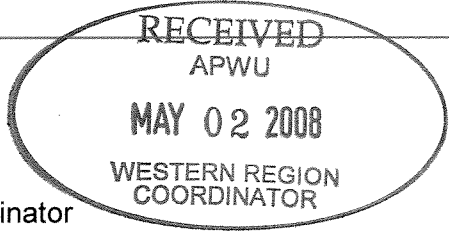


Western Area
Human Resources



To: () Pacific Area Local(s)
(X) Western Area Local(s)
() So. West Area Local(s)

April 29, 2008

Omar M. Gonzalez
Western Regional Coordinator
APWU, AFL-CIO
500 Airport Blvd., Suite 450
Burlingame, CA 94010-1940

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration
 Please review, take action
and reduce issues to writ-
ing
 Comments

David E. Ross
Director NPMHU Western Region (Denver)
11152 Huron St.
Northglenn, CO 80234-4321

Omar M. Gonzalez, Coordinator

cc: Communications Dept.

Re: Notice of Withholding Arizona District

Dear Union Representatives:

The Arizona Performance Cluster is currently under withholding of City Letter Carrier positions due to the upcoming implementation of the Flat Sequencing System (FSS). Due to the anticipation of excessing outside the installation, it is necessary under Article 12 to withhold in other crafts as well.

Therefore, we have authorized the Arizona Performance Cluster to withhold up to 150 full-time and part-time levels PS-7 and below positions in the Clerk, Custodian, and Mail Handler crafts within 50 miles of the Chandler, Mesa, Payson, and Sun City Post Offices.

If you have any questions, please contact Dan L. Foster, Labor Relations Specialist at 303-313-5702.

Sincerely,

Dan L. Foster for
Valerie E. Martin
Manager Human Resources
Western Area

cc: Manager Labor Relations Western Area
Manager In-Plant Support Western Area
Manager Programs Delivery Support Western Area
District Manager AZ
Manager Human Resources AZ
Manager Labor Relations AZ
Manager Operations Support AZ
Complement Coordinators Western Area & AZ

Attachment: Site Impact Reports

1745 STOUT ST., STE. 600
DENVER, CO 80299-4000
(303) 391-5020
FAX: 391-5021

Impacted Installation Arizona Cluster

Installation Address Arizona Combined

Area Name Western

Impact Type FSS

Date of Impact 03/10/2010

Period (Dates) of Review Performed 11/26/2005 Thru 11/24/2006

Report Prepared By Michael Smith

Report Prepared Date 01/24/2007

Phone (303) 313-5624

Reviewed By Art Gilbert

WorkHour Impact Report

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings (C*4)	E Annual Work Hours Savings (C*52)	F Annual FTE Savings (E / G)	G Current FTE Yearly Hour Rate
Total	105,429	89,795	-15,634	-62,536	-812,968	-452	1,792

OverTime Impact

	Current OT Average Weekly Hrs	Current OT Rate	Planned OT per Week from changes	Additional Planned OT per Week	Percent Planned OT per Week	Planned OT Hours per Week	Planned OT Rate
Total	19,265	18.3%	± -7,407	± 0	±	11,858	13.2%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Carrier Casuals on Rolls	55
b. Current Total Non-OverTime Carrier Casuals Hours per Month	7192
c. Planned Reduction in Total Non-OverTime Carrier Casuals Hours per Month	-7192
d. Number of Carrier Casuals that will have Reduced Hours	0
e. Number of Carrier Casuals that will be Terminated	-55
f. Number of Carrier Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Carrier Casuals	

Part Time Flexible (PTFs)

a. Current Number of Carrier PTFs on Rolls	322
b. Current Total Non-OverTime Carrier PTFs Hours per Month	45304
c. Planned Reduction in Total Non-OverTime Carrier PTFs Hours per Month	-6328
d. Number of Carrier PTFs that will have Reduced Hours	120
e. Number of Complement Change in Carrier PTFs	-36

WorkHour Impact Report

Part Time Regular (PTRs)

