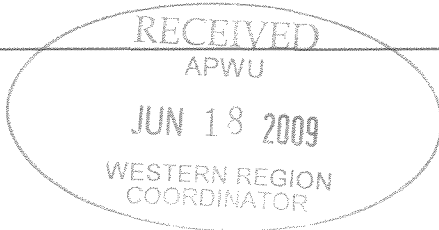


Western Area
Human Resources



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

June 15, 2009

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 writing
- Comments

Re: Withholding Notice Glendale, AZ Remote Encoding Center

Omar M. Gonzalez, Coordinator

Dear Mr. Gonzalez:

We notified you by letter of April 12, 2009 of the upcoming closure (Discontinuance) of the Glendale REC. In anticipation of this event and in order to minimize the impact on the employees, we authorize withholding for 185 level PS-5 Data Conversion Operators, 20 level PS-6 Group Leader Data Conversion Operators, and 6 level PS-10 Electronic Technicians in those levels and below in the clerk, maintenance, letter carrier, and mail handlers crafts within 100 miles of the Glendale REC.

We anticipate the need to withhold out to a radius of 500 miles and will contact you for such consultation, pursuant to Article 12.

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

Sincerely,

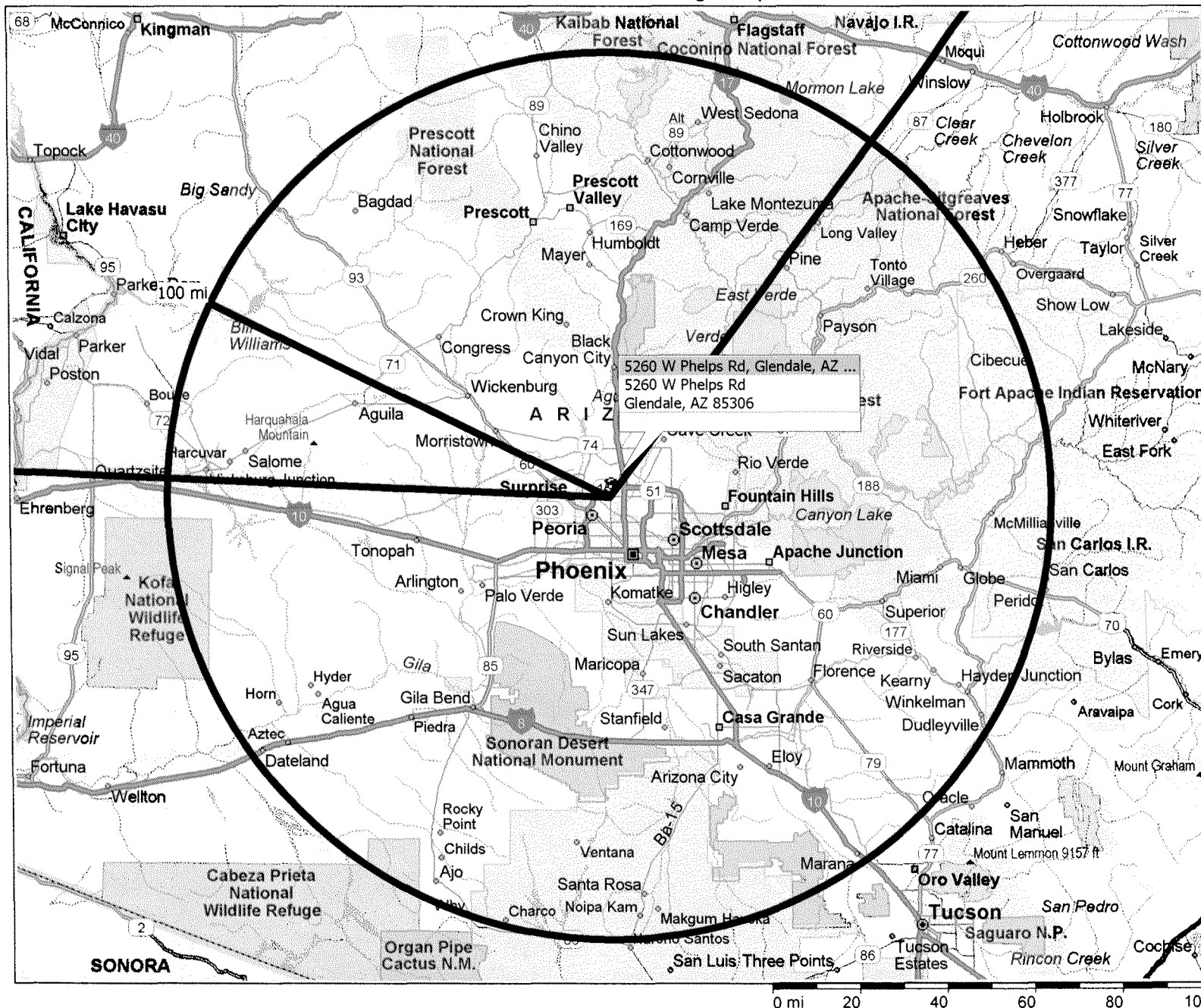
Dan L Foster for
Valerie E. Martin
Manager Human Resources
Western Area

