

Sortation and Delivery Centers (S&DCs or SDCs)

Disclaimer

Everything being shared today is subject to change. One of the most frustrating parts of this whole process is that the Postal Service has continued to change plans and seems to do so by the hour. The information given today could change by tomorrow. We are committed to give what information we currently have and update it as it changes.

These facilities will house:

- Large number of carrier routes (possibly hundreds of routes)
- Distribution operations for Clerks
- Small Delivery Unit Sorter (SDUS) to sort parcels

Mail (Letters, flats, and parcels) destined for delivery will come to these facilities for distribution to the rural and city letter carriers.

Parcels will be sorted to the individual carrier routes by the SDUS

S&DCs Activated

Facility Name	Market	eFMS Parking	Projected Parking Needs	Total Spoke Units	Spoke Delivery ZIPS	Total Delivery ZIPS	S&DC Existing RTEs	Spoke RTEs	Total RTEs	Total Deliveries	Total Population	S&DC DDU PKG ADV	S&DC Network PKG ADV	S&DC Total PKG ADV	Owned / Leased Facility	Facility Review	Finalized Spokes Approved	Go-Live (Plan)
ATHENS - MAIN OFFICE	NA GA	230	270	6	10	14	74	41	115	83,815	179,487	3,746	5,282	9,028	Owned	6/22/22	11/9/22	11/19/22
BRYAN - P&DC-MAIN OFFICE-SHF	NA TX	371	289	1	2	7	55	68	123	101,387	225,893	5,488	4,619	10,107	Owned	6/29/22	11/22/22	2/25/23
GAINESVILLE - P&DF	NA FL	358	384	3	7	11	61	81	142	105,743	225,232	5,970	8,175	14,144	Owned	9/14/22	11/22/22	2/25/23
PANAMA CITY - P&DF	NA FL	202	200	4	5	8	25	60	85	64,830	135,896	8,020	4,973	12,993	Owned	9/15/22	11/22/22	2/25/23
UTICA - P&DF	NA NY	282	256	12	15	17	59	50	109	59,838	132,249	3,402	3,903	7,305	Owned	9/6/22	11/22/22	2/25/23
WOBURN - MPO & CARRIER ANNEX	North Reading MA	428	430	2	2	8	149	34	183	85,382	195,565	6,322	7,303	13,625	Owned	10/25/22	11/22/22	2/25/23
Total		1,871	1,829	28	41	65	423	334	757	500,995	1,094,322	32,948	34,256	67,203				

S&DCs Planned for June

Facility Name	Market	eFMS Parking	Projected Parking Needs	Total Spoke Units	Spoke Delivery ZIPS	Total Delivery ZIPS	S&DC Existing RTEs	Spoke RTEs	Total RTEs	Total Deliveries	Total Population	S&DC DDU PKG ADV	S&DC Network PKG ADV	S&DC Total PKG ADV	Owned / Leased Facility	Facility Review	Finalized Spokes Approved	Go-Live (Plan)
OWENSBORO - DDC	NA KY	210	162	0	0	2	69	0	69	40,620	86,137	3,805	2,288	6,093	Owned	1/12/23	2/13/23	6/3/23
WILLIAMSPORT - P&DF	NA PA	238	139	0	0	5	59	0	59	31,158	64,321	3,442	1,885	5,327	Owned	1/11/23	2/13/23	6/3/23
KOKOMO - P&DF	Indianapolis IN	206	181	5	6	10	63	14	77	46,835	90,285	3,233	2,586	5,819	Owned	1/6/23	1/17/23	6/3/23
PASCO - P&DF	NA WA	300	341	1	3	8	96	49	145	107,733	261,100	13,193	7,160	20,353	Owned	11/9/22	11/22/22	6/3/23
ANNAPOLIS - CAX	Linthicum MD	280	289	3	3	7	70	53	123	60,931	134,618	4,528	5,732	10,260	Owned	1/10/23	1/17/23	6/3/23
BARTLETT/HANOVER PK - CARRIER ANNEX	Carol Stream IL	281	256	2	2	5	77	32	109	60,886	172,480	2,629	3,797	6,426	Owned	1/5/23	1/17/23	6/3/23
GOLDEN - MAIN OFFICE	Denver CO	256	195	2	2	4	53	30	83	46,753	104,613	2,975	4,422	7,397	Owned	1/3/23	2/23/23	6/3/23
TOPEKA - Northpark	NA KS	187	251	5	10	17	35	72	107	64,988	139,188	4,001	3,636	7,637	Owned	1/4/23	2/23/23	6/3/23
Total		1,958	1,814	18	26	58	522	250	772	459,904	1,052,742	37,805	31,506	69,312				

Financial Rigor Test completed; data updated	Financial Rigor Test (FRT) completed; no spokes passed FRT
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S&DCs Planned for September

