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APR 21 2021

LABOR RELATIONS



April 20, 2021

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 2214-2753

Certified Mail Tracking Number:
7019 2280 0001 6260 4462

Dear Brian:

As a matter of general interest, the Postal Service will discontinue and dismantle Flat Sequencing Sorting (FSS) machines in several mail processing facilities across the country. The discontinued/dismantled machines will be replaced with package sorting equipment.

Below is a list of facilities where FSS machines will be removed, along with the tentative date each machine will be fully removed from its facility and the type of package sortation equipment the machine will be replaced with:

Mail Processing Facility	Tentative Removal Date	Package Sortation Equipment
West Valley, AZ P&DC	05/28/2021	SPSS
Seminole, FL P&DC	07/16/2021	SPSS
Royal Palm, FL P&DC	08/31/2021	SPSS
Middlesex-Essex, MA P&DC	08/31/2021	ADUS
Dulles, VA P&DC	08/31/2021	ADUS

Enclosed are informational materials, including a stand-up talk, provided to the employees at the West Valley, AZ P&DC concerning the removal of the FSS machine at that facility.

Please contact Mike Faber at 215-432-0613 if you have any questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Shannon R. Richardson", with a long, sweeping horizontal line extending to the right.

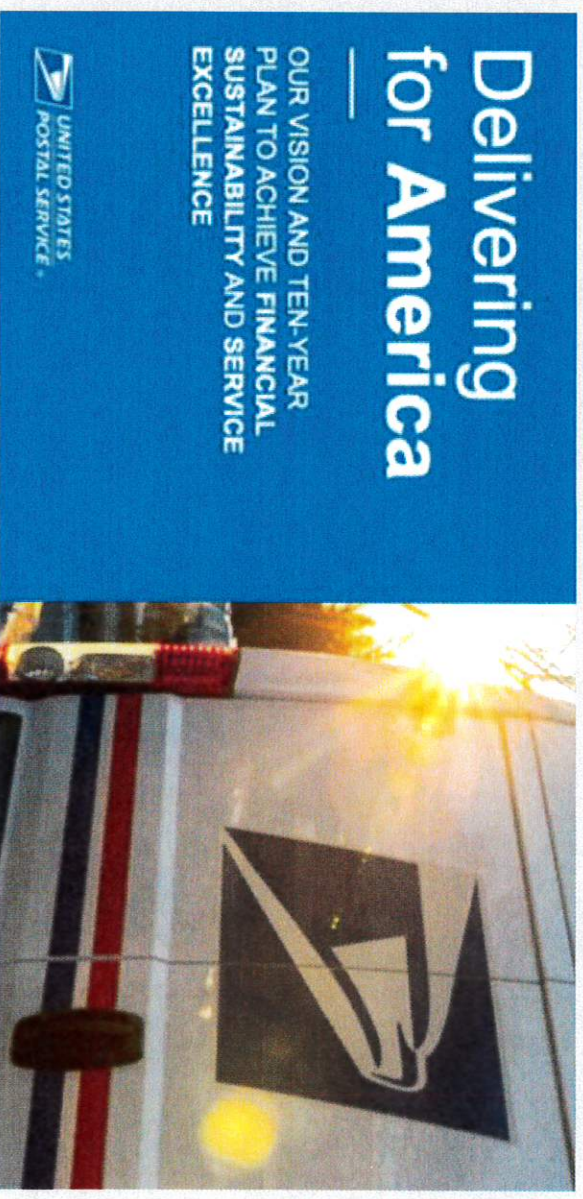
Shannon R. Richardson
A/Manager
Contract Administration (APWU)

Enclosures

DELIVERING FOR AMERICA

PREPARING FOR PACKAGES

On Mar. 23, the PMG
announced the Postal
Service's Ten-Year Plan



FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

DELIVERING FOR AMERICA

PREPARING FOR PACKAGES

"As mail volume declines and package volume increases, the Postal Service will adapt its facility footprint and processing capacity to improve service reliability and match the changing mix of mail and packages we process for our customers."



FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

DELIVERING FOR AMERICA

PREPARING FOR PACKAGES

Fiscal Year	FSS Total Pieces Fed	% Change from Prev FY
2016	7,858,769,343	-3.1%
2017	7,646,393,932	-2.7%
2018	7,293,150,713	-4.6%
2019	6,684,910,893	-8.3%
2020	5,123,236,012	-23.4%
Total 5 Year % Change		-42.1%

Volume processed on the FSS machines has declined more than 40 percent in the past five years.

FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

PREPARING FOR PACKAGES

FSS REMOVAL TO ENABLE SPSS INSTALLATION



One FSS at the West Valley facility will be disassembled beginning April 10 to make room for the installation of a new Small Parcel Sorting System (SPSS) that will be operational before peak.

FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

PREPARING FOR PACKAGES

FSS REMOVAL TO ENABLE SPSS INSTALLATION

The removal of one FSS machine from this facility will be seamless for carriers and customers. There will be no impact to delivery.