- cc: Manager Labor Relations Western Area
- Manager In-Plant Support Western Area
- Manager Delivery Programs Support Western Area
- District Manager: Arizona
- Manager Glendale REC
- Manager Human Resources Pacific Area
- Manager Human Resources Southwest Area
- Manager Strategic Complement Reassignment
- NALC NBA Region 4
- NALC NBA Region 1
- NALC NBA Region 2
- Regional Director NPMHU Denver
- Regional Director NPMHU Oakland

Attachments: Site Impact Report, Map, Seniority Roster, Attrition Report

1745 STOUT ST., STE. 600
DENVER, CO 80299-4000
(303) 313-5020
FAX: 313-5021

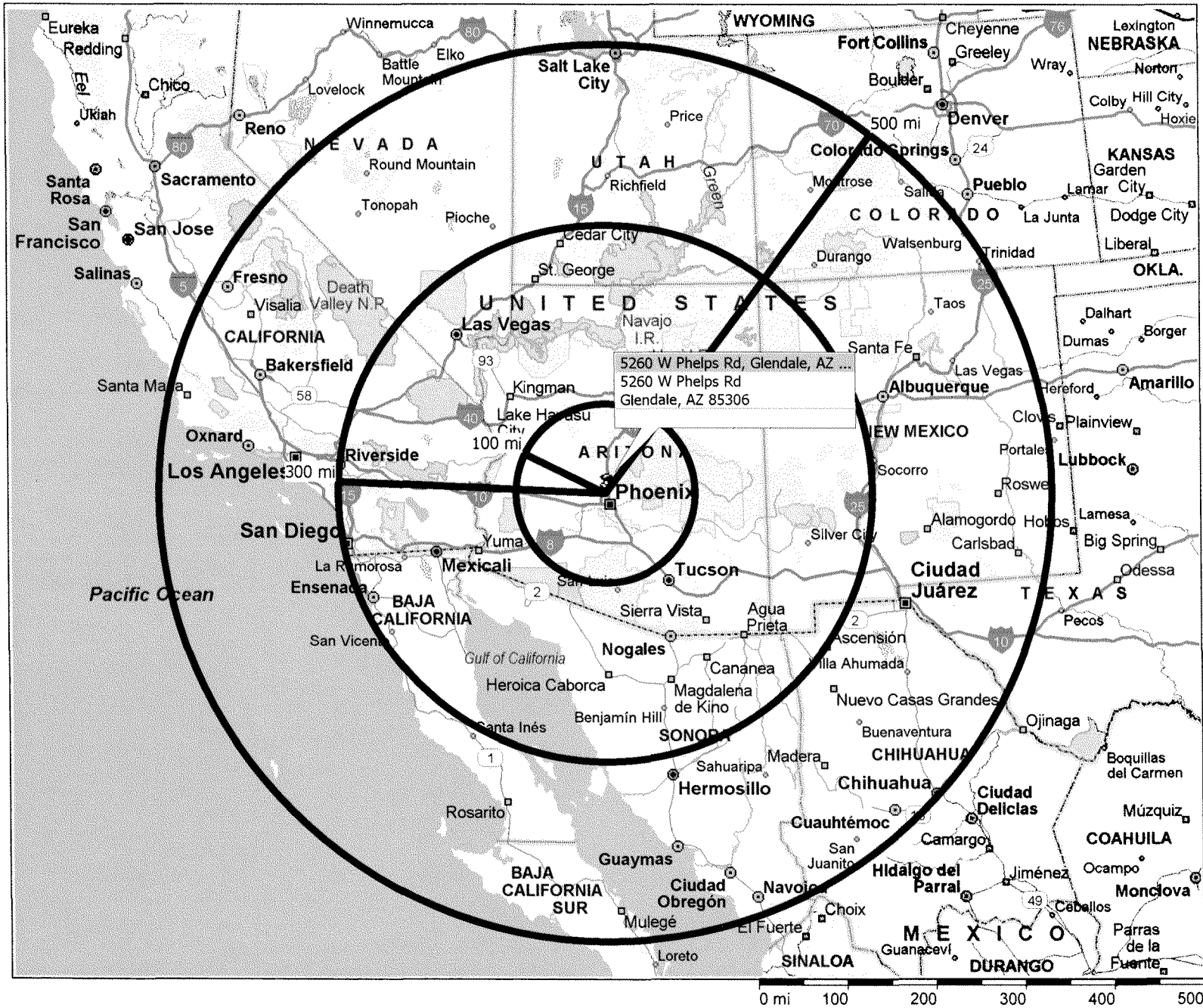
Glendale Withholding Map



5260 W Phelps Rd, Glendale, AZ ...
5260 W Phelps Rd
Glendale, AZ 85306

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Glendale Withholding Map



WorkHour Impact Report

Impacted Bid Cluster	GLENDALE AZ REC
Installation Address	
Area Name	WESTERN
Impact Type	Discontinuance of Installation
Date of Impact	07/30/2010
Period (Dates) of Review Performed	05/10/2008 thru 05/08/2009
Report Prepared By	Joyce Coolen
Report Prepared Date	06/15/2009
Reviewed By	Clyde Jones
Phone	(602) 225-3122

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 Discontinuance Event	

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 Discontinuance Event	

Transitional Employees (TEs)

a. Current Number of CLERK TEs on Rolls	459
b. Current Total Non-OverTime CLERK TE Hours per Month	49572
c. Planned Reduction in Total Non-OverTime CLERK TE Hours per Month	-101520
d. Number of CLERK TEs that will have Reduced Hours	470
e. Number of CLERK TEs that will be Terminated	-470
f. Number of CLERK TEs Remaining After Impact	-11
g. Provide Narrative Justifying need for Remaining CLERK TEs Discontinuance Event	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-25120
b. Planned Reduction in Total OT Hours per Month	0
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	-101520
e. Total Planned Non-OT Hours per Month	0
f. Total FTE Savings	-605

WorkHour Impact Report

Craft = MAINTENANCE

	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	216	0	-216	-864	-11232	-6	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	24	11.1%	-24	0		0	%

WorkHour Impact Report

Part Time Regular (PTRs)

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

Full Time Regular (FTRs)

a. Current Number of MAINTENANCE FTRs on Rolls	6
b. Planned Number of MAINTENANCE FTR Positions After Impact	0
c. Estimated Number of MAINTENANCE FTR Attrition	0
d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation	YES
If Yes how Many MAINTENANCE FTRs	6
e. Provide Narrative Explaining need for Excessing Discontinuance Event	

