



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

October 17, 2023

Board Memo 127-2023: Voluntary Early Retirement (VER) Authorization at New Jersey NDC & Greater Newark, NJ P&DC

Executive Board,

USPS receive VER authorization for all non-bargaining employees at the New Jersey NDC and all RIF Impacted Non-bargaining employees at the Greater Newark NJ P&DC.

Please share this information with your membership.

Thank you, and be safe.

NAPS Headquarters



October 12, 2023

RECEIVED
OCT 16 2023

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

Certified Mail Number
7022 3330 0000 9612 3515

Dear Ivan:

This letter is a follow-up to the Postal Service's August 15 and August 22 correspondences (enclosed) informing of the closure of the Greater Newark New Jersey Processing and Distribution Center (P&DC). The organization is offering a voluntary early retirement (VER) option to certain employees to encourage more voluntary separations to complete needed changes with minimal disruption to the workforce. This VER offering will not include a separation incentive.

The VER is being offered to non-bargaining employees in the New York Metro Processing Division assigned to the following facilities:

- Greater Newark NJ P&DC
- New Jersey Network Distribution Center (NDC)

A notification with annuity estimates will be mailed to VER-eligible employees on October 13, 2023. The VER window period for eligible employees will be October 13 through December 31, 2023 with a December 1, 2023 irrevocable date. The effective date of the VER will be December 31, 2023. Enclosed is a handout that will be provided to employees.

As a reminder, impacted non-bargaining employees that have been notified of a Reduction-In-Force (RIF) in the Greater Newark NJ P&DC competitive area, the RIF effective date is February 9, 2024.

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

Sincerely,

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

Bruce A. Nicholson
Director
Labor Relations Policies and Programs

Enclosures

LABOR RELATIONS



August 15, 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 7689 65

Dear Ivan:

The Postal Service intends to move package processing that is performed at the Greater Newark New Jersey (NJ) Processing and Distribution Center (P&DC) to the New Jersey Network Distribution Center (NDC). The package processing will be moved in stages and once finalized, the Greater Newark NJ P&DC installation will be discontinued.

The Greater Newark NJ P&DC resides in a leased building and the primary package equipment is outdated. Additionally, equipment was damaged because of the roof collapse that occurred at the facility in September 2021. The New Jersey NDC is located five miles from the Greater Newark P&DC and has sufficient space to deploy multiple package sorting machines and increase the capability of package processing operations. The discontinue of the Greater Newark NJ Processing and Distribution Center (P&DC) is targeted for February 24, 2024.

Reassignment of employees will made in accordance with Employee and Labor Relations Manual, Section 354. Please contact Paulita Wimbush at extension 4042 if you have any questions regarding this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce A. Nicholson".

For
Bruce A. Nicholson
Director
Labor Relations Policies and Programs

LABOR RELATIONS



August 22, 2023

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

Dear Ivan:

This is a follow up to our August 15 notice (attached) informing of the discontinuance of the Greater Newark New Jersey (NJ) Processing and Distribution Center (P&DC). A town hall meeting will be conducted on Thursday, August 24 with all non-bargaining employees at the Greater Newark NJ P&DC to inform of the discontinuance of the facility. Since the Greater Newark NJ P&DC is its own competitive area, a reduction in force (RIF) will be administered for all non-bargaining in Greater Newark NJ P&DC.

The notice will advise employees that the Greater Newark P&DC competitive area will be closed. As a result of the competitive area closing, all nonbargaining employees are considered impacted, including veterans' preference eligible employees. Impacted employees will receive a Specific RIF Notice dated **August 29, 2023** with a RIF separation effective date of **February 9, 2024**.

Employees will be informed of the following options:

1. Impacted employees may request a noncompetitive lateral assignment or downgrade to a vacant position for which they are qualified. Impacted employees who accept a voluntary downgrade will be eligible for two years of saved grade and salary.
2. 15-day Posting: *Limited Area of Consideration* (September 19 – October 4)
Open to all impacted career nonbargaining employees in the Greater Newark P&DC competitive area.

Enclosed is a copy of the town hall presentation that will be delivered on Thursday and a RIF timeline.

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

Sincerely,

A handwritten signature in black ink, appearing to read "B. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosures

EMPLOYEE HANDOUT
2023 New York Metro Processing Division
Voluntary Early Retirement (VER)

What does this mean to you?

- In response to the closure of the Greater Newark New Jersey Processing and Distribution Center (P&DC), the organization is offering a voluntary early retirement (VER) option to encourage more voluntary separations and help complete needed changes with minimal disruption to the workforce. This VER offering will not include a separation incentive.
- The VER is being offered to the following employees in the New York Metro Processing Division:
 - Non-bargaining and bargaining employees at the Greater Newark NJ P&DC
 - Non-bargaining employees at the New Jersey NDC
 - Clerk craft employees within the mail processing facilities within 50 miles of the Greater Newark NJ P&DC. This includes New Jersey NDC, DVD Building NJ P&DC, New York ISC, Brooklyn NY P&DC, Morgan NY P&DC, Queens NY P&DC, West Nassau NY P&DC, Bethpage NY P&DC and Northern NJ Metro P&DC

What if I want to retire?

- Voluntary Early Retirement (VER) is being offered to eligible employees; employees optionally eligible to retire will not participate in the VER.
- VER eligibility is determined by retirement eligibility as of **December 31, 2023**.
- To be eligible, an employee must be at least 50 years of age with at least 20 years of service or any age with at least 25 years of service. At least five years of the employee's service **MUST** be creditable civilian service, not military service. Employees may use military service to meet the balance of service required for eligibility.
- Annuity estimates will be mailed to VER-eligible employees on **October 13, 2023**. Please contact HRSSC at 1-877-477-3273 option 5, if you do not receive an annuity estimate or VER package.
- The VER window period for eligible employees is **October 13 through December 31, 2023**.
- For more information and VER FAQs, go to LiteBlue, click Retirement then VER FAQs under VER Info.
- Requests for early retirement must be submitted no later than 8:30 PM EST on **December 1, 2023**. Employees selected for jobs after the irrevocable date (**December 1, 2023**) but before the **VER effective date of December 31st** may withdraw their VER paperwork.
- VER effective date is **December 31, 2023**.