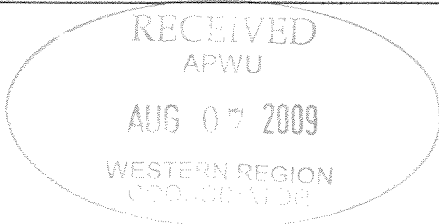


70072680000248981198



August 5, 2009

Omar Gonzalez
Western Region Coordinator
American Postal Workers Union, AFL-CIO
500 Airport Blvd., Suite 450
Burlingame, CA 94010-1940

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 COWY District

Omar M. Gonzalez, Coordinator

Dear Mr. Gonzalez,

This letter is with regard to the workload reductions in the Steamboat Springs, CO Post Office. In order to minimize impact due to the workload reductions we are authorizing the withholding of seven (7) residual vacancies at the same (Level 7) or lower level in surrounding installations within a 100 mile radius. 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.

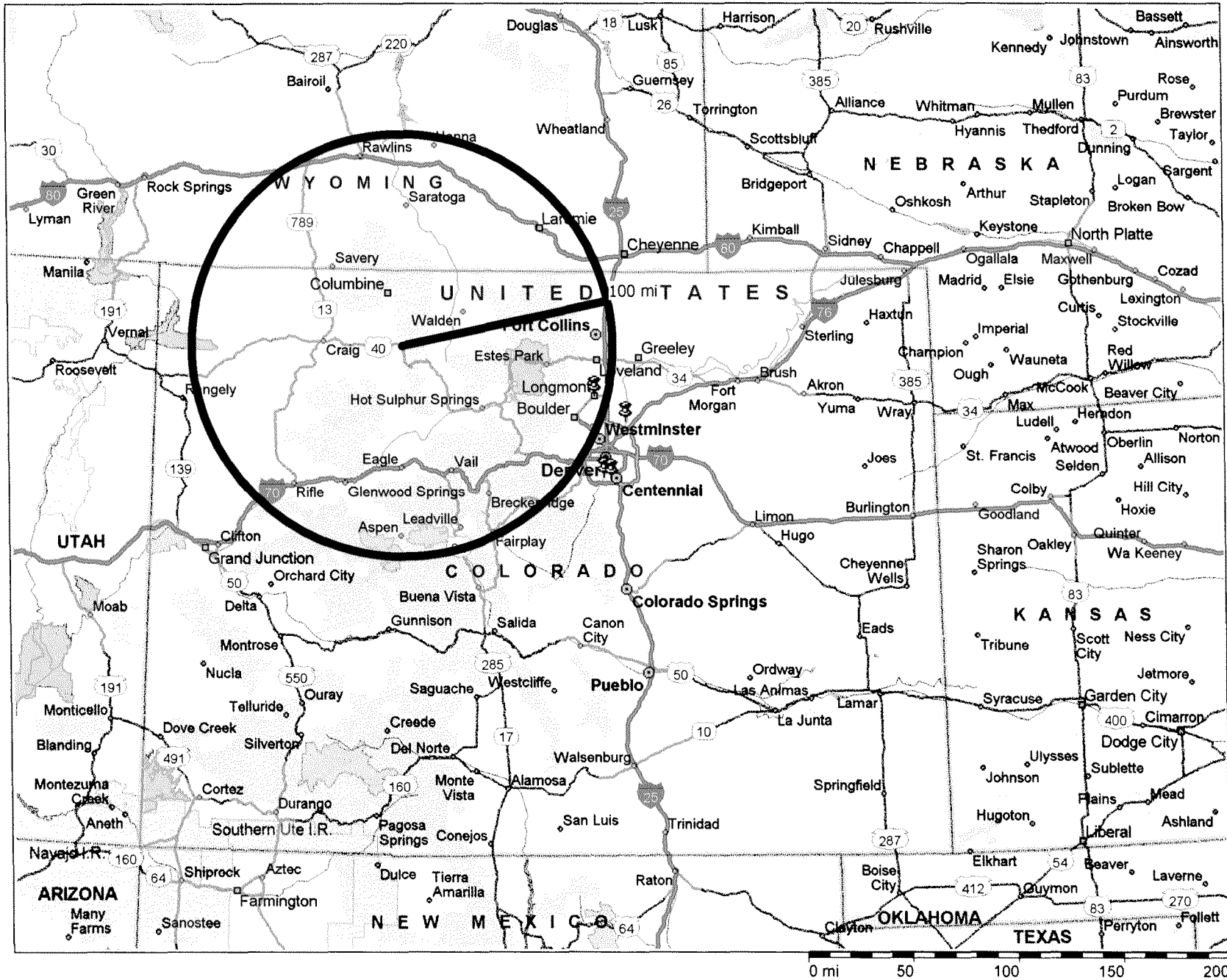
Scott Sutton for
Valerie E. Martin
Manager Human Resources
Western Area

Attachments: Impact Report, Seniority List, Map, Supportive Documentation

Cc: Manager Labor Relations Western Area
Manager Programs Delivery Support, Western Area
Manger In-Plant Support Western Area
District Manager COWY
Manager Human Resources COWY
Manager Labor Relations COWY
NALC Region 4
NPMHU Regional Director Denver

FINAN CE	OFFICE	LAST	FIRST	JOB TITLE	PAY LEVEL	D/A	LDC	SEN DATE	VET PREF
78550	STEAMBOAT SPGS PO	PASTERNAK	CRAIG	MAIL PROCESSING CLERK	6	110	48	7/30/1984	N
78550	STEAMBOAT SPGS PO	FERGUSON	VICKI	MAIL PROCESSING CLERK	6	110	43	2/15/1986	N
78550	STEAMBOAT SPGS PO	PUCKETT	DAVID	DIST WINDOW CLK	6	110	44	8/16/1986	Y
78550	STEAMBOAT SPGS PO	MARKO	ROBERT	DIST WINDOW CLK	6	110	43	9/13/1986	N
78550	STEAMBOAT SPGS PO	BOLEN	JEFFREY	MAIL PROCESSING CLERK	6	110	48	7/4/1987	N
78550	STEAMBOAT SPGS PO	VEDEPO	CHARLES	SALES,SVCS/DISTRIBUTION ASSOC	6	110	44	12/31/1988	N
78550	STEAMBOAT SPGS PO	SHRYOCK	CATHY	MAIL PROCESSING CLERK	6	110	43	5/29/1993	N
78550	STEAMBOAT SPGS PO	STEWART	EVA	DIST WINDOW CLK	6	110	45	1/22/1994	N
78550	STEAMBOAT SPGS PO	GRADY	KENNETH	MAIL PROCESSING CLERK	6	110	43	10/15/1994	N
78550	STEAMBOAT SPGS PO	KLAPPERICH	CLARISA	SALES AND SERVICES ASSOCIATE	6	110	45	9/23/2000	N
78550	STEAMBOAT SPGS PO	GIBBON	KENNETH	SALES,SVCS/DISTRIBUTION ASSOC	6	110	45	6/16/2001	Y
78550	STEAMBOAT SPGS PO	WOODWARD	STUART	SALES,SVCS/DISTRIBUTION ASSOC	6	110	44	12/15/2001	N
78550	STEAMBOAT SPGS PO	MARCHBANKS	JASON	SALES,SVCS/DISTRIBUTION ASSOC	6	110	45	2/19/2005	N
78550	STEAMBOAT SPGS PO	MARTIN	ROBIN	SALES,SVCS/DISTRIBUTION ASSOC	6	110	44	2/19/2005	Y
78550	STEAMBOAT SPGS PO	BLOSSOM	DAVID	SALES,SVCS/DISTRIBUTION ASSOC	6	410	44	4/16/2005	N
78550	STEAMBOAT SPGS PO	VIRGONA	DEBORAH	SALES,SVCS/DISTRIBUTION ASSOC	6	410	44	7/9/2005	N
78550	STEAMBOAT SPGS PO	ILKU	MICHAEL	SALES,SVCS/DISTRIBUTION ASSOC	6	410	44	1/7/2006	Y
78550	STEAMBOAT SPGS PO	CIAVARRA	DONALD	WINDOW SVC TECH	7	110	45	9/6/1980	Y

