photo.
- ✓ Receive political emails while on or off-duty, but you may only respond to or forward such emails off-duty. BUT, you may never send or forward email invitations to a political fundraising event (there are exceptions to this rule when dealing with NRLCA PAC activities).