



**BE ADVISED THIS IS NOT A WITHHOLDING NOTICE NOR AN IMPACT STATEMENT. UPON RECEIPT OF CONTRACTUAL ARTICLE 12 NOTIFICATION YOU WILL BE ADVISED. MANAGEMENT SHOULD NOT BE DISCUSSING STAFFING IMPACTS WITH EMPLOYEES UNTIL AFTER AN AREA/REGIONAL MEETING IS HELD.**

**American Postal Workers Union, AFL-CIO**

1300 L Street, NW, Washington, DC 20005

**Debby Szeredy**  
Executive Vice President

August 25, 2023

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Coordinator, Western Region

**To: Charlie Cash, Director, Industrial Relations Department**  
**From: Debby Szeredy, Executive Vice President**  
**Subject: Mail Processing Facility Reviews Decision (Notification No. GCCG20230387)**

Please find attached a copy of a letter dated 8/25/2022 from Bruce Nicholson, regarding the above referenced matter.

You are designated as the APWU contact person in this matter. Contact the USPS representative as soon as possible for discussion, if appropriate. Please provide notification of your review to me by 9/22/2023.

Please note: Your secretary should update the Notification Tracking Module in Step 4 CAS as necessary.

**Attachment**

**cc: Idowu Balogun, Director, Maintenance Division**  
**Lamont Brooks, Director, Clerk Division**  
**Arrion Brown, Director, Support Services Division**  
**Michael Foster, Director, MVS Division**

DS:jb



August 25, 2023

Mr. Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO  
1300 L Street N.W.  
Washington, DC 20005-4128

Certified Mail Number  
7022 1670 0003 0099 3829

Dear Mark:

This is in further reference to the Postal Service's July 12 correspondence regarding its intent to conduct a Mail Processing Facility Reviews (MPFR) at two locations in Georgia and two locations in Oregon. The reviews were conducted at the following locations to determine whether efficiency and/or service could be improved by consolidating mail processing operations into Regional Processing and Distribution Centers (RPDCs):

- Augusta, Georgia Processing and Distribution Center (P&DC) into the Atlanta, GA RPDC
- Macon, GA P&DC into the Atlanta, GA RPDC
- Eugene, Oregon P&DC into the Portland, OR RPDC
- Medford, OR Processing and Distribution Facility (P&DF) into the Portland, OR RPDC

The results of the reviews for each of the four facilities supports keeping the facilities open and modernizing them as Local Processing Centers (LPCs). The reviews support transferring some of the mail processing operations to the RPDCs. The LPCs will be a critical node in connecting mail to the RPDCs.

The Postal Service has decided to implement the changes resulting from these reviews. Listed below are the intended processing operations for each of the four facilities once implemented and the anticipated impacts to positions:

#### **Augusta, GA**

- Destinating letters and flats will continue to be processed at the Augusta LPC
- No changes are expected to Retail or Delivery operations
- Originating letters and flats will be processed at the Atlanta RPDC
- All packages will be processed at the Atlanta RPDC



The Postal Service anticipates that there will be some impacts to staffing associated with the processing of originating letters, flats, and all package operations that are moving to the Atlanta RPDC. At this time, the anticipated impact is as follows:

- 15 Mail Processing Craft positions
- 5 Maintenance Craft positions
- 3 Management positions

### **Macon GA**

- Destinating letters and flats will continue to be processed at the Macon LPC
- No changes are expected to Retail or Delivery operations
- Originating letters and flats will be processed to the Atlanta RPDC
- All packages will be processed at the Atlanta RPDC

The Postal Service anticipates that there will be some impacts to staffing associated with the processing of originating letters, flats, and all package operations that are moving to the Atlanta RPDC. At this time, the anticipated impact is as follows:

- 36 Mail Processing Craft positions
- 20 Maintenance Craft positions
- 6 Management positions

