

Comments Received from Individuals – Volume I

"As you begin the process of determining how our Postal Service can compete and stay viable, please remember that Over a 100,000,000 people live in Rural America and that we count on the Postal Service to keep us connected to both our Personal and our Business Interests. While this Government Agency is not perfect it does provide an important service to our Communities and we clearly want it to stay connected to all of America, not just the population centers of our Country. I hope this short note helps you to remember those of us who feel a real sense of Loyalty to our Postal Service and our Country. We wish you the greatest Success in this most important assignment."

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"I took your e-mail address from Federal Times newspaper.

I believe the postal service could function at it's best with motivated employees. I retired as a letter carrier with a little over 35 years service in January 2003. I also had over 1 year and 7 months of unused sick time I was able to add to those years for a higher retirement pay.

There is a lot of stress at the post office among the carriers and clerks. One of the reasons I left when I did, is because things were getting too tense, and I wanted to leave before somebody broke down under the pressure. The possibilities are real.

The postal service uses a computer program to prove to each man that he is not doing his job. They calculate mail volume, add guess work, and conclude the carrier should finish his route an hour early. He is then instructed to work on another route to finish his 8 hour day. Most of the time there is a route or two in the office that is left open (no carrier assigned that day), just to make sure there is extra work for those who are "short time" for the day. Of course the mail volume is down, but the percentage is only about 3%, but that is not enough to bully the guys into working an extra hour.

The Postal Service Management in Washington know all about this program, but they hate the unions so much, they take it out on the individual carriers. The program is tied to an automation program called Delivery Point Sequence. DPS for short, but the carriers call it Delivery Past Sundown.

It takes more time to sort the mail, and get it trucked to the post office, so management has changed the times carriers report to work. We went from 6am to 7:45am. In the winter time, it is dark before we finish the route. There was a carrier killed in Kansas City when he was hit by an SUV while working after dark. He even came back to the post office, and told his supervisor it was too dark to work, but they returned him to the route. He didn't know he could have filed a hazardous duty report, and then refused to go back out. It cost him his life, and he only needed a few months to retire. He was not a rookie, but a proven veteran that wanted to serve his customers.

My point to this is that the top management is putting the pressure on the front line supervisors to cut expenses. I think everybody should do their part, but when too much pressure is applied, the lid will blow.

When I retired, the postmaster came and presented me with a new watch, and a certificate signed by one of the top management team members in San Antonio. The guys at my office chipped in and bought a big cake, and we had a little break during regular coffee break time. It was a fun time.

The watch cost \$35 on the web, (\$1 per year I guess). I was so disappointed that I bought myself a nice watch from the US Mint. The certificate was signed by the same man who followed me one morning with his headlights turned off. I was driving a truck hauling mail to a substation so the clerk could put it in the post office boxes. She saw the car following me, and called my attention to it. When it passed the lights on the dock, I recognized the occupants. You can guess how much I prize that certificate.

When the man just ahead of me retired, the postmaster came and gave him a watch. He also gave him \$100, with instructions to take his wife to eat. The postmaster had forgotten the man's wife had died 3 months earlier. You could have heard a pin drop on that one.

My point is that the carriers and clerks don't even feel welcome at the place where they work. If there was a feeling of accomplishment, and a little less harassment by the supervisors, then the postal service could deal with financial adversity easier. Happy people will get a lot more work done than somebody who feel worthless. There is no dedication anymore, and the postal service is paying the bill. My prediction is that the postal service will be regulated to junk mail as soon as the older generation passes, and the next one is more computer literate.

Thank you for reading this.

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“I am a postal employee with 29 years seniority. I along with many of my cohorts, would like to see an early -out retirement plan. Many workers are close to retiring and would probably leave if they were offered an early out incentive .This is all people near retirement talk about at work. Thank you.”

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"To whom it may concern,

One of the items on your agenda when reviewing the working conditions as well as the make up of the USPS. Is the ratio in which all Supervisors must be responsible in managing large numbers of employees. While being compared to the private sector in terms of salary. Why aren't the postal Supervisors also compared to those very same managers in the private sector in terms of number employees they directly supervise?

The current ratio of 20 or 30 something to 1 in the USPS is an awesome task to control and is directly responsible why it's so hard to successfully manage our employees. I would venture to say that managing ten employees at once is a more reasonable task as opposed to 20 or 30 to 1. The USPS takes in account Postmasters into the equation when it comes to facility sizes, however anyone who knows Postmaster knows they are not directly in contact with the craft employees and rarely are involved with the daily managing / confrontation with craft employees. So they should not be factored into the equation of an additional manager supervising craft employees."

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"To whom it may concern,

Another idea in which the USPS could save millions of dollars and reduce it's liabilities in terms of injured employees as well as vehicle accidents is this following theory.

Consider evaluated routes for all rural as well as city delivery positions craft employees. Having now said that. Once evaluated routes have been established, figure out a financial process on how the letter carriers & rural routes could buy their own LLV's from the postal service as well as maintain them and supply their own insurance at the same time.

Having relived this financial burden from the USPS for purchasing vehicles, fueling, insuring, maintenance, and more then likely reducing accidents. I have no doubt you would see a slimmer and healthier USPS in the near future. But, the key to all of this is having evaluated city routes first. This way the current unmotivated employee has a motivation.

PS Please take into account the new monies that will be received when thousands of employees are forced to buy these current old LLV's now being used by the USPS."

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"The commission must take a strong look into how Injury Compensation and EEO complaints are affecting the Postal Service's bottom line. This is probalby the two most costly programs to the service. (I believe it is close to a billion dollars). The service is treated differently than private industry when dealing with these two programs."

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"Hello,

I would like to comment on the U.S.P.S. from the point of view of a rural mail carrier.

We rural carriers have a unique position in the P.O. we are basically salaried employees who have an incentive to get the job done much more quickly and more productively than our brother, uniformed city carriers. All rural routes are measured through a burdensome process where all mail addressed to any route is counted for a period of 20 days, then using negotiated values, the mail is transposed into a hourly evaluation for that route. Take my route for instance, I have 45 hour route. That means I get paid for 45 hours per week no matter if I work 35 hours for that week or 50 hours for that week. Most weeks I am under my evaluation, because I have an incentive to work quickly and more effciently to get the job done.

The commission should compare the amount of work a rural route carrier performs as compared to a city carrier, you'll see that the rural system is a big money saver for the P.O. The P.O. has the figures for comparison if you'd like them.

Having said that, the P.O. has recently attacked our craft by decreasing the negotiated values that each piece of mail is given, therefore increasing the amount of mail each route receives but decreasing the amount of hourly compensation, therefore decreasing the incentive for us to work quickly and efficiently. The P.O. has used their automation machinery to take the "service" out of the P.O. Instead of relying on carriers to look at each piece of mail someone receives, they let the machines do it. The machines are far from perfect and make many mistakes. Every day mail is brought out to the streets of the U.S. by city and rural carriers that is missorted by the machines, therefore it has to be brought back and resorted by hand. A lot is misdelivered because the carrier may be inexperienced on a certain route and doesn't know the mail doesn't belong where it's going. A lot of mail that the addressee has moved is misdelivered. The P.O. currently does this only for letter mail, their plans are to soon include periodicals and other oversized mail into the automation process. I can tell you that as a carrier for over 17 years that this will further decrease the amount of "service" we provide.

The P.O. should be made to go back to providing more of a service by letting the carriers make more delivery decisions by looking at every piece of mail before it's sorted and brought to the street, like it was done for over 200 years. Their productivity numbers may look great because of the automated machinery, but that in no way tells the whole story of what is going on with the mail. Please take the time to speak with city carriers and rural carriers about these issues without management nearby, you'll get an earful! Thank you, a concerned U.S. Postal Service rural carrier."

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"When I started carrying a rural route in 1988, we received around 32 cents per mile and congress let us deduct about 15 cents more on our taxes. Or a total of about 45 cents. Now with the price of gas and vehicles going up over 20 years we get around 39 cents per mile. What a great company to work for. Why can't they make money? Bulk mailers pay very little and the cost to average citizens goes up to subsidize the large companies."

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"I apprenticed for ten years before becoming a career employee, and have been working six days a week since the implementation of the arbitration award in February. I have seen a great deal of dysfunctional behavior in the period of time since I have been employed by the Postal Service.

1. Carrier equipment has been downgraded to make the physical requirements of the actual task performed more debilitating. Parcelcarts used to be made of canvas duck with a spring loaded base, so that the carts were lighter, and could easily be sorted from a standing position. "New" carts have no such feature, and the position of lifting parcels from the bottom of the cart makes back injuries more likely. Case labels are usually in 6 point typeface, much smaller than the old 12 point type, which was clearly easier to see.

2. Carriers are experiencing serious repetitive motion disorders due to the higher volume of letters processed manually. After the arbitor's award to the Postal Service in relation to piece size and classification, carriers are subjected to increased physical demands which literally tear them apart.

3. Carriers mailcount, which determines the salary they receive, is unfairly weighted towards management's view of efficiency. Even before the count has been executed, management informs carriers "no route shall grow." Counts which previously were conducted during the fall now occur in the late winter. Management refuses to cede time for hazardous driving conditions (which carriers are subjected to in the northern tier of the Nation for six months of the year) and tells carriers to not expect any time adjustment.

4. Management discipline is capricious at best, and racist at worst. Carriers are overwhelmed by the lack of experience management has for the real hazards of the craft, while trying to satisfy a growing number of customers.

It is my sincere hope that these and other issues concerning the Rural Craft be included in the Panel's investigation."

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"As a Postal Service line supervisor, I believe the Postmaster General's "Transformation Plan" does not go far enough to ensure the future of the Postal Service. Indeed, the very Private Express Statutes and Universal Postal Service that we hold so dear in the Service should be questioned. The entire Transformation Plan hinges on the belief that a Universal Postal Service is necessary for the security of the country and that maintaining them is worth the cost to the government. I am not so certain. I see the mail that arrives at my office for delivery every day. The Postal Service is not much more than an advertising outlet. Is it so important to maintain the illusion that the Postal Service delivers the warm, fuzzy missives of Grandma to little Jamie, when this is not true anymore? It's very important to keep the business of business moving by delivering advertising material to the public and to other businesses, but should the government be in the business of providing this service? I believe not.

