

WESTERN REGION ARTICLE 12 UPDATE**AREA: WESTERN****OFFICE: Aurora CO****DATE: 01-05-10****IMPACT: Maint. 9****DATE OF
IMPACT: MARCH 30****ATTRITION: None declared by management****RADIUS: 100 miles****WITHHELD LISTINGS: All excessed employees to be reassigned to the Denver PDC****LIMITED DUTY? None****VET PREF.? None****MEETING WITH LOCAL: Next week****EMPLOYEE NOTICES
TO BE ISSUED: After Local Mtg****SELECTION PROCESS: All employees will be absorbed by Denver PDC****SENIORITY LIST UPDATED? Unknown****REASON FOR EXCESSING: Impact Statement declared "Removal Of Machinery"
Disputed- Revised Notice Issued By Area****COMMENTS/ISSUES: Region requested 4852s, 4869s, Inventory. Area issued revised
Notice. Area Level Appeal initiated.**



REVISED

January 5, 2010

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

SUBJECT: Notice of Impacts in the COWY District

Dear Mr. Gonzalez,

This letter revises the previous letter dated December 15, 2009 concerning the Notice of Impact in Aurora CO, with regard to the maintenance craft. As discussed during the regional/area Article 12 meeting today, this Notice of Impact is with regard to a review of the maintenance staffing in the Aurora CO Post Office. In order to minimize the impact due to the planned excessing we are authorizing the withholding of nine (9) residual vacancies at the same or lower level in surrounding installations within a 100-mile radius of the Aurora, CO Post Office. As information the nine (9) affected Maintenance employees at the Aurora, CO Post Office hold the position of (2) Building Equipment Mechanic/Level 9/Occ. Code 53060002, (2) Maintenance Mechanic/Level7/Occ.Code 474903XX, (1) Maintenance Support Clerk/Level 6/Occ. Code 030302XX, and (4) Laborer/Custodians/Level 4/Occ.Code 350203.

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

A handwritten signature in black ink, appearing to read "Scott Sutton".

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

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

American Postal Workers Union, AFL-CIO



Step 3 DIRECT APPEAL Grievance Form

Western Area	Regional Notification/Mtg/Studies/Reports	Clerk	1-05-10
Name of District or Area	Policy, Instruction or Guideline at Issue	Craft	Date of Appeal
Supporting Documentation	WR-W003-09		
Nature of Issue (Contract or Discipline)	Region's Grievance No.	USPS Grievance No.	

The above grievance is appealed by the APWU to Step 3

Postal Service Representative

Western Area Processing Center, USPS
1745 Stout Street
Denver CO 80299

Cert. No: 7007 1490 0003 2793 8619

Any grievance involving any new or changed district or area wide policy, instructions, or guidelines, shall be directed at step 3 to management's representative at this level and shall specify the reasons for the grievance.

14 Day Filing Period

This appeal is in accordance with Article 15 Sec. 2 Step 3 (f) for the following reasons:

The Western Area unilaterally changed policies, instructions and/or guidelines related to the Regional Notification, Labor Management Meeting and the appropriate report. During the 1st LM Article 12 Meeting involving Aurora CO the Area declared that notification of radius was not required, nor was the Area required to issue supporting documentation. An issue evolved from an erroneous notification to the Region regarding the the reason for the impact. The Area simply declared it would revise the letter. In doing do the Area simply stated it was due to the review of the maintenance staffing. However, there was no revision to the Impact Statement no was any supporting information, copies, data issued to the Union. Radius has always been provided. Although 100 miles was stated by a District Manager the Area manager declared there was no requirement to render a radius. Long established practice and policies in the Western Region is that a raidus is both declared and provided.

The Area declared that data related issues are to be discussed with the Local apparently declaring that the Region is not entitled to conduct such discussions. The intent of the 1st labor management meeting is to conduct such discussion and to develop an ongoing flow of communications to insure the principles of Article 12 are met.

The Region requests that when an Impact Event is revised, alter ed or modified the corresponding reports, studies and supporting documentation likewise be provided. The Region further requests that supporting documentation related to an Impact Report be provided to the Regional Union.

Regional Coordinator or National Business Agent

Omar M. Gonzalez
Regional Coordinator
500 Airport Blvd. Suite 450
Burlingame, CA 94010

NBA Walden

Sincerely yours,

Coordinator
APWU Representative