Financial Rigor Test completed; data updated	Financial Rigor Test (FRT) completed; no spokes passed FRT	Georgia/Virginia site with activation 9/24 or later
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Facility Name	Market	eFMS Parking	Projected Parking Needs	Total Spoke Units	Spoke Delivery ZIPS	Total Delivery ZIPS	S&DC Existing RTEs	Spoke RTEs	Total RTEs	Total Deliveries	Total Population	S&DC DDU PKG ADV	S&DC Network PKG ADV	S&DC Total PKG ADV	Owned / Leased Facility	Facility Review	Finalized Spokes Approved	Go-Live (Plan)
ATLANTA - NDC*	DULUTH GA	814	475	8	12	12	0	202	202	171,072	366,500	6,277	15,111	21,388	Owned	12/13/22	3/14/23	9/9/23
ATLANTA - NORTH ATLANTA BRANCH	ATLANTA GA	172	202	2	3	5	46	40	86	71,072	138,580	3,341	4,462	7,803	Owned	2/8/23	3/14/23	9/9/23
BRIDGEPORT - MAIN OFFICE	WALLINGFORD CT	209	256	2	3	7	43	66	109	56,131	136,886	3,418	4,410	7,828	Owned	2/8/23	3/14/23	9/9/23
CHULA VISTA - MAIN OFFICE	SAN DIEGO CA	282	247	1	1	3	92	13	105	67,130	189,149	2,676	4,491	7,167	Owned	2/17/23	3/14/23	9/9/23
COLUMBIA - MAIN OFFICE and VMF	NA SC	368	197	0	0	4	84	0	84	57,558	103,269	4,075	3,188	7,263	Leased	2/7/23	3/14/23	9/9/23
HUNTINGTON STATION - MAIN OFFICE	MELVILLE NY	246	195	2	2	4	70	13	83	37,054	100,892	3,222	3,617	6,839	Owned	2/7/23	3/14/23	9/9/23
IRVINE - MAIN OFFICE	SANTA ANA CA	300	169	0	0	4	72	0	72	60,688	123,974	2,286	4,903	7,190	Owned	2/16/23	3/14/23	9/9/23
JACKSON - DDC	NA MI	310	237	0	0	9	101	0	101	58,566	130,244	2,527	3,110	5,637	Owned	3/1/23	3/14/23	9/9/23
MID HUDSON - P&DC	NA NY	371	139	5	5	5	0	59	59	37,472	86,732	1,716	4,583	6,299	Owned	7/12/22	3/21/23	9/9/23
MORGANTOWN - MAIN OFFICE	NA WV	198	165	0	0	5	70	0	70	50,449	98,741	6,502	2,983	9,485	Owned	2/8/23	3/21/23	9/9/23
PALO ALTO - MAIN OFFICE	SAN FRANCISCO CA	289	275	1	1	6	100	17	117	55,092	137,214	2,693	4,941	7,634	Owned	2/14/23	3/21/23	9/9/23
ROCKFORD - P&DF	NA IL	577	277	0	0	7	118	0	118	60,957	124,773	1,720	3,399	5,119	Owned	3/3/23	3/21/23	9/9/23
STOCKTON - WEST LANE STATION DDC	NA CA	220	432	0	0	5	84	0	184	53,496	130,961	1,391	2,966	4,357	Leased	2/15/23	3/21/23	9/9/23
TERRE HAUTE - P&DF	NA IN	220	186	1	3	6	44	35	79	49,702	100,684	2,433	2,676	5,109	Owned	3/2/23	3/21/23	9/9/23
TULSA - DOWNTOWN STATION	NA OK	280	202	2	3	8	31	55	86	46,629	72,970	2,037	3,445	5,482	Owned	2/24/23	3/21/23	9/9/23
WACO - MAIN OFFICE/P&DF	NA TX	299	176	1	1	3	44	31	75	59,693	125,684	4,492	5,432	9,924	Owned	2/23/23	3/21/23	9/9/23
Total		5,155	3,831	25	34	93	999	531	1,630	992,761	2,167,253	50,805	73,718	124,523				

Sites of Note

- Plans seem to change from week to week
- Some planned sites were cancelled as S&DCs after “financial rigor” testing
 - Owensboro, KY
 - Williamsport, PA
 - Columbia, SC
 - Irvine, CA
 - Jackson, MI
 - Morgantown, WV
 - Rockford, IL
 - Stockton, CA
- North Atlanta, GA put on hold until September of 2024

Sites of Note continued

- Of the ten sites announced in 2022, Four are not currently on any plans
 - Southeastern, PA
 - Kalamazoo, MI
 - Columbus, GA
 - Newcastle, PA

The Postal Service has plans for hundreds of these of the next few years. The sites listed previously are all we have any information on at this time. Local and State Leaders can expect these to be coming to their local areas.

USPS Created Slides

The following two slides were created by the Postal Service and provided to various mailer (business) groups.

The inclusion of the slide should not be taken as the APWU belief or agreement with the S&DC plans. It is merely for informational purposes only for you to see what the Postal Service is telling their mailers.

