



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
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December 5, 2023

### **Board Memo 159-2023: Notice to Facilities Regarding MPFR Results**

#### **Executive Board,**

NAPS HQ has been informed of USPS intent to provide notices announcing public meetings to share results and additional feedback based on Mail Processing Facility Reviews (MPFR). These reviews were conducted at the five facilities listed below.

- Trenton, NJ P&DC into Philadelphia P&DC
- Provo, UT P&DC into Salt Lake City Auxiliary Service Facility
- Greenville, SC P&DC into Charlotte LPC and Charlotte RPDC
- South Suburban (Chicago), IL P&DC into Chicago South RPDC
- Minneapolis, MN P&DC into St. Paul, MN P&DC

Thank you, and be safe.

NAPS Headquarters



December 4, 2023

Mr. Ivan Butts  
President  
National Association of Postal Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Certified Mail Number  
9589 0710 5270 0684 7732 97

Dear Ivan:

This is in further reference to the Postal Service's September 27 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at five locations:

- Greenville, South Carolina (SC)
- Minneapolis, Minnesota (MN)
- Provo, Utah (UT)
- South Suburban (Chicago), Illinois (IL)
- Trenton, New Jersey (NJ)

The reviews were conducted at the following locations to determine whether efficiency and/or service could be improved by consolidating mail processing operations into Regional Processing and Distribution Centers (RPDCs):

- Greenville, SC Processing and Distribution Center (P&DC) into Charlotte, North Carolina (NC) Local Processing Center (LPC) and Charlotte, NC RPDC
- Minneapolis, MN P&DC into St. Paul, MN P&DC
- Provo, UT P&DC into Salt Lake City, UT Auxiliary Service Facility (ASF)
- South Suburban (Chicago), IL P&DC into Chicago South RPDC
- Trenton, NJ P&DC into Philadelphia, Pennsylvania P&DC

The results of the facility reviews support keeping the five facilities open and modernized as a Local Processing Center (LPC). The review supports transferring some mail processing operations.

The Postal Service has decided to implement the changes resulting from these reviews. Listed below are the intended processing operations for each of the five facilities once implemented and the anticipated impacts to positions.

There will be no career employee layoffs as part of this initiative. All career bargaining unit employee reassignments, as well as any reduction in the number of non-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreement.

### **Greenville, SC P&DC**

The results of the facility review support keeping the Greenville facility open and modernized as an LPC. The review supports transferring some mail processing operations to the Charlotte RPDC. The Greenville LPC will be a critical node in connecting mail to the future RPDC network.

- Destinating operations will continue to be processed at the Greenville P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Charlotte RPDC

The Postal Service anticipates there will be some impacts to staffing with Originating operations moving to the Charlotte RPDC. We anticipate this to impact the following career positions at the Greenville P&DC:

- 73 Mail Processing Clerk
- 28 Mail Handler
- 7 Maintenance
- 8 Management

### **Minneapolis, MN P&DC**

The results of the facility review support keeping the Minneapolis facility open and modernized as an LPC. The review also supports transferring some mail processing operations to the Saint Paul P&DC. The Minneapolis LPC will be a critical node in connecting mail to the future Regional Processing and Distribution Center (RPDC) network.

- Destinating operations will continue to be processed at the Minneapolis P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Saint Paul P&DC

The Postal Service anticipates there will be some impacts to staffing with Originating operations moving to the Saint Paul P&DC. We anticipate this to impact the following career positions at the Minneapolis P&DC:

- 74 Mail Processing Clerk
- 0 Mail Handler
- 14 Maintenance
- 11 Management

### **Provo, UT P&DC**

The results of the facility review support keeping the Provo facility open and modernized as an LPC. The review supports transferring some mail processing operations to the Salt Lake City ASF. The Provo LPC will be a critical node in connecting mail to the future Regional Processing and Distribution Center (RPDC) network.

- Destinating operations will continue to be processed at the Provo P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Salt Lake City ASF

The Postal Service anticipates that there will be some impacts to staffing with Originating operations moving to the Salt Lake City ASF. We anticipate this to impact the following career positions at the Provo P&DC:

- 23 Mail Processing Clerk
- 16 Mail Handler
- 2 Maintenance
- 2 Management

### **South Suburban IL P&DC**

The results of the facility review support keeping the South Suburban facility open and modernized as an LPC. The review supports transferring some mail processing operations to the Chicago South RPDC. The South Suburban LPC will be a critical node in connecting mail to the future RPDC network.