Colorado, United States, North America



WorkHour Impact Report

Impacted Bid Cluster	STEAMBOAT SPGS POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	11/07/2009
Period (Dates) of Review Performed	07/19/2008 thru 07/17/2009
Report Prepared By	Kathleen Jackson
Report Prepared Date	07/28/2009
Reviewed By	Selwyn Epperson
Phone	(303) 853-6160

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	624	380	-244	-976	-12688	-7	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	42	6.7%	-21	0		21	5.5%

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	
NA	

Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	3
b. Current Total Non-OverTime CLERK PTFs Hours per Month	396
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	-132
d. Number of CLERK PTFs that will have Reduced Hours	0
e. Will there be any CLERK PTFs Excessed from Craft or Installation	YES
If Yes how Many CLERK PTFs	1
f. Provide Narrative Explaining need for Excessing	
One PTF to be excess	

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	
NA	

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	
NA	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	15
b. Planned Number of CLERK FTR Positions After Impact	9
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	6
e. Provide Narrative Explaining need for Excessing	

Closing down the Sundance Plaza Finance Unit, Function 4 Variance over 5.3 Clerks, Volume Decline 20% SPLY

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-844
b. Planned Reduction in Total OT Hours per Month	-84
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-132
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1520
f. Total FTE Savings	-7

MPOO AREA (3) Customer Service Variance Summary 76 Customer Service Days 04/18/2009 to 07/17/2009												
Tot Auto/Mech Var Hrs: 0			Tot Manual Var Hrs: 126			Tot Retail Var Hrs: 1,226			Tot Admin Var Hrs: 1,313			
Tot Auto/Mech Var Vol: 0			Tot Manual Var Vol: - 5,610			Tot Retail Trans: - 14,032			Tot Fun 4 Var Hrs: 2,666			
FTES CLERKS/MAILHANDLERS ACTUAL: 16				FTES CLERKS/MAILHANDLERS EARNED: 11				FTES Variance: 5.3				
Unit Name	Auto Mech Hours % Achd	Manual Hours % Achd	Retail Hours % Achd	Admin Hours % Achd	Auto Mech Volume % Var	Manual Volume % Var	Retail Trans % Var	Total F4 Hours % Achd	Total F4 Hours Var	FTES Actual	FTES Earned	FTES Variance ↓
STEAMBOAT SPGS PO	0.00	95.59	56.91	42.67	0.00	-28.90	-19.21	66.67	2,665.74	15.89	10.60	5.30

SEND TO EXCEL



July 6, 2009

SELWYN EPPERSON
DISTRICT MANAGER
CUSTOMER SERVICE AND SALES

SUBJECT: AUTHORITY TO CONDUCT INVESTIGATION

I request your authorization to investigate a possible change in postal services for the following office in the 3rd Congressional District.

Post Office Name:	<u>Sundance Plaza, Steamboat Springs, CO</u>
ZIP+4 Code:	<u>80488-9998</u>
EAS Level:	<u>20</u>
Finance Number:	<u>078550</u>
County:	<u>Routt</u>

Number of Customers:

Post Office Box	<u>2,387</u>
General Delivery	<u>0</u>
Rural Route (RR)	<u>0</u>
Highway Contract Route (HCR)	<u>0</u>
Intermediate RR	<u>0</u>
Intermediate HCR	<u>0</u>
City Delivery	<u>0</u>
Total Customers	<u>2,387</u>



The above office will become vacant when the lease expires December 2009. The current plan is to move the Sundance Plaza P. O. Boxes to the Main Post Office.

Please indicate your approval of this study by signing below and returning the original form to this office.

Cindy Kinney
Manager, Post Office Operations

Approval to Study for Discontinuance:

S. J. [Signature]
District Manager, Customer Service and Sales

7/8/09
Date

P.1
JUL 22 2009 11:04PM HP LASERJET FAX

L/C Description	-----Act Ddays 6 Sply Ddays 6-----				-----Act Ddays 14 Sply Ddays 15-----				-----Act Ddays 240 Sply Ddays 242-----			
	Act/Plan 07-11-2009 - 07-17-2009		Act/Plan 07-01-2009 - 07-17-2009		Act/Plan 07-01-2009 - 07-17-2009		Act/Plan 10-01-2008 - 07-17-2009					
	SPLY	07-12-2008 - 07-18-2008	SPLY	07-01-2008 - 07-18-2008	SPLY	07-01-2008 - 07-18-2008	SPLY	10-01-2007 - 07-18-2008				
	***** Currant Week *****				***** Month to Date *****				***** Year to Date *****			
	Actual	Plan	%Plan	%SPLY	Actual MTD	Plan MTD	%P MTD	%S MTD	Actual YTD	Plan YTD	%P YTD	%S YTD
20 D/S SUPERVISOR	44	47	-6.4	10.0	108	110	-1.8	1.9	1,926	1,932	-0.3	17.9
FN2B CITY DELIVERY	44	47	-6.4	10.0	108	110	-1.8	1.9	1,926	1,932	-0.3	17.9
94 OPNS C/S TNG HRS	0	0	0.0	0.0	0	0	0.0	0.0	61	50	22.0	117.9
L43L UNIT DIST HRS LETTER	12	0	0.0	0.0	31	0	0.0	-3.1	704	0	0.0	2.8
L43F UNIT DIST HRS FLATS	27	0	0.0	-3.6	65	0	0.0	0.0	1,313	0	0.0	-2.5
L43P UNIT DIST HRS PARCEL	18	0	0.0	-10.0	47	0	0.0	-4.1	862	0	0.0	3.9
L43A UNIT DIST HRS ALLIED	32	133	-75.9	-73.3	86	320	-73.1	-64.6	1,690	5,804	-70.9	-59.1
43 UNIT DIST MANUAL	89	133	-33.1	-50.6	229	320	-28.4	-41.1	4,569	5,804	-21.3	-34.7
44 PO BOX DIST	126	199	-36.7	-50.8	293	477	-38.6	-54.9	7,603	8,636	-12.0	-23.1
45 WINDOW SERVICE	213	139	53.2	56.6	527	333	58.3	45.6	8,503	6,029	41.0	19.8
48 ADMIN MISC	173	117	47.9	116.3	421	280	50.4	64.5	6,963	5,076	37.2	18.0
FN4 TOTAL C/S HRS	601	588	2.2	-7.8	1,470	1,410	4.3	-11.2	27,699	25,595	8.2	-7.4
FN5 TOTAL CONTROLLER HRS	0	0	0.0	0.0	-2	0	0.0	-300.0	11	0	0.0	1000.0
80 PM/INSTALL MGR	0	36	-100.0	-100.0	0	92	-100.0	-100.0	50	1,479	-96.6	-96.4
FNB ADMIN TOTAL	0	36	-100.0	-100.0	0	92	-100.0	-100.0	50	1,479	-96.6	-96.4
FNS TRAINING (NON-ADD)	0	0	0.0	0.0	0	0	0.0	0.0	61	50	22.0	117.9
HRTT TOTAL HOURS	645	671	-3.9	-10.9	1,576	1,612	-2.2	-14.1	29,686	29,006	2.3	-9.9
29F TOT OSHA INJ/ILLNESS	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	-100.0
OIIF OSHA INJ/ILL FREQ	0.00	0.00	0.0	0.0	0.00	0.00	0.0	0.0	0.00	0.00	0.0	-100.0
UDFL UNIT DIST FLAT VOL	25,069	28,589	-12.3	-24.7	60,344	73,968	-18.4	-23.0	1,344,867	1,323,815	1.6	-10.0
UDLT UNIT DIST LTRS VOL	17,535	20,100	-12.8	-23.1	45,455	51,176	-11.2	-25.3	1,071,857	1,091,187	-1.8	-12.3
UDTT UDLT+UDFL	42,604	48,689	-12.5	-24.1	105,799	125,144	-15.5	-24.0	2,416,724	2,415,002	0.1	-11.1
DVP1 DIST PROD - PCS/43	478.70	366.08	30.8	53.6	462.00	391.08	18.1	29.1	528.94	416.09	27.1	36.2
DVP2 DIST PROD-PCS/43+48	162.61	194.76	-16.5	-24.6	162.77	208.57	-22.0	-24.6	209.57	221.97	-5.6	-0.5
PAK PACKAGES	5,083	4,667	8.9	-15.0	13,571	10,815	25.5	-7.1	244,781	206,715	18.4	5.8
BOXF BOX DIST FLAT VOL	39,264	35,300	11.2	-21.3	78,643	111,505	-29.5	-39.9	1,796,938	2,161,929	-16.9	-26.1
BVLM MANUAL BOX BOL LTRS	13,903	0	0.0	-22.0	38,079	0	0.0	-29.7	890,805	0	0.0	-19.0
BVLD DPS BOX LETTERS	82,196	0	0.0	-18.3	188,123	0	0.0	-21.4	3,542,266	0	0.0	-15.0
BOXL BOX DIST LTRS VOL	96,099	108,032	-11.0	-18.9	226,202	249,899	-9.5	-23.0	4,433,071	4,745,269	-6.6	-15.8
BVP BOX PARCELS	2,805	0	0.0	-16.5	7,356	0	0.0	-10.4	136,866	0	0.0	-11.8
BXVL BOXF+BOXL	135,363	143,332	-5.6	-19.6	304,845	361,404	-15.6	-28.2	6,230,009	6,907,198	-9.8	-19.1
BOXF BOX PRODUCTIVITY	1,074.31	720.26	49.2	63.3	1,040.43	757.66	37.3	59.0	819.41	799.81	2.5	5.3
O2SR D/S SUPERVS OT RATIO	9.09	0.00	0.0	0.0	11.11	0.00	0.0	17.8	18.48	0.00	0.0	109.7
OT4R FN4 OT RATIO	2.33	8.16	-71.5	-75.1	3.67	8.30	-55.7	-62.4	6.56	8.97	-26.9	-40.2
OT8R FN8 OT RATIO	0.00	0.00	0.0	0.0	0.00	0.00	0.0	0.0	34.00	1.69	1911.4	0.0
OTTR TOTAL OT RATIO	2.79	7.75	-64.0	-66.9	4.19	7.88	-46.8	-55.1	7.44	8.64	-13.8	-28.7
POTR TOTAL PO RATIO	0	1	-100.0	0.0	0	2	-100.0	0.0	2	62	-96.8	0.0
POTR TOTAL PO RATIO	0.00	0.15	-100.0	0.0	0.00	0.12	-100.0	0.0	0.01	0.21	-96.8	0.0
P2BR FN2B PO RATIO	0.00	0.00	0.0	0.0	0.00	0.00	0.0	0.0	0.00	0.36	-100.0	0.0
P04R FN4 PO RATIO	0.00	0.17	-100.0	0.0	0.00	0.14	-100.0	0.0	0.01	0.21	-96.6	0.0
S2BR CITY DEL SL RATIO	0.00	4.26	-100.0	0.0	0.00	3.64	-100.0	0.0	0.00	3.93	-100.0	0.0
SL4R FN4 SL RATIO	0.83	3.91	-78.7	-79.9	1.22	3.97	-69.2	-84.5	3.57	3.93	-9.1	-39.2
SLTR TOTAL SL RATIO	0.78	3.87	-80.0	-84.0	1.14	3.91	-70.8	-87.1	3.30	3.93	-16.0	-66.0
WP4R FN4 WP RATIO	0.00	0.00	0.0	-100.0	2.24	0.00	0.0	-843.5	0.83	0.00	0.0	-44.2
WPTR TOTAL WP RATIO	0.00	0.00	0.0	-100.0	2.09	0.00	0.0	-868.5	0.77	0.00	0.0	-42.6

7/22/09
2:48:36 AM 078550

Weekly Flash Report: Week 42 2009
Finance STEAMBOAT SPGS PO - 078550
NU-MPCO-3-CAG-A-G

P. 2

L/C Description	-----Act Ddays 6 Sply Ddays 6-----				-----Act Ddays 14 Sply Ddays 15-----				----- Act Ddays 240 Sply Ddays 242-----			
	Actual	Plan	%Plan	%SPLY	Actual MTD	Plan MTD	%P MTD	%S MTD	Actual YTD	Plan YTD	%P YTD	%S YTD
	Act/Plan	07-11-2009	-	07-17-2009	Act/Plan	07-01-2009	-	07-17-2009	Act/Plan	10-01-2008	-	07-17-2009
	SPLY	07-12-2008	-	07-18-2008	SPLY	07-01-2008	-	07-18-2008	SPLY	10-01-2007	-	07-18-2008
	***** Current Week *****				***** Month to Date *****				***** Year to Date *****			

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OFFICE	LAST	FIRST	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	EOD
STEAMBOAT SP	CIAVARRA	DONALD	2981256	95712506	WINDOW SVC TECH	7	110	5/4/1974
STEAMBOAT SP	PASTERNAK	CRAIG	3329133	95607309	MAIL PROCESSING CLERK	6	110	7/30/1984
STEAMBOAT SP	FERGUSON	VICKI	3069135	95472957	MAIL PROCESSING CLERK	6	110	2/15/1986
STEAMBOAT SP	PUCKETT	DAVID	3235910	95539422	DIST WINDOW CLK	6	110	8/16/1986
STEAMBOAT SP	MARKO	ROBERT	3250561	95708281	DIST WINDOW CLK	6	110	9/13/1986
STEAMBOAT SP	SHRYOCK	CATHY	3167757	95471250	MAIL PROCESSING CLERK	6	110	3/28/1987
STEAMBOAT SP	BOLEN	JEFFREY	3385214	95802714	MAIL PROCESSING CLERK	6	110	7/4/1987
STEAMBOAT SP	VEDEPO	CHARLES	3205848	95785939	SALES,SVCS/DISTRIBUTION A	6	110	12/31/1988
STEAMBOAT SP	STEWART	EVA	3181184	95787125	DIST WINDOW CLK	6	110	1/22/1994
STEAMBOAT SP	GRADY	KENNETH	3128938	95810117	MAIL PROCESSING CLERK	6	110	10/15/1994
STEAMBOAT SP	KLAPPERICH	CLARISA	3359483	95570058	SALES AND SERVICES ASSOC	6	110	9/23/2000
STEAMBOAT SP	GIBBON	KENNETH	3114988	95480735	SALES,SVCS/DISTRIBUTION A	6	110	6/16/2001
STEAMBOAT SP	WOODWARD	STUART	3054551	95514586	SALES,SVCS/DISTRIBUTION A	6	110	12/15/2001
STEAMBOAT SP	MARTIN	ROBIN	3444022	95471398	SALES,SVCS/DISTRIBUTION A	6	110	6/14/2003
STEAMBOAT SP	MARCHBANKS	JASON	3494989	95784260	SALES,SVCS/DISTRIBUTION A	6	110	1/1/2005
STEAMBOAT SP	BLOSSOM	DAVID	3093520	95503002	SALES,SVCS/DISTRIBUTION A	6	410	4/16/2005
STEAMBOAT SP	VIRGONA	DEBORAH	3598905	95499188	SALES,SVCS/DISTRIBUTION A	6	410	7/9/2005
STEAMBOAT SP	ILKU	MICHAEL	3645527	95843008	SALES,SVCS/DISTRIBUTION A	6	410	1/7/2006

