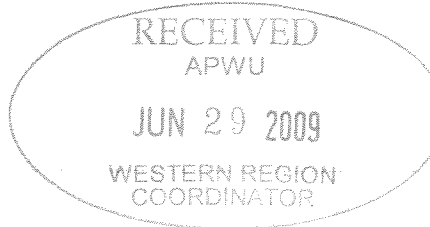


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June 24, 2009



Omar M. Gonzalez
Western Regional Coordinator
APWU, AFL-CIO
500 Airport Blvd., Suite 450
Burlingame, CA 94010-1940

RE: Withholding Notice for Salem, OR

Dear Mr. Gonzalez:

Due to a variety of events, the Salem Processing & Distribution Facility will reduce staffing as listed below which will result in excess full-time regular clerks. In order to minimize impact due to the planned excessing we are authorizing withholding the same number of residual vacancies at the same or lower level in all crafts in the affected installation and at the same or lower level in surrounding installations within a 100-mile radius of the Salem Processing and Distribution Facility.

- Event 4431 – Sunday Operations – Impacts 2 Full-time Regular Level 6 Clerks
- Event 4413 – Consolidation of States Priority Operation – Impacts 12 Full-time Regular Level 6 Clerks

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

Sincerely,

Gloria K. Borsick 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, Portland District
- Senior Plant Manager, Portland District
- Manager, Human Resources, Portland District
- Manager, Labor Relations, Portland District
- NALC NBA Region 2
- NPMHU Western Regional Director (Denver)

Enclosures: Map, Site Impact Report, Seniority List, Supporting Documents

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

Salem, Eugene, Portland

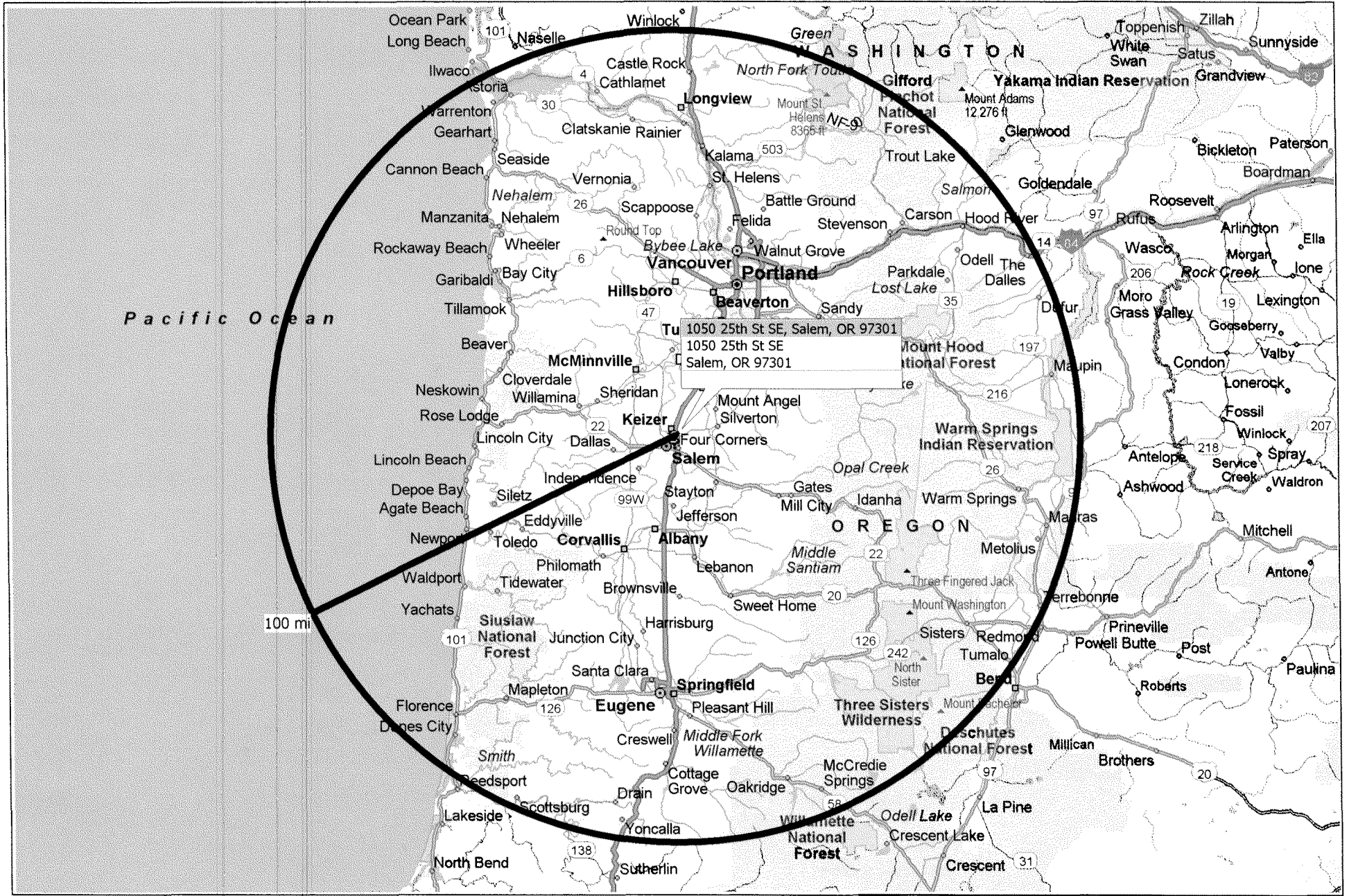
- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration

Please review, take action and reduce issues to writing

Comments

[Signature]
Omar M. Gonzalez, Coordinator
cc NBA
HR Letter

Oregon, United States, North America



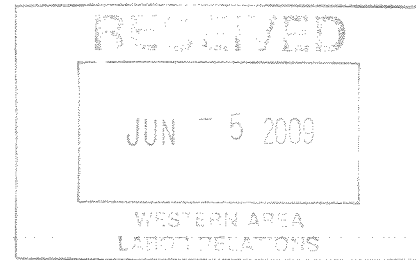
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SENIOR PLANT MANAGER



June 2, 2009

Sylvester Black
Western Area Vice President
1745 Stout Street, Suite 1000
Denver CO 80299-5000



SUBJECT: Request to Vice-President, Area Operations for Withholding

Due to the Closing the Gap Initiative for Sunday Operations at the Salem P&DF it is anticipated that the following:

CRAFT	JOB CATEGORY	PAY LEVEL	COUNT
CLERK	FT	06	2

will be reassigned outside of the craft and/or installation at the following locations:

All residual vacancies located in bid clusters within a 100 mile radius of the impacted office.

To minimize dislocation and inconvenience of regular work force employees consistent with the needs of the service, it is requested that full-time and part-time residual duty assignments be withheld.

The data from FY 2008 pay periods was used to calculate the opportunity hours that Salem P&DF could achieve. The District opportunity hours for this event are 51,901 hours.

Mt. Hood DDC cannot reduce Sunday hours due to serving as the Managed Mail Processing (MMP) site for the entire District. Therefore the Mt. Hood DDC Sunday hours were distributed equally between the Portland P&DC, Salem P&DF, and Eugene P&DF for purposes of determining opportunity hours for this initiative.

During this time period, the total hours for the District were 246,846 hours, the Salem P&DF's share was 31,491 or 12.76% (19,586 Salem P&DF + 11, 905 Mt. Hood DDC). Applying this percentage the Salem P&DF can achieve a savings of 6,621 hours. The clerk share of this impact is 4,373 hours, 29.4%. $4,373 \text{ hrs}/1,753 = 2.5 \text{ FTE}$ impacted.

Attached is a copy of the supporting documentation used in the determination of the anticipated excessing relative to this action. It is anticipated that implementation of the above cited change would be September 26, 2009.

