



*This notice supersedes the previous notice dated and sent to you on November 20, 2009 regarding the workload reductions in Phoenix AZ.*

January 13, 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 Arizona District

Dear Mr. Gonzalez,

This letter is with regard to the workload reductions in the Phoenix, Arizona Post Office. In order to minimize impact due to the workload reductions we are authorizing the withholding of one hundred twelve (112) residual vacancies at the same or lower level (Level 6 and Level 7) in surrounding installations within 100 miles of the Phoenix, Arizona Post Office. 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, Radius Map, Seniority List, Supportive Documentation

Cc: Manager Labor Relations Western Area  
Manager Programs Delivery Support, Western Area  
Manger in-Plant Support Western Area  
District Manager Arizona  
Manager Human Resources Arizona  
Manager Labor Relations Arizona  
NALC Region 4  
NPMHU Regional Director Oakland

To:  Pacific Area Local(s)  
 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

**Omar M. Gonzalez, Coordinator**



AZ Cluster	Phoenix Plant - 036255		East Valley - 012540		North Valley - 035720		Pro Salado MPA 03-6002		West Valley - 056270		Tucson Plant - 026601			
	PP22	Webcons	PP22	Webcons	PP22	Webcons	PP22	Webcons	PP22	Webcons	PP22	Webcons		
10/16/09	11/4/09	Diff	10/16/09	11/4/09	Diff	10/16/09	11/4/09	Diff	10/16/09	11/4/09	Diff	10/16/09	11/4/09	Diff
<b>Function 0 - OPS SUPP</b>														
1100 - Clerks-Full Time	5	4	-1	4	4	1	1	1	4	4	0	1	1	0
2920 - Non-Bargaining	20	21	1	1	1	1	1	1	1	1	1	1	1	0
2940 - Consolidated	25	25	0	21	21	0								
<b>Function 1 - MAIL PROC</b>														
1088 - Clerks-Full Time	1088	1021	-67	531	362	-169	37	48	24	25	-1	174	174	0
1110 - Clerks-Part Time	14	8	-6	7	4	-3								
1120 - Clerks-Casual	16	16	0	4	4	0								
1130 - Clerks-PTP	8	8	0											
1200 - Mail Handler-Full Time	574	593	19	1	0	-1								
1210 - Mail Handler-Part Time	24	24	0											
1220 - Mail Handler-Casual	7	7	0											
1230 - Mail Handler-PTP	33	33	0	4	4	0								
2920 - Non-Bargaining	81	81	0	3	3	0								
2940 - Consolidated	1843	1745	-98	894	850	-44	59	65	6	504	509	15	269	259
<b>Function 3A - VEH SERV</b>														
1100 - Clerks-Full Time	1	1	0											
1600 - Vehicle Maint-Full Time	4	3	-1	4	3	-1								
1700 - Vehicle Operator-Full Time	186	181	-5	156	157	1								
1720 - Vehicle Operator-Casual	10	10	0	10	10	0								
2920 - Non-Bargaining	15	15	0	13	13	0								
2940 - Consolidated	216	210	-6	213	207	-6								
<b>Function 3B - MAINT</b>														
1800 - Maintenance-Full Time	545	522	-23	266	235	-31	21	28	11	21	-9	101	101	0
2920 - Non-Bargaining	13	12	-1	12	11	-1								
2940 - Consolidated	578	554	-24	278	246	-32	21	29	8	21	-8	103	103	0
<b>Function 5 - HR</b>														
1100 - Clerks-Full Time	4	4	0	3	3	0								
2940 - Consolidated	4	4	0	3	3	0								
<b>Function 57 - LOC 57</b>														
1100 - Clerks-Full Time	3	3	0	3	3	0								
1200 - Mail Handler-Full Time	1	1	0											
1600 - Maintenance-Full Time	1	1	0											
2940 - Consolidated	5	5	0	4	4	0								
<b>Function 8 - ADMIN</b>														
1100 - Clerks-Full Time	2	1	-1	1	1	0								
2920 - Non-Bargaining	6	6	0	2	2	0								
2940 - Consolidated	8	7	-1	3	3	0								
<b>Grand Total</b>	<b>2675</b>	<b>2554</b>	<b>-121</b>	<b>1416</b>	<b>1355</b>	<b>-61</b>	<b>83</b>	<b>81</b>	<b>-2</b>	<b>97</b>	<b>99</b>	<b>35</b>	<b>644</b>	<b>575</b>
<b>10/16/09 Est Airflow</b>														
<b>Diff (+More -Less)</b>														
<b>10/16/09 Est Airflow</b>														
<b>Total Career Clerks</b>														
	1123	1048	-75	572	522	-50	46	45	-1	57	52	-5	277	272
<b>Total Career NH</b>														
	632	611	-21	262	247	-15	7	6	-1	5	4	-1	174	169
<b>Total Career Vehicle Serv</b>														
	190	184	-6	190	184	-6	6	6	0	6	6	0	17	17
<b>Total Career Maintenance</b>														
	546	521	-25	292	247	-45	11	20	9	24	23	-1	174	173

