

LABOR RELATIONS



September 14, 2011

Mr. Cliff Guffey  
President  
American Postal Workers  
Union (APWU), AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4128

**Certified Mail Tracking Number:  
7010 2780 0003 6468 7670**

**Fax: (202) 842-4297**

Dear Cliff,

This letter is an informational follow up to the notice of the Postal Service's intent to conduct Area Mail Processing (AMP) feasibility studies, which you received via fax today and was also sent by Certified Mail. Enclosed please find copies of Network Optimization Service Talks that have been prepared for employees in both the potential losing and gaining sites.

The enclosed list of service talks includes:

- Network Optimization Service Talk #1 – Post Offices and Non-Processing Facilities
- Network Optimization Service Talk #2 – Gaining Site and Others
- Network Optimization Service Talk #3 – No Change to Current AMP
- Network Optimization Service Talk #4 – Expand Current AMP
- Network Optimization Service Talk #5 – Current AMP Add Destinating
- Network Optimization Service Talk #6 – New AMP
- Network Optimization Service Talk #7 – Non-AMP Study

If you have any questions concerning the enclosed stand up talks, please contact Rickey R. Dean of my staff at (202) 268-7412.

Sincerely,

A handwritten signature in black ink that reads "Patrick M. Devine".

Patrick M. Devine  
A/Manager  
Contract Administration (APWU)

Enclosure

*[NOTICE OF INTENT TO CONDUCT CONSOLIDATION STUDIES SERVICE TALK]*

## **Mandatory Stand-Up Talk**

Sept. 14-15, 2011

### **USPS proposes comprehensive network changes**

As you know, the Postal Service has tough choices to make given its dire financial situation. Mail volume has declined more than 43 billion pieces in the past 5 years and is continuing to decline. With this dramatic loss of mail volume, maintaining the Postal Service's infrastructure at its current size is no longer realistic.

This reality has forced the Postal Service to propose a comprehensive overhaul of its processing and transportation networks.

Postmaster General Pat Donahoe has been sharing information with us through his video series on the state of the Postal Service. In his latest video, he will focus on plans for network changes. Please watch now, and I will have more details afterwards.

**[ PLAY VIDEO ]**

As the PMG explained, the Postal Service has notified Congress and the Postal Regulatory Commission of the need to reduce the network size and change service standards. More information will be given out to them September 15 (tomorrow / today), and to the mailing community as well.

Part of the additional information will be a list of processing and transportation facilities to be studied for possible network adjustments.

In addition to the network changes discussed, the Postal Service also is proposing certain service standard changes. Details of the changes, which will be filed with the Postal Regulatory Commission (the PRC) in October, could have wide-ranging impacts on all plant processing schedules across the Postal Service. You'll be hearing more about these possible changes before the PRC filing.

The Postal Service will continue to keep you informed as these initiatives move forward.

Thank you for listening and for the great job you are doing every day.

*[NOTICE OF INTENT TO CONDUCT AMP FEASIBILITY STUDY SERVICE TALK]*

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Part of the additional information will be a list of processing and transportation facilities to be studied for possible network adjustments. Our facility is not on the list to be studied. However, this facility may be reviewed as a possible receiving facility for others nearby that are on the study list.

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As you know, our facility already is part of an ongoing Area Mail Processing (AMP) study. That process will continue, as we've outlined to you previously.

In addition to the network changes discussed, the Postal Service also is proposing certain service standard changes. Details of the changes, which will be filed with the Postal Regulatory Commission (the PRC) in October, could have wide-ranging impacts on all plant processing schedules across the Postal Service. You'll be hearing more about these possible changes before the PRC filing.

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***[NOTICE OF INTENT TO EXPAND CURRENT AMP TO OTHER GAINING SITE(S)]***

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Part of the additional information will be a list of processing and transportation facilities to be studied for possible network adjustments.

As you know, our facility already is part of an ongoing Area Mail Processing (AMP) study. The current AMP study will be expanded to determine the feasibility of moving mail processing operations to the <INSERT NAME OF POTENTIAL GAINING SITE>.

In addition to the network changes discussed, the Postal Service also is proposing certain service standard changes. Details of the changes, which will be filed with the Postal Regulatory Commission (the PRC) in October, could have wide-ranging impacts on all plant processing schedules across the Postal Service. You'll be hearing more about these possible changes before the PRC filing.

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As you know, our facility already is part of an ongoing Area Mail Processing (AMP) study. That process will continue, as we've outlined to you previously. However, the AMP will be expanded to include the movement of originating and destinating operations to the <INSERT NAME OF POTENTIAL GAINING SITE>.

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Part of the additional information will be a list of processing and transportation facilities to be studied for possible network adjustments.

Our facility is on the list of those to be studied. This is the Postal Service's Notice of Intent to conduct the study. On September 15, 2011, the Postal Service will begin an Area Mail Processing (AMP) feasibility study at the <INSERT FACILITY NAME>. The purpose of the study is to see if it makes sense to consolidate some operations into the <INSERT NAME OF POTENTIAL GAINING SITE>.

Let me be clear: This does not mean that any changes in operations are being made now. This is just a study.

Why is this AMP study being conducted? We all know that mail volume has fallen the past few years. Since 2007, total mail volume has declined by 20 percent. Even more importantly, the volume of stamped First-Class letter mail has dropped nearly 50 percent over the past decade.

This means there is less mail to cancel and sort. It makes sense to study whether we can consolidate some operations to improve efficiency and reduce costs, as long as service is not negatively impacted.

AMPs are not new. The Postal Service has been doing them for decades. We need to constantly update and improve our operations in order to help keep mail affordable, maintain universal service, and preserve the long-term viability of the Postal Service.

So how does the AMP process work? First a feasibility study is conducted. Based on the data from that study, a proposal is then made. The proposal may recommend consolidating mail processing operations; or it may say that a consolidation should not be made because it would not provide cost savings, or is otherwise determined to be not feasible.

If the study data indicates that consolidating operations makes sense, a public meeting will be held to allow members of the community to ask questions and provide feedback. The business case for consolidation and community feedback will be considered, and then a decision will be made as to whether or not the mail processing operations should be consolidated.

What would happen *if* the decision is made to move some operations to <INSERT NAME OF POTENTIAL GAINING SITE>?

First, staffing adjustments are necessary when operations are moved. Every effort will be made to assist affected employees in exploring their options.

Second, there will be no change in retail service. The local Post Office(s) that our customers use will still be open as usual.

You can submit your comments by mail to:  
District Manager of Consumer and Industry Contact  
INSERT ADDRESS  
INSERT ADDRESS LINE 2

All comments will be fully considered in any decision.

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Part of the additional information will be a list of processing and transportation facilities to be studied for possible network adjustments.

Our facility is on the list of those to be studied. The Postal Service will examine the feasibility of moving operations from the <INSERT NAME OF FACILITY> to the <INSERT NAME OF POTENTIAL GAINING SITE>. The study is expected to be complete in the beginning of 2012. Let me be clear: This does not mean that any changes in operations are being made now. This is just a study.

Why is this study being conducted? We all know that mail volume has fallen the past few years. Since 2007, total mail volume has declined by 20 percent. Even more importantly, the volume of stamped First-Class letter mail has dropped nearly 50 percent over the past decade. This means there is less mail to cancel and sort and has led to excess capacity throughout the network.

In addition to the network changes discussed, the Postal Service also is proposing certain service standard changes. Details of the changes, which will be filed with the PRC in October, could have wide-ranging impacts on all plant processing schedules across the Postal Service. You'll be hearing more about these possible changes before the PRC filing.

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