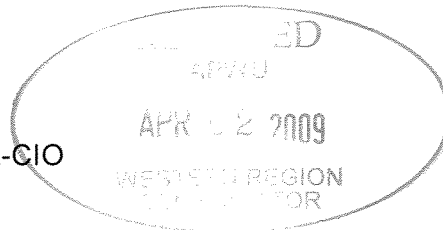




March 30, 2009

Omar M. 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
- [X] Staffing Issue(s)
- [X] Status Update
- [] Grievance Administration
- [] Please review, take action and reduce issues to writing
- [] Comments

RE: Information Request TAIP

Omar M. Gonzalez, Coordinator

Dear Mr. Gonzalez:

Your email request for information regarding Target Allied & Indirect Position (TAIP) initiative has been referred to my attention for response. I am somewhat confused by your method of communication since earlier you indicated a preference that the parties communicate such formal matters via written letter.

The Western Area is not implementing TAIP; however, TAIP is occurring at the district level. The Western Area oversees this initiative as it does other initiatives that involve the managing the business operations, positions, and employees.

The timeline for TAIP is to accomplish certain reductions within Fiscal Year 2009. As you know, the Postal Service is under a severe financial situation related to a reduction of mail volume and other economic factors. We are trying to reduce costs and non-essential positions and operations. The Agency provided the attached information to the APWU at the national level. As always, should this result in excessing outside the crafts and/or installation, we will provide notice pursuant to Article 12.

Sincerely,

Chris A. Jordan
Manager Labor Relations
Western Area

Cc: Valerie E. Martin, Manager Human Resources Western Area

Allied & Indirect Positions with Weekly Tracking Data

Year to Date Through : 12/19/2008

Updated: 12/23/2008

Current PP: 1

Area	Area Accountable Person	HQ Accountable Person	District	District Accountable Person	Non Essential Savings Initiative					Non-Essential Fixed Cost Weekly Tracking										
					HQ Targets			Area Targets		Positions		+/- Tracking			Savings					
					HQ Target Reduction	Work Hour Reductions (1763h)	Dollar Reductions (\$38.5/hr)	Area Target On-Rolls	Area Targeted \$ Savings	2008PP22 Base Positions	Current PP Actual Positions	+/- to Base	HQ Reductions Remaining	Area Target to Base	Cumulative Projected Savings @ \$38.50/hr	YTD Savings	YTD% of HQ Target	Savings Capture Rate		
WESTERN	Jeffrey Harris (303) 313-5995	Chris Oranzio 202-268-3294	ALASKA	Ronald S Haberman (907) 266-3263	16	28,368	\$ 1,092,179	25	\$ 1,092,179	41	41	0	(16)	(16)	\$0	\$0	0.00%	0.00%		
			ARIZONA	Clyde Jones (602) 225-3122	49	87,028	\$ 3,350,582	73	\$ 3,350,582	122	122	0	(49)	(49)	(\$7,832)	(\$7,832)	-0.23%	-0.23%		
			BIG SKY	Denny B Malley (406) 657-5733	7	12,261	\$ 472,043	17	\$ 472,043	24	24	0	(7)	(7)	\$0	\$0	0.00%	0.00%		
			CENTRAL PLAINS	Rick J Pivovar (402) 348-2700	33	57,378	\$ 2,209,039	109	\$ 2,209,039	142	142	0	(33)	(33)	\$2,611	\$2,611	0.12%	0.12%		
			COLORADO/WYOMING	Roland A Fuentes (303) 853-6300	96	169,488	\$ 6,525,304	148	\$ 6,525,304	244	236	(8)	(88)	(88)	\$501,234	\$62,654	0.96%	7.68%		
			DAKOTAS	Rickie L Kunzweiler (605) 357-5025	5	8,815	\$ 339,378	25	\$ 339,378	30	29	(1)	(4)	(4)	\$60,044	\$5,221	1.54%	17.69%		
			HAWKEYE	William J Herrmann (515) 283-7650	66	116,999	\$ 4,504,465	53	\$ 4,504,465	119	119	0	(66)	(66)	(\$2,611)	(\$2,611)	-0.06%	-0.06%		
			MID-AMERICA	Russell J Floyd (816) 504-3301	37	65,471	\$ 2,520,649	87	\$ 2,520,649	124	120	(4)	(33)	(33)	\$255,838	\$36,548	1.45%	10.15%		
			NEVADA-SIERRA	Lee A Jordan (702) 361-9228	47	83,021	\$ 3,196,319	41	\$ 3,196,319	88	80	(8)	(39)	(39)	\$467,297	\$28,717	0.90%	14.62%		
			NORTHLAND	Erica A Brix (812) 349-4440	57	100,571	\$ 3,871,989	168	\$ 3,871,989	225	224	(1)	(56)	(56)	\$65,265	\$10,442	0.27%	1.69%		
			PORTLAND	Lisa K Shear (503) 294-2206	18	31,013	\$ 1,193,992	84	\$ 1,193,992	102	101	(1)	(17)	(17)	\$46,991	(\$7,832)	-0.66%	3.94%		
			SALT LAKE CITY	Gus G Chaus (801) 974-2948	7	12,662	\$ 487,470	31	\$ 487,470	38	38	0	(7)	(7)	(\$5,221)	(\$5,221)	-1.07%	-1.07%		
			SEATTLE	Don E Jacobus (206) 768-4600	62	109,466	\$ 4,214,452	78	\$ 4,214,452	138	139	1	(63)	(63)	(\$54,823)	\$0	0.00%	-1.30%		
			SPOKANE	Jame Clausen (509) 363-6001	16	28,929	\$ 1,113,775	33	\$ 1,113,775	49	48	(1)	(15)	(15)	\$57,433	\$2,611	0.23%	5.16%		
			WESTERN AREA PFC	Jeffrey Harris (303) 313-5995	0	0	\$ -	3	\$ -	3	3	0	0	0	\$0	\$0				
			WESTERN TOTAL					518	811,471	\$ 35,091,834	973	\$ 35,091,634	1489	1466	(23)	(483)	(483)	\$1,386,227	\$125,309	0.36%



