



March 6, 2024

Mr. Brian Renfroe  
President  
National Association of Letter Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001-2144

Certified Mail Number  
9589 0710 5270 0684 7740 03

Dear Brian:

This is in further reference to the Postal Service's October 18 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at four locations:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

The reviews were conducted at the following locations to determine whether efficiency and/or service could be improved by consolidating mail processing operations into Regional Processing and Distribution Centers (RPDCs):

- Columbia, MO P&DC to St Louis, MO P&DC
- Lehigh Valley, PA P&DC to Harrisburg, PA P&DC
- Tallahassee, FL P&DC to Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC to Philadelphia, PA P&DC

The results of the facility reviews support keeping the four facilities open and modernized as Local Processing Centers (LPC). The reviews support transferring some mail processing operations.

There will be no career employee layoffs as part of this initiative. All career bargaining unit employee reassignments, as well as any reduction in the number of non-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreement.



## Columbia, MO

The improvements for the Columbia facility will result in up to \$4 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Columbia facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Saint Louis P&DC. We anticipate this to impact the following career positions at the Columbia P&DC:

- 19 Craft
- 3 Management

## Lehigh Valley, PA

The improvements for the Lehigh Valley facility will result in up to \$11 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Lehigh Valley facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Harrisburg P&DC. We anticipate this to impact the following career positions at the Lehigh Valley P&DC:

- 25 Craft
- 6 Management



## Tallahassee, FL

The improvements for the Tallahassee facility will result in up to \$5 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Tallahassee facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Jacksonville NDC. We anticipate this to impact the following career positions at the Tallahassee P&DC:

- 3 Craft
- 1 Management

## Wilmington, DE

The improvements for the Wilmington facility will result in up to \$9 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Wilmington facility will maintain the following destinating operations once converted to the LPC:

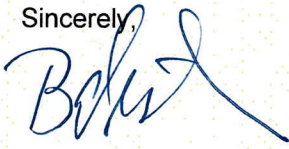
- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Wilmington P&DC:

- 13 Craft
- 6 Management

Enclosed are stand-up talks that will be provided to employees in each of the affected facilities and press releases that will be announced later today.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", with a long, sweeping underline.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



LABOR RELATIONS



October 18, 2023

Mr. Brian Renfroe  
President  
National Association of Letter Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001-2144

Certified Mail Number  
7022 3330 0000 9612 7490

Dear Brian:

This is an informational notice of the Postal Service's intent to conduct Mail Processing Facility Review (MPFR) studies in:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

In accordance with Handbook PO-408, *Mail Processing Facility Review*, an MPFR determines the feasibility of changing mail processing operations to improve operational efficiency and/or service. An MPFR involves the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service. The intent is to use Postal Service equipment, facilities, staff work hours and transportation more efficiently.

Specifically, feasibility studies will be conducted at the following facilities to determine whether efficiency and/or service could be improved by consolidating mail processing operations into other mail processing facilities:

- Columbia, MO Processing and Distribution Center (P&DC) into St Louis, MO P&DC
- Lehigh Valley, PA P&DC into Harrisburg, PA P&DC
- Tallahassee, FL P&DC into Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC into Philadelphia, PA P&DC

Enclosed is a Service Talk and Press Release that will be provided to employees in the four facilities that will be studied. Please contact Paulita Wimbush at extension 4042 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink that reads "Bruce A. Nicholson".

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures





March 6, 2024

Mr. Paul Hogrogian  
National President  
National Postal Mail Handlers Union  
815 16<sup>th</sup> Street NW, Suite 5100  
Washington, DC 20006-4101

Certified Mail Number  
9589 0710 5270 0684 7740 10

Dear Paul:

This is in further reference to the Postal Service's October 18 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at four locations:

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## Columbia, MO

The improvements for the Columbia facility will result in up to \$4 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Columbia facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Saint Louis P&DC. We anticipate this to impact the following career positions at the Columbia P&DC:

- 19 Craft
- 3 Management

## Lehigh Valley, PA

The improvements for the Lehigh Valley facility will result in up to \$11 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Lehigh Valley facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Harrisburg P&DC. We anticipate this to impact the following career positions at the Lehigh Valley P&DC:

- 25 Craft
- 6 Management



## Tallahassee, FL

The improvements for the Tallahassee facility will result in up to \$5 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Tallahassee facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Jacksonville NDC. We anticipate this to impact the following career positions at the Tallahassee P&DC:

- 3 Craft
- 1 Management

## Wilmington, DE

The improvements for the Wilmington facility will result in up to \$9 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Wilmington facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Wilmington P&DC:

- 13 Craft
- 6 Management



Enclosed are stand-up talks that will be provided to employees in each of the affected facilities and press releases that will be announced later today.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", with a stylized flourish extending to the right.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



LABOR RELATIONS



October 18, 2023

Mr. Paul Hogrogian  
National President  
National Postal Mail Handlers Union  
815 16<sup>th</sup> Street NW, Suite 5100  
Washington, DC 20006-4101

Certified Mail Number  
7022 3330 0000 9612 7681

Dear Paul:

This is an informational notice of the Postal Service's intent to conduct Mail Processing Facility Review (MPFR) studies in:

- Columbia, Missouri (MO)
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- Wilmington, Delaware (DE)

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- Tallahassee, FL P&DC into Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC into Philadelphia, PA P&DC

Enclosed is a Service Talk and Press Release that will be provided to employees in the four facilities that will be studied. Please contact Paulita Wimbush at extension 4042 if you have questions concerning this matter.

Sincerely,

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

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures





March 6, 2024

Mr. Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO  
1300 L Street N.W.  
Washington, DC 20005-4128

Certified Mail Number  
9589 0710 5270 0684 7740 27

Dear Mark:

This is in further reference to the Postal Service's October 18 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at four locations:

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- Lehigh Valley, Pennsylvania (PA)
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## Columbia, MO

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Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Columbia facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Saint Louis P&DC. We anticipate this to impact the following career positions at the Columbia P&DC:

- 19 Craft
- 3 Management

## Lehigh Valley, PA

The improvements for the Lehigh Valley facility will result in up to \$11 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Lehigh Valley facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Harrisburg P&DC. We anticipate this to impact the following career positions at the Lehigh Valley P&DC:

- 25 Craft
- 6 Management



## Tallahassee, FL

The improvements for the Tallahassee facility will result in up to \$5 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Tallahassee facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Jacksonville NDC. We anticipate this to impact the following career positions at the Tallahassee P&DC:

- 3 Craft
- 1 Management

## Wilmington, DE

The improvements for the Wilmington facility will result in up to \$9 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Wilmington facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

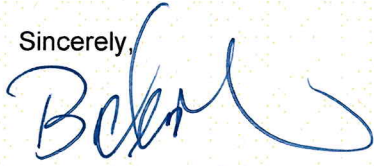
We do expect there will be some impacts to staffing with Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Wilmington P&DC:

- 13 Craft
- 6 Management



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Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson", with a stylized flourish at the end.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



LABOR RELATIONS



October 18, 2023

Mr. Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO  
1300 L Street N.W.  
Washington, DC 20005-4128

Certified Mail Number  
7022 3330 0000 9612 7698

Dear Mark:

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- Wilmington, DE P&DC into Philadelphia, PA P&DC

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Sincerely,

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Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures





March 6, 2024

Mr. Donald L. Maston  
President  
National Rural Letter Carriers' Association  
1630 Duke Street  
Alexandria, VA 22314-3467

Certified Mail Number  
9589 0710 5270 0684 7740 34

Dear Donald:

This is in further reference to the Postal Service's October 18 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at four locations:

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## Columbia, MO

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- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Saint Louis P&DC. We anticipate this to impact the following career positions at the Columbia P&DC:

- 19 Craft
- 3 Management

## Lehigh Valley, PA

The improvements for the Lehigh Valley facility will result in up to \$11 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Lehigh Valley facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Harrisburg P&DC. We anticipate this to impact the following career positions at the Lehigh Valley P&DC:

- 25 Craft
- 6 Management



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Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Tallahassee facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Jacksonville NDC. We anticipate this to impact the following career positions at the Tallahassee P&DC:

- 3 Craft
- 1 Management

## Wilmington, DE

The improvements for the Wilmington facility will result in up to \$9 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Wilmington facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
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- Express
- Business Mail Entry Unit (BMEU)

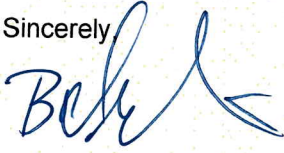
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- 13 Craft
- 6 Management



