



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

August 24, 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 Portland District

Dear Mr. Gonzalez,

This letter is with regard to the workload reductions in the Eugene, OR Post Office. In order to minimize impact due to the workload reductions we are authorizing the withholding of four (4) residual vacancies at the same (Level 6) or lower level in surrounding installations within a 100 mile radius. 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 M. Storey
Manager Human Resources (A)
Western Area

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

Cc: Manager Labor Relations Western Area
Manager Programs Delivery Support, Western Area
Manger In-Plant Support Western Area
District Manager Portland
Manager Human Resources Portland
Manager Labor Relations Portland
Compliment Coordinator
NALC Region 2
NPMHU Regional Director Denver

WorkHour Impact Report

Impacted Bid Cluster	EUGENE POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	02/28/2011
Period (Dates) of Review Performed	08/01/2009 thru 07/16/2010
Report Prepared By	Marilee Spitsnogle
Report Prepared Date	08/16/2010
Reviewed By	Terry Anderson
Phone	(503) 294-2502

WorkHour Impact Report

Craft = CLERK

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	1657	1527	-130	-520	-6760	-4	1664

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	218	13.2%	-14	0		204	13.4%

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	
NA	

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	
200 Man year office	

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	
NS	

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of CLERK PTRs on Rolls	2
b. Planned Number of CLERK PTR Positions after Impact	2
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	
Only 2 PTR in the city	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	51
b. Planned Number of CLERK FTR Positions After Impact	47
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	4
e. Provide Narrative Explaining need for Excessing	
Currently Eugene is overstaffed by 4 FTR Some are expected to retire but none have submitted paperwork	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-520
b. Planned Reduction in Total OT Hours per Month	-56
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
e. Total Planned Non-OT Hours per Month	6108
f. Total FTE Savings	-4

CUSTOMER SERVICE VARIANCE - [970]-PORTLAND PFC					
EUGENE PO - EUG-MAIN OFFICE STA 402855			MPOO 2 Date: 07/29/2010		
Analysis Period: 09/26/2009 to 07/23/2010 - Customer Service Days: 249			Unit Level: 21 Man Yr: 2 CAG: C		
Benchmark Dates: FY 2009 WK 1 - FY 2009 WK 52		POS	[EUGENE PO] EUG-MAIN OFFICE STA		
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	14	14	18	4	77.78%
Part Time Flexible Clerk	0	0	0	0	0%
Part Time Regular Clerk	1	1	1	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	15	15	19	4.00	78.95%
Full Time Equivalent Hrs	1792	1792	1796		
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	312	308	412	104	74.66%
LDC 43F Hours	526	595	502	-93	118.46%
LDC 43P Hours	1530	1498	1393	-105	107.54%
LDC 43A Hours	1689	1724	2051	327	84.05%
LDC 43 Total	4057	4124	4358	234	94.63%
LDC 44 Hours	1840	1862	2567	705	72.54%
Total Manual Hours	5898	5986	6925	939	86.44%
<i>Retail/Admin (LDC 42,45,48)</i>					
LDC 42 Hours	863	837	1018	181	82.17%
LDC 45 Hours	11554	10894	12728	1834	85.59%
LDC 48 Hours	4584	4575	7472	2897	61.23%
Total Retail/Admin Hours	17000	16305	21218	4913	76.85%
Total Function Four	22898	22291	28143	5852	79.21%
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 (Ft)	2,744		2,708	-36	-1.31%
LDC 43 Dist Vol Flts (Ft)	5,722		6,466	744	13.00%
LDC 43 Dist Vol PP/Sprs	515130		504344	-10,786	-2.09%
LDC 44 Box Ltrs (Ft)	10,020		9,722	-299	-2.98%
LDC 44 Box Flts (Ft)	3631		3968	338	9.30%
Manual Vol (w/o PP/Sprs)	22,117		22,864	747	3.38%

LDC 45 Transactions	480431		457341	-23,090	- 4.81%
Retail Transaction Volume	480,431		457,341	-23,090	- 4.81%
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	6.57	- 2.23	74.66%
LDC 43 Dist Vol Flts FPH	10.87	10.87	12.88	2.01	118.46%
LDC 43 Dist PP/Sprs PPH	337	337	362	25	107.42%
LDC 43 Allied Hrs per day	6.78	6.92	8.24	1.31	84.05%
LDC 44 Box L&F FPH	7.42	7.35	5.33	- 2.02	72.52%
LDC 45 Min. per Trans	1.44	1.43	1.67	0.24	85.59%
LDC 45 Trans per 1412	219.63		212.72	- 6.92	96.85%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	32		33	1	3.13%
Rural Routes	0		0	0	0%
CDS Routes	0		0	0	0%
POB Equivalent Routes	16		15	-1	- 6.25%
City Deliveries	22581		22650	69	0.31%
Rural Deliveries	0		0	0	0%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	1942		1807	-135	- 6.95%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	13.89	13.52	17.05	3.53	

