

Charlie Cash

From: Charlie Cash
Sent: Tuesday, October 24, 2023 2:15 PM
To: Charlie Cash
Subject: Four PO-408 Mail Processing Facility Reviews (AMP) Announcements
Attachments: 2023-10-18 EMAIL Upcoming PO-408 MPFR (AMPs) study announcements.pdf; 10-23-2023 Notification GCCG20230481 The Postal Service Intends to Conduct MPFR Studies in Multiple Locations.pdf

All,

As I said last week in the email I sent out (see attached), multiple MPFRs are going to be conducted around the country. Today we received the official announcements that were made public. The first four on this announcement are:

- Columbia, MO Processing and Distribution Center (P&DC) into St Louis, MO P&DC **Comment Portal:** [U.S. Postal Service Mail Processing Facility Review Public Comment Form - Columbia, MO Survey \(surveymonkey.com\)](#)
- Lehigh Valley, PA P&DC into Harrisburg, PA P&DC **Comment portal:** [U.S. Postal Service Mail Processing Facility Review Public Comment Form - Lehigh Valley, PA Survey \(surveymonkey.com\)](#)
- Tallahassee, FL P&DC into Jacksonville, FL Network Distribution Center (NOC) **Comment Portal:** [U.S. Postal Service Mail Processing Facility Review Public Comment Form - Tallahassee, FL Survey \(surveymonkey.com\)](#)
- Wilmington, DE P&DC into Philadelphia, PA P&DC **Comment Portal:** [U.S. Postal Service Mail Processing Facility Review Public Comment Form - Wilmington, DE Survey \(surveymonkey.com\)](#)

We encourage locals to be involved in the process, attend the public meetings, give feedback, and submit input through the portals.

You may share this with the field.

Thank-you,

Charlie Cash

Industrial Relations Director
American Postal Workers Union, AFL-CIO
202-842-4273

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American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

October 23, 2023

Debby Szeredy

Executive Vice President

202-842-4250 (Office)

202-842-4297 (Fax)

To: Charlie Cash, Director, Industrial Relations Department

National Executive Board

Mark Dimondstein
President

Debby Szeredy
Executive Vice President

Elizabeth "Liz" Powell
Secretary-Treasurer

Charlie Cash
Director, Industrial Relations

Lamont Brooks
Director, Clerk Division

Idowu Balogun
Director, Maintenance Division

Michael O. Foster
Director, MVS Division

Arrion Brown
Director, Support Services Division

Amy Puhalski
Coordinator, Central Region

AJ Jones
Coordinator, Eastern Region

Tiffany Foster
Coordinator, Northeast Region

Yared Wonde
Coordinator, Southern Region

Omar M. Gonzalez
Coordinator, Western Region

From: Debby Szeredy, Executive Vice President

**Subject: The Postal Service Intends to Conduct MPFR Studies
in Multiple Locations
(Notification No. GCCG20230481)**

Please find attached a copy of a letter dated 10/18/2023 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 11/20/2023.

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
Liz Powell, Secretary-Treasurer
Amy Puhalski, Central Regional Coordinator
AJ Jones, Eastern Regional Coordinator
Tiffany Foster, Northeast Regional Coordinator
Yared Wonde, Southern Regional Coordinator
Omar Gonzalez, Western Regional Coordinator

DS:jb

LABOR RELATIONS



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OCT 23 2023

APWU
OFFICE OF THE PRESIDENT

October 18, 2023

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

Certified Mail Number
7022 3330 0000 9612 7698

Dear Mark:

This is an informational notice of the Postal Service's intent to conduct Mail Processing Facility Review (MPFR) studies in:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

In accordance with Handbook PO-408, *Mail Processing Facility Review*, an MPFR determines the feasibility of changing mail processing operations to improve operational efficiency and/or service. An MPFR involves the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service. The intent is to use Postal Service equipment, facilities, staff work hours and transportation more efficiently.

Specifically, feasibility studies will be conducted at the following facilities to determine whether efficiency and/or service could be improved by consolidating mail processing operations into other mail processing facilities:

- Columbia, MO Processing and Distribution Center (P&DC) into St Louis, MO P&DC
- Lehigh Valley, PA P&DC into Harrisburg, PA P&DC
- Tallahassee, FL P&DC into Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC into Philadelphia, PA P&DC

Enclosed is a Service Talk and Press Release that will be provided to employees in the four facilities that will be studied. Please contact Paulita Wimbush at extension 4042 if you have questions concerning this matter.