- Destinating operations will continue to be processed at the South Suburban P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Chicago South RPDC

The Postal Service anticipates that there will be some impacts to staffing with Originating operations moving to the Chicago South RPDC. We anticipate this to impact the following career positions at the South Suburban P&DC:

- 0 Mail Processing Clerk
- 58 Mail Handler
- 24 Maintenance
- 8 Management

### **Trenton, NJ P&DC**

The results of the facility review support keeping the Trenton facility open and modernized as an LPC. The review supports transferring some mail processing operations to the Philadelphia P&DC. The Trenton LPC will be a critical node in connecting mail to the future Regional Processing and Distribution Center (RPDC) network.

- Destinating operations will continue to be processed at the Trenton P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Philadelphia P&DC

The Postal Service anticipates that there will be some impacts to staffing because of Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Trenton P&DC:

- 6 Mail Processing Clerk
- 36 Mail Handler
- 14 Maintenance
- 7 Management

Enclosed is a service talk that will be provided to employees in each of the five facilities and a Fact Sheet of Frequently Asked Questions.

As stated earlier in this correspondence, there will be no career employee layoffs and these facilities will remain open.

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

Sincerely,

A handwritten signature in black ink, appearing to read 'B. Nicholson', written over the word 'Sincerely,'.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



September 27, 2023

Mr. Ivan Butts  
President  
National Association of Postal Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Certified Mail Number  
9589 0710 5270 0684 7690 30

Dear Ivan:

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

- Trenton, New Jersey (NJ)
- Provo, Utah (UT)
- Greenville, South Carolina (SC)
- South Suburban (Chicago), Illinois (IL)
- Minneapolis, Minnesota (MN)

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:

- Trenton, NJ Processing and Distribution Center (P&DC) into Philadelphia P&DC
- Provo, UT P&DC into Salt Lake City Auxiliary Service Facility
- Greenville, SC P&DC into Charlotte Local Processing Center (LPC) and Charlotte Regional Processing and Distribution Center (RPDC)
- South Suburban (Chicago), IL P&DC into Chicago South RPDC
- Minneapolis, MN P&DC into St. Paul, MN P&DC

Enclosed is a Service Talk that will be provided to employees in the five facilities that will be studied. Please contact Tomica Duplessis at extension 3073 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink that reads "Paula Brindley". The signature is written in a cursive style.

FOR Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures

**STAND-UP TALK  
DECISION TO PROCEED ON GREENVILLE P&DC  
MAIL PROCESSING FACILITY REVIEW**

On September 27, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the Greenville Processing and Distribution Center (P&DC) in Greenville SC to see if it would make sense to transfer some mail operations into the Charlotte Regional Processing and Distribution Center (RPDC) in Gastonia NC.

**The results of the facility review support keeping the Greenville facility open and modernized as a Local Processing Center (LPC).** The review supports transferring some mail processing operations to the Charlotte RPDC. The Greenville LPC will be a critical node in connecting mail to the future RPDC network.

Here's how the processing operations will look once implemented.

- Destinating operations will continue to be processed at the Greenville P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Charlotte RPDC

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as any reduction in the number of pre-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreements.

We do expect there will be some impacts to staffing with Originating operations moving to the Charlotte RPDC. We anticipate this to impact the following career positions at the Greenville P&DC:

- 73 Mail Processing Clerk
- 28 Mail Handler
- 7 Maintenance
- 8 Management

Once again, we want to emphasize that there will be no career employee layoffs as part of this initiative.

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

**STAND-UP TALK  
DECISION TO PROCEED ON MINNEAPOLIS P&DC  
MAIL PROCESSING FACILITY REVIEW**

On September 27, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the Minneapolis Processing and Distribution Center (P&DC) in Minneapolis MN to see if it would make sense to transfer some mail operations into the Saint Paul P&DC in Saint Paul MN.

**The results of the facility review support keeping the Minneapolis facility open and modernized as a Local Processing Center (LPC).** The review also supports transferring some mail processing operations to the Saint Paul P&DC. The Minneapolis LPC will be a critical node in connecting mail to the future Regional Processing and Distribution Center (RPDC) network.

Here are how the processing operations will look once implemented.

- Destinating operations will continue to be processed at the Minneapolis P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Saint Paul P&DC

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as any reduction in the number of pre-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreements.