Page 3 of 4

a. Current Number of Carrier PTRs on Rolls	12
b. Planned Number of Carrier PTR Positions after Impact	12
c. Estimated Number of Carrier PTR Attrition	0
d. Will there be any Carrier PTRs Excessed from Craft or Installation	NO
If Yes how Many Carrier PTRs	0
e. Provide Narrative Explaining need for Excessing	

Full Time Regular (FTRs)

a. Current Number of Carrier FTRs on Rolls	2443
b. Planned Number of Carrier FTR Positions after Impact	2292
c. Estimated Number of Carrier FTR Attrition	41
d. Will there be any Carrier FTRs Excessed from Craft or Installation	YES
If Yes how Many Carrier FTRs	110
e. Describe Withholding Area Within Miles Around your Installation	50
f. Provide Narrative Explaining need for Excessing	

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-19,396
b. Planned Reduction in Total OT Hours per Month	-29,628
c. Planned Reduction in Casual Non-OT Hours per Month	-7,192
d. Planned Reduction in PTF Non-OT Hours per Month	-6,328
e. Total Planned Non-OT Hours per Month	311,748
f. Total FTE Savings	-452

Western Area
Human Resources



November 16, 2007

Wesley A. Davis
National Business Agent
NALC Region 4 Denver
1018 Airport Rd, STE 116
Hot Springs, AR 71913-4626

RE: Authorization of Withholding for Arizona FSS

Dear Mr. Davis:

Due to implementation of the Flat Sequencing System (FSS) within the Arizona Performance cluster scheduled from March through June 2010, we anticipate that 150 full-time and part-time city letter carrier positions will be impacted. The impacted offices in Arizona are Avondale, Goodyear, Chandler, Anderson Springs, Flagstaff, Gilbert Fiesta, Glendale, Mesa, Payson, Peoria, Apache, Phoenix, Scottsdale, and Sun City.

In order to minimize dislocation and inconvenience to employees we are authorizing the withholding of 146 full-time and part-time city letter carrier positions Grade 1 and Grade 2 within 50 miles of each impacted office.

Attached are copies of the Site Impact Reports for each of the impacted offices. I am also enclosing a copy of a map that shows the approximate withholding area. We invite you to contact us to discuss this matter.

If you have any questions, please contact Dan L. Foster at 303-313-5702.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Foster".

