

United States Senate

WASHINGTON, DC 20510

November 29, 2023

The Honorable Joseph R. Biden, Jr.
President of the United States
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Dear Mr. President,

As you consider nominees to fill upcoming United States Postal Service (USPS) Board of Governors (BoG) vacancies, we urge you to select candidates with strong backgrounds in postal matters and the temperament to work effectively with the other Governors to hold Postmaster General Louis DeJoy accountable in his management of USPS and ensure the Postal Service is meeting the needs of rural customers. We ask you to send BoG nominees to Congress before the end of the year.

The Postal Service has long been the primary mail service provider for rural communities, where private delivery companies often fall short. According to the Postal Service's own research, more than 80% of rural customers view the organization as valuable.

Unfortunately, under Postmaster General DeJoy's tenure mail service in rural communities has continued to deteriorate. In carrying out Postmaster General DeJoy's flawed Ten-Year Plan, USPS has under resourced packaging facilities in rural communities in order to consolidate operations, failed to perform regular maintenance on package sorting equipment, and tried to curb overtime payments that allow carriers to deliver mail and packages on time.¹ USPS has announced that further cost-cutting measures are imminent.² We recognize the Postal Service has a responsibility to be financially sound, but the BoG must ensure that these strategies do not impact timely mail service, customer service, or worker safety.

¹ See, e.g., USPS OIG, *Repair and Maintenance of Package Sorting Machines at Delivery Units* (April 10, 2023) (23-089-R23) (online at <https://www.uspsoig.gov/sites/default/files/reports/2023-08/23-089-r23.pdf>). *Vermont Delegation Decries Removal of Mail Processor at White River Junction Facility*, VT Digger (October 13, 2020) (online at (<https://vtdigger.org/2020/10/13/vermont-delegation-decries-removal-of-mail-processor-at-white-river-junction-facility/>)). USPS OIG, *Repair and Maintenance of Package Sorting Machines at Delivery Units* (April 10, 2023) (23-089-R23) (online at <https://www.uspsoig.gov/sites/default/files/reports/2023-08/23-089-r23.pdf>); *Federal Judge Faults Postmaster General DeJoy in Mail Delays*, AP News (October 7, 2022)(online at <https://apnews.com/article/elections-lawsuits-presidential-election-2020-postal-service-8cdda72ddd4e7e04c4dfe3b6a4380508>).


² *DeJoy Pledges to Trim Workforce Costs as USPS Continues to Lose More Money Than Expected*, Government Executive (August 9, 2023) (online at <https://www.govexec.com/management/2023/08/dejoy-pledges-trim-payroll-usps-continues-lose-more-money-expected/389277/>).

The shortcomings of USPS are perhaps most apparent in its struggle to attract and retain workers.³ The Postal Service is failing its own retention goals for non-career employees, with turnover rates at 58.2%.⁴ As a result, postal workers are being spread thin, with some working more than 60 hours a week.⁵ We are concerned workforce retention issues will further deteriorate under Postmaster General DeJoy's implementation of the Rural Route Evaluated Compensation System (RRECS), which mail carriers have warned will cut rural carrier rates without making changes to their routes. It is concerning that USPS has moved forward with implementation of RRECS despite concerns that this methodology could cut workers' pay while at the same time the USPS is seeking to hire more postal employees.

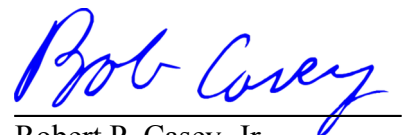
In 2022, Congress passed the Postal Service Reform Act to address the financial burden of the USPS by ending the requirement to prefund employee retirement health benefits.⁶ The Inflation Reduction Act also provided historic investments to revive the USPS, including \$1.29 billion for zero-emission delivery vehicles and \$1.71 billion to support facility infrastructure for these vehicles.⁷ These investments can help revitalize USPS and empower it to adapt to the diverse needs of communities across the country—if we have a proactive, experienced, and energetic BoG that is able to provide appropriate oversight of Postmaster General DeJoy and get the agency back on track.

We urge you to swiftly nominate individuals to the BoG that will do just that. This is an indispensable opportunity that can put USPS back to work in serving our communities.

Sincerely,



Peter Welch
United States Senator



Robert P. Casey, Jr.
United States Senator

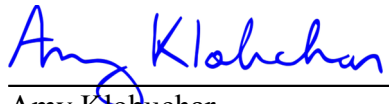
³ The Postal Service Office of Inspector General (OIG) highlighted the need to improve workforce retention in reports issued in 2019 and 2022. See USPS OIG, *Postal Service's Non-Career Employee Turnover Follow-Up* (April 18, 2023) (22-180-R23) (online at <https://www.uspsoig.gov/sites/default/files/reports/2023-04/22-180-r23.pdf>). USPS OIG, *Effectiveness of the Postal Service's Efforts to Reduce Non-Career Employee Turnover* (February 19, 2020) (19POG001SAT000-R20).

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⁶ Pub. L. No. 117-108 (2022).

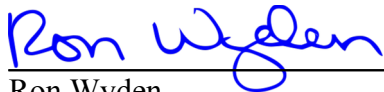
⁷ Pub. L. No. 117-169 (2022).



Amy Klobuchar
United States Senator



John Fetterman
United States Senator



Ron Wyden
United States Senator



Tina Smith
United States Senator



Bernard Sanders
United States Senator