Every day, I see the results of belt tightening in the Postal Service. I am tasked with pushing unionized clerks and letter carriers to work harder when there is no incentive for them to do so. The Postal unions are running the Postal Service. I believe real reform cannot occur until the Postal Service is released from the constraints of the unions, including my own management association. I must manage a unionized workforce that tells me how much overtime they have and I must manage to that number regardless of the mail volume before me. They decide whether they will work this overtime. My letter carriers are typical of the letter carriers across the country: good people who have become complacent in the mistaken knowledge that they will be able to continue as they have until retirement and there is nothing I can do about it. They simply do not understand the precipice on which we are standing and they do nothing to improve our situation.

I am one Postal employee who believes the only real future of the Postal Service is either outright privatization or something very similar to it. It will allow us to get out from under the painful restrictions imposed by outside arbitrators in favor of our unions to the point where we can no longer provide the service we are mandated to provide.

There are many other problems that are built into the "system" of the Postal Service. In order to abbreviate this letter, I have focused on just one, the stranglehold our unions hold over the Service.

In closing, let me tell you a little about myself. I have worked for the Postal Service for twenty years and hold a M. B. A. I have been a clerk and a supervisor. I have held many positions within the Postal Service and have had several "careers" in private industry. So, I have not spent my entire working life as a Postal Service employee.

Please, do not let the Postal Service languish until it is completely unmanageable. Make the difficult decisions now, while there is still time to salvage what could be a vital service to our country. Whether that service is provided by the government, by a quasi-government agency as it is now, or by private industry is up to you.”

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“Hello

It's been my opinion for many years now that one aspect of reducing expenses within the postal service should be first to completely discontinue the use of any funds for sponsoring Mr. Armstrong or any other sport or other venue. We are in the service industry and don't have the money for sponsorships.

Second to discontinue expensive and all other advertisements of the Post Office and our products. Every last American knows what the Post Office is and what we sell. And Third and the most important and the very hardest for any commission, congress and perhaps even any President to stop would be the BONUS or any other fancy name the Post Office wants to put on it. We are in the service industry we are not private industry and as such there is no reason whatsoever that the postmaster general and any of the other higher and lower management level employees should be given any thing EXTRA at the end of our year past what their salary was suppose to be. They can argue all that like about CEO's of big companys, they are not CEO's just employees such as myself a mear rural carrier, I do not get anything extra at the end of the year, The BONUS needs to stop and should have never been allowed in the first place. These three things alone would bring back millions (and I dare say might even get in the Billion mark) into holding cost down. Because, I'm really getting feed up with management saying employees' salary and! benefits is the reason why costs are up and stamp prices are getting raised, I'm the one out on the streets hearing the complaints from my customers.”

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“It is sad that I have attempted comments to the individual parties on the commission with no response at all. I would assume that all agree that any comment would only be from disgruntled employees. Not true! It may enlighten some to hear from those in the field that have first hand knowledge of the abuses of the Postal Service. Saving dollars would and could be not that difficult. Suggestions could be just that, Suggestions, not complaints. Being at the end of my career I have nothing to gain and nothing to lose but integrity.”

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“One of the real problems with the PO is that there is too many supervisors, making too much money. We had four supervisors plus a station mgr in our office. WE only need one to answer the phone and one to go out on the street incase of an accident.

Put all carrier on an evaluation system like the rural carrier, do away with overtime. Do your job and go home. Make all mail boxes to be made to be put on the street.”

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“When you have a org. that has one and ahalf adminastion people to every three workers you are in trouble. The supervisors and admin people do not generate any revenue. the postal system is so top heavy it is not funny. This is from Washington D.C. to regional offices, district offices to the local post offices. I think these are the things that should be looked at.”

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"As a 17 1/2 year letter carrier at the Post Office, I strongly recommend cutting saturday deliver."

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"Hundreds of thousands of postal employees livelihood will be effected by the decisions that your commission will make. I would like to thank each of you for your service in this area and ask that you keep an open mind on all issues before you.

As you know we now live in the information age. The USPS today faces competition in every facet of our business. Our first class mail volume is under attack by the proliferation of e-mail communications and facsimile capabilities. Magazines are available on-line now and we compete with television, radio, newspapers, billboards, etc. for the advertising dollar spent by our nations businesses. Federal Express has most of the overnight delivery business and United Parcel Service delivers most of the parcels to both businesses and homes nationwide. Plainly said, the USPS needs to find away to generate more revenue while maintaining a quality level of service to our customers.

How did we get to this point? As you know the USPS is an over 200 year old federal institution that delivers more individual pieces to more individual addresses than any other organization in the world. The Postal Reorganization Act of 1971 made major changes, some good and some bad, and the Postal Service has operated under these since that date. We live in a much different world today than in 1971 yet the USPS is still functioning under these laws. Any organization strapped with the regulation that the Postal Service has been, would be hard pressed to compete with the private sector.

The UPSP is currently not what I would consider a monopoly. We do have a monopoly on access to the individual mailboxes as well as some restrictions on the delivery of first class mail but as discussed above, we are forced to compete with private industry in most of our service areas while mandated to provide universal service to all Americans. Most of the smaller rural offices loose money and probably always will but these are the same Americans who probably do not have access to e-mail and other high tech means of sending and receiving information and services. If the Postal Service were privatized and became a for profit organization driven by owner/investors or stock holders, these unprofitable offices would be the first ones to be closed. These smaller communities would loose their identity and their most important means of communication with the rest of the world. This is why the USPS must remain a not for profit organization.

Removing the monopoly on access to the mail receptacle would mean that Americans would face the prospect of having numerous individuals entering their mailboxes daily. Identity theft is the fastest growing crime in America today. These criminals use information such as individual Social Security numbers and other personal information that is readily available on documents mailed and delivered by the USPS. This will increase the theft of these documents and information and lead to an increase in these crimes. Americans trust their Letter

Carriers and that trust has been earned by years of dedicated service. I hope and pray this never changes.

I blame poor management practices and politics for most of the problems that now exist in the USPS. Uncaring and unfeeling managers daily make decisions based on "making the numbers look good" rather than using sound business practices. Every decision they make is based on how it will effect these numbers and ultimately their yearly end of the year bonuses with little or no regard given to its effect on customer service or employee morale. They just "make the numbers look good" at all cost.

Upper management rarely has a clue as to what is actually happening out in the individual post offices but they simply rely on the numbers and what they are being told by the front line managers to tell the story. Many times this creates a very distorted picture of the real problems and therefore skews possible solutions. Managers are routinely promoted based on who they know rather than what they know or their abilities. Upper level managers need to work as Clerks and Letter Carriers from time to time just to see what is really happening and the problems these employees face daily. Walk a mile in my shoes so to speak.

Now that I have outlined what I believe are some of the real problems at the USPS, I hope to propose some possible solutions. First, I believe that the Postal Service needs to be put back on budget or remove the rate making restrictions and allow us to raise and lower rates to compete with private industry or both. This would allow us to compete with private industry while at the same time providing universal service and congressionally mandated non-profit and handicapped services to the American public. The USPS can not be privatized without removing the Universal Service mandate, and I believe this would be disastrous to rural America. Americans will not be served better by opening up the mailbox monopoly either as this will cause a rise in crime and deteriorate the quality of service that the USPS is has strived to achieve. I believe the USPS must remain a government entity but be allowed to compete through pricing and quality service for business with its competitors.

Managers within the USPS need to use sound business practices and treat all employees with dignity and respect them as human beings. We are not machines but living breathing humans with wants, thoughts, and needs. no longer share my thoughts with upper management in my office because I have been told "we pay you to do, not think...just do it." A little praise for a job well done, constructive criticism, instruction on proper techniques to be utilized, as well as positive motivation goes a long way toward creating a happy productive employee. No one likes to be brow-beaten or belittled by their manager every day but this is how many postal managers treat their employees. I have been told they actually teach them to do this at the management academy. We are blessed at this time with a reasonable immediate supervisor but many times he is over ruled by his superiors.

Thanks for taking the time to read my thoughts. I hope I have in some small way shed a little light on a few the issues that the USPS and its employees face at this time. Feel free to contact me if I can be of any assistance in the future."

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"As a Letter carrier for 28 years, I have many opinions on the Postal Service. First, and foremost, I believe an early out should be given to those letter carriers over 50 years old. This job, with it's physical demands, is quite a burden on an older person. From personal experience, I can see the newer, younger people working rings around us old timers. Plus the fact that we are paid alot more, it just makes financial sense to get people in who are able to do the job quicker. Basically, the whole job is tied to speed. I want to be faster, but age related physical limitations make it impossible. Also, the management is unresponsive to the employees. We are just a warm body, not real people. On what other job, if you are sick and call off, does your supervisor hang up on you?-(Not a pleasant experience, but it has happened to me) The whole system is flawed, it used to be about service, but now it is just about numbers, the heck with service. We no longer even have time for customer contact, the time is of the essence, we are scanning boxes every half hour and taking up valuable time in doing so. Overtime is running rampant, and at the pay we old timers make, that is no small amount. I think we have contributed well to the Post Office, but I also think it is time to get a new breed of carriers, those with the ability to keep up with the demands of the job."

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"A great way to save millions of dollars is to stop Saturday delivery. Monday thru Friday is sufficient enough."

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"This commission should do some very thorough investigating of postal mismanagement. When managers are allowed to leave months ahead of time of their retirement on sick leave, when their very employees they are responsible for are called on the carpet for abusing sick leave, Yet managers are allowed to abuse this same sick leave for the purpose of leaving way before their retirement dates. Also spending millions of dollars on equipment to automate the way mail get to the people that deliver it, and yet it takes longer to do the work and then management cuts the time the carriers have do their work and for less pay. How do i know this, because i am one of those carriers. Over the last three or so my time and pay has been repeatedly cut and yet the actual work load is more and not less. Yet the only people getting ahead are the higher ups and other management people. My manager at the p.o. i work at is getting out almost a whole year ahead of his actual retirement date because he will leave early on sick leave (supposedly high blood pressure) which he has had for quite some time. So why does he need to leave on sick leave, so he can go camping more and more, what's wrong with this picture???? TOO MUCH ABUSE BY MANAGEMENT!!!!!! SOMEONE NEEDS TO LOOK AT THE BIG PICTURE!!!! HOPE THIS PRESIDENTIAL COMMISSION REALLY LOOKS HARD AT WHAT'S REALLY GOING ON!!!!!! TALK TO SOME POSTAL WORKERS AND NOT JUST THE MANAGMENT SIDE. TALK TO THE PEOPLE WHO ARE DOING THE ACTUAL WORK, THAT IS DELIVERING THE MAIL!!!!!!"

