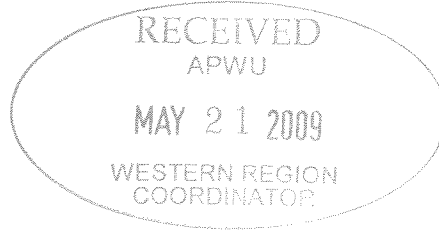




May 18, 2009



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

RE: Withholding Notice for Wolf Point, MT Post Office

Dear Mr. Gonzalez:

Due to mail volume and work load reductions, the Wolf Point Post Office will reduce reduce one (1) Level 6 clerk resulting in one (1) excess full-time regular clerk. In order to minimize impact due to the planned excessing we are authorizing withholding of one (1) residual vacancy 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 Wolf Point Post Office.

If you have any questions, please contact Gloria K. Borsick, Labor Relations Specialist at 303-313-5444.

Sincerely,

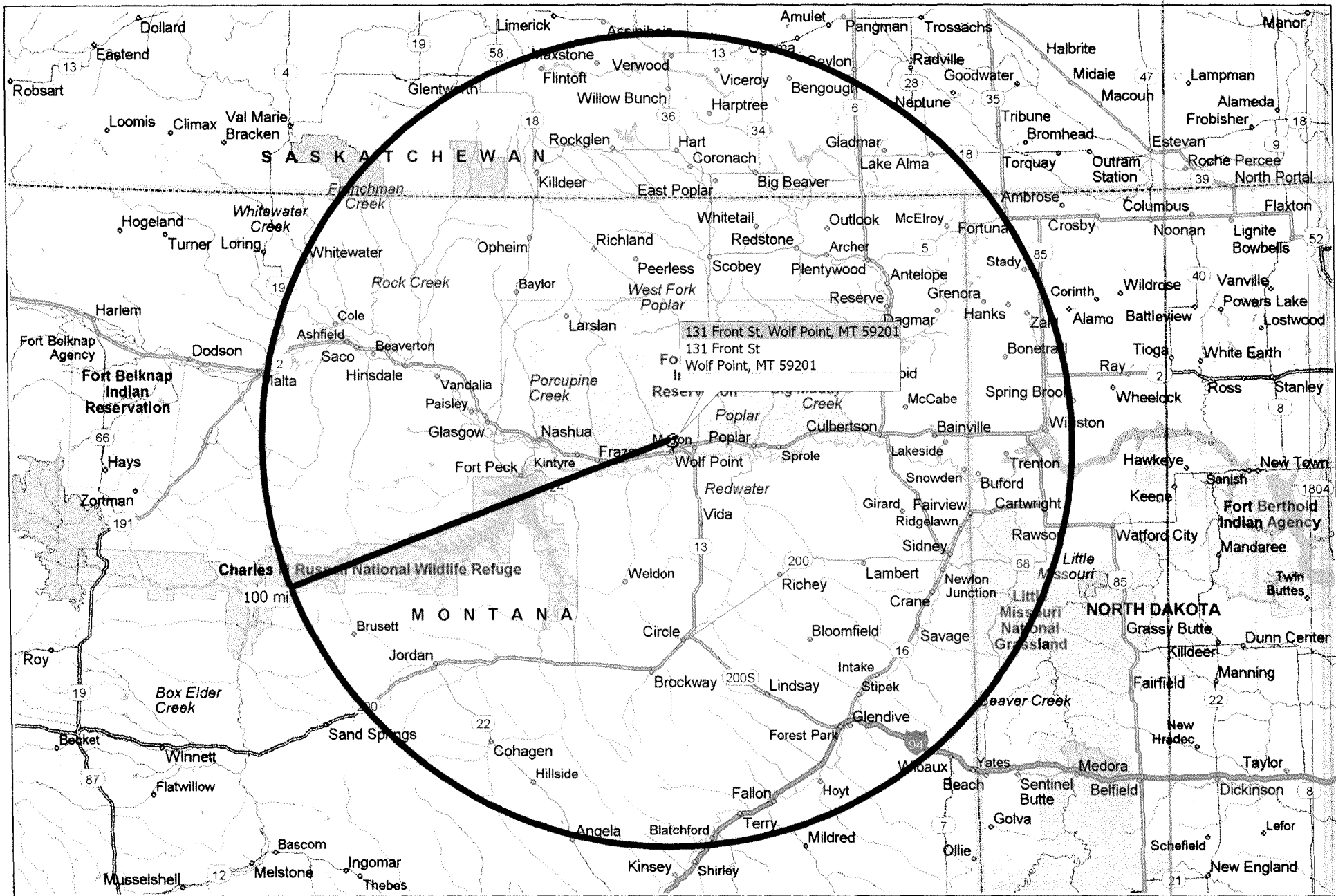
A handwritten signature in cursive script that reads "Gloria K. Borsick".

