



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

March 5, 2024

Board Memo 033-2024: List of RIF Impact Facilities Evaluated on February 24th

Executive Board,

NAPS HQ has been informed of the USPS implementing the Plant Ranking and Management Staffing Criteria. The new staffing criteria will be applied as facilities are transitioning to Regional Processing and Distribution Centers (RPDC) and Local Processing Centers (LPC).

Attached is a list of sites that were evaluated against the new criteria as well as the RIF timeline for these sites on February 24, 2024.

Thank you and be safe.

NAPS Headquarters



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March 1, 2024

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 7739 69

Dear Ivan:

As a matter of information, the Postal Service is implementing the Plant Ranking and Management Staffing Criteria that was established in October 2023.

The new staffing criteria will be applied as facilities are transitioned to Regional Processing and Distribution Centers (RPDC) and Local Processing Centers (LPC). Transition of facilities to RPDCs and LPCs will occur over an extended period.

The sites listed below was ranked and management staffing was evaluated against the new criteria on February 24, 2024.

Processing Division	Cost Ctr	Current Facility Name	New Facility Name
SOUTHEAST	125200	ATLANTA GA RPDC	ATLANTA GA RPDC
SOUTHEAST	120442	PEACHTREE GA P&DC	Discontinuance
SOUTHEAST	120439	ATLANTA GA NDC	Discontinuance
SOUTHEAST	120441	ATLANTA GA P&DC	ATLANTA GA LPC
SOUTHEAST	123569	NORTH METRO GA P&DC	DULUTH GA LPC
SOUTHEAST	125490	MACON GA P&DC	MACON GA LPC
SOUTHEAST	120476	AUGUSTA GA P&DC	AUGUSTA GA LPC

Any mark listed as discontinuance is due to consolidation of operations into either the new Atlanta RPDC or the new Gastonia RPDC.

Changes to the authorized complement in these facilities will result in employee impacts requiring a reduction in force (RIF) to be administered in the affected competitive areas.

Below is a copy of the organizational change timeline for these sites:

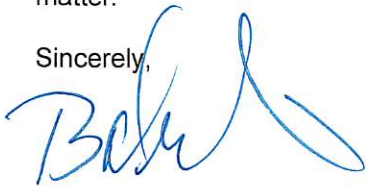
EVENTS	DATES		
Staffing changes implemented in Human Capital Enterprise System (HCES) related to this restructure	2/24/2024		
Town Hall Meeting to notify impacted employees of staffing changes within the competitive area.	Week of 3/4/2024		
Issue Specific RIF Notices	3/4/2024		
Specific RIF Notice Period	3/4/2024	-	6/14/2024
Impacted employees can request non-competitive lateral or downgrade assignments and apply for promotions throughout timeline in eCareer.	3/4/2024	-	6/14/2024
7-day LAC Posting I: Open to all career non-bargaining employees within the Campus.	3/19/2024	-	3/26/2024
Selections made, Form 50 processed and effective date	4/20/2024		
5-day LAC Posting II: Open to all remaining impacted career non-bargaining employees within the Campus.	5/6/2024		5/11/2024
Selections made, Form 50 processed and effective date	6/1/2024		
RIF Effective Date (Effective date of RIF Separations)	6/14/2024		
Effective date of RIF Reassignment and Demotions	6/15/2024		

Enclosed are copies of announcements and employee handouts that have been provided to non-bargaining employees. Non-bargaining employees in the affected facilities will be notified of these changes beginning the week of March 4.

Additionally, initial management staffing for the Indianapolis, Indiana RPDC has been established and a list of authorized positions is enclosed. Full staffing will be implemented following the shift of the remaining mail movement within the Indianapolis campus. New jobs will be available for postings per normal selection procedures.

Please contact Paulita Wimbush at extension 4042 if you have any questions concerning this matter.

