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MAY 01 2009

WESTERN REGION COORDINATOR

April 28, 2009

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

Alaska District

Omar Gonzalez
Western Region Coordinator
American Postal Workers Union, 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 writing

Comments

Omar M. Gonzalez, Coordinator

SUBJECT: Notice of Impacts in Alaska District

Dear Mr. Gonzalez,

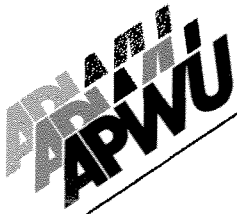
This letter is with regard to the letter sent to you dated March 13, 2009 concerning the workload reductions in the Fairbanks, AK Post Office. In order to minimize impact due to the workload reductions we are authorizing the withholding of twelve (12) residual vacancies at the same or lower level in surrounding installations within Alaska District. 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: Impact Report, Seniority List, Supportive Documentation

Cc: Manager Labor Relations Western Area
Manager Programs Delivery Support, Western Area
Manger In-Plant Support Western Area
District Manager Alaska
Manager Human Resources Alaska
Manager Labor Relations Alaska
NALC Region 1
NPMHU Regional Director Denver



American Postal Workers Union, AFL-CIO

Office of the Western Region
ogonzalez@apwu.org

Omar M. Gonzalez, Coordinator
500 Airport Blvd. Suite 450, Burlingame, CA 94010

(650)685-7402
650-685-7429 Fax

May 1, 2009

Mr. Scott Sutton
Labor Relations Specialist
Western Area USPS
1745 Stout Street, Suite 400
Denver, CO 80299

RE: Fairbanks AK , Alaska Impacts

Dear Mr. Sutton:

I am in receipt of the impact notice for Alaska District dealing with Fairbanks AK. I find that the notice is improper on several points:

- 1) First and foremost on information and belief this and other impacts was discussed with employees and others prior to any discussion or meeting with the Regional Union. Such action is prohibited by the CBA/JCIM. If there is to be an appropriate flow of information the Regional Union must insist on compliance with the CBA/JCIM.
- 2) There is no radius declared or mileage for placement into available residuals.
- 3) What level 6 positions in the Maintenance Craft are going to be withheld?
- 4) The Impact Report reveals the need for excessing is due to the elimination of all Tour 1 operations and reduced overall complement. Yet the attached documents indicate CSV. Where and by whom is the tour one operations going to be processed?

Please provide the above information and also explain the violations on prohibiting field management from discussing excessing prior to a Regional/Area meeting conducted.



Omar M. Gonzalez
Regional Coordinator

cc Files

WorkHour Impact Report

Impacted Bid Cluster	FAIRBANKS POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/02/2009
Period (Dates) of Review Performed	03/15/2008 thru 03/13/2009
Report Prepared By	Rita Oliver
Report Prepared Date	04/28/2009
Reviewed By	Ronald Haberman
Phone	(907) 266-3261

WorkHour Impact Report

Craft = CLERK

	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	986	586	-400	-1600	-20800	-12	1768

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	116	11.8%	-60	0		56	9.6%

WorkHour Impact Report

Casuals

a. Current Number of CLERK Casuals on Rolls	0
b. Current Total Non-OverTime CLERK Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	0
d. Number of CLERK Casuals that will have Reduced Hours	0
e. Number of CLERK Casuals that will be Terminated	0
f. Number of CLERK Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK Casuals	
No casuals on rolls	

Part Time Flexible (PTFs)

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

Transitional Employees (TEs)

a. Current Number of CLERK TEs on Rolls	0
b. Current Total Non-OverTime CLERK TE Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK TE Hours per Month	0
d. Number of CLERK TEs that will have Reduced Hours	0
e. Number of CLERK TEs that will be Terminated	0
f. Number of CLERK TEs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK TEs	
No TE on rolls	

WorkHour Impact Report

Part Time Regular (PTRs)

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

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	29
b. Planned Number of CLERK FTR Positions After Impact	17
c. Estimated Number of CLERK FTR Attrition	1
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	11
e. Provide Narrative Explaining need for Excessing	
Eliminated all Tour 1 operations and reduced overall complement	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1600
b. Planned Reduction in Total OT Hours per Month	-240
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	2344
f. Total FTE Savings	-12

WorkHour Impact Report

Craft = MAIL HANDLER

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	72	36	-36	-144	-1872	-1	1872

