

To: () Pacific Area Local(s)
~~() Western Area Local(s)~~
() So. West Area Local(s)

July 19, 2010

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

- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration
- Please review, take action and reduce issues to writing
- Comments

Omar M. Gonzalez, Coordinator

RE: Notice of Withholding for Boise, ID P&DC (Salt Lake District)

Dear Mr. Gonzalez:

This letter concerns the removal of equipment and the reduction of mail volume for the Boise, ID P&DC. In order to minimize impact due to the planned excessing we are authorizing the withholding of twelve (12) residual vacancies at the same or lower levels in surrounding installations within a 100-mile radius of the Boise, ID P&DC. Because of the rural area, we believe it is necessary to withhold out to a 500-miles radius. We will contact you to discuss extension of the withholding radius. As information, the twelve (12) affected Maintenance positions are:

- (2) - Electronic Technician, (PS-10), Occ. Code 08560020
- (3) - Maintenance Mechanic MPE (PS-09), Occ. Code 53500001
- (3) - Maintenance Mechanic, (PS-07), Occ. Code 474903XX
- (2) - Maintenance Support Clerks (PS-06), Occ. Code 030301XX
- (2) - Laborer/Custodial FTR, (PS-04), Occ. Code 350203XX

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

Sincerely,

Anita Works for
Thomas Braccia
A/Manager, Human Resources
Western Area

- cc: Manager Labor Relations, Western Area
 Manager Programs Delivery Support, Western Area
 District Manager, Salt Lake District
 Manager, Operations Support, Salt Lake District
 Manager Human Resources, Salt Lake District
 Manager, Maintenance, Boise ID PDC
 Regional Director NPMHU, Denver
 NALC National Business Agent, Region 2

Attachments: Site Impact Report, Function 3B Adjustment, Map.

Cc: 15241

WorkHour Impact Report

Impacted Bid Cluster	BOISE POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/06/2011
Period (Dates) of Review Performed	07/04/2009 thru 07/02/2010
Report Prepared By	Desiree Ferris
Report Prepared Date	07/12/2010
Reviewed By	Kenneth Mc Arthur
Phone	(801) 974-2947

WorkHour Impact Report

Craft = MAINTENANCE

	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	3255	2774	-481	-1924	-25012	-14	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	0	0%	0	0		0	0%

WorkHour Impact Report

Casuals

a. Current Number of MAINTENANCE Casuals on Rolls	1
b. Current Total Non-OverTime MAINTENANCE Casuals Hours per Month	140
c. Planned Reduction in Total Non-OverTime MAINTENANCE Casuals Hours per Month	-140
d. Number of MAINTENANCE Casuals that will have Reduced Hours	0
e. Number of MAINTENANCE Casuals that will be Terminated	-1
f. Number of MAINTENANCE Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAINTENANCE Casuals	
N/A	

Part Time Flexible (PTFs)

a. Current Number of MAINTENANCE PTFs on Rolls	0
b. Current Total Non-OverTime MAINTENANCE PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE PTFs Hours per Month	0
d. Number of MAINTENANCE PTFs that will have Reduced Hours	0
e. Will there be any MAINTENANCE PTFs Excessed from Craft or Installation	NO
If Yes how Many MAINTENANCE PTFs	0
f. Provide Narrative Explaining need for Excessing	
N/A	

Transitional Employees (TEs)

a. Current Number of MAINTENANCE TEs on Rolls	0
b. Current Total Non-OverTime MAINTENANCE TE Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE TE Hours per Month	0
d. Number of MAINTENANCE TEs that will have Reduced Hours	0
e. Number of MAINTENANCE TEs that will be Terminated	0
f. Number of MAINTENANCE TEs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAINTENANCE TEs	
N/A	

WorkHour Impact Report

Part Time Regular (PTRs)

- | | |
|-----------------------------------------------------------------------------------------------|---------|
| a. Current Number of MAINTENANCE PTRs on Rolls | 0 |
| b. Planned Number of MAINTENANCE PTR Positions after Impact | 0 |
| c. Estimated Number of MAINTENANCE PTR Attrition | 0 |
| d. Will there be any MAINTENANCE PTRs Excessed from Craft or Installation
MAINTENANCE PTRs | NO
0 |
| e. Provide Narrative Explaining need for Excessing | |
- N/A

Full Time Regular (FTRs)

- | | |
|---------------------------------------------------------------------------------------------------------------|-----------|
| a. Current Number of MAINTENANCE FTRs on Rolls | 92 |
| b. Planned Number of MAINTENANCE FTR Positions After Impact | 79 |
| c. Estimated Number of MAINTENANCE FTR Attrition | 0 |
| d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation
If Yes how Many MAINTENANCE FTRs | YES
13 |
| e. Provide Narrative Explaining need for Excessing | |
- Plan to excess ² ET PS-10's, 3 MPE PS-09's, 3 LDC-36 Maint Mechanic PS-07's, 2 Laborer/Custodial PS-04's and 2 Maint Support Clerk PS-06's.