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"I believe that the most of the Post Offices ills and cost overruns are due to the beaurucratic nature of the giant it has become. Here, they have 4 Post Offices per town throughout my County. Each town has fewer than 9000 residents. Each Post Office has a Postmaster, maybe a Supervisor, as well as its own heating and maintenance costs.

Recently, the District decided that they should spend money on giant dishes by which each office would be able to transfer deposit information more rapidly. Each dish cost in excess of \$1000.00. Previous communication cost was essentially zero since they used an unlimited local call modem. They spend millions to purchase new letter sorters which will supposedly reduce manpower needs and forget the maintenance people as well as the programmers and the input needed from clerks and carriers as part of the cost. They have a long standing program named "ODIS" in which people are paid extra time and have extra equipment which cost thousands in order to travel to each Post Office and count every 10 letters to determine just what it is that we are delivering and from where it came. We deliver that which we sell! It is cost on top of cost for some clerical person in an office somewhere to write another report. We have "lobby inspectors" who travel around the district to determine if the lobby is just so. We have "secret shoppers" who travel around the district to determine if we are selling all we should. Each of these and many other positions require vehicles, training, mileage, and extra time for jobs that are unnecessary.

We spent 2 million dollars to build each new Post Office around here and after 200 years of building such structures, they built buildings with flat roofs in the high snow load Northeast. The roof leaks. The water heaters are placed over 100 ft from any water outlet. They turned off the water bubblers (which provided free water) and pay for bottled water to be trucked in.

Don't give Postal Management any more power to raise rates, etc. What they need is oversight by a good cost accountant and motivation by a good kick in the ass! This was an outfit originally set up to deliver and maintain communication for citizens. It has become an advertising delivery system. They even had the audacity to change the words used for mail. Now, advertising mail is "standard". Why isn't first class mail "standard" as it was in the past?

Start by firing the first jerk that says, "We need to be more competitive". What they mean is that they want to use the power of the Government to put private industries out of business.

Return this agency to the Federal mandates that it once had. Provide for mass communication and prioritize first class mail."

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"How about early buyouts? That would lower the labor costs."

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“I am very interested in Commission and its recommendations. I spent 34 years serving our citizen's while in the Postal Service. Most of the 34 years was in Regional and District positions and at least 10 years as a Postal Career Executive (PCES).

One area of concern is the many small Post Offices throughout the country that have been allowed to remain Post Offices. I know the efforts the Postal Service has made in closing these facilities and I know that it has been congressional pressure to keep town identities alive. These small post offices serving very few customers are expensive and not as efficient as moving operations to larger post offices. While the Postal Service does have a mandate to provide ALL customers with service, I feel it could do it much more effieciently by eliminating many facilites across the country. Less management personnel, less craft employees, less facility costs - such as utilities, rent, telephone, custodial, etc.”

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“I would just like to say, that if you are seriously taking a look at the postal service and its operations, and trying to figure out where it has be come such a conflict of interest as far as loosing money and not a feasible operation anymore, start at the top of the line, Everyone must move in to the new world that we all now live in, but the bottom line is we carriers,clerks, and mailhandlers are just the little guys, trying to do a good job and giving the customers what they are accustomed to, which is their 6 day a week delivery of mail and parcels If you start at the bottom and look up, you are going the wrong way, start at the top and look down. the salaries of the top dogs in the postal service is what is killing our operation, not the competion out there, there is enough work for all of us, USPS, Fed-X, UPS and Air Borne and whoever else is out there, is greed running the postal service to?? Is it necessary for all of the millions of dollars to be spent on the television advertisements that are out there?? NO it is not at all needed, everyone still relies on the postal service as a means of communication, why would you take the 6 day a week delivery away?? The elderly, count on us and look forward to seeing us, why would you hurt them?? The internet has hurt our 1st class,how many of the elderly have the internet?? the economy is slowing everywhere and times are getting bad for all concerned, don't you think a 37 cent stamp, or whatever the rate is will be cheaper and the business will improve,because people cant afford anything else, but the mail system???? The bonuses that are passed out each year to the postmasters is uncalled for, how many higher ups , have never delivered a piece of mail , but can come up with the most ridicules rules, on ways to deliver the mail. The automation process that all want so badly, is not an error proof way of processing mail,either. Do you think that maybe, people should do the work and not machines?? Why is it the little guy,never gets any credit ,but is the first to be cut in his pay and terminated, lets start at the top, the workers, the little guys are doing there part.What are the big guys doing, taking home a 6 digit figure income and abusing the system If it isn't broke why mess with it??

Why not try a freeze on wages and see what can happen as far as the postal service goes, the little guy would probably go for it , but would your higher ups go for it, NO!! I am personally proud to say I work for the postal service and hope to work for them for many more years to come, please this is a good company, just don't let the greed ruin it??”

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“Thank you for providing an address that employees can add their ideas to the process you are beginning. I am a letter carrier and have seen many changes in my 28 years of employment. One thing that has always surfaced in the past but never taken seriously is the 5 day work week. Whether you eliminate Sat. or do something else that alone would save a fortune in vehicle fuel. I am sure that other rank and file members would like to be included in your discussions. People that actually do the work, whether carrying, clerking or mail handling. Unions want to make new jobs and management wants to eliminate jobs. The workers just want to be happy in the jobs they have.”

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“Gentlemen:

As a postal employee of over 28 years,I'd like to make a few suggestions to help save money.

#1. The postal employees that are under csrs for retirement are the most expensive employees and it should be expedited to offer them an early retirement option.The USPS could hire cheap replacement labor and contract out their retail window services.The savings in cost of pay and benefits would be tremendous.

#2. There are supervisor positions that have been created in order to have slots for those supervisors that had their original positions exceeded.These newly created positions are un-necessary,unproductive,and very costly to the USPS.In the office I work in,there is one of these positions,and I've been told by mgmt. that they are untouchable.Each of these management jobs pays EAS 16 and that computes to about \$55000 per year.That must amount to alot of wasted funds over the entire USPS.”

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“I work for the postal service as an RCA which means I have no benefits. Let me make a suggestion: TURN THE HEAT DOWN IN ALL OF YOUR OFFICES. For over two years I, and other workers, sweat in the winter and freeze in the summer. People are walking around in summer wear in the winter and winter wear in the summer. Does this make any sense? I have tried to get a "directive" concerning the heat and I'm told the "directive" is to keep the heat at 70 degrees or above.

GET WITH THE PROGRAM.

ALLOW ME TO HAVE INSURANCE BY SIMPLY TURNING DOWN YOUR THERMOSTAT BY A COUPLE OF DEGREES!!! The money you save in energy bills would more than pay for our health costs.

When it's winter we can dress for winter...when it's summer we can dress for summer. HOW IS THAT FOR A CONCEPT?

PLEASE, PLEASE, PLEASE...if the workers are unable to get a manageable temperature to work in what does that tell you?

If you are really serious about cutting cost I strongly suggest this simple task of checking your "directive" on temperatures!!! This tiny little act could save you hundreds, if not thousands, of dollars.

WE AS CITIZENS ARE ALWAYS BEING TOLD TO "TURN DOWN OUR THERMOSTAT...WHY DON'T YOU PRACTICE WHAT YOU PREACH?"

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“First, any ideas to privatize the USPS should be squelched immediately. The establishment of the Post Office is one of the few constitutionally authorized duties of Congress, and as such it should be under their direct supervision. All this crap about "self-sufficiency", etc. should be shelved in favor of returning the USPS to the status of a government entity under the direction of the Congress, with its supervisors and managers held accountable for performance.

Secondly, bust the unions out of the USPS. These guys have nothing but their own parochial interests at heart, and getting the mail delivered in the most effective, cost-efficient manner

possible is the least of their concerns. They believe that once hired, the USPS owes them a job, overtime to do the work they should have gotten done in 8 hours, 2 hour breaks, etc. And this business of grieving every petty little gripe of theirs is costing the USPS a ton of money.

Thirdly, it's about time to make the pay scales a little more realistic. Nobody can stay profitable by paying illiterate janitors \$19.00 an hour. And paying people who do nothing more than take mail out of a box and watch it run through a machine over \$20.00 an hour is simply nuts. There's no shortage of people on the outside that wouldn't be happy to come in and do work that requires no skill or education for \$10.00 an hour.

Fourth, start hiring supervisors and managers based on their intelligence and capabilities, not how they fit this week's desired quota profile. That in itself could help get us a long way."

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"I have been a Letter Carrier for almost 25 years. It is my belief, after these many years, that reform of the Postal Service is badly needed. I have seen many years of wasteful spending on many ideas that were ill conceived and ill planned. I have seen many years of "management incentives" (i.e. bonuses) that were un-believable excessive - even by private sector standards. Now that your commission has been organized - I now see many managers within the system finally "sweating" that their jobs will be eliminated. The problem is that the Postal System is protecting the management staff while eliminating those people whose job it is to move the mails. Gentlemen, we are top heavy. While the work force is shrinking - and the amount of houses - business - and the like who require delivery are growing - management stays the same. I remind you that its the clerks, carriers, and the other level employees that move the mail. In fact - regardless of what postal managers say most offices are dreadfully short handed of clerks and carriers. How can we serve the public properly when there aren't enough of us? I must also mention the attitude of most postal managers and the way that they treat the craft employees has gotten progressively worse. How do you expect a workforce to serve the public when we are treated so badly? I thought the days of intimidation and threats were past us - I guess not. I wish you all the best of luck in your quest. The decisions you make will determine the future of the Postal Service. Please firmly make your decisions and whatever they may be stick with them."