Lisa K. Shear

Attachment(s)

PO Box 3099
PORTLAND OR 97208-3099
503 294-2206
FAX: 503 294-2535

Sunday Hour Reduction FY 2009 "Closing The Gap" Initiatives

SALEM P&DF
407394

Pay Period	CLERK	MAIL HANDLER	TOTAL HOURS - SPLY & ACTUAL	GOAL - 20% TO SPLY % SAVINGS TO GOAL	CLERK - PTF	MAIL HANDLER - PTR	MAIL HANDLER - PTF	CLERK CASUAL	MAIL HANDLER CASUAL	TOTAL HOURS / TARGET ZERO HOURS
	1	1	< 50% 80% >	1	1	1	1	1		
2007-21	370	211	581	465	24	-	50	53	-	127
2008-21	465	245	711	-111.5%	-	-	8	32	-	40
2007-22	478	236	715	572	16	-	54	47	-	117
2008-22	448	238	686	19.8%	-	-	-	16	-	16
2007-23	433	245	678	542	24	-	32	57	9	122
2008-23	447	254	701	17.1%	-	-	-	43	-	43
2007-24	307	230	537	430	40	-	16	62	32	150
2008-24	456	225	682	-134.5%	-	-	-	14	-	14
2007-25	431	231	662	529	-	-	52	28	45	125
2008-25	462	268	730	-51.6%	-	-	-	-	-	-
2007-26	472	279	751	601	-	-	48	38	89	174
2008-26	426	266	692	39.3%	-	-	-	0	-	0
2008-01	469	210	680	544	-	-	64	179	64	307
2009-01	405	280	684	-3.6%	-	-	8	-	-	8
2008-02	463	268	730	584	-	-	16	59	44	119
2009-02	435	229	664	45.4%	-	-	8	9	-	17
2008-03	408	251	658	6,966	-	-	8	69	-	77
2009-03	377	213	590	85.1%	-	-	-	12	-	12
2008-04	438	278	716	7,019	-	-	-	66	-	66
2009-04	372	204	576	72.9%	-	-	-	-	-	-
2008-05	386	252	638	510	-	-	-	22	-	22
2009-05	-	-	-	-	-	-	-	-	-	-
2008-06	415	243	658	526	-	-	34	46	-	46
2009-06	-	-	-	-	-	-	-	-	-	-

12 PAY PERIODS SHOWN ABOVE

YTD TO DATE THROUGH 200904

	FY08	FY09	FTE Total	Cas/PTF Total
	4,269	4,293	6,707	2,264
	2,438	2,423	5,366	1,753
	6,707	6,716	104	4,017
	5,366	-0.7%	-	3,340

	FY08 TOTAL	FTE Total	Cas/PTF Total
Portland	11,178	6,145	17,322
Mt Hood *	7,416	3,413	10,829
TOTAL	18,593	9,558	28,151

Salem

Plant Total
19586
11905
31491

Data Source: TAC500R6 - Employee Moves Report

District Total FY08 Hours - FTE/CAS/PT: 246,846

Plant Total FY08 Hours - FTE/CAS/PT: 31,491

Plant % of District Total: 12.76%

Area Opportunity Hours: 51,901

Plant Share of Opportunity Hours: 6,621

Annual FTE Impact Hours: 1,753

FTE Total Impact: 3.8

FTE Clerk Hours: 4,373

FTE Clerk Impact: 2.5

FTE Mail Handler Hours: 2,248

FTE Mail Handler Impact: 1.3

NOTES:

District goal - reduce 51,910 hours.
Plants to reduce their hours proportional share of the total.
FTE craft impact based on craft total hours / plant total hours.
* Plant to absorb 33% of Mt Hood clerk and mail handler hours

