



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

March 5, 2010

Omar Gonzalez
Western Region Coordinator
American Postal Workers Union, 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

SUBJECT: Notice of Impacts in the Salt Lake City District

Dear Mr. Gonzalez,

This letter is with regard to the workload reductions at the Caldwell, ID Post Office . In order to minimize the impact due to the workload reductions we are authorizing the withholding of three (3) residual vacancies at the same (Level 7) or lower level in surrounding installations within 100 miles of the Caldwell, ID 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 Salt Lake City
Manager Human Resources Salt Lake City
Manager Labor Relations Salt Lake City
Compliment Coordinator Salt Lake City
District Manager Portland
Manager Human Resources Portland
Manager Labor Relations Portland
Compliment Coordinator Portland
NALC Region 4
NPMHU Regional Director Denver

WorkHour Impact Report

Impacted Bid Cluster	CALDWELL POST OFFICE
Installation Address	823 ARTHUR ST
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	08/11/2010
Period (Dates) of Review Performed	02/14/2009 thru 02/26/2010
Report Prepared By	Desiree Ferns
Report Prepared Date	03/02/2010
Reviewed By	Kenneth Mc Arthur
Phone	(801) 974-2947

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:	306	301	-105	-420	-5460	-3	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	9	2.9%	-6	0		3	1.5%

WorkHour Impact Report

Casuals

a. Current Number of CLERK Casuals on Rolls	0
b. Current Total Non-OverTime CLERK Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	0
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	0
g. Provide Narrative Justifying need for Remaining CLERK Casuals	
N/A	

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	9
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	9
b. Planned Number of CLERK FTR Positions After Impact	6
c. Estimated Number of CLERK FTR Attrition	1
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	2
e. Provide Narrative Explaining need for Excessing	
PLAN TO EXCESS 2 FTR CLERKS	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-420
b. Planned Reduction in Total OT Hours per Month	-24
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Planned Reduction in TE Non-OT Hours per Month	0
f. Total Planned Non-OT Hours per Month	864
g. Total FTE Savings	-3

FINANCE	OFFICE	FULL NAME	JOB ID	JOB TITLE	PAY LEVEL	DFA	FUNC	LDC	HICES ORG ID	SEN DATE	VET PREF	VET PREF CD
151225	CALDWELL PO	SPHAR GORDON E	95675101	SALES SVCS. PROGRAM MGR ASSOC	6	110	4	43	8440	8/29/1985	N	1
151225	CALDWELL PO	MYERS NORMAN L	95675137	SALES SVCS. PROGRAM MGR ASSOC	6	110	4	43	8440	7/20/1984	N	1
151225	CALDWELL PO	SONERSEN LINDA V	95675587	LEAD SALES & SERVICE ASSOCIATE	7	110	4	45	8440	5/14/1984	N	1
151225	CALDWELL PO	BOWMAN STEVEN D	95786396	SALES SVCS. PROGRAM ASSOC	6	110	4	43	8440	5/29/1983	N	4
151225	CALDWELL PO	BLUE HESE D	95720831	SMALL PROJECTS SALES CLERK	6	110	4	43	8440	9/26/1988	N	5
151225	CALDWELL PO	COMSTOCK CLAIRE M	95652149	MARKET PROCESSOR CLERK	6	110	4	43	8440	7/27/1997	N	1
151225	CALDWELL PO	ANDRESOIE SUSAN I	95873766	MARKET CLERK	7	110	4	48	8440	11/13/1991	N	1
151225	CALDWELL PO	GILLEY JAY A	95734733	MARKET PROCESSOR CLERK	6	110	4	43	8440	8/11/1980	N	2
151225	CALDWELL PO	MCCORMACK THOMAS C	95624896	MARKET SALES CLERK	6	110	4	45	8440	8/28/1987	N	1