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"Dear Sirs,

Regarding the commission on the Postal Service appointed by President Bush. My first comment is that the period given to Americans, such as myself, to reply to the commission (until February 12, 2003) is not lengthy enough for meaningful input or awareness by all citizens who will be affected by any changes the commission recommends and are subsequently adopted.

As a United States citizen, and tax payer, my first and foremost concern is that the Postal Service continues to provide a Universal Service to all Americans. My understanding of what a Universal Service constitutes is that I can mail a first class letter to anywhere in the United States for the same price. I can also rely on particular services being provided by the Postal Service such as a nation wide network of Post Offices that are integrated into one organization. Sanctity of the mail and having confidence that my mail is not rifled or tampered with. There are also facilities in

smaller communities that serve multifunctional purposes that also help keep those communities viable. The Postal Service must remain a "Service" and if it is tore apart with the only purpose to provide profit, we can kiss good-bye to "Service."

I also believe that if the Postal Service is Privatized that Universal Service will be a thing of the past. I do not want any of the profitable areas of the Postal Service such as priority mail, express mail, and certain aspects of first class mail, "outsourced" to the private sector.

These functions are what the Postal Service generates revenue from to use to subsidize the portions of service that are integral to a Universal Service yet do not make money. Private companies will want profitable parts of the Postal Service but will not want the responsibility and cost associated with other parts, that even though cost more than they make, are still integral to providing Universal Service. This will leave tax payers with the option of paying more, or reduction of service.

The monopoly must continue because it is the only thing that will continue to protect a treasured resource and service to Americans to exist as we know it. Thank you."

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"Get rid of Saturday delivery. The massive savings would allow USPS to offer early outs to all the CRS employees who are on the brink of becoming a major medical headache after destroying their bodies carrying mail for the past 20 plus years. Move mailboxes to the street to eliminate all the walking routes. There is no way you can expect the average human body to walk 6-12 miles a day for 30 years without serious OWCP involvement. Charge for forwarding service. Understand that PO management has created make-work number- crunching, bean-counting programs to insure their continued employment. The ranks of management have swollen more since we have implemented automation, this needs to be rectified."

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"As an employee of the Postal Service I feel the Post Office has neglected customer service. In an organization that is built on selling a sevice, this could be catastrophic. Without the satisfaction of our customers on the delivery end, as well as the mailing end, we stand to be adversely affected."

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"To remain competitive in commerce we must regain a preeminence in parcel delivery. That means we must be a serious competitor to FedEx and UPS, I can't tell you how many times people have mistaken me for FedEx. We still have the shadow of market recognition, we must fight for that market niche again. Universal Service means what it says, we might have to be creative on how to handle that in extreme situations, but never let that service goal die. The Postal Service should be involved in determining postage prices, to do otherwise is complete idiocy. Now to the purpose of my note, I wish to offer a couple of thoughts on practices that affect cost, service, and efficiency. Work towards the combining of the seperate postal unions into one entity. Allow easier cross craft transfers, or bids, this will give a new degree of flexibility to all employees to make changes for whatever reason and to the benefit of both the employee and the Postal Service. Go after the malingerers and the deadwood before we collapse under their weight. We cannot carry them forever. I'm getting tired, all of us are, when you come in after another tough day and listen to the hoots and hollers of those who ride the desk for various reasons it is demoralizing. Stress "Leadership" in your new managers and supervisors. You have done well in your efforts to educate new managers but don't be afraid to promote a few grey heads among the youngsters. The young ones still tend to throw fits and become vengeful under pressure. This has a disastrous effect on the cohesiveness of any work unit and everything suffers. Choose well who you promote. Maybe that's why I could never get promoted, even after

obtaining my Associates Degree in Postal Service Leadership among others. I only have a few years left and I have seen many good things come about over the years, but if we do not pay attention to the **basics** we may lose ground we can not afford to lose. I wish you well in your endeavors to remake the United States Postal Service, Those of us who stand on the line every day are watching anxiously. Thank you for your attention in this matter.”

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“will the over population of do nothing middle management ever be addressed? this bloated bureaucracy only gets worse. it costs the postal service more money than can probably be calculated. few can take restructuring seriously when this issue is never really looked at, let alone acted upon. it is always cut service, reduce hours, push the work force, intimidate the work force, and generally create poor morale. i sincerely hope you take this under advisement.”

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“Dear Sirs:

I would like to comment on some items that I think should be considered or at least heard.

I am a current employee with 32 years of service. I have worked as a clerk, a Supervisor and as Postmaster. My supervisor duties covered mail processing, carrier operations and financial reporting and reviews.

As a carrier supervisor I would suggest that you consider the possibly of converting all city delivery routes that require walking up to many homes (walking routes) and those that serve city business's (v-routes etc) into curb delivery routes. Yes the public who have enjoyed delivery to their doors everyday except Sunday and Holidays will be unhappy, but we could save many hours and cut personnel at the same time by making all the routes curb delivery. With the enormous number of deliveries that we add to our nation every year this could in itself save a significant amount.

Also, please take a look at the current practice of carriers taking DPS mail to the street. I know that the Unions did not agree on time conversions for working this in the office. (as in how many pieces per minute based on type of mail). As a result it was never allowed for them to work it in office. The carriers now take it to the street straight from the machines. Any missent mail, forwards or errors have to be handled as the carrier is walking or driving to the next delivery. (I know that carriers are told not to “finger” the mail as they drive and when walking in areas that pose a safety hazard, but they do it in order to save time) I worked enough accidents reports to know that it happens and it's a dangerous habit. Just for a good example, you should try to hold two separate bundles of letters in your hand and balance a bundle of flats on your arm as your walking up to each delivery, then pull out the errors and work them into your fingers and finally pick up the customers outgoing mail hold it all without dropping any. I think this is a ridiculous work habit that needs serious review and change. My rural carriers are allowed to work this mail into their cases prior to going out on the route and I personally have seen better and

safer work habits as a result. It is very possible that the savings from accidents and repetitive injuries could more than make up the difference by allowing them to case this mail.

As for clerk operations, I understand (through the grape vine) that they are considering closing over 100 small plants across the nation. Rumors are everywhere about early outs to make room for these people excessed by the closings. Putting these people out in offices doesn't always equate to efficient operations. Many have no idea how to work in the small offices, especially the window operations. This in turn causes a large workload to train and get them up to speed. I hate to say this, but I have also seen that when someone from a large plant or city operations goes to a small office the small office is besieged with new problems, mostly union grievances. The attitudes in the large offices just don't fit in the small ones. The work ethic and willingness to help others join in and work as a team suffers terribly.

I have serious reservations about the ability of the plants remaining being able to provide timely and accurate distribution to the many Associate Offices (AO's) on downstream transportation. The plants currently work our letter mail directly to each carrier route. For the most part this works very well. (Unless someone in the plant puts the wrong tag in the tray sleeve and send it to another office, which I then have to take time to go and retrieve if it is within about 30 miles of my office.).

Working "flats" however is another story. Our mail is not worked to the carrier routes and we have to distribute it every day. The flats are worked by a machine and it in turn throws them into a flat tub in every possible direction. It takes us a lot longer to work flats that are upside down, then backwards etc. etc.. Even if the carriers were getting the flats worked directly to each route, it still takes time to turn each piece in order to read the address label. It can be very aggravating.

From my finance review years I see a need to change the present climate in regards to closing small offices. I know from experience that small communities hate to lose their identity. Just mention closing a office in any small town and the alarm bells go off. So why not change the method and not close the office. If you would convert them to contract status then community does not lose its name. I see a lot less opposition and we still save money. Yes the postmaster organizations will gripe (they lose members) but I see this as a better alternative to losing the business.

On the issue of Postmasters; I would appreciate if you could look into the present climate of Manager, Post Office Operations (MPOO's). I know of many postmasters who have suffered unbelievably from the treatment of these MPOO's. The Postmaster organizations claim to help but what I see from them is only lip service. The pressure put on us is as if we are personally responsible for the current state of the USPS.

I know of one postmaster personally who could easily win a EEO case for the treatment he received. How we are treated is bad enough but even the help we need to do our jobs is just not there. They're quick to give demands and pile on extra paperwork and time

lines, but where's the help? I see many, many people who are FLSA exempt working unbelievable hours to try and keep up only to be blasted (a lot of times in front of others) for not meeting their demands. The work climate is just not good for morale, willingness to stay in the service or even time to help others. Far too many tell me that they can't wait to get out (retirement). All are eager for the early out reality. The USPS is going to lose a lot of people if this comes true.

Finally I also would like you to think about another issue. Letting retirees work without forfeiting retirement. Present rules are detrimental to the retiree. Our system could benefit enormously from the knowledge and help of people who would not require or need much training to help offices in times of need. (Short handed due to serious illness or death, accidents etc.) Our present system is too slow and ill fitted for giving offices help in emergencies. Many of these retirees have the skills and ability to jump right in immediately and keep operations going smoothly until a permanent replacement can be obtained or the injured party comes back to work. Retirees have a lot to offer if only we would allow it.

Over the years I have seen many good people who sincerely tried and wanted the Postal Service to succeed. But I've also seen many hurt by poor management decisions that in my opinion were never thought out enough to consider the damage done to the morale of the employees and their individual efforts. This in turn had a very negative effect on the efforts these people put into their daily duties. As a result they now have either quit trying, quit the Postal Service entirely or worked to the detriment of the service. None of this is good for us. I only wish that this commission would have been started years ago. Now I see a very monumental task ahead for your commission.

I wish you good luck and I hope that many people will take the time to send their ideas and concerns to you.

I would ask that you not allow this letter to be circulated or given to anyone in the USPS as I am still in a position to be retaliated against. (MPOO's know how to get back to people who complain against them)

Thank you for the time to express my ideas and concerns."

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"There way too many chiefs (that do nothing to move the mail!) and not enough Indians (that do move the mail!) Also there is too much time & money wasted on these so called (TEAMS) that do nothing to help the postal situation."

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"I am astounded at the management policies of the USPS.

