

PMG DEJOY RELEASES THE USPS TEN YEAR PLAN

Paul V. Hogrogian, National President



Dear Members:

The NPMHU was notified on February 20, 2020 of the Postal Service's intent to implement a Surface Transportation Center (STC) Redesign across the STC Network. The stated purpose of the redesign was to "improve and enhance the surface network that moves America's mail." The Postal Service claimed that "[t]his initiative is intended to reduce costs while at the same time driving service improvements." What the Postal Service did not tell us in this notification was their intention to subcontract the entire STC network. While the NPMHU is fully supportive of improving the STC network, we firmly believe that the work should be done by postal workers, not by some low-wage, non-Union workforce.

The STC network includes 13 sites around the country. At the time of the February 2020 notification 6 of the 13 sites (Indianapolis, Memphis, Dallas, Salt Lake City, Chicago, and Kansas City) were already subcontracted. The Kansas City (August 2019) and Chicago (December 2019) sites had just recently begun the subcontracting process. The NPMHU received assurances from senior postal officials that they had no intention of subcontracting out any of the 7 remaining STCs "at this time."

"At this time" did not last too long, as the NPMHU received notice dated August 26, 2020 informing us of the USPS' intention of subcontracting the STC operations in the Orlando, Florida area. Again, we were assured that there were no further plans to subcontract out any of the remaining STCs. This time we knew they were lying as their lips were moving.

Our suspicions were confirmed when, on March 10, 2021, the Postal Service notified the NPMHU of its intention to subcontract the STC operations at the Cap Metro (Washington, DC) and Atlanta sites. It should be noted that the subcontractor selected for these 2 sites is XPO, a company in which PMG DeJoy stills holds significant financial interests.

Finally, on July 9, 2021, the Postal Service notified the NPMHU of its intention to subcontract out the remaining 4 STCs (New Jersey, Springfield, MA, Southern CA and Northern CA).

The Postal Service's decision to subcontract out the STC Network has/will result in the loss of hundreds of career Mail Handler positions.

The Postal Service has exhibited bad faith bargaining throughout the process. We were given repeated assurances that there would be no further subcontracting. The Postmaster General gave us assurances that subcontracting would not be part of his 10-year plan. Yet, the plan to redesign the STC Network says otherwise. One of the key parts of the 10-year plan is to move more mail by trucks and less mail by planes. This gives the STCs a very prominent role in the plan. Apparently subcontracting is a very big part of the plan.

During the past 2 negotiations (2016 and 2019), the parties agreed to an MOU in which the parties committed to returning work from the STCs to the Mail Handler craft. Not only did the USPS not abide by the intent of this MOU, but the agency acted completely in the opposite direction and subcontracted out the remaining STCs. This is an insult to every Mail Handler who has worked at these STCs and who had courageously reported to work everyday under extraordinary circumstances during a pandemic. The NPMHU has filed National level grievances on each of the subcontracted sites and will continue to oppose this ill-conceived plan to subcontract our work.

The Postal Service notified the NPMHU on April 27, 2021 regarding its planned implementation of secondary mail moves for 18 mail processing facilities. These 18 sites previously had AMP studies conducted and most of the mail has already been moved in 2015 or before as part of Phase II of the USPS Network Consolidation Program. Twenty-four facilities underwent partial consolidations in 2015. The Postal Service notified the NPMHU that four of the facilities will have no further action taken at this time and two other facilities were "tabled" and will be reevaluated for possible future action.

The secondary mail moves that are planned include destinating flats or letters, and in some facilities, both. Of those 18 facilities, there are 10 where mail handlers are currently working. These installations are not proposed to be closed entirely, as parcel processing and/or cross dock operations are slated to remain. The exact number of Mail Handlers to be impacted is now becoming known as Impact Statements and

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supporting documentation are being issued. Several of these sites have decided not to excess any Mail Handlers out of the installations. Final implementation is planned to include a November 6, 2021 move date, but the date is subject to change.

The Postal Service also notified the Union of its plans to refresh AMP feasibility studies for 31 of the remaining 38 candidate sites from Phase II of the USPS Network Consolidation Program. The AMP studies for these 38 facilities were placed on hold in 2015. The Postal Service has also decided to “table” the AMP studies for 12 of these sites. The Postal Service has now decided to refresh AMP studies in 19 of the original sites. Of the 19, the Postal Service believes that the studies will support full consolidations in 12 of the sites and in another 7 sites the Postal Service believes the studies will support “mail moves,” but not complete consolidations.

As with the 18 sites previously discussed, these installations are not proposed to be closed entirely, as parcel processing and/or cross dock operations will remain. There is no firm move date as the parties continue to discuss tabling more sites.

The NPMHU will continue to challenge unnecessary consolidations to minimize any negative impact on mail handlers.

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The NPMHU and the Postal Service signed a series of Memoranda of Understanding which resulted in the conversions of thousands of MHAs to Full-Time Career status. The MOUs also created thousands of Mail Handler positions and significantly increased the Mail Handler bargaining unit.

The MOU dated December 23, 2020 converted 5,291 MHAs to career status in 183 installations. The Postal Service also has committed to creating 5,291 Mail Handler positions in the listed installations. On March 22, 2021, a second MOU was finalized converting an additional 885 MHAs in 43 facilities by May 22, 2021 and creating an additional 885 Mail Handler positions in those facilities. The most recent MOU dated June 21, 2021 was the largest of the three MOUs. Through this MOU, 6,596 MHAs were converted in 245 facilities and thousands of additional Mail Handler positions were created. As a result of these MOUs, a total of 12,772 MHAs were converted to Full-Time Career status over a 7-month period. This is certainly a life changing event for 12,772 converted Mail Handlers who achieved the stability of a career appointment. The

negotiation of these MOUs represents a major accomplishment in increasing the Mail Handler complement.

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The COVID-19 pandemic continues to have an impact on the Postal Service and all postal employees. Mail Handlers and postal workers from around the country continue to courageously perform essential federal service under the extraordinary circumstances created by the COVID-19 pandemic.

Reports released in May and June showed a significant decrease in the COVID numbers since December of 2020, when there were 8,057 who tested positive and 2,067 employees who were presumptive positive for a total of 10,124 infected postal employees. The dramatic decrease in COVID numbers in conjunction with new CDC guidance prompted the Postal Service to modify its mask policy to basically allow vaccinated employees not to wear a mask except where required by federal, state or local laws, rules or regulations. The timing of the new policy was less than ideal. COVID numbers are currently spiking because of the Delta variant. Recent reports reflect that there are over 4,000 postal employees who are infected with another approximately 1,700 in quarantine. On August 27, 2021, the USPS once again modified its mask policy reverting back to the previous policy which requires the wearing of masks when social distancing cannot be maintained.

Although a vaccine is now easily available, the COVID crisis is far from over. We must continue to follow the protocols put in place. If you have not already done so, please get the vaccine at your earliest opportunity. The sooner everybody is vaccinated, the sooner we can get back to a sense of normalcy.

I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet all challenges that lie before us.

Fraternally,



Paul V. Hogrogian
National President