Sincerely,



Bruce A. Nicholson
 Director
 Labor Relations Policies and Programs

Enclosures

SAP Organizational Management Data				Payroll Data From Employee Data File												
Occupation Series/Code	Title	Pay Scale/ Grade Type and Group	Total Auth	Total On Rolls	Variance On Rolls - Authorized	SUP	FTR	PTR	PTF	CAS	TMP	TRN	OTH	Emp Rsc Level	Func	LDC
INDIANAPOLIS IN RPDC																
23020045	EXEC REGIONAL PLANT MANAGER (1)	PCES-01	1	0	-1 VAC	0	0	0	0	0	0	0	0	8		80
16407037	MGR MAINTENANCE	EAS-25	1	0	-1 VAC	0	0	0	0	0	0	0	0	3B		35
23150023	MGR PROCESSING SUPPORT	EAS-25	1	0	-1 VAC	0	0	0	0	0	0	0	0	0		01
23157138	SR MGR DISTRIBUTION OPERATIONS	EAS-25	1	0	-1 VAC	0	0	0	0	0	0	0	0	1		10
23157139	MGR DISTRIBUTION OPERATIONS	EAS-24	1	0	-1 VAC	0	0	0	0	0	0	0	0	1		10
08960029	INDUSTRIAL ENGINEER (PROCESSING)	EAS-23	1	0	-1 VAC	0	0	0	0	0	0	0	0	0		03
23157140	MGR DISTRIBUTION OPERATIONS	EAS-22	1	0	-1 VAC	0	0	0	0	0	0	0	0	1		10
08960028	INDUSTRIAL ENGINEER (PROCESSING)	EAS-21	1	0	-1 VAC	0	0	0	0	0	0	0	0	0		03
23150105	PROCESSING SUPPORT SPECIALIST	EAS-20	1	0	-1 VAC	0	0	0	0	0	0	0	0	0		03
23550011	MGR MAINTENANCE OPERATIONS	EAS-19	1	0	-1 VAC	0	0	0	0	0	0	0	0	3B		35
23150106	PROCESSING SUPPORT SPECIALIST	EAS-17	1	0	-1 VAC	0	0	0	0	0	0	0	0	0		03
23150066	SUPV DISTRIBUTION OPERATIONS	EAS-17	10	0	-10 VAC	0	0	0	0	0	0	0	0	1		10
23150103	SUPV DISTRIBUTION OPS (RELIEF)	EAS-17	2	0	-2 VAC	0	0	0	0	0	0	0	0	1		10
23650010	SUPV MAINTENANCE OPERATIONS	EAS-17	4	0	-4 VAC	0	0	0	0	0	0	0	0	3B		35
03180007	ADMINISTRATIVE ASSISTANT (FLD)	EAS-15	1	0	-1 VAC	0	0	0	0	0	0	0	0	8		82
Cost center Total:			28	0	-28	0	0	0	0	0	0	0	0			
Report Total:			28	0	28	0	0	0	0	0	0	0	0			

ATLANTA RPDC 2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What does this mean to you?

- A key goal of the Delivering for America plan is to create a stable and empowered workforce. As we modernize our mail processing operations and optimize the network, it will be essential to ensure the appropriate non-bargaining staffing is in place to drive efficiency and productivity in our plants.
- The Peachtree P&DC and Atlanta NDC function 1 mail processing operations will cease and transition to the Atlanta RPDC. This has been occurring in a phased approach and concluded on February 24, 2024.
- Due to this transition of work, non-bargaining employees within the Peachtree P&DC and Atlanta NDC will have rights to follow the work to the Atlanta RPDC competitive area. Employees will compete in the RIF together for authorized jobs in the Atlanta RPDC. The right to move with the work does not guarantee placement into an authorized job. Employees may still be subject to reassignment, demotion or separation during the RIF process.
- Management staffing has been evaluated in the Atlanta RPDC to align with the larger plant modernization and network optimization initiative. As a result of this organizational change, a reduction in force (RIF) will be conducted in the Atlanta RPDC competitive area on March 4, 2024, with a RIF effective date will be **June 14, 2024**.
- Employees who are impacted have been notified by their manager and will receive a Specific RIF Notice (SRN) to their address of record via First Class mail. The SRNs will indicate a placement in the form of a RIF reassignment, downgrade, or separation.
- Impacted employees will be eligible for certain benefits as they work to find a new position.
 - Impacted employees who are granted a voluntary downgrade will be eligible for two years saved grade and salary.
 - Impacted employees may be eligible to receive relocation benefits in accordance with Handbook F-15-A, Section 238 - Relocation Policy.

What should I do?

