

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

June 15, 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 Park City, UT Post Office. In order to minimize the impact due to the workload reductions we are authorizing the withholding of two (2) residual vacancies at the same (Level 6) or lower level in surrounding installations within 100 miles of the Park City, UT 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
Thomas S. Braccia
Manager Human Resources (A)
Western Area

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

- Cc. Manager Labor Relations Western Area
- Manager Programs Delivery Support, Western Area
- Manager 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 COWY
- Manager Human Resources COWY
- Manager Labor Relations COWY
- Compliment Coordinator COWY
- NALC Region 2
- NALC Region 4
- NPMHU Regional Director Denver

WorkHour Impact Report

Impacted Bid Cluster	PARK CITY POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	11/20/2010
Period (Dates) of Review Performed	06/06/2009 thru 06/04/2010
Report Prepared By	Desiree Ferris
Report Prepared Date	06/15/2010
Reviewed By	Kenneth Mc Arthur
Phone	(801) 974-2947

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	382	326	-56	-224	-2912	-2	1404

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	14	3.7%	-2	0		12	3.7%

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	4
b. Current Total Non-OverTime CLERK PTFs Hours per Month	224
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	-16
d. Number of CLERK PTFs that will have Reduced Hours	4
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	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 CLERK PTRs	NO 0
e. Provide Narrative Explaining need for Excessing	
N/A	

Full Time Regular (FTRs)

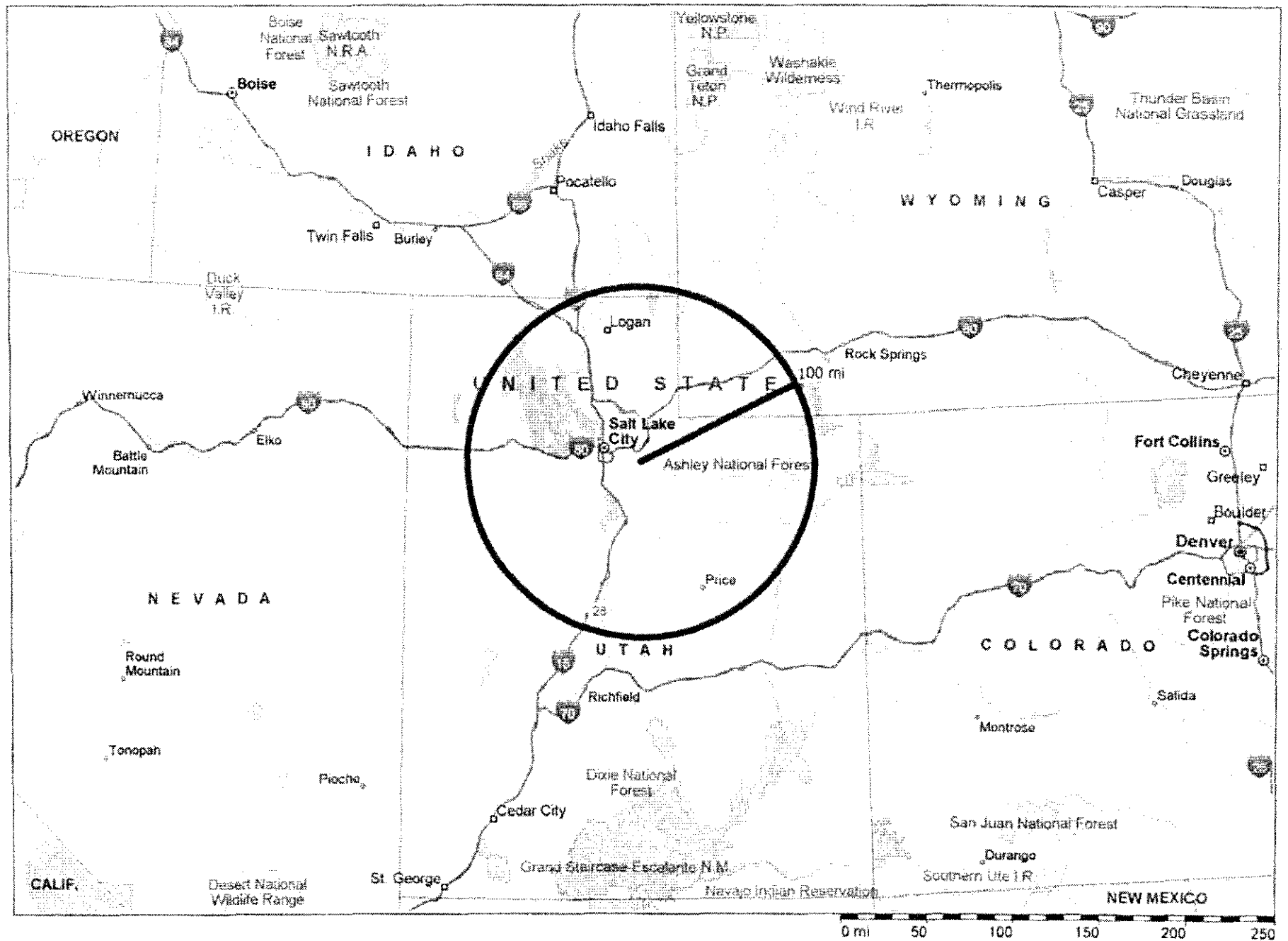
a. Current Number of CLERK FTRs on Rolls	12
b. Planned Number of CLERK FTR Positions After Impact	10
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Excessed from Craft or Installation If Yes how Many CLERK FTRs	YES 2
e. Provide Narrative Explaining need for Excessing	
Due to workload/volume reduction plan to excess 2 FTR clerks.	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-208
b. Planned Reduction in Total OT Hours per Month	-8
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-16
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1304
f. Total FTE Savings	-2

Utah, United States, North America



CUSTOMER SERVICE VARIANCE - [840]-SALT LAKE CITY PFC

PARK CITY PO - PARK CITY PO 495800

MPDO 2 | Date: 06/09/2010

Analysis Period: 05/02/2010 to 06/04/2010 - Customer Service Days: 77

Unit Level: 21 Man Yr: 0.0003 E

Benchmark Dates: FY 2009 WK 1 - FY 2009 WK 52

[PARK CITY PO] PARK CITY PO

FTEE COMPLEMENT ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	5	5	0%
Part Time Flexible Clerk	6	5	4	-1	125.00%
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 Emps	5	5	9	4.00	56.56%
Full Time Equivalent Fhrs	1792	1793	1054		

WORKHOUR ANALYSIS

Automation/Mechanized (LDC41L-41F)

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	0	0	0	0	0%
LDC 41 Fhrs Hours	0	0	0	0	0%
Total Auto/Mech Hours	0	0	0	0	0%

Manual (LDC43-44)

LDC 43L Hours	119	98	114	16	86.14%
LDC 43F Hours	107	79	114	35	68.97%
LDC 43P Hours	103	123	110	-7	105.94%
LDC 43A Hours	128	127	147	20	86.70%
LDC 43 Total	517	427	491	64	87.00%
LDC 44 Hours	608	464	621	157	74.72%
Total Manual Hours	1124	891	1112	221	80.14%

Retail/Admin (LDC 42,45,48)

LDC 42 Hours	83	37	37	0	100.00%
LDC 45 Hours	911	836	851	15	98.25%
LDC 48 Hours	578	581	441	-140	131.79%
Total Retail/Admin Hours	1572	1454	1329	125	106.43%
Total Function Fhrs	2597	2345	2441	96	96.09%

WORKLOAD ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	0		0	0	0%
LDC 41 TPF Fhrs Vol Pcs	0		0	0	0%
Auto/Mech Volume	0		0	0	0%
LDC 43 Dist Vol Ltrs (Fh)	1.110		915	-195	-17.58%
LDC 43 Dist Vol Fhrs (Fh)	1.342		916	-326	-26.25%
LDC 43 Dist Vol PP/Spns	54903		41371	-13530	-24.64%

LDC 44 Box Ltrs (Ft)	1,852		1,641	-211	-11.41%
LDC 44 Box Flts (Ft)	1,607		1,464	-143	-8.92%
Manual Vol (w/o PP'Sprts)	5,871		4,936	-935	-15.93%
LDC 45 Transactions	35,141		32,493	-2,648	-7.54%
Retail Transaction Volume	35,141		32,493	-2,648	-7.54%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Liv PPH	0	0	0	0	0%
LDC 41 Flt PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs PPH	9.32	9.32	8.03	-1.29	86.14%
LDC 43 Dist Vol Flts PPH	11.55	11.55	8.04	-3.51	69.62%
LDC 43 Dist PP'Sprts PPH	337	337	357	20	105.93%
LDC 43 Allied Hrs per day	1.56	1.66	1.91	0.25	85.70%
LDC 44 Box L&F PPH	5.70	6.69	5.00	-1.69	74.72%
LDC 45 Min per Trns	1.56	1.54	1.57	0.03	98.25%
LDC 45 Trns per 1412	135.53		131.02	-4.50	96.68%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	0		0	0	0%
Rural Routes	0		0	0	0%
CDS Routes	5		5	0	0.00%
POB Equivalent Routes	21		21	0	0.00%
City Deliveries	0		0	0	0%
Rural Deliveries	0		0	0	0%
CDS Deliveries	1945		2021	76	3.91%
PO Box Deliveries	2524		2516	-8	-0.32%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk-Mailhandler	5.29	4.60	4.78	-0.19	

CUSTOMER SERVICE VARIANCE - [840]-SALT LAKE CITY PFC					
PARK CITY PO - PAR-SNYDERVILLE ANX 496802			MPOO 2 Date: 06/08/2010		
Analysis Period: 03/08/2010 to 06/04/2010 - Customer Service Days: 17			Unit Level: 21 Min Yr: 0 CAG: F		
Benchmark Dates: FY 2009 WK 1 - FY 2009 WK 52 <input type="checkbox"/>			[PARK CITY PO] PAR-SNYDERVILLE ANX		
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	5	5	0%
Part Time Flexible Clerk	5	5	0	-5	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	5	5	5	0.00	100.00%
Full Time Equivalent Hrs	1792	1794	1717		
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	95	75	82	-7	92.00%
LDC 43F Hours	71	52	78	-26	65.98%
LDC 43P Hours	157	150	181	-31	82.11%
LDC 43A Hours	201	202	250	58	77.56%
LDC 43 Total	524	479	601	-122	79.68%
LDC 44 Hours	286	244	372	-128	65.59%
Total Manual Hours	810	723	973	-250	74.28%
<i>Retail/Admin (LDC 42,45,46)</i>					
LDC 42 Hours	0	0	0	0	0%
LDC 45 Hours	941	892	906	-14	98.40%
LDC 46 Hours	600	593	310	-283	191.43%
Total Retail/Admin Hours	1541	1485	1216	-269	122.12%
Total Function Four	2352	2208	2189	-19	100.86%
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)	885		703	-182	20.50%
LDC 43 Dist Vol Flts (Ft)	827		609	-218	25.35%
LDC 43 Dist Vol PP Sprs	52930		50341	-2589	-4.89%

LDC 44 Box Uns. (F0)	875		871	-103	-10.50%
LDC 44 Box Pbk. (F1)	890		740	-150	-16.85%
Manual Vol (w/o PPS/Sp)	3,577		2,929	-654	-18.28%
LDC 45 Transactions	42,791		42,606	-95	-0.22%
Retail Transaction Volume	42,791		42,696	-95	-0.22%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Un PPH	0	0	0	0	0%
LDC 41 FR PPH	0	0	0	0	0%
LDC 43 Dist Vol/Des PPH	9.32	9.32	8.97	-0.75	92.00%
LDC 43 Dist Vol/Flex PPH	11.65	11.65	7.80	-3.85	66.98%
LDC 43 Dist PPS/Sp PPH	337	337	278	-59	82.49%
LDC 43 Allied PPS per day	2.60	2.62	3.38	0.76	77.58%
LDC 44 Box L&F PPH	6.61	6.61	4.33	-2.27	65.57%
LDC 45 Min per Trans	1.32	1.35	1.27	-0.02	98.46%
LDC 45 Trans per 1412	189.85		210.33	20.48	110.78%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	0		0	0	0%
Rural Routes	0		0	0	0%
CDS Routes	15		15	0	0.00%
POB Equivalent Routes	11		11	0	0.00%
City Deliveries	0		0	0	0%
Rural Deliveries	0		0	0	0%
CDS Deliveries	6779		6573	-206	-3.04%
PO Box Deliveries	1209		1338	39	3.00%
FTEs DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/ Mailhandler	4.01	4.33	4.29	-0.03	

CUSTOMER SERVICE VARIANCE - [840]-SALT LAKE CITY PFC

PARK CITY PO - PAR-OLD TOWN STA 496801

MPOO 2 | Date: 06/08/2010

Analysis Period: 03/05/2010 to 05/04/2010 - Customer Service Days: 77

Unit Level: 21 Man Yr 0 CAG: E

Benchmark Dates: FY 2009 WK 1 - FY 2009 WK 52

[PARK CITY PO] PAR-OLD TOWN STA

FTEE COMPLEMENT ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	2	2	0%
Part Time Flexible Clerk	3	3	0	-3	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	3	3	2	-1.00	150.00%
Full Time Equivalent Hrs	1792	1793	2800		

WORKHOUR ANALYSIS

Automation/Mechanized (LDC41L-41F)

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	0	0	0	0	0%
LDC 41 Fts Hours	0	0	0	0	0%
Total Auto/Mech Hours	0	0	0	0	0%

Manual (LDC43-44)

LDC 43L Hours	0	0	0	0	0%
LDC 43F Hours	0	0	0	0	0%
LDC 43P Hours	38	33	0	-33	0%
LDC 43A Hours	69	69	21	-48	327.27%
LDC 43 Total	107	102	21	-81	484.01%
LDC 44 Hours	584	474	683	214	68.00%
Total Manual Hours	691	576	709	133	81.25%

Retail/Admin (LDC 42, 45, 48)

LDC 42 Hours	34	3	0	-31	0%
LDC 45 Hours	490	428	473	-45	96.41%
LDC 48 Hours	363	362	246	-116	147.22%
Total Retail/Admin Hours	887	793	719	-71	109.87%
Total Function Four	1578	1366	1428	72	95.65%

WORKLOAD ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pos	0		0	0	0%
LDC 41 TPF Fts Vol Pos	0		0	0	0%
Auto-Mech Volume	0		0	0	0%
LDC 43 Dist Vol Ltrs (F1)	0		0	0	0%
LDC 43 Dist Vol Fts (F1)	0		0	0	0%
LDC 43 Dist Vol PP/Spis	12686		11124	-1562	109.11%