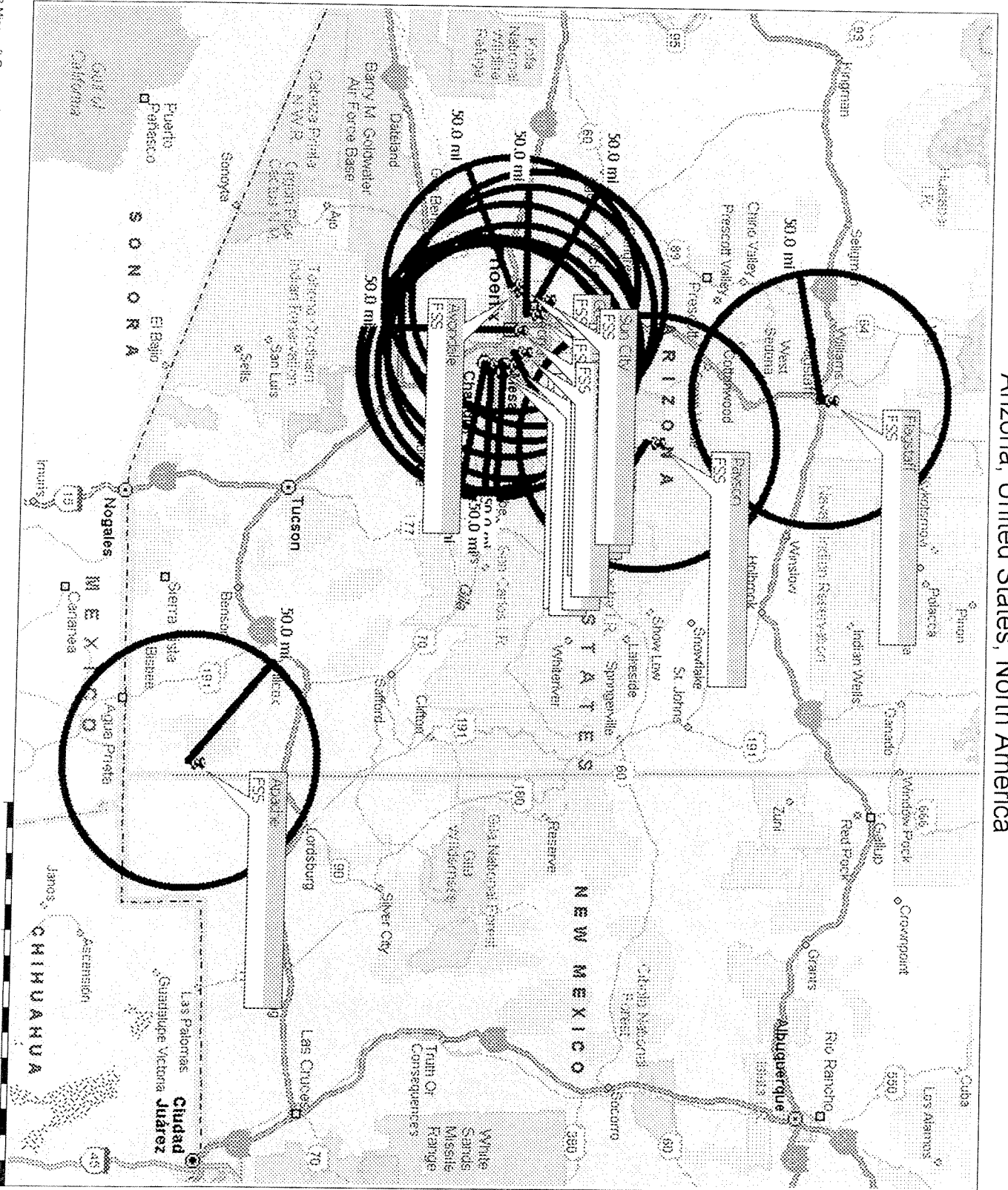
Dan L Foster for
Valerie E. Martin
Manager Human Resources
Western Area

Cc: Manager Labor Relations Western Area
Manager Programs Delivery Support, Western Area
District Manager Arizona
Manager Human Resources Arizona
Manager Labor Relations Arizona
Senior Plant Manager Arizona
Complement Coordinator Arizona

Attachment: Site Impact Reports, Maps

1745 STOUT ST., STE. 600
DENVER, CO 80299-4000
(303) 391-5020
FAX: 391-5021

Arizona, United States, North America



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FSS IMPACTS BY FACILITY
October 19, 2007

OFFICE	FTR	PTF
Avondale/Goodyear	-3	-1
Chandler MO and Anderson Springs	-8	-1
Flagstaff	-3	-1
Gilbert Fiesta	0	-1
Glendale MO, Arrowhead and Downtown	0	0
Mesa Desert, Dobson, Falcon Field, Four Peaks, MO, Mountain View and Pioneer	-15	-12
Payson	-1	0
Peoria Main Office and Downtown	-4	0
Tempe Apache, Main Office and South Station	0	-2
Phoenix Combined	-51	-3
Phoenix Ahwatukee, Arcadia, Cactus, Capitol, Downtown, and Indian School (-23 FTRs and 0 PTFs)		
Phoenix Boulder Hills, McDowell, Northwest and Sierra Adobe (-10 FTRs and 0 PTFs)		
Phoenix Maryvale, Northeast, Rio Salado, Shaw Butte and South Mountain (No impact)		
Phoenix Osborn Station (-6 FTRs and -4 PTFs)		
Phoenix Pecos Station (-4 FTRs and -1 PTF)		
Phoenix Sunnyslope and Washington (-8 FTRs and -3 PTFs)		
Scottsdale Combined	-5	-9
Scottsdale Air Park, Hopi and Papago (0 FTRs and -8 PTFs)		
Scottsdale Main Office (-5 FTRs and -1 PTF)		
Sun City Combined	-20	-6
Sun City West Branch and Surprise Branch (-12 FTRs and -5 PTFs)		
Sun City Main Office (-8 FTRs and -1 PTF)		
TOTAL	-110	-36