- The goal is to get a new job no later than **June 14, 2024**.
- Update your eCareer profile in advance of posting cycles.
- Monitor eCareer for job postings and talk with your manager about available opportunities.
- Your options for finding other employment may include:
 - **Non-Competitive Reassignment:** Between March 4, 2024 and **June 14, 2024**, you may request a non-competitive lateral reassignment or downgrade to a vacant position for which you are qualified by submitting a written request to the selecting official indicating your desire to be considered for the position non-competitively. **Note:** Although not required, it is to your advantage to attach a copy of your eCareer Candidate Profile, including the Summary of Accomplishments section addressing the job requirements for the position.
 - **Limited Area of Consideration (LAC) Job Posting**

Posting I March 19, 2024 – March 26, 2024 (7 day posting): Open to all career non-bargaining employees within the Atlanta RPDC Campus (to include the Augusta LPC, Atlanta LPC, Duluth LPC and Macon LPC).

Posting II May 6, 2024 – May 11, 2024 (5 day posting): Open to all remaining impacted career non-bargaining employees within the Atlanta RPDC Campus (to include the Augusta LPC, Atlanta LPC, Duluth LPC and Macon LPC).

ATLANTA RPDC 2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What should I do? (cont.)

- **Other Competitive Job Postings:** Available jobs in unaffected competitive areas will be posted as usual throughout this process. New postings open on Tuesdays and remain open for 15 days. Check the eligibility statements on the eCareer postings to determine if you are eligible to apply.
- If eligible and interested, explore retirement options and contact the HR Shared Service Center (HRSSC) at 1-877-477-3273, option 5.
- If you believe you are veterans' preference eligible for RIF purposes, you should review your RTR Employee Detail Report in your official personnel folder (eOPF). Contact the HRSSC at 1-877-477-3273, option 5, to correct any error in your RIF Vet Preference Code. Consult the "eOPF" section of LiteBlue for information related to the RIF Vet Preference Code on your RTR Employee Detail Report.

What happens if I take a voluntary downgrade?

- Impacted employees may request a non-competitive lateral reassignment or downgrade at any point within the timeline. Impacted employees, who are granted a voluntary downgrade, will be eligible for two years saved grade and salary.
- Non-impacted employees may request a non-competitive lateral reassignment or downgrade but will not be eligible for saved grade and salary.
- For additional information, consult Employee and Labor Relations Manual section 415.2 and the "Grade and Pay Retention" section of the Organizational Change/RIF FAQs referred to below.

What other resources are available to me for assistance or additional information?

- Keeping informed is critical during an organizational change. Here are some resources that may be helpful:
 - Your managers are available to answer questions.
 - Email Org Change Questions (GFV8C0@usps.gov) with specific questions.
 - For relocation questions, email RELOCATION (F47R00@usps.gov) or refer to Relocation Benefits: Handbook F-15-A, Section 238 - Relocation Policy.
 - Refer to the Organization Change Management Website for Organizational Change/RIF FAQs at https://myhr.usps.gov/about_hr/organization_design/organizational_changes.
 - Coping with change can be challenging. Help is available through the Employee Assistance Program (EAP) if needed. EAP provides many services for the Postal Service employees and their families. Information or assistance is available 24 hours a day, 7 days a week at:
 - 1-800-EAP-4-YOU (1-800-327-4968) • TTY 1-877-492-7341 • www.eap4you.com
 -

EMPLOYEE HANDOUT

2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What does this mean to you?

- The North Metro GA Processing & Distribution Center will transition into the Duluth GA Local Processing Centers (LPC). This transition will support the Delivering for America Plan and improve customer service, grow revenue by expanding access to our customers, and realign the entire network to ensure sustainability for the USPS.
- Changes have been made to the plant ranking model and management staffing criteria to align with the larger plant modernization and network optimization initiative. The authorized staffing within the Duluth GA Local Processing Centers LPC has been adjusted to align with the criteria.
- As a result of this organizational change, a reduction in force (RIF) will be conducted in the Duluth GA Local Processing Centers LPC competitive area on **March 4, 2024**, with a RIF effective date of **June 14, 2024**.
- Employees who are impacted have been notified by their manager and will receive a Specific RIF Notice (SRN) to their address of record via First Class mail. The SRNs will indicate a placement in the form of a RIF reassignment, downgrade, or separation.
- Impacted employees will be eligible for certain benefits as they work to find a new position.
 - Impacted employees who are granted a voluntary downgrade will be eligible for two years saved grade and salary.
 - Impacted employees may be eligible to receive relocation benefits in accordance with Handbook F-15-A, Section 238 - Relocation Policy.

