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 APWU  
 JAN 30 2012  
 WESTERN REGION  
 COORDINATOR

To: ( ) Pacific Area Local(s)  
 (X) 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 writ-

Comments

January 28, 2012

Omar Gonzalez  
 Western Region Coordinator  
 American Postal Workers Union, AFL-CIO  
 1350 Old Bayshore Hwy. Suite 360  
 Burlingame, CA 94010

Omar M. Gonzalez, Coordinator

SUBJECT: Notice of Impacts in the Nevada-Sierra District

Dear Mr. Gonzalez,

This letter is with regard to the workload reductions at the Carson City NV 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 6) or lower level in surrounding installations within 50 miles of the Fallon NV 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  
 Simon Storey  
 Manager Human Resources  
 Western Area

Attachments: Impact Report, Radius Map, Seniority List, Supportive Documentation

Cc: Manager Labor Relations Western Area  
 District Manager Nevada-Sierra  
 Manager Human Resources Nevada-Sierra  
 Manager Labor Relations Nevada-Sierra  
 Compliment Coordinator Nevada-Sierra  
 NALC Region 1  
 NPMHU Regional Director Oakland

## WorkHour Impact Report

Impacted Bid Cluster	CARSON CITY POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	08/12/2012
Period (Dates) of Review Performed	10/23/2010 thru 10/28/2011
Report Prepared By	Paul Scrima
Report Prepared Date	12/15/2011
Reviewed By	Mark Martinez
Phone	(702) 361-9300

# 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	681	594	-87	-348	-4524	-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	21	3.1%	-21	0		0	0%

## 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	

No casuals in these units

### 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	

No PTF's at these units

### 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	

No TE's at these units

### Postal Support Employees (PSE)

a. Current Number of CLERK PSE on Rolls	0
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b. Current Total Non-OverTime CLERK PSE Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	0
d. Number of CLERK PSE that will have Reduced Hours	0
e. Number of CLERK PSE that will be Terminated	0
f. Number of CLERK PSE Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK PSE No PSE's at these units	

## 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                  |    |

No PTR's at these units. With declines in workload and revenue the staffing must be addressed and adjusted.

### Full Time Regular (FTRs)

- |   |     |
|---|-----|
| a. Current Number of CLERK FTRs on Rolls                            | 20  |
| b. Planned Number of CLERK FTR Positions After Impact               | 17  |
| 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  | 3   |
| e. Provide Narrative Explaining need for Excessing                  |     |

No attrition expected

## WorkHour Impact Report-CLERK

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-348
b. Planned Reduction in Total OT Hours per Month	-84
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. Planned Reduction in PSE Non-OT Hours per Month	0
g. Total Planned Non-OT Hours per Month	2376
h. Total FTE Savings	-3