Sincerely,

Bruce A. Nicholson
Director
Labor Relations Policies and Programs

Enclosures



POSTAL NEWS

FOR IMMEDIATE RELEASE
Oct. 18, 2023

Contact: Mark Inglett
Mark.m.ingeltt@usps.gov



Postal Service to Review Facility Operations in Columbia

Facility reviews part of USPS work to modernize nation's aging postal network

COLUMBIA, MO — The U.S. Postal Service announced it will be conducting a Mail Processing Facility Review (MPFR) of its facility in Columbia this month.

As part of its 10-year Delivering for America plan, the Postal Service is investing \$40 billion to modernize the nation's aging postal processing and delivery network. The organization is assessing how this facility can best support service and operational goals in Missouri, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

The MPFR process is expected to have minimal impact to customer service. Business mail entry, Post Office, station and branch retail services, and delivery services are expected to remain unchanged in most cases.

Public input will be considered as part of the review process. Members of the local community may submit written comments at <https://www.surveymonkey.com/r/mpfr-columbia-mo>. If the review supports the business case for change to the facility's processing operations, Postal Service representatives will hold a public meeting to allow members of the local community to provide additional feedback.

The Postal Service will work closely with its unions and management associations throughout the facility review process and will continually monitor the impact of any changes that are implemented and will adjust plans as necessary and appropriate.

###

Please Note: The United States Postal Service is an independent federal establishment, mandated to be self-financing and to serve every American community through the affordable, reliable and secure delivery of mail and packages to nearly 165 million addresses six and often seven days a week. Overseen by a bipartisan Board of Governors, the Postal Service is implementing a 10-year transformation plan, [Delivering for America](#), to modernize the postal network, restore long-term financial sustainability, dramatically improve service across all mail and shipping categories, and maintain the organization as one of America's most valued and trusted brands.

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Stand-Up Talk

October 18, 2023

Notice of Intent: Mail Processing Facility Review Columbia P&DC

Today, the Postal Service will begin a Mail Processing Facility Review (MPFR) at the Columbia Processing and Distribution Center (P&DC) The purpose of this study is to see if it makes operational sense to consolidate the remaining outgoing operations into the St. Louis P&DC.

Why is this MPFR study being conducted?

The Postal Service is moving forward with the Delivering for America Plan, which includes strategies for the development of a mail processing network that enables more precise, efficient and reliable service. By using best-in-class logistics practices, the Postal Service is driving efficiency and service performance improvement to fuel revenue growth and customer retention.

The MPFR process will help identify how this facility can best support the organization's service and operational goals, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

So how does the MPFR process work?

First, a feasibility study will be conducted. Based on the data from that study, a proposal will then be made. The proposal may recommend consolidating mail processing operations or it may be determined that a consolidation should not occur because it would not provide any cost savings or would negatively impact service.

Public input will be considered as part of the review process. Members of the local community and employees may submit initial comments online.

If the facility review supports the business case for change to the facility's processing operations, the Postal Service will hold a public meeting to allow members of the local community to provide additional feedback. All comments will be fully considered in any decision.

We anticipate the review will have minimal impact to customer service. Business mail entry, Post Office, station and branch retail services, and delivery services are expected to remain unchanged in most cases.

What would happen if the decision were made to move some operations to St. Louis P&DC?

If it is determined that operations should be moved, there may be some employee reassignments. All reassignments will be made in compliance with the collective bargaining agreements.

There would be no change in local mail service. The local postmark would still be available at local Post Offices.

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

MAIL PROCESSING FACILITY REVIEW FREQUENTLY ASKED QUESTIONS

1. What is being announced?

The Postal Service is conducting Mail Processing Facility Review (MPFR) studies of various facilities to assess how best to utilize these facilities to support the organization's service and operational goals, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

This is the beginning of a multi-year process to modernize the mail processing network. The Postal Service will continually monitor the impact of any implemented changes and will adjust accordingly.

The MPFR will determine a recommendation to consolidate, reconfigure or continue status-quo operations at the facility to best support increased delivery performance and the Postal Service's financial sustainability over the long term.

2. Is the Postal Service making changes to its mail processing network?

Under the Delivering for America plan, the Postal Service is focused on modernizing its aging, inefficient network through targeted \$40 billion in investments, and on establishing new or reimagined facilities that support redesigned processing, transportation, and delivery networks.

The Postal Service regularly reviews its processing and delivery network footprints to ensure its facilities and services are best aligned to provide increased service reliability to customers and a better workplace experience for employees.

3. What is a Mail Processing Facility Review study?

A Mail Processing Facility Review (MPFR) determines the feasibility of changing mail processing operations to improve operational efficiency and/or service. An MPFR involves the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service. The intent is to use Postal Service equipment, facilities, staff work hours and transportation more efficiently.