COWY WITHHELD POSITIONS

FINANCE	OFFICE	JOB ID	JOB TITLE	D/A	FUNC	LDC	HCES ORG	ROUTE	
71080	BROOMFIELD PO	95481576	CARRIER (CITY)	134	2B	21	4345	20018	
71080	BROOMFIELD PO	95591572	CARRIER (CITY)	134	2B	21	4345	0	
71080	BROOMFIELD PO	95615348	CARRIER (CITY)	134	2B	21	4345	0	
71440	CASTLE ROCK PO	70303315	CARRIER (CITY)	134	2B	21	4363	9027	
71440	CASTLE ROCK PO	70320112	CARRIER (CITY)	134	2B	21	4363	8030	
71440	CASTLE ROCK PO	70320111	CARRIER (CITY)	134	2B	21	4363	9028	
71440	CASTLE ROCK PO	95484402	CARRIER (CITY)	134	2B	21	4363	4001	
71440	CASTLE ROCK PO	95508029	CARRIER (CITY)	134	2B	21	4362	0	
71440	CASTLE ROCK PO	95554704	CARRIER TECHNICIAN	134	2B	21	4363	8022	
71820	COLORADO SPRINGS P	95755978	MAIL HANDLER	120		1	17	42326	0
71846	COMMERCE CITY PO	95696952	CARRIER TECHNICIAN	134	2B	21	4398	22013	
72358	DENVER PO	95866941	LABORER CUSTODIAL	166	3B		38	1018430	0
72359	DENVER P&DC	95607592	MAIL HANDLER	120		1	17	1016415	0
72359	DENVER P&DC	95573792	MAIL HANDLER	120		1	17	1016415	0
72359	DENVER P&DC	95612896	MAIL HANDLER	120		1	17	1016415	0
72359	DENVER P&DC	95655864	MAIL HANDLER	120		1	13	1016415	0
72359	DENVER P&DC	95533235	MAIL HANDLER	120		1	17	1016420	0
72359	DENVER P&DC	95761833	MAIL HANDLER	120		1	17	1016415	0
72359	DENVER P&DC	70170687	LABORER CUSTODIAL	166	3B		38	1017023	0
72359	DENVER P&DC	70203818	LABORER CUSTODIAL	166	3B		38	1017023	0
72359	DENVER P&DC	70173542	LABORER CUSTODIAL	166	3B		38	1017023	0
72359	DENVER P&DC	95620674	MAIL HANDLER	120		1	17	1016420	0
72359	DENVER P&DC	95663928	MAIL HANDLER	120		1	17	1016415	0
72359	DENVER P&DC	95878861	MAIL HANDLER	120		1	14	1019768	0
72359	DENVER P&DC	95832078	MAIL PROCESSING MACH	120		1	17	1019768	0
72412	DILLON PO	95646885	LABORER CUSTODIAL	166	3B		38	4477	0
72574	DURANGO PO	95768701	CARRIER (CITY)	134	2B	21	4486	1002	
72574	DURANGO PO	95664324	CARRIER (CITY)	134	2B	21	4486	1010	
72574	DURANGO PO	95518386	SALES,SVCS/DISTRIBUTIC	110		4	43	4486	0
72574	DURANGO PO	95556882	SALES,SVCS/DISTRIBUTIC	110		4	48	4486	0
73168	FORT COLLINS PO	95509478	CARRIER (CITY)	134	2B	21	4518	25012	
73168	FORT COLLINS PO	95645249	LABORER CUSTODIAL	166	3B		38	4520	0
73168	FORT COLLINS PO	95829868	MAIL PROCESSING CLERK	110		4	45	4518	0
73168	FORT COLLINS PO	95857011	WINDOW SVC TECH	110		4	48	4518	0
73726	GOLDEN PO	95508695	CARRIER TECHNICIAN	134	2B	21	4549	1036	
73834	GRAND JCT PO	95769165	CARRIER TECHNICIAN	134	2B	21	1018152	1018	
73834	GRAND JCT PO	95701584	CARRIER (CITY)	134	2B	21	1018152	1019	
73834	GRAND JCT PO	95723021	CARRIER (CITY)	134	2B	21	1018152	1003	
75634	LONGMONT PO	95802430	CARRIER (CITY)	134	2B	21	4649	1072	
75634	LONGMONT PO	95592381	CARRIER TECHNICIAN	134	2B	21	4649	1066	
75634	LONGMONT PO	95587958	CARRIER TECHNICIAN	134	2B	21	4649	1094	
75634	LONGMONT PO	95706457	MAIL PROCESSING CLERK	110		4	43	4650	0
75634	LONGMONT PO	95829541	SALES AND SERVICES AS	110		4	45	4649	0
75634	LONGMONT PO	95573827	MAIL PROCESSING CLERK	110		4	48	4650	0
76372	MONUMENT PO	95640583	SALES,SVCS/DISTRIBUTIC	110		4	48	4691	0
571178	BUFFALO PO	95825868	SALES AND SERVICES AS	110		4	45	41176	0
571558	CASPER PO	95765959	MAIL PROCESSING CLERK	110		1	11	41183	0
571558	CASPER PO	95619079	LABORER CUSTODIAL	166	3B		38	41184	0
571558	CASPER PO	95743041	MAIL PROCESSING CLERK	110		4	48	41183	0
571558	CASPER PO	95677804	MAIL PROCESSING CLERK	110		1	18	41183	0

