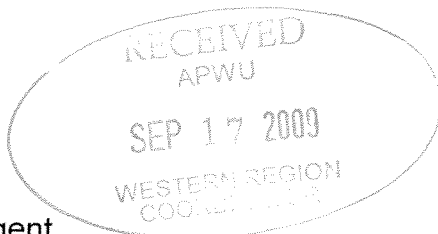




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September 11, 2009



Paul Price  
National Business Agent  
National Association of Letter Carriers, AFL-CIO  
11818 SE Mill Plain Blvd. Suite 303  
Vancouver, WA 98684-7017

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

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

SUBJECT: Notice of Impacts in the Portland District

Dear Mr. Price,

Omar M. Gonzalez, Coordinator

This letter is with regard to the overstaffing in the Baker City, OR Post Office. In order to minimize impact due to the overstaffing we are authorizing the withholding of one (1) residual vacancy at the same or lower level in surrounding installations within 100 miles of this installation. These positions include clerk, carrier, mail handler and custodial craft positions.

If you have any questions, please contact Scott Sutton Western Area Labor Relations at 303-313-5449.

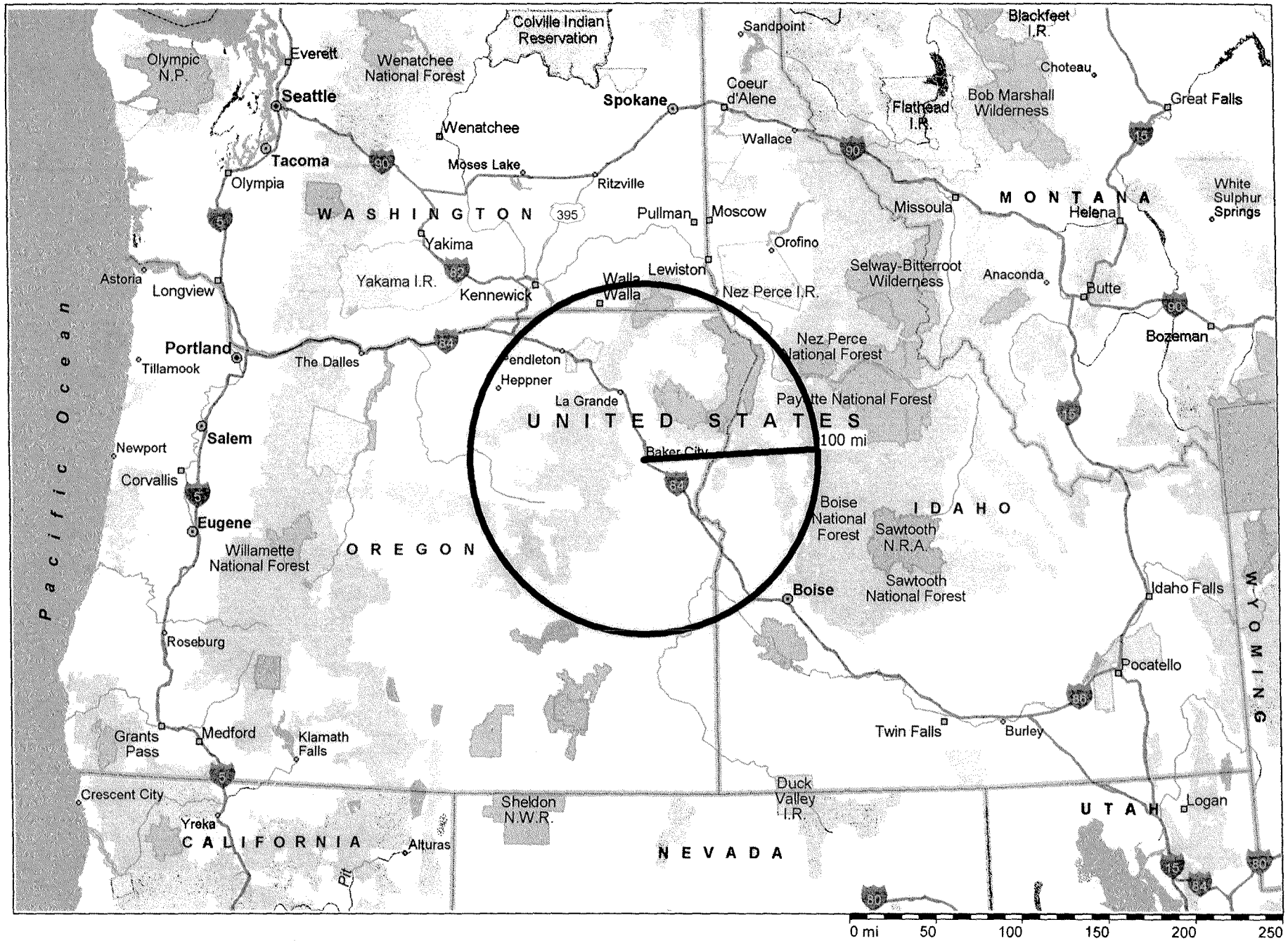
Scott Sutton for  
Valerie E. Martin  
Manager Human Resources  
Western Area

Attachments: Maps, Seniority Roster, Impact Report

- Cc: Manager Labor Relations Western Area  
 Manager Programs Delivery Support, Western Area  
 Manger In-Plant Support Western Area  
 District Manager Portland  
 Manager Human Resources Portland  
 Manager Labor Relations Portland  
 Compliment Coordinator Portland  
 District Manager Seattle  
 Manager Human Resources Seattle  
 Manager Labor Relations Seattle  
 APWU Regional Director Gonzalez  
 NPMHU Regional Director Denver



# United States, North America



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## WorkHour Impact Report

<b>Impacted Bid Cluster</b>	BAKER CITY POST OFFICE
<b>Installation Address</b>	
<b>Area Name</b>	WESTERN
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	01/31/2010
<b>Period (Dates) of Review Performed</b>	08/30/2008 thru 08/28/2009
<b>Report Prepared By</b>	Michael Mcguire
<b>Report Prepared Date</b>	09/11/2009
<b>Reviewed By</b>	Terry Anderson
<b>Phone</b>	(503) 294-2502

# WorkHour Impact Report

Craft = CARRIER

	A	B	C	D	E	F	G
	Current Average Weekly Hrs	Planned Weekly Hrs	Weekly Hrs Savings	Monthly Savings	Annual Work Hours Savings	Annual FTE Savings	Current FTE Yearly Hr Rate
Total	317	282	-35	-140	-1820	-1	1820

## 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	22	6.9%	-2	0		20	7.1%

# WorkHour Impact Report

## Casuals

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

## Part Time Flexible (PTFs)

a. Current Number of CARRIER PTFs on Rolls	1
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	148
c. Planned Reduction in Total Non-OverTime CARRIER PTFs Hours per Month	0
d. Number of CARRIER PTFs that will have Reduced Hours	0
e. Will there be any CARRIER PTFs Excessed from Craft or Installation	NO
If Yes how Many CARRIER PTFs	0
f. Provide Narrative Explaining need for Excessing	
PTF remains for needs of the office.	

## Transitional Employees (TEs)

a. Current Number of CARRIER TEs on Rolls	0
b. Current Total Non-OverTime CARRIER TE Hours per Month	0
c. Planned Reduction in Total Non-OverTime CARRIER TE Hours per Month	0
d. Number of CARRIER TEs that will have Reduced Hours	0
e. Number of CARRIER TEs that will be Terminated	0
f. Number of CARRIER TEs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CARRIER TEs	
N/A	

# WorkHour Impact Report

## Part Time Regular (PTRs)

a. Current Number of CARRIER PTRs on Rolls	0
b. Planned Number of CARRIER PTR Positions after Impact	0
c. Estimated Number of CARRIER PTR Attrition	0
d. Will there be any CARRIER PTRs Excessed from Craft or Installation	NO
CARRIER PTRs	0
e. Provide Narrative Explaining need for Excessing	
N/A	

## Full Time Regular (FTRs)

a. Current Number of CARRIER FTRs on Rolls	8
b. Planned Number of CARRIER FTR Positions After Impact	7
c. Estimated Number of CARRIER FTR Attrition	0
d. Will there be any CARRIER FTRs Excessed from Craft or Installation	YES
If Yes how Many CARRIER FTRs	1
e. Provide Narrative Explaining need for Excessing	
One Carrier excess to needs of the office	

## WorkHour Impact Report-CARRIER

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-140
b. Planned Reduction in Total OT Hours per Month	-8
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1128
f. Total FTE Savings	-1

