



May 12, 2005

Mr. Greg Bell  
Director, Industrial Relations  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, N.W.  
Washington, DC 20005-4128



Dear Greg:

This is in response to your April 12 letter concerning employee privacy on the Postal Service's website LiteBlue. You relate that you have received several inquiries from your members expressing concern over the privacy of their online activities such as Thrift Saving Plan (TSP), Flexible Spending Account (FSA) contributions, Net to Bank transactions, Federal Employee Health Benefit elections and other personnel matters.

You indicate that the warning on the sign-on page that reads in part, *When browsing this site, all activity and information may be monitored, intercepted, recorded, read, copied, or captured and disclosed by and to authorized personnel for official purposes, including criminal prosecution* prompts the concern.

This language is being removed from the log-on page of the website. It was intended as a warning to people who are not authorized to use the site, but has apparently been misinterpreted as being directed to authorized users. The language is being replaced with language that welcomes employees and assures them that the website, and all applications accessible through it, is fully secure and protected and that all personal employee data is secure and protected. All information on LiteBlue itself is subject to the appropriate Privacy Act system of records found in the AS-353, *Guide to Privacy and Freedom of Information Act*.

If you have any questions on this matter, please contact Charles Baker at (202) 268-3832.

Sincerely,

Doug A. Tulino  
Manager  
Labor Relations Policies and Programs



## American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

April 12, 2005

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Dear Mr. Tulino:

I am writing concerning the employee website LiteBlue that was launched on Nov. 2 of last year. I have received several inquiries from the field concerning employee privacy as it relates to the new website. In particular, some of our members have expressed concern about the Postal Service's monitoring of employee activity when visiting the site.

A statement currently on the LiteBlue sign-on page reads:


*"When browsing this site, all activity and information may be monitored, intercepted, recorded, read, copied, or captured and disclosed by and to authorized personnel for official purposes, including criminal prosecution.*

Our members are concerned about the privacy of their online activities, which may include such things as Thrift Savings Plan (TSP) and Flexible Spending Account (FSA) contributions, W-4 processing and W-2 reprints, authorized Allotments and Net to Bank transactions, Savings Bond purchases, FEHB selections, as well as bidding and other personnel matters.

I am requesting that you provide the APWU with information about USPS policies, procedures or regulations regarding who has access to this information and for what purpose; the manner, means and form by which this information may be monitored, intercepted, recorded, read, copied, or captured; the rules regarding disclosure, as well as retention and disposal periods of this information.

Upon receipt of this information, I will make a determination whether it is necessary to meet to discuss this matter further.

Sincerely,

  
Greg Bell, Director  
Industrial Relations

GB/LB:jm  
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