UNIVERSAL SERVICE: We hear a lot about that, but not much about solutions. In our area of Middle Tennessee, we have at least ten post offices within a 30 mile radius. Four offices could serve the same area without any problem. As we all know, the arguments

are political. A rural carrier with a proper postal vehicle should provide “universal service.” In order to preserve small community identities, the zip codes and small town names could be painted on the side of the postal vehicle. The United Parcel Service seems to manage delivery almost everywhere with a big brown truck.

SATURDAY DELIVERY: The majority of the American public does not need or even care about Saturday delivery. Most businesses are closed. The Express Mail could move with a skeleton crew. Otherwise, the plants and all other offices should be closed on Saturday. This would virtually eliminate the part time work force the USPS must presently employ.

CIVIL SERVICE: The CSRS should be closed out as soon as possible. Early outs should be offered to employees who are near retirement age. This would replace autocratic, militarist, sometimes incompetent postmasters and middle managers, as well as craft employees who are ready to retire. I am not eligible for any early out, however, my job could be done at \$12,000 to \$15,000 per year less by an entry level employee and that does not include my benefits.

PRIVITIZATION: The USPS should be privatized within the guidelines of the suggestions of William Henderson, former postmaster general. It should be maintained under the federal government umbrella, and expected to operate at breakeven and/or with a surplus. A portion of ownership should be sold to the employees.

TECHNOLGY: Advanced technology should be put into place as rapidly as possible. The Internet will continue to erode the first class mail.

UNIONS/CRAFT EMPLOYEES: It is a two way street, however, the main reason for grievances is the attitude and vindictive, snake-in-grass actions of management. As an example, I doubt our present management has ever read our Contract except Article 16 which is the section dealing with Discipline. Furthermore, they are not interested in reading, learning or trying to comply with the guidelines of our Agreement. They plan on doing just as they please until someone challenges their actions. If management will not honor the most minor guidelines, why do we even have a Contract? The written

guidelines would work better then their bumbling ideas of managing. Written union Contracts are designed to protect both parties.

I know the above comments are over simplified, however, if any one of them is seriously considered, this has been well worth me time. Changes are going to have to be made soon if the USPS is to survive!”

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“A fellow postal worker sent me this address and asked that I respond to your request of input from the public or crafts of the USPS. I am a rural mail carrier with twenty-seven (27) years of service to the USPS.

While it has been a bumpy road at times, it has also been a good job that has provided me well over these years.

Progress is sometimes a two-edged sword. While wonderful in the big scheme of things, it can also be detrimental to those not able to keep up with the changes. I'm afraid the USPS is one of the dinosaurs that might be unable to survive. I meet the UPS and FEDEX trucks everyday. They are expanding their territories and services at an alarming rate. Unless the USPS makes some drastic cuts and changes, at a rate to compete with our competition, we will be left behind in their dust. We will be in the history books along with the dinosaurs, but our demise will be of our own doing.

I think we need an IMMEDIATE fix, and then concentrate on a long-term solution. My only suggestion for an immediate economic boost, not only to the USPS, but to the entire nation, is to offer voluntary early retirement to CSRS employees. This would open up many positions for those that have been 'excessed' because of the economic problems plaguing the entire US. Two (2) people could be hired to replace me at my current salary. If two (2) people were hired for EACH CSRS employee that would retire if offered early retirement, that would put lots of unemployed people back to work. And, the USPS would benefit greatly from this move. The economic boost would immediately help to implement some of the restructuring needed if the USPS is to survive.

Please consider my suggestion. I have been a faithful employee of the USPS, and hope to see it around for possible employment for my grandchildren and others."

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"I have this suggestion for helping out the Postal Service meet it goals.

First, They need to look at making mail deliveries a five (5) day delivery week, normal deliveries days Monday Thu Friday instead of the 6 day delivery week have now.

Let me explain. Mail would be delivered on five days in any week. Weeks with holidays or emergence situations that prevents deliveries during the week, Saturdays would become a delivery day. This would eliminate 1/6 of the operation expense for delivering mail. One less day of mail delivery operations and all the actives that take place such as vehicles movements, work force pay, problems with staffing for holiday schedules, eliminate fifth day overtime penalty pay. The mail delivery workforce would be reduced by 1/6 eliminating the need for the Technical Carrier positions (T-6). This is the carrier that delivers the mail on the six day. Remember there is a five day 40 hour work week and the Postal Service works 6 days and 48 hour work weeks. I don't know how this would affect the management staffing but if the work force is reduced then I would think the need for management would be reduced also.

Second, I'll talked of the benefits to the Postal Service I also believe that the quality of life to the workforce by just having the weekend off to spend with family members goes a long way in creating a happier and healthier workforce.

I do work for the Postal Service and hope you are asking and looking to the people that do the job for inputs and not just the management and union representatives."

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"Please instruct the Postal Service to cease sponsorship of the American Tour de France cycling team. This is a waste of precious Postal Service resources. It is inappropriate for an agency which receives government money in the form of retirement monies (etc) to compete with private companies in this manner.

It makes me sick when the PO keeps pushing "the yellow jersey" while they keep threatening to cut my job and send me up to 500 miles away. It annoys me to see the damn yellow jersey hanging on the wall of the Pittsburgh General Mail Facility. All that money wasted and we're not focused on our core mission, to deliver mail to the American public.

And the Postal commercials and sponsorship of TV shows annoys me also. The PO gets plenty of free publicity in the papers and on the news shows when they announce new services and availability of services. Why do they have to waste our precious resources by having slick commercials on TV? This is competing with the private sector.

Why should the PO be allowed to enter into private agreements with magazine services to offer special rates to postal people only, and to push this onto the employees, like they want to make us feel guilty if we don't sign up for magazines so we can keep the PO in business.

Thank you for your consideration of my opinion."

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"Thank you for this opportunity to express my views on postal transformation.

I am a FT FSM Clerk, 50 years old with 25 years of creditable service, and I am considering going out on early retirement.

However, my union official has informed us that there will NOT be a retirement incentive. How can you allow this? We will be doing the Postal Service a favor by freeing up jobs and cutting their expenses. We will be taking a 2% a year reduction in CSR benefits by helping them cut jobs. Is this fair to punish loyal employees in this manner?

All I'm asking for is basic justice in this matter. Are we members of the postal team or not? Then please treat us fairly.

Give us a sweetener, such as \$25,000 or more, in a retirement bonus."

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"I was reading about you in Federal Times and thought I'd write. Yes, first class mail is down but third class mail is not. In the last 20 years 3rd class has grown so much that it is breaking carriers backs. Here in Akron Ohio we have quite a few carriers doing clerk work because of this. I really do not think that someone starting today will be able to work as a carrier for 30 or 40 years. The shame is that if after 20 years (s)he feels their knees or back going they have to give up all seniority to be a clerk. Why not move everyone's seniority to their date hired and let everyone bid between crafts. Unions? Well, they can belong to what ever union they want. There will still be just as many carrier, clerks and mailhandlers. Just one idea. Good Luck."

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“I am concerned over the postage rates going up and the money order fees. Also, the rates to mail packages is outrageous and I have found that there seems to be a delay in the mail getting to its destination. Delivery Confirmation has slacked in my opinion and if something is not delivered in a timely manner then the customers are charged a penalty or late fee which is not fair. Another alarming thing to me is the number of small post offices in a rural area. I don't see how they can afford the rent if they pay rent, the electric, water, garbage, telephone, etc. I think there should be one large office per town or the larger community. I think if a Postmaster has worked for 20 years or longer, then they should be given the opportunity to retire and be able to enjoy life after retirement. You can tell that Postmasters and Clerks and also Carriers are stressed to the limit. I have heard of a few being hospitalized from stress and ! high blood pressure and I don't feel these people should be stressed out. Close some or most of your smaller offices and give these people if at least age 55 an early out. Postal employees are not as friendly as they used to be but I guess they don't have time to be friendly. Keep the rates lowered by closing some of these little Post Offices and I am sure after they consider the utilities that they pay per year plus a clerk or a Postmaster Relief's pay that they would have to come out on expenses. Consider retiring Civil Service People in all Federal jobs and hire new people under Social Security. They could start their salary at a lower rate and strengthen Social Security at the same time by increasing the number of people paying into the system. If their going to reform then they may as well take the big step and help our Social Security System. Eliminate the CRS! Our country is in bad shape and we need to do something to add to Social Security Retirement”

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“I am very interested in the Postal Service Transformation Plan. I say consolidate! Get these small rural Post Offices out of the way and have one large one in a rural or small town. It's ridiculous to see all these little offices in every little community you come too. P. O. Box Rents have gone out of sight and people can't afford to pay so they get on a Rural Route. Give Civil Service Employees an incentive to retire. Offer something and let them go. Hire new people under the Social Security Retirement plan and hire them at a lower rate of pay. Get rid of these people that have little jobs that really don't amount to anything but they create jobs for people and attach a title to it. If your going to cut, then cut where the cutting needs to be done and I think it lays on these small Post Offices. There is absolutely no need of an office in every community. Yes, in years past, a Post Office gave a community an identity. Well now, cost is the name of the game and who gives a hoot about an identity. They keep calling for changes but personally, I think, their service has really gotten lousy. Delivery Confirmation is not as dependable as it was when it first started and that's not good for Postal Customers. I am tired of having people say they never received my money order or it takes three weeks to deliver in what should be a few days. Service is not what it used to be and I guess that is one reason people and companies pay by computer or by other means and the Postal Service cannot compete with faxing and E-Mailing for the people. People are tired of postage increasing and no wonder the first class mail volume is down. The economy is very bad right now and people have to cut every way they know how. Not buying stamps and money orders

or paying a high box rent for a Post Office box is one of the ways they have to do. ! If your income is about \$500.00 a month, then that sure doesn't give you much room to do anything but pay utilities and eat. It's gotten so anymore that if you have a roof over your head your lucky."

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"I understand the clerks union is requesting an early out. Why not the same for the carriers? 5 day delivery would be the key. As a carrier, I can see the benefit of this. As one who has worked many days after a holiday, I see that the volume of mail after 2 days in a row being closed is not insurmountable. People would rapidly become accustomed to it, and I would guess, within a month the outcry would subside. The Post Office is no longer really about what the customer wants, it's about numbers. I have 28 years in the service, and from experience, it has gone downhill! There is a need for younger, healthier people. This is a physically demanding job, all the older carriers have much shorter routes than the older ones. Just makes sense. Find other jobs in the private sector for on the job injured people. We have 4 in our office alone!! The number across the U.S. must be staggering. The trouble with the Post Office is that it is so big, way too much room for underachievers to fall through the cracks. And management takes care of it's own, covering and promoting bad ones (to move them to another office and let them be some one else's problem) I have seen this happen many times."

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"I believe that the definition of universal service should be the way it is today, which is six day delivery, and every mailing address gets delivery. The USPS should not be privatized."

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"I hope to see a viable Postal Service remain to make good on the retirement benefits that my family and I are counting on in the future and to maintain the living wage that we rely on now.

I cannot pretend to offer insight on all the areas that you must consider. I do hope that any wisdom I may offer can help improve the Postal Service as it faces the unavoidable challenges ahead.

I have been a union member all of my working life. There are times when I see very clearly the benefits they have brought to us, but there are also times when my vision differs from their's. The current contractual system is one area where I suspect I differ from the leadership.

I believe that a system of evaluated routes would greatly benefit the Postal System, the American public and the employees in the carrier craft. If the Commission can produce a framework in which the transformation from a contract based upon an hourly wage to one based upon a formula that combines delivery volume and the number and types of delivery it will be doing all interested parties a great service. I seriously doubt that this transformation can be made by the USPS and the NALC alone. It is not easy and too many powerful vested interests can block it.

Such a system would have several advantages. The relationship between carriers and supervisors would be transformed immediately, removing a huge area of conflict. Carriers would have every incentive to perform their routes as efficiently as possible, aligning their interests with the Postal Service's. For too many years I have seen the current system reward slow/lazy carriers with more pay for less work than fast/hard-working carriers. I understand why the Union cannot support this contention but every carrier knows it to be true.

I also believe the time has come to get rid of Saturday delivery, or at least make it an option available for a fee paid by the recipient on an annual basis. I do not believe the elimination of Sat. delivery would devastate the business community; I do not believe the Monday morning backlog would be an impossible burden to bear; I do believe the cost-savings would be substantial and I do believe that life with a true weekend off would be wonderful!

I hope that your deliberations will not unreasonably target Postal employees. I do not believe the American public yearns for private industry to be snooping around their mail boxes, but rather for a more efficient Postal Service able to embrace new technology and respond flexibly to changing times."

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"The request to the OPM for an early out is quite a slap in the face to Postal employees as usual. Ten years ago when an early out was offered, half a years salary was given to all employees who took advantage of the early out. That was before management awarded themselves all of their yearly bonuses. They get their bonuses for cutting back on hours and that ofcourse means that their are fewer hours to serve the customers. I know your committee has gotten emails and letters from customers who have to wait in long slow moving lines because there might be one or two clerks at the counter. The least the USPS could do is let us cash in our sick leave. They are constantly letting us know that we should not be using it and making us bring in Dr.s notes when we call in for one day. Thank you for your time."

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"The best way to save the post office is to get rid of sat. delivery, get more mounted routes(cluster boxes), get rid of overtime by going to an evaluated route system(like the rural carriers). There are so many carriers that do there routes slow just to get overtime. Get rid of the overpriced poorly made uniforms. \$300 or so per employee adds up to a lot of money. A postal shirt, blue jeans, and employee badge should be enough. thanks."

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"Dear Sirs:

I currently work as a mechanic for the US postal Service. I would just like to pass on a few comments to the reform committee. First let me say that many of us are dedicated and hard working employees. We work all hours and holidays. Our work is becoming more difficult all the time. We have constant changes, the threat of anthrax and whatever else, and now wonder how secure our jobs really are. Morale is at an all time low. One can only wonder if the PO is really concerned about our well being. I worked at the Morgan Station in NYC, where they found

anthrax. I did not and still do not feel that our safety is of a concern. We had to work alongside the equipment while it was being tested for anthrax with no protection. The CDC people were wearing sealed suits while we were given no protection. After the anthrax was detected, we were given face masks, latex gloves, seventy days of antibiotics, which made many of us sick from the side effects of these drugs. Also to add insult to injury, we were offered an experimental vaccine that the CDC confidentially told me that they would not take it. This is not very comforting is it? I hope the panel will recommend a better plan for such emergencies, such as the closing of the facility and have employees report to their nearest post office. Maybe an Emergency Facility can be assigned to each employee ahead of time. This is what is commonly known as Disaster Recovery Planning in the private sector. To save money, the PO should look into reducing staff on Sundays and Holidays. It seems that it is common practice of the PO to bring in a full staff when mail volume is at its lowest. The PO should provide more training for mechanics and technicians at the job site rather than sending people off to the technical training center, in Norman,OK. for weeks at a time. Would it not be cheaper to send instructors to the large facilities and train a group of technicians rather than send one at a time to Norman,OK.? Why not offer some compensation for unused sick leave, such as a Bonus or being able to retire earlier. As of now, FERS employees lose all unused sick leave when they quit or retire. CSRS don't do much better. The incentive now is use it all up before you leave. Thank you for your time and consideration. Good Luck, this has long been coming."

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"I read an article in the Postal Record about your task at hand. In the beginning of the article it states that you plan to come up with a plan to modernize the USPS for the 21st century. My concern is that you will jump to quick to modernize and by pass simple old fashion common business sense.

There are so many labor/management problems that occur now, have occurred for many years and will continue to occur forever more, that can be attributed to understaffed delivery units. It is apparent to me that when postal management wants to cut cost they do it in a way that has a crippling effect not only to the service we provide but also creating an abundance of labor problems. Needless to say when we have these continuing problems it means millions and millions of dollars spent or should I say lost year in and year out on grievances!

Do to the understaffing in some offices the problems (grievances) that arise are, but not limited to: Delivering mail in the dark, forced overtime, overburdened routes, annual leave denied or canceled, stress, delayed mail, hostile work environments, injuries and vehicle accidents that occur do to stress levels and work loads etc. That's just off the top of my head. With all do respect I urge you to look into this before you start making any major recommendations. The USPS is an American institution. It's universal service plays a vital role in the Nations economy and the lives of the American people!"

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"If you people are serious about saving the postal service,then get rid of the old civil service employees.Offer early retirement,its the best way to save money."

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"I served 24 year in the military as a Sergeant Major, and I have worked for the post office as a city carrier for 17 years. I have manage to stay out of the argument about Saturday delivery, but know that this panel is taking a deep look into it, let me bring forth my evaluation of Saturday delivery as I have observed over the years.

1. Most business are close on Saturday.
2. Most residential customers are out of town, or spending quality time with their families other then home.
3. By reducing Saturday delivery you would save one six of your carrier budget. During the week you would always have the same carrier delivering the mail at the same time, which would greatly reduce the error rates.
4. You could also reduce management because there wouldn't be any reason for them to shuffle their schedule to cover the weekend.
5. You could completely eliminate the carriers at the T6 higher pay level, for there wouldn't be any need for them.

If I was a private company taking over the post office this would be the first step I would take to save money, and to reduce man power."

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"To whom it may concern:

Here are some ideas on Postal Reform:

1. Go to a five day delivery week. It eliminates a 6th day coverage for each carrier route and each supervisor, saves gas, takes vehicles off the road thereby reducing possible accidents. Nobody cares if their bills come on Saturday or Monday except the mailer. People don't pay them on Saturday anyway.
2. Process mail at processing centers on the day shift the day after the carriers collect it. This will save night differential, improve employee morale and health by more people working days. The outbound processing can be done Tuesday through Saturday, the inbound processing would be on swing shift on the Sunday through Thursday. The mail processed on Sunday would be delivered on Monday and the mail processed on Monday would be delivered on Tuesday, etc. Outbound mail that had to fly would fly Tuesday through Sunday late afternoons(1700) to arrive at their inbound processing destinations Wednesday through Monday early AM hours(0500). On the carrier side, the supervisors would know exactly how much mail they had because it would be processed on swing shift at the processing centers and made available at the delivery offices as early as 2000 hours the day before delivery. This would put all your staffing working between 0600 and 2000 thereby only incurring two hours of night differential pay. The Airport Facilities would still have to be open 24/7 but they represent a small part of Postal staffing.
3. Institute one craft for the postal service thereby making the supervisor's job much easier not having to worry about whose job is whose and giving the the much needed flexibility they need and eliminate all the stupid grievances over craft work. It would reduce the manpower needed if everyone could do everything. There would still be bids but you wouldn't be restricted by craft designations.
4. Do away with Quality of Work Life for the mailhandlers. It was discontinued for the carriers years ago. It does not contribute to the efficiency of the Postal Service.

5. Do away with Customer Service and Mail Processing designations. They need to work for the same manager in order to work together and to be responsible to one another."

* * * * *

"Dear Commissioners:

The U.S. Postal Service plays a key role in our democracy, helping to circulate ideas, information, and insight through the delivery of magazine and periodicals.

These magazines perform a heroic service, ensuring that ideas circulate, views are exchanged, and communities are able to learn about each other. For high editorial content magazines and newspapers which receive little or no advertising revenue, and which must support costs on a small subscriber base, equitable postal rates are critically important to ensure distribution and production.

While independent periodicals make up a tiny fraction of the total volume of mail passing through the Post Office, we provide the lion's share of information and ideas, the distribution of which helps the post office to fulfill its historic responsibility to serve the national interest.

Some of the global proposals to restructure the postal service don't necessarily recognize or resolve the dangerous issues facing the delivery of independent, high editorial, publications. A workable solution could include a rate for high editorial publications, which can be implemented with almost no effect on the rest of the mail stream, but with large impact at the mailbox.

The current devastating spiral of postal rate increases coupled with the ongoing restructuring of the post office threatens the very existence of thousands of magazines and periodicals in the United States.

Please preserve the role of the U.S. Postal Service in promoting democracy and prioritize the delivery of independent, high editorial content periodicals that do so much to serve our nation's interest."

* * * * *

"I am proud to be a Rural Carrier with twenty-seven (27) years of service to the Post Office. This position has blessed my family with security, for which I am grateful. SURVIVAL of the postal service is a vital concern. I see the UPS and FEDEX trucks daily. They are expanding their territories and services at an alarming rate. I understand that we are seeking to stay competitive.