CUSTOMER SERVICE VARIANCE - [970]-PORTLAND PFC					
EUGENE PO - EUG-WESTSIDE STA 402852				MPOO 2 Date: 07/29/2010	
Analysis Period: 09/26/2009 to 07/23/2010 - Customer Service Days: 249				Unit Level: 21 Man Yr 2 CAG: C	
Benchmark Dates: FY 2009 WK 1 - FY 2009 WK 52			[PFS]	[EUGENE PO] EUG-WESTSIDE STA	
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	8	8	10	2	80.00%
Part Time Flexible Clerk	0	0	0	0	0%
Part Time Regular Clerk	1	1	1	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	11	2.00	81.82%
Full Time Equivalent Hrs	1793	1790	1862		
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	382	367	764	397	48.01%
LDC 43F Hours	409	371	548	177	67.68%
LDC 43P Hours	1290	1390	1246	-144	111.56%
LDC 43A Hours	1670	1666	2794	1128	59.62%
LDC 43 Total	3752	3794	5352	1558	70.88%
LDC 44 Hours	1569	1418	2999	1581	47.28%
Total Manual Hours	5321	5211	8351	3140	62.40%
<i>Retail/Admin (LDC 42, 45, 48)</i>					
LDC 42 Hours	337	102	102	0	100.00%
LDC 45 Hours	3549	3536	4609	1073	76.72%
LDC 48 Hours	4181	4180	3830	-350	109.14%
Total Retail/Admin Hours	8067	7818	8541	723	91.54%
Total Function Four	13388	13030	16892	3862	77.14%
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 (Ft)	3,069		2,944	-125	-4.06%
LDC 43 Dist Vol Flts (Ft)	4,028		3,649	-379	-9.42%
LDC 43 Dist Vol PP/Sprs	434,199		467,990	33,791	7.78%
LDC 44 Box Ltrs (Ft)	8,864		8,362	-502	-5.66%
LDC 44 Box Flts (Ft)	2,948		2,643	-305	-10.34%
Manual Vol (w/o PP/Sprs)	18,909		17,598	-1,311	-6.93%

LDC 45 Transactions	162069		163081	1,012	0.62%
Retail Transaction Volume	162,069		163,081	1,012	0.62%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	0	0	0	0	0%
LDC 41 Fil PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs FPH	8.03	8.03	3.85	- 4.17	48.01%
LDC 43 Dist Vol Flts FPH	9.84	9.84	6.66	- 3.18	67.68%
LDC 43 Dist PP/Sprs PPH	337	337	376	39	111.57%
LDC 43 Allied Hrs per day	6.71	6.69	11.22	4.53	59.62%
LDC 44 Box L&F FPH	7.53	7.76	3.67	- 4.09	47.28%
LDC 45 Min. per Trans	1.31	1.30	1.70	0.39	76.72%
LDC 45 Trans per 1412	179.62		175.54	- 4.08	97.73%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	25		25	0	0.00%
Rural Routes	8		8	0	0.00%
CDS Routes	0		0	0	0%
POB Equivalent Routes	19		18	-1	- 5.26%
City Deliveries	19591		19643	52	0.27%
Rural Deliveries	4814		4800	-14	- 0.29%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	2255		2212	-43	- 1.91%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	8.12	7.91	10.23	2.32	

CUSTOMER SERVICE VARIANCE - [970]-PORTLAND PFC					
EUGENE PO - EUG-SOUTHSIDE STA 402854			MPOO 2 Date: 07/29/2010		
Analysis Period: 09/26/2009 to 07/23/2010 - Customer Service Days: 249			Unit Level: 22 Man Yr: 2 CAG: C		
Benchmark Dates: FY 2009 WK 1 - FY 2009 WK 52		POB	[EUGENE PO] EUG-SOUTHSIDE STA		
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	10	10	11	1	90.91%
Part Time Flexible Clerk	0	0	0	0	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	10	10	11	1.00	90.91%
Full Time Equivalent Hrs	1792	1789	2013		
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	464	428	563	135	75.98%
LDC 43F Hours	623	601	682	81	88.09%
LDC 43P Hours	1411	1496	1964	468	76.16%
LDC 43A Hours	2297	2248	3448	1200	65.19%
LDC 43 Total	4795	4772	6657	1885	71.69%
LDC 44 Hours	716	679	1342	663	50.60%
Total Manual Hours	5511	5451	7999	2548	68.15%
<i>Retail/Admin (LDC 42, 45, 48)</i>					
LDC 42 Hours	260	175	188	13	93.17%
LDC 45 Hours	4633	4339	6484	2145	66.92%
LDC 48 Hours	4327	4329	3589	-740	120.62%
Total Retail/Admin Hours	9220	8843	10261	1418	86.18%
Total Function Four	14731	14294	18260	3966	78.28%
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 (Ft)	3,724		3,433	-291	-7.83%
LDC 43 Dist Vol Flts (Ft)	6,128		5,911	-217	-3.54%
LDC 43 Dist Vol PP/Sprs	475104		503612	28,508	6.00%
LDC 44 Box Ltrs (Ft)	3,002		2,899	-104	-3.45%
LDC 44 Box Flts (Ft)	1434		1772	338	23.57%
Manual Vol (w/o PP/Sprs)	14,288		14,015	-273	-1.91%

LDC 45 Transactions	213987		205648	-8,339	- 3.90%
Retail Transaction Volume	213,987		205,648	-8,339	- 3.90%
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	8.03	8.03	6.10	- 1.93	75.98%
LDC 43 Dist Vol Flts FPH	9.84	9.84	8.67	- 1.17	88.09%
LDC 43 Dist PP/Sprs PPH	337	337	256	-81	75.96%
LDC 43 Allied Hrs per day	9.23	9.03	13.85	4.82	65.19%
LDC 44 Box L&F FPH	6.20	6.88	3.48	- 3.40	50.59%
LDC 45 Min. per Trans	1.30	1.27	1.89	0.63	66.92%
LDC 45 Trans per 1412	200.10		203.21	3.11	101.55%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	41		40	-1	- 2.44%
Rural Routes	6		6	0	0.00%
CDS Routes	0		0	0	0%
POB Equivalent Routes	14		14	0	0.00%
City Deliveries	21572		21611	39	0.18%
Rural Deliveries	3106		3104	-2	- 0.06%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	1661		1634	-27	- 1.63%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	8.93	8.68	11.07	2.39	

Oregon, United States, North America