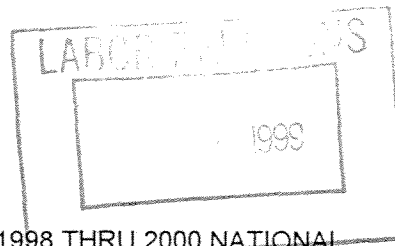
FINANCE	OFFICE	JOB ID	JOB TITLE	D/A	FUNC	LDC	HCES ORG	ROUTE
571558	CASPER PO	95692707	MAIL PROCESSING CLERK	110	1	12	41183	0
571558	CASPER PO	95561162	LABORER CUSTODIAL	166	3B	38	41184	0
571673	CHEYENNE P&DC	95874850	MAIL PROCESSING CLERK	110	1	14	44530	0
571673	CHEYENNE P&DC	95706254	MAIL PROCESSING CLERK	110	1	18	44532	0
577600	RIVERTON PO	95733619	MAIL PROCESSING CLERK	110	4	43	41299	0
579082	TORRINGTON PO	95755892	CARRIER (CITY)	134	2B	21	41324	40001
75634	LONGMONT PO	95580725	MAIL PROCESSING CLERK	110	4	45	4650	0
579842	WORLAND PO	95720441	MAIL PROCESSING CLERK	110	4	43	41335	0
71820	COLORADO SPRINGS P	95836168	MAIL HANDLER	120	1	17	42328	0
71820	COLORADO SPRINGS P	95565098	MAIL HANDLER	120	1	17	42326	0
571673	CHEYENNE P&DC	95596657	MAIL PROCESSING CLERK	110	1	11	44532	0
571673	CHEYENNE P&DC	95655117	MAIL PROCESSING CLERK	110	1	11	44532	0
72332	DEN-BEAR VALLEY STA	95673869	CARRIER (CITY)	134	2B	21	1022058	32004
72332	DEN-BEAR VALLEY STA	95806097	CARRIER (CITY)	134	2B	21	1022058	36053
72336	DEN-GLENDALE BR	95716662	CARRIER (CITY)	134	2B	21	1022074	6036
72336	DEN-GLENDALE BR	95802813	CARRIER (CITY)	134	2B	21	1022074	6046
72338	DEN-MILE HIGH STA	95644881	CARRIER (CITY)	134	2B	21	1022055	4002
72338	DEN-MILE HIGH STA	95858289	CARRIER TECHNICIAN	134	2B	21	1022055	4046
72339	DEN-MONTBELLO STA	95716530	CARRIER (CITY)	134	2B	21	1022068	0
72344	DEN-PARK HILL STA	95717022	CARRIER TECHNICIAN	134	2B	21	1022070	7033
72345	DEN-SOUTH DENVER S	95852013	CARRIER (CITY)	134	2B	21	1022065	23023
72351	DEN-UNIVERSITY PARK	95489150	CARRIER (CITY)	134	2B	21	1022072	10051
72351	DEN-UNIVERSITY PARK	95730442	CARRIER TECHNICIAN	134	2B	21	1022072	10001
72351	DEN-UNIVERSITY PARK	95848361	CARRIER TECHNICIAN	134	2B	21	1022072	10044
72351	DEN-UNIVERSITY PARK	95584627	CARRIER (CITY)	134	2B	21	1022072	10016
72353	DEN-WESTWOOD STA	95543573	CARRIER (CITY)	134	2B	21	1022067	19034
72353	DEN-WESTWOOD STA	95686947	CARRIER (CITY)	134	2B	21	1022067	19040
72353	DEN-WESTWOOD STA	95588209	CARRIER TECHNICIAN	134	2B	21	1022067	19052
72331	DEN-ALCOTT STA	95518404	CARRIER TECHNICIAN	134	2B	21	1022057	12043
72332	DEN-BEAR VALLEY STA	95783945	CARRIER (CITY)	134	2B	21	1022058	36054
72333	DEN-CAPITOL HILL STA	95809226	CARRIER (CITY)	134	2B	21	1022076	5064
72333	DEN-CAPITOL HILL STA	95811907	CARRIER (CITY)	134	2B	21	1022076	0
72333	DEN-CAPITOL HILL STA	95512709	CARRIER TECHNICIAN	134	2B	21	1022076	18002
72333	DEN-CAPITOL HILL STA	95519189	CARRIER (CITY)	134	2B	21	1022076	0
72333	DEN-CAPITOL HILL STA	95617303	CARRIER TECHNICIAN	134	2B	21	1022076	5045
72335	DEN-EDGEWATER BR	95821548	CARRIER TECHNICIAN	134	2B	21	1022063	14015
72335	DEN-EDGEWATER BR	95469886	CARRIER (CITY)	134	2B	21	1022063	14037
72335	DEN-EDGEWATER BR	95592666	CARRIER TECHNICIAN	134	2B	21	1022063	14055
72335	DEN-EDGEWATER BR	95633262	CARRIER (CITY)	134	2B	21	1022063	14052
72336	DEN-GLENDALE BR	95577385	CARRIER (CITY)	134	2B	21	1022074	6042
72337	DEN-LAKEWOOD BR	70271898	CARRIER (CITY)	134	2B	21	4456	0
72337	DEN-LAKEWOOD BR	95672855	CARRIER TECHNICIAN	134	2B	21	1022064	28055
72338	DEN-MILE HIGH STA	95475929	CARRIER (CITY)	134	2B	21	1022055	0
72340	DEN-MONTCLAIR STA	95802745	CARRIER (CITY)	134	2B	21	1022069	20024
72340	DEN-MONTCLAIR STA	95605527	CARRIER (CITY)	134	2B	21	1022069	20056
72340	DEN-MONTCLAIR STA	95658664	CARRIER (CITY)	134	2B	21	1022069	20063
72340	DEN-MONTCLAIR STA	95639472	CARRIER (CITY)	134	2B	21	1022069	20044
72340	DEN-MONTCLAIR STA	95619156	CARRIER TECHNICIAN	134	2B	21	1022069	30068
72341	DEN-NORTH PECOS ST	95540307	CARRIER (CITY)	134	2B	21	1022054	21032
72341	DEN-NORTH PECOS ST	95765549	CARRIER TECHNICIAN	134	2B	21	1022054	21016
72341	DEN-NORTH PECOS ST	95648652	CARRIER TECHNICIAN	134	2B	21	1022054	21003