FY09 Savings Initiative: Targeted Allied & Indirect Position Reduction

November 6, 2008



Initiative Purpose

- To reduce Targeted Allied & Indirect Positions (TAIP)**
 - ◆ **Initially defined by HQ as any position with starting time between 0400-1200 not involved in working the mail**
 - ◆ **Opportunities exist on all tours**

- To track progress on position reductions each Pay Period**



Definition of TAIP

❑ 54 positions identified from WebCOINS

❑ Positions categorized into 7 groups:

- Admin AD**
- Bulk Mail BM**
- Expeditor EX**
- Nixie NX**
- Technician TE**
- Transportation TR**
- Other OT**



Positions by Group

Distribution of Positions by Group				Start Time	Tour		
Group Name	OCC Code	Job Title	Base PP23	0400-1200	2	3	1
Admin	3180004	SECRETARY	31	27	26	2	2
	3180007	SECRETARY (FLD)	212	151	158		1
	3182041	SECRETARY	10	7	8		
	3220001	CLERK TYPIST	1	1	1		
	23400023	GENERAL CLERK	7	3	1	1	2
	030101XX	OFFICE CLERK	5	5	4		
	030503XX	FILE CLERK	1	1	1		
	031201XX	CLERK STENOGRAPHER	76	71	63	2	2
	032202XX	CLERK TYPIST	20	16	15	2	2
	035002XX	OFFICE MACHINE OPERATOR	5	5	4		
	059001XX	TIME AND ATTENDANCE CLK	1	1	1		
	234001XX	GENERAL CLERK	990	544	514	238	183
	Admin			1331	832	796	245
Bulk Mail	231599XX	BULK MAIL DOCK CLK	585	249	243	235	105
	232015XX	BULK MAIL CLERK	30	14	11	15	1
	232028XX	BULK MAIL TECH	109	70	58	46	
Bulk Mail			724	333	312	296	106
Expeditor	231511XX	GENERAL EXPEDITOR	4466	965	931	1619	1680
Expeditor			4466	965	931	1619	1680