Auto		Manual		Merced		Audi		Audi		Total		Total		Total		Total	
Year	Model	Year	Model	Year	Model	Year	Model	Year	Model	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours
2001	Merced	2001	Merced	2001	Merced	2001	Merced	2001	Merced	1112	8587	61655	903	775	128		
2000	Merced	2000	Merced	2000	Merced	2000	Merced	2000	Merced	338	1112	8587	61655	903	775	128	
Auto		Manual		Merced		Audi		Audi		Total		Total		Total		Total	
2001	Merced	2001	Merced	2001	Merced	2001	Merced	2001	Merced	1112	8587	61655	903	775	128		
2000	Merced	2000	Merced	2000	Merced	2000	Merced	2000	Merced	338	1112	8587	61655	903	775	128	
Auto		Manual		Merced		Audi		Audi		Total		Total		Total		Total	
2001	Merced	2001	Merced	2001	Merced	2001	Merced	2001	Merced	1112	8587	61655	903	775	128		
2000	Merced	2000	Merced	2000	Merced	2000	Merced	2000	Merced	338	1112	8587	61655	903	775	128	

CUSTOMER SERVICE VARIANCE - (840)-SALT LAKE CITY PFC					
CALDWELL PO - CALDWELL PO 151225			MPCO 3 Date: 03/01/2010		
Analysis Period: 11/21/2009 to 02/19/2010 - Customer Service Days: 73			Unit Level: 21 Man Yr: 0 CAG: E		
Benchmark Dates: FY 2009 WK 1 - FY 2009 WK 52 <input type="checkbox"/>			[CALDWELL PO] CALDWELL PO		
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	9	9	0%
Part Time Flexible Clerk	9	9	0	-9	0%
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	9	0.00	100.00%
Full Time Equivalent Hrs	1792	1796	2096		
WORKHOUR ANALYSIS					
<i>Automation/Mechanized (LDC41L-41F)</i>					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	0	0	0	0	0%
LDC 41 Flts Hours	0	0	0	0	0%
Total Auto/Mech Hours	0	0	0	0	0%
<i>Manual (LDC43-44)</i>					
LDC 43L Hours	155	144	145	1	99.23%
LDC 43F Hours	110	106	140	34	75.65%
LDC 43P Hours	384	430	499	69	86.17%
LDC 43A Hours	432	432	788	356	54.85%
LDC 43 Total	1081	1112	1572	460	70.74%
LDC 44 Hours	202	186	295	109	63.05%
Total Manual Hours	1283	1298	1867	569	69.51%
<i>Retail/Admin (LDC 42,45,48)</i>					
LDC 42 Hours	107	76	76	0	100.00%
LDC 45 Hours	1013	1081	1250	178	85.89%
LDC 48 Hours	1289	1252	1162	-130	111.22%
Total Retail/Admin Hours	2409	2450	2497	47	98.11%
Total Function Four	3692	3747	4364	617	85.87%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	0		0	0	0%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	0		0	0	0%
LDC 43 Dist Vol Ltrs (Fl)	1,361		1,267	-95	-6.96%
LDC 43 Dist Vol Flts (Fl)	1,200		1,152	-48	-4.03%
LDC 43 Dist Vol PP/Sprs	129354		144768	15414	11.92%

LDC 44 Box Ltrs (Fl)	1,057		1,100	44	4.12%
LDC 44 Box Flts (Fl)	375		315	-59	-15.87%
Manual Vol (w/o PP/Sprs)	3,993		3,834	-159	-3.98%
LDC 45 Transactions	47,393		52,662	5,269	11.12%
Retail Transaction Volume	47,393		52,662	5,269	11.12%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	0	0	0	0	0%
LDC 41 Flt PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs FPH	8.80	8.80	8.73	-0.07	99.23%
LDC 43 Dist Vol Flts FPH	10.87	10.87	8.23	-2.65	75.65%
LDC 43 Dist PP/Sprs PPH	337	337	290	-47	86.05%
LDC 43 Allied Hrs per day	5.91	5.92	10.79	4.87	54.85%
LDC 44 Box L&F FPH	7.07	7.62	4.80	-2.82	62.94%
LDC 45 Min. per Trans	1.28	1.23	1.43	0.20	85.89%
LDC 45 Trans per 1412	178.08		215.83	37.75	121.20%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	15		15	0	0.00%
Rural Routes	19		19	0	0.00%
CDS Routes	0		0	0	0%
POB Equivalent Routes	9		9	0	0.00%
City Deliveries	10688		10696	8	0.07%
Rural Deliveries	11637		11722	85	0.73%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	1063		1082	19	1.79%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	7.64	7.73	8.99	1.26	

Idaho, United States, North America