WorkHour Impact Report-MAINTENANCE

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1784
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-140
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	11096
f. Total FTE Savings	-14



June 14, 2010

MEMORANDUM FOR: **Thomas S. Braccia**
(A)Manager
Western Area Human Resources

THROUGH: **Shaun E. Mossman**
Manager
Western Area Operations Support

SUBJECT: **Function 3B Adjustment – Boise ID, P&DC**

The Salt Lake District has requested an adjustment to the maintenance complement of the Boise ID, P&DC. This submittal will not increase the authorized maintenance complement of this office and any LDC or position increase is off-set by comparable decreases in other positions or LDCs.

The F3B complement, workload, and staffing package of the Boise ID, P&DC encompass nine (9) buildings (the P&DC plant, AMF, MPO, Overland, Cole Village, Collister, Five Mile, Garden City, and Oregon Trail).

Custodial staffing documents (PS-4852s) were submitted and reviewed by District maintenance personnel and discussed with Local and Area personnel. eWHEP documentation was also submitted. All submitted documentation was analyzed using the requirement of MS-47, MMO-074-00, and other appropriate criteria. A copy of this correspondence has been provided to and/or discussed with local or District maintenance management. Additional results and recommendations of our analysis are as follow:

1. Decrease the maintenance complement of the Boise ID, P&DC by two (2) Electronic Technician, PS-10 positions, from the current level of twenty-four (24), to a new level of twenty-two (22) positions.
2. Decrease the maintenance complement of the Boise ID, P&DC by three (3) Maintenance Mechanic, MPE (PS-09) positions, from the current level of six (6), to a new level of three (3) positions.
3. Decrease the maintenance complement of the Boise ID, P&DC by three (3) LDC-36 Maintenance Mechanic, (PS-07) positions, from the current level of six (6), to a new level of three (3) positions.
4. Decrease the maintenance complement of the Boise ID, P&DC by one (1) Area Technician (PS-09) position, from the current level of three (3), to a new level of two (2) positions.
5. Decrease the maintenance complement of the Boise ID, P&DC by two (2) Laborer/Custodial, FTR (PS-04) positions, from the current level of thirty four (34) positions, to a new level of thirty two (32) FTR positions.

6. Decrease the maintenance complement of the Boise ID, P&DC by two (2) Maintenance Support Clerk (PS-06) positions, from the current level of five (5), to a new level of three (3) positions.
7. Increase the maintenance complement of the Boise ID, P&DC by establishing one (1) Laborer/Custodial, PTR (PS-04) position for this office. The posting and filling of this position is contingent upon the reversion of a FTR Laborer/Custodial position, as mentioned in items #5 above.

With concurrence from the Manager, Western Area Operations Support, we request that the Western Area Human Resources office, if needed, take any actions necessary to assist in the adjustment of the maintenance complement of this office as recommended.

Upon receipt of this correspondence, we request that the District Human Resources Manager ensure that the impacted job slots are updated and maintained properly in the HCES database and that the actions necessary to adjust the maintenance complement of this office as recommended are taken.

With appropriate approvals/concurrence, the maximum authorized maintenance complement of this office is as follows.


<u>Position Title</u>	<u>Level</u>	<u>Maximum Authorized Staffing</u>
Manager, Maintenance	EAS-22	1
Manager, Maintenance Ops.	EAS-19	1
Manager, Maint. Ops. Sup	EAS-19	1
Manager, Field Maint. Off.	EAS-18	1
Supervisor, Maint. Operations	EAS-17	5
Electronic Technician	PS-10	22
Maintenance Mechanic, MPE	PS-09	3
Maintenance Mechanic (LDC-36)	PS-07	2
Maintenance Mechanic (LDC-37)	PS-07	6
Bldg. Equipment Mechanic	PS-09	4
Area Maintenance Technician	PS-09	2
Custodial Group Leader	PS-05	3
Laborer/Custodian, FTR	PS-04	32
Laborer/Custodian, PTR	PS-04	1
Maintenance Support Clerk	PS-07	2
Maintenance Support Clerk	PS-06	3
TOTAL MAINTENANCE COMPLEMENT		89

Based on the documentation submitted, and/or on file at the Western Area Maintenance Operations Office, and the present authorized maintenance complement, the following Function 3B work hours are supported:

Validated Function 3B workhours from documentation submitted.	
Section 2 - Postal Equipment (LDC 36)	47532 hrs.
Section 3 - Field Maintenance (LDC 37)	3561 hrs.
Section 4 - MS1/Building Eq. (LDC 37)	18878 hrs.
Section 5 - MS-47/PS-4852 (LDC 38)	62700 hrs.
Section 6 - Maint. Ops. Sup. (LDC 39)	9000 hrs.
Maint. Mgmt. (LDC 35)	18000 hrs.
Total Function 3B supported	159,675 hrs.

The limit for Function 3B work hours is that provided in support documentation submitted and validated. In no case will the work hours exceed those supported by maintenance criteria documentation. This update does not change the Function 3B workhour allocation for this office.

If there are any questions concerning these recommendations or this request please contact me at (303) 313-5990.


Andy Henderson
Manager


Approved by Shaun E. Mossman

CC. District Manager, Salt Lake District
Manager, Human Resources, Salt Lake District
Senior Plant Manager, Salt Lake P&DC
Manager, Maintenance, Salt Lake P&DC (w/attachments)
Manager, Maintenance, Boise ID, P&DC (w/attachments)
Timothy Wright, Western Area Maintenance Operations (w/attachments)

Idaho, United States, North America