Positions by Group

Distribution of Positions by Group				Start Time 0400-1200	Tour		
Group Name	OCC Code	Job Title	Base PP23		2	3	1
Nixie	23200006	INFORMATION CLERK	31	2	1	1	
	110601XX	PROCUREMENT CLERK	212	4	4		
	231526XX	REVIEW CLK	10	143	139	191	204
	232005XX	CLERK FINANCE ST	1	1	1		
	234006XX	POSTAGE DUE CLK	7	43	46	21	98
	234024XX	POSTAGE DUE TECHN	5	46	50	3	41
	234027XX	MAIL REWRAPPER	1	10	10	10	4
	234507XX	CLERK RECOVERY CENTER LETTERS	76	3	3		
	234515XX	CLAIMS & INQUIRY CLK	20	16	16	6	5
	234523XX	COMPLAINTS & INQUIRY CLK	5	1	1		
Nixie Subtotal			388	269	271	232	352
Technician	5900005	TACS TIME AND ATTENDANCE CLERK	990	27	24	6	2
	110201XX	CONTRACT TECHNICIAN		204	194	186	123
	171234XX	TRAINING TECHNICIAN PEDC	585	158	141	1	1
	030169XX	DATA COLL TECH	30	163	144	104	64
Technician Subtotal			1635	553	503	297	190
Trans	233004XX	TRANSFER CLK AMF	990	70	69	65	70
	233013XX	HIGHWAY TRANSPORTATION CLK		46	40	10	6
	233042XX	RAMP CLK AMF	585	184	184	162	85
	233043XX	SPECIAL TRANSFER CLERK AMF	30	3	3	2	
	233046XX	AIR RECORDS PROCESSOR	109	34	35	79	87
Trans Subtotal			1714	337	336	318	248



Positions by Group

Distribution of Positions by Group				Start Time	Tour		
Group Name	OCC Code	Job Title	Base PP23	0400-1200	2	3	1
Other	021205XX	ASSIGNMENT CLK	18	9	8	4	5
	035609XX	DATA CONVERSION OPERATOR	28	6	6	2	13
	081801XX	DRAFTING CLERK	8	8	8		
	102001XX	ILLUSTRATOR	4	4	3		
	102005XX	SIGN PAINTER-ILLSTR	11	11	10		
	231508XX	SPEC POSTAL CLK	202	52	48	58	64
	231564XX	CONSOLE OPERATOR	8	1	1	3	4
	232031XX	SPEC PSTL CLK	37	6	5	15	15
	233001XX	TRANSFER CLK	35	13	14	12	9
	233002XX	SPEC TRANS CLERK	4	3	1		
	233077XX	EXPRESS MAIL SERVICE CLK	160	55	51	64	36
	234010XX	RECORDS CLK-INTERNATIONAL AIR MAIL	64	64	63		
	234016XX	GENERAL OFC CLK FOREIGN MAILS	13	12	13		
	234018XX	RECEIVING CLK FOREIGN AIR MAIL	87	29	29	45	13
	234082XX	EXPRESS ML TECH	7	3	3	2	2
	235006XX	SCHEDULE CLERK FOREIGN MAILS	1	1	1		
	235008XX	SCHEMES & SCHEDULE CLK	47	36	34	5	5
	410404XX	SIGN PAINTER/LETTERER	10	10	10		
	440106XX	LABEL PRINTING TECH	5	4	4	1	
Other Subtotal					312		



Initiative Process

- HQ identified reductions by district**
- Excel file created for tracking reductions**
- Reductions tracked through current WebCOINS data each Pay Period against the Base Pay Period**
 - **Base Pay Period defined as PP23**
- Reductions tied to dollar savings using:**
 - **\$38.50/workhour per position**
 - **1763 workhour/year per position**



Process Actions

- ❑ Areas to define position targets by Finance Number**
 - Position target represents number of positions to keep
 - Targets are input by previously defined groups

- ❑ Reconciliation of Area targets with HQ targets**
 - Targets tracked against reduction to Base, actual to Area target, and actual to HQ target



Area Targets by Finance Number

Grouped Area Target by FinNo

Area	District	Office	FinNo	AD	BM	EX	NX	TE	TR	OT	TOTAL
NY	6	SAN JUAN AMF	428465	4	0	5	10	4	0	14	55
NY	6	SAN JUAN P&DC	428461	11	10	6	7	8	7	8	57
NY	70	DVD BLDG P&DC	335980	7	0	12	13	11	5	6	60
NY	70	NEWARK PO	335670	1	5	7	9	9	2	6	39
NY	70	NORTHRN NJ METRO P&DC	335950	8	4	6	11	2	3	9	43
NY	70	WEST JERSEY P&DC	338897	7	13	7	5	1	1	4	38
NY	88	KILMER P&DC	334053							12	52
NY	88	MONMOUTH P&DC	335297							6	56
NY	88	TRENTON P&DC	338552							3	43
NY	100	BRONX P&DC	350984							7	45
NY	100	NEW YORK MORGAN P&DC	355831	1	10	11	6	1	6	17	52
NY	105	MID-HUDSON P&DC	355306	9	8	10	8	5	2	9	51
NY	105	WESTCHESTER P&DC	359093	6	11	5	11	3	1	5	42
NY	110	BROOKLYN P&DC	350996	3	9	8	4	5	8	7	44
NY	110	QUEENS P&DC	356886	7	10	7	9	3	3	8	47
NY	110	STATEN ISLAND P&DF	358172	2	7	9	8	6	4	10	46
NY	117	MID-ISLAND P&DC	355311	4	3	4	4	1	2	5	23
NY	117	WEST NASSAU P&DC	359138	3	8	7	10	2	5	8	43