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Sincerely

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Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



LABOR RELATIONS



October 18, 2023

Mr. Donald L. Maston  
President  
National Rural Letter Carriers' Association  
1630 Duke Street  
Alexandria, VA 22314-3467

Certified Mail Number  
7022 3330 0000 9612 7704

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Sincerely,

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

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures





March 6, 2024

Ms. Suzanne DeWeese  
President  
National Postal Professional Nurses  
4502 Spruce Knoll LN  
Indianapolis, IN 46220-6332

Certified Mail Number  
9589 0710 5270 0684 7740 41

Dear Suzanne:

This is in further reference to the Postal Service's October 18 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at four locations:

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- 19 Craft
- 3 Management

## Lehigh Valley, PA

The improvements for the Lehigh Valley facility will result in up to \$11 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Lehigh Valley facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Harrisburg P&DC. We anticipate this to impact the following career positions at the Lehigh Valley P&DC:

- 25 Craft
- 6 Management



## Tallahassee, FL

The improvements for the Tallahassee facility will result in up to \$5 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Tallahassee facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Jacksonville NDC. We anticipate this to impact the following career positions at the Tallahassee P&DC:

- 3 Craft
- 1 Management

## Wilmington, DE

The improvements for the Wilmington facility will result in up to \$9 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Wilmington facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Wilmington P&DC:

- 13 Craft
- 6 Management



Enclosed are stand-up talks that will be provided to employees in each of the affected facilities and press releases that will be announced later today.

Sincerely,

A handwritten signature in blue ink, appearing to read 'B. Nicholson', with a stylized flourish at the end.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



LABOR RELATIONS



October 18, 2023

Ms. Suzanne DeWeese  
President  
National Postal Professional Nurses  
4502 Spruce Knoll LN  
Indianapolis, IN 46220-6332

Certified Mail Number  
7022 3330 0000 9612 7674

Dear Suzanne:

This is an informational notice of the Postal Service's intent to conduct Mail Processing Facility Review (MPFR) studies in:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

In accordance with Handbook PO-408, *Mail Processing Facility Review*, an MPFR determines the feasibility of changing mail processing operations to improve operational efficiency and/or service. An MPFR involves the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service. The intent is to use Postal Service equipment, facilities, staff work hours and transportation more efficiently.

Specifically, feasibility studies will be conducted at the following facilities to determine whether efficiency and/or service could be improved by consolidating mail processing operations into other mail processing facilities:

- Columbia, MO Processing and Distribution Center (P&DC) into St Louis, MO P&DC
- Lehigh Valley, PA P&DC into Harrisburg, PA P&DC
- Tallahassee, FL P&DC into Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC into Philadelphia, PA P&DC

Enclosed is a Service Talk and Press Release that will be provided to employees in the four facilities that will be studied. Please contact Paulita Wimbush at extension 4042 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", with a long horizontal flourish extending to the right.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures





March 6, 2024

Mr. Frank Albergo  
President  
Postal Police Officers Association  
P.O. Box 60  
Point Lookout, NY 11569-0060

Certified Mail Number  
9589 0710 5270 0684 7740 58

Dear Frank:

This is in further reference to the Postal Service's October 18 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at four locations:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

The reviews were conducted at the following locations to determine whether efficiency and/or service could be improved by consolidating mail processing operations into Regional Processing and Distribution Centers (RPDCs):

- Columbia, MO P&DC to St Louis, MO P&DC
- Lehigh Valley, PA P&DC to Harrisburg, PA P&DC
- Tallahassee, FL P&DC to Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC to Philadelphia, PA P&DC

The results of the facility reviews support keeping the four facilities open and modernized as Local Processing Centers (LPC). The reviews support transferring some mail processing operations.

There will be no career employee layoffs as part of this initiative. All career bargaining unit employee reassignments, as well as any reduction in the number of non-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreement.



