

HUMAN RESOURCES FAQs

NETWORK CONSOLIDATION

FREQUENTLY ASKED QUESTIONS

Why are these changes taking place?

The network consolidation being announced on May 17, 2012 is the next step in the Postal Service's overall plan to consolidate its network of mail processing facilities to more closely align the workload and volume of mail.

When will employees be notified?

Affected employees will be notified beginning on May 16, 2012 via stand up talks. Employees who want additional information can consult the HR website Workforce Connections on liteblue: <https://liteblue.usps.gov>.

How many positions are affected?

We project that approximately 5,000 positions will be affected in the first phase of network consolidations. But, when a plant is consolidated, it does not mean that every job is lost or that every employee loses his or her job. In many cases, positions will be moved to a different location.

The consolidating activities will reduce the size of the Postal Service workforce by approximately 13,000 employees. The Postal Service plans to work with affected employees and manage through the process without layoffs if possible. For many employees that means a new opportunity at another location. As a responsible employer, we are working with the unions and management associations to work through this issue. As we move forward, we will follow the requirements of the collective bargaining agreements where they apply, and all other requirements of the law.

What types of jobs will be affected?

The affected positions include: clerks, mail handlers, mechanics, motor vehicle operators, custodians and maintenance employees, as well as supervisors, managers and other administrative personnel.

What options are available to affected employees?

USPS is working with unions for an employee incentive and will announce when a final decision is made.

For bargaining employees, we will follow excessing procedures as detailed by our collective bargaining agreements. For non-bargaining employees, we will follow the Postal Service's Reduction-in-Force (RIF) procedures.