

Current Organizational Changes

Last fall, we initiated a series of phased organizational changes to improve our ability to implement strategies and drive success.

- Creation of three core business functions of Retail and Delivery, Logistics and Processing, and Commerce and Business Solutions.
- Centralization of administrative support functions at the area and district level into Headquarters enabling the Headquarters organization to focus on strategy and planning, while Retail and Delivery areas and Mail Processing and Logistics regions focus on operational execution.
- Alignment of the core business functions into four areas within Retail and Delivery and two regions within Mail Processing and Logistics.

What's Happening?

The next phase of our organizational restructuring, announced March 2021, includes a district consolidation plan, centralization of Area and District Marketing functions, and realignment of the Mail Processing and Logistics divisions.

To date, an organizational change with reduction-in-force (RIF) has not been initiated. Over the next two months, we will be engaged in specific activities to complete the staffing changes for the final phase of our restructure. The announcement of the final structure and staffing is planned for May 2021.

Preparing for Changes

To support our employees, visit the [Preparing for Change - Employee Support Site](#) where you will find information about the organizational changes including; timelines, guidance for leading and navigating change, career planning resources, and Voluntary Early Retirement. Additionally, you have access to previous communications regarding the changes to keep you informed and up to date on the latest information notifications.

During any organizational change, employees can take proactive steps to prepare for possible workplace changes and important USPS notifications.

- **Update your Address** - Keeping your address and contact information up-to-date with USPS is important for all employees. You may miss important information in the mail if your address is not current. Access the [Change of Address](#) app now.
- **Create and/or Update your eCareer Profile** - It's one of the best ways to prepare for any career move within the Postal Service. Open the “How to Apply” document on *LiteBlue* on the [eCareer information page](#) to get started.
- **Check your Personnel Folder** - Double check your work-related documents for accuracy. Having these files up-to-date can give you peace of mind when change happens, and you can do it online via the [eOPF](#) app on *LiteBlue*. Note: eOPF cannot be accessed via *Blue* on a postal computer or within the *Blue* Postal network.