What should I do?

- The goal is to get a new job no later than **June 14, 2024**.
- Update your eCareer profile in advance of posting cycles.
- Monitor eCareer for job postings and talk with your manager about available opportunities.
- Your options for finding other employment may include:
 - **Non-Competitive Reassignment:** Between **March 4, 2024**, and **June 14, 2024**, you may request a non-competitive lateral reassignment or downgrade to a vacant position for which you are qualified by submitting a written request to the selecting official indicating your desire to be considered for the position non-competitively. **Note:** Although not required, it is to your advantage to attach a copy of your eCareer Candidate Profile, including the Summary of Accomplishments section addressing the job requirements for the position.
 - **Limited Area of Consideration (LAC) Job Posting**

Posting I March 19, 2024 – March 26, 2024 (7 day posting): Open to all career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC).

Posting II May 6, 2024 – May 11, 2024 (5 day posting): Open to all remaining impacted career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC).

EMPLOYEE HANDOUT

2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What should I do? (cont.)

- **Other Competitive Job Postings:** Available jobs in unaffected competitive areas will be posted as usual throughout this process. New postings open on Tuesdays and remain open for 7 days. Check the eligibility statements on the eCareer postings to determine if you are eligible to apply.
- If eligible and interested, explore retirement options and contact the HR Shared Service Center (HRSSC) at 1-877-477-3273, option 5.
- If you believe you are veterans' preference eligible for RIF purposes, you should review your RTR Employee Detail Report in your official personnel folder (eOPF). Contact the HRSSC at 1-877-477-3273, option 5, to correct any error in your RIF Vet Preference Code. Consult the "eOPF" section of LiteBlue for information related to the RIF Vet Preference Code on your RTR Employee Detail Report.

What happens if I take a voluntary downgrade?

- Impacted employees may request a non-competitive lateral reassignment or downgrade at any point within the timeline. Impacted employees, who are granted a voluntary downgrade, will be eligible for two years saved grade and salary.
- Non-impacted employees may request a non-competitive lateral reassignment or downgrade but will not be eligible for saved grade and salary.
- For additional information, consult Employee and Labor Relations Manual section 415.2 and the "Grade and Pay Retention" section of the Organizational Change/RIF FAQs referred to below.

What other resources are available to me for assistance or additional information?

- Keeping informed is critical during an organizational change. Here are some resources that may be helpful:
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 - Refer to the Organization Change Management Website for Organizational Change/RIF FAQs at https://myhr.usps.gov/about_hr/organization_design/organizational_changes.
 - Coping with change can be challenging. Help is available through the Employee Assistance Program (EAP) if needed. EAP provides many services for the Postal Service employees and their families. Information or assistance is available 24 hours a day, 7 days a week at:
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EMPLOYEE HANDOUT

2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What does this mean to you?

- The Macon GA Processing & Distribution Center will transition into the Macon GA Local Processing Centers (LPC). This transition will support the Delivering for America Plan and improve customer service, grow revenue by expanding access to our customers, and realign the entire network to ensure sustainability for the USPS.
- Changes have been made to the plant ranking model and management staffing criteria to align with the larger plant modernization and network optimization initiative. The authorized staffing within the Macon GA Local Processing Centers LPC has been adjusted to align with the criteria.
- As a result of this organizational change, a reduction in force (RIF) will be conducted in the Macon GA Local Processing Centers LPC competitive area on **March 4, 2024**, with a RIF effective date of **June 14, 2024**.
- Employees who are impacted have been notified by their manager and will receive a Specific RIF Notice (SRN) to their address of record via First Class mail. The SRNs will indicate a placement in the form of a RIF reassignment, downgrade, or separation.
- Impacted employees will be eligible for certain benefits as they work to find a new position.
 - Impacted employees who are granted a voluntary downgrade will be eligible for two years saved grade and salary.
 - Impacted employees may be eligible to receive relocation benefits in accordance with Handbook F-15-A, Section 238 - Relocation Policy.

What should I do?

