

NETWORK REDESIGN

Paul V. Hogrogian, National President



The Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is the establishment of Regional Processing and Distribution Centers (RPDCs) in approximately 60 metropolitan areas throughout the country. These RPDCs would consolidate all originating letters, flats, and parcels and all destinating parcels from all mail processing facilities within a metropolitan area into one mega-processing center. Most, but not all, of the NDCs transformed into RPDCs. Most of the processing plants from which originating mail was taken would continue to process destinating letters and flats and would be renamed Local Processing Centers (LPC). It is anticipated that there will be up to 180 LPCs functional over the next few years. Many LPCs will also serve as transfer hubs which will facilitate and optimize mail flow from the RPDCs to the delivery units. Some LPCs may be co-located within an RPDC. The Postal Service has also reported that it is their intention to bring back many of the functions of the Surface Transfer Centers (STCs) and Terminal Handling Services (THS),

which have been subcontracted, and house them in the RPDCs. The Postal Service has been sharing some information on its Network Redesign plan but not nearly enough. The plans are fluid and are constantly changing.

The USPS has slightly modified its list of initial RPDC sites. The Postal Service is in the active planning stages for ten RPDCs (all subject to change):

1. Sandston (Richmond), VA
2. North Houston, TX
3. Santa Clarita, CA
4. Charlotte, NC
5. Atlanta, GA
6. Chicago, IL
7. Indianapolis, IN
8. Portland, OR
9. Jacksonville, FL
10. Boise, ID

It is anticipated that, in all likelihood, there will be extensive excessing of employees from LPCs to RPDCs. The NPMHU will vigorously work to ensure that all dislocation and inconvenience to all Mail Handlers are kept to an absolute minimum in accordance with the provisions of Article 12 of the National Agreement. It is worth repeating that these plans are extremely fluid and

subject to change. The National Office will provide updates on this project once we receive more information.

The Postal Service also has plans to consolidate many of its delivery operations into super delivery sites called Sorting and Delivery Centers (SDCs). The purpose of the plans is to centralize the delivery functions of several post offices into a single mega-delivery site. It is possible that the Postal Service may establish over 400 of these SDCs throughout the country. The Postal Service has identified the following sites to be in its initial phase of SDCs:

Completed and operational:

1. Athens, GA
2. Brooklyn, NY (parcels only)
3. Bryan, TX
4. Utica, NY
5. Gainesville, FL
6. Panama City, FL
7. Woburn, MA
8. Annapolis, MD
9. Bartlett/Hanover Park, IL
10. Kokomo, IN
11. Topeka, KS
12. Golden, CO
13. Pasco, WA

Effective September 2023:

1. North Atlanta, GA
2. Atlanta NDC, GA

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3. Bridgeport, CT
4. Chula Vista, CA
5. Mid Hudson, NY
6. Huntington Station, NY
7. Palo Alto, CA
8. Terra Haute, IN
9. Tulsa, OK
10. Waco, TX
11. Irvine, CA
12. Jackson, MS

The USPS and the APWU recently negotiated an MOU concerning the SDCs. One of the provisions states “Distribution and mail processing duties at the S&DC will be categorized as Function 4.” Many managers are under the mistaken impression that all Function 4 work is clerk work. Nothing is further from the truth. The principles of RI 399 apply to Function 4 (Customer Service) as well as Function 1 (Mail Processing). The SDCs will provide opportunities for additional Mail Handler jobs, and we will fight to ensure that we get every position to which we are contractually entitled.

It is still early in the project and all plans are subject to change. The NPMHU will ensure that the Postal Service complies with all the provisions of our National Agreement, especially those contained in Article 12, when implementing this plan.

The NPMHU has also been in discussions with the Postal Service to return some of the Terminal Handling Services (THS) work which has been subcontracted. We have reached agreement to return the THS functions in Phoenix, Anchorage, Spokane, Richmond, Norfolk, Kansas City, and Salt Lake City and are discussing bringing other THS sites back in-house, including Atlanta, Charlotte and Philadelphia.

The NPMHU has also been in discussions with the Postal Service to return

some of the Surface Transfer Centers (STC) work which also has been subcontracted for several years. Initial discussions have been focused on the New Jersey STC. The Postal Service also announced that it will be insourcing the STC operations in Memphis, Indianapolis, and Salt Lake City into existing postal installations no sooner

sites for the Supervisor Apprentice program are Brooklyn, NY, West Valley, AZ, Sacramento, CA, San Diego, CA and Miami, FL.

The second is the establishment of Relief Supervisor positions. EAS-17 Relief Supervisor positions have been established for Customer Service, Mail Processing, Maintenance, and Logistics.

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than September 2023 and insourcing Northern California no sooner than October 2023.

During the last round of bargaining, a new MOU was negotiated concerning 204B temporary supervisors, which provides that the Postal Service is in the process of developing alternate approaches to recruiting, staffing, and filling temporary supervisor positions, including the possibility of creating EAS positions to do so.

The Postal Service has established two (2) initiatives to address these concerns.

The first is the Supervisor Apprentice program. Under this program, EAS-16 Supervisor Apprentices in Customer Service and Processing & Distribution will receive coaching, mentoring, and training to help develop their knowledge, skills, and abilities before that are placed in an EAS-17 supervisor position. The Supervisor Apprentice program is a 26-week program. Once accepted, applicants will be EAS employees and no longer a member of the bargaining unit from where they came. The pilot

Relief Supervisors provide coverage for front-line supervisors on leave and scheduled days off. Relief Supervisors are responsible for performing the same job duties as existing front-line supervisors. With the introduction of Relief Supervisors, facilities that earn the positions are to eliminate the use of acting supervisors (204Bs). Eliminating acting supervisors and replacing them with full-time career positions should improve our work environment, reduce grievance activity, and stabilize our workforce.

I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet all challenges that lie before us.

Fraternally,



Paul V. Hogrogian
National President