4. When will the studies happen?

The studies are currently underway, and the Postal Service anticipates communicating findings in the coming months.

5. What criteria is used to study the facilities?

MPFR study criteria include projected savings, service issues, transportation and logistics networks, capacity within processing plant, amount of required capacity necessary, equipment usage and maximizing capacity across the board.

6. What does this mean for employees who work at the facilities being studied?

The Postal Service is focused on improving the workplace experience for all employees. Throughout the MPFR process, the Postal Service will continue to communicate regularly with the unions and management associations to support local employees as appropriate.

7. Does the Postal Service involve the public in these decisions?

Yes. Public input will be considered as part of the review process. Members of the local community may submit initial comments at <https://www.surveymonkey.com/r/mpfr-columbia-mo>. If the facility review supports the business case for change to the facility's processing operations, the Postal Service will hold a public meeting to allow members of the local community to provide additional feedback.

8. How are public meetings held?

The public meetings will be held in a central location that can accommodate a group of people. If sufficient meeting space is unavailable to host public meetings, the Postal Service may use Zoom.

9. How much will efficiency improve, and money will be saved with this initiative?

The intent is to make more efficient use of Postal Service resources — equipment, facilities, staffing and transportation. For each location, we will disclose the potential savings ahead of a community meeting and/or when public input is solicited.

10. Can facilities close without going through the MPFR process?

The Postal Service is not required to conduct MPFR studies prior to making changes at annexes, or mail processing operations within a single customer service area.

11. If a facility is closed or if an operation is consolidated, where will mail be processed?

Should a facility be determined to be closed or consolidated, the MPFR process will provide analysis of where best to process the mail and packages in the region.

12. Can the Postal Service sell facilities that close?

Decisions will be made based on the operational needs of the Postal Service. Postal Service-owned facilities could be sold if appropriate for operational needs.

13. Will these changes affect how long it take for mail and packages to be delivered?

The impact of these changes on delivery times is part of the MPFR study analysis.

14. If operations are consolidated, will it impact local Post Office or retail operations?

The MPFR will have minimal impact to customer services. Business Mail entry, Post Office, station, and branch retail services, and delivery services are expected to remain unchanged in most cases.



POSTAL NEWS

FOR IMMEDIATE RELEASE
Oct. 18, 2023

Contact: Mark Lawrence
mark.e.lawrence@usps.gov



Postal Service to Review Facility Operations in Lehigh Valley *Facility reviews part of USPS work to modernize nation's aging postal network*

LEHIGH VALLEY, PA — The U.S. Postal Service announced it will be conducting a Mail Processing Facility Review (MPFR) of its facility in Lehigh Valley this month.

As part of its 10-year Delivering for America plan, the Postal Service is investing \$40 billion to modernize the nation's aging postal processing and delivery network. The organization is assessing how this facility can best support service and operational goals in Pennsylvania, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

The MPFR process is expected to have minimal impact to customer service. Business mail entry, Post Office, station and branch retail services, and delivery services are expected to remain unchanged in most cases.

Public input will be considered as part of the review process. Members of the local community may submit written comments at <https://www.surveymonkey.com/r/mpfr-lehigh-valley-pa>. If the review supports the business case for change to the facility's processing operations, Postal Service representatives will hold a public meeting to allow members of the local community to provide additional feedback.

The Postal Service will work closely with its unions and management associations throughout the facility review process and will continually monitor the impact of any changes that are implemented and will adjust plans as necessary and appropriate.

###

Please Note: The United States Postal Service is an independent federal establishment, mandated to be self-financing and to serve every American community through the affordable, reliable and secure delivery of mail and packages to nearly 165 million addresses six and often seven days a week. Overseen by a bipartisan Board of Governors, the Postal Service is implementing a 10-year transformation plan, [Delivering for America](#), to modernize the postal network, restore long-term financial sustainability, dramatically improve service across all mail and shipping categories, and maintain the organization as one of America's most valued and trusted brands.

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Stand-Up Talk

October 18, 2023

Notice of Intent: Mail Processing Facility Review Lehigh Valley P&DC

Today, the Postal Service will begin a Mail Processing Facility Review (MPFR) at the Lehigh Valley Processing and Distribution Center (P&DC) The purpose of this study is to see if it makes operational sense to consolidate the remaining outgoing operations into the Harrisburg P&DC.

Why is this MPFR study being conducted?