## Columbia, MO

The improvements for the Columbia facility will result in up to \$4 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Columbia facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Saint Louis P&DC. We anticipate this to impact the following career positions at the Columbia P&DC:

- 19 Craft
- 3 Management

## Lehigh Valley, PA

The improvements for the Lehigh Valley facility will result in up to \$11 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Lehigh Valley facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Harrisburg P&DC. We anticipate this to impact the following career positions at the Lehigh Valley P&DC:

- 25 Craft
- 6 Management



## Tallahassee, FL

The improvements for the Tallahassee facility will result in up to \$5 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Tallahassee facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Jacksonville NDC. We anticipate this to impact the following career positions at the Tallahassee P&DC:

- 3 Craft
- 1 Management

## Wilmington, DE

The improvements for the Wilmington facility will result in up to \$9 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Wilmington facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Wilmington P&DC:

- 13 Craft
- 6 Management



Enclosed are stand-up talks that will be provided to employees in each of the affected facilities and press releases that will be announced later today.

Sincerely,



Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



LABOR RELATIONS



October 18, 2023

Mr. Frank Albergo  
President  
Postal Police Officers Association  
P.O. Box 60  
Point Lookout, NY 11569-0060

Certified Mail Number  
7022 3330 0000 9612 7667

Dear Frank:

This is an informational notice of the Postal Service's intent to conduct Mail Processing Facility Review (MPFR) studies in:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

In accordance with Handbook PO-408, *Mail Processing Facility Review*, an MPFR determines the feasibility of changing mail processing operations to improve operational efficiency and/or service. An MPFR involves the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service. The intent is to use Postal Service equipment, facilities, staff work hours and transportation more efficiently.

Specifically, feasibility studies will be conducted at the following facilities to determine whether efficiency and/or service could be improved by consolidating mail processing operations into other mail processing facilities:

- Columbia, MO Processing and Distribution Center (P&DC) into St Louis, MO P&DC
- Lehigh Valley, PA P&DC into Harrisburg, PA P&DC
- Tallahassee, FL P&DC into Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC into Philadelphia, PA P&DC

Enclosed is a Service Talk and Press Release that will be provided to employees in the four facilities that will be studied. Please contact Paulita Wimbush at extension 4042 if you have questions concerning this matter.

Sincerely,

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

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures





March 6, 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 7740 65

Dear Ivan:

This is in further reference to the Postal Service's October 18 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at four locations:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

The reviews were conducted at the following locations to determine whether efficiency and/or service could be improved by consolidating mail processing operations into Regional Processing and Distribution Centers (RPDCs):

- Columbia, MO P&DC to St Louis, MO P&DC
- Lehigh Valley, PA P&DC to Harrisburg, PA P&DC
- Tallahassee, FL P&DC to Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC to Philadelphia, PA P&DC

The results of the facility reviews support keeping the four facilities open and modernized as Local Processing Centers (LPC). The reviews support transferring some mail processing operations.

There will be no career employee layoffs as part of this initiative. All career bargaining unit employee reassignments, as well as any reduction in the number of non-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreement.



## Columbia, MO

The improvements for the Columbia facility will result in up to \$4 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Columbia facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Saint Louis P&DC. We anticipate this to impact the following career positions at the Columbia P&DC:

- 19 Craft
- 3 Management

## Lehigh Valley, PA

The improvements for the Lehigh Valley facility will result in up to \$11 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Lehigh Valley facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Harrisburg P&DC. We anticipate this to impact the following career positions at the Lehigh Valley P&DC:

- 25 Craft
- 6 Management



## Tallahassee, FL

The improvements for the Tallahassee facility will result in up to \$5 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Tallahassee facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Jacksonville NDC. We anticipate this to impact the following career positions at the Tallahassee P&DC:

- 3 Craft
- 1 Management

## Wilmington, DE

The improvements for the Wilmington facility will result in up to \$9 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Wilmington facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

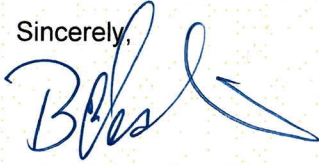
We do expect there will be some impacts to staffing with Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Wilmington P&DC:

- 13 Craft
- 6 Management



Enclosed are stand-up talks that will be provided to employees in each of the affected facilities and press releases that will be announced later today.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson", with a long, sweeping flourish extending to the right.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



LABOR RELATIONS



October 18, 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 7650

Dear Ivan:

This is an informational notice of the Postal Service's intent to conduct Mail Processing Facility Review (MPFR) studies in:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

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Specifically, feasibility studies will be conducted at the following facilities to determine whether efficiency and/or service could be improved by consolidating mail processing operations into other mail processing facilities:

- Columbia, MO Processing and Distribution Center (P&DC) into St Louis, MO P&DC
- Lehigh Valley, PA P&DC into Harrisburg, PA P&DC
- Tallahassee, FL P&DC into Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC into Philadelphia, PA P&DC

Enclosed is a Service Talk and Press Release that will be provided to employees in the four facilities that will be studied. Please contact Paulita Wimbush at extension 4042 if you have questions concerning this matter.