We do expect there will be some impacts to staffing with Originating operations moving to the Saint Paul P&DC. We anticipate this to impact the following career positions at the Minneapolis P&DC:

- 74 Mail Processing Clerk
- 0 Mail Handler
- 14 Maintenance
- 11 Management

Once again, we want to emphasize that there will be no career employee layoffs as part of this initiative.

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

**STAND-UP TALK  
DECISION TO PROCEED ON PROVO P&DC  
MAIL PROCESSING FACILITY REVIEW**

On September 27, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the Provo Processing and Distribution Center (P&DC) in Provo UT to see if it would make sense to transfer some mail operations into the Salt Lake City Auxiliary Service Facility (ASF) in Salt Lake City UT.

**The results of the facility review support keeping the Provo facility open and modernized as a Local Processing Center (LPC).** The review supports transferring some mail processing operations to the Salt Lake City ASF. The Provo LPC will be a critical node in connecting mail to the future Regional Processing and Distribution Center (RPDC) network.

Here are how the processing operations will look once implemented:

- Destinating operations will continue to be processed at the Provo P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Salt Lake City ASF

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as any reduction in the number of pre-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreements.

We do expect there will be some impacts to staffing with Originating operations moving to the Salt Lake City ASF. We anticipate this to impact the following career positions at the Provo P&DC:

- 23 Mail Processing Clerk
- 16 Mail Handler
- 2 Maintenance
- 2 Management

Once again, we want to emphasize that there will be no career employee layoffs as part of this initiative.

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

**STAND-UP TALK  
DECISION TO PROCEED ON SOUTH SUBURBAN P&DC  
MAIL PROCESSING FACILITY REVIEW**

On September 27, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the South Suburban Processing and Distribution Center (P&DC) in Bedford Park IL to see if it would make sense to transfer some mail operations into the Chicago South Regional Processing and Distribution Center (RPDC) in Forest Park IL.

**The results of the facility review support keeping the South Suburban facility open and modernized as a Local Processing Center (LPC).** The review supports transferring some mail processing operations to the Chicago South RPDC. The South Suburban LPC will be a critical node in connecting mail to the future RPDC network.

Here are how the processing operations will look once implemented.

- Destinating operations will continue to be processed at the South Suburban P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Chicago South RPDC

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as any reduction in any number of pre-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreements.

We do expect there will be some impacts to staffing with Originating operations moving to the Chicago South RPDC. We anticipate this to impact the following career positions at the South Suburban P&DC:

- 0 Mail Processing Clerk
- 58 Mail Handler
- 24 Maintenance
- 8 Management

Once again, we want to emphasize that there will be no career employee layoffs as part of this initiative.

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

**STAND-UP TALK  
DECISION TO PROCEED ON TRENTON P&DC  
MAIL PROCESSING FACILITY REVIEW**

On September 27, we notified you that we were beginning a Mail Processing Facility Review (MPFR) at the Trenton Processing and Distribution Center (P&DC) in Trenton NJ to see if it would make sense to transfer some mail operations into the Philadelphia P&DC in Philadelphia PA.

**The results of the facility review support keeping the Trenton facility open and modernized as a Local Processing Center (LPC).** The review supports transferring some mail processing operations to the Philadelphia P&DC. The Trenton LPC will be a critical node in connecting mail to the future Regional Processing and Distribution Center (RPDC) network.

Here are how the processing operations will look once implemented.

- Destinating operations will continue to be processed at the Trenton P&DC
- No changes are expected to Retail or Delivery Operations
- Originating operations will be processed at the Philadelphia P&DC

There will be no career employee layoffs as part of this initiative. All career bargaining unit reassignments, as well as any reduction in the number of pre-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreements.

We do expect there will be some impacts to staffing because of Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Trenton P&DC:

- 6 Mail Processing Clerk
- 36 Mail Handler
- 14 Maintenance
- 7 Management

Once again, we want to emphasize that there will be no career employee layoffs as part of this initiative.

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

# DELIVERING FOR AMERICA

What you need to know about the United States Postal Service® plan to achieve financial sustainability and service excellence.

## MODERNIZING USPS MAIL PROCESSING OPERATIONS

As USPS moves forward with implementing its Delivering for America plan, it is anticipated that 60 new Regional Processing and Distribution Centers (RPDCs) will open across the nation in the coming years. To make sure the mail and package processing network is positioned to best support these new RPDCs, USPS will conduct Mail Processing Facility Review (MPFR) studies at select facilities in the coming months.