# unction 4 Complement Status on Earned, OT and Long Term Targets

WFOC DYN's spreadsheet 11/6/2008

Just Four Weeks Weeks 3-5, FY 2010

Office Name	Total career on rolls FTR PTR PTR*	Total career on rolls unavailable	Casuals		Total Career on rolls - unavailable - attrition	Short Term Standings			Long Term Standings	
			Current On-Rolls	approved not on rolls yet		LAST 4 Ach%	LAST 4 F4 QTY%	OVER/UNDER Difference to LAST 4 WK EARNED	Q4 2010 Target	OVER/UNDER Difference to Q4 2010 TARGET
HOENIX TOTAL	288	5	3	0	283	83.7%	4.3%	51.4		
ANE TOTAL	394.5	8	12	4	380.5	83.2%	4.7%	54.9		
ERTEL TOTAL	183.5	0	9	0	183.5	84.1%	4.9%	38.2		
HOENIX CFS	47	0	0	0	47	61.6%	7.4%	10.0	37.0	
HX ARHWATUNE STA	9	1	0	0	8	77.1%	6.6%	0.8		
HX ARCADIA STA	9.5	1	0	0	8.5	71.6%	7.5%	0.0		
HX BOURDER HILLS STA	11	1	0	0	10	71.2%	8.4%	1.4		
HX CACTUS STA	13.5	0	0	0	13.5	74.4%	9.7%	0.4		
HX CAPITOL STA	9.5	1	0	0	8.5	73.3%	1.7%	0.8		
HX DOWNTOWN STA	1.5	0	0	0	1.5	68.1%	2.7%	1.3		
HX INDIAN SCHOOL STA	6.5	0	0	0	6.5	85.6%	7.1%	0.7		
HX MARYVALE STA	18	0	3	0	18	80.4%	3.0%	0.6		
HX MCDOWELL STA	4.5	0	3	0	4.5	87.6%	4.2%	0.2		
HX MOWCOLLAMP	8	0	0	0	8	119.2%	3.4%	-2.8		
HX NORTHEAST STA	13	0	0	0	13	79.2%	8.2%	2.7		
HX NORTHWEST STA	8	1	0	0	8	83.1%	5.8%	-1.0		
HX OSBORN STA	13	1	0	0	13	78.3%	4.1%	2.4		
HX PECOS STA	8.5	2	0	0	6.5	78.5%	8.9%	0.5		
HX RIO SALADO FACILITY	11.5	0	0	0	11.5	136.5%	15.4%	-11.3		
HX SHAW BUTTE STA	12	0	0	0	12	78.3%	1.0%	1.5		
HX SIERRA ADOBE STA	12.5	0	0	0	12.5	92.7%	4.3%	-1.2		
HX SOUTH MOUNTAIN	9	0	0	0	9	89.1%	15.8%	-1.8		
HX SUNNYSLOPE STA	10	1	0	0	9	88.1%	22.1%	-3.4		
HX WASHINGTON STA	15	0	0	0	15	70.1%	2.9%	3.9		
HX DAISY MOUNTAIN S	7.5	1	0	0	6.5	98.9%	13.8%	-2.7		
HOENIX POST OFFICE	264	10	0	0	254	80.7%	7.8%	2.7	235	19.0
UCSON POST OFFICE	154	13	0	0	141	91.0%	5.1%	-15.0	143	-2.0
COTTSDALE PD	63.5	2	4	2	62.5	75.1%	10.5%	-10.3	66	-3.5
RESA POST OFFICE	67	0	6	0	67	86.8%	10.6%	-0.9	68	-1.0
<b>TOTAL DISTRICT F4</b>	<b>1414.5</b>	<b>37</b>	<b>34</b>	<b>6</b>	<b>1377.5</b>	<b>84.3%</b>	<b>6.0%</b>	<b>121.1</b>		