The Postal Service is moving forward with the Delivering for America Plan, which includes strategies for the development of a mail processing network that enables more precise, efficient and reliable service. By using best-in-class logistics practices, the Postal Service is driving efficiency and service performance improvement to fuel revenue growth and customer retention.

The MPFR process will help identify how this facility can best support the organization's service and operational goals, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

So how does the MPFR process work?

First, a feasibility study will be conducted. Based on the data from that study, a proposal will then be made. The proposal may recommend consolidating mail processing operations or it may be determined that a consolidation should not occur because it would not provide any cost savings or would negatively impact service.

Public input will be considered as part of the review process. Members of the local community and employees may submit initial comments online.

If the facility review supports the business case for change to the facility's processing operations, the Postal Service will hold a public meeting to allow members of the local community to provide additional feedback. All comments will be fully considered in any decision.

We anticipate the review will have minimal impact to customer service. Business mail entry, Post Office, station and branch retail services, and delivery services are expected to remain unchanged in most cases.

What would happen if the decision were made to move some operations to Harrisburg P&DC?

If it is determined that operations should be moved, there may be some employee reassignments. All reassignments will be made in compliance with the collective bargaining agreements.

There would be no change in local mail service. The local postmark would still be available at local Post Offices.

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

MAIL PROCESSING FACILITY REVIEW FREQUENTLY ASKED QUESTIONS

1. What is being announced?

The Postal Service is conducting Mail Processing Facility Review (MPFR) studies of various facilities to assess how best to utilize these facilities to support the organization's service and operational goals, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

This is the beginning of a multi-year process to modernize the mail processing network. The Postal Service will continually monitor the impact of any implemented changes and will adjust accordingly.

The MPFR will determine a recommendation to consolidate, reconfigure or continue status-quo operations at the facility to best support increased delivery performance and the Postal Service's financial sustainability over the long term.

2. Is the Postal Service making changes to its mail processing network?

Under the Delivering for America plan, the Postal Service is focused on modernizing its aging, inefficient network through targeted \$40 billion in investments, and on establishing new or reimagined facilities that support redesigned processing, transportation, and delivery networks.

The Postal Service regularly reviews its processing and delivery network footprints to ensure its facilities and services are best aligned to provide increased service reliability to customers and a better workplace experience for employees.

3. What is a Mail Processing Facility Review study?

A Mail Processing Facility Review (MPFR) determines the feasibility of changing mail processing operations to improve operational efficiency and/or service. An MPFR involves the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service. The intent is to use Postal Service equipment, facilities, staff work hours and transportation more efficiently.

4. When will the studies happen?

The studies are currently underway, and the Postal Service anticipates communicating findings in the coming months.

5. What criteria is used to study the facilities?

MPFR study criteria include projected savings, service issues, transportation and logistics networks, capacity within processing plant, amount of required capacity necessary, equipment usage and maximizing capacity across the board.

6. What does this mean for employees who work at the facilities being studied?

The Postal Service is focused on improving the workplace experience for all employees. Throughout the MPFR process, the Postal Service will continue to communicate regularly with the unions and management associations to support local employees as appropriate.

7. Does the Postal Service involve the public in these decisions?

Yes. Public input will be considered as part of the review process. Members of the local community may submit initial comments at <https://www.surveymonkey.com/r/mpfr-lehigh-valley-pa>. If the facility review supports the business case for change to the facility's processing operations, the Postal Service will hold a public meeting to allow members of the local community to provide additional feedback.

8. How are public meetings held?

The public meetings will be held in a central location that can accommodate a group of people. If sufficient meeting space is unavailable to host public meetings, the Postal Service may use Zoom.

9. How much will efficiency improve, and money will be saved with this initiative?

The intent is to make more efficient use of Postal Service resources — equipment, facilities, staffing and transportation. For each location, we will disclose the potential savings ahead of a community meeting and/or when public input is solicited.

10. Can facilities close without going through the MPFR process?

The Postal Service is not required to conduct MPFR studies prior to making changes at annexes, or mail processing operations within a single customer service area.

11. If a facility is closed or if an operation is consolidated, where will mail be processed?

Should a facility be determined to be closed or consolidated, the MPFR process will provide analysis of where best to process the mail and packages in the region.

12. Can the Postal Service sell facilities that close?

Decisions will be made based on the operational needs of the Postal Service. Postal Service-owned facilities could be sold if appropriate for operational needs.

13. Will these changes affect how long it take for mail and packages to be delivered?

The impact of these changes on delivery times is part of the MPFR study analysis.

14. If operations are consolidated, will it impact local Post Office or retail operations?

The MPFR will have minimal impact to customer services. Business Mail entry, Post Office, station, and branch retail services, and delivery services are expected to remain unchanged in most cases.



FOR IMMEDIATE RELEASE
Oct. 18, 2023

POSTAL NEWS

Contact: Carol Hunt
carol.l.hunt@usps.com
usps.com/news



Postal Service to Review Facility Operations in Tallahassee *Facility review part of USPS work to modernize nation's aging postal network*

TALLAHASSEE, FL — The U.S. Postal Service announced it will be conducting a Mail Processing Facility Review (MPFR) of its facility in Tallahassee this month.

As part of its 10-year Delivering for America plan, the Postal Service is investing \$40 billion to modernize the nation's aging postal processing and delivery network. The organization is assessing how this facility can best support service and operational goals in Florida, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

The MPFR process is expected to have minimal impact to customer service. Business mail entry, Post Office, station and branch retail services, and delivery services are expected to remain unchanged in most cases.

Public input will be considered as part of the review process. Members of the local community may submit written comments at <https://www.surveymonkey.com/r/mpfr-tallahassee-fl>. If the review supports the business case for change to the facility's processing operations, Postal Service representatives will hold a public meeting to allow members of the local community to provide additional feedback.

The Postal Service will work closely with its unions and management associations throughout the facility review process and will continually monitor the impact of any changes that are implemented and will adjust plans as necessary and appropriate.

###

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Stand-Up Talk

October 18, 2023

Notice of Intent: Mail Processing Facility Review Tallahassee P&DC

Today, the Postal Service will begin a Mail Processing Facility Review (MPFR) at the Tallahassee Processing and Distribution Center (P&DC). The purpose of this study is to see if it makes operational sense to consolidate the remaining outgoing operations into the Jacksonville Network Distribution Center (NDC).

Why is this MPFR study being conducted?

The Postal Service is moving forward with the Delivering for America Plan, which includes strategies for the development of a mail processing network that enables more precise, efficient and reliable service. By using best-in-class logistics practices, the Postal Service is driving efficiency and service performance improvement to fuel revenue growth and customer retention.

The MPFR process will help identify how this facility can best support the organization's service and operational goals, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

So how does the MPFR process work?

First, a feasibility study will be conducted. Based on the data from that study, a proposal will then be made. The proposal may recommend consolidating mail processing operations or it may be determined that a consolidation should not occur because it would not provide any cost savings or would negatively impact service.

Public input will be considered as part of the review process. Members of the local community and employees may submit initial comments online.

If the facility review supports the business case for change to the facility's processing operations, the Postal Service will hold a public meeting to allow members of the local community to provide additional feedback. All comments will be fully considered in any decision.

We anticipate the review will have minimal impact to customer service. Business mail entry, Post Office, station and branch retail services, and delivery services are expected to remain unchanged in most cases.

What would happen if the decision were made to move some operations to Jacksonville NDC?

If it is determined that operations should be moved, there may be some employee reassignments. All reassignments will be made in compliance with the collective bargaining agreements.

There would be no change in local mail service. The local postmark would still be available at local Post Offices.

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

MAIL PROCESSING FACILITY REVIEW FREQUENTLY ASKED QUESTIONS

1. What is being announced?

The Postal Service is conducting Mail Processing Facility Review (MPFR) studies of various facilities to assess how best to utilize these facilities to support the organization's service and operational goals, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

This is the beginning of a multi-year process to modernize the mail processing network. The Postal Service will continually monitor the impact of any implemented changes and will adjust accordingly.

The MPFR will determine a recommendation to consolidate, reconfigure or continue status-quo operations at the facility to best support increased delivery performance and the Postal Service's financial sustainability over the long term.

2. Is the Postal Service making changes to its mail processing network?

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The Postal Service regularly reviews its processing and delivery network footprints to ensure its facilities and services are best aligned to provide increased service reliability to customers and a better workplace experience for employees.

3. What is a Mail Processing Facility Review study?

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4. When will the studies happen?

The studies are currently underway, and the Postal Service anticipates communicating findings in the coming months.

5. What criteria is used to study the facilities?

MPFR study criteria include projected savings, service issues, transportation and logistics networks, capacity within processing plant, amount of required capacity necessary, equipment usage and maximizing capacity across the board.

6. What does this mean for employees who work at the facilities being studied?

The Postal Service is focused on improving the workplace experience for all employees. Throughout the MPFR process, the Postal Service will continue to communicate regularly with the unions and management associations to support local employees as appropriate.

7. Does the Postal Service involve the public in these decisions?

Yes. Public input will be considered as part of the review process. Members of the local community may submit initial comments at <https://www.surveymonkey.com/r/mpfr-tallahassee-fl>. If the facility review supports the business case for change to the facility's processing operations, the Postal Service will hold a public meeting to allow members of the local community to provide additional feedback.

8. How are public meetings held?

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10. Can facilities close without going through the MPFR process?

The Postal Service is not required to conduct MPFR studies prior to making changes at annexes, or mail processing operations within a single customer service area.

11. If a facility is closed or if an operation is consolidated, where will mail be processed?

Should a facility be determined to be closed or consolidated, the MPFR process will provide analysis of where best to process the mail and packages in the region.

12. Can the Postal Service sell facilities that close?

Decisions will be made based on the operational needs of the Postal Service. Postal Service-owned facilities could be sold if appropriate for operational needs.

13. Will these changes affect how long it take for mail and packages to be delivered?

The impact of these changes on delivery times is part of the MPFR study analysis.

14. If operations are consolidated, will it impact local Post Office or retail operations?

The MPFR will have minimal impact to customer services. Business Mail entry, Post Office, station, and branch retail services, and delivery services are expected to remain unchanged in most cases.



POSTAL NEWS

FOR IMMEDIATE RELEASE
Oct. 18, 2023

Contact: Paul Smith
Paul.f.smith@usps.gov



Postal Service to Review Facility Operations in Wilmington *Facility reviews part of USPS work to modernize nation's aging postal network*

Wilmington, DE — The U.S. Postal Service announced it will be conducting a Mail Processing Facility Review (MPFR) of its processing and distribution center in Wilmington this month.

As part of its 10-year Delivering for America plan, the Postal Service is investing \$40 billion to modernize the nation's aging postal processing and delivery network. The organization is assessing how this facility can best support service and operational goals in Delaware, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

The MPFR process is expected to have minimal impact to customer service. Business mail entry, Post Office, station and branch retail services, and delivery services are expected to remain unchanged in most cases.

Public input will be considered as part of the review process. Members of the local community may submit written comments at <https://www.surveymonkey.com/r/mpfr-wilmington-de>. If the review supports the business case for change to the facility's processing operations, Postal Service representatives will hold a public meeting to allow members of the local community to provide additional feedback.

The Postal Service will work closely with its unions and management associations throughout the facility review process and will continually monitor the impact of any changes that are implemented and will adjust plans as necessary and appropriate.

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Please Note: The United States Postal Service is an independent federal establishment, mandated to be self-financing and to serve every American community through the affordable, reliable and secure delivery of mail and packages to nearly 165 million addresses six and often seven days a week. Overseen by a bipartisan Board of Governors, the Postal Service is implementing a 10-year transformation plan, [Delivering for America](#), to modernize the postal network, restore long-term financial sustainability, dramatically improve service across all mail and shipping categories, and maintain the organization as one of America's most valued and trusted brands.

The Postal Service generally receives no tax dollars for operating expenses and relies on the sale of postage, products and services to fund its operations.

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Stand-Up Talk

October 18, 2023

Notice of Intent: Mail Processing Facility Review Wilmington P&DC

Today, the Postal Service will begin a Mail Processing Facility Review (MPFR) at the Wilmington Processing and Distribution Center (P&DC) The purpose of this study is to see if it makes operational sense to consolidate the remaining outgoing operations into the Philadelphia P&DC.

Why is this MPFR study being conducted?

The Postal Service is moving forward with the Delivering for America Plan, which includes strategies for the development of a mail processing network that enables more precise, efficient and reliable service. By using best-in-class logistics practices, the Postal Service is driving efficiency and service performance improvement to fuel revenue growth and customer retention.

The MPFR process will help identify how this facility can best support the organization's service and operational goals, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

So how does the MPFR process work?

First, a feasibility study will be conducted. Based on the data from that study, a proposal will then be made. The proposal may recommend consolidating mail processing operations or it may be determined that a consolidation should not occur because it would not provide any cost savings or would negatively impact service.

Public input will be considered as part of the review process. Members of the local community and employees may submit initial comments online.

If the facility review supports the business case for change to the facility's processing operations, the Postal Service will hold a public meeting to allow members of the local community to provide additional feedback. All comments will be fully considered in any decision.

We anticipate the review will have minimal impact to customer service. Business mail entry, Post Office, station and branch retail services, and delivery services are expected to remain unchanged in most cases.

What would happen if the decision were made to move some operations to Philadelphia P&DC?

If it is determined that operations should be moved, there may be some employee reassignments. All reassignments will be made in compliance with the collective bargaining agreements.

There would be no change in local mail service. The local postmark would still be available at local Post Offices.

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

MAIL PROCESSING FACILITY REVIEW FREQUENTLY ASKED QUESTIONS

1. What is being announced?

The Postal Service is conducting Mail Processing Facility Review (MPFR) studies of various facilities to assess how best to utilize these facilities to support the organization's service and operational goals, as well as provide platforms for launching new products and competitive services for mailing and shipping customers in the future.

This is the beginning of a multi-year process to modernize the mail processing network. The Postal Service will continually monitor the impact of any implemented changes and will adjust accordingly.

The MPFR will determine a recommendation to consolidate, reconfigure or continue status-quo operations at the facility to best support increased delivery performance and the Postal Service's financial sustainability over the long term.

2. Is the Postal Service making changes to its mail processing network?

Under the Delivering for America plan, the Postal Service is focused on modernizing its aging, inefficient network through targeted \$40 billion in investments, and on establishing new or reimagined facilities that support redesigned processing, transportation, and delivery networks.

The Postal Service regularly reviews its processing and delivery network footprints to ensure its facilities and services are best aligned to provide increased service reliability to customers and a better workplace experience for employees.

3. What is a Mail Processing Facility Review study?

A Mail Processing Facility Review (MPFR) determines the feasibility of changing mail processing operations to improve operational efficiency and/or service. An MPFR involves the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service. The intent is to use Postal Service equipment, facilities, staff work hours and transportation more efficiently.

4. When will the studies happen?

The studies are currently underway, and the Postal Service anticipates communicating findings in the coming months.

5. What criteria is used to study the facilities?

MPFR study criteria include projected savings, service issues, transportation and logistics networks, capacity within processing plant, amount of required capacity necessary, equipment usage and maximizing capacity across the board.

6. What does this mean for employees who work at the facilities being studied?

The Postal Service is focused on improving the workplace experience for all employees. Throughout the MPFR process, the Postal Service will continue to communicate regularly with the unions and management associations to support local employees as appropriate.

7. Does the Postal Service involve the public in these decisions?

Yes. Public input will be considered as part of the review process. Members of the local community may submit initial comments at <https://www.surveymonkey.com/r/mpfr-wilmington-de>. If the facility review supports the business case for change to the facility's processing operations, the Postal Service will hold a public meeting to allow members of the local community to provide additional feedback.

8. How are public meetings held?

The public meetings will be held in a central location that can accommodate a group of people. If sufficient meeting space is unavailable to host public meetings, the Postal Service may use Zoom.

9. How much will efficiency improve, and money will be saved with this initiative?

The intent is to make more efficient use of Postal Service resources — equipment, facilities, staffing and transportation. For each location, we will disclose the potential savings ahead of a community meeting and/or when public input is solicited.

10. Can facilities close without going through the MPFR process?

The Postal Service is not required to conduct MPFR studies prior to making changes at annexes, or mail processing operations within a single customer service area.

11. If a facility is closed or if an operation is consolidated, where will mail be processed?

Should a facility be determined to be closed or consolidated, the MPFR process will provide analysis of where best to process the mail and packages in the region.

12. Can the Postal Service sell facilities that close?

Decisions will be made based on the operational needs of the Postal Service. Postal Service-owned facilities could be sold if appropriate for operational needs.

13. Will these changes affect how long it take for mail and packages to be delivered?

The impact of these changes on delivery times is part of the MPFR study analysis.

14. If operations are consolidated, will it impact local Post Office or retail operations?

The MPFR will have minimal impact to customer services. Business Mail entry, Post Office, station, and branch retail services, and delivery services are expected to remain unchanged in most cases.

Charlie Cash

From: Charlie Cash
Sent: Wednesday, October 18, 2023 6:35 AM
To: Charlie Cash
Subject: Upcoming PO-408 MPFR (AMPs) study announcements
Attachments: PO 408 Announcement Slides 10-17-23.pdf

Union Family,

On October 17, 2023 (yesterday), I received an invitation to a “PO-408 Announcement” meeting that same afternoon from the Postal Service. This meeting included all the unions and the postmasters’/supervisors’ association. In that meeting the Postal Service provided a list of 10 sites that they will be announcing PO-408 Mail Processing Facility Reviews (formerly known as AMPs) October 18th and October 25th, respectively. The attached is not the official public announcement.

