

March 27, 2009

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

To:  Pacific Area Local(s)  
 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 writ-

ing  
 Comments *See attachment from the Region. Need Locals to initiate grievances for each impacted employee.*  
**Omar M. Gonzalez, Coordinator**

This is to advise you of a change to our original plan to offer all withheld assignments in Northern California to impacted clerks in Northern California offices and to offer all withheld assignments in Southern California to impacted clerks in Southern California.

As you know we have significant impacts throughout the Pacific Area and we anticipate those impacts to grow. Therefore, we will need to withhold residual assignments in the clerk, carrier, mail handler and custodial crafts in post offices and plants within a 100 mile radius or farther for most impacts.

However, in an effort to minimize dislocation and inconvenience, we will attempt to the extent possible, to offer residual withheld assignments that are located within commute distance of the losing installation. Additionally, the number of assignments that we offer will be limited to the number of assignments needed to place the impacted employees. If you would like to discuss this change, you may contact me at (858) 674-3180.

Mike Thomas  
Acting Manager, Human Resources  
Pacific Area

cc: AVP  
Drew Aliperto  
Rosemarie Fernandez  
Manuel Botello  
Linda Shumate



## American Postal Workers Union, AFL-CIO

1300 I Street, NW, Washington, DC 20005

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

Certified #70993220000202425485

March 31, 2009

Mr. Mike W. Thomas  
Acting Manager Human Resources  
Pacific Area USPS  
11255 Rancho Carmel Drive, Room 227  
San Diego, CA 92197

*Cert # 7099 3220 0002 0242 5485*

Re: Change of Policy Job Offers /Withholding

Dear Mr. Thomas:

This responds to the unilateral change to the recently declared process for offering withheld assignment in the Pacific Area received in the U.S. Mail March 30, 2009.

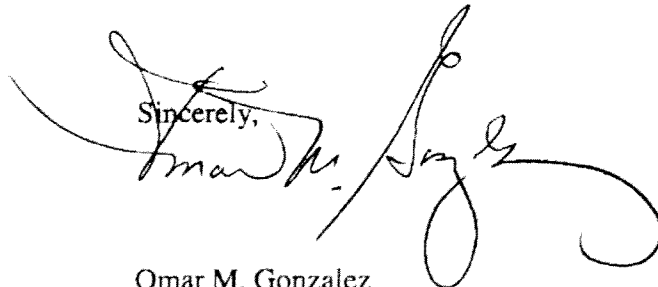
I am requesting an Area/Regional Labor-Management Meeting on this issue and related matters which include, but are not limited to:

1. The letter contains a pronouncement of both a 100 mile radius and beyond 100 miles. At what point will the Regional Union be consulted if sufficient number of available residual vacancies are not identified within the 100 mile radius?
  - a. How will this consultation take place?
  - b. At what point will the APWU Coordinator and Area management meet to determine the appropriate method to be used for selection from the list of residual vacancies when more than on installation within a close geographic area are excessing at the same time?
2. Will any District or Installations currently in the preferencing process begin a new preferencing, because of the declared change in the Area's original plan?
  - a. If so, what is the new timeline?
  - b. When does this change of original plan become effective?
  - c. What migration plan does this change alter?

3. What is the definition of "commute distance" and what source document, regulation or provision that validates that definition?
4. What is the process by which management will limit the number of assignments to be offered to impacted employees?
  - a. How will those residual assignments be designated?
  - b. By whom will those residual assignments be designated?  
(e.g., District, Area, Installation Head).
  - c. When will those residual assignments be identified and issued to the Regional Union?
5. Will remaining viable available residual vacancies after the impact be released from withholding? If not, why not?
6. What are the anticipated impacts that are expected to grow?
7. Are Seniors (in lieu of impacted juniors) who volunteer for a offered residual assignment who do not prevail on securing that particular residual duty assignment retained on their original duty assignment?

Your prompt attention to the request for a meeting is both expected and appreciated. Also the Region requests written responses/information of those issues. Let me know your availability.

Sincerely,



Omar M. Gonzalez  
Regional Coordinator  
APWU – Western Region (Corrected Letter)

cc: Michael Daley, AVP  
Locals  
File