FINANCE	OFFICE	JOB ID	JOB TITLE	D/A	FUNC	LDC	HCES ORG	ROUTE
72344	DEN-PARK HILL STA	95744865	CARRIER (CITY)	134	2B	21	1022070	7004
72345	DEN-SOUTH DENVER S	95849098	CARRIER TECHNICIAN	134	2B	21	1022065	23014
72345	DEN-SOUTH DENVER S	95836565	CARRIER TECHNICIAN	134	2B	21	1022065	23045
72346	DEN-SOUTH DENVER A	95543522	CARRIER (CITY)	134	2B	21	1022062	9012
72346	DEN-SOUTH DENVER A	95749640	CARRIER TECHNICIAN	134	2B	21	1022062	9036
72346	DEN-SOUTH DENVER A	95838657	CARRIER (CITY)	134	2B	21	1022062	9034
72348	DEN-SULLIVAN STA	95631871	CARRIER TECHNICIAN	134	2B	21	1022071	0
72349	DEN-SUNNYSIDE STA	95597125	CARRIER (CITY)	134	2B	21	1022066	11013
72349	DEN-SUNNYSIDE STA	95608499	CARRIER (CITY)	134	2B	21	1022066	11045
72350	DEN-THORNTON BR	95774158	CARRIER TECHNICIAN	134	2B	21	1022051	29025
72351	DEN-UNIVERSITY PARK	95519577	CARRIER TECHNICIAN	134	2B	21	1022072	10055
72351	DEN-UNIVERSITY PARK	95542770	CARRIER (CITY)	134	2B	21	1022072	10054
72351	DEN-UNIVERSITY PARK	95573003	CARRIER (CITY)	134	2B	21	1022072	10028
72351	DEN-UNIVERSITY PARK	95656928	CARRIER (CITY)	134	2B	21	1022072	10031
72351	DEN-UNIVERSITY PARK	95833840	CARRIER TECHNICIAN	134	2B	21	1022072	10014
72351	DEN-UNIVERSITY PARK	95569804	CARRIER (CITY)	134	2B	21	1022072	10029
72351	DEN-UNIVERSITY PARK	95880348	CARRIER (CITY)	134	2B	21	1022072	10006
72352	DEN-WELLSHIRE STA	95804845	CARRIER (CITY)	134	2B	21	1022073	24061
72352	DEN-WELLSHIRE STA	95720762	CARRIER TECHNICIAN	134	2B	21	1022073	22034
72352	DEN-WELLSHIRE STA	95731517	CARRIER (CITY)	134	2B	21	1022073	24068
72352	DEN-WELLSHIRE STA	95762816	CARRIER (CITY)	134	2B	21	1022073	22003
72352	DEN-WELLSHIRE STA	95880579	CARRIER TECHNICIAN	134	2B	21	1022073	24057
72353	DEN-WESTWOOD STA	95489957	CARRIER TECHNICIAN	134	2B	21	1022067	19028
72353	DEN-WESTWOOD STA	95516291	CARRIER (CITY)	134	2B	21	1022067	19052
72353	DEN-WESTWOOD STA	95701083	CARRIER TECHNICIAN	134	2B	21	1022067	19029
72353	DEN-WESTWOOD STA	95703836	CARRIER (CITY)	134	2B	21	1022067	19042
72353	DEN-WESTWOOD STA	95764802	CARRIER TECHNICIAN	134	2B	21	1022067	19010
72353	DEN-WESTWOOD STA	70188233	CARRIER (CITY)	134	2B	21	4458	0
72353	DEN-WESTWOOD STA	95828758	CARRIER TECHNICIAN	134	2B	21	1022067	19052
72353	DEN-WESTWOOD STA	95613503	CARRIER (CITY)	134	2B	21	1022067	19055
70490	AUR-ALTURA STA	95481970	CARRIER TECHNICIAN	134	2B	21	4302	11040
70491	AUR-FLETCHER STA	95509928	CARRIER (CITY)	134	2B	21	4305	10052
70491	AUR-FLETCHER STA	95841011	SALES,SVCS/DISTRIBUTIO	110	4	48	4305	0
70883	BLD-VALMONT STA	95517986	LABORER CUSTODIAL	166	3B	38	4332	0
70883	BLD-VALMONT STA	95481184	LABORER CUSTODIAL	166	3B	38	4332	0
71811	COS-FORT CARSON BR	95623194	CARRIER (CITY)	134	2B	21	4392	2003
71812	COS-GMF STA	95532182	CARRIER (CITY)	134	2B	21	4386	0
71812	COS-GMF STA	95664456	CARRIER TECHNICIAN	134	2B	21	4386	10019
72882	ENG-GREENWOOD VILL	95635186	CARRIER (CITY)	134	2B	21	4502	11001
72883	ENG-CARRIER ANX	95678969	CARRIER TECHNICIAN	134	2B	21	4503	12031
72883	ENG-CARRIER ANX	95874854	CARRIER TECHNICIAN	134	2B	21	4503	12029
75584	LIT-KEN CARYL BR	95489385	SALES,SVCS/DISTRIBUTIO	110	4	43	4641	0
75584	LIT-KEN CARYL BR	95816878	CARRIER TECHNICIAN	134	2B	21	4641	28057
73836	GDJ-FORESIGHT CARR	95556179	MAIL HANDLER	120	1	17	4557	0
70886	BLD-MAIN OFFICE STA	95514091	CARRIER TECHNICIAN	134	2B	21	4330	0
72884	ENG-MAIN OFFICE STA	95600211	CARRIER (CITY)	134	2B	21	4500	10002
72884	ENG-MAIN OFFICE STA	95643547	CARRIER (CITY)	134	2B	21	4500	0
72884	ENG-MAIN OFFICE STA	95722094	CARRIER (CITY)	134	2B	21	4500	13068
72884	ENG-MAIN OFFICE STA	70274548	CARRIER TECHNICIAN	134	2B	21	4500	0
72884	ENG-MAIN OFFICE STA	95813118	CARRIER (CITY)	134	2B	21	4500	0
73836	GDJ-FORESIGHT CARR	95614253	MAIL HANDLER	120	1	17	4557	0

FINANCE	OFFICE	JOB ID	JOB TITLE	D/A	FUNC	LDC	HCES ORG	ROUTE
73836	GDJ-FORESIGHT CARRI	95738121	MAIL PROCESSING CLERK	110	1	11	4557	0
73836	GDJ-FORESIGHT CARRI	95801197	MAIL PROCESSING CLERK	110	1	11	4557	0
73836	GDJ-FORESIGHT CARRI	70140198	MAIL PROCESSING CLERK	110	1	11	4557	0
73836	GDJ-FORESIGHT CARRI	70140194	MAIL PROCESSING CLERK	110	1	11	4557	0
73836	GDJ-FORESIGHT CARRI	95714627	MAIL PROCESSING CLERK	110	1	11	4557	0
73836	GDJ-FORESIGHT CARRI	95830713	MAIL HANDLER	120	1	17	4557	0
71081	BRM-EAGLEVIEW STA	95494318	CARRIER (CITY)	134	2B	21	4346	21062
71806	COS-MAIN OFFICE STA	95763244	CARRIER TECHNICIAN	134	2B	21	4389	3020
71806	COS-MAIN OFFICE STA	95502438	CARRIER (CITY)	134	2B	21	4389	3024
71806	COS-MAIN OFFICE STA	95766007	CARRIER (CITY)	134	2B	21	4389	3017
71807	COS-ANTARES STA	95812740	CARRIER (CITY)	134	2B	21	4382	9005
71808	COS-BRIARGATE STA	95631953	CARRIER (CITY)	334	2B	27	4390	0
71809	COS-CHEYENNE MT ST	95816618	CARRIER (CITY)	134	2B	21	4387	5010
71809	COS-CHEYENNE MT ST	95878453	CARRIER TECHNICIAN	134	2B	21	4387	5061
71809	COS-CHEYENNE MT ST	70201508	CARRIER TECHNICIAN	134	2B	21	4387	5015
71812	COS-GMF STA	95672560	CARRIER TECHNICIAN	134	2B	21	4386	16042
71812	COS-GMF STA	95757415	CARRIER (CITY)	334	2B	27	4386	0
71812	COS-GMF STA	95856397	CARRIER TECHNICIAN	134	2B	21	4386	16043
71813	COS-NORTH END STA	95664318	CARRIER (CITY)	134	2B	21	4381	7003
71813	COS-NORTH END STA	95847988	CARRIER TECHNICIAN	134	2B	21	4381	7004
71813	COS-NORTH END STA	95879081	CARRIER (CITY)	134	2B	21	4381	7035
71815	COS-TEMPLETON STA	95798778	CARRIER (CITY)	334	2B	27	4383	0
75584	LIT-KEN CARYL BR	95854182	SALES,SVCS/DISTRIBUTIO	110	4	45	4641	0
75707	LOV-VALENTINE STA	95624114	CARRIER TECHNICIAN	134	2B	21	4659	37002
75707	LOV-VALENTINE STA	95819913	CARRIER (CITY)	134	2B	21	4659	0
72369	DENVER MP/ANX	95501509	MAIL HANDLER	120	1	13	1019120	0
72369	DENVER MP/ANX	95610327	MAIL HANDLER	120	1	17	1019120	0
72369	DENVER MP/ANX	95860359	MAIL HANDLER	120	1	17	1019120	0
72369	DENVER MP/ANX	95591942	MAIL HANDLER	120	1	17	1019120	0

NEW CONTRACT

Denver



IN ACCORDANCE WITH ARTICLE THIRTY (30) OF THE 1998 THRU 2000 NATIONAL AGREEMENT BETWEEN THE AMERICAN POSTAL WORKERS UNION, AFL-CIO, AND THE UNITED STATES POSTAL SERVICE, THE FOLLOWING TWENTY-TWO (22) ITEMS HAVE BEEN ESTABLISHED AS LOCAL IMPLEMENTATION IN THE STEAMBOAT SPRINGS, CO. POSTAL SERVICE:

ITEM # ONE WASH UP TIMES

WASH UP TIMES ARE IN ACCORDANCE WITH AND WILL COMPLY WITH THE NATIONAL AGREEMENT, ARTICLE 8, SECTION 9.