### **#1 USPS is investing \$40 billion to modernize the nation's aging postal processing and delivery networks.**

60 new RPDCs will allow USPS to better use resources — including space, staffing, processing equipment and transportation — to take advantage of state-of-the-art technologies that process mail and packages more efficiently, while also creating brighter, cleaner and more modern workplaces for postal employees.

### **#2 The Mail Processing Facility Review (MPFR) process will determine how best to utilize existing facilities in the updated USPS processing network.**

To ensure that processing facilities are best aligned to support these new RPDCs, the Postal Service will conduct MPFRs of select processing facilities in 2023. These reviews constitute the beginning of a multi-year process to modernize the USPS mail processing network. USPS will seek and consider customer and public input during the process. We will continuously communicate and work with our management associations and unions, and we will monitor the impact of any changes that are implemented and make adjustments to our plans as necessary and appropriate.

### **#3 USPS is focused on creating better, brighter, modern workplaces for its processing facility employees.**

As USPS modernizes its processing network, the focus is on improving the workplace experience for all postal employees. Throughout the MPFR process, USPS will continue to communicate regularly with its unions and management associations to support local employees as appropriate.

### **#4 There will be no career employee layoffs as part of this initiative.**

If necessary, all career bargaining unit reassignments, as well as the reduction in the number of pre-career employees, will be made in accordance with the respective collective bargaining agreements.

### **#5 The MPFR process is intended to have minimal impact on customer services.**

MPFR is intended to have minimal impact to customer services. Business mail entry, USPS -operated retail units, and delivery services are expected to remain unchanged in most cases. Local mailers can expect indicia requirements for their postage meters or permit imprints to remain the same. ZIP Codes will not change due to MPFR. Overall, the redesign of the USPS processing network is focused on providing more reliable service to all customers.

Updated 8/23/23



**WANT TO LEARN MORE ABOUT THE PLAN?**

Visit: [usps.com/deliveringforamerica](https://usps.com/deliveringforamerica)



**UNITED STATES  
POSTAL SERVICE®**

# MAIL PROCESSING FACILITY REVIEW

## FREQUENTLY ASKED QUESTIONS

### 2 IMPORTANT THINGS TO KNOW

For facility reviews completed in Augusta, GA; Macon, GA; Medford, OR; Eugene, OR:

- The facilities are not closing; they will remain open as Local Processing Centers.
- There will be no career employee layoffs as part of this initiative.

### 1. Why is the Postal Service making this change? What is the goal?

As part of its 10-year Delivering for America plan, the Postal Service is working to modernize its mail and package processing network nationwide by combining and centralizing mail processing operations in approximately 60 new Regional Processing and Distribution Centers (RPDCs) over the coming years.

These new RPDCs will allow USPS to better use resources — including space, staffing, processing equipment and transportation — to take advantage of state-of-the-art technologies that process mail and packages more efficiently, while also creating brighter, cleaner and more modern workplaces for postal employees.

### 2. How will mail and packages not be delayed if they travel to another location for processing just to come back here?

There will be no service impacts with the implementation of these changes.

### 3. How can trucking mail back and forth between cities be cost effective?

There is existing transportation in place. Any incurred costs will be negligible.

### 4. How many local employees could lose their jobs if this project goes forward?

There will be no career employee layoffs. The Postal Service is a responsible employer and will be working closely with the unions and management associations to work through this initiative. The Postal Service will follow requirements of the collective bargaining agreements where they apply and all applicable postal policies.

### 5. I'm concerned about the safety and accuracy of mail-in ballots. How will the Postal Service ensure ballots are postmarked correctly and their transport will not be impeded?

The network modernization planning will result in improved service for years to come for our customers, including election officials and voters. We are still very much in the early implementation stage of our network modernization efforts. The changes will have no bearing on the Postal Service's commitment to fulfilling its role in the electoral process and should result in more reliable service for our customers, including election officials and voters.

### 6. Will this change impact important deliveries, such as medicine?

There will be no service impacts with the implementation of these changes, including changes to residential and business time of delivery, business mail entry, Post Office, or station and branch retail services.

### 7. Will my local community still have a postmark?

A local postmark will continue to be available at retail locations in the community.

### 8. How is business mail going to be handled?

Bulk mail will not be impacted with the implementation of these changes.



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