

August 8, 2006

Omar M Gonzalez
Western Regional Coordinator
American Postal Workers Union
500 Airport Blvd, Suite 450
Burlingame CA 94010-1926

CERTIFIED MAIL 7099 3220 0001 3086 4158
RETURN RECEIPT REQUESTED

Richard Siu
Western Regional Director (Oakland)
National Postal Mailhandlers Union
8400 Enterprise Way, Suite 120
Oakland CA 94621-1312

CERTIFIED MAIL 7099 3220 0001 3086 6862
RETURN RECEIPT REQUESTED

Dear Regional Union Officers:

July 26, 2005 Pacific Area authorized the Arizona Performance Cluster to withhold up to 197 residual assignments for clerks who were potentially impacted by Manual Incoming Decentralization, PARS, and APPS (copy enclosed). Pacific Area also previously authorized the excessing and subsequent withholding of up to three (3) mailhandlers as a result of the relocation of an AFSM-100 from East Valley DDC to the Rio Salado MPA (copy enclosed).

The impact from PARS, APPS, and the Manual Incoming Decentralization has occurred within the Phoenix P&DC. By reassigning employees outside their section and the reduction of casuals, there was no need to excess outside the craft or installation for these impacts.

This letter is to revise the authorized withholding for the Arizona Performance Cluster (PC). Arizona PC is currently authorized to withhold up to 39 positions in the Clerk, Maintenance, and Mailhandler crafts. Two (2) of the 39 positions are for the prior AFSM-100 mailhandler impact. One (1) mailhandler has been involuntarily reassigned to a residual clerk craft position. The current impact to the clerk craft is thirty-seven as a result of functions 1 and 4 decentralization from East Valley DDC. A revised Site Impact Report is enclosed. The equipment relocation occurred July 29, 2006 which did not require excessing outside the craft or installation.

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

Sincerely,

for Patricia D. McGinty
Area Manager, Human Resources

AZ locals

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 writing
 Comments

Enclosure

cc: Manager, Labor Relations, Western Area
Dan L. Foster, Western Area Labor Relations
Manager, Human Resources Arizona Performance Cluster
Manager, Labor Relations, Arizona Performance Cluster

Omar