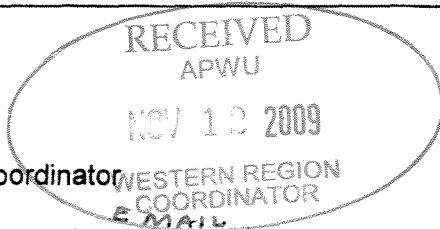


Western Area
Human Resources



November 12, 2009

Omar M. Gonzalez
Western Regional Coordinator
APWU, AFL-CIO
500 Airport Blvd., Suite 450
Burlingame, CA 94010-1940



Re: Withholding Notice Seattle WA (Seattle district)

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

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration
 Impact Report Traceback
 Please review, take action
and reduce issues to writ-
ing
 Comments *Impact Report*
Shows no explanation
Omar M. Gonzalez, Coordinator

Dear Mr. Gonzalez:

As a result in the reduction of mail volume it is anticipated that it will be necessary to excess 158 level PS-6 FTR clerks from the Seattle installation both in the P&DC and Post Office. Therefore, we are authorizing withholding of up to 158 FTR level PS-6 and below positions in the clerk, letter carrier, mail handler, and custodial crafts within a 100-mile radius. Due to the number of potentially impacted clerks we believe it necessary to withhold out to 650 miles. Dan Foster will discuss this with you. He will also contact you to set up a regional meeting.

If you have any questions, please contact Dan L. Foster, Labor Relations Specialist at 303-313-5702.

Sincerely,

Dan L Foster for
Valerie E. Martin
Manager Human Resources
Western Area

cc: Manager Labor Relations Western Area
Manager In-Plant Support Western Area
Manager Delivery Programs Support Western Area
District Manager: Seattle
Senior Plant Manager Seattle
Postmaster Seattle
Manager Human Resources Seattle
Manager Labor Relations Seattle
Manager Human Resources Portland
Manager Human Resources Big Sky
Manager Human Resources Nevada Sierra
Manager Strategic Complement Reassignment
NALC NBA Regions 1,2,4
Regional Director NPMHU Denver
Regional Director NPMHU Oakland

TO: *Seattle Local*
DATE: *11/12/09*

For your information
 Please review & take action
 As Requested
 Reduce issues to writing
and submit ASAP! If any.
 Comments:

OMAR M. GONZALEZ, COORDINATOR

Attachment: Map, Workhour Impact Report, Seniority List, Attrition Report

1745 STOUT ST., STE. 600
DENVER, CO 80299-4000
(303) 313-5020
FAX: 313-5021

Omar Gonzalez

From: Omar Gonzalez
Sent: Thursday, November 12, 2009 11:41 AM
To: 'Foster, Dan L - Denver, CO'
Cc: David Ross; peralta@nalc.org; price@nalc.org; bledsoe@nalc.org; 'Jordan, Chris A - Denver, CO'
Subject: RE: Seattle WA Clerk Withholding Notice

For the record:

The APWU Region requests:

A current listing of withheld duty assignments within the stated radius where these employees are to be placed

A seniority roster listing the employees who are to be impacted

A date for discussion/consultation in regards to extending the radius

Identification of any concurrent excessing impacts in the near geographical area

Copies of mail volume reports, CSV, Baselines etc.

List of any casuals currently employed

Possible Date for Area/Regional meeting so as to set a date compatible with the parties' calendar. Please ensure the above is received prior to any meeting.

Furthermore, a hard copy via US Mail is the official notice to this Union. Please provide the hard copy.

Thank you. There may be other information/documentation necessary.

Omar M. Gonzalez
Regional Coordinator

From: Foster, Dan L - Denver, CO [mailto:dan.l.foster@usps.gov]
Sent: Thursday, November 12, 2009 11:14 AM
To: Omar Gonzalez
Cc: David Ross; peralta@nalc.org; price@nalc.org; bledsoe@nalc.org
Subject: Seattle WA Clerk Withholding Notice

Please see the attached withholding notice for the excessing of 158 FTR Clerks from the Seattle installation. Additional supporting documentation will be forwarded.

*Dan L Foster
Labor Relations Western Area
303-313-5702*

Omar Gonzalez

From: Omar Gonzalez
Sent: Thursday, November 12, 2009 11:43 AM
To: 'Foster, Dan L - Denver, CO'; 'Jordan, Chris A - Denver, CO'
Cc: David Ross; peralta@nalc.org; price@nalc.org; bledsoe@nalc.org
Subject: RE: Seattle WA Clerk Withholding Notice

The Region requests compliance with Article 12 of the CBA/JCIM regarding the prohibition of field managers discussing excessing with employees until after the parties at the Area/Region level have concluded their discussions.

From: Foster, Dan L - Denver, CO [mailto:dan.l.foster@usps.gov]
Sent: Thursday, November 12, 2009 11:14 AM
To: Omar Gonzalez
Cc: David Ross; peralta@nalc.org; price@nalc.org; bledsoe@nalc.org
Subject: Seattle WA Clerk Withholding Notice

Please see the attached withholding notice for the excessing of 158 FTR Clerks from the Seattle installation. Additional supporting documentation will be forwarded.

*Dan L Foster
Labor Relations Western Area
303-313-5702*

WorkHour Impact Report

Impacted Bid Cluster	SEATTLE POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/31/2010
Period (Dates) of Review Performed	06/21/2008 thru 06/05/2009
Report Prepared By	David Picard
Report Prepared Date	11/12/2009
Reviewed By	Donald Jacobus
Phone	(206) 768-4600

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	30971	25702	-5269	-21076	-273988	-160	1716

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	642	2.1%	-83	0		559	2.2%

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	
NA	

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	1
b. Planned Number of CLERK PTR Positions after Impact	1
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)

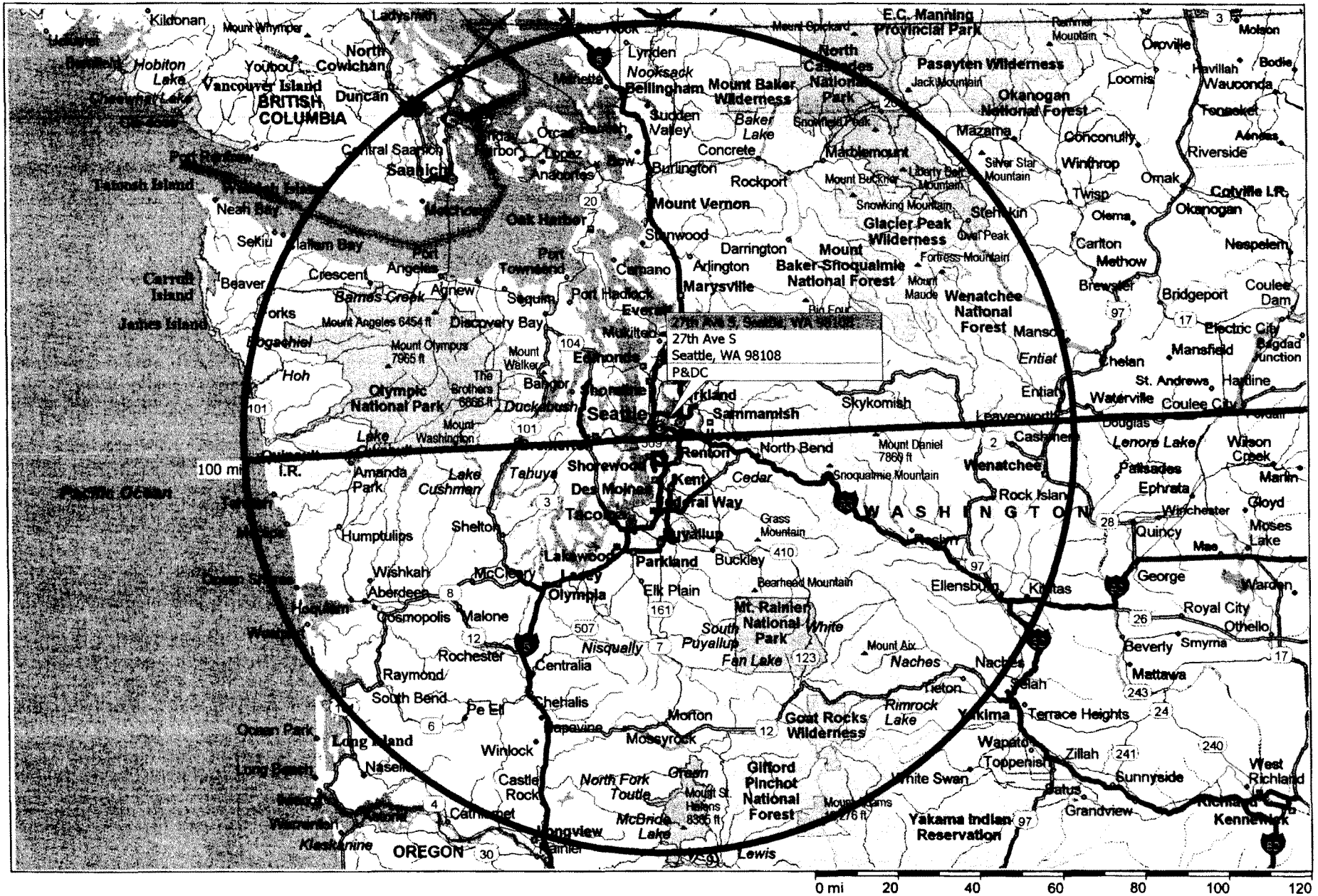
a. Current Number of CLERK FTRs on Rolls	925
b. Planned Number of CLERK FTR Positions After Impact	767
c. Estimated Number of CLERK FTR Attrition	6
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	152
e. Provide Narrative Explaining need for Excessing	
Anticipate 6 attritions	

WorkHour Impact Report-CLERK

Preliminary Summary

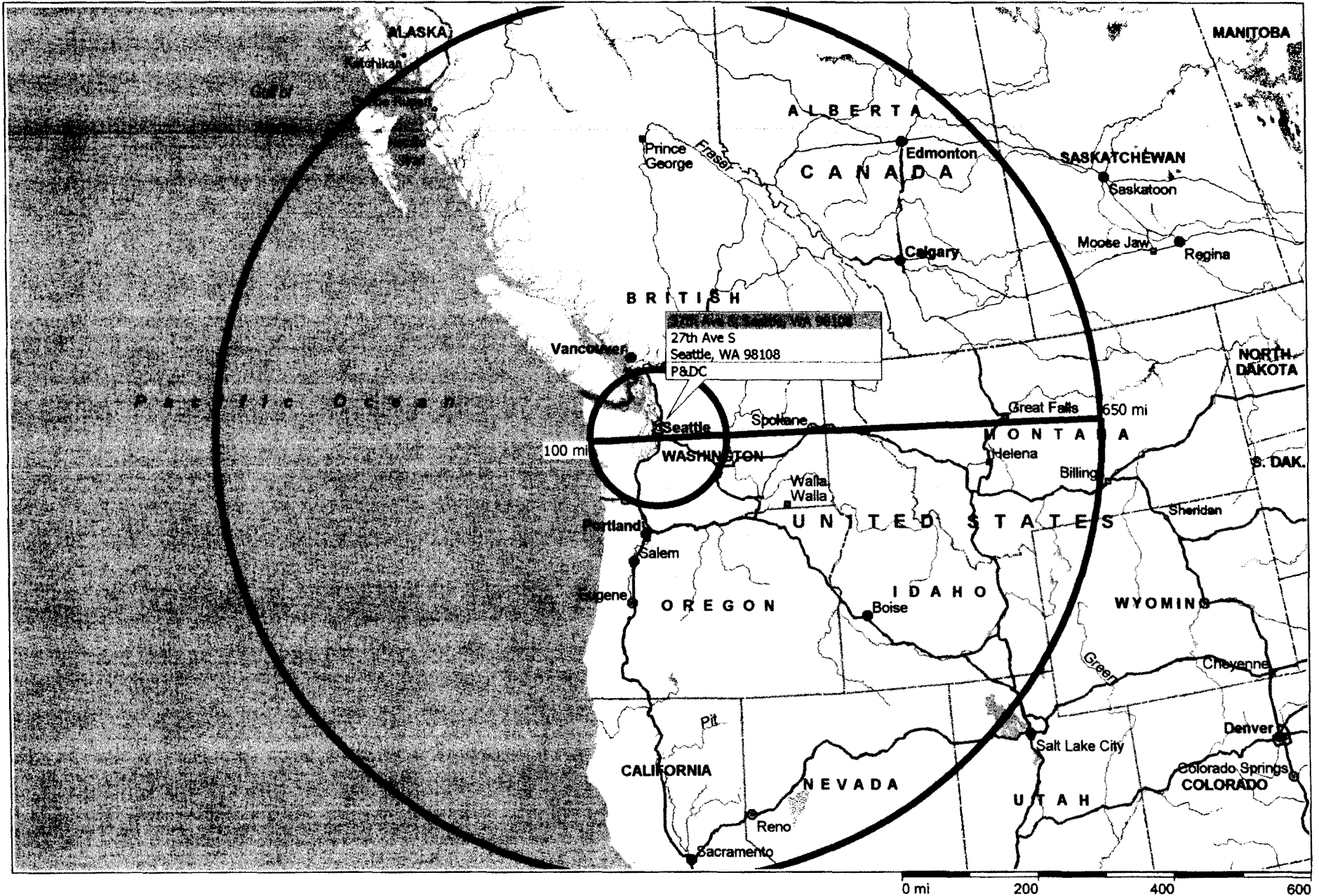
a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-21076
b. Planned Reduction in Total OT Hours per Month	-332
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	102808
f. Total FTE Savings	-160

Washington, United States, North America



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United States, North America



ATTRITION TRENDS

FY 09 QTR 4 (ended September 28th)

AREA	E	<= Select an Area
PFC	980	<= or a Cluster
MSC	(All)	<= or an "MSC"

Average Payroll Month Attrition

Fn 1	FTCLK	4.3	8.0	3.2	2.8	3.2	3.2	8.4	3.3
	FTMH	3.1	4.4	2.2	2.1	2.0	2.5	2.4	2.2
	NONBARG	0.7	0.6	0.2	0.6	0.8	0.3	1.7	0.5
	PTCLK	0.2	0.7	1.5	0.7	0.5	0.4	1.3	0.6
	PTMH	0.2	0.6	1.3	0.5	0.5	0.2		0.4
	Fn 1 TOTAL	8.5	14.3	8.4	6.6	7.1	6.5	13.8	7.0
Fn 2B	FT	9.0	10.0	9.0	10.0	11.0	9.0	12.4	8.3
	NONBARG	1.5	0.8	1.0	0.8	1.0	0.6	3.3	0.9
	PT	1.3	1.2	5.0	4.2	5.0	1.6	1.0	2.5
	Fn 2B TOTAL	11.8	12.0	15.0	14.9	17.0	11.2	16.7	11.6
Fn 4	FTCLK	4.0	9.0	4.9	4.8	4.7	3.9	6.7	4.1
	FTMH								
	NONBARG								
	PTCLK	1.8	2.3	2.6	1.5	2.1	1.5	2.5	1.7
	PTMH		0.1		0.1				0.0
Fn 4 TOTAL	5.8	11.4	7.5	6.4	6.8	5.4	9.1	5.7	

Total Attrition Count

	FY 03 Actual	FY 04 Actual	FY 05 Actual	FY 06 Actual	FY 07 Actual
Fn 1	56	103	40	36	42
Fn 2B	111	133	121	130	137
Fn 4	52	122	60	63	61
TOTALS =>	334	497	403	363	396

Source: DataKeeper NOA file

- 1.) FY09 averages included the many VERA's
- 2.) FY04 Pay Month 1 & 6 excluded from F1 & F4 FTCLK and PTCLK average calculations due to APWU VERA.
- 3.) FY04 Pay Month 10 excluded from F1 & F4 FTMH and PTMH average calculations due to VERA.
- 4.) Does not include PTF terminated during probation

	FY 03 Actual	FY 04 Actual	FY 05 Actual	FY 06 Actual	FY 07 Actual
CLERK Totals	135	264	153	127	137
MH Totals	43	66	46	34	32
City Carrier Totals	128	149	188	184	203
Non Barg Totals	28	18	16	18	24

Seattle P&C Compliment Changes

Seattle P&DC Re-Alignment

Section	Pay Location	Craft	Current	Proposed	M/H Difference	Clerk Difference
South Dock	202	M/H	15	11	-4	
South Dock	202	Clk	6	6		0
North Dock	203	M/H	9	7	-2	
Opening Unit	207	M/H	18	13	-5	
Control Center	211	Clk	4	3		-1
Manual Section	218	Clk	4	0		-4
Automation	228	Clk	11	0		-11
Automation	230	M/H	1	0	-1	
Total					-12	-16

Section	Pay Location	Craft	Current	Proposed	M/H Difference	Clerk Difference
Manual Prime	116&118	Clk	14	12		-2
Manual Sec	119	Clk	17	13		-4
Total						-6

Section	Pay Location	Craft	Current	Proposed	M/H Difference	Clerk Difference
Manual Flats	305	Clk	13	0		-13
Manual Prime	314&316	Clk	51	26		-25
Total						-38

Section	Pay Location	Craft	Current	Proposed	M/H Difference	Clerk Difference
Tour 1 AFSM	124	Clk	34	34		0
Tour 2 AFSM	224	Clk	27	17		-10
Tour 3 AFSM	324	Clk	27	35		8
Tour 3 UFSM	304	Clk	13	6		-7
Total						-9

Section	Pay Location	Craft	Current	Proposed	M/H Difference	Clerk Difference
Tour 1 Automation		Clk		2		2
Total						2

	M/H	Clerks
Tour 1	0	-6
Tour 2	-12	-26
Tour 3	0	-37
Total	-12	-69

New Positions - AMC Move

Section	Pay Location	Craft	Current	Proposed	M/H Difference	Clerk Difference
Tour 3 Automation		Clk		5		5
Total						5

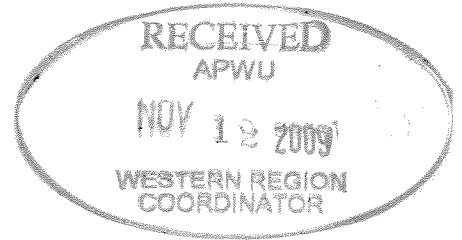
Section	Pay Location	Craft	Current	Proposed	M/H Difference	Clerk Difference
Tour 1 Registry	110	Clk Lvl 7	1	1		
Tour 1 Registry	110	Clk Lvl 6	2	10		8
Tour 2 Registry	210	Clk Lvl 7	1	1		
Tour 2 Registry	210	Clk Lvl 6	2	2		
Tour 3 Registry	302	Clk Lvl 7	1	1		
Tour 3 Registry	302	Clk Lvl 6	3	3		
Total						8

New Positions

Section	Pay Location	Craft	Current	Proposed	M/H Difference	Clerk Difference
Canada		Clk	0	7		7
HSTS		M/H	0	9	9	
Express		Clk	0	5		5
Ramp Clerks		Clk	0	6		6
Customs		M/H	0	5	5	
CAIR Hash		M/H	0	6	6	
Total					20	18

	M/H	Clerks
Total	20	31

Grand Total	8	-38
--------------------	----------	------------



MPOO AREA (S) Customer Service Variance Summary 76 Customer Service Days 06/20/2009 to 09/18/2009													
Tot Auto/Mech Var Hrs: 0			Tot Manual Var Hrs: 9,532			Tot Retail Var Hrs: 9,196			Tot Admin Var Hrs: - 681				
Tot Auto/Mech Var Vol: 0			Tot Manual Var Vol: - 30,032			Tot Retail Trans: - 347,742			Tot Fun 4 Var Hrs: 18,047				
FTES CLERKS/MAILHANDLERS ACTUAL: 246				FTES CLERKS/MAILHANDLERS EARNED: 210				FTES Variance: 35.9					
Unit Name	Auto Mech Hours % Achd	Manual Hours % Achd	Retail Hours % Achd	Admin Hours % Achd	Auto Mech Volume % Var	Manual Volume % Var	Retail Trans % Var	Total F4 Hours % Achd	Total F4 Hours Var	FTES Actual	FTES Earned	FTES Variance †	
SEA-TERMINAL OPERATIO	0.00	65.41	0.00	4.65	0.00	118.04	0.00	32.66	1,736.62	5.12	1.67	3.45	
SEA-QUEEN ANNE STA	0.00	71.05	79.25	60.50	0.00	-40.89	-17.00	70.27	1,707.55	11.41	8.02	3.39	
SEA-BITTERLAKE STA	0.00	55.48	90.03	123.36	0.00	-32.14	-24.10	79.50	1,318.79	12.78	10.16	2.62	
SEA-UNIVERSITY STA	0.00	70.57	75.76	98.63	0.00	-23.65	-22.26	79.61	1,103.23	10.75	8.56	2.19	
SEA-BALLARD FSTA	0.00	60.36	86.45	36.68	0.00	-31.52	-14.00	68.54	1,095.34	6.92	4.74	2.18	
SEA-BURIEN STA	0.00	74.47	96.70	61.01	0.00	-19.92	-25.71	75.65	1,072.90	8.75	6.62	2.13	
SEA-COLUMBIA STA	0.00	67.13	76.91	100.60	0.00	-35.94	-16.20	79.27	882.51	8.46	6.71	1.75	
SEA-GEORGETOWN STA	0.00	92.82	83.45	59.92	0.00	-29.95	-23.51	76.32	878.22	7.37	5.62	1.74	
SEA-RIVERTON HEIGHTS	0.00	87.73	89.32	90.20	0.00	-22.89	-19.89	89.01	630.69	11.41	10.15	1.25	
SEA-EAST UNION STA	0.00	65.49	79.94	172.54	0.00	-6.12	-16.39	89.44	590.35	11.10	9.93	1.17	
SEA-NORTHGATE FSTA	0.00	101.73	62.73	97.49	0.00	-24.43	-24.05	71.05	576.16	3.95	2.81	1.14	
SEA-MAGNOLIA FSTA	0.00	51.12	62.24	139.02	0.00	-34.11	-25.24	69.08	569.29	3.66	2.53	1.13	
SEA-TERMINAL FSTA	0.00	92.73	69.31	102.25	0.00	-18.36	-29.20	90.71	550.62	11.78	10.69	1.09	
SEA-WESTWOOD STA	0.00	78.39	98.98	105.78	0.00	-34.06	-15.67	91.72	545.14	13.08	11.99	1.08	
SEA-INTERNATIONAL STA	0.00	77.83	54.57	169.79	0.00	-19.42	-21.84	87.69	511.47	8.26	7.24	1.02	
SEA-SKYWAY STA	0.00	70.24	64.80	103.48	0.00	-20.08	-18.23	77.20	510.61	4.45	3.44	1.01	
SEA-TUKWILA STA	0.00	87.41	65.04	242.56	0.00	-29.57	-12.36	81.48	450.50	4.83	3.94	0.90	
SEA-BAINBRIDGE STA	0.00	71.75	92.65	104.95	0.00	-12.29	-18.18	87.03	408.54	6.26	5.45	0.81	
SEA-BROADWAY STA	0.00	76.99	94.27	96.56	0.00	-28.89	-13.70	89.40	373.70	7.01	6.26	0.74	
SEA-GREENWOOD FSTA	0.00	62.45	68.31	122.60	0.00	-33.48	-19.44	75.42	353.71	2.86	2.16	0.70	
SEA-WEDGWOOD STA	0.00	97.01	71.61	134.81	0.00	-5.32	-17.18	92.18	343.59	8.73	8.05	0.68	
SEA-LAKE CITY STA	0.00	72.61	69.50	216.55	0.00	-19.60	-19.38	87.63	321.74	5.17	4.53	0.64	
SEA-WEST SEATTLE STA	0.00	84.80	82.61	118.31	0.00	-28.62	-18.11	90.70	324.48	6.93	6.29	0.64	
SEA-SEAFIRST FSTA	0.00	0.00	67.18	83.34	0.00	0.00	-26.54	71.58	285.34	1.99	1.43	0.57	
SEA-WALLINGFORD STA	0.00	99.83	93.15	93.67	0.00	-30.25	-16.03	95.81	229.16	10.87	10.41	0.46	
SEA-MIDTOWN STA	0.00	113.28	83.55	96.20	0.00	7.07	-20.85	97.58	210.12	17.29	16.87	0.42	

SEA-PIONEER SQUARE FS	0.00	27.23	132.76	81.50	0.00	-36.25	-22.65	78.83	212.75	2.00	1.57	0.42
SEA-BALLARD CARRIER A	0.00	67.60	0.00	157.23	0.00	-38.31	0.00	94.75	180.06	6.81	6.46	0.36
SEA-COLUMBIA CENTER F	0.00	0.00	61.45	337.62	0.00	0.00	-22.47	78.90	173.67	1.64	1.29	0.35
SEA-DES MOINES STA	0.00	84.01	117.09	81.79	0.00	-32.04	-12.81	95.59	158.29	7.13	6.82	0.31
SEA-FEDERAL FSTA	0.00	0.00	61.49	232.16	0.00	0.00	5.16	79.06	148.43	1.41	1.11	0.29
SEA-INTERBAY CARRIER	0.00	91.72	0.00	125.74	0.00	-55.95	-100.00	104.98	-126.34	5.04	5.29	-0.25
SEA-NORTH CITY STA	0.00	79.82	74.24	375.61	0.00	-6.42	-17.96	105.27	-280.68	10.57	11.13	-0.56