unction 4 Complement Status - Realized Attrition

WEBCONS download 11/6/2009

Site Name	10/15/2009		Diff	10/15/2009 Data					Projected attrition next 8 weeks	New in WEBCONS	Realized Attrition
	Total career on rolls FTR PTF	Total career on rolls FTR PTF		In Process			Voluntary Resignation				
	PTF*	PTF*		Optional Retirement	Optional Retirement	VERA					
ARROYO TOTAL	106.5	288	-18.5	18	3	7	0	28	18.5		
AREZ TOTAL	417.5	394.5	-23	21	4	10	5	40	23		
FAEEL TOTAL	189.5	183.5	-6	6	1	2	4	13	6		
HOENIX OPS	55	47	-8	7		1		4	8		
HK-AHWATLITE STA	10	9	-1	1				1	1		
HK-ARCADIA STA	9.5	9.5	0					0	0		
HK-BEULDER HILLS STA	11	11	0					0	0		
HK-CACTUS STA	15.5	13.5	-2	2		1		2	2		
HK-CAPITOL STA	10.5	9.5	-1	1				1	1		
HK-DOWNTOWN STA	5.5	5.5	0					0	0		
HK-INDIAN SCHOOL STA	6.5	6.5	0	1				1	0		
HK-MARYVALE STA	19	18	-1	4				0	1		
HK-MCDOWELL STA	5.5	4.5	-1					0	0		
HK-MCDOWELLAMI	9	8	-1	1				1	1		
HK-NORTHEAST STA	13	13	0					0	0		
HK-NORTHWEST STA	11	9	-2			1	1	2	2		
HK-OSBORN STA	14	14	0					0	0		
HK-PICOS STA	8.5	8.5	0					0	0		
HK-RIO SALADO FACILITY	15.5	11.5	-4	1		1		4	4		
HK-SHAW BUTTE STA	14	12	-2	2				3	2		
HK-SIERRA ADOLBE STA	16.5	12.5	-4	7		1	2	9	4		
HK-SOUTH MOUNTAIN	12	9	-3	1				3	3		
HK-SUNNYSLOPE STA	12	10	-2				2	2	2		
HK-WASHINGTON STA	15	15	0	1				1	0		
HK-DAISY MOUNTAIN STA	8.5	7.5	-1	1				1	1		
HOENIX POST OFFICE	216	264	-32	29	2	8	0	39	32		
JESON POST OFFICE	169	154	-15	11	4	8	1	24	15		
TOTTSALE PO	72.3	53.5	-18.8	4	0	1	0	5	9		
TESA POST OFFICE	74	67	-7	0	0	1	0	1	7		
STATE DISTRICT #4	1535	1414.5	-120.5	89	14	37	10	150	120.5		

Actual PM 1	PM 1	10-23	10-31	11-11	PM 4	PM 5	PM 6	PM 7	PM 8	PM 9	PM 10	PM 11	PM 12	PM 13	PM 14	PM 15	PM 16	PM 17	PM 18	PM 19	PM 20	PM 21	PM 22	PM 23	PM 24	PM 25	PM 26	PM 27	PM 28	PM 29	PM 30	PM 31	Total
Actual - Proj	\$ 7,811	\$ 6,752	\$ 10,858	\$ 7,722	\$ 9,837	\$ 9,539	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521	\$ 9,521
% Plan	85%	72%	117%	84%	106%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%
Actual - Proj	\$ 1,059	\$ 900	\$ 1,394	\$ 1,000	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168
% Plan	111%	96%	149%	106%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%
Actual - Proj	\$ 1,059	\$ 900	\$ 1,394	\$ 1,000	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168	\$ 1,168
% Plan	111%	96%	149%	106%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%	124%

On-Rolls Complement	PM 1	PM 2	PM 3	PM 4	PM 5	PM 6	PM 7	PM 8	PM 9	PM 10	PM 11	PM 12	PM 13	PM 14	PM 15	PM 16	PM 17	PM 18	PM 19	PM 20	PM 21	PM 22	PM 23	PM 24	PM 25	PM 26	PM 27	PM 28	PM 29	PM 30	PM 31	Total	
On-Rolls Complement																																	
Total																																	







## WorkHour Impact Report

Impacted Bid Cluster	PHOENIX POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/24/2010
Period (Dates) of Review Performed	12/20/2008 thru 12/18/2009
Report Prepared By	Dennis Van Hercke
Report Prepared Date	01/13/2010
Reviewed By	Clyde Jones
Phone	(602) 225-3122

## 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	37362	31915	-5447	-21788	-283244	-176	1612

### 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	1596	4.3%	-226	0		1370	4.3%

## WorkHour Impact Report

### Casuals

a. Current Number of CLERK Casuals on Rolls	23
b. Current Total Non-OverTime CLERK Casuals Hours per Month	2964
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	-444
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	23
g. Provide Narrative Justifying need for Remaining CLERK Casuals	
Eliminate clerk casuals	

### 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	42
b. Planned Number of CLERK PTR Positions after Impact	41
c. Estimated Number of CLERK PTR Attrition	1
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	1140
b. Planned Number of CLERK FTR Positions After Impact	968
c. Estimated Number of CLERK FTR Attrition	60
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	112
e. Provide Narrative Explaining need for Excessing	
Reduce # of FTR level 06 by 112 for workhour savings	

## WorkHour Impact Report-CLERK

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-22232
b. Planned Reduction in Total OT Hours per Month	-904
c. Planned Reduction in Casual Non-OT Hours per Month	-444
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	127660
f. Total FTE Savings	-176