CARSON 1994.XLS  
PROJECTED

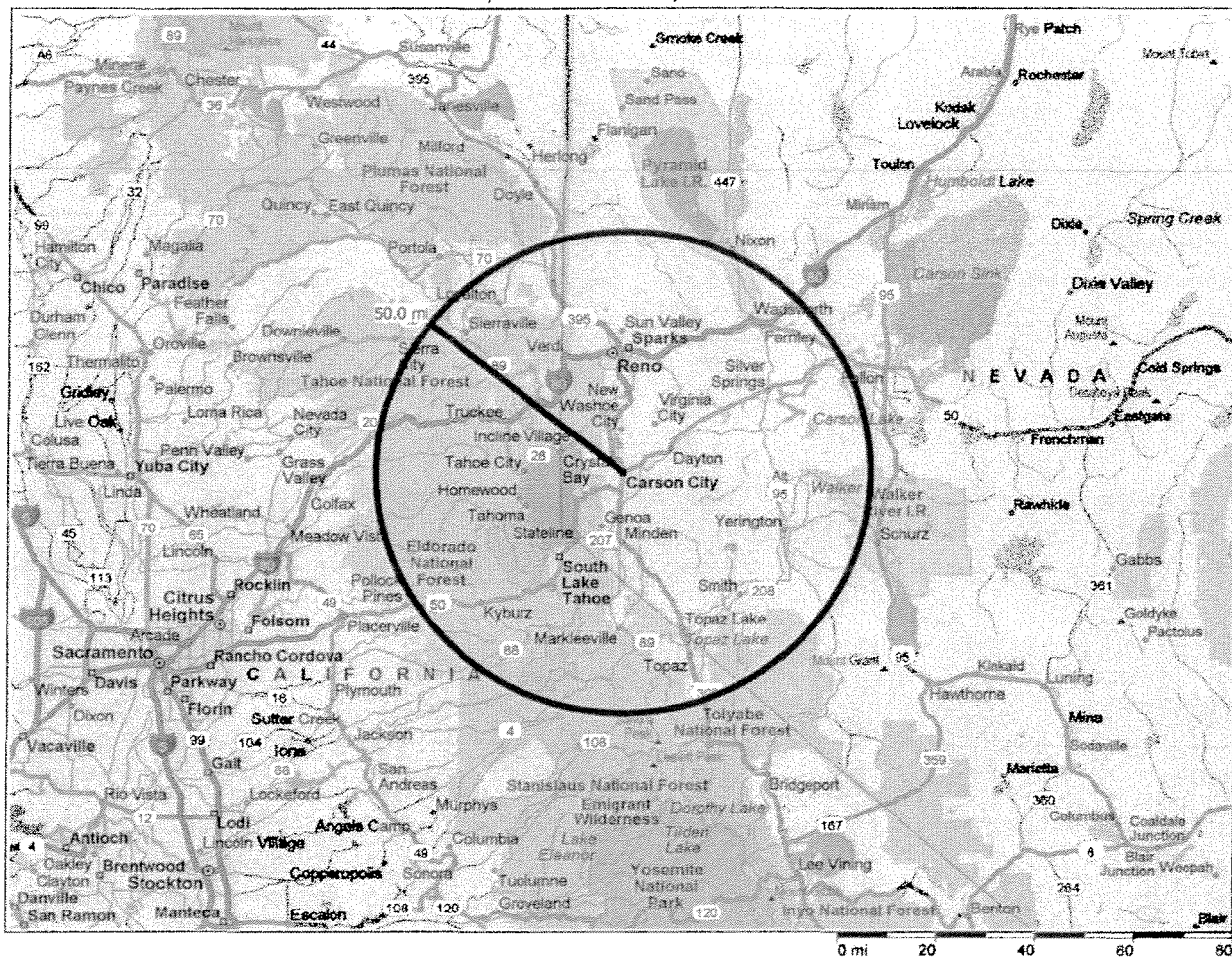
Assignments			Days of the Week																							
Reference #	FTR/PTF	Hours	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12
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CUSTOMER SERVICE VARIANCE - [890]-NEVADA-SIERRA PFC					
CARSON CITY - CARSON CITY PO 311360			MPOON   Date: 12/09/2011		
Analysis Period: 08/20/2011 to 10/21/2011 - Customer Service Days: 52			Unit Level: 22 Man Yr: 1 CAG: C		
Benchmark Dates: FY 2010 WK 1 - FY 2010 WK 52			[CARSON CITY] CARSON CITY PO		
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk			13		
Part Time Flexible Clerk			0		
Part Time Regular Clerk			0		
Postal Support Employee			0		
Non-Traditional Full-Time			4		
Flex Non-Traditional FT			1		
Full Time MH			0		
Part Time Flexible MH			0		
Part Time Regular MH			0		
Full Time Equivalent Emp	15	15	18		
Full Time Equivalent Hrs	1793	1792	1595		
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 Fits Hours	0	0	0	0	0%
Total Auto/Mech Hours	0	0	0	0	0%
<i>Manual (LDC43-44)</i>					
LDC 43L Hours	180	156	194	38	80.41%
LDC 43F Hours	214	227	155	-72	146.28%
LDC 43P Hours	340	314	350	36	89.73%
LDC 43A Hours	558	547	595	48	91.93%
LDC 43 Total	1291	1244	1294	50	96.12%
LDC 44 Hours	346	354	424	70	83.49%
Total Manual Hours	1637	1598	1718	120	93.02%
<i>Retail/Admin (LDC 42,45,48)</i>					
LDC 42 Hours	222	220	270	50	81.63%
LDC 45 Hours	1339	1116	1306	190	85.44%
LDC 48 Hours	1708	1708	1650	-58	103.49%
Total Retail/Admin Hours	3268	3044	3226	182	94.36%
Total Function Four	4905	4642	4944	302	93.89%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	0		0	0	0%
LDC 41 TPF Fits Vol Pcs	0		0	0	0%
Auto/Mech Volume	0		0	0	0%
LDC 43 Dist Vol Ltrs (Ft)	1,302		1,131	-171	-13.16%
LDC 43 Dist Vol Fits (Ft)	1,942		2,055	112	5.77%
LDC 43 Dist Vol PP/Sprs	114338		105731	-8,607	-7.53%
LDC 44 Box Ltrs (Ft)	1,702		1,631	-72	-4.20%
LDC 44 Box Fits (Ft)	774		940	166	21.50%
Manual Vol (w/o PP/Sprs)	5,720		5,757	37	0.65%
LDC 45 Transactions	56270		49995	-6,275	-11.15%
Retail Transaction Volume	56,270		49,995	-6,275	-11.15%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	0	0	0	0	0%
LDC 41 FR PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs FPH	7.25	7.25	5.83	-1.42	80.41%
LDC 43 Dist Vol Fits FPH	9.06	9.06	13.26	4.19	146.28%
LDC 43 Dist PP/Spra PPH	337	337	302	-35	89.81%
LDC 43 Allied Hrs per day	10.72	10.52	11.44	0.92	91.93%
LDC 44 Box L&F FPH	7.16	7.26	8.06	0.80	83.57%
LDC 45 Min. per Trans	1.43	1.34	1.57	0.23	85.44%
LDC 45 Trans per 1412	193.94		207.45	13.50	106.96%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	47		46	-1	-2.13%