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, Big Sky District
Manager, Human Resources, Big Sky District
District Manager, Dakotas District
Manager, Human Resources, Dakotas District
Manager, Labor Relations, Dakotas District
NALC NBA Region 2
NPMHU Western Regional Director (Denver)

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

Montana, United States, North America



OFFICE	FULL NAME	JOB TITLE	PAY LEVEL	D/A	LDC	SEN DATE	VET PREF
WOLF POINT PO	LOENDORF DENNIS P.	LEAD SALES & SERVICES ASSOCIATE	7	110	48	3/10/1990	N
WOLF POINT PO	PIPAL LEE E.	SR MAIL PROCESSOR	7	110	48	1/12/1991	N
WOLF POINT PO	ZELUFF ROBERT I.	SR MAIL PROCESSOR	7	110	48	6/25/2005	N
WOLF POINT PO	MAC DONALD JAMES R.	SALES,SVCS/DISTRIBUTION ASSOC	6	110	48	2/11/1989	Y
WOLF POINT PO	MERIDETH SHARON L.	SALES,SVCS/DISTRIBUTION ASSOC	6	110	48	5/10/1997	Y
WOLF POINT PO	VARELA JUAN V.	MAIL PROCESSING CLERK	6	110	48	1/27/2001	Y
WOLF POINT PO	WALL LAURA A.	SALES,SVCS/DISTRIBUTION ASSOC	6	410	48	5/13/2006	N
WOLF POINT PO	GREEN JAIMEE E.	MAIL PROCESSING CLERK	6	410	48	6/23/2007	N

WorkHour Impact Report

Impacted Bid Cluster	WOLF POINT POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	10/01/2009
Period (Dates) of Review Performed	03/29/2008 thru 03/27/2009
Report Prepared By	Mark Harden
Report Prepared Date	05/15/2009
Reviewed By	John Diperi
Phone	(406) 657-5701

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	311	238	-73	-292	-3796	-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	26	8.4%	-6	0		20	8.4%

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-136
b. Planned Reduction in Total OT Hours per Month	-24
c. Planned Reduction in Casual Non-OT Hours per Month	-156
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	952
f. Total FTE Savings	-2

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	6
b. Planned Number of CLERK FTR Positions After Impact	5
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	1
e. Provide Narrative Explaining need for Excessing	
Excess 1 FT Level 6.	

WorkHour Impact Report

Casuals

a. Current Number of CLERK Casuals on Rolls	1
b. Current Total Non-OverTime CLERK Casuals Hours per Month	156
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	-156
d. Number of CLERK Casuals that will have Reduced Hours	0
e. Number of CLERK Casuals that will be Terminated	-1
f. Number of CLERK Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK Casuals Seperate Casual.	

Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	2
b. Current Total Non-OverTime CLERK PTFs Hours per Month	272
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 Look at adding a PTF for flexibility.	