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	10	13.9%	-5	0		5	13.9%

WorkHour Impact Report

Casuals

a. Current Number of MAIL HANDLER Casuals on Rolls	0
b. Current Total Non-OverTime MAIL HANDLER Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAIL HANDLER Casuals Hours per Month	0
d. Number of MAIL HANDLER Casuals that will have Reduced Hours	0
e. Number of MAIL HANDLER Casuals that will be Terminated	0
f. Number of MAIL HANDLER Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAIL HANDLER Casuals	
No casual MH on rolls	

Part Time Flexible (PTFs)

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

Transitional Employees (TEs)

a. Current Number of MAIL HANDLER TEs on Rolls	0
b. Current Total Non-OverTime MAIL HANDLER TE Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAIL HANDLER TE Hours per Month	0
d. Number of MAIL HANDLER TEs that will have Reduced Hours	0
e. Number of MAIL HANDLER TEs that will be Terminated	0
f. Number of MAIL HANDLER TEs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAIL HANDLER TEs	
No TE on rolls	

WorkHour Impact Report

Part Time Regular (PTRs)

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

Full Time Regular (FTRs)

a. Current Number of MAIL HANDLER FTRs on Rolls	2
b. Planned Number of MAIL HANDLER FTR Positions After Impact	1
c. Estimated Number of MAIL HANDLER FTR Attrition	0
d. Will there be any MAIL HANDLER FTRs Excessed from Craft or Installation	YES
If Yes how Many MAIL HANDLER FTRs	1
e. Provide Narrative Explaining need for Excessing	
Mass mail to Anchorage reduced MH functions.	

WorkHour Impact Report-MAIL HANDLER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-144
b. Planned Reduction in Total OT Hours per Month	-20
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	144
f. Total FTE Savings	-1

Seniority Report

Area	WESTERN - E	Tour	ALL
Cluster	ALASKA PFC - 995	Zone	blank
MSC	blank	LDC	ALL
Bid Cluster	blank	Sections	ALL
MPOO	ALL	Level	ALL
Office	FAIRBANKS PO - 022769	Category	FT
Unit Name	ALL	Functions	4 - CUST SERV
PL	ALL	Craft	CLERK
Title	ALL	Job Note	NONE
Employee Note NONE			

Name	Seniority #	P/L	Level	VetStart	Days Off
1 GOULD, KARIN M	08/05/1974 001 440	06	CLERK/SPECIAL DELIVERY MESSENGER FT	N 0830	SATSUN
2 MILLER, DARLENE L	12/03/1974 001 433	06	MAIL PROCESSING CLERK FT	N 1400	SATSUN
3 WALDRON, KATHRYN J	06/22/1977 001 440	08	RAMP CLK AMF FT	N 0700	SATSUN
4 MACKIN, THOMAS S	06/01/1981 001 440	07	GENERAL EXPEDITOR FT	N 0600	SATSUN
5 THOMPSON, TIMOTHY E	08/08/1981 001 437	07	LEAD SALES & SERVICES ASSOCIATE FT	N 0915	SATSUN
6 HERNANDEZ, DENISE G	09/21/1981 001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0600	SATSUN
7 CHRISTENSON, HEIDI M	06/06/1983 001 442	06	MAIL PROCESSING CLERK FT	N 0530	SATSUN
8 KNIGHT, JONATHAN C	08/01/1983 001 433	07	GENERAL EXPEDITOR FT	N 1400	SATSUN
9 DODSON, VALERIE L	09/03/1983 001 440	06	MAIL PROCESSING CLERK FT	N 0500	SUNMON
10 VAN HORN, CYNTHIA L	02/21/1984 001 438	07	LEAD SALES & SERVICES ASSOCIATE FT	N 0800	SATSUN
11 DAVIS, CAROLE	04/14/1984 001 433	06	MAIL PROCESSING CLERK FT	N 1300	SATSUN
12 KATER, SUSAN A	04/23/1984 001 433	06	MAIL PROCESSING CLERK FT	Y 1600	SATSUN
13 HAMS, ROBBIN L	04/23/1984 003 442	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0915	SATSUN
14 BUCK, NITA L	08/06/1984 001 442	06	MAIL PROCESSING CLERK FT	N 0500	SUNMON
15 O'CONNOR, EILEEN M	10/29/1984 002 438	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0400	SUNTUE
16 CRABTREE, PHILIP A	02/11/1985 001 437	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0830	SATSUN
17 BORECKI, FRANK T	04/01/1985 001 440	07	GENERAL EXPEDITOR FT	Y 2300	SUNSAT
18 BERNIER, MARCIA L	02/18/1986 001 438	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0915	SATSUN
19 MILLER, WAYNE A	02/28/1987 001 440	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0915	SATSUN
20 MOILANEN, JULIE K	03/16/1987 001 440	06	SALES AND SERVICES ASSOCIATE FT	N 0915	SATSUN
21 BETTINGER, DONNA L	04/13/1987 002 438	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0700	SUNTHU

