

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 Social Media Quick Guide

Please note that this Quick Guide is not comprehensive. For complete guidance, see Hatch Act Guidance on Social Media.

FOR ALL FEDERAL EMPLOYEES

Social Media Action	May Not Do Anytime	May Not Do on Duty or at Work	May Do Anytime
1. Like, share, or retweet a post that solicits political contributions, including invitations to fundraising events	X		
2. Post or tweet a message that solicits political contributions or invites people to a fundraising event	X		
3. Use an alias on social media to solicit a political contribution for a political party, candidate in a partisan race, or partisan political group	X		
4. Use a social media account designated for official purposes to post or share messages directed at the success or failure of a political party, candidate in a partisan race, or partisan political group	X		
5. Engage in political activity on a personal social media account if you use such an account for official purposes or post in your official capacity	X		
6. Send to subordinates, or a subset of friends that includes subordinates, any message that is directed at the success or failure of a political party, candidate in a partisan race, or partisan political group	X		
7. Use your official title or position when posting messages directed at the success or failure of a political party, candidate in a partisan race, or partisan political group	X		
8. Post, like, share, or retweet a message in support of or opposition to a political party, candidate in a partisan race, or partisan political group		X	
9. Like, follow, or friend the social media account of a political party, candidate in a partisan race, or partisan political group		X	
10. Use an alias on social media to engage in any activity that is directed at the success or failure of a political party, candidate in a partisan race, or partisan political group		X	
11. Accept invitations to, or mark yourself as "attending," a fundraising event on social media		X	
12. Include your official title or position and where you work in your social media profile, even if you also include your political affiliation or otherwise use your account to engage in political activity			X
13. Continue to follow, be friends with, or like the official social media accounts of government officials after they become candidates for reelection			X

FOR FURTHER RESTRICTED FEDERAL EMPLOYEES ONLY

Social Media Action	May Not Do Anytime	May Not Do on Duty or at Work	May Do Anytime
1. Share or retweet posts from, or the page of, a political party, candidate in a partisan race, or partisan political group	X		
2. Link to campaign or partisan material of a political party, candidate in a partisan race, or partisan political group	X		
3. Post to or like the social media accounts or messages of a political party, candidate in a partisan race, or partisan political group		X	
4. Engage in political activity on social media that is not done in concert with or on behalf of a political party, candidate in a partisan race, or partisan political group		X	