

POSTAL BOSSES REVISE CONSOLIDATION RULES

By Omar M. Gonzalez, Western Region Coordinator

AND SO IT BEGINS— PMG DeJoy's destructive 10 Year Plan he calls *Delivering For America* (DFA), in reality a 4 year upfront plan, has taken a giant step towards the consolidation of postal operations sure to affect thousands of postal workers and communities nationwide.

Postal big shots notified the Union they revised the rules and regulations (PO 408) that govern the consolidation of operations. Formally called **Area Mail Processing Guidelines (AMP)** now referred to, a less nefarious, "Mail Processing Facility Review" (MPFR)

Union Legal Team Reviewing Changes

The Union contract (Article 19) requires notification to the Union on changes to handbooks and manuals that relate to wages, hours and working conditions. Consolidation of operations will likely effect all of this criteria. The Union's Legal Department is reviewing the changes to determine if a challenge will be necessary.

Management divided the process into two (2) Handbooks PO-408 MPFR Policy and PO-408 Procedure.

Previously management claimed the Unions could not challenge the PO 408. However the Mailhandlers' Division of LIUNA and the APWU did just that and prevailed in arbitration. The revisions are therefore reviewable and grievable.

Legal Review Not Withstanding Their Intent Is Clear

Meanwhile, the policy statement accompanying the revised handbook says it all:

"The purpose of this policy is to outline the legal, statutory, contractual and regulatory requirements of the Mail Processing Facility Review (MPFR), MPFR is 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.

.....MPFR has replaced the term Area Mail Processing to align with the facility optimization objectives in the Delivery for America (DFA) plan." [In order words to facilitate DeJoy's plans to consolidate postal plants].

Clear As Mud

The PMG has been open about his plan to restructure USPS, but he and his cronies and subordinates have been less than forthcoming and upfront with the actual changes this PMG intends to impose on the American public and the American postal worker.

Early indications revealed plans to consolidate 500 plants and discontinue 10,000 delivery units, create 60 Regional P&DCs, (23 are former NDCs), change Transportation, create SDCs (Sorting & Distribution Centers) and more.

DeJoy's plan has slowed mail, raised postage, not revealed any real cost savings and to date has not revealed where the supposed \$40 billion in capital investments promised will come from. DeJoy has also been at odds with the Postal Regulatory Commission over his DFA plan.

At press time in the west, the impacts are small and few with the first major MPFRs being implemented in Southern Oregon. It is expected in August '23 through February '24 more impacts will develop. Likely most states will see some!

Top Down and Downright Upside Down

Area Mail Processing is not new. Guidelines go back to 1979, however, this new MPFR makes it clear the decisions will be mostly be a "top down" approach. Basically meaning the decisions will be made by the PMG and/or his cronies at the highest level., with little or no say locally.

USPS HQ targets potential consolidations and develops business case for the consolidations. HQ approves the concept. Postal big shots then determine the direction. Processing & Maint big boss reviews what HQ has initiated and notification to the public is issued. HQ LR notifies the Unions. HQ Consumer Affairs notifies congress. There is an analysis review by the Regional VP for approval or disapproval then the VP of Processing and Maintenance approve or disapproves. **Can you guess which of these bosses are going to tell DeJoy NO? Correct ! !**

Get Ready To Fight What Is Not Right

As Postal Workers we service the community. And when the big bosses make decisions that are adverse to our communities we need to take the fight to the community. **It is not just about our jobs IT IS ABOUT THE PEOPLES' POSTAL SERVICE! AND MACHINES DON'T MOVE THE MAIL-WE DO!**