- The goal is to get a new job no later than **June 14, 2024**.
- Update your eCareer profile in advance of posting cycles.
- Monitor eCareer for job postings and talk with your manager about available opportunities.
- Your options for finding other employment may include:
 - **Non-Competitive Reassignment:** Between **March 4, 2024**, and **June 14, 2024**, you may request a non-competitive lateral reassignment or downgrade to a vacant position for which you are qualified by submitting a written request to the selecting official indicating your desire to be considered for the position non-competitively. **Note:** Although not required, it is to your advantage to attach a copy of your eCareer Candidate Profile, including the Summary of Accomplishments section addressing the job requirements for the position.
 - **Limited Area of Consideration (LAC) Job Posting**
 - Posting I March 19, 2024 – March 26, 2024 (7 day posting):** Open to all career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC).
 - Posting II May 6, 2024 – May 11, 2024 (5 day posting):** Open to all remaining impacted career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC).

EMPLOYEE HANDOUT

2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What should I do? (cont.)

- **Other Competitive Job Postings:** Available jobs in unaffected competitive areas will be posted as usual throughout this process. New postings open on Tuesdays and remain open for 7 days. Check the eligibility statements on the eCareer postings to determine if you are eligible to apply.
- If eligible and interested, explore retirement options and contact the HR Shared Service Center (HRSSC) at 1-877-477-3273, option 5.
- If you believe you are veterans' preference eligible for RIF purposes, you should review your RTR Employee Detail Report in your official personnel folder (eOPF). Contact the HRSSC at 1-877-477-3273, option 5, to correct any error in your RIF Vet Preference Code. Consult the "eOPF" section of LiteBlue for information related to the RIF Vet Preference Code on your RTR Employee Detail Report.

What happens if I take a voluntary downgrade?

- Impacted employees may request a non-competitive lateral reassignment or downgrade at any point within the timeline. Impacted employees, who are granted a voluntary downgrade, will be eligible for two years saved grade and salary.
- Non-impacted employees may request a non-competitive lateral reassignment or downgrade but will not be eligible for saved grade and salary.
- For additional information, consult Employee and Labor Relations Manual section 415.2 and the "Grade and Pay Retention" section of the Organizational Change/RIF FAQs referred to below.

What other resources are available to me for assistance or additional information?

- Keeping informed is critical during an organizational change. Here are some resources that may be helpful:
 - Your managers are available to answer questions.
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EMPLOYEE HANDOUT

2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What does this mean to you?

- The Augusta GA Processing & Distribution Center will transition into the Augusta GA Local Processing Centers (LPC). This transition will support the Delivering for America Plan and improve customer service, grow revenue by expanding access to our customers, and realign the entire network to ensure sustainability for the USPS.
- Changes have been made to the plant ranking model and management staffing criteria to align with the larger plant modernization and network optimization initiative. The authorized staffing within the Augusta GA Local Processing Centers LPC has been adjusted to align with the criteria.
- As a result of this organizational change, a reduction in force (RIF) will be conducted in the Augusta GA Local Processing Centers LPC competitive area on **March 4, 2024**, with a RIF effective date of **June 14, 2024**.
- Employees who are impacted have been notified by their manager and will receive a Specific RIF Notice (SRN) to their address of record via First Class mail. The SRNs will indicate a placement in the form of a RIF reassignment, downgrade, or separation.
- Impacted employees will be eligible for certain benefits as they work to find a new position.
 - Impacted employees who are granted a voluntary downgrade will be eligible for two years saved grade and salary.
 - Impacted employees may be eligible to receive relocation benefits in accordance with Handbook F-15-A, Section 238 - Relocation Policy.

What should I do?

- The goal is to get a new job no later than **June 14, 2024**.
- Update your eCareer profile in advance of posting cycles.
- Monitor eCareer for job postings and talk with your manager about available opportunities.
- Your options for finding other employment may include:
 - **Non-Competitive Reassignment:** Between **March 4, 2024**, and **June 14, 2024**, you may request a non-competitive lateral reassignment or downgrade to a vacant position for which you are qualified by submitting a written request to the selecting official indicating your desire to be considered for the position non-competitively. **Note:** Although not required, it is to your advantage to attach a copy of your eCareer Candidate Profile, including the Summary of Accomplishments section addressing the job requirements for the position.
 - **Limited Area of Consideration (LAC) Job Posting**
 - Posting I March 19, 2024 – March 26, 2024 (7 day posting):** Open to all career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC).
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EMPLOYEE HANDOUT

2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What should I do? (cont.)