ITEM # TWO ESTABLISHMENT OF EITHER A FIXED OR ROTATING DAY OFF

FULL TIME REGULAR CLERKS WILL HAVE EITHER A FIXED OR ROTATING DAY OFF.

ITEM # THREE GUIDELINES TO BE USED IN THE EVENT OF AN EMERGENCY CONDITION

RADIO STATION KFMU 105.5 FM POSTED ON THE BULLETIN BOARD WILL BE USED TO THE EXTENT POSSIBLE, BY THE INSTALLATION HEAD, AS A MEANS OF COMMUNICATION NEEDED INFORMATION IN THE EVENT OF AN EMERGENCY CONDITION.

ITEM # FOUR FORMULATION OF A LOCAL LEAVE PROGRAM

1.) IT IS INCUMBENT UPON THE USPS AND THE APWU TO INSURE THAT ALL EMPLOYEES ARE PROVIDED THE OPPORTUNITY TO BID ALL AVAILABLE LEAVE THEY HAVE EITHER EARNED, BEEN ADVANCED, OR ACCRUED FROM PREVIOUS YEARS, DURING THE ANNUAL LEAVE BIDDING PROCESS. IT IS FURTHER THE RESPONSIBILITY OF THE USPS AND THE APWU TO INSURE THAT NO EMPLOYEE: 1.) FORFEITS ANY ANNUAL LEAVE AS A RESULT OF NOT HAVING BID ENOUGH LEAVE, OR 2.) BIDS MORE ANNUAL LEAVE THAN THEY WILL ACCRUE DURING THE LEAVE YEAR.

A.) IF ANY TIME DURING THE CALENDAR YEAR AN EMPLOYEE WISHES TO VACATE ANY ANNUAL LEAVE THAT WOULD RESULT IN AN EXCESS ACCURED BALANCE, THEY MUST SUBMIT A REQUEST FOR ANOTHER AVAILABLE PERIOD OF TIME TO COVER THE EXCESS HOURS. MANAGEMENT WILL DETERMINE THE AVAILABILITY OF THE NEW REQUEST.

B.) IF ANY EMPLOYEE WISHES TO SUBMIT A REQUEST FOR ANY LEAVE THEY CANNOT COVER, THEY MUST VACATE ANOTHER LEAVE PERIOD THAT WILL ACCOMMODATE THE HOURS OF THE NEW REQUEST.

(CONT'D)

ITEM # FOUR (CONT'D)

2.) THE BIDDING OF ANNUAL LEAVE WILL BEGIN ON THE FIRST MONDAY IN DECEMBER WITH ROUND ONE. ALL ROUND ONE BIDS WILL BE COMPLETED BY NO LATER THAN THE FOLLOWING THURSDAY. THE SECOND ROUND OF BIDDING WILL COMMENCE ON THE SECOND MONDAY IN DECEMBER, AND WILL BE COMPLETED BY THE FOLLOWING WEDNESDAY. ROUND THREE WILL BEGIN ON THURSDAY AND END ON FRIDAY OF THE SAME WEEK AS ROUND TWO.

3.) EACH EMPLOYEE WILL BE PROVIDED THE OPPORTUNITY TO BID ANNUAL LEAVE DURING ALL OF THE THREE SELECTION ROUNDS.

A.) ROUND ONE--- FULL WEEKS ONLY, NOT TO EXCEED TWO OR THREE WEEKS (DEPENDING ON EARNED LEAVE CATEGORY), NO SPLITTING OF LEAVE PERIODS WILL BE PERMITTED DURING THIS ROUND.

B.) ROUNDS TWO AND THREE---BIDDING OF ANY REMAINING LEAVE BALANCE IN FULL WEEKS OR AS SINGLE DAY INCREMENTS. SPLIT PERIODS ARE PERMITTED ONLY DURING THE THIRD ROUND OF BIDDING.

4.) THE RE-POSTING OF VACATED ANNUAL LEAVE WILL BE PERMITTED UNDER THE FOLLOWING CONDITIONS:

A.) ALL VACATED BID ANNUAL LEAVE WILL BE RE-POSTED.

B.) THE RE-POSTING PERIOD WILL BE FOR THREE FULL WORKING DAYS.

C.) THE REQUEST TO VACATE LEAVE MUST BE DONE AT LEAST TWO FULL WEEKS (14 DAYS) BEFORE THE LEAVE WAS TO HAVE BEGUN, TO QUALIFY FOR RE-POSTING.

D.) SENIORITY FOR BIDDING VACATED LEAVE WILL START WITH THE CLERK JUST BELOW THE PERSON VACATING THE ANNUAL AND CONTINUE THROUGH TO THE JUNIOR CLERK IN THE OFFICE, THEN CONTINUE WITH THE SENIOR CLERK THROUGH TO THE PERSON WHO VACATED THE ANNUAL LEAVE.

ITEM # FIVE

THE DURATION OF THE CHOICE VACATION PERIOD

1.) THE DURATION OF THE CHOICE VACATION PERIOD IS TO EXTEND FROM THE FIRST FULL LEAVE WEEK (MONDAY THROUGH SUNDAY PERIOD) BEGINNING NO SOONER THAN DECEMBER 24 OF THE LEAVE YEAR THROUGH THE LAST FULL LEAVE WEEK (MONDAY THROUGH SUNDAY PERIOD) BEGINNING IN NOVEMBER (OR BEGINNING IN DECEMBER PROVIDED THERE WILL BE FOR EVERY LEAVE YEAR THREE (3) FULL LEAVE WEEKS IN DECEMBER WHICH WILL BE UNAVAILABLE FOR LEAVE BIDDING).

2.) THERE WILL BE THREE (3) LEAVE WEEKS AVAILABLE EVERY WEEK IN THE CHOICE VACATION PERIOD.

(CONT'D)

(CONT'D)

ITEM # SIX **THE DETERMINATION OF THE BEGINNING DAY OF THE
EMPLOYEE'S VACATION PERIOD**

THE BEGINNING DAY OF A VACATION PERIOD SHALL BE ON MONDAY,
AND RUN THROUGH THE FOLLOWING SATURDAY.

ITEM # SEVEN **WHETHER EMPLOYEES AT THEIR OPTION MAY REQUEST
TWO SELECTIONS DURING THE CHOICE VACATION
PERIOD, IN UNITS OF EITHER FIVE (5) OR TEN (10) DAYS**

EMPLOYEES WILL BE ABLE TO REQUEST MORE THAN ONE SELECTION
DURING THE CHOICE VACATION PERIOD BY SENIORITY, WHEN
AVAILABLE, AND IF THE SELECTION IS A SECOND OR THIRD ROUND
CHOICE.

ITEM # EIGHT **WHETHER JURY DUTY AND ATTENDANCE AT A NATIONAL OR
STATE CONVENTION SHALL BE CHARGED TO THE CHOICE
VACATION PERIOD**

ATTENDANCE BY ONE TO THE NATIONAL OR STATE UNION
CONVENTIONS SHALL BE CHARGED TO THE VACATION SCHEDULE. ANY
JURY DUTY SHALL NOT.

ITEM # NINE **DETERMINATION OF THE MAXIMUM NUMBER OF EMPLOYEES
WHO SHALL RECEIVE LEAVE EACH WEEK DURING THE CHOICE
VACATION PERIOD**

THE NUMBER OF PEOPLE ON VACATION SIMULTANEOUSLY DURING THE
CHOICE VACATION PERIOD WILL BE AT LEAST, BUT NOT RESTRICTED
TO, THREE (3) PEOPLE. ADDITIONAL LEAVE FOR MORE THAN THREE (3)
PEOPLE MAY BE APPROVED BY MANAGEMENT. (SEE ITEM # FIVE)

ITEM # TEN **THE ISSUANCE OF OFFICIAL NOTICES TO EACH EMPLOYEE OF
THE VACATION SCHEDULE APPROVED FOR SUCH EMPLOYEE**

AN EMPLOYEE SHALL RECEIVE AN APPROVED COPY SIGNED BY
MANAGEMENT FOR THE VACATION SELECTED AS AN OFFICIAL NOTICE.