We need an IMMEDIATE fix, and then concentrate on a long-term solution. My only suggestion for immediate relief would be to offer CSRS rural carriers voluntary early retirement with no incentives. This would open up many positions for those that have been excessed. Two (2) people can be hired to replace me at my current salary, which would be a savings of fifty (50)%. Also, insurance premiums would be reduced by millions of dollars if the work force average age were younger. The new technologies needed would attract younger people.

I hope my suggestion will be considered to help you to revitalize the USPS and us to become more competitive. I am proud to be a postal employee and hope to see it here for my grandchildren and others."

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"Dear Commissioners:

The U.S. Postal Service must continue its role in promoting democracy. The President's Commission on the United States Postal Service must prioritize the delivery of independent, high-editorial periodicals.

Or admit that this Republic has, indeed, finally metastasized into Empire.

The current spiral of postal rate increases, coupled with the ongoing Restructuring of the U.S. Postal Service, threatens thousands of magazines and periodicals in the United States.

The U.S. Postal Service fulfills its historic responsibility to serve the national interest by circulating ideas, information, and insight through the delivery of magazines and periodicals.

Independent periodicals provide by far the largest percentage of information, ideas, views, voices, reportage, and commentary. Free-flowing information is the life-blood of community and democracy. Equitable postal rates are critically important for the distribution, and production, of high-editorial content magazines and newspapers.

Some of the global proposals to restructure the U.S. Postal Service neither recognize nor resolve the issue of de facto censorship resulting from the failure to make the delivery of these publications possible and sustainable.

High-editorial publications make up a tiny fraction of the total volume of mail passing through the Post Office. A dedicated rate for high editorial publications would have almost no effect on the rest of the mail stream, but would have a large effect on the distribution costs of independent, high-editorial periodicals. The President's Commission on the United States Postal Service must give priority to these issues and must face the serious political nature of the decisions it is about to make."

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"I am a city resident and have alot of experience with the wait times at city/suburban offices. A 20 minute wait after a 15-20 minute ride (city ride) to the post office is not unusual. I have also been in very small rural post offices and it is immediate service there. I do not understand why these small offices that probably lose money (because the volume does not pay for the salaries I doubt) are allowed to remain open when the USPS is having such hugh dollar losses. I resent paying for offices that are political expedients to congresspersons in Washington. Many times it appears the small rural offices are only a 10-15 minute ride to a larger town with a full service post office there. Why should rural residents get better service than city

residents---especially when the post offices are losing money to provide such services. I think this is a terrible waste of the taxpayers money keeping these small offices open. Something should be done about this. NO CORPORATION IN AMERICA WOULD TOLERATE SUCH A SITUATION!"

* * * * *

"Good Afternoon:

My comments are limited to the city delivery side of the Postal Service. Like many managers that are in contact with carriers every day, I feel that we have some of the best people in America working in our neighborhoods. We appreciate the hard work that they do and the service they perform.

We have gone to great lengths to automate much of a carriers work, so that they spend an increasing number of hours on the street delivering mail. And, there is a disconnect between many managers and their carriers as to how much time a given amount of mail will require to get sorted and delivered. Through the process of automation, many carriers and managers have become adversaries in the delivery process, rather than allies or teammates. This leaves our customers in a position of having poorer service than there could otherwise be.

In visiting with carriers, union officials, and supervisors in many units, it is clear that there is a level of mistrust, disgust, and contempt from both sides. I do not believe that this climate will ever be fully repaired until two things occur:

1. Requiring carriers to change the current pay and work structure from a pay by the hour system to one of evaluated routes. In effect this would make carriers as salaried employees, with more control over their own time. In most cases, if a person can get paid for eight hours of work, and they see a way to get the work done more quickly without losing any money for doing so, they will do it. Our system currently discourages that practice. In our business, the difference between what is required of someone, and what is possible for someone, is called discretionary effort. This discretionary effort is what is being lost every day.

2. Call on the American people to move their mail receptacles to the curb. In the areas of safety and efficiency, the carrier in todays work environment is best served by having a motorized and mechanized system of delivery. In making delivery to a cluster box in a neighborhood or a curbside box on the street, a carrier is more time efficient. Slips, trips and falls are still the most prevalent root cause of injury in the Postal Service. Many of these injuries are caused in walking on the uneven surfaces of people's yards, or on icy porches and sidewalks. Much of these injuries could be eliminated. Also, the physical toll of years of grinding labor on a carriers hips, knees and ankles has caused many a joint replacement surgery. Needless pain and costly surgery could be avoided. Dog bites, bee stings, and other animal interferences cost us millions yearly in lost time and medical expense, which could be lessened by the protection of a delivery vehicle. The fleet would not need to be expanded, most of our carriers take a vehicle to the neighborhoods that they currently walk through. Finally, with the expanded role that the Americans with Disabilities

Act will surely play in some of our hiring practices in the future, it might be best to tackle the situation right now, and re-engineer the carriers work environment to be predominately mounted.

Thank you for the opportunity to participate in the discussion. Hopefully the president's commission will allow for the kind of change that make a difference at the street level."

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"I own a business with 22 employees that sells merchandise by mail. A healthy USPS with reasonable rates is vital to our survival. Over the long term I believe that email could kill the USPS unless reforms are made. Here are my key suggestions:

1. Six-days-per-week delivery is not necessary or cost effective. USPS should cut back immediately to 5 days per week. Over the long term I believe 3 days a week would be sufficient. Or maybe USPS would provide 1 delivery per week free, and additional deliveries for a fee.
2. Smaller post offices should be closed. Window services should be outsourced to private companies like Mail Boxes, local drugstores, etc.
3. USPS must become competitive in parcel delivery. Email will never replace parcel delivery. It is a growing business, unlike letter mail.
4. USPS should stop providing retiree medical care, or defined benefit pensions. It's like writing a blank check with costs unknown. A defined contribution plan is the best and most prudent way to provide for retirees."

* * * * *

"I HAVE WORKED AS A CARRIER FOR THE SERVICE FOR 16 YEARS, DURING THOSE YEARS I HAVE MADE SUGGESTIONS , SOME HAVE BEEN IMPLEMENTED ,OTHERS NOT , THE ONE SUGGESTION I WOULD LIKE TO SEE IS A NOMINAL FEE CHARGED WHEN A PATRON WANTS THEIR MAIL FORWARDED. AT PRESENT THE PATRON FILLS OUT A FORWARDING CARD GIVES IT TO THE WINDOW CLERK OR CARRIER, THEN IT GOES TO THE ROUTE OF ORIGIN WHERE THE CARRIER RECORDS THE NEW ADDRESS , THEN THE FORWARDING CLERK SENDS THE CARD TO THE COMPUTER FORWARDING CENTER WHERE ANOTHER CLERK ENTERS IT INTO THE DATA BASE THEN THEY SEND THE CARD BACK TO THE ORIGINATING OFFICE FOR VERIFICATION. THATS THE EASY PART. WHERE IT GETS COSTLY , COSTING YTHE POSTOFFICE MILLIONS IN LOST REVENUE IS THAT WE FORWARD THE MAIL FOR THE NEXT YEAR FOR FREE, WE SHOULD CHARGE A ONE TIME PROCESSING FEE TO FILE A CHANGE OF ADRESS CARD , ONE DOLLAR IS NOT TO MUCH TO ASK. AND THE POST OFFICE SHOULD ONLY FORWARD THE MAIL FOR 90 DAYS, THEN AFTER THAT THE POST OFFICE WOULD RETURN THE MAIL TO THE SENDER WITH THE PATRONS NEW ADDRESS. AT PRESENT WE FORWARD THE MAIL FOR ONE YEAR FREE OF CHARGE, THEN AFTER ONE YEAR, FOR THE FOLLOWING SIX MONTHS WE RETURN THE MAIL TO THE SENDER WITH THE PATRONS NEW ADRESS. I HAVE SUGGESTED

THIS IDEA MANY TIMES IN DIFFERENT SUGGESTION FORMATS THAT ARE AVAILABLE TO ME AND EACH TIME IT WAS TURNED DOWN SAYING THE IDEA WOULD HAVE TO GO TO THE RATE COMMISSION. WELL HERE IT IS, A ONE TIME FEE TO PROCESS A CHANGE OF ADDRESS ORDER WOULD HELP THE USPS FINANCIALLY AND WOULD HELP PAY FOR THE TIME AND EFFORT THAT GOES INTO THE TASK OF FORWARDING MAIL, BECAUSE AT PRESENT ITS A FINANCIAL DRAIN ON A ALREADY STRAINED SYSTEM THANK YOU ."

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"I have been a letter carrier for 26 yrs. My father was a rural carrier for 22 yrs so for most of my life I have been around the Postal Service. The one thing I have noticed over the last 4-5 years is the lack of service we provide our patrons. Basically service is all we have to sell and we have not been doing a very good job of that. The DPS is a million dollar joke. It takes me about 20-30 minutes longer each day than if I cased it in with the rest of the mail. That doesn't include all the delayed letters that are missent and it takes an extra 2 days to get them delivered.

My suggestions are

1) DO away with Saturday delivery-- No one really cares if they get mail on Saturday anymore. The banks close noon soon so its almost impossible to get there, retail stores are the only ones open, unlike 30 yrs ago when everyone worked Saturdays. My route has a group of Doctors- 20 to be exact and only 1 is open every Saturday. The others dont even want their mail til Monday. If you eliminate Saturdays you also save several jobs as you would no longer need T-7s. A savings of millions of dollars a year.

2) offer an early retirement to Civil Service employees since their retirement cost about \$7,000 a year more than the FERS employees.

3) Put people intelligence positions of Management we have a young lady 29 yrs old and worked for the Post Office for 4 yrs and is now my supervisor. She has cost the Postal Service several thousand dollars by making mistakes. Calling the wrong people in on overtime, not scheduling properly for Holidays, and numerous other contract violations for which they have paid. If in fact you are sincere about saving money then you need the help of every employee. The Postal Service is so top heavy with management it is unbelievable. We had 3 people in our office doing the same job. Everything today is done by computer. The computer even tells me how long it will take me to carry my route. Even though it has never carried the route. Someone somewhere must remember we are people and not machines. Not everyday is the ideal day. One may not feel very well or the aches and pains of pounding the pavement after a few years begins to catch up with you. I do understand sometimes changes are needed but sometimes they should start at the top and work their way down.

