



If the bid's all in the family, get an ethics ruling.

- This applies when a spouse, relative or individual residing with a Postal Service employee submits a bid on a Highway Contract Route contract for transportation or mail delivery.
- You need to get prior approval from the Ethics Office before awarding the contract. That's postal policy. An employee can't have any authority or control over an HCR contract owned by a spouse, relative or housemate.

When you obtain ethics clearance before awarding an HCR contract to the relative of an employee, you maintain the integrity and reputation of the Postal Service as being fair and honest.

Contact the Ethics Office (ethics.help@usps.gov) for guidance on CFC.