Area target represents number of positions to keep



Initiative Process – Next Steps

- Excel tracking file will be sent out next week**

- Areas will have 4 weeks to determine position targets by Finance Number**

- Area submissions will be reconciled and put into tracking file**
 - **HQ and Areas will discuss if a wide variance exists between Area and HQ targets**



Area Targets by District & Area

- Reconciled Finance Number targets rolled into District, Area

Grouped Area Target Summary by District, Area										
Area	District		AD	BM	EX	NX	TE	TR	OT	TOTAL
	Code	District Name								
	6	CARIBBEAN PFC	15	19	11	17	12	16	22	112
	70	NORTHERN NEW JERSEY	23	28	32	38	23	11	25	180
	88	CENTRAL NEW JERSEY P	14	44	24	27	10	11	21	151
	100	NEW YORK PFC	7	19	15	15	8	9	24	97
	105	WESTCHESTER PFC	15	19	15	19	8	3	14	93
	110	TRIBORO PFC	12	26	24	21	14	15	25	137
	117	LONG ISLAND PFC	7	11	11	14	3	7	13	66
	961	NEW YORK METRO AREA	19	37	35	35	17	22	38	203
NY			142	200	167	180	95	94	182	1089



Savings Tracking Report

Area	District Name	On-Rolls		Change from Base	Savings (in \$000s)				
		Base PP23	Current PP 24		FY Projected	YTD Actual	HQ Total Projected	FY Proj. % HQ	YTD % HQ
CM	BALTIMORE PFC	124	123	-1	\$65.3	\$2.6	\$2,104.1	3.1%	0.1%
	CAPITAL PFC	174	173	-1	\$65.3	\$2.6	\$2,172.0	3.0%	0.1%
	GREATER SOUTH CAROLI	72	72				\$1,018.1	0.0%	0.0%
	GREENSBORO PFC	122	122				\$2,443.5	0.0%	0.0%
	MID-CAROLINAS PFC	101	102	1	-\$65.3	-\$2.6	\$2,036.3	-3.2%	-0.1%
	NORTHERN VIRGINIA PF	119	118	-1	\$65.3	\$2.6	\$2,443.5	2.7%	0.1%
	RICHMOND PFC	108	108				\$1,493.3	0.0%	0.0%
	CAPITAL METRO AREA P	7	7					0.0%	0.0%
Total		827	825	-2	\$60.5	\$5.2	\$13,710.9	1.0%	0.0%



Savings Tracking Report

Area	District Name	On-Rolls		Change from Base	Savings (in \$000s)				
		Base PP23	Current PP 24		FY Projected	YTD Actual	HQ Total Projected	FY Proj. % HQ	YTD % HQ
CM	BALTIMORE PFC	124	123	-1	\$65.3	\$2.6	\$2,104.1	3.1%	0.1%
	CAPITAL PFC	174	173	-1	\$65.3	\$2.6	\$2,172.0	3.0%	0.1%
	GREATER SOUTH CAROLI	72	72				\$1,018.1	0.0%	0.0%
	GREENSBORO PFC	122	122				\$2,443.5	0.0%	0.0%
	MID-CAROLINAS PFC	101	102	1	-\$65.3	-\$2.6	\$2,036.3	-3.2%	-0.1%
	NORTHERN VIRGINIA PF	119	118	-1	\$65.3	\$2.6	\$2,443.5	2.7%	0.1%
	RICHMOND PFC	108	108				\$1,493.3	0.0%	0.0%
	CAPITAL METRO AREA P	7	7					0.0%	0.0%
	CM Total	827	825	-2	\$130.5	\$5.2	\$13,710.9	1.0%	0.0%