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APWU
AUG 05 2011
WESTERN REGION
COORDINATOR

To: Pacific Area Local(s)
 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-
ing
 Comments

August 5, 2011

Omar Gonzalez
Western Region Coordinator
American Postal Workers Union, AFL-CIO
1350 Old Bayshore Hwy. Suite 360
Burlingame, CA 94010-7402

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 Vancouver WA Post Office. In order to minimize impact due to the workload reductions we are authorizing the withholding of three (3) clerk residual vacancies at the same (Level 6) or lower level in surrounding installations within a 50 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
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
District Manager Seattle
Manager Human Resources Seattle
Manager Labor Relations Seattle
NALC Region 2
NPMHU Regional Director Denver

WorkHour Impact Report

Impacted Bid Cluster	VANCOUVER POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/30/2011
Period (Dates) of Review Performed	07/03/2010 thru 07/08/2011
Report Prepared By	Carmen Arthur
Report Prepared Date	07/13/2011
Reviewed By	Terry Anderson
Phone	(503) 294-2502

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	864	765	-99	-396	-5148	-3	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	54	6.3%	-6	0		48	6.3%

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	
200 + workyear office, no casuals on rolls	

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 on rolls	

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 on rolls	

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 on rolls	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	27
b. Planned Number of CLERK FTR Positions After Impact	24
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	

Vancouver conducted a F-4 audit which identified a reduction in distribution volume and a decline in retail transactions/walk in revenue. Excessing is necessary to adjust workhours to available workload.

WorkHour Impact Report-CLERK

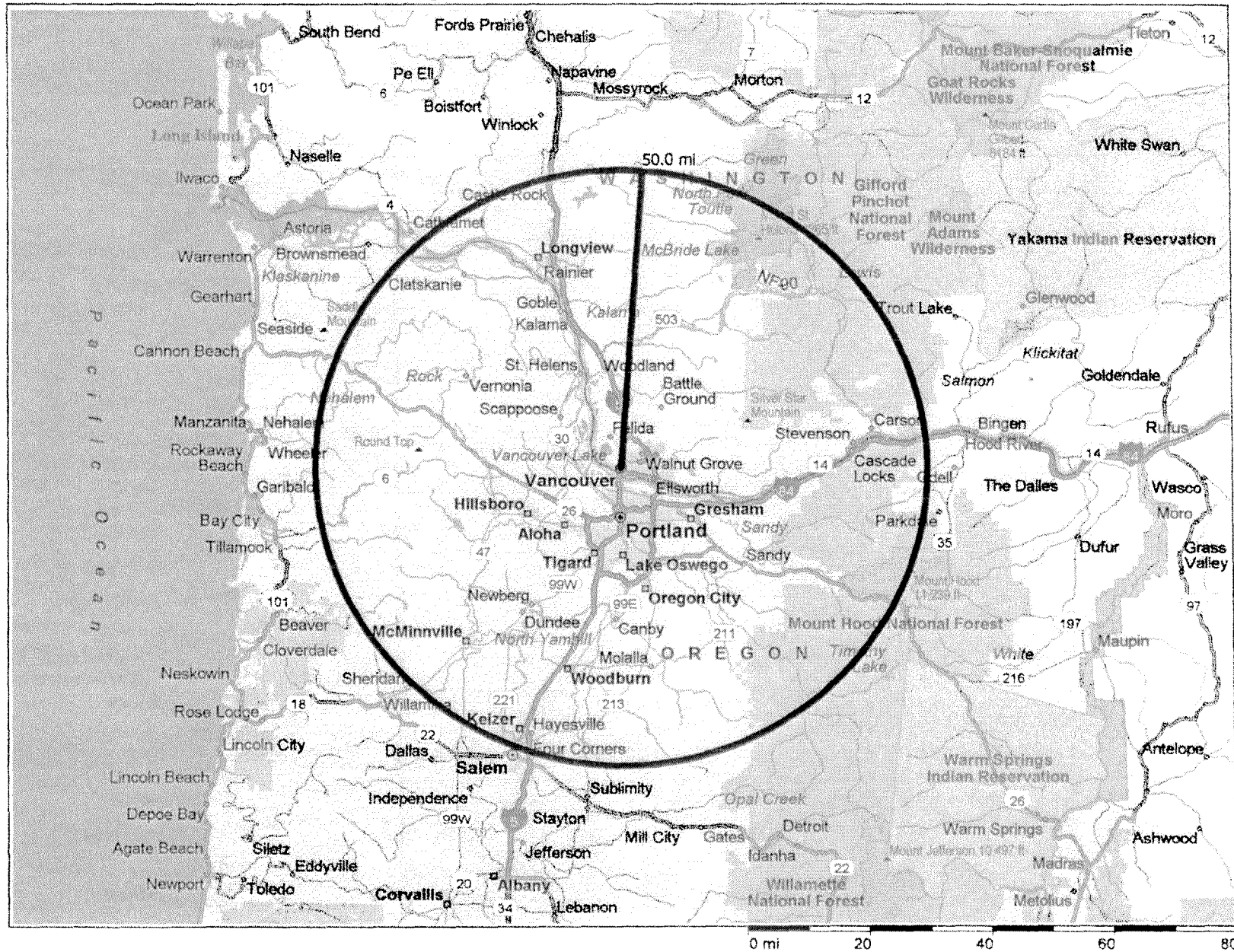
Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-396
b. Planned Reduction in Total OT Hours per Month	-24
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	3060
f. Total FTE Savings	-3