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	

CUSTOMER SERVICE VARIANCE - [590]-BIG SKY PFC

WOLF POINT PO - WOLF POINT PO 299504 SCF Site	Variance Date: 05/15/2009
Analysis Period: 09/27/2008 to 05/08/2009 - Customer Service Days: 185	Unit Level: 20 Man Yr: 0 CAG: G
Benchmark Generation: FY 2008 WK 1 - FY 2008 WK 52	[WOLF POINT PO] WOLF POINT PO

FTEE COMPLEMENT ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	6	6	0%
Part Time Flexible Clerk	9	9	2	-7	450.00%
Part Time Regular Clerk	0	0	0	0	0.00%
Full Time MH	0	0	0	0	0.00%
Part Time Flexible MH	0	0	0	0	0.00%
Part Time Regular MH	0	0	0	0	0.00%
Full Time Equivalent Emp	9	9	8	-0.60	107.45%
Full Time Equivalent Hrs	1871	1870	2123		

WORKHOUR ANALYSIS

Automation/Mechanized (LDC41L-41F)

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	1405	1346	1110	-236	121.29%
LDC 41 Flts Hours	0	0	0	0	0%
Total Auto/Mech Hours	1405	1346	1110	-236	121.29%

Manual (LDC43-44)

LDC 43L Hours	751	799	447	-352	178.82%
LDC 43F Hours	838	836	553	-283	151.12%
LDC 43P Hours	493	463	773	310	59.88%
LDC 43A Hours	2431	2431	-91	-2522	-2671.22%
LDC 43 Total	4513	4529	1682	-2847	269.25%

LDC 44 Hours	651	454	640	186	70.94%
Total Manual Hours	5165	4982	2322	-2660	214.58%
<i>Retail/Admin (LDC 42, 45, 46, 48)</i>					
LDC 42 Hours	7	0	0	0	0%
LDC 45 Hours	1023	1013	1128	115	89.83%
LDC 46 Hours	0	0	0	0	0%
LDC 48 Hours	2509	2508	5846	3338	42.90%
Total Retail/Admin Hours	3539	3521	6974	3453	50.49%
Total Function Four	10109	9850	10406	556	94.66%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	19268425		18229053	-1039372	- 5.39%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	19268425		18229053	-1039372	- 5.39%
LDC 43 Dist Vol Ltrs (Ft)	6300		6705	405	6.43%
LDC 43 Dist Vol Flts (Ft)	8786		8763	-23	- 0.26%
LDC 43 Dist Vol PP/Sprs	149383		140248	-9135	- 6.12%
LDC 44 Box Ltrs (Ft)	1442		1514	72	5.01%
LDC 44 Box Flts (Ft)	1296		1248	-48	- 3.68%
Manual Vol (w/o PP/Sprs)	17824		18230	406	2.28%
LDC 45 Transactions	43205		43321	116	0.27%
Retail Transaction Volume	43205		43321	116	0.27%

PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	13714	13543	16423	2879	121.26%
LDC 41 Fit PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs FPH	8.39	8.39	15.00	6.61	178.82%
LDC 43 Dist Vol Flts FPH	10.49	10.49	15.85	5.36	151.12%
LDC 43 Dist PP/Sprs PPH	303	303	181	-122	59.74%
LDC 43 Allied Hrs per day	13.14	13.14	-0.49	-13.63	-2671.22%
LDC 44 Box L&F FPH	4.20	6.09	4.32	-1.77	70.89%
LDC 45 Min. per Trans	1.42	1.40	1.56	0.16	89.83%
LDC 45 Trans per 1412	93.91		112.23	18.32	119.51%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	2		2	0	0.00%
Rural Routes	0		0	0	0%
CDS Routes	5		5	0	0.00%
POB Equivalent Routes	7		7	0	0.00%
City Deliveries	1189		1184	-5	-0.42%
Rural Deliveries	0		0	0	0%
CDS Deliveries	394		391	-3	-0.76%
PO Box Deliveries	868		865	-3	-0.35%
FTES DAILY STAFFING ANALYSIS					