Rural Routes	0		0	0	0%
CDS Routes	6		6	0	0.00%
POB Equivalent Routes	22		21	-1	-4.55%
City Deliveries	28494		28573	79	0.28%
Rural Deliveries	0		0	0	0%
CDS Deliveries	2222		2191	-31	-1.40%
PO Box Deliveries	2614		2569	-45	-1.72%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	14.24	13.48	14.34	0.86	

FINANCE	OFFICE	LAST	FIRST	JOB ID	JOB TITLE	D/A	F U N C	L D	SEN DATE	V E T
311360	CARSON CITY PO	MORGAN	MARIA	95837938	SALES.SVCS/DISTRIBUTION ASSOC	210	4	43	8/18/2007	1
311360	CARSON CITY PO	BAKER	SHEILA	95853640	SALES.SVCS/DISTRIBUTION ASSOC	210	4	43	8/4/2007	1
311360	CARSON CITY PO	OTA	DIANE	95811757	SALES.SVCS/DISTRIBUTION ASSOC	210	4	43	4/1/2006	1
311360	CARSON CITY PO	HELVIK	BRYAN	95546749	MAIL PROCESSING CLERK	210	4	43	5/16/2005	1
311360	CARSON CITY PO	FOSTER	TERRY	70069608	DIST WINDOW CLK	215	4	43	5/13/2005	1
311360	CARSON CITY PO	GROSS	LINDA	95839145	BULK MAIL TECH	110	4	48	5/1/2004	1
311360	CARSON CITY PO	BUSH	JAMILA	95506451	MAIL PROCESSING CLERK	110	4	43	1/26/2002	1
311360	CARSON CITY PO	STEBBINS	DAVID	95534600	SALES.SVCS/DISTRIBUTION ASSOC	110	4	48	11/3/2001	1
311360	CARSON CITY PO	ALDEGUER	RAY	95740059	WINDOW SVC TECH	110	4	45	9/23/2000	6
311360	CARSON CITY PO	MARLOW	SUSAN	95638800	SALES.SVCS/DISTRIBUTION ASSOC	110	4	43	9/9/2000	1
311360	CARSON CITY PO	SCHWARZ	JILL	95502040	GENERAL CLERK	110	4	48	11/7/1998	1
311360	CARSON CITY PO	GEORGE	LYDIA	95799451	SALES.SVCS/DISTRIBUTION ASSOC	110	4	45	10/10/1998	1
311361	CAR-ORMSBY FINANCE UN	INGLIMA	RAMONA	95487395	LEAD SALES & SERVICES ASSOCIATE	110	4	45	5/24/1997	1
311360	CARSON CITY PO	BOZSIK	OLIVIA	95749674	DIST WINDOW CLK	110	4	45	4/13/1996	1
311360	CARSON CITY PO	STORIE	DAVID	95668397	DISTRIBUTION CLERK	110	4	43	2/4/1995	4
311361	CAR-ORMSBY FINANCE UN	DOUGLAS	PAULA	95844882	SALES.SVCS/DISTRIBUTION ASSOC	110	4	45	9/17/1994	1
311361	CAR-ORMSBY FINANCE UN	ORDAL	JANET	95665021	SALES.SVCS/DISTRIBUTION ASSOC	110	4	45	12/26/1992	1
311360	CARSON CITY PO	MONTIEL	LINDA	95749527	WINDOW SVC TECH	110	4	45	3/9/1991	1
311360	CARSON CITY PO	PAIK	YOUNG	95785651	DIST WINDOW CLK	110	4	43	9/8/1990	1
311360	CARSON CITY PO	O CONNOR	DAVID	95815871	WINDOW CLK	110	4	45	6/17/1989	2
311360	CARSON CITY PO	RIEKENBERG	JOANNE	95860614	DIST WINDOW CLK	110	4	48	2/17/1980	1

## Nevada, United States, North America



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