Sunday Hour Reduction FY 2009 "Closing The Gap" Initiatives

MT HOOD.DDC
406780

Pay Period	CLERK	MAIL HANDLER	TOTAL HOURS - SPLY & ACTUAL	GOAL - 20% TO SPLY % SAVINGS TO GOAL	CLERK - PTF	MAIL HANDLER - PTR	MAIL HANDLER - PTF	CLERK CASUAL	MAIL HANDLER CASUAL	TOTAL HOURS / TARGET ZERO HOURS
	1	1	< 50%	80% >	1	1	1	1	1	
	110	120			410	320	420	610	620	
2007-21	897	400	1,297	1,037	-	-	82	54	81	217
2008-21	821	409	1,230	25.7%	-	-	-	15	-	15
2007-22	943	334	1,277	1,021	-	-	92	55	70	217
2008-22	665	387	1,052	88.0%	-	-	16	16	-	32
2007-23	932	361	1,294	1,035	-	-	93	54	38	186
2008-23	735	370	1,106	72.7%	-	-	-	8	-	8
2007-24	763	385	1,148	919	-	-	88	71	41	200
2008-24	729	370	1,099	21.4%	-	-	16	15	-	31
2007-25	906	433	1,339	1,071	-	-	51	62	29	142
2008-25	774	378	1,153	69.6%	-	-	-	-	-	-
2007-26	1,010	414	1,424	1,139	-	-	62	142	36	240
2008-26	773	344	1,116	108.1%	-	-	-	-	-	-
2008-01	959	434	1,393	1,115	-	-	82	151	33	266
2009-01	1,030	352	1,382	4.1%	-	-	-	14	-	14
2008-02	964	430	1,394	1,115	-	-	62	65	23	150
2009-02	773	379	1,153	86.7%	-	-	-	-	-	-
2008-03	961	422	1,383	6,966	-	-	54	72	12	138
2009-03	685	315	999	83.1%	-	-	8	23	-	31
2008-04	837	386	1,223	7,019	-	-	72	72	-	144
2009-04	729	331	1,060	72.9%	-	-	-	-	-	-
2008-05	746	398	1,144	915	-	-	59	68	-	128
2009-05	-	-	-	-	-	-	-	-	-	-
2008-06	894	416	1,309	1,048	-	-	41	71	-	71
2009-06	-	-	-	-	-	-	-	-	-	-

12 PAY PERIODS SHOWN ABOVE

YTD TO DATE THROUGH 200904

FY08	9,173	3,999	13,173	10,538	-	-	739	798	363	1,161
FY09	7,713	3,636	11,350	69.2%	-	-	40	91	-	91

FY08 TOTAL

	FTE Total				Cas/PTF Total			
Mt Hood	22,247	10,240	32,487		1,381	1,434	414	3,229

Data Source: TAC500R6 - Employee Moves Report

NOTES:

District goal - reduce 51,910 hours.
Plants to reduce their hours proportional share of the total.
FTE craft impact based on craft total hours / plant total hours.
Mt Hood DDC cannot reduce Sunday hours due to Managed mail processing for the district. Hours to be shared equally between Portland, Salem and Eugene.

District Total FY08 Hours - FTE/CAS/PT: 246,846

Plant Total FY08 Hours -FTE/CAS/PT: -

Plant % of District Total:

Area Opportunity Hours: 51,901

Plant Share of Opportunity Hours: -

Annual FTE Impact Hours: 1,753

FTE Total Impact: -

FTE Clerk Hours: -

FTE Clerk Impact: -

FTE Mail Handler Hours: -

FTE Mail Handler Impact: -

WorkHour Impact Report

Impacted Bid Cluster	SALEM POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/30/2009
Period (Dates) of Review Performed	03/15/2008 thru 03/27/2009
Report Prepared By	Richard Cohen
Report Prepared Date	06/24/2009
Reviewed By	Lisa Shear
Phone	(503) 294-2206

WorkHour Impact Report

Craft = CLERK

	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	3634	3564	-70	-280	-3640	-2	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	103	2.8%	-12.8	0		90	2.5%

WorkHour Impact Report

Casuals

a. Current Number of CLERK Casuals on Rolls	4
b. Current Total Non-OverTime CLERK Casuals Hours per Month	528
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	4
g. Provide Narrative Justifying need for Remaining CLERK Casuals	
N/A	

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	
N/A	

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	
N/A	

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	
N/A	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	103
b. Planned Number of CLERK FTR Positions After Impact	101
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	2
e. Provide Narrative Explaining need for Excessing	
N/A	

WorkHour Impact Report-CLERK

Preliminary Summary

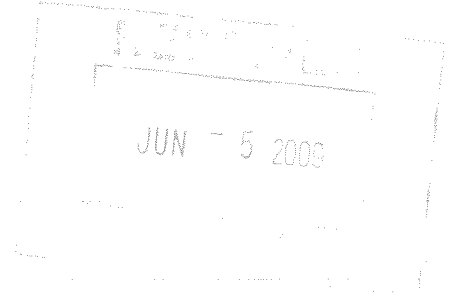
a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-280
b. Planned Reduction in Total OT Hours per Month	-51
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	14256
f. Total FTE Savings	-2

SENIOR PLANT MANAGER



June 2, 2009

Sylvester Black
Western Area Vice President
1745 Stout Street, Suite 1000
Denver CO 80299-5000



SUBJECT: Request to Vice-President, Area Operations for Withholding

Due to the Consolidation of the States Priority operation from the Salem P&DF, it is anticipated that the following:

CRAFT	JOB CATEGORY	PAY LEVEL	COUNT
CLERK	FT	06	12

will be reassigned outside of the craft and/or installation at the following locations:

All residual vacancies located in bid clusters within a 100 mile radius of the impacted office.