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	8.25	8.04	8.49	0.45	

5/15/09
8:50:58 AM 299504

Weekly Flash Report: Week 32 2009
Finance WOLF POINT PO - 299504

Description	-Act Ddays 6 Sply Ddays 6-				-Act Ddays 7 Sply Ddays 8-				-Act Ddays 182 Sply Ddays 184-			
	Act/Plan	05-02-2009	05-08-2009		Act/Plan	05-01-2009	05-08-2009		Act/Plan	10-01-2008	05-08-2009	
	SPLY	05-03-2008	05-09-2008		SPLY	05-01-2008	05-09-2008		SPLY	10-01-2007	05-09-2008	
	***** Current 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
D/S SUPERVISOR	51	49	4.1	6.2	62	57	8.8	-3.1	1,364	1,493	-8.6	-6.5
CITY CARRIER HRS	88	72	22.2	-3.3	105	85	23.5	-13.2	2,671	2,223	20.2	-0.9
TOTAL D/S HRS	139	123	13.0	0.0	167	144	16.0	-9.7	4,036	3,768	7.1	-4.1
FN2 OT RATIO	5.04	4.88	3.2	600.0	9.58	4.86	97.1	1672.5	4.86	5.02	-3.2	3.2
TOTAL PLNT & EQUIP	37	44	-15.9	12.1	45	51	-11.8	-8.2	1,053	1,291	-18.4	-0.6
C/S CLERK/MH HRS	310	322	-3.7	-8.0	365	376	-2.9	-18.7	10,253	10,127	1.2	-12.5
TOTAL C/S HRS	310	323	-4.0	-8.0	365	377	-3.2	-18.7	10,259	10,169	0.9	-12.8
FN4 OT RATIO	3.23	6.19	-47.9	-66.0	5.48	6.37	-13.9	-40.0	8.98	7.36	22.0	27.2
ADMIN TOTAL	24	39	-38.5	-40.0	32	47	-31.9	-42.9	1,088	1,202	-9.5	2.6
TRAINING (NON-ADD)	0	3	-100.0	0.0	0	3	-100.0	0.0	7	90	-92.2	-93.1
TOTAL HOURS	510	529	-3.6	-7.1	609	619	-1.6	-17.6	16,436	16,430	0.0	-9.1
TOTAL SAL/BEN	21,046	20,962	0.4	2.8	25,797	24,663	4.6	-8.4	685,182	694,500	-1.3	1.1
TOTAL REVENUE	14,441	0	0.0	62.9	17,109	0	0.0	5.8	319,069	0	0.0	1.3
TOTAL OT RATIO	3.33	5.10	-34.7	-46.2	5.91	5.17	14.3	1.6	6.85	5.80	18.1	17.7
TOTAL SL RATIO	5.29	3.21	64.7	263.3	4.43	3.23	37.2	197.9	6.75	4.11	64.1	137.2
CITY CARR DPS	9,062	9,241	-1.9	-10.3	11,432	10,649	7.4	-19.2	296,563	328,169	-9.6	-8.1
DPS % - DPS OFFICES	64.47	69.64	-7.4	4.9	65.52	69.64	-5.9	5.9	65.02	69.64	-6.6	2.7
TOT CASED VOL	8,473	9,734	-13.0	-38.0	10,013	11,218	-10.7	-43.6	341,357	345,692	-1.3	-14.5
TOT CDV PIECE	21,330	21,212	0.6	-26.0	27,138	24,445	11.0	-29.0	721,666	753,293	-4.2	-9.8
POSS DEL	1,184	1,190	-0.5	-0.2	1,184	1,190	-0.5	-0.1	1,186	1,185	0.1	0.2
CITY DEL PER ROUTE	592.0	595.0	-0.5	-0.2	592.0	594.9	-0.5	-0.1	593.0	592.6	0.1	0.2
OFFICE EFF INDICATOR	308.87	357.00	-13.5	8.5	296.00	347.04	-14.7	6.1	306.20	344.60	-11.1	8.5
STREET EFF IND	109.29	137.31	-20.4	1.4	107.64	136.54	-21.2	-1.3	109.80	135.08	-18.7	-3.6
DELIVERIES PER HOUR	80.73	96.49	-16.3	3.2	78.93	95.74	-17.6	0.7	80.79	94.82	-14.8	2.0
F2 CPD	0.8626	0.6955	24.0	11.9	0.9081	0.7015	29.4	14.3	0.8130	0.7155	13.6	3.3
PACKAGES	4,603	0	0.0	-22.0	5,245	0	0.0	-27.1	139,952	0	0.0	-13.7
C/S A/M VOLUME	548,480	230,232	138.2	-11.4	642,826	267,791	140.0	-21.6	14,885,549	7,822,887	90.3	-22.3
CUST SVC VOL	100,153	93,736	6.8	5.4	126,238	108,277	16.6	-7.2	2,984,320	2,984,834	-0.6	-2.9
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
VEH ACC TOTAL	0	0	0.0	0.0	0	0	0.0	0.0	1	0	0.0	0.0