ITEM # ELEVEN **DETERMINATION OF THE DATE AND MEANS OF NOTIFYING
EMPLOYEES OF THE BEGINNING OF THE NEW LEAVE YEAR**

THE BEGINNING DATE OF THE NEW LEAVE YEAR SHALL BE POSTED AS
PER THE NATIONAL AGREEMENT, ARTICLE 10, SECTION 4.

(CONT'D)

(CONT'D)

ITEM # TWELVE **THE PROCEDURES FOR SUBMISSION OF APPLICATIONS FOR ANNUAL LEAVE DURING OTHER THAN THE CHOICE VACATION PERIOD**

- 1.) SPECIAL REQUESTS MUST BE SUBMITTED IN WRITING IN PERSON TO MANAGEMENT.
- 2.) NO MORE THAN ONE (1) REQUEST WILL BE ACCEPTED FOR ANY SPECIFIC DATE (S) FROM ANY ONE (1) EMPLOYEE.
- 3.) REQUESTS MUST BE LOGGED IN, AND WILL BE CONSIDERED ON A FIRST COME FIRST SERVE BASIS AS DOCUMENTED.
- 4.) MANAGEMENT WILL RESPOND WITHIN THREE (3) WORKING DAYS OF THE REQUEST (SUNDAYS AND HOLIDAYS EXCLUDED).
- 5.) IF WRITTEN NOTICE IS NOT GIVEN WITHIN THREE (3) WORKING DAYS THE LEAVE REQUEST WILL BE CONSIDERED APPROVED.

ITEM # THIRTEEN **THE METHOD OF SELECTING EMPLOYEES TO WORK ON HOLIDAY**

REGULARS WILL BE VOLUNTARY FIRST, THEN BY JUNIORITY. A ROTATION SCHEDULE FOR HOLIDAY WORK BY PART-TIME FLEXIBLES WILL BE USED. THE ROTATION ORDER FOR PTF'S SHALL BE POSTED FOR HOLIDAY WORK.

ITEM # FOURTEEN **WHETHER "OVERTIME DESIRED" LIST IN ARTICLE 8 SHALL BE BY SECTION AND/OR TOUR**

OVERTIME DESIRED LISTS ARE IN ACCORDANCE WITH AND WILL COMPLY TO THE NATIONAL AGREEMENT FOR EACH SECTION. ONE OVERTIME DESIRED LIST IS USED FOR BOTH SECTION (i.e. PLAZA AND MAIN OFFICE).

ITEM # FIFTEEN **THE NUMBER OF LIGHT DUTY ASSIGNMENTS WITHIN EACH CRAFT OR OCCUPATIONAL GROUP TO BE RESERVED FOR TEMPORARY OR PERMANENT LIGHT DUTY ASSIGNMENTS**

LIGHT DUTY ASSIGNMENTS WILL BE MADE AVAILABLE AS NEEDED, AS LONG AS THE REGULAR WORK FORCE WILL NOT BE ADVERSELY AFFECTED.

ITEM # SIXTEEN **THE METHOD TO BE USED IN RESERVING LIGHT DUTY ASSIGNMENTS SO THAT NO REGULARLY ASSIGNED MEMBER OF THE REGULAR WORK FORCE WILL BE ADVERSELY AFFECTED**

THE METHOD USED IN RESERVING LIGHT DUTY ASSIGNMENTS IS INCORPORATED IN ITEM FIFTEEN (15).

(CONT'D)

(CONT'D)

ITEM # SEVENTEEN THE IDENTIFICATION OF ASSIGNMENTS THAT ARE TO BE CONSIDERED LIGHT DUTY WITHIN EACH CRAFT REPRESENTED.

THE IDENTIFICATION OF ASSIGNMENTS THAT ARE TO BE CONSIDERED LIGHT DUTY IS INCORPORATED IN ITEM FIFTEEN (15).

ITEM # EIGHTEEN THE IDENTIFICATION OF ASSIGNMENTS COMPRISING A SECTION, WHEN IT IS PROPOSED TO REASSIGN WITHIN AN INSTALLATION, EMPLOYEES EXCESS TO THE NEEDS OF A SECTION

THE IDENTIFICATION OF ASSIGNMENTS COMPRISING A SECTION IS IN ACCORDANCE WITH AND WILL COMPLY TO THE NATIONAL AGREEMENT.

ITEM # NINETEEN THE ASSIGNMENT OF EMPLOYEE PARKING SPACES

ASSIGNMENT OF EMPLOYEE PARKING SPACES IS IN ACCORDANCE WITH AND WILL COMPLY TO THE NATIONAL AGREEMENT.

ITEM # TWENTY THE DETERMINATION AS TO WHETHER ANNUAL LEAVE TO ATTEND UNION ACTIVITIES REQUESTED PRIOR TO DETERMINATION OF THE CHOICE VACATION SCHEDULE IS TO BE PART OF THE TOTAL CHOICE VACATION PLAN

UNION LEAVE, AS PER THE NATIONAL AGREEMENT, ARTICLE 24, SECTION 2.B.

ITEM # TWENTY-ONE THOSE OTHER ITEMS WHICH ARE SUBJECT TO LOCAL NEGOTIATION AS PROVIDED IN THE CRAFT PROVISIONS OF THIS AGREEMENT

CRAFT ITEMS IN THE CLERK CRAFT WILL BE AS PER THE NATIONAL AGREEMENT, ARTICLE 37.

ITEM # TWENTY-TWO LOCAL IMPLEMENTATION OF THE AGREEMENT RELATING TO SENIORITY, REASSIGNMENTS AND POSTINGS

A SENIORITY LIST WILL BE POSTED AS REQUIRED BY ANY CHANGES. REASSIGNMENT AND POSTING ARE IN ACCORDANCE WITH AN WILL COMPLY TO THE NATIONAL AGREEMENT.

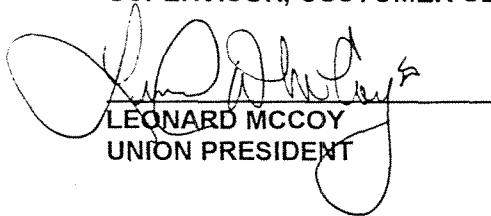
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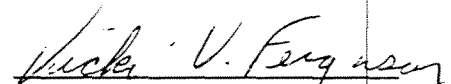
(CONT'D)

THIS LOCAL IMPLEMENTED AGREEMENT IS TO BE EFFECTIVE AS OF NOVEMBER 21, 1998, AND REMAIN IN EFFECT THROUGH THE 1999-2000 NATIONAL WORKING AGREEMENT. AS AUTOMATION IMPACTS OUR OFFICE IT MAY BECOME NECESSARY TO RE-OPEN PORTIONS OF THIS CONTRACT FOR RE-NEGOTIATION AT EITHER PARTY'S REQUEST.


DOUGLAS L. BEATY
POSTMASTER


DIANE SATHER
SUPERVISOR, CUSTOMER SERVICES


LEONARD MCCOY
UNION PRESIDENT


VICKI V. FERGUSON
UNION NEGOTIATOR


CHARLES J. VEDEPO
UNION NEGOTIATOR


SHERYL K. MARVIN
UNION NEGOTIATOR