Overview – Sorting and Delivery Centers (S&DCs)

Key Objectives

- Support the Delivering for America Plan
- Improve customer service and offerings
- Grow revenue by expanding access to our customers
- Realign the entire network, ensuring sustainability for the USPS

Goals

- ✓ Allows for easier standardization and management of operations
- ✓ Improve building and operating conditions for employees
- ✓ Enables customer service and local commerce opportunities
- ✓ Gain efficiencies in transportation and mail handling costs



Individual Post Offices



Sorting and Delivery Center
(S&DC)

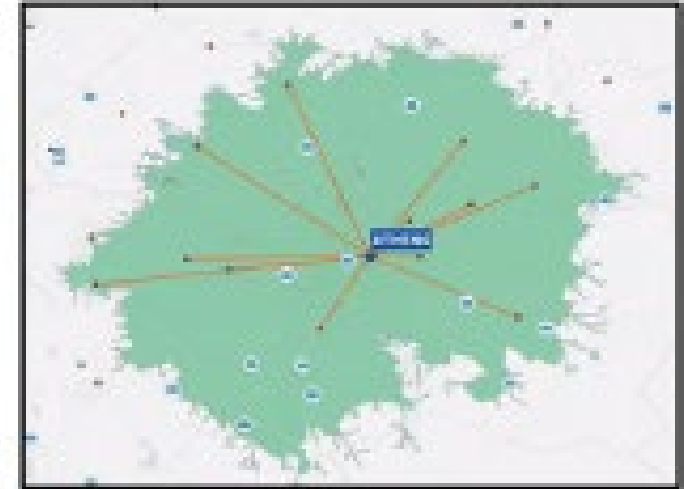
**Retail & PO Box Operations remain at the Spoke Sites and are not impacted by S&DC Operations*

4/13/2023

Prepared by Charlie Cash, Director Industrial Relations

Sorting & Delivery Center (S&DC) Concept

- Optimize site locations to create larger delivery units as Sorting & Delivery Centers (S&DCs)
- Collapse carrier routes from smaller units into a S&DC
- Retain Post Offices and PO Boxes in current locations
- Logical location for transfer hubs
- Impact to EV deployment



Progress & Next Steps:

- 6 S&DCs launched to-date
- 8 additional planned for June



Regional Processing and Distribution Centers

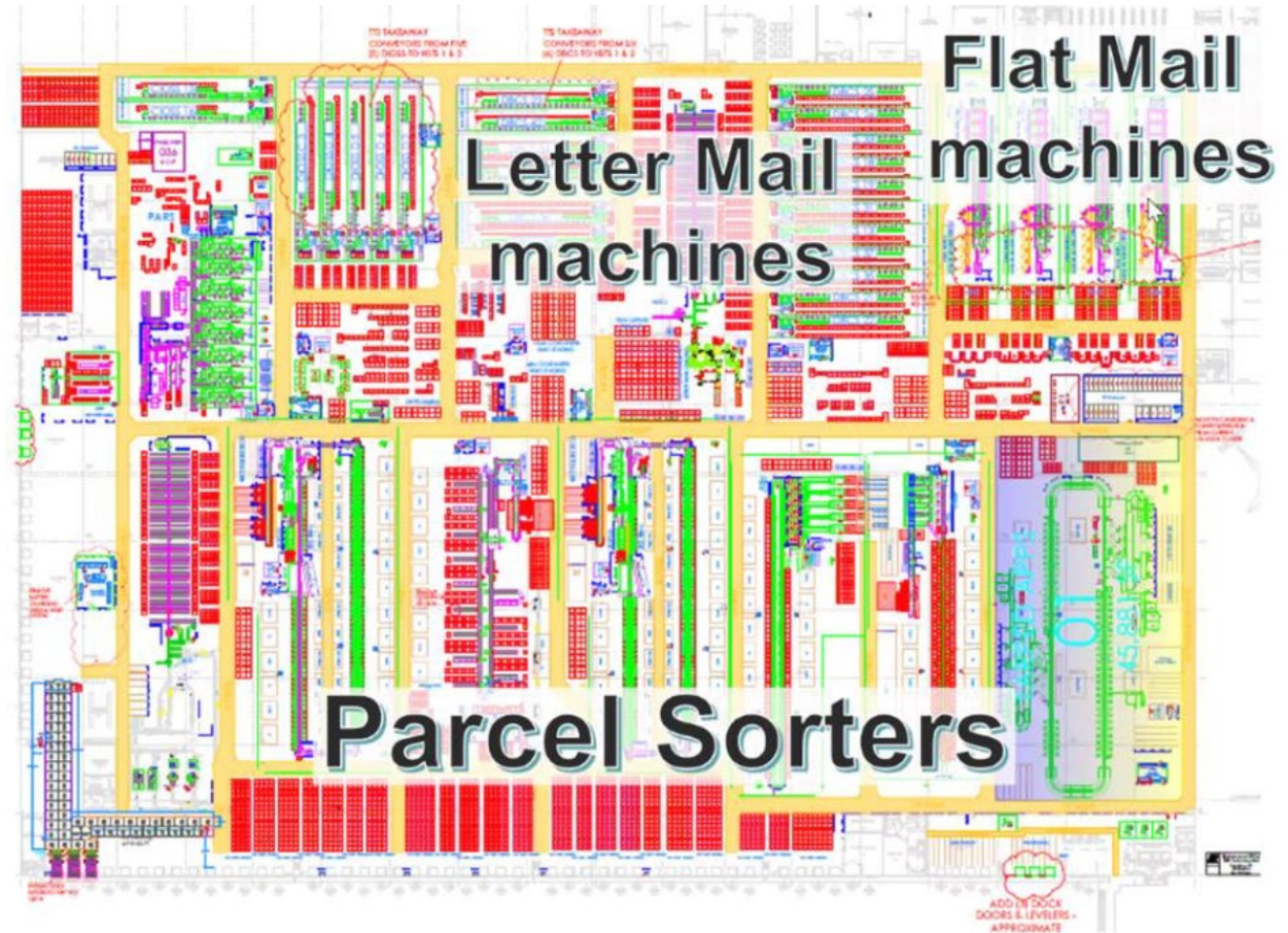
Aka “MegaPlants” or “RPDCs”