WOS Earned - Actual Staffing Graph

Total number of rows: 23

Total number of columns: 2

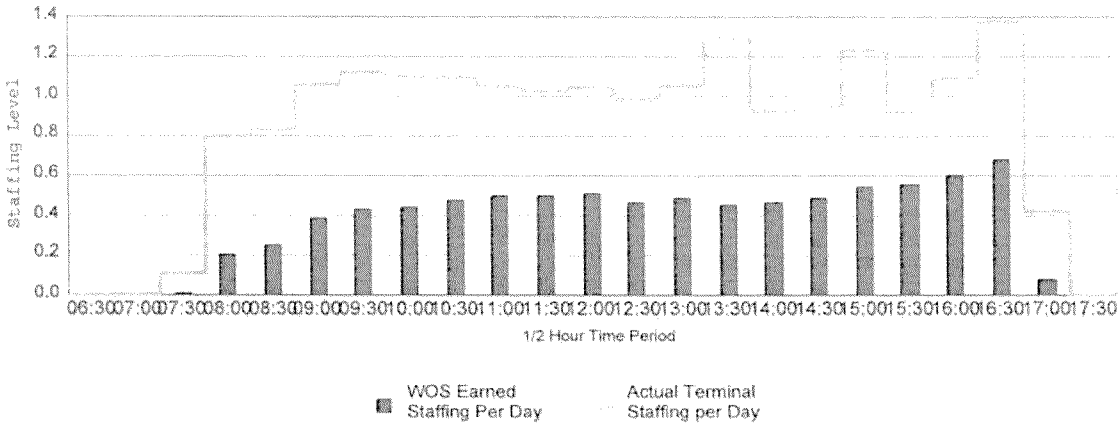
Report Filter:

((Post Office) = WOLF POINT PO) And (Month = Apr 2009,Mar 2009,Feb 2009,Jan 2009,Dec 2008,Nov 2008,Oct 2008,Sep 2008,Aug 2008,Jul 2008,Jun 2008,May 2008 or Apr 2008)



WOS Earned - Actual Staffing Graph

The Actual Terminal Staffing is based on activity at the Front Office Counters and Passport terminals ONLY.



1/2 Hour of Day	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day
06:30	0.0	0.0
07:00	0.0	0.0
07:30	0.0	0.1
08:00	0.2	0.8
08:30	0.3	0.8
09:00	0.4	1.1
09:30	0.4	1.1



WOS Earned - Actual Staffing Graph

1/2 Hour of Day	Metrics	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day
10:00		0.4	1.1
10:30		0.5	1.1
11:00		0.5	1.1
11:30		0.5	1.0
12:00		0.5	1.0
12:30		0.5	1.0
13:00		0.5	1.1
13:30		0.4	1.3
14:00		0.5	0.9
14:30		0.5	0.9
15:00		0.5	1.2
15:30		0.6	0.9
16:00		0.6	1.1
16:30		0.7	1.4
17:00		0.1	0.4
17:30		0.0	0.0