Thank you for taking time to read this."

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"Do we need mail delivery on Saturday? ... NO"

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"I use the US postal system almost every day to ship small packages. For the most part I would not think of switching to another service. I only use other shippers for heavy items. I trust the US postal employees to continue to do a good job. Outsourcing to different companies is a bad idea. How will the sanctity of the mail be monitored or enforced?"

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"Sirs/Madams,

I am writing to you to express my opinion of why the Postal Service is having troubles.

First, I must state that most managers are promoted not by what they know, but by who they know. This makes for a very backward progressive system since it would not take a brain to figure out that the powers to be would promote only those who they did not believe to be better than themselves.

Second, It is my firm belief that anyone over a level EAS 17 should have a Bachelors degree in their respect fields. This would promote more professionalism in the PO. Right now you have people running Maintenance that in some cases have not attended any equipment schools. How can a person manage a group of Maintenance people if they do not know what they are doing on the equipment?

Third, In most instances, no manager has to know anything about their particular operation. In some cases the only reason they are managers is because they could not do the job they were hired for.

In the New Orleans office, it is rumored that MCI got their friends and family idea from their office, since so many employees are either friends or family.

The Postal Service loses a lot of money because they do not correct their problems. In some cases, a person only has to file an EEOC complaint and it will cost the PO a lot of money. This does not need to happen, if the PO would only stop trying to run the business like a paramilitary organization.

I do hope you read my comments.

If you wish for more, feel free to contact me."

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"To Whom this may concern,

The President has asked You Nine people to do a study on the USPS. First of all, you people know nothing about the USPS. You are all big BUSINESS. Has any of you ever worked for the USPS? Our automation is useless. We have what is called DPS MAIL. I'm sure YOU all know what that is? Well it doesn't work.

Our job is done 95% better by hand.I know that you all think that automation is the key ?"
Well what do we do about the millions of people WHO DO NOT HAVE COMPUTERS? WE
deliver their MAIL.

The USPS has problems,the biggest one is MANAGMENT. THEY do not worry about
things that need to be fixed. MONEY<MONEY<MONEY.

I hope you nine people tell the PRESIDENT what is wrong with our company,because i'm
sure you all know better,than someone who works for the company.

I really hope someone reads this."

* * * * *

"I just read Goldways report to the Postal commission and think her ideas of privitization are
totally irresponsible. The Postal Service can improve effeciency and hopefully keep the rates
down by revamping their management procedures. I cannot see punishing the citizens of this
country by privatizing the Postal Service and thereby charging far more for it's service."

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"This may seem like a rediculous idea and does not solve the major
issues of reorganization but certainly would help defray future Postal
Increases.

Currently the annual cost of a Post Office Box is in the \$40-\$50 range.

Home delivery is free.

What is wrong with this picture?

We charge someone \$40 to pick up their mail yet offer home delivery at
no charge? The same sortation is done whether home delivery or PO Box.
The difference is the labor and equipment expense for delivering the
sorted mail to individual addresses.

Why not charge extra for this service, say \$40 annually for the added
costs associated with home delivery and reduce the charge on PO boxes
to \$10 annually to offset building occupancy costs.

While this idea most likely will not go anywhere due to the political
ramifications it is an example of thinking "outside the box".

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"As a letter carrier i have a direct interest in the survival of the usps.However nothing
will ever be accomplished if the mismanagement is not addressed.I am 54 and have been
a carrier for 24 years.I have been working since i was 14 and in all my pre usps career
have never seen such incompetence in my life.All this automation has done nothing to
improve service.It just makes delivery later.Autocratic management makes coming to
work a chore.They expect to save money on the backs of the craft workers while they do
everthing possible to make our job more difficult.Service is what we sell and we are not
providing that to the public.Unless we adress this we will not survive."

* * * * *

“Dear Reform Panel:

Good Luck to you guys on your mission. I would think it is quite a task to reform the US Postal Service. Every move you guys make: you'll probably find a brick wall. I've been with the PO for nearly 20 years and I still can't get a straight answer as to what my pension is under the FERS plan. When you make your decisions please keep in mind that most of us are dedicated workers who work 24/7 and work under harsh conditions. We now have the additional threat of terrorism.

Here are a list of some suggestions and ideas:

1. Offer locality pay. It's crazy that Postal employees in the Midwest receive the same pay as workers in the big cities. It cost \$200 a month in New York's Boroughs just for a parking space for your car.

2. The Postal Service should make better use of teletraining. The training center in Norman, OK. has the capability to broadcast via satellite. Why should a mechanic or electronic technician have to fly to Norman, OK. every time there is a new piece of equipment? It is a big expense for the PO and a hardship to our families. Sometimes we are away for over 7 weeks at a time.

3. Transfers to other postal facilities should be made easier. This way if a facility needs to excess employees, they may be more willing to go to another station. As of now you can have 25 years in one facility and transfer to another and lose all your seniority. It's insane.

4. Stop the drafting of employees on major holidays like Thanksgiving and Christmas. There is very little mail on these holidays yet management insists on a full crew. What a waste of money.”

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“I have a suggestion which I think could save the USPS a great deal of money.

I think the rule for five years of insurance coverage prior to retirement in order to be eligible for insurance after retirement is a waste of money, both for employees as well as the USPS. I am approaching retirement as a clerk for the USPS. I am carrying health insurance that I do not need at this time because I do not want to disqualify myself from insurance coverage after retirement. Since the Postal Service is paying most of the insurance premium it is spending money it would not have to if the five year rule was eliminated. I believe this is a change that should be seriously considered.”

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“To: President's Commission on the United States Postal Service and Subcommittees:

Military retirees who launch second careers with the postal service get their health insurance through the government sponsored FEHB (Federal Employee Health Benefits) program, despite

the fact that they are eligible for TRICARE Standard, the *complimentary* health insurance program provided by the Department of Defense for military retirees. As a result, USPS ends up paying expensive and unnecessary premiums for eligible active employees and annuitants.

TRICARE pays 75% of medical costs for hospitalization, doctor's office visits and prescriptions when used as primary. Our plan pays the remaining 25% as secondary.

Immediate approximate savings for USPS would be as follows based on active postal employees (military retired) which is 50% of 750,000 total employee population.

(Self Only) FEHB annual Gov't contribution \$1,125,000,000.00
(375,000 employees x \$3,000 premium)

(Self Only) annual Gov't contribution for our plan \$ 199,125,000.00
(375,000 employees x \$531 premium)

Total annual Gov't FEHB savings \$ 925,875,000.00

Savings to USPS would be \$925,875,000.00, or a 82.3% reduction to Gov't premium costs for the (Self Only).

TRICARE is funded by DoD. The national average per TRICARE claim is \$1,200.

TRICARE Claims Costs Annually \$ 450,000,000.00
(375,000 employees x \$1,200)

Net Premium Savings Annually \$ 475,875,000.00

Keep in mind that the net savings annually would double based on self only + dependent. In addition, these numbers should hold true for your annuitant population as well.

This would not be shifting the cost burden to DoD because TRICARE claims are paid on a "DRG" system very similar to Medicare. Hospitals, doctors and pharmacies are paid a "fixed" amount regardless of how much the care actually costs. The private health insurance industry (e.g. Aetna, Blue Cross, United Health Care) that services FEHB health plans does not have this valuable option.

There is also additional potential savings for USPS. Our plan carves out an older segment of employees (ages 40-65) lowering the over all average age. Since the average age may be lowered, premiums on remaining FEHB plans would decrease. This concept should find favor with the government, USPS employees and unions, because "all postal employees" would benefit by having their health premiums reduced. (Can be used as a pilot program on a voluntary basis.)

In closing, the savings would be staggering, should the government decide to utilize this plan for the entire Federal workforce. Presently, several "Fortune 500" defense contractors are successfully utilizing the TRICARE program as primary coverage.

We look forward to meeting with the President's Commission at their convenience, to clarify any questions/concerns."

* * * * *

"Dear Sir,

We are writing to voice our concerns with the mission of the President's Commission on the United States Postal Service as outlined in Executive Order No. 13278.

First and foremost we think The Public Comment Process deadline of February 12th, 2003 needs to be extended. If the Commission has 5 months to complete its research then the public should be given, at a minimum, the same amount of time to pose any questions, comments, or concerns they may have. If the Commission's deadline to submit a report is NLT July 30th, 2003, then the general public should have more than 8 weeks to make any inquiries.

We also think this issue should be more publicized as far as the Public Comment Process is concerned. If you are talking about making this massive change then you should be responsible enough to inform the public of the mission of this Commission.

The way we understand it is the job of the USPS is to provide a universal service to the American people at an affordable price. This has been the mission of the USPS since Benjamin Franklin was named the first Postmaster in 1775. If the USPS is privatized, we think it would mean the end of universal service. We do not want our First Class Mail, Express Mail, Priority Mail, or ANY profitable part of the USPS to be outsourced to a private company or sector. The USPS does it's job just fine in our opinion.

These aspects of the USPS are what generates it's revenue. These functions also subsidize the other portions of the USPS service that are not profitable. Private companies will want profitable parts of the US Postal Service but will not want the responsibility and cost associated with other parts, that even though cost more than they make, are still integral to providing the American public with universal service. This will leave taxpayers with the option of paying more, or a reduction in service.

The issue of affordability also comes into play. If the USPS is privatized, what would happen to postal rates? I think you know they would increase many times over, especially the First Class letter mail.

Another issue is the sanctity of the mail. How would the security of the mail be guaranteed? If more than one company is delivering mail, how would security be handled? Right now there is a Postal Inspection Service that keeps this issue in line and that is a HUGE responsibility! How would other companies be required to handle this issue?

The monopoly of the USPS must remain intact because it is the only thing that will continue to protect this treasured resource and incredible service to the American Public.

We thank you for your time."

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