Regional Processing and Distribution Centers

- RPDCs will be the largest processing centers in the country.
- It has been suggested by the Postal Service that there will be 60-65 RPDCs around the country.
- The Postal Service has plans to convert the current NDCs into RPDCs
 - Atlanta NDC is the exception
- There will be movement/consolidation/AMP of mail processing operations into the RPDCs
- The Postal Service is telling us there will be other types of “downstream” facilities where mail will be handled
 - Local Processing Centers (LPCs)
 - Being told this is where destinating letters and flats will be processed (DPS, etc.)
 - S&DCs—discussed previously (destinating letters spread to carriers, parcels sorted to carrier routes)

Equipment

- Parcel Sorters (various)
 - MaRS will be located in some RPDCs
 - Can sort up to 64,000 parcels per hour.
- Flat Sorting Machines
- Letter Sorting Machines (DBCS, DIOSS, etc)
- Conveyors systems



USPS provided the above sample layout to the Mailers

USPS Created Slide

The following two slides were created by the Postal Service and provided to various mailer (business) groups.

The inclusion of the slide should not be taken as the APWU belief or agreement with the network modernization plans.

It is merely for informational purposes only for you to see what the Postal Service is telling their mailers.

Facility Design Features

Regional Processing and Distribution Center (RPDC)



- All outgoing operations
- Destinating Parcels to the 5 digit
- Cross dock destinating 3-digit letters and flats

Local Processing Center (LPC)



- Letters and Flats to DPS or carrier route
- Cross dock 5-digit parcels

Sorting and Delivery Center (S&DC)



- Destinating Entry
- Carrier Routed Parcels
- Cross dock to DU

Delivery Unit (DU)



- Maintain Current Operations

60-65 Potential Regional Processing and Distribution Centers (RPDC) Under Review



First 12 RPDC Locations

- Palmetto RPDC, (Atlanta), GA
- Richmond RPDC, VA
- Chicago South RPDC, IL
- Houston RPDC, TX
- Indianapolis RPDC, IN
- Portland RPDC, OR
- Charlotte RPDC(s), NC (looks like they will have two smaller RPDCs)
- Jacksonville RPDC, FL
- Boise RPDC, ID
- Greensboro RPDC, NC
- Santa Clarita RPDC, CA
- Bethpage RPDC, NY

Postal Service has not been forthcoming with any of the Unions with full detailed information

The APWU has submitted multiple RFIs demanding information.

Thus far, what meager response we have received has been very general, not all items were addressed, and normal stall tactics are being employed.

RFI Examples



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Charlie Cash
Industrial Relations Director
202-842-4273 (Office)
202-371-0992 (Fax)

February 27, 2023

Sent via Email
Mr. Thomas J. Blum, Vice President
Labor Relations
United States Postal Service
475 L'Enfant Plaza SW, Room 9014
Washington DC 20260-4100

National Executive Board

Mark Diamondstein
President
Dabby Sweeney
Executive Vice President
Elizabeth "Liz" Powell
Secretary/Treasurer
Charlie Cash
Director, Industrial Relations
Lamont Beale
Director, Clerk Division
Isobu Balogun
Director, Maintenance Division
Michael C. Foster
Director, MIS Division
Anson Brown
Director, Support Services Division
Shayn M. Stone
Coordinator, Central Region
AJ James
Coordinator, Eastern Region
Tiffany Foster
Coordinator, Northeast Region
Yarel Wanda
Coordinator, Southern Region
Omar M. Gonzalez
Coordinator, Western Region

Re: Information Request for Decision Analysis Reports (DARs) on Network Modernization Plan

Dear Thomas,

The American Postal Workers Union, AFL-CIO, requests all Decision Analysis Reports (DARs) conducted for the Network Modernization Plan.

Please include all documents associated with each DAR that was conducted.

If you have any questions on the requested data, please contact me or Michael Macho at (202) 842-4273.

Sincerely,

Charlie Cash
Industrial Relations Director

cc: Michael Macho, Manager, Negotiations Support and Special Projects,
Industrial Relations

CCIMM1@OPEIU #2 | AFL-CIO

4/13/2023

Prepared by Charlie Cash, Director Industrial Relations



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Charlie Cash
Industrial Relations Director
202-842-4273 (Office)
202-371-0992 (Fax)

March 18, 2023

Sent via Email
Mr. Thomas J. Blum, Vice President
Labor Relations
United States Postal Service
475 L'Enfant Plaza SW, Room 9014
Washington DC 20260-4100

National Executive Board

Mark Diamondstein
President
Dabby Sweeney
Executive Vice President
Elizabeth "Liz" Powell
Secretary/Treasurer
Charlie Cash
Director, Industrial Relations
Lamont Beale
Director, Clerk Division
Isobu Balogun
Director, Maintenance Division
Michael C. Foster
Director, MIS Division
Anson Brown
Director, Support Services Division
Shayn M. Stone
Coordinator, Central Region
AJ James
Coordinator, Eastern Region
Tiffany Foster
Coordinator, Northeast Region
Yarel Wanda
Coordinator, Southern Region
Omar M. Gonzalez
Coordinator, Western Region

Re: Information Request on Network Transformation Plans

Dear Tom,

The American Postal Workers Union, AFL-CIO, requests the following information regarding network transformation plans:

Please provide the following:

- 1) For each operation proposed to be moved from one facility to another provide the following information for both the losing and gaining facilities:
 - a. the name, address, finance number, District and Area for each facility;
 - b. the distance between facilities;
 - c. the type of operation being moved by operation, include operation number, LDCs, and function;
 - d. changes in staffing by craft and facility, by LDC and function;
 - e. changes in work hours by craft and facility, by LDC and function;
 - f. volume of mail by class and type (incoming/outgoing) in each operation being moved before move and after the proposed move;
 - g. volume of mail by class and type being moved;
 - h. list of processing equipment in the gaining and losing facilities before and after the move, to include the date installed;
 - i. indicate what equipment will move and to where it moves.
- 2) Specifically concerning the Clerk Craft, please detail how the following issues will be handled:
 - a. application of Article 30 LMOUs;
 - b. parking for employees, handicap, and Union representatives;
 - c. Union room;
 - d. Union representation;

RFI Examples

1/25/2023

Certified Number 7018 1130 0000 2486 6496

Sent via e-mail: thomas.j.blum@usps.gov and first-class mail
shannon.r.richardson@usps.gov and first-class mail

Mr. Thomas Blum
Vice President, Labor Relations
U.S. Postal Service, Room 9014
475 L'Enfant Plaza, 5W
Washington, DC 20260

Shannon Richardson
Director, HQ APWU Contract Administration
U.S. Postal Service
475 L'Enfant Plaza
Washington, DC 20260

RE: Postmaster General March 2021 Delivering for America Modernization Plan Specific to Sorting and Delivery Centers (SDC)

The APWU Clerk Division requested a meeting on the SDC's initiative, *specific to Clerk Craft contractual matters*, which was held on 1/24/2023. Because the Postal Service did not have their direct reports at the meeting and the Postal Service was not aware of the specific questions the Union was going to present, the parties mutually agreed to reschedule the meeting, the Union agreed to formulate the questions, with the understanding that based on the Postal Service's response, future questions will be generated. At the meeting, we got no further than asking specific Article 12 questions on the sites identified. We stopped at that point.

In accordance with the 2021-2024 Collective Bargaining Agreement, the Clerk Division (Article 1, Section 1) is requesting answers to the following questions, in an effort to contractually negotiate this SDC portion of the plan as to how it directly affect APWU clerk represented bargaining unit employees relating to wages, hours, or working conditions.

1. For situations involving employee excessing outside the craft/installation, Doug Tulino and Shannon Richardson has shared with the Union that Article 12.5.C.5 would be used and this has been how the APWU has been notified at the Area Level on events involving the SDCs.

APWU is requesting in writing that Article 12 excessing outside the craft/installation impacts will be in accordance with Article 12.5.C.5?

2. There have been at least two instances where all the delivery spoke offices have not been moved or are not currently planned to move at the same time, creating employee opportunity inequalities, not consistent with Article 12.5.C.5, with some improper similarities to Article 12.5.C.6. How does the Postal Service plan to negotiate with the Union to rectify this matter?
3. The NALC has negotiated a MOU that conflicts with the USPS/APWU Article 12 CBA (bridge MOU), and NAPS has negotiated language allowing Postmasters to remain in retail only facilities, in violation of the USPS/APWU CBA dealing with finance units. The only union/management association losing jobs/adversely affected is APWU and particularly the Clerk Division. How does the Postal Service intend to reconcile this matter as the Clerk Division is on the threshold of filing a national dispute as clearly the National Agreement has been already clearly violated?
4. Is the concept similar to the former hub and spoke as it relates to the remaining retail facilities and the SDC facility comprising the SDC?
5. Will the remaining retail spoke offices which housed the delivery unit be an independent installation or a finance unit of each associated SDC?
6. Will this SDC initiative result in any of the retail facilities being a part of a POSTPlan bid cluster?
7. If the remaining retail facility was a level-18 will the Postmaster's hours be reduced in an effort to minimize the dislocation and inconvenience of career employees (Article 12)?
8. Will there be any contracting out of retail work?
9. Will there be any closing or reduction of retail window hours?
10. Will the Postal Service use the existing space in the spoke offices to pursue other postal revenue generating initiatives such as fulfillments, processing mail, expanding financial services, increasing post office boxes and parcel lockers, etcetera?
11. Will customers continue to pick up hold mail, certified mail, packages, etc. in the spoke offices as is currently the case?

12. Will the existing box sections remain in the retail facilities?

13. Will the Postal Service utilize Delivery, Sales and Service/Distribution Associate (DSSDA) positions clerks to transport mail between retail facilities within the specific SDC network in instances where PVS is not already in place or cannot contractually be deployed?

