



## American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

April 21, 2021

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Executive Vice President

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Coordinator, Southern Region

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Coordinator, Western Region

**To: Lamont Brooks, Director, Clerk Division**

**From: Debby Szeredy, Executive Vice President**

**Subject: USPS Will Discontinue and Dismantle FSS Machines In  
Several Facilities Across the Country  
(Notification No. GCCC20210149)**

Please find attached a copy of a letter dated 4/20/2021 from Shannon Richardson, 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 5/18/2021.

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

**Attachment**

**cc: Vance Zimmerman, Director, Industrial Relations Department  
Idowu Balogun, Director, Maintenance Division  
Stephen Brooks, Director, Support Services Division  
Michael Foster, Director, MVS Division**

DS:jb



April 20, 2021

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

**Certified Mail Tracking Number:**  
7018 0360 0001 6256 7899

Dear Mark:

As a matter of general interest, the Postal Service will discontinue and dismantle Flat Sequencing Sorting (FSS) machines in several mail processing facilities across the country. The discontinued/dismantled machines will be replaced with package sorting equipment.

Below is a list of facilities where FSS machines will be removed, along with the tentative date each machine will be fully removed from its facility and the type of package sortation equipment the machine will be replaced with:

Mail Processing Facility	Tentative Removal Date	Package Sortation Equipment
West Valley, AZ P&DC	05/28/2021	SPSS
Seminole, FL P&DC	07/16/2021	SPSS
Royal Palm, FL P&DC	08/31/2021	SPSS
Middlesex-Essex, MA P&DC	08/31/2021	ADUS
Dulles, VA P&DC	08/31/2021	ADUS

Enclosed are informational materials, including a stand-up talk, provided to the employees at the West Valley, AZ P&DC concerning the removal of the FSS machine at that facility.

Please contact Mike Faber at 215-432-0613 if you have any questions concerning this matter.

Sincerely,

Shannon R. Richardson  
A/Manager  
Contract Administration (APWU)

Enclosures

# DELIVERING FOR AMERICA

## PREPARING FOR PACKAGES

On Mar. 23, the PMG announced the Postal Service's Ten-Year Plan



FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

# DELIVERING FOR AMERICA

## PREPARING FOR PACKAGES

“As mail volume declines and package volume increases, the Postal Service will adapt its facility footprint and processing capacity to improve service reliability and match the changing mix of mail and packages we process for our customers.”



FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

# DELIVERING FOR AMERICA

## PREPARING FOR PACKAGES

Fiscal Year	FSS Total Pieces Fed	% Change from Prev FY
2016	7,858,769,343	-3.1%
2017	7,646,393,932	-2.7%
2018	7,293,150,713	-4.6%
2019	6,684,910,893	-8.3%
2020	5,123,236,012	-23.4%
<b>Total 5 Year % Change</b>		<b>-42.1%</b>

Volume processed on the FSS machines has declined more than 40 percent in the past five years.

FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

# PREPARING FOR PACKAGES

## FSS REMOVAL TO ENABLE SPSS INSTALLATION



One FSS at the West Valley facility will be disassembled beginning April 10 to make room for the installation of a new Small Parcel Sorting System (SPSS) that will be operational before peak.

FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

# PREPARING FOR PACKAGES

## FSS REMOVAL TO ENABLE SPSS INSTALLATION

The removal of one FSS machine from this facility will be seamless for carriers and customers. There will be no impact to delivery.



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# PREPARING FOR MORE PACKAGES

## FSS REMOVAL AND SPSS INSTALLATION

FSS



SPSS



FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://www.usps.com/deliveringforamerica)

# OPTIMIZING FLAT SEQUENCING SYSTEM (FSS)

## MESSAGING: BACKGROUND | TALKING POINTS | FAQs

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### BACKGROUND

The Postal Service uses roughly 8,500 pieces of automated processing equipment to process mail and packages through an expansive network. Of the 8,500 pieces, 100 are Flat Sequencing Systems (FSS).

As mail volume continues to decline and package volume increases, the Postal Service must adapt its facility footprint and processing capacity to match the changing mix of mail and packages.