Sincerely,

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

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures





March 6, 2024

Mr. Edmund A. Carley  
National President  
United Postmasters and Managers of America  
8 Herbert Street  
Alexandria, VA 22305-2628

Certified Mail Number  
9589 0710 5270 0684 7740 72

Dear Edmund:

This is in further reference to the Postal Service's October 18 correspondence (enclosed) regarding its intent to conduct Mail Processing Facility Reviews (MPFR) at four locations:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

The reviews were conducted at the following locations to determine whether efficiency and/or service could be improved by consolidating mail processing operations into Regional Processing and Distribution Centers (RPDCs):

- Columbia, MO P&DC to St Louis, MO P&DC
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- Wilmington, DE P&DC to Philadelphia, PA P&DC

The results of the facility reviews support keeping the four facilities open and modernized as Local Processing Centers (LPC). The reviews support transferring some mail processing operations.

There will be no career employee layoffs as part of this initiative. All career bargaining unit employee reassignments, as well as any reduction in the number of non-career employees, will be made in accordance with Article 12 of the respective collective bargaining agreement.



## Columbia, MO

The improvements for the Columbia facility will result in up to \$4 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Columbia facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Saint Louis P&DC. We anticipate this to impact the following career positions at the Columbia P&DC:

- 19 Craft
- 3 Management

## Lehigh Valley, PA

The improvements for the Lehigh Valley facility will result in up to \$11 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Lehigh Valley facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Harrisburg P&DC. We anticipate this to impact the following career positions at the Lehigh Valley P&DC:

- 25 Craft
- 6 Management



## Tallahassee, FL

The improvements for the Tallahassee facility will result in up to \$5 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Tallahassee facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)

We do expect there will be some impacts to staffing with Originating operations moving to the Jacksonville NDC. We anticipate this to impact the following career positions at the Tallahassee P&DC:

- 3 Craft
- 1 Management

## Wilmington, DE

The improvements for the Wilmington facility will result in up to \$9 million in investments for modernization efforts and deferred maintenance. These investments will result in expanded and streamlined package processing and distribution capabilities in the local market and new workplace amenities for USPS employees such as new lighting, as well as renovated bathrooms and breakrooms.

Once changes are implemented, Business mail entry, Post Office, station, and branch retail services are not expected to change, and delivery services will be enhanced. It is also anticipated that the Wilmington facility will maintain the following destinating operations once converted to the LPC:

- Destinating packages
- Destinating letters and flats
- Manual letters and flats
- Express
- Business Mail Entry Unit (BMEU)


We do expect there will be some impacts to staffing with Originating operations moving to the Philadelphia P&DC. We anticipate this to impact the following career positions at the Wilmington P&DC:

- 13 Craft
- 6 Management



Enclosed are stand-up talks that will be provided to employees in each of the affected facilities and press releases that will be announced later today.

Sincerely,



Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures



LABOR RELATIONS



October 18, 2023

Edmund A. Carley  
National President  
United Postmasters and Managers of America  
8 Herbert Street  
Alexandria, VA 22305-2628

Certified Mail Number  
7022 3330 0000 9612 7643

Dear Edmund:

This is an informational notice of the Postal Service's intent to conduct Mail Processing Facility Review (MPFR) studies in:

- Columbia, Missouri (MO)
- Lehigh Valley, Pennsylvania (PA)
- Tallahassee, Florida (FL)
- Wilmington, Delaware (DE)

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- Lehigh Valley, PA P&DC into Harrisburg, PA P&DC
- Tallahassee, FL P&DC into Jacksonville, FL Network Distribution Center (NDC)
- Wilmington, DE P&DC into Philadelphia, PA P&DC

Enclosed is a Service Talk and Press Release that will be provided to employees in the four facilities that will be studied. Please contact Paulita Wimbush at extension 4042 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", written over a white background.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures