

SORTING AND DELIVERY CENTERS

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Under the Delivering for America plan, the USPS announced the creation of several new facilities, the Regional Processing and Distribution Centers (RPDC), the Local Processing Center (LPC) and the Sorting and Delivery Center (S&DC). The S&DC are designed to consolidate the Carrier Routes with a 30-mile area into one super facility while keeping the small offices available to serve those communities with customer service operations. The first S&DC came online November of 2022 in Athens Georgia, where management consolidated 6 delivery units from the Athens area into the former Athens P&DC to house 119 carrier routes. Since then, the USPS has begun opening 21 S&DCs throughout the country, some assigning work to the Mail Handler craft, but unfortunately many did not. Sadly, many in the Service didn't understand that many of the duties in those buildings have been assigned to the MH craft through National Determinations and that therefore Mail Handlers should have work assigned to them in these carrier stations. These duties include spreading the mail to the carriers, transporting mail throughout the buildings, working presort mail, processing empty equipment and just recently duties on the SDUS and ADUS. The Clerk craft has been arguing that, since the work in these stations are considered function 4 assignments, they belong to their craft. This view is incorrect, and the NPMHU will continue to make sure we are assigned the work.

The NPMHU has fought since the first day the S&DCs were announced to guarantee that our craft is assigned the proper duties in these new or consolidated facilities, culminating with the recently signed MOU on staffing the S&DC. In this MOU, the NPMHU has agreed to allow management, where needed, to staff the S&DC with either MHAs or PTFs for the first 120 days while the parties meet to create or update a jurisdictional inventory for the particular facility. During this period, an LDRC may need to be created, if one doesn't already exist, and, following the RI-399 process, assign

the jurisdiction of duties. The NPMHU will need to remain vigilant and verify that the work that belongs to our craft is done by a Mail Handler and during the 120-day period make sure that bids are created so we can properly staff with career Mail Handlers. Over the next few years, the USPS plans to open hundreds of S&DCs creating thousands of Mail Handler positions. The NPMHU will continue to fight for each and every duty assignment that should be performed by our craft.

FILLING RESIDUALS IN FACILITIES WITHOUT MAIL HANDLERS ASSISTANTS

When a duty assignment is posted for bid and there is no successful bidder, it becomes a residual vacancy. Those duties are filled through an MOU "Filling of Residual Vacancies", commonly known as the vacancy MOU, and normally result in the conversion of an MHA or a transfer from eReassign. But what happens when an installation doesn't have an MHA when they have a residual vacancy is that the duty assignment is placed on eReassign for a period of 21 days in accordance with the Vacancy MOU. After a residual comes off eReassign with no interest expressed for the transfer opportunity, it will be placed on LiteBlue where eligible MHAs that are employed within the 50-mile radius will be able to select this position. The residual will be posted either the 1st or 15th of each month for a 10-day period. At the end of the 10-day period, the senior MHA within the 50-mile radius will be offered the position, and that MHA can either accept or reject the bid. If the senior MHA rejects the bid, it will then go to the next senior eligible MHA. If no MHAs select the position, the Postal Service will look to externally hire to fill it.

It is important that MHAs go to LiteBlue on the 1st and 15th of each month to view any residuals they may be eligible for. With the new S&DCs, we expect an increase in residuals to be posted in this system, which will give MHAs the opportunity to select it and be converted to a career employee.