14. How will Article 30.B be addressed, since moving forward with the implementation of the SDC network without an advanced nationally negotiated MOU would be in violation of current local MOUs?

15. Specific to the Clerk Division, in accordance with Article 12 and the Clerk Craft-Residual Vacancies MOU, will the Union at the Area (Article 12) and Clerk Division at the HQ (eReassign), receive the necessary documentation? How will this reconcile with the pending Area/District realignment national dispute and eReassign priority consideration?

16. Will the Minimizing Excessing MOU, the Goldberg 12.5.B.2 national award, etc. be utilized to minimize the dislocation and inconvenience to Article 12 impacted employees?


17. Consistent with the Senior Mail Processing Clerk, schemes should be added to the SDUS position. Will scheme requirements be added?

18. The SDC initiative involves the consolidation of multiple delivery units. The Postal Service has planned to eliminate all FSS machines and a huge reduction in the AFSM 100. The plan is also for carriers to sort their own flat mail. Reality would now require schemes on any mail processor duty assignments in the new SDC? What is the Postal Service's position?

19. What is the Postal Service's position on the spreading of mail in offices where there were no existing Mail Handlers, in accordance with RI-399 agreement?

20. What is the Postal Service's position on the SDCs as it relates to RI-399 craft jurisdiction under the SDC deployment.

21. What is the Postal Service's position on whether the SDCs involves any operational changes?

Respectfully submitted,

Janet Brooks
Director
Clerk Division

4/13/2023

Prepared by Charlie Cash, Director Industrial Relations

RFI Examples



March 6, 2023

Mr. Lamont Brooks
Director, Clerk Division
American Postal Workers Union, AFL-CIO
1300 L Street NW
Washington, DC 20005-4128

Certified Mail Tracking Number:
7020 3160 0002 0327 6702

Re: IR23-05 - Information Request on Sorting and Delivery Centers (S&DCs)

Dear Lamont,

This is in response to the APWU's January 30 request for information pertaining to the Sorting and Delivery Centers (S&DCs). This request has been identified as IR23-05. Please include this tracking number in future correspondence regarding this information request.

Below are the APWU's questions, followed by the Postal Service's responses:

1. For situations involving employee excessing outside the craft/installation, Doug Tulino and Shannon Richardson has shared with the Union that Article 12.5.C.5 would be used and this has been how the APWU has been notified at the Area Level on events involving the SDCs. APWU is requesting in writing that Article 12 excessing outside the craft/installation impacts will be in accordance with Article 12.5.C.5?

Response: Article 12 will be followed as required by the National Agreement.

2. There have been at least two instances where all the delivery spoke offices have not been moved or are not currently planned to move at the same time, creating employee opportunity inequalities, not consistent with Article 12.5.C.5, with some improper similarities to Article 12.5.C.6. How does the Postal Service plan to negotiate with the Union to rectify this matter?

Response: Article 12 has been, and will continue to be, complied with based on the operations that are moved at any given time. The Postal Service reserves its right to make changes to the offices with the understanding that notification will be provided in accordance with the National Agreement. As the APWU has been informed, the spoke offices are considered tentative and the Postal Service continues to evaluate the offices to ensure it is making the right decisions for the Delivering for American Plan.

|CA2023-043|(IR23-05)

LABOR RELATIONS
475 L'ENFANT PLAZA SW
WASHINGTON, DC 20260-4101

3. The NALC has negotiated a MOU that conflicts with the USPS/APWU Article 12 CBA (bridge MOU), and NAPS has negotiated language allowing Postmasters to remain in retail only facilities, in violation of the USPS/APWU CBA dealing with finance units. The only union/management association losing jobs/adversely affected is APWU and particularly the Clerk Division. How does the Postal Service intend to reconcile this matter as the Clerk Division is on the threshold of filing a national dispute as clearly the National Agreement has been already clearly violated?

Response: It is unclear how the referenced agreements are in conflict with the APWU National Agreement. Please provide more information regarding these claims.

4. Is the concept similar to the former hub and spoke as it relates to the remaining retail facilities and the SDC facility comprising the SDC?

Response: At this time, the retail operations that remain in the former delivery units are their own facilities/installations. Please note, there could be installations that absorb delivery units from another installation, as such, the existing installation would remain.

5. Will the remaining retail spoke offices which housed the delivery unit be an independent installation or a finance unit of each associated SDC?

Response: Refer to the response to #4.

6. Will this SDC initiative result in any of the retail facilities being a part of a POSTPlan bid cluster?

Response: As of now, the Postal Service is not planning to make those remaining retail units a POSTPlan installation or consolidate them with an existing POSTPlan installations. However, this may change as the Postal Service conducts further analysis for future S&DCs.

7. If the remaining retail facility was a level-18 will the Postmaster's hours be reduced in an effort to minimize the dislocation and inconvenience of career employees (Article 12)?

Response: Postmasters are guaranteed 40 hours of work or pay each pay period.

8. Will there be any contracting out of retail work?

Response: The S&DC modernization plan does not currently include any contracting of retail work.

9. Will there be any closing or reduction of retail window hours?

Response: Any closing or reductions in retail windows hours will be done in accordance with Postal policies.