CUSTOMER SERVICE VARIANCE - [970]-PORTLAND PFC					
VANCOUVER PO - VANCOUVER PO 548820			MPOO 6 Date: 07/13/2011		
Analysis Period: 04/02/2011 to 07/01/2011 - Customer Service Days: 77			Unit Level: 26 Man Yr: 2 CAG: C		
Benchmark Dates: FY 2010 WK 1 - FY 2010 WK 52		[VANCOUVER PO] VANCOUVER PO			
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	22	18	26	8	69.23%
Part Time Flexible Clerk	0	0	0	0	0%
Part Time Regular Clerk	0	0	0	0	0.00%
Full Time MH	2	2	2	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	24	20	28	8.00	71.43%
Full Time Equivalent Hrs	1792	1791	1636		
WORKHOUR ANALYSIS					
<i>Automation/Mechanized (LDC41L-41F)</i>					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	1935	0	0	0	0%
LDC 41 Flts Hours	0	0	0	0	0%
Total Auto/Mech Hours	1935	0	-1	-1	0%
<i>Manual (LDC43-44)</i>					
LDC 43L Hours	337	305	426	121	71.52%
LDC 43F Hours	361	297	310	13	95.68%
LDC 43P Hours	996	976	1314	338	74.28%
LDC 43A Hours	885	1194	2816	1622	42.38%
LDC 43 Total	2578	2771	4866	2095	56.94%
LDC 44 Hours	598	480	752	272	63.83%
Total Manual Hours	3176	3251	5618	2367	57.87%
<i>Retail/Admin (LDC 42,45,48)</i>					
LDC 42 Hours	709	391	391	0	100.00%
LDC 45 Hours	2067	1947	2250	303	86.55%
LDC 48 Hours	3097	3675	3425	-250	107.30%
Total Retail/Admin Hours	5873	6013	6066	53	99.13%
Total Function Four	10983	9264	11683	2419	79.30%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	24,832,920		0	-24,832,920	0%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	24,832,920		0	-24,832,920	0%
LDC 43 Dist Vol Ltrs (Ft)	1,918		1,735	-183	-9.52%
LDC 43 Dist Vol Flts (Ft)	2,522		2,073	-449	-17.79%
LDC 43 Dist Vol PP/Sprs	335236		328585	-6,651	-1.98%
LDC 44 Box Ltrs (Ft)	3,145		2,490	-654	-20.80%
LDC 44 Box Flts (Ft)	1260		1148	-112	-8.90%
Manual Vol (w/o PP/Sprs)	8,845		7,446	-1399	-15.82%
LDC 45 Transactions	77724		74361	-3,363	-4.33%
Retail Transaction Volume	77,724		74,361	-3,363	-4.33%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	12834	0	0	0	0%
LDC 41 FR PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs FPH	5.70	5.70	4.07	-1.62	71.52%
LDC 43 Dist Vol Flts FPH	6.99	6.99	6.69	-0.30	95.68%
LDC 43 Dist Vol PP/Sprs PPH	337	337	250	-87	74.18%
LDC 43 Allied Hrs per day	11.49	15.50	36.57	21.07	42.38%
LDC 44 Box L&F FPH	7.37	7.58	4.84	-2.74	63.84%
LDC 45 Min. per Trans	1.60	1.57	1.82	0.24	86.55%
LDC 45 Trans per 1412	177.13		159.92	-17.21	90.28%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	44		65	21	47.73%
Rural Routes	15		15	0	0.00%
CDS Routes	0		0	0	0%
POB Equivalent Routes	23		24	1	4.35%