22	SHELTON, TINA L	08/31/1987 001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0915	SATSUN
23	GRAY, GISELA F	09/12/1987 001 440	05	CLERK TYPIST FT	N 0800	SATSUN
24	RODRIGUEZ, JORGE H	10/24/1987 001 433	06	MAIL PROCESSING CLERK FT	Y 0800	MONTUE
25	NOSKO, JULIE A	03/26/1988 001 438	06	SALES AND SERVICES ASSOCIATE FT	N 0850	SATSUN
26	STEPHENS, CATHLENE R	11/14/1988 001 441	07	LEAD SALES & SERVICES ASSOCIATE FT	N 0930	SATSUN
27	GABRIEL, HEDWIG K	01/23/1989 001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0500	SUNFRI
28	KEISTER, KAREN E	01/29/1990 001 441	06	SALES AND SERVICES ASSOCIATE FT	N 0915	SATSUN
29	CHI, HYOKCHUN	04/09/1990 001 431	06	MAIL PROCESSING CLERK FT	N 2200	SUNSAT
30	VAUGHAN, RICHARD R	05/05/1990 001 433	06	MAIL PROCESSING CLERK FT	Y 1400	SATSUN
31	WEI, CHING C	09/24/1990 001 433	06	MAIL PROCESSING CLERK FT	N 1400	SATSUN
32	ELLISON, KAREN D	10/04/1992 001 441	06	SALES AND SERVICES ASSOCIATE FT	Y 0915	SATSUN
33	DANIELS, JAMES E	10/17/1992 001 442	06	MAIL PROCESSING CLERK FT	Y 0500	SUNTUE
34	HAMS, JOANNA L	06/01/1993 001 442	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0800	SATSUN
35	FLEMING, ROBERTA A	09/07/1993 002 440	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 1000	SATSUN
36	ROCH, MARY M	04/16/1994 001 440	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 1215	SATSUN
37	YSTENES, KARI J	07/11/1994 003 442	06	SALES AND SERVICES ASSOCIATE FT	N 1000	SATSUN
38	DARK, JEROME D	08/06/1994 001 433	06	MAIL PROCESSING CLERK FT	N 1400	SUNMON
39	POOLE, PAULA A	09/17/1994 001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0915	SATSUN

RESTRICTED INFORMATION

cr021

Page 1 of 2

04/27/2009

Seniority Report

Area	WESTERN - E	Tour	ALL
Cluster	ALASKA PFC - 995	Zone	blank
MSC	blank	LDC	ALL
Bid Cluster	blank	Sections	ALL
MPOO	ALL	Level	ALL
Office	FAIRBANKS PO - 022769	Category	FT
Unit Name	ALL	Functions	4 - CUST SERV
P/L	ALL	Craft	CLERK
Title	ALL	Job Note	NONE
Employee Note	NONE		

Seniority Report

Area	WESTERN - E	Tour	ALL
Cluster	ALASKA PFC - 995	Zone	blank
MSC	blank	LDC	ALL
Bid Cluster	blank	Sections	ALL
MPOO	ALL	Level	ALL
Office	FAIRBANKS PO - 022769	Category	FT
Unit Name	ALL	Functions	4 - CUST SERV
PL	ALL	Craft	CLERK
Title	ALL	Job Note	NONE
Employee Note NONE			

Name	Seniority #	P/L	Level	VetStart	Days Off
1 GOULD, KARIN M	08/05/1974	001 440	06	CLERK/SPECIAL DELIVERY MESSENGER FT	N 0830 SATSUN
2 MILLER, DARLENE L	12/03/1974	001 433	06	MAIL PROCESSING CLERK FT	N 1400 SATSUN
3 WALDRON, KATHRYN J	06/22/1977	001 440	08	RAMP CLK AMF FT	N 0700 SATSUN
4 MACKIN, THOMAS S	06/01/1981	001 440	07	GENERAL EXPEDITOR FT	N 0600 SATSUN
5 THOMPSON, TIMOTHY E	08/08/1981	001 437	07	LEAD SALES & SERVICES ASSOCIATE FT	N 0915 SATSUN
6 HERNANDEZ, DENISE G	09/21/1981	001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0600 SATSUN
7 CHRISTENSON, HEIDI M	06/06/1983	001 442	06	MAIL PROCESSING CLERK FT	N 0530 SATSUN
8 KNIGHT, JONATHAN C	08/01/1983	001 433	07	GENERAL EXPEDITOR FT	N 1400 SATSUN
9 DODSON, VALERIE L	09/03/1983	001 440	06	MAIL PROCESSING CLERK FT	N 0500 SUNMON
10 VAN HORN, CYNTHIA L	02/21/1984	001 438	07	LEAD SALES & SERVICES ASSOCIATE FT	N 0800 SATSUN
11 DAVIS, CAROLE	04/14/1984	001 433	06	MAIL PROCESSING CLERK FT	N 1300 SATSUN
12 KATER, SUSAN A	04/23/1984	001 433	06	MAIL PROCESSING CLERK FT	Y 1600 SATSUN
13 HAMS, ROBBIN L	04/23/1984	003 442	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0915 SATSUN
14 BUCK, NITA L	08/06/1984	001 442	06	MAIL PROCESSING CLERK FT	N 0500 SUNMON
15 O'CONNOR, EILEEN M	10/29/1984	002 438	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0400 SUNTUE
16 CRABTREE, PHILIP A	02/11/1985	001 437	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0830 SATSUN
17 BORECKI, FRANK T	04/01/1985	001 440	07	GENERAL EXPEDITOR FT	Y 2300 SUNSAT
18 BERNIER, MARCIA L	02/18/1986	001 438	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0915 SATSUN
19 MILLER, WAYNE A	02/28/1987	001 440	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0915 SATSUN
20 MOILANEN, JULIE K	03/16/1987	001 440	06	SALES AND SERVICES ASSOCIATE FT	N 0915 SATSUN
21 BETTINGER, DONNA L	04/13/1987	002 438	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0700 SUNTHU

22	SHELTON, TINA L	08/31/1987	001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0915	SATSUN
23	GRAY, GISELA F	09/12/1987	001 440	05	CLERK TYPIST FT	N	0800	SATSUN
24	RODRIGUEZ, JORGE H	10/24/1987	001 433	06	MAIL PROCESSING CLERK FT	Y	0800	MONTUE
25	NOSKO, JULIE A	03/26/1988	001 438	06	SALES AND SERVICES ASSOCIATE FT	N	0850	SATSUN
26	STEPHENS, CATHLENE R	11/14/1988	001 441	07	LEAD SALES & SERVICES ASSOCIATE FT	N	0930	SATSUN
27	GABRIEL, HEDWIG K	01/23/1989	001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0500	SUNFRI
28	KEISTER, KAREN E	01/29/1990	001 441	06	SALES AND SERVICES ASSOCIATE FT	N	0915	SATSUN
29	CHI, HYOKCHUN	04/09/1990	001 431	06	MAIL PROCESSING CLERK FT	N	2200	SUNSAT
30	VAUGHAN, RICHARD R	05/05/1990	001 433	06	MAIL PROCESSING CLERK FT	Y	1400	SATSUN
31	WEI, CHING C	09/24/1990	001 433	06	MAIL PROCESSING CLERK FT	N	1400	SATSUN
32	ELLISON, KAREN D	10/04/1992	001 441	06	SALES AND SERVICES ASSOCIATE FT	Y	0915	SATSUN
33	DANIELS, JAMES E	10/17/1992	001 442	06	MAIL PROCESSING CLERK FT	Y	0500	SUNTUE
34	HAMS, JOANNA L	06/01/1993	001 442	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0800	SATSUN
35	FLEMING, ROBERTA A	09/07/1993	002 440	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	1000	SATSUN
36	ROCH, MARY M	04/16/1994	001 440	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	1215	SATSUN
37	YSTENES, KARI J	07/11/1994	003 442	06	SALES AND SERVICES ASSOCIATE FT	N	1000	SATSUN
38	DARK, JEROME D	08/06/1994	001 433	06	MAIL PROCESSING CLERK FT	N	1400	SUNMON
39	POOLE, PAULA A	09/17/1994	001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0915	SATSUN

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cr021

Page 1 of 2

04/27/2009

Seniority Report

Area	WESTERN - E	Tour	ALL
Cluster	ALASKA PFC - 995	Zone	blank
MSC	blank	LDC	ALL
Bid Cluster	blank	Sections	ALL
MPOO	ALL	Level	ALL
Office	FAIRBANKS PO - 022769	Category	FT
Unit Name	ALL	Functions	4 - CUST SERV
P/L	ALL	Craft	CLERK
Title	ALL	Job Note	NONE
Employee Note	NONE		

Name	Seniority #	P\L	Level		Vet	Start	Days Off
40 LINEK, JANICE A	08/07/1995 001 441		06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0630	SUNTUE
41 MACLEAN, MARLENE A	02/26/1996 001 431		06	MAIL PROCESSING CLERK FT	N	2200	SUNSAT
42 NORVELLE, DEBORAH S	09/12/1998 001 000		06	MAIL PROCESSING CLERK FT	N	1400	SUNFRI
43 COLE, CRAIG D	12/07/1998 001 440		07	LEAD SALES & SERVICES ASSOCIATE FT	Y	1230	SATSUN
44 BAILEY, DANIEL F	01/19/1999 001 441		06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y	0600	SUNWED
45 DZIMITROWICZ JR, JAMES H	07/31/1999 001 431		06	MAIL PROCESSING CLERK FT	Y	2200	SUNSAT
46 CENTER, DANIEL G	07/31/1999 002 000		06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y	0800	SUNMON
47 DELCASTILLO, JAIME N	10/23/1999 001 442		06	MAIL PROCESSING CLERK FT	N	0500	SUNTHU
48 EMERSON, JACK E	12/18/1999 002 442		06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y	0800	SUNTUE
49 ERDMANN, MARILYN J	03/25/2000 003 441		06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0730	SUNTHU
50 SCHNEIDER, HARRY W	03/25/2000 004 431		06	MAIL PROCESSING CLERK FT	Y	2200	SUNMON
51 AUSTIN SR, ROBERT L	09/20/2003 001 431		06	MAIL PROCESSING CLERK FT	Y	2200	SUNSAT
52 BROWN, PAMELA R	09/27/2004 002 442		06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0945	SUNTHU
53 PETERS, SHAUNA L	02/19/2005 001 431		06	MAIL PROCESSING CLERK FT	N	2200	SUNSAT
54 HARDING, LORA L	02/19/2005 002 442		06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0830	SUNWED
55 HARGRAVE FULLER, LOLA F	12/10/2005 001 431		06	MAIL PROCESSING CLERK FT	N	2200	SUNMON

Seniority Report

Area	WESTERN - E	Tour	ALL
Cluster	ALASKA PFC - 995	Zone	blank
MSC	blank	LDC	ALL
Bid Cluster	blank	Sections	ALL
MPOO	ALL	Level	ALL
Office	FAIRBANKS PO - 022769	Category	FT
Unit Name	ALL	Functions	4 - CUST SERV
PL	ALL	Craft	MAIL HANDLER
Title	ALL	Job Note	NONE

Employee Note NONE

Name	Seniority #	PL	Level	VetStart	Days Off
1 NELSON, JOSEPH	05/24/1997 001 433	05	MAIL PROCESSING MACHINE OPERATOR FT	Y 1500	SATSUN
2 BRADSHAW, MICHAEL L	02/23/2005 001 433	05	MAIL HANDLER EQUIPMENT OPERATOR FT	Y 1600	SATSUN

Name	Seniority # P\L	Level		VetStart	Days Off
40 LINEK, JANICE A	08/07/1995 001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0630	SUNTUE
41 MACLEAN, MARLENE A	02/26/1996 001 431	06	MAIL PROCESSING CLERK FT	N 2200	SUNSAT
42 NORVELLE, DEBORAH S	09/12/1998 001 000	06	MAIL PROCESSING CLERK FT	N 1400	SUNFRI
43 COLE, CRAIG D	12/07/1998 001 440	07	LEAD SALES & SERVICES ASSOCIATE FT	Y 1230	SATSUN
44 BAILEY, DANIEL F	01/19/1999 001 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0600	SUNWED
45 DZIMITROWICZ JR, JAMES H	07/31/1999 001 431	06	MAIL PROCESSING CLERK FT	Y 2200	SUNSAT
46 CENTER, DANIEL G	07/31/1999 002 000	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0800	SUNMON
47 DELCASTILLO, JAIME N	10/23/1999 001 442	06	MAIL PROCESSING CLERK FT	N 0500	SUNTHU
48 EMERSON, JACK E	12/18/1999 002 442	06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y 0800	SUNTUE
49 ERDMANN, MARILYN J	03/25/2000 003 441	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0730	SUNTHU
50 SCHNEIDER, HARRY W	03/25/2000 004 431	06	MAIL PROCESSING CLERK FT	Y 2200	SUNMON
51 AUSTIN SR, ROBERT L	09/20/2003 001 431	06	MAIL PROCESSING CLERK FT	Y 2200	SUNSAT
52 BROWN, PAMELA R	09/27/2004 002 442	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0945	SUNTHU
53 PETERS, SHAUNA L	02/19/2005 001 431	06	MAIL PROCESSING CLERK FT	N 2200	SUNSAT
54 HARDING, LORA L	02/19/2005 002 442	06	SALES,SVCS/DISTRIBUTION ASSOC FT	N 0830	SUNWED
55 HARGRAVE FULLER, LOLA F	12/10/2005 001 431	06	MAIL PROCESSING CLERK FT	N 2200	SUNMON

Seniority Report

Area	WESTERN - E	Tour	ALL
Cluster	ALASKA PFC - 995	Zone	blank
MSC	blank	LDC	ALL
Bid Cluster	blank	Sections	ALL
MPOO	ALL	Level	ALL
Office	FAIRBANKS PO - 022769	Category	FT
Unit Name	ALL	Functions	4 - CUST SERV
PL	ALL	Craft	MAIL HANDLER
Title	ALL	Job Note	NONE

Employee Note NONE

Name	Seniority #	PL	Level	VetStart	Days Off
1 NELSON, JOSEPH	05/24/1997 001 433	05	MAIL PROCESSING MACHINE OPERATOR FT	Y 1500	SATSUN
2 BRADSHAW, MICHAEL L	02/23/2005 001 433	05	MAIL HANDLER EQUIPMENT OPERATOR FT	Y 1600	SATSUN



April 28, 2009

Memorandum For: Area Human Resources

Subject; Fairbanks, Ak Mass Mail

Enclosed are the variances and supporting documents for the Fairbanks Main Office. These are the documents we used to initiate our CCM event. Please notify us if you require any additional information. Our findings indicate a rediction of 12 FT Clerks and 1 FT Mailhandler.

A handwritten signature in cursive script, appearing to read "Robia Bishop".

Robia Bishop
Ak District Repositioning Team
4141 Postmark Dr.
Anchorage, AK 99530-9421

LDC 43L Hours	2850
LDC43F Hours	2063
LDC43P Hours	7791
LDC 43A Hours	
SCF Dist Allied	2149
Pouch Lab/Set Up	2063
SCF Hash	2350
SWYB	842
LDC48 Scheme Routing	604
Express	1118
	21830

/2000
10.91

WORKLOAD ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	Station Workload	workload from FAI
LDC 41 TPF Ltrs Vol Pcs	0		0	0	0
LDC 41 TPF Flts Vol Pcs	0		0	0	0
Auto/Mech Volume	0		0	0	0
LDC 43 Dist Vol Ltrs (Ft)	28579		25745	3033	22712
LDC 43 Dist Vol Flts (Ft)	20930		19780	6161	13619
LDC 43 Dist Vol PP/Sprs	3221423		3054510	335,220	2719290
LDC 44 Box Ltrs (Ft)	3720		3365	3365	0
LDC 44 Box Flts (Ft)	4385		3976	3976	0

This is work up for the station branch operation at the FAI Main Office only.

