

PMG DEJOY RELEASES THE USPS TEN YEAR PLAN

Paul V. Hogrogian, National President



Dear Members: Earlier this year, Postmaster General Louis DeJoy and the USPS Board of Governors released their long-awaited ten-year plan for the U.S. Postal Service, setting forth a series of strategies by which USPS management hopes to improve service and ensure financial stability. The plan reviews the massive changes in mail volume and mail mix over the past several decades and urges that a series of steps be adopted to deal with difficulties in processing and delivering mail, reducing employee turnover, and addressing long-term financial shortfalls.

As with all ambitious plans, its ultimate success is dependent on its details and its good-faith implementation. At this point, the NPMHU can be supportive of some aspects of the plan such as the emphasis on growing package volume, on using new sources of postal revenues, on the need for legislative Postal Reform, on the establishment of forty-six parcel annexes, and on the need to stabilize the non-career postal workforce by providing a clearer path to career status.

To the extent that the plan relies on the closing and consolidation of mail processing facilities, the NPMHU has serious concerns but is prepared to work with postal management to identify those changes that make sense, and more importantly identify those that do not make sense and are without foundation.

The Postal Service notified the NPMHU on April 27, 2021 regarding their planned implementation of secondary

mail moves for 18 mail processing facilities. These 18 sites previously had AMP studies conducted and most of the mail has already been moved in 2015 or before as part of Phase II of the USPS Network Consolidation Program. Twenty-four facilities underwent partial consolidations in 2015. The Postal Service notified the NPMHU that four of the facilities will have no further action taken at this time and two other facilities were “tabled” and will be reevaluated for possible future action.

exact number of Mail Handlers to be impacted is not known at this time as Impact Statements and supporting documentation are not scheduled to be provided to the Union until July. Final implementation is planned to include a November 6, 2021 move date.

The Postal Service also notified the Union of its plans to refresh AMP feasibility studies for 31 of the remaining 38 candidate sites from Phase II of the USPS Network Consolidation Program. The AMP studies for these 38 facilities

While we agree that because of the decline in flat and letter mail some consolidations may be justified, we certainly do not believe that the Postal Service can justify all of the 37 planned consolidations.

The secondary mail moves that are planned include destinating flats or letters, and in some facilities, both. Of those 18 facilities, there are 10 where Mail Handlers are currently working. These include: Bend CSMPC, Erie P&DE, Gainesville P&DC, Huntsville P&DE, Mid-Hudson P&DC, North Bay P&DC, Pocatello CSMPC, Seattle East DDC, Southern Connecticut P&DC, and Wausau P&DE. These installations are not proposed to be closed entirely as parcel processing and/or cross dock operations are slated to remain. The

were placed on hold in 2015. The Postal Service has also decided to “table” the AMP studies for 12 of these sites. The Postal Service has now decided to refresh AMP studies in 19 of the original sites. Of the 19, the Postal Service believes that the studies will support full consolidations in 12 of the sites and in another 7 sites the Postal Service believes the studies will support “mail moves,” but not complete consolidations. The remaining 7 sites will have their studies halted with no further action being taken at this time.

As with the 18 sites previously discussed, these installations are not proposed to be closed entirely, as parcel processing and/or cross dock operations are slated to remain. The exact number of Mail Handlers to be impacted is not known at this time as Impact Statements and supporting documentation for these AMP feasibility studies are not scheduled to be provided to the Union until October or November. Final implementation is planned to include a February 26, 2022 move date.

The NPMHU is concerned that the Postal Service's consolidation plans go too far. While we agree that because of the decline in flat and letter mail *some* consolidations may be justified, we certainly do not believe that the Postal Service can justify *all* of the 37 planned consolidations. Not only will these consolidations adversely affect the lives of many Mail Handlers and their families, but service will also suffer. The Postal Service has been claiming that they have not been able to meet their own service standards for the last 7 years. We do not believe it a coincidence that the failure to meet service standards began during the last round of consolidations conducted in 2013 through 2015. The previous round of consolidations did not produce the savings and results that the Postal Service anticipated, and service did indeed suffer. This should not be allowed to happen again.

This is an ongoing process that will not only involve local input, but hearings and other possible reactions from Congress, and procedures before the Postal Regulatory Commission. The NPMHU will continue to

challenge unnecessary consolidations to minimize any negative impact on Mail Handlers.

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On Christmas Eve, the NPMHU and the USPS finalized a historic MOU that provided for additional Mail Handler staffing in 183 installations. As set forth in more detail in the MOU, the Postal Service agreed to convert 5,291 MHAs to career status in these 183 installations. The Postal Service also has committed to creating 5,291 Mail Handler positions in the listed installations. On March 22, 2021, a second MOU was finalized converting an additional 885 MHAs in 43 facilities by May 22, 2021 and creating an additional 885 Mail Handler positions in those facilities. These MOUs converted a combined 6,176 MHAs to Full-Time career status while increasing Mail Handler staffing in the listed installations. This is certainly a life changing event for 6,176 converted Mail Handlers who achieved the stability of a career appointment. The negotiation of these MOUs represents a major accomplishment in increasing the national Mail Handler complement.

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The COVID-19 pandemic continues to have an effect on the Postal Service and all postal employees. Mail Handlers and postal workers from around the country continue to courageously perform essential federal service under the extraordinary circumstances created by the COVID-19 pandemic.

With the increased availability of the various COVID vaccines, there is now light at the end of the tunnel. The

CDC is relaxing its recommendations of face coverings. However, this is not the time to let our guard down. The latest numbers reflect that there are still approximately 3,700 postal employees who are infected with another approximately 1,800 in quarantine. Since the onset of the pandemic, approximately 4,700 Mail Handlers have tested positive for the COVID virus. There have been at least 192 confirmed COVID deaths of postal employees, including at least 30 Mail Handlers.

Although a vaccine is becoming more easily available, the COVID crisis is not yet over. We cannot allow ourselves to be lulled into a false sense of security. We must remain vigilant and continue to protect ourselves and our co-workers. We must continue to follow the protocols put in place. If you have not already done so, please get the vaccine at your earliest opportunity. The sooner everybody is vaccinated, the sooner we can get back to a sense of normalcy.

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.

In these and other endeavors, the continuing support of all Mail Handlers is very much appreciated.

Fraternally,



Paul V. Hogrogian
National President

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