There wasn’t very much substance to the meeting. We were presented 3 slides. I took screenshots of 2 of them (the third slide was just a title slide) and they are attached to this email. The 10 facilities being listed for MPFR studies are:

- Lehigh Valley PA P&DC into Harrisburg PA P&DC
- Tallahassee FL P&DC into Jacksonville FL NDC
- Columbia MO P&DC into St Louis P&DC
- Wilmington DE P&DC into Philadelphia P&DC
- Wenatchee WA P&DF into Spokane WA P&DC
- Ft Wayne IN P&DC into Indianapolis IN RPDC
- Knoxville TN P&DC into Louisville KY P&DC
- Tacoma WA P&DC into Seattle P&DC
- El Paso TX P&DC into Albuquerque NM P&DC
- Chattanooga TN P&DC into Music City TN P&DC

At the meeting the Postal Service told everyone that not all the facilities will go under Article 12 impacts. Only the highlighted facilities above will have an Article 12 notice sent out sometime. The slides show preliminary timelines. The column “announcement” is the date of the PO-408 MPFR announcement—not Article 12 notification as how I understand it. The facilities **not highlighted** will accomplish reduction of any career complement through non-career hour reduction and career attrition. The **three highlighted facilities** will have article 12 notices/excessing. No mention of numbers to be excessed, crafts, etc. was brought up/discussed. The Postal Service also told us no facility will be closed but will remain open as a Local Processing Center (LPC) that processes destinating mail (they did not specifically say if this is destinating letters, flats, and parcels or any combination thereof). ***This is not a guarantee of that—that is what we were told in today’s meeting.***

The attachment is not for public disclosure but locals can use the information as they need to discuss with management and prepare for the MPFR (AMPs). The public will have an opportunity to comment/provide feedback. Locals are encouraged to participate in the local meetings and to rally/encourage the public to attend and participate.

This email may be shared with the field.

Thank-you,

Charlie Cash

Industrial Relations Director
American Postal Workers Union, AFL-CIO
202-842-4273

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Possible Upcoming PO-408s

Transfer From Facility	Transfer To	Announcement	Complete PO-408 Process	Begin Mail/Package Move	Complete Article 12
LEHIGH VALLEY PA P&DC	HARRISBURG PA P&DC	10/18/23	02/03/24	02/03/24	n/a
TALLAHASSEE FL P&DC	JACKSONVILLE NDC	10/18/23	02/03/24	02/03/24	n/a
COLUMBIA MO P&DC	ST LOUIS P&DC	10/18/23	02/03/24	02/03/24	n/a
WILMINGTON DE P&DC	PHILADELPHIA PA P&DC	10/18/23	02/03/24	02/03/24	n/a
WENATCHEE WA P&DF	SPOKANE WA P&DC	10/25/23	03/05/24	03/09/24	09/07/24
FT WAYNE IN P&DC	INDIANAPOLIS IN RPDC	10/25/23	03/05/24	03/09/24	09/07/24
KNOXVILLE TN P&DC	LOUISVILLE KY P&DC	10/25/23	03/05/24	03/09/24	09/07/24
TACOMA WA P&DC	SEATTLE P&DC	10/25/23	02/03/24	02/03/24	n/a
EL PASO TX P&DC	ALBUQUERQUE NM P&DC	10/25/23	02/03/24	02/03/24	n/a
CHATTANOOGA TN P&DC	MUSIC CITY TN ANNEX	10/25/23	02/03/24	02/03/24	n/a

- All Facilities listed above will remain open as Local Processing Centers (LPC)
- Plants highlighted in green will reduce career complement as needed through attrition

Product Summary

Transfer From Site	Transfer To Site	Originating	Originating Shape(s)
LEHIGH VALLEY PA P&DC	HARRISBURG PA P&DC	Originating	Letters and Flats
TALLAHASSEE FL P&DC	JACKSONVILLE FL NDC	Originating	Parcels
COLUMBIA MO P&DC	ST LOUIS MO P&DC	Originating	Letters, Flats, & Parcels
WILMINGTON DE P&DC	PHILADELPHIA PA P&DC	Originating	Letters and Flats
WENATCHEE WA P&DF	SPOKANE WA P&DC	Originating	Letters and Parcels
FT WAYNE IN P&DC	INDIANAPOLIS IN RPDC	Originating	Letters, Flats, & Parcels
KNOXVILLE TN P&DC	LOUISVILLE KY P&DC	Originating	Letters, Flats, & Parcels
TACOMA WA P&DC	SEATTLE WA P&DC	Originating	Letters and Flats
EL PASO TX P&DC	ALBUQUERQUE NM P&DC	Originating	Letters, Flats, & Parcels
CHATTANOOGA TN P&DC	NASHVILLE TN P&DC / MUSIC CITY ANNEX TN MPA	Originating	Letters, Flats, & Parcels

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