City Deliveries	38472		51923	13451	34.96%
Rural Deliveries	9450		9538	88	0.93%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	2797		2898	101	3.61%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	21.54	18.17	22.91	4.73	

Oregon, United States, North America



Seniority Report

Area	WESTERN - E	Tour	ALL
Cluster	PORTLAND PFC - 970	Zone	ALL
MSC	blank	LDC	ALL
Bid Cluster	blank	Sections	ALL
MPOO	ALL	Level	ALL
Office	VANCOUVER PO - 548820	Category	ALL
Unit Name	ALL	Functions	ALL
PIL	ALL	Craft	CLERK
Title	ALL	Job Note	NONE
Employee Note NONE			

Name	Seniority #	PIL	Level	Vet	Start	Days Off
1WIESE, JOHN H	06/25/1973	001	210 06	MAIL PROCESSING CLERK FT	Y	0715 SUNROT
2BRADISH, DARLENE L	02/26/1977	001	430 07	WINDOW SVC TECH FT	N	0900 SATSUN
3WAGONER, BONNIE E	06/03/1978	002	210 06	WINDOW CLK FT	N	0715 SATSUN
4WARREN, MICHAEL C	09/23/1978	001	210 06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0530 SATSUN
5ATTEBERY, KATHLEEN S	10/20/1978	001	350 06	MAIL PROCESSING CLERK FT	N	0700 SUNROT
6BROOKS, JAMES L	11/18/1978	001	287 06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0545 SUNROT
7GEISLER, GRANT A	01/13/1979	001	287 06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0745 SUNROT
8LEDBETTER, JEFFREY A	01/22/1979	001	350 06	MAIL PROCESSING CLERK FT	Y	0930 SUNROT
9EATON, DANIEL A	02/24/1979	001	210 06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0530 SATSUN
10JOHNSON, BONNIE J	04/02/1979	002	210 07	POSTAGE DUE TECHN FT	N	0230 SUNROT
11MORTON, RODNEY L	04/02/1979	003	280 06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0530 ROTROT
12MACKAMAN, DARREL D	09/20/1980	001	350 06	MAIL PROCESSING CLERK FT	Y	0100 SUNROT
13GLASER, SUSAN K	01/08/1983	001	210 06	SALES AND SERVICES ASSOCIATE FT	N	0430 SUNROT
14VAN LAER, DIANE G	06/23/1984	001	350 06	MAIL PROCESSING CLERK FT	N	0100 SUNROT
15MCCARVER, MARY J	08/05/1984	001	210 07	BULK MAIL TECH FT	N	0900 SATSUN
16BENGSTON, JAN H	08/12/1989	001	430 06	MAIL PROCESSING CLERK FT	N	0400 SATSUN
17DORSEY, SUSAN C	06/02/1990	001	120 06	MAIL PROCESSING CLERK FT	N	0100 SATSUN
18SCOTT, SANDRA L	06/30/1990	001	280 06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0745 SATSUN
19STEGLICH, LISA	08/21/1993	001	350 06	MAIL PROCESSING CLERK FT	N	0630 SUNROT
20VIZCAINO, SANDRA L	04/16/1994	001	280 07	WINDOW SVC TECH FT	N	0915 SATSUN
21YANG, MANN JUNG	10/15/1994	001	350 06	MAIL PROCESSING CLERK FT	N	0830 SUNROT
22ANDERSON, DANNY R	02/18/1995	001	287 06	SALES,SVCS/DISTRIBUTION ASSOC FT	N	0845 SUNROT
23RAPP, LOUIS W	01/06/1996	001	350 06	MAIL PROCESSING CLERK FT	N	0130 SUNROT
24MOORE, RONALD L	03/16/1996	001	287 07	LEAD SALES & SERVICES ASSOCIATE FT	Y	0900 SATSUN
25BROWN, CONNIE A	03/30/1996	001	280 06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y	0900 ROTROT
26HAMMACK, JEANETTE B	10/28/1996	001	120 06	MAIL PROCESSING CLERK FT	N	0100 ROTROT
27KEETH II, GAREN L	06/07/1997	001	210 06	SALES AND SERVICES ASSOCIATE FT	Y	0915 SATSUN
28WON, HO J	10/11/1997	001	350 06	MAIL PROCESSING CLERK FT	N	0130 SUNROT
29KOSKINIEMI, JOEL T	10/25/1997	001	210 06	MAIL PROCESSING CLERK FT	N	0400 SATSUN
30LITTLE, MARY E	11/08/1997	001	120 06	MAIL PROCESSING CLERK FT	N	0100 ROTROT
31CELINO, DINA V	11/08/1997	008	430 06	SALES AND SERVICES ASSOCIATE FT	N	0845 SATSUN
32CASTRO, FRANCIS M	11/08/1997	013	430 06	SALES,SVCS/DISTRIBUTION ASSOC FT	Y	0800 SATSUN
33CASTRO, SHANNA M	02/14/1998	002	210 07	LEAD SALES & SERVICES ASSOCIATE FT	N	0905 SATSUN
34VIGIL, VICKY J	03/14/1998	001	350 06	MAIL PROCESSING CLERK FT	N	2230 SUNROT
35PATTERSON, BEVERLY D	03/14/1998	002	350 06	MAIL PROCESSING CLERK FT	N	0500 SUNROT
36HOLMES, BRENDA D	05/09/1998	001	350 06	MAIL PROCESSING CLERK FT	N	0300 SUNROT
37CIFELLI, TANYA	11/07/1998	001	210 07	SECRETARY FT	N	0800 SATSUN
38FARNSWORTH, MARVIN	11/21/1998	001	350 06	MAIL PROCESSING CLERK FT	N	0500 SUNMON
39ELLIS, JEFFREY N	02/13/1999	001	210 06	SALES,SVCS/DISTRIBUTION ASSOC PTF	N	

RESTRICTED INFORMATION

Seniority Report

Area	WESTERN - E	Tour	ALL
Cluster	PORTLAND PFC - 970	Zone	ALL
MSC	blank	LDC	ALL
Bid Cluster	blank	Sections	ALL
MPOO	ALL	Level	ALL
Office	VANCOUVER PO - 548820	Category	ALL
Unit Name	ALL	Functions	ALL
PIL	ALL	Craft	CLERK
Title	ALL	Job Note	NONE

Employee Note NONE

Name	Seniority #	PIL	Level	Vet	Start	Days Off
40 PAVLOVIC, DRAGAN	02/13/1999 001	350	06		MAIL PROCESSING CLERK FT	N 1000 SATSUN
41 TREES, TEFFANY A	04/24/1999 001	210	06		SALES AND SERVICES ASSOCIATE FT	N 0815 SUNFRI
42 EWING, ROBERT A	05/08/1999 001	210	06		SALES AND SERVICES ASSOCIATE FT	N 0830 SATSUN
43 STANFILL, AMANDA M	02/09/2002 002	210	06		SALES, SVCS/DISTRIBUTION ASSOC FT	N 0945 SUNROT
44 FLORES-QUINTANI, NORA L	11/16/2002 001	120	06		MAIL PROCESSING CLERK FT	N 0100 SATSUN
45 HATCH, JO ANN S	12/14/2002 001	210	06		SALES, SVCS/DISTRIBUTION ASSOC FT	N 0800 SATSUN
46 BROWN JR, WILLIAM R	05/31/2003 001	120	06		MAIL PROCESSING CLERK FT	N 0130 SUNTUE
47 DEBNAM, MARY M	05/31/2003 002	287	06		SALES, SVCS/DISTRIBUTION ASSOC FT	N 0745 SUNROT
48 NICKELSON, ROZLAND M	05/31/2003 003	210	06		SALES, SVCS/DISTRIBUTION ASSOC FT	N 0500 SATSUN
49 JACKSON, SHARON P	06/28/2003 001	350	06		MAIL PROCESSING CLERK FT	N 0130 SUNROT
50 CARTER, LARRY D	04/03/2004 002	120	06		MAIL PROCESSING CLERK FT	N 0130 SUNTHU
51 PEREZ JR, EDWARD G	08/21/2004 001	280	06		SALES, SVCS/DISTRIBUTION ASSOC FT	Y 0845 SUNWED
52 CAMERON, HYGINA N	02/19/2005 001	210	06		SALES, SVCS/DISTRIBUTION ASSOC FT	N 0500 SUNROT
53 JOHNSON, WILLIAM A	03/05/2005 001	120	06		MAIL PROCESSING CLERK FT	N 0100 SUNTHU
54 HUFFMAN, KELLY J	06/25/2005 001	210	06		SALES, SVCS/DISTRIBUTION ASSOC FT	N 0400 SUNROT
55 MARTIN, MAUREEN P	02/18/2006 001	210	06		SALES, SVCS/DISTRIBUTION ASSOC FT	N 2100 SUNSAT
56 BERNARDINO, JONATHAN R	04/12/2008 001	350	06		MAIL PROCESSING CLERK FT	Y 2100 SUNSAT