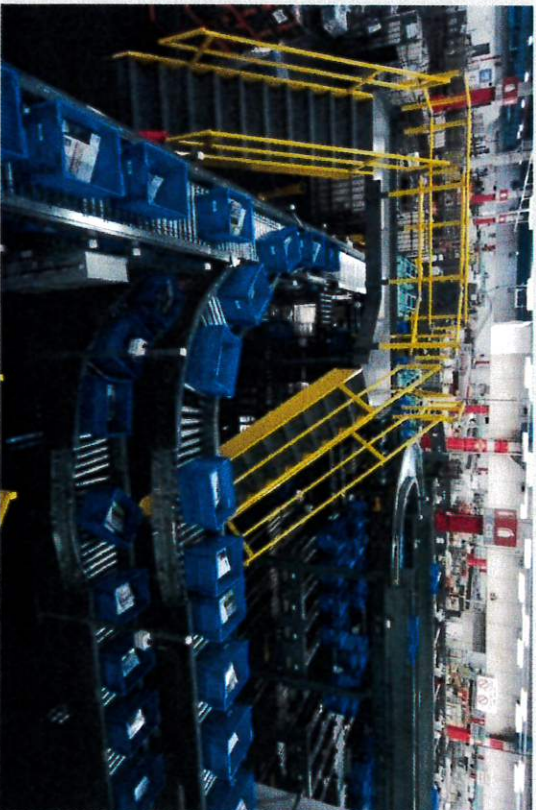


FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

PREPARING FOR MORE PACKAGES

FSS REMOVAL AND SPSS INSTALLATION

FSS



SPSS



FOR MORE INFORMATION: [USPS.COM/DELIVERINGFORAMERICA](https://usps.com/deliveringforamerica)

OPTIMIZING FLAT SEQUENCING SYSTEM (FSS)

MESSAGING: BACKGROUND | TALKING POINTS | FAQs

BACKGROUND

The Postal Service uses roughly 8,500 pieces of automated processing equipment to process mail and packages through an expansive network. Of the 8,500 pieces, 100 are Flat Sequencing Systems (FSS).

As mail volume continues to decline and package volume increases, the Postal Service must adapt its facility footprint and processing capacity to match the changing mix of mail and packages.

Mail volume processed on the FSS machines has declined more than 40 percent in the past five years. Removing the FSS equipment will allow the organization to repurpose that space to process increasing volumes of packages.

Fiscal Year	FSS Total Pieces Fed	% Change from Prev FY
2016	7,858,769,343	-3.1%
2017	7,646,393,932	-2.7%
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TALKING POINTS

- As mail volume continues to decline and package volume increases, the Postal Service must adapt its facility footprint and processing capacity to match the changing mix of mail and packages.
- Mail volume processed on the FSS machines has declined more than 40 percent in the past five years.
- Removing the FSS equipment will allow the organization to repurpose that space to process increasing volumes of packages.

FREQUENTLY ASKED QUESTIONS

a. What equipment is being evaluated?

The fleet size of the Flat Sequencing System (FSS) machines and other flat mail processing equipment will be evaluated and adjusted to match current and projected future volumes.

b. What exactly does an FSS do?

Flat Sequencing System machines process flat mail like large envelopes, magazines, newspapers, etc. and sequences them in delivery order, much like the Delivery Barcode Sorter does for letter mail.

c. How many FSS machines are in operation today?

There are 100 FSS machines in 45 facilities.

- d. **Will FSS machines be removed from operation?**
We have currently identified five machines that will be removed from operation and replaced with package sorting equipment. Future FSS removals and package sorting equipment deployments are being evaluated.
- e. **How will the mail be processed in absence of the FSS machines?**
The machines that are being removed are from facilities that have multiple FSS machines. The flat mail will simply be combined and optimized to run on one less machine.
- f. **How often is mail processing equipment evaluated for removal or relocation?**
Mail processing equipment is routinely evaluated, reconfigured, relocated or removed to improve efficiencies in operations.
- g. **Where will excess mail processing equipment go? Can the Postal Service sell it?**
The Postal Service has a responsible disposition plan for all excess mail processing equipment. In addition, the Postal Service will maintain some equipment for contingency planning purposes. The remainder of the equipment may be used for spare parts or sold.
- h. **Will another piece of equipment replace the FSS?**
Yes. Package sorting equipment will replace the removed FSS machines in the first five locations.
- i. **Will every removed FSS be replaced by package sorting equipment?**
Currently we are focusing on the five FSS machines that will be removed and replaced with package sorting machines. At this time, future FSS removals and package sorting equipment deployments are being evaluated.
- j. **How long does it take to disassemble an FSS machine?**
It takes roughly 5-6 weeks to disassemble an FSS machine.
- k. **When will they begin the process to disassemble the FSS machines?**
The process will be a phased approach. On Saturday, April 10, the FSS at the West Valley, AZ, facility will be the first to be disassembled.
- l. **When will the others be disassembled? Is there a schedule?**
We are anticipating the first five FSS machines to be removed by September 2021 to allow for the package sorting machines to be installed prior to peak. Additional FSS removals are currently being evaluated.
- m. **What will happen to the employees who work on the FSS machines?**
The Postal Service has long-standing negotiated contract provisions that address the issue of how to accommodate employee impacts/modified job assignments resulting from operational initiatives. We will adhere to those provisions when removing the 5 FSS machines.

Mandatory Stand-Up Talk

April 8, 2020

New package sorter to replace a West Valley FSS machine

Starting Saturday, April 10, work will begin to disassemble one of the Flats Sequencing System (FSS) machines in this facility to make way for a new package sorter — the Small Package Sorting System (SPSS).

As mail volume continues to decline and package volume increases, we must adapt our facilities and our processing capacity to match the changing mix of mail and packages.

Mail volume processed on the FSS machines has declined more than 40 percent in the past five years, while package volume has increased significantly. The space currently occupied by this FSS will be put to better use housing the package sorter.

3

Disassembling the FSS will take approximately six weeks. No delivery routes will be affected. The mail volume will be combined to run on the two remaining FSS machines.

The SPSS will start being assembled in early August and will be operational by peak.

This is good news for this facility!

Thank you for listening.

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