

# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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January 5, 2012

Mr. Denvel D. Adams  
Legislative Director  
Disabled American Veterans  
807 Maine Avenue SW  
Washington DC 20024

Dear Mr. Adams,

As an organization that represents the interests of our nation's veterans, we would like to bring to your attention a serious matter that will undoubtedly impact the future employment of hundreds if not thousands of veterans who now work for the United States Postal Service

The United States Postal Service is one of the largest employers of veterans in the country. It is estimated that around 25% of the Postal Service's 590,000 employees are veterans of our armed forces. Many of these veterans are employed at Postal Service mail processing facilities, which serve a vital role in sorting and preparing mail for delivery.

Our organization is fighting to stop the Postal Service plans to close over 250 of these mail processing facilities throughout the country due to the Postal Service's current financial condition. Congress is debating several bills that could resolve the Postal Service's financial crisis.

While the legislative debate continues, the Postal Service has plans for cost cutting that will impact thousands of postal employees, including large numbers of veterans and disabled veterans.

The Postal Service's current plans call for the closure of up to 250 medium and large sized processing facilities throughout the country. This plan was moving along swiftly to be implemented early in 2012. But, due to Congressional pressure, the Postal Service has imposed a five-month moratorium on moving on facility closures until May 15, 2012. The moratorium will not suspend Postal Service's planning efforts to implement these drastic cuts that will displace thousands of employees in a fragile economy.

We are concerned about the Postal Service's plans for several reasons, but importantly our reason for contacting your organization due to the impact that these closures will have on veterans.

We need to bring to your attention the application of Reduction-In-Force (RIF) rules that the Postal Service utilizes in the total closure of a facility. In the United States Postal Service, each post office and facility is considered its' own competitive area.

When the Postal Service reduces the size of a workforce in an office or facility, veterans within that facility receive protection from the Reduction-in-Force and maintain employment through their right to be placed into an assignment that remains in the post office/facility that they are qualified for. However, when a post office or facility is closed, the competitive area is eliminated. In these instances, veterans do not have the same "bumping rights" that are afforded when positions are simply reduced.

Additionally, with the closure of a competitive area (such as a post office or processing facility), veterans do not enjoy any preference eligibility and can ultimately be impacted by a Reduction in Force (RIF) and be left unemployed.

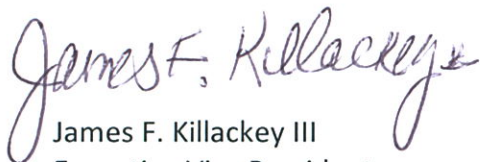
We realize that the Postal Service must realign its' workforce and that some positions need to be eliminated. Our organization has developed a plan that could reduce the impact of the Postal Service's closure plans. Our plan calls for "right-sizing" mail processing facilities by reducing employee staffing at most facilities, instead of closing them, which requires reassigning employees to new, remote locations, and increasing the mail transportation and environmental costs.

Our plan makes closures of facilities a last resort, instead of the first option. If implemented, our plan could still achieve significant reductions in labor costs, while maintaining current service levels and, most importantly, continue sustaining and protecting the good-paying jobs of thousands of current and returning veterans.

We know that your organization has a long history of ensuring the rights of veterans who have given much in the protection of the liberties we enjoy in this country. We would appreciate your support in bringing this issue to the attention of the Congress so that the rights of veterans are not abridged as a result of the Postal Service's current plans.

We would welcome an opportunity to discuss with you our concerns for the interests of veterans that both our organizations represent.

Sincerely yours,



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