302 Days

Workload Analysis

Unit Variables	Benchmark	WKLY Aver	Daily	
			Productivity	Earned Hours
LDC 41 TPF Ltes Vol Pcs	0			0
LDC 41 TPF Flts Vol Pcs	0			0
Auto/Mech Volume	0			0
LDC 43 Dist Vol Ltrs (FT)	3033	10.04	7.92	1.27
LDC 43 Dist Vol Flts (FT)	6161	20.4	9.79	2.08
LDC 43 Vol PP/Sprs	335.220	1109.93	303	3.66
LDC 44 Box Ltrs (FT)	3365	11.14	5.9	1.88
LDC 44 Flts (FT)	3972	13.15	5.9	2.23
LDC 45				22.26
LDC 43A				10.6
LDC 48				10.36
				54.34

Average d:
See Proce:

The following is the LDC 42 & 48 earned daily workhours

WORKLOAD ELEMENT	SOURCE	VALUE	CSV	BENCHMARK
			FACTORS INCLUDES STB	
MINS / DAY				
LDC 42, BRM/PD AVG PIECES	AVERAGE DAILY	133	BRM/PD Pieces / 9.060 = Minutes	14.68
2ND NOTICES DLVS	DELIVERIES	15795	2.1450 minutes per 1000 Deliveries	33.88
BOX ACCOUNTABLE MAIL	ROUTES 1 per 500	1.83	6.437 minutes per route	11.78
CALLER SERVICE (PAID)	AVG DAY	2	Callers *1.3400 minutes	2.68
CARRIER ACCOUNTABLES	ROUTES	30	6.437 minutes per route	193.11
CFS MAINTENANCE	DELIVERIES	15795	0.6437 minutes per 500 Deliveries	20.33
CLAIMS	DELIVERIES	15795	3.2187 minutes per 5000 Deliveries	10.17
COLLECTIONS	ACTUAL	0	Actual + (STB Factor 0.0729)	48.28
DISPATCH DLVS	DELIVERIES	15795	6.4370 minutes per 1000 possible	101.67
EXPRESS/PRIORITY SCANS	# OF SCANS	500	0.150 min for each of the 1st 200 + 0.062 min each > 200	48.6
FIRM HOLDOUT	AVG DAY	3	Firm Holdouts *1.34 minutes	4.02
OPN &CLS SUPPLIES &SVCS	# OF OFFICES	1	13.41 minutes per office	13.41
P.O. BOX MAINT	BOXES-RENTED	913	Rented boxes *2.145 min / 302	6.48
TELEPHONE	DELIVERIES	15795	3.2187 minutes per 1000 Deliveries	50.84
VALIDATE 1412 'S	POS	4	6.437 minutes per 1412	24.66
VERIFY DEPOSIT/TRANSMIT	# OF OFFICES	1	36.850 minutes per Office	36.85

621.44 10.36 work

These operations were not included in the Branch operation calculations on the other spreadsheet.

			CSV FACTORS	BENCHMARK	
WORKLOAD ELEMENT	SOURCE	VALUE	INCLUDES STB	MINS / DAY	
AVG MAILINGS PER	# PER	230	Mailings * 12 Mth * 30.650 min / 302	280.11	
CANCEL MAIL	ACTUAL MINUTES	0	Actual + (STB Factor 0.0729)	0	
WORKLOAD ELEMENT	SOURCE	VALUE	AWPS FACTORS	BENCHMARK MINS/DAY	
SCF Cancellation Letters	SCF Review	160	Actual + (STB Factor 0.0729)	171.66	
SCF Cancellation Flats	SCF Review	120	Actual + (STB Factor 0.0729)	128.75	
SCF Cancellation PP/SPR	SCF Review	60	Actual + (STB Factor 0.0729)	64.37	

**SCF WORKLOAD -
DOCK, CANCELLATION,
ADMIN AND ALLIED**

WORKLOAD ELEMENT	SOURCE	VALUE	AWPS FACTORS	BENCHMARK MINS/DAY
Dock Transfer AM	DS Offices	59	5.3600 min per DS	316.24
Dock Transfer PM	DS Dels	61.032	6.4370 min per 1000 DS Dels	392.86
SCF Distribution Allied	DS Offices	59	7.2400 min per DS Office	427.16
SCF Cancellation Letters	SCF Review	160	Actual + (STB Factor 0.0729)	171.66
SCF Cancellation Flats	SCF Review	120	Actual + (STB Factor 0.0729)	128.75
SCF Cancellation PP/SPR	SCF Review	60	Actual + (STB Factor 0.0729)	64.37
Scan Where You Band	SCF Review	960	0.2680 min per Scan	257.28
HCR Seals	SCF Review	40	5.3600 min per Seal	214.4
Registers	SCF Review	30	1.0729 min per Register	32.19
Pouch Setup and Labeling	SCF Review	255	1.6093 min per pouch	410.37
LDC 43 SCF Other Time	SCF Review	0	Actual + (STB Factor 0.0729)	0
LDC 48 SCF Other Time	SCF Review	345	Actual + (STB Factor 0.0729)	370.15

