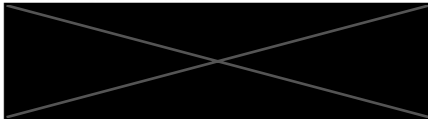


May 6, 2025

**VIA HAND DELIVERY AND
ELECTRONIC MAIL**

Mr. Mark Smith



Re: Request for Religious Accommodation

Mr. Smith:

I am writing to provide you with a written response to your request for a religious accommodation to be removed from the Sunday Amazon-delivery work rotation. On April 14, 2025, you submitted a written request that the United States Postal Service ("USPS"), and specifically the Fairfield, Illinois Post Office ("Fairfield"), accommodate your religious beliefs by not scheduling you to work on Sundays. This was your second request to be removed from the Sunday Amazon-delivery work rotation as a religious accommodation. Your first written request was submitted by Nathan J. Moelker, your legal representative from the American Center for Law and Justice, on June 12, 2024. Pursuant to your first request, you were provided with a 90-day temporary accommodation, as you were removed from the Sunday Amazon-delivery work rotation. However, due to an undue hardship being placed upon Fairfield, because of staffing deficiencies and the filing of multiple grievances by the National Rural Letter Carriers Association ("NRLCA") alleging that I violated the National Agreement by failing to follow the Sunday/holiday work rotation, the accommodation was rescinded in September 2024.

Pursuant to the reasons discussed during our April 24, 2025 meeting, because of an increase in staffing at Fairfield, since September 2024, I am able to grant your April 14, 2025 request for a religious accommodation, by removing you from the Sunday Amazon-delivery work rotation. However, as we discussed in our meeting, this accommodation is not permanent. If Fairfield experiences an undue hardship, due to a reduction in staffing, the NLRCA filing grievances alleging that your removal from the Sunday Amazon-delivery work rotation is a violation of the National Agreement, or for other reasons that are unforeseen that this time, this accommodation will be subject to rescission.

I appreciate your understanding of the circumstances in the granting of your April 14, 2025 request for religious accommodation. Accordingly, as we previously discussed, I have removed you from the Sunday Amazon-delivery work rotation, effective May 4, 2025. Thank you.

Sincerely,

Finnick Cromwell

Finnick Cromwell
Postmaster
Fairfield Post Office

Cc: Tim Markland, Illinois 2 District Manager, Labor Relations