(CA2023-043)|(IR23-05)

RFI Examples

10. Will the Postal Service use the existing space in the spoke offices to pursue other postal revenue generating initiatives such as fulfillments, processing mail, expanding financial services, increasing post office boxes and parcel lockers, etcetera?

Response: The Postal Service is evaluating all options for the vacated space.

11. Will customers continue to pick up hold mail, certified mail, packages, etc. in the spoke offices as is currently the case?

Response: Yes.

12. Will the existing box sections remain in the retail facilities?

Response: Box sections will remain in the retail facilities unless there are other business reasons to reduce or eliminate those retail operations.

13. Will the Postal Service utilize Delivery, Sales and Service/Distribution Associate (DSSDA) positions clerks to transport mail between retail facilities within the specific SDC network in instances where PVS is not already in place or cannot contractually be deployed?

Response: At this time, there is no plan to add transportation routes.

14. How will Article 30.B be addressed, since moving forward with the implementation of the SDC network without an advanced nationally negotiated MOU would be in violation of current local MOUs?

Response: Article 30.F provides for installations that are consolidated, or newly established, a thirty (30) day period of local implementation pursuant to Article 30.B.

15. Specific to the Clerk Division, in accordance with Article 12 and the Clerk Craft-Residual Vacancies MOU, will the Union at the Area (Article 12) and Clerk Division at the HQ (eReassign), receive the necessary documentation? How will this reconcile with the pending Area/District realignment national dispute and eReassign priority consideration?

Response: Clerk craft vacancies will be filled in accordance with the MOU, *Re: Clerk Craft – Residual Vacancies*, and regional union notifications will be done in accordance with Article 12. Please contact me to discuss the open National dispute filed by the APWU regarding the Area/District realignment.

16. Will the Minimizing Excessing MOU, the Goldberg 12.5.B.2 national award, etc. be utilized to minimize the dislocation and inconvenience to Article 12 impacted employees?

Response: The Postal Service will follow the National Agreement, including the obligation to minimize the dislocation and inconvenience to bargaining unit employees.

(CA2023-043)(IR23-05)

17. Consistent with the Senior Mail Processing Clerk, schemes should be added to the SDUS position. Will scheme requirements be added?

Response: As agreed by the parties for case number Q10C-4Q-C 15125503/HQTC20150333, dated January 8, 2016, "the Postal Service may continue to include scheme requirements on bid duty assignments. Such decisions will be made by management based on operational need and in accordance with the M-5 Section 3".

18. The SDC initiative involves the consolidation of multiple delivery units. The Postal Service has planned to eliminate all FSS machines and a huge reduction in the AFSM 100. The plan is also for carriers to sort their own flat mail. Reality would now require schemes on any mail processor duty assignments in the new SDC? What is the Postal Service's position?

Response: Please refer to the response to question 17.

19. What is the Postal Service's position on the spreading of mail in offices where there were no existing Mail Handlers, in accordance with RI-399 agreement?

Response: Spreading of the mail to letter carriers in the S&DCs will be assigned in accordance with Regional Instruction (RI) 399.

20. What is the Postal Service's position on the SDCs as it relates to RI-399 craft jurisdiction under the SDC deployment.

Response: Jurisdiction of work should be assigned in accordance with the principles of RI-399.

21. What is the Postal Service's position on whether the SDCs involves any operational changes?

Response: In accordance with Paragraph 11 of the June 26, 2018, Memorandum of Understanding, *Re: Update of Regional Instruction (RI) 399 Procedures*, the National Dispute Resolution Committee (NDRC) has been notified of the operational changes and/or consolidated facilities associated with the S&DCs scheduled through June 2023. The notice was provided by letter dated March 3.

22. Is distribution in the SDCs Function-4?

Response: Duties performed by clerk craft employees at the S&DC will be categorized as Function 4.

Sincerely,



Shannon Richardson
Director, Contract Administration (APWU)

(CA2023-043)(IR23-05)

Postal Service Demands “Relevance”

LABOR RELATIONS



March 24, 2023

Charlie Cash
Director, Industrial Relations
American Postal Workers Union, AFL-CIO
1300 L Street NW
Washington, DC 20005-4128

Certified Mail Tracking Number:
7020 3160 0002 0327 2780

Re: IR23-06 – Information Request for Decision Analysis Reports (DARs) on the Network Modernization Plan

Dear Charlie:

The letter is in response to the APWU's February 27 request for information seeking Decision Analysis Reports (DARs) for the Postal Service's Network Modernization Plan. This request has been assigned information request tracking number IR23-06. Please use this tracking number in future, related correspondence.

As an initial matter, pursuant to the Standard Routine Use for Disclosure to Labor Organizations, as set forth in Postal Service Handbook AS-353, records may be furnished to a labor organization to perform its duties as the collective bargaining representative of the Postal Service. Thus, the Postal Service requests that the APWU identify the purpose of this request to confirm that any disclosure would be consistent with this routine use. Moreover, as the APWU should know, the information it seeks here is confidential and proprietary in nature. Specifically, these DARs include projected cost and savings information that, if improperly disclosed, could cause harm to the Postal Service in contract negotiations with actual and potential suppliers. The DARs also contain information that is not widely known, and their improper disclosure could harm our relationships with customers, employees, and business partners. Some of the information you seek may also be subject to relevant privileges.

Nevertheless, the Postal Service is willing to bargain with the Union over an accommodation that balances the Union's need for relevant information against the legitimate and substantial confidentiality interests present here. Please let me know when the APWU is willing to meet to bargain over and hopefully come to an agreement on an accommodation to this information request.

Sincerely,

A handwritten signature in black ink, appearing to read "Shannon R. Richardson".

Shannon R. Richardson
Director
Contract Administration (APWU)

475 L'ENFANT PLAZA SW
WASHINGTON DC 20260-4100
WWW.USPS.COM

(CA2023-056)(IR23-06)

4/13/2023

Prepared by Charlie Cash, Director Industrial Relations

APWU “Relevance” Response



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Charlie Cash
Industrial Relations Director
202-842-4273 (Office)
202-371-0992 (Fax)

National Executive Board

Mark Diamondstein
President
Debbie Searey
Executive Vice President
Elizabeth "Liz" Powell
Secretary-Treasurer
Charlie Cash
Director, Industrial Relations
Lamont Brooks
Director, Clerk Division
Idowu Balogun
Director, Maintenance Division
Michael G. Foster
Director, MVS Division
Amion Brown
Director, Support Services Division
Sharyn M. Stone
Coordinator, Central Region
AJ Jones
Coordinator, Eastern Region
Tiffany Foster
Coordinator, Northeast Region
Yared Wonda
Coordinator, Southern Region
Omar M. Gonzalez
Coordinator, Western Region

April 06, 2023

Sent via Email

Ms. Shannon Richardson, Director
Contract Administration (APWU)
United States Postal Service
475 L'Enfant Plaza SW, Room 9146
Washington DC 20260-4101

Re: IR23-06 - Information Request for Decision Analysis Reports (DARs)
on the Network Modernization Plan

Dear Shannon,

This is in response to your letter dated March 24, 2023, concerning IR23-06 - Information Request for Decision Analysis Reports (DARs) on the Network Modernization Plan. In accordance with Article 31 and the National Labor Relations Act, the American Postal Workers Union, AFL-CIO, is requesting all of the DARs related to the Network Modernization Plan because they contain anticipated operational changes that will impact our bargaining unit employees' wages, hours and working conditions and are therefore relevant to the enforcement and administration of the National Agreement. The APWU has requested and received Decision Analysis Reports in the past.

We do not believe it is appropriate for the Postal Service to redact information in the DARs, particularly information concerning the number and type of equipment, work hours, mail flow and labor costs which directly impacts staffing and wages.


Each DAR will contain a detailed description of current postal operations and how the proposal will change the operations and finances with references to work hour savings, cost reduction goals and factors, and staff relocation numbers. Reassignments under Article 12 stem from these types of changes, and the APWU is entitled to such information.

Other than sensitive information such as incentives or penalties based on contractor performance, if such information is in a DAR, we demand to see the complete content of the DARs as provided for in Article 31. Please contact me to discuss when and how we can expect this information from the Postal Service, understanding that this information is time-sensitive and we need to review it as soon as possible in order to continue our discussions with the Postal Service on the impacts and effects of the network changes presently happening.

Ms. Shannon Richardson, Director, Contract Administration (APWU)
Re: IR23-06 Decision Analysis Reports (DARs) on Network Modernization Plan
April 06, 2023
2 | Page

If you have any questions, please hesitate to contact me at (202) 842-4273.

Sincerely,


Charlie Cash
Industrial Relations Director

CC/MM:lw | OPEIU #2 | AFL-CIO

Current Activities

- In conjunction with our counsel, examining all avenues to force management to produce all requested information and specific information
 - NLRB Charges
 - Seek enforcement declaration of contempt of National Consent order
 - Possible Lawsuits
- Meetings with Postal HQ personnel
 - Not very productive
 - Not specific
 - Every Union and Management Association attends—limiting our ability to address APWU specific items
 - Plans have changed every meeting
- Meetings at the highest levels for each Craft
 - Clerk Craft has been more specific than others—but not much
 - Maintenance and Motor Vehicle have yet to be provided any items of substance
 - Demanding Information
- Attempting to negotiate MOUs to protect our work and lock down retail windows and PO Boxes remain open
- Developing suggestions for local RFIs to deal with the Impact and Effect Bargaining that can/should be done
- Examining viability of possible national disputes that will not disrupt any local disputes filed

Thank You!



*NETWORK MODERNIZATION
IS NOT THE ONLY ISSUE WE FACE TODAY!*



April 28, 2023 Day of Action

Being Held in Conjunction with Workers Memorial Day

- Every member will receive direct mailing of letter explaining, stickers to wear on April 28, 2023, and a survey on workplace environment to complete
 - Complete either online or on paper and return via mail
- Encouraging locals to hold press conference or rally on that day to highlight how short staffing is directly connected to toxic workplace environments
- Each local will receive a supply of stickers, rally signs, etc. These are in mail and we have been told that some locals have already received.
- APWU can help connecting you with the press, developing press releases, etc.
- Join us for an upcoming event livestreamed on April 24, 2023—details to be announced.

Let's show the people of this country we are united in our fight against toxic management and the horrible workplace environment!

See Website for More Details

<https://apwu.org/safe>