- 167.2

**SCF WORKLOAD
HASHING DETAIL - (303**

WORKLOAD ELEMENT	Full (1.00)	3/4 Full (.75)	1/2 Full (.50)	BENCHMARK MINS/DAY
#1 Sack	8.79	0	0	0
U-Cart	12.31	0	0	0
Gurney	15.27	0	0	0
Hamper	39.7	0	0	0
GPMC	102	15	0	302.97
OTR	261	0	0	12.92
Wire Container	118	0	0	0
Extended Hamper	65	0	0	0
WestPac	118	20	0	467.33
Total SCF LDC 43				1,526.62
Total SCF LDC 48				2,042.04
Total SCF Minutes Per Day				3,568.66

WORKLOAD ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	Station Workload
LDC 41 TPF Ltrs Vol Pcs	0		0	0
LDC 41 TPF Flts Vol Pcs	0		0	0
Auto/Mech Volume	0		0	0
LDC 43 Dist Vol Ltrs (Ft)	28579		25745	3033
LDC 43 Dist Vol Flts (Ft)	20930		19780	6161
LDC 43 Dist Vol PP/Sprs	3221423		3054510	335,220
LDC 44 Box Ltrs (Ft)	3720		3365	3365
LDC 44 Box Flts (Ft)	4385		3976	3976

Remaining workload to move from FAI
0
0
0
22712
13619
2719290
0
0

July 15, 2008

This is Rob Dodson's Management Inventory from 4/18/1994.

The APWU's Inventory is the same as Management's.

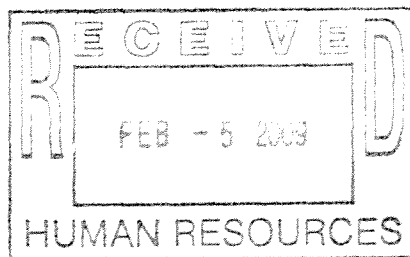
The two mail handler's have been doing the same exact work since 1992, on Tour 3. Shown in Rob's Inventory.

(Joe Nelson – 5/24/1997 Job# 70141391 15:00 – 23:30 Sat/Sun off
is a Mail Handler Mail Processing Machine Operator - Level 5, he runs the Mark.

(Mike Bradshaw – 2/23/2005 Job# 70141389 15:00 – 23:30 Sat/Sun off
is a Mail Handler Equipment Operator – Level 5, and he runs the forklift for loading the vans on the back dock on Tour 3's outgoing operation.

All other duties are performed by clerks, and mail handler duties are performed by the clerks when Mail Handlers are not at work on Tour 3 for whatever reason.

Denise



ATTENTION: APWU CLERKS - GMF

There have been some questions as to what work can be performed by Mail Handlers. In the RI399 inventory for the Fairbanks office, the majority of the mail processing work is the primary function of the clerk craft.

There are several functions that are the primary function of the mail handler craft but can be performed also by the clerk craft. There are several functions that can be performed by both crafts. **If the function has a primary craft listed, it must be performed by the primary craft first, if they are available.**

Shared functions of both Clerk and Mail Handler crafts

Metered mail preparation
Facing and canceling mail (mark)
Transporting empty equipment
Containerization and transporting mail

Mail Handler Craft Primary Craft work

Facing and canceling mail (mark)
Obtaining mail from staging area
Transporting mail to and from the platform
Separating mixed collections --

(If there is no mail handler available for the work above, it is performed by the clerk craft, as a shared function. **If there is a mail handler available, they are the primary to perform the work.**

All other mail processing functions are strictly clerk craft functions.

The same rules for the work applies for overtime. If the overtime were for primary mail handler duties, then it would be a mail handler on OT.

If is a shared function it could be either craft and probably should be rotated if OT is continuously happening in that function.

If it is a clerk craft function needed on OT, it must be a clerk.

If you have any questions about this please feel free to contact your steward, if they cannot answer your questions they will contact me and I will be happy to explain the work and the contract language that applies.

Denise Hernandez
President
APWU - Fairbanks

2/16/05