### **Eugene OR**

- Destinating letters and flats will continue to be processed at the Eugene LPC
- No changes are expected to Retail or Delivery Operations
- Originating letters and flats will be processed at the Portland RPDC
- All packages will be processed at the Portland RPDC
- Destinating letter and flats for sectional center facility (SCF) 973 and 977 will be transferred to the Eugene LPC

The Postal Service anticipates that there will be some impacts to staffing associated with the processing of originating letters, flats, and all package operations that are moving to the Atlanta RPDC. At this time, the anticipated impact is as follows:

- 13 Mail Processing Craft positions
- 1 Maintenance Craft positions
- 0 Management positions

### **Medford OR**

- Destinating letters and flats will continue to be processed at the Medford LPC
- No changes are expected to Retail or Delivery operations
- Originating letters and flats will be processed to the Portland RPDC
- All packages will be processed at the Portland RPDC



The Postal Service anticipates that there will be some impacts to staffing associated with the processing of originating letters, flats, and all package operations that are moving to the Atlanta RPDC. At this time, the anticipated impact is as follows:

- 27 Mail Processing Craft positions
- 10 Maintenance Craft positions
- 1 Management position

Reassignment of employees will be made in accordance with Article 12 of the collective bargaining agreement.

Enclosed is a service talk that will be provided to employees in each of the affected facilities and a Fact Sheet of Frequently Asked Questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce A. Nicholson".

For  
Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures

# DELIVERING FOR AMERICA

What you need to know about the United States Postal Service® plan to achieve financial sustainability and service excellence.

## MODERNIZING USPS MAIL PROCESSING OPERATIONS

As USPS moves forward with implementing its Delivering for America plan, it is anticipated that 60 new Regional Processing and Distribution Centers (RPDCs) will open across the nation in the coming years. To make sure the mail and package processing network is positioned to best support these new RPDCs, USPS will conduct Mail Processing Facility Review (MPFR) studies at select facilities in the coming months.

### **#1 USPS is investing \$40 billion to modernize the nation's aging postal processing and delivery networks.**

60 new RPDCs will allow USPS to better use resources — including space, staffing, processing equipment and transportation — to take advantage of state-of-the-art technologies that process mail and packages more efficiently, while also creating brighter, cleaner and more modern workplaces for postal employees.

### **#2 The MPFR process will determine how best to utilize existing facilities in the updated USPS processing network.**

To ensure that processing facilities are best aligned to support these new RPDCs, the Postal Service will conduct MPFRs of select processing facilities in 2023. These reviews constitute the beginning of a multi-year process to modernize the USPS mail processing network. USPS will seek and consider customer and public input during the process. We will continuously communicate and work with our management associations and unions, and we will monitor the impact of any changes that are implemented and make adjustments to our plans as necessary and appropriate.

### **#3 USPS is focused on creating better, brighter, modern workplaces for its processing facility employees.**

As USPS modernizes its processing network, the focus is on improving the workplace experience for all postal employees. Throughout the MPFR process, USPS will continue to communicate regularly with its unions and management associations to support local employees as appropriate.

### **#4 There will be no career employee layoffs as part of this initiative.**

If necessary, all career bargaining unit reassignments, as well as the reduction in the number of pre-career employees, will be made in accordance with the respective collective bargaining agreements.

### **#5 The MPFR process is intended to have minimal impact on customer services.**

MPFR is intended to have minimal impact to customer services. Business mail entry, USPS -operated retail units, and delivery services are expected to remain unchanged in most cases. Local mailers can expect indicia requirements for their postage meters or permit imprints to remain the same. ZIP Codes will not change due to MPFR. Overall, the redesign of the USPS processing network is focused on providing more reliable service to all customers.

Updated 8/23/23



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**UNITED STATES  
POSTAL SERVICE®**

## MAIL PROCESSING FACILITY REVIEW FREQUENTLY ASKED QUESTIONS

### 2 IMPORTANT THINGS TO KNOW

For facility reviews completed in Augusta, GA; Macon, GA; Medford, OR; Eugene, OR:

- The facilities are not closing; they will remain open as Local Processing Centers.
- There will be no career employee layoffs as part of this initiative.

#### 1. Why is the Postal Service making this change? What is the goal?

As part of its 10-year Delivering for America plan, the Postal Service is working to modernize its mail and package processing network nationwide by combining and centralizing mail processing operations in approximately 60 new Regional Processing and Distribution Centers (RPDCs) over the coming years.

These new RPDCs will allow USPS to better use resources — including space, staffing, processing equipment and transportation — to take advantage of state-of-the-art technologies that process mail and packages more efficiently, while also creating brighter, cleaner and more modern workplaces for postal employees.

#### 2. How will mail and packages will not be delayed if they travel to another location for processing just to come back here?

There will be no service impacts with the implementation of these changes.

#### 3. How can trucking mail back and forth between cities be cost effective?

There is existing transportation in place. Any incurred costs will be negligible.

#### 4. How many local employees could lose their jobs if this project goes forward?

There will be no career employee layoffs. The Postal Service is a responsible employer and will be working closely with the unions and management associations to work through this initiative. The Postal Service will follow requirements of the collective bargaining agreements where they apply and all applicable postal policies.

#### 5. I'm concerned about the safety and accuracy of mail-in ballots. How will the Postal Service ensure ballots are postmarked correctly and their transport will not be impeded?

The network modernization planning will result in improved service for years to come for our customers, including election officials and voters. We are still very much in the early implementation stage of our network modernization efforts. The changes will have no bearing on the Postal Service's commitment to fulfilling its role in the electoral process and should result in more reliable service for our customers, including election officials and voters.

#### 6. Will this change impact important deliveries, such as medicine?

There will be no service impacts with the implementation of these changes, including changes to residential and business time of delivery, business mail entry, Post Office, or station and branch retail services.

#### 7. Will my local community still have a postmark?

A local postmark will continue to be available at retail locations in the community.

#### 8. How is bulk mail going to be handled?

Bulk mail will not be impacted with the implementation of these changes.



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***[MPFR DECISION TO PROCEED EMPLOYEE SERVICE TALK]***

**SERVICE TALK  
DECISION TO PROCEED ON AUGUSTA P&DC  
MAIL PROCESSING FACILITY REVIEW**

On July 12, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the Augusta Processing and Distribution Center to see if it would make sense to transfer some mail operations into the new Atlanta Regional Processing and Distribution Center (RPDC).

**The results of the facility review support keeping the Augusta facility open and modernized as a Local Processing Center (LPC).** The review supports transferring some mail processing operations to the Atlanta RPDC. The Augusta LPC will be a critical node in connecting mail to the new Atlanta RPDC.

Here's how the processing operations will look once implemented:

- Destinating letters and flats will continue to be processed at the Augusta LPC
- No changes are expected to Retail or Delivery operations
- Originating letters and flats will be processed at the Atlanta RPDC
- All packages will be processed at the Atlanta RPDC

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as the reduction in the number of pre-career employees, will be made in accordance with the respective collective bargaining agreements.

We do expect there will be some impacts to staffing with Originating letters, flats, and all package operations moving to the Atlanta RPDC. We anticipate this to impact the following positions:

- 15 Mail Processing Craft positions
- 5 Maintenance Craft positions
- 3 Management positions

Once again, I want to underscore that there will be no career employee layoffs as part of this initiative.

We will keep you informed about any future developments regarding the MPFR implementation.

***[MPFR DECISION TO PROCEED EMPLOYEE SERVICE TALK]***

**SERVICE TALK  
DECISION TO PROCEED ON MACON P&DC  
MAIL PROCESSING FACILITY REVIEW**

On July 12, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the Macon GA Processing and Distribution Center to see if it would make sense to transfer some mail operations into the new Atlanta Regional Processing and Distribution Center (RPDC).

**The results of the facility review support keeping the Macon facility open and modernized as a Local Processing Center (LPC).** The review supports transferring some mail processing operations to the Atlanta RPDC. The Macon LPC will be a critical node in connecting mail to the new Atlanta RPDC.

Here's how the processing operations will look once implemented.

- Destinating letters and flats will continue to be processed at the Macon LPC
- No changes are expected to Retail or Delivery operations
- Originating letters and flats will be processed at the Atlanta RPDC
- All packages will be processed at the Atlanta RPDC

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as the reduction in the number of pre-career employees, will be made in accordance with the respective collective bargaining agreements.

We do expect there will be some impacts to staffing with Originating letters, flats, and all package operations moving to the Atlanta RPDC. We anticipate this to impact the following positions:

- 36 Mail Processing Craft positions
- 20 Maintenance Craft positions
- 6 Management positions

Once again, I want to underscore that there will be no career employee layoffs as part of this initiative.

We will keep you informed about any future developments regarding the MPFR implementation.



***[MPFR DECISION TO PROCEED EMPLOYEE SERVICE TALK]***

**SERVICE TALK  
DECISION TO PROCEED ON EUGENE P&DC  
MAIL PROCESSING FACILITY REVIEW**

On July 12, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the Eugene Processing and Distribution Center to see if it would make sense to transfer some mail operations into the new Portland Regional Processing and Distribution Center (RPDC).

**The results of the facility review support keeping the Eugene facility open and modernized as a Local Processing Center (LPC).** The review also supports transferring some mail processing operations to the Portland RPDC. The Eugene LPC will be a critical node in connecting mail to the new Portland RPDC.

Here's how the processing operations will look once implemented.

- Destinating letters and flats will continue to be processed at the Eugene LPC
- No changes are expected to Retail or Delivery Operations
- Originating letters and flats will be processed at the Portland RPDC
- All packages will be processed at the Portland RPDC
- Destinating letter and flats for SCF 973 & 977 will be transferred to the Eugene LPC

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as the reduction in the number of pre-career employees, will be made in accordance with the respective collective bargaining agreements.

We do expect there will be some impacts to staffing with Originating letters, flats, and all package operations moving to the Portland RPDC. We anticipate this to impact the following positions:

- 13 Mail Processing Craft positions
- 1 Maintenance Craft positions
- 0 Management positions

Once again, I want to underscore that there will be no career employee layoffs as part of this initiative.

We will keep you informed about any future developments regarding the MPFR implementation.

***[MPFR DECISION TO PROCEED EMPLOYEE SERVICE TALK]***

**SERVICE TALK  
DECISION TO PROCEED ON MEDFORD P&DC  
MAIL PROCESSING FACILITY REVIEW**

On July 12, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the Medford OR Processing and Distribution Center to see if it would make sense to transfer some mail operations into the new Portland OR Regional Processing and Distribution Center (RPDC).

**The results of the facility review support keeping the Medford facility open and modernized as a Local Processing Center (LPC).** The review supports transferring some mail processing operations to the Portland RPDC. The Medford LPC will be a critical node in connecting mail to the new Portland RPDC.

Here's how the processing operations will look once implemented.

- Destinating letters and flats will continue to be processed at the Medford LPC
- No changes are expected to Retail or Delivery operations
- Originating letters and flats will be processed at the Portland RPDC
- All packages will be processed at the Portland RPDC

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as the reduction in the number of pre-career employees, will be made in accordance with the respective collective bargaining agreements.

We do expect there will be some impacts to staffing because of Originating letters, flats, and all package operations moving to the Portland RPDC. We anticipate this to impact the following positions:

- 27 Mail Processing Craft positions
- 10 Maintenance Craft positions
- 1 Management position

Once again, I want to underscore that there will be no career employee layoffs as part of this initiative.

We will keep you informed about any future developments regarding the MPFR implementation.