Mail volume processed on the FSS machines has declined more than 40 percent in the past five years. Removing the FSS equipment will allow the organization to repurpose that space to process increasing volumes of packages.

Fiscal Year	FSS Total Pieces Fed	% Change from Prev FY
2016	7,858,769,343	-3.1%
2017	7,646,393,932	-2.7%
2018	7,293,150,713	-4.6%
2019	6,684,910,893	-8.3%
2020	5,123,236,012	-23.4%
<b>Total 5 Year % Change</b>		<b>-42.1%</b>

### TALKING POINTS

- As mail volume continues to decline and package volume increases, the Postal Service must adapt its facility footprint and processing capacity to match the changing mix of mail and packages.
- Mail volume processed on the FSS machines has declined more than 40 percent in the past five years.
- Removing the FSS equipment will allow the organization to repurpose that space to process increasing volumes of packages.

### FREQUENTLY ASKED QUESTIONS

**a. What equipment is being evaluated?**

The fleet size of the Flats Sequencing System (FSS) machines and other flat mail processing equipment will be evaluated and adjusted to match current and projected future volumes.

**b. What exactly does an FSS do?**

Flat Sequencing System machines process flat mail like large envelopes, magazines, newspapers, etc. and sequences them in delivery order, much like the Delivery Barcode Sorter does for letter mail.

**c. How many FSS machines are in operation today?**

There are 100 FSS machines in 45 facilities.

**d. Will FSS machines be removed from operation?**

We have currently identified five machines that will be removed from operation and replaced with package sorting equipment. Future FSS removals and package sorting equipment deployments are being evaluated.

**e. How will the mail be processed in absence of the FSS machines?**

The machines that are being removed are from facilities that have multiple FSS machines. The flat mail will simply be combined and optimized to run on one less machine.

**f. How often is mail processing equipment evaluated for removal or relocation?**

Mail processing equipment is routinely evaluated, reconfigured, relocated or removed to improve efficiencies in operations.

**g. Where will excess mail processing equipment go? Can the Postal Service sell it?**

The Postal Service has a responsible disposition plan for all excess mail processing equipment. In addition, the Postal Service will maintain some equipment for contingency planning purposes. The remainder of the equipment may be used for spare parts or sold.

**h. Will another piece of equipment replace the FSS?**

Yes. Package sorting equipment will replace the removed FSS machines in the first five locations.

**i. Will every removed FSS be replaced by package sorting equipment?**

Currently we are focusing on the five FSS machines that will be removed and replaced with package sorting machines. At this time, future FSS removals and package sorting equipment deployments are being evaluated.

**j. How long does it take to disassemble an FSS machine?**

It takes roughly 5-6 weeks to disassemble an FSS machine.

**k. When will they begin the process to disassemble the FSS machines?**

The process will be a phased approach. On Saturday, April 10, the FSS at the West Valley, AZ, facility will be the first to be disassembled.

**l. When will the others be disassembled? Is there a schedule?**

We are anticipating the first five FSS machines to be removed by September 2021 to allow for the package sorting machines to be installed prior to peak. Additional FSS removals are currently being evaluated.

**m. What will happen to the employees who work on the FSS machines?**

The Postal Service has long-standing negotiated contract provisions that address the issue of how to accommodate employee impacts/modified job assignments resulting from operational initiatives. We will adhere to those provisions when removing the 5 FSS machines.

# **Mandatory Stand-Up Talk**

**April 8, 2020**

## **New package sorter to replace a West Valley FSS machine**

Starting Saturday, April 10, work will begin to disassemble one of the Flats Sequencing System (FSS) machines in this facility to make way for a new package sorter — the Small Package Sorting System (SPSS).

As mail volume continues to decline and package volume increases, we must adapt our facilities and our processing capacity to match the changing mix of mail and packages.

Mail volume processed on the FSS machines has declined more than 40 percent in the past five years, while package volume has increased significantly. The space currently occupied by this FSS will be put to better use housing the package sorter.

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Disassembling the FSS will take approximately six weeks. No delivery routes will be affected. The mail volume will be combined to run on the two remaining FSS machines.

The SPSS will start being assembled in early August and will be operational by peak.

This is good news for this facility!

Thank you for listening.

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