To minimize dislocation and inconvenience of regular work force employees consistent with the needs of the service, it is requested that full-time and part-time residual duty assignments be withheld.

The annual hours Salem P&DF used to process Priority Flats (051) and Priority Parcels (321 & 322) for weeks 1 to 20 of FY 2009 totaled 22,748 hours. This Priority volume has been transferred to Portland Air Cargo Center (PACC), impacting the Salem clerk craft for 22,748 hours. $22,748 \text{ hrs} / 1,753 = 13.0 \text{ FTE}$ impacted. 1 FTE reduction to be realized through overtime reduction, resulting in the need to excess 12 employees.

Attached is a copy of the supporting documentation used in the determination of the anticipated excessing relative to this action. It is anticipated that implementation of the above cited change would be September 26, 2009.

Lisa K. Shear

Attachment(s)

SALEM PRIORITY

SALEM P&DF 973 PRIORITY VOLUMES

WEEK 1 - 20 TOTAL	VOLUME	HOURS	OT	SPLY VOLUME	SPLY HOURS	SPLY OT
051- OG FLTS PRIORITY	48,993	326.4	0.1	75,882	325.5	-
321-OG PARCELS PRIORITY	1,453,613	6,484.5	185.3	1,939,593	7,476.3	883.4
322-OG SEC PARCELS PRIORITY-SHP	565,719	1,938.6	119.9	1,581,974	2,299.9	376.5
TOTAL	2,068,325	8,749.4	305.3	3,597,449	10,101.7	1,259.9

WEEKLY AVERAGE	VOLUME	HOURS	OT	SPLY VOLUME	SPLY HOURS	SPLY OT
051- OG FLTS PRIORITY	2,450	16.3	0.0	3,794	16.3	-
321-OG PARCELS PRIORITY	72,691	324.2	9.3	96,980	373.8	44.2
322-OG SEC PARCELS PRIORITY-SHP	28,286	96.9	6.0	79,099	115.0	18.8
TOTAL	103,416	437.5	15.3	179,872	505.1	63.0

ANNUAL TOTAL	VOLUME	HOURS	OT	SPLY VOLUME	SPLY HOURS	SPLY OT
051- OG FLTS PRIORITY	127,382	848.6	0.2	197,293	846.4	-
321-OG PARCELS PRIORITY	3,779,394	16,859.7	481.7	5,042,942	19,438.5	2,296.8
322-OG SEC PARCELS PRIORITY-SHP	1,470,869	5,040.3	311.7	4,113,132	5,979.7	978.8
TOTAL	5,377,645	22,748.5	793.7	9,353,367	26,264.5	3,275.6

FTE IMPACTED - 1753	FTE
051- OG FLTS PRIORITY	0.5
321-OG PARCELS PRIORITY	9.6
322-OG SEC PARCELS PRIORITY-SHP	2.9
TOTAL	13.0

WorkHour Impact Report

Impacted Bid Cluster	SALEM POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/30/2009
Period (Dates) of Review Performed	03/15/2008 thru 03/27/2009
Report Prepared By	Richard Cohen
Report Prepared Date	06/24/2009
Reviewed By	Lisa Shear
Phone	(503) 294-2206

WorkHour Impact Report

Craft = CLERK

	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	3634	3214	-420	-1680	-21840	-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	103	2.8%	-16.9	0		86	2.7%

WorkHour Impact Report

Casuals

a. Current Number of CLERK Casuals on Rolls	4
b. Current Total Non-OverTime CLERK Casuals Hours per Month	528
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	4
g. Provide Narrative Justifying need for Remaining CLERK Casuals	
N/A	

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	
N/A	

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	
N/A	

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	
N/A	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	103
b. Planned Number of CLERK FTR Positions After Impact	91
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	12
e. Provide Narrative Explaining need for Excessing	
N/A	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1680
b. Planned Reduction in Total OT Hours per Month	-68
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	12856
f. Total FTE Savings	-12