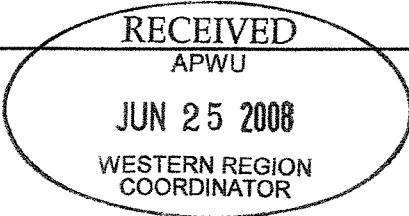


PACIFIC AREA OFFICE
HUMAN RESOURCES



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

June 24, 2008

Omar Gonzalez
APWU Western Regional Coordinator
500 Airport Blvd., Ste. 450
Burlingame, CA 94010

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

Comments *See attached challenge*
[Signature]
Omar M. Gonzalez, Coordinator
cc: Communications Dept. NBA

This is to advise you that we will be expanding the radius of our withholding for all current and all future Article 12 impact/withholding packages from 100 miles to up to 500 miles. We will withhold full-time residual assignments in the clerk, mail handler, carrier and custodial crafts within this geographic radius. This decision to expand the radius of the withholding is based on an assessment of our current and future impacts in all functions and on our ability to capture sufficient withheld jobs for placement of impacted employees.

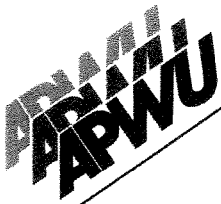
Additionally, as impacts are realized it may be necessary to use residual assignments that were withheld for one impact for placement of employees affected by a different impact. If it becomes necessary to use these assignments we will replace them by withholding other assignments as they become available.

If you have any questions or wish additional information, you may contact Linda Shumate at (626) 855-6446.

Manuel Botello

Manuel Botello
Manager, Human Resources

cc: Area Manager, Operations Support
Area Manager, Finance
Area Manager, Human Resources
Area Manager, Labor Relations
Area Complement Coordinator



American Postal Workers Union, AFL-CIO

OMAR M. GONZALEZ

Western Region Coordinator

Waterfront Plaza

500 Airport Blvd. Suite 450

Burlingame, California 94010

650-685-7403 650-685-7429 Fax

ogonzalez@apwu.org

June 26, 2008

Mr. Manual Botello

Manager, Human Resources

United States Postal Service Pacific Area

11255 Rancho Carmel Drive Room 227

San Diego, CA 92197

RE: Unilateral Expansion of Radius

This refers to your June 24, 2008 notice unilaterally expanding the radius of USPS withholding for all current and future Article 12 impact/withholding packages from 100 miles to up to 500 miles.

A reading of your declaration necessitates this challenge. Article 12.5.C.5.b requires consultation with the Union. No such consultation has taken place. The JCIM declares "management designates the available residual vacancies and if a sufficient number is not identified within 100 miles of the losing installation, consultations with the affected union is required".

You should also know that each situation of withholding "must" be examined separately based upon local fact circumstances.

Please provide documentation, reports, studies etc. that validate your stated declaration of an assessment of your current and future impacts in all functions and your ability to capture sufficient withheld jobs for the placement of impacted employees.

Also it appears your second paragraph of continued perpetual withholding for different impacts violates the intent of Article 12 of the CBA and JCIM and indicates a managerial desire to circumvent the requirement to release residual withheld duty assignments for PTR, PTF preference, or transfers.

I am requesting you void and withdraw this notice until an Area/Regional level meeting is conducted and the parties consult. Failure to do so will result in grievance activity to protect the interests of the bargaining unit.


Omar M. Gonzalez

Regional Coordinator