- **Other Competitive Job Postings:** Available jobs in unaffected competitive areas will be posted as usual throughout this process. New postings open on Tuesdays and remain open for 7 days. Check the eligibility statements on the eCareer postings to determine if you are eligible to apply.
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EMPLOYEE HANDOUT

2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

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- Changes have been made to the plant ranking model and management staffing criteria to align with the larger plant modernization and network optimization initiative. The authorized staffing within the Atlanta GA Local Processing Centers LPC has been adjusted to align with the criteria.
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EMPLOYEE HANDOUT

2024 PLANT MODERNIZATION ORGANIZATIONAL CHANGE

What should I do? (cont.)

- **Other Competitive Job Postings:** Available jobs in unaffected competitive areas will be posted as usual throughout this process. New postings open on Tuesdays and remain open for 7 days. Check the eligibility statements on the eCareer postings to determine if you are eligible to apply.
- If eligible and interested, explore retirement options and contact the HR Shared Service Center (HRSSC) at 1-877-477-3273, option 5.
- If you believe you are veterans' preference eligible for RIF purposes, you should review your RTR Employee Detail Report in your official personnel folder (eOPF). Contact the HRSSC at 1-877-477-3273, option 5, to correct any error in your RIF Vet Preference Code. Consult the "eOPF" section of LiteBlue for information related to the RIF Vet Preference Code on your RTR Employee Detail Report.

What happens if I take a voluntary downgrade?

- Impacted employees may request a non-competitive lateral reassignment or downgrade at any point within the timeline. Impacted employees, who are granted a voluntary downgrade, will be eligible for two years saved grade and salary.
- Non-impacted employees may request a non-competitive lateral reassignment or downgrade but will not be eligible for saved grade and salary.
- For additional information, consult Employee and Labor Relations Manual section 415.2 and the "Grade and Pay Retention" section of the Organizational Change/RIF FAQs referred to below.

What other resources are available to me for assistance or additional information?

- Keeping informed is critical during an organizational change. Here are some resources that may be helpful:
 - Your managers are available to answer questions.
 - Email Org Change Questions (GFV8C0@usps.gov) with specific questions.
 - For relocation questions, email RELOCATION (F47R00@usps.gov) or refer to Relocation Benefits: Handbook F-15-A, Section 238 - Relocation Policy.
 - Refer to the Organization Change Management Website for Organizational Change/RIF FAQs at https://myhr.usps.gov/about_hr/organization_design/organizational_changes.
 - Coping with change can be challenging. Help is available through the Employee Assistance Program (EAP) if needed. EAP provides many services for the Postal Service employees and their families. Information or assistance is available 24 hours a day, 7 days a week at:
 - 1-800-EAP-4-YOU (1-800-327-4968) • TTY 1-877-492-7341 • www.eap4you.com

Plant Ranking and Staffing Implementation

Atlanta GA P&DC Org Change

March 1, 2024



Housekeeping

Please mute your phone.



If you wish to ask a question, please type it in the Zoom Chat Box.

Questions will be addressed at the end of the call.

This presentation will be provided after the meeting.

Agenda

- Case for Change
- Moving Forward
- What does this mean for me?
- Resources

The Case for Change

Case for Change

In support of the network transformation initiative, a review of the plant ranking model and methodology, as well as the respective management staffing criteria for mail processing, maintenance, and processing support positions was performed.

As a result, changes have been made to the plant ranking model and staffing criteria to align with the larger plant modernization and network optimization initiative. A memo issuing the new staffing criteria and implementation approach was published January 16, 2024.

The new criteria applies to the following two (2) types of mail processing plants in the new network:

- Local Processing Centers (LPCs)
- Regional Processing Distribution Centers (RPDCs)

As RPDCs and LPCs are established, the new ranking and staffing criteria will be applied. With this phased implementation approach, the facility level will be evaluated, and the authorized staffing will be adjusted.

Moving Forward

Moving Forward

The *Atlanta Ga P&DC* was established as the *Atlanta GA LPC* in the HR and finance systems on February 24, 2024.

The authorized staffing has been adjusted to align with the new criteria.

What does this mean for me?

Organizational Change Timeline

EVENTS	DATES	
Staffing changes implemented in Human Capital Enterprise System (HCES) related to this restructure	2/24/2024	
Town Hall Meeting to notify impacted employees of staffing changes within the competitive area.	3/4/2024	
Issue Specific RIF Notices	3/4/2024	
Specific RIF Notice Period	3/4/2024	- 6/14/2024
Impacted employees can request non-competitive lateral or downgrade assignments and apply for promotions throughout timeline in eCareer.	3/4/2024	- 6/14/2024
Ecareer Training Session	3/6/2024	
7-day LAC Posting I: Open to all career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC).	3/19/2024	- 3/26/2024
Selections made, Form 50 processed and effective date	4/20/2024	
5-day LAC Posting II: Open to all remaining impacted career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC)..	5/6/2024	5/11/2024
Selections made, Form 50 processed and effective date	6/1/2024	
RIF Effective Date (Effective date of RIF Separations)	6/14/2024	
Effective date of RIF Reassignment and Demotions	6/15/2024	

Employee Repositioning Options

Posting I (March 19 – March 26) 7-day Limited Area of Consideration (LAC) open to all career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC).

Posting II (May 6 – May 11) 5-day Limited Area of Consideration (LAC) open to all remaining impacted career non-bargaining employees within the Atlanta RPDC campus (to include Atlanta LPC, Augusta LPC, Duluth LPC, and Macon LPC).

You may apply competitively to job postings in eCareer; new job postings are posted every Tuesday.

You may submit requests for noncompetitive consideration for laterals and downgrades at any time during this organizational change. Employees requesting noncompetitive lateral, or downgrade reassignments will be afforded consideration in accordance with the ELM.

Impacted employees who accept a voluntary downgrade are eligible for saved grade/saved salary for two years.

Keep In Mind



Staffing changes were implemented in Human Capital Enterprise System (HCES) on February 24, 2024.



If you are impacted by these changes, you have already been notified. Impacted employees will receive a specific RIF notice in the mail detailing their status.



Get your eCareer profile completed ASAP; new job postings are posted every Tuesday.



Continue doing your current work until instructed otherwise. We will work together through the transition.

Resources Available to You

Employee Assistance Program (EAP)

- 1-800-EAP-4-YOU (1-800-327-4968)
- TTY 1-877-492-7341
- www.EAP4You.com

RIF Policy

- Employee and Labor Relations Manual (ELM), Section 354.2 Assignment of Nonbargaining Unit Employees Due to a Potential or Actual Reduction in Force.
- USPS LiteBlue website for organizational change/RIF information and frequently asked questions.

HRSSC

- Employee that are eligible and interested in retirement options should contact HRSSC at (877) 477-3272, option 5.

Relocation

- Relocation Benefits: Handbook F-15-A, Section 238 – Relocation Policy. For relocation questions, e-mail RELOCATION (F47R00@usps.gov).

Organizational Change Questions

- Your Manager
- E-mail: Org Change Questions (GFV8C0@usps.gov)

Questions



Additional questions related to this announcement can be addressed to your manager and HR at Org Change Questions (GFV8C0@usps.gov)

Plant Ranking and Staffing Implementation

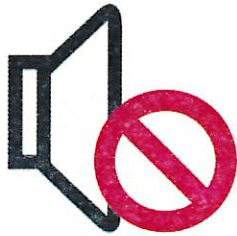
Atlanta RPDC Org Change

March 1, 2024



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- Overview
- Case for Change
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Overview

- ❑ Changes to the mail processing network have resulted in the discontinuance of operations at the Atlanta GA NDC and Peachtree GA P&DC.
- ❑ The mail and package volume has moved to the Atlanta GA RPDC.
- ❑ A reduction in force (RIF) will be implemented in the Atlanta GA NDC and Peachtree GA P&DC due to the discontinuance.
- ❑ Field HR, Organization Design, and EAP will work as a team to assist employees as we move through the transition.

The Case for Change

The Case for Change

The Peachtree P&DC and Atlanta NDC function 1 mail processing operations will cease and transition to the Atlanta RPDC. This has been occurring in a phased approach and concluded on February 24, 2024.

The realignment of the mail processing and network distribution facilities will support the Delivering for America Plan and improve customer service, grow revenue by expanding access to our customers, and realign the entire network to ensure sustainability for the USPS.

With the transition of work in this situation, non-bargaining employees within the impacted competitive areas are affected by changes together and will have rights to follow the work to the Atlanta RPDC competitive area.

The right to move with the work does not guaranteed placement. Employees may still be subject to reassignment, demotion or separation during the RIF process.

Case for Change

In support of the network transformation initiative, a review of the plant ranking model and methodology, as well as the respective management staffing criteria for mail processing, maintenance, and processing support positions was performed.

Changes have been made to the plant ranking model and staffing criteria to align with the larger plant modernization and network optimization initiative. A memo issuing the new staffing criteria and implementation approach was published January 16, 2024.

The new criteria applies to the following two (2) types of mail processing plants in the new network:

- Local Processing Centers (LPCs)
- Regional Processing Distribution Centers (RPDCs)

As RPDCs and LPCs are established, the new ranking and staffing criteria will be applied. With this phased implementation approach, the facility level will be evaluated, and the authorized staffing will be adjusted.

Moving Forward

Sensitive Commercial Information - Do Not Disclose / Attorney-Client Privileged / Attorney Work Product



Moving Forward

The Atlanta GA NDC and Peachtree GA P&DC function1 mail processing operations have ceased and transitioned to the Atlanta RPDC.

The Atlanta GA RPDC has been established in the HR and finance systems. The authorized staffing has been added effective February 24, 2024.

Employees in the Atlanta GA NDC and Peachtree GA P&DC will compete in a RIF together for authorized jobs in the Atlanta GA RPDC.

What does this mean for me?

Organizational Change Timeline

EVENTS	DATES	
Staffing changes implemented in Human Capital Enterprise System (HCES) related to this restructure	2/24/2024	
Town Hall Meeting to notify impacted employees of staffing changes within the competitive area.	3/4/2024	
Issue Specific RIF Notices	3/4/2024	
Specific RIF Notice Period	3/4/2024	6/14/2024
Impacted employees can request non-competitive lateral or downgrade assignments and apply for promotions throughout timeline in eCareer.	3/4/2024	6/14/2024
7-day LAC Posting I: Open to all career non-bargaining employees within the Atlanta RPDC Campus (to include the Atlanta RPDC, Augusta LPC, Atlanta LPC, Duluth LPC and Macon LPC).	3/19/2024	3/26/2024
Selections made, Form 50 processed and effective date	4/20/2024	
5-day LAC Posting II: Open to all remaining impacted career non-bargaining employees within the Atlanta RPDC Campus (to include the Augusta LPC, Atlanta LPC, Duluth LPC and Macon LPC).	5/6/2024	5/11/2024
Selections made, Form 50 processed and effective date	6/1/2024	
RIF Effective Date (Effective date of RIF Separations)	6/14/2024	
Effective date of RIF Reassignment and Demotions	6/15/2024	

Employee Repositioning Options

Posting I (March 10th – March 26th) : 7-day Limited Area of Consideration (LAC) open to all career non-bargaining employees within the Atlanta RPDC Campus (to include the Augusta LPC, Atlanta LPC, Duluth LPC and Macon LPC).

Posting II (May 6th – May 11th) 5-day Limited Area of Consideration (LAC) open to all remaining impacted career non-bargaining employees within the Atlanta RPDC Campus (to include the Augusta LPC, Atlanta LPC, Duluth LPC and Macon LPC).

You may apply competitively to job postings in eCareer; new job postings are posted every Tuesday.

You may submit requests for noncompetitive consideration for laterals and downgrades at any time during this organizational change. Employees requesting noncompetitive lateral or downgrade reassignments will be afforded consideration in accordance with the ELM.

Impacted employees who accept a voluntary downgrade are eligible for saved grade/saved salary for two years.

Keep In Mind



Staffing changes were implemented in Human Capital Enterprise System (HCES) on February 24, 2024.



If you are impacted by these changes, you **should** have already been notified by **your manager**. Impacted employees will receive a specific RIF notice in the mail detailing their status.



Supervisor Preferencing activities were completed in advance of the RIF activities. Supv placements were effective on February 24, 2024.



Get your eCareer profile completed ASAP; new job postings are posted every Tuesday.



Continue doing your current work until instructed otherwise. We will work together through the transition.

Resources Available to You

Employee Assistance Program (EAP)

- 1-800-EAP-4-YOU (1-800-327-4968)
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RIF Policy

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