OFFICE	FULL NAME	JOB TITLE	PAY LEVEL	D/A	VET PREF	SEN DATE CRAFT
GLENDALÉ AZ REC	VANHORN ROBERT J.	ELECTRONIC TECHNICIAN	10	168	N	9/30/1995
GLENDALÉ AZ REC	PERRY GORDON R.	ELECTRONIC TECHNICIAN	10	168	Y	10/25/2008
GLENDALÉ AZ REC	PATENAUDE JAMES F.	ELECTRONIC TECHNICIAN	10	168	N	9/30/1995
GLENDALÉ AZ REC	BEILKE LEROY L.	ELECTRONIC TECHNICIAN	10	168	Y	8/16/1997
GLENDALÉ AZ REC	STEELE WILLIAM H.	ELECTRONIC TECHNICIAN	10	168	N	9/1/2007
GLENDALÉ AZ REC	FARRAR JR HERBERT E.	ELECTRONIC TECHNICIAN	10	168	N	9/30/1995

OFFICE	FULL NAME	JOB TITLE	PAY LEVEL	D/A	VET PREF	SEN DATE CRAFT
GLENDALÉ AZ REC	JORQUEZ PATRICIA S.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	KARR STEVEN	DATA CONVERSION OPERATOR	5	110	Y	3/2/1996
GLENDALÉ AZ REC	ARMSTRONG NANCY S.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	DRAPER CONNIE S.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	KINNEY JENNIFER R.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	CLARK FRANCES A.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	CARDONA NELLIE C.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	CECIL LORI J.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	GILLESPIE COLLEEN S.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	HALES KRISTINA D.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	JUMAWAN JOSEPHINE M.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	SENER ELVIA H.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	KARAS SHANNON M.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	VARELA ESTHER R.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	NELSON BARBARA	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	MELVIN REBECCA	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	KEATING JUDY R.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	LEVARIO MELISSA I.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	CERNETIC DENISE M.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	LA FOND GAIL E.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	BESHENS ROGER M.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	LILES SUSANNE K.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	BRAMBLE MICHAEL J.	DATA CONVERSION OPERATOR	5	110	N	3/2/1996
GLENDALÉ AZ REC	GOURLAY SUSAN G.	DATA CONVERSION OPERATOR	5	110	N	4/27/1996
GLENDALÉ AZ REC	BOTONE JOCELYN F.	DATA CONVERSION OPERATOR	5	110	N	4/27/1996
GLENDALÉ AZ REC	BEFORT SHIRLEY M.	DATA CONVERSION OPERATOR	5	110	Y	4/27/1996
GLENDALÉ AZ REC	EWING TINA M.	DATA CONVERSION OPERATOR	5	110	N	4/27/1996
GLENDALÉ AZ REC	HERRMANN REBECCA A.	DATA CONVERSION OPERATOR	5	110	N	4/27/1996
GLENDALÉ AZ REC	STABILE GINA M.	DATA CONVERSION OPERATOR	5	110	N	4/27/1996
GLENDALÉ AZ REC	ISIK AYNUR	DATA CONVERSION OPERATOR	5	110	N	4/27/1996
GLENDALÉ AZ REC	LEIGHTNER DAWN M.	DATA CONVERSION OPERATOR	5	110	N	4/27/1996
GLENDALÉ AZ REC	BARQUINERO PAUL J.	DATA CONVERSION OPERATOR	5	110	N	6/22/1996
GLENDALÉ AZ REC	GRAZIANO DEBI K.	DATA CONVERSION OPERATOR	5	110	N	6/22/1996
GLENDALÉ AZ REC	SCHULMAN ANNE L.	DATA CONVERSION OPERATOR	5	110	N	6/22/1996
GLENDALÉ AZ REC	HUBERT DENNIS A.	DATA CONVERSION OPERATOR	5	110	N	6/22/1996

GLENDALÉ AZ REC	WILDER JIMMY A.	DATA CONVERSION OPERATOR	5	110	Y	7/23/2005
GLENDALÉ AZ REC	ROYSTER PEGGY L.	DATA CONVERSION OPERATOR	5	110	N	7/23/2005
GLENDALÉ AZ REC	COFFMAN BELINDA R.	DATA CONVERSION OPERATOR	5	110	Y	7/23/2005
GLENDALÉ AZ REC	WHITE JEFFREY S.	DATA CONVERSION OPERATOR	5	110	Y	7/23/2005
GLENDALÉ AZ REC	DONNELLY JAMES T.	DATA CONVERSION OPERATOR	5	110	Y	7/23/2005
GLENDALÉ AZ REC	MITCHELL CAROLINE A.	DATA CONVERSION OPERATOR	5	110	N	7/23/2005
GLENDALÉ AZ REC	HILL LEAH M.	DATA CONVERSION OPERATOR	5	110	N	8/20/2005
GLENDALÉ AZ REC	HEFFLEY TRACY L.	DATA CONVERSION OPERATOR	5	110	N	10/29/2005
GLENDALÉ AZ REC	GRIJALVA LORI A.	DATA CONVERSION OPERATOR	5	110	N	10/29/2005
GLENDALÉ AZ REC	CASILLAS MONICA R.	DATA CONVERSION OPERATOR	5	110	N	10/29/2005
GLENDALÉ AZ REC	ADAMS DEANNA S.	DATA CONVERSION OPERATOR	5	110	N	11/12/2005
GLENDALÉ AZ REC	ALCORTA LAURA A.	DATA CONVERSION OPERATOR	5	110	N	12/24/2005
GLENDALÉ AZ REC	GONZALES MARTHA E.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	COMITZ DEBRA M.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	HILL BEATRICE	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	DARNELL ALLEN D.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	ANDERSON CHRISTOPHER S.	DATA CONVERSION OPERATOR	5	110	Y	5/27/2006
GLENDALÉ AZ REC	ANDERSON NANCY L.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	GARCIA ALEJANDRO G.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	COBB CHERYL L.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	COHEN DAVID A.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	GLASS REBECCA H.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	HILL ANITA T.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	SCHLOSSER CHRISTOPHER A.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	PETRO KATHRYN A.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	THROP LAURA K.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	ROUSH BERNADETTE L.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	SOLBERG DANNY G.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	MOBLEY YOLANDA	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	RINCON JUDY L.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	SMITH JULIE L.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	BAUER MARILYN C.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	TRUONG JIMMY	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	WAMPLER SHARON A.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	JIMENEZ CINDY L.	DATA CONVERSION OPERATOR	5	110	N	5/27/2006
GLENDALÉ AZ REC	CONNELL RICHARD G.	DATA CONVERSION OPERATOR	5	110	Y	5/27/2006

GLENDALÉ AZ REC	GADDIS PATRICIA J.	DATA CONVERSION OPERATOR	5	110	N	1/6/2007
GLENDALÉ AZ REC	HARVEY LINDA	DATA CONVERSION OPERATOR	5	110	N	7/7/2007
GLENDALÉ AZ REC	TANG STEVEN D.	DATA CONVERSION OPERATOR	5	110	N	11/24/2007
GLENDALÉ AZ REC	VALERIO JUDITH L.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	10/14/1995
GLENDALÉ AZ REC	FLYNN ROSALIE A.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	10/28/1995
GLENDALÉ AZ REC	GUENTHER BECKY J.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	11/11/1995
GLENDALÉ AZ REC	KNUDTSON JUDY D.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/2/1996
GLENDALÉ AZ REC	BATTIN CAROL A.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/2/1996
GLENDALÉ AZ REC	MC MULLEN PAULA M.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/2/1996
GLENDALÉ AZ REC	REEVES CATHERINE M.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/2/1996
GLENDALÉ AZ REC	MCCOY DANIEL J.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/2/1996
GLENDALÉ AZ REC	HUSKISSON LOU A.	GRP LDR DATA CONVERSION OPERATOR	6	110	Y	3/2/1996
GLENDALÉ AZ REC	CHRISTMAS MICHAEL D.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/2/1996
GLENDALÉ AZ REC	ELLINGSON VIVIAN L.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/2/1996
GLENDALÉ AZ REC	MANGRUM JERRY L.	GRP LDR DATA CONVERSION OPERATOR	6	110	Y	3/2/1996
GLENDALÉ AZ REC	PLANTE MARIAN L.	GRP LDR DATA CONVERSION OPERATOR	6	110	Y	3/30/1996
GLENDALÉ AZ REC	SHAMROCK PATRICIA A.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	6/22/1996
GLENDALÉ AZ REC	SNIDER IAN A.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/1/1997
GLENDALÉ AZ REC	JAMES CHRISTINA M.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/15/1997
GLENDALÉ AZ REC	STANCEK VALERIE D.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	7/5/1997

