



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

January 3, 2011

Paul Price
 National Business Agent
 National Association of Letter Carriers, AFL-CIO
 11818 SE Mill Plain Blvd. Suite 303
 Vancouver, WA 98684-7017

- 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 Portland District

Dear Mr. Price,

This letter is with regard to the overstaffing in the Grants Pass, OR Post Office. In order to minimize impact due to the overstaffing we are authorizing the withholding of two (2) residual vacancies at the same or lower level (Q-2) in surrounding installations within 100 miles of this installation. 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 (A)
 Western Area

Attachments: Maps, Seniority Roster, Impact Report

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 Portland
 APWU Regional Director Gonzalez
 NPMHU Regional Director Denver

WorkHour Impact Report

Impacted Bid Cluster	GRANTS PASS 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	10/24/2009 thru 11/05/2010
Report Prepared By	Marilee Spitsnogle
Report Prepared Date	01/03/2011
Reviewed By	Terry Anderson
Phone	(503) 294-2502

WorkHour Impact Report

Craft = CARRIER

	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	1125	1054	-71	-284	-3692	-2	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	138	12.3%	-10	0		128	12.1%

WorkHour Impact Report

Casuals

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

No casuals

Part Time Flexible (PTFs)

a. Current Number of CARRIER PTFs on Rolls	1
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	148
c. Planned Reduction in Total Non-OverTime CARRIER PTFs Hours per Month	-4
d. Number of CARRIER PTFs that will have Reduced Hours	1
e. Will there be any CARRIER PTFs Excessed from Craft or Installation	NO
If Yes how Many CARRIER PTFs	0
f. Provide Narrative Explaining need for Excessing	

Office has one PTF whose hours will be slightly reduced

Transitional Employees (TEs)

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

No TE carriers

WorkHour Impact Report

Part Time Regular (PTRs)

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

Full Time Regular (FTRs)

a. Current Number of CARRIER FTRs on Rolls	32
b. Planned Number of CARRIER FTR Positions After Impact	30
c. Estimated Number of CARRIER FTR Attrition	0
d. Will there be any CARRIER FTRs Excessed from Craft or Installation	YES
If Yes how Many CARRIER FTRs	2
e. Provide Narrative Explaining need for Excessing	
Currently office has unassigned with no work available during winter low AL months	

WorkHour Impact Report-CARRIER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-280
b. Planned Reduction in Total OT Hours per Month	-40
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-4
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	4216
f. Total FTE Savings	-2

CITY DELIVERY VARIANCE - (970) - PORTLAND PFC						
GRA-ROGUE GATEWAY ANX - 403521 LEVEL: 21				GRA-ROGUE GATEWAY ANX		
MPOD 2 INCLUDE PERIOD 01/22/09 - 1/19/09 DEL DAYS: 1-4				DATE RANGE DATA PULLED		12/26/09
COMPLEMENT UTILIZATION						
Complement Analysis	Base	Earned	Actual WebCoins	Variance/E	% Achieved	
Full Time		27.22	32	4.78		
Part Time Flexible		3.71	1	-2.71		
Part Time Regular		0.00	0	0.00		
Total Carriers		30.93	33.00	2.07	94%	
Temporary Employees			0			
WORKHOUR ANALYSIS * = Other Time Exemption						
Office Analysis	Base	Earned	Actual	Variance/E	% Achieved	
LDC 21 Hours	14,595	13,604	17,273	3,469	80%	
LDC 26 Hours	99	99	69	-30	143%	
LDC 29 Hours	0		0			
Fixed Ofc Time (Erm Pks 22 96)	5,423	5,116	5,116			
Productive Ofc (21+29)-FOT	9,173	8,688	12,157	3,469	71%	
Total Office Hours	14,694	13,903	17,342	3,439	80%	
Daily Office Opp Hours				11.0		
Daily Office Opp FTER				1.4		
Street Analysis	Base	Earned	Actual	Variance/E	% Achieved	
LDC 22 Hours	44,933	43,309	45,396	2,087	95%	
Daily Street Opp Hours				6.6		
Daily Street Opp FTER				0.8		
Other Analysis	Base	Earned	Actual	Variance/E	% Achieved	
LDC 23 Hours	0	0	0	0	100%	
LDC 27 Hours *	823	760	860	100	88%	
Total Other Hours	823	760	860	100	88%	
Daily Other Opp Hours				0.3		
Daily Other Opp FTER				0.0		
Tot. Workhour Analysis	Base	Earned	Actual	Variance/E	% Achieved	
Total Function 2B Hours	60,450	57,972	63,598	5,626	91%	
Daily Total Opp Hours				17.9		
Daily Total Opp FTER		23.1	26.3	2.2		
WORKLOAD ANALYSIS						
Workloads	Base	Earned	Actual	Variance/E	Variance/B	% Variance
Total Manual Volume Pct.	0.00%	24.41%	24.43%	0.02%	24.43%	100%
Cased Letters (pcs.)	0	1,091,622	1,095,928	4,307	1,095,928	100%
Cased Flats (pcs.)	0	3,611,290	3,611,290	0	3,611,290	100%
Total Cased Volume (pcs.)	0	4,702,912	4,707,218	4,307	4,707,218	100%
Sequence Volume (pcs.)			599,906			
DPS Letters (pcs.)	0	14,560,953	14,560,953	0	14,560,953	100%
DPS Letters Percent	0%	93%	93%	-0%	93%	100%
DPS Flat (pcs.)	0	0	0	0	0	0%
DPS Flat Percent	0%	0%	0%	0%	0%	0%
PRODUCTIVITY ANALYSIS						
Productivites	Base	Earned	Actual	Variance/E	% Achieved	
Pct. to Minimum Standard	0%	90%	115%	25%	79%	
OEI (SPLY: 329.96)	433.15	459.82	367.48	11.37%	← % to SPLY	
SEI (SPLY: 133.59)	140.70	140.70	139.82	4.67%	← % to SPLY	
DPH (SPLY: 93.72)			99.77	6.48%	← % to SPLY	
Average FOT per Route	43					

City Delivery variance Menu

Overtime Percent			12.37			
UNIT ROUTES AND DELIVERIES ANALYSIS						
Deliveries	Base	Earned	Actual	Var Act/Bas	% Change	
City Deliveries	20,134		20,215	81	0.40	
CDPOM ANALYSIS						
Routes	Equivalent DOIS Base	Earned Rts Equiv Wrk Load	Actual Rts Equiv Wrk Hrs	Daily Pivot Opp.	Rts Pivot Perf Act	Pivot Opp % Achieved
City Routes (DOIS Base 24)	23.27	20.34	22.30	2.94	0.97	33.11%



OFFICE	LAST	FIRST	EMP ID	JOB ID	JOB TITLE	EMP LEVEL	VET PREF	SEN DATE	CRAFT	D/A
GRANTS PASS	WAIER	TERRY	3376927	95653074	CARRIER (CITY)	1 Y		3/25/1978		FTR
GRANTS PASS	THOMAS	CURTIS	3103030	95586636	CARRIER (CITY)	1 Y		7/29/1978		FTR
GRANTS PASS	METZGER	DANIEL	2983354	95820506	CARRIER (CITY)	1 Y		10/29/1983		FTR
GRANTS PASS	HASTINGS	ROBERT	3267928	95535691	CARRIER (CITY)	1 N		5/25/1985		FTR
GRANTS PASS	MOYNAHAN	TIMOTHY	3121815	70465178	CARRIER (CITY)	1 Y		5/21/1988		FTR
GRANTS PASS	WOOLDRIDGE	KATHLEEN	3345411	95599490	CARRIER (CITY)	1 N		7/2/1988		FTR
GRANTS PASS	WARD	DENISE	2947932	95502109	CARRIER (CITY)	1 N		5/19/1990		FTR
GRANTS PASS	REEBEL IV	RICHARD	3132786	95855602	CARRIER (CITY)	1 N		6/30/1990		FTR
GRANTS PASS	KRAWCZYK	LINDA	3410453	95579794	CARRIER (CITY)	1 N		8/25/1990		FTR
GRANTS PASS	WAIER	SUSAN	3376577	95531092	CARRIER (CITY)	1 N		7/10/1993		FTR
GRANTS PASS	MOTTER	DAVID	3110602	95693887	CARRIER (CITY)	1 N		10/16/1993		FTR
GRANTS PASS	BISHOP	GINA	3340386	95667297	CARRIER (CITY)	1 N		10/16/1993		FTR
GRANTS PASS	SUDA	NORMAN	3272252	95666281	CARRIER (CITY)	1 Y		6/11/1994		FTR
GRANTS PASS	ANDREWS	DONNA	2995787	95646088	CARRIER (CITY)	1 N		5/27/1995		FTR
GRANTS PASS	BLACKBURN	THOMAS	3134212	95560386	CARRIER (CITY)	1 N		4/27/1996		FTR
GRANTS PASS	CANAS	EDWIN	3025292	95522049	CARRIER TECHNICIAN	2 N		11/22/1997		FTR
GRANTS PASS	RUTHERFORD	MICHAEL	3182722	95647028	CARRIER (CITY)	1 Y		2/14/1998		FTR
GRANTS PASS	GUTIERREZ	JOE	3256127	95828679	CARRIER (CITY)	1 N		3/14/1998		FTR

GRANTS PASS	BARRETT	TIMOTHY	3430368	95709958	CARRIER (CITY)	1N	6/6/1998	FTR
GRANTS PASS	UNDERWOOD	BARRY	3113256	95749369	CARRIER (CITY)	1Y	3/27/1999	FTR
GRANTS PASS	WALKER	DIANA	3065070	95476434	CARRIER (CITY)	1N	5/19/2001	FTR
GRANTS PASS	GUTIERREZ	RAMON	2958827	95830336	CARRIER (CITY)	1Y	2/9/2002	FTR
GRANTS PASS	VOGT	LAURA	3149302	95710043	CARRIER (CITY)	1N	11/16/2002	FTR
GRANTS PASS	MORRIS	JAMES	1112989	95504304	CARRIER (CITY)	1N	2/7/2004	FTR
GRANTS PASS	WELLS	JASON	3272940	95704771	CARRIER TECHNICIAN	2N	5/1/2004	FTR
GRANTS PASS	LAW	RICHARD	2974777	95834091	CARRIER TECHNICIAN	2N	5/15/2004	FTR
GRANTS PASS	ASHLEY	REBECCA	3560520	95633633	CARRIER TECHNICIAN	2N	12/11/2004	FTR
GRANTS PASS	SAVOIE	TINA	3457176	95754678	CARRIER (CITY)	1N	1/8/2005	FTR
GRANTS PASS	BURMAN	DOUGLAS	3499801	70412456	CARRIER (CITY)	1Y	5/14/2005	FTR
GRANTS PASS	COLLINS BOURRET	DIANA	3189489	70283588	CARRIER (CITY)	1N	10/29/2005	FTR
GRANTS PASS	BANIA	MICHAEL	3524053	95678660	CARRIER (CITY)	1N	5/12/2007	FTR
GRANTS PASS	HANDLEY	MATTHEW	3131211	70283589	CARRIER TECHNICIAN	2N	8/18/2007	FTR
GRANTS PASS	LOPER	CHRISTOPHER	3751967	95858634	CARRIER (CITY)	1N	9/1/2007	PTF

Oregon, United States, North America