GLENDALÉ AZ REC	GROSS SUSAN E.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/28/1998
GLENDALÉ AZ REC	BELLEGANTE KELLY M.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	3/28/1998
GLENDALÉ AZ REC	GALLO SANDRA J.	GRP LDR DATA CONVERSION OPERATOR	6	110	N	10/29/2005

ATTRITION TRENDS

FY 09 QTR 2

AREA	E	<= Select an Area
PFC	852	<= or a Cluster
MSC	(All)	<= or an "MSC"

Average Payroll Month Attrition

		FY 02 avg	FY 03 avg	FY 04 avg	FY 05 avg	FY 06 avg	FY 07 avg	FY 08 avg	FY 09 YTD avg	AVG ALL
Fn 1	FTCLK	3.7	4.2	6.0	4.8	5.0	4.0	4.5	6.0	4.6
	FTMH	2.0	1.8	2.9	2.8	2.0	2.8	2.9	1.3	2.3
	NONBARG	0.8	0.6	0.6	0.2	0.5	0.5	0.7	1.0	0.6
	PTCLK	0.5	0.6	0.8	0.3	0.8	0.2	0.2		0.5
	PTMH		0.2	0.1	0.1	0.2	0.1	0.5	1.0	0.2
	Fn 1 TOTAL		7.1	7.4	10.4	8.1	8.5	7.5	8.8	9.3
Fn 2B	FT	9.0	9.0	10.0	10.0	16.0	14.0	13.0	9.0	12.0
	NONBARG	1.4	1.4	1.7	1.3	1.3	1.7	1.5	1.8	1.5
	PT	4.3	1.5	2.1	4.9	4.8	4.5	1.9	1.0	3.3
	Fn 2B TOTAL	14.7	11.9	13.8	16.2	22.1	20.2	16.4	11.8	16.8
Fn 4	FTCLK	6.0	6.0	10.0	4.6	6.0	6.0	4.5	4.0	6.0
	FTMH	0.1	0.2	0.2	0.3	0.1	0.3	0.3		0.2
	NONBARG									
	PTCLK	2.8	2.5	3.4	2.4	3.3	3.5	1.8	2.7	2.8
	PTMH		0.1				0.2			0.0
Fn 4 TOTAL	8.8	8.7	13.5	7.3	9.4	9.9	6.7	6.7	9.0	

Total Attrition Count

FY 02 Actual	FY 03 Actual	FY 04 Actual	FY 05 Actual
48	54	78	60
26	24	38	35
11	8	8	3
7	8	10	4
	2	1	1
92	96	135	103
112	111	133	131
18	18	22	17
56	20	27	64
186	149	182	212
83	78	124	60
1	2	2	3
36	32	44	35
	1		
120	113	170	98
398	358	487	413

TOTALS =>

Source: DataKeeper NOA file

- 1.) FY04 Pay Month 1 & 6 excluded from F1 & F4 FTCLK and PTCLK average calculations due to APWU VERA.
- 2.) FY04 Pay Month 10 excluded from F1 & F4 FTMH and PTMH average calculations due to VERA.
- 3.) Does not include PTF terminated during probation

	FY 02 Actual	FY 03 Actual	FY 04 Actual	FY 05 Actual
CLERK Totals	174	172	256	159
MH Totals	27	29	41	39
City Carrier Totals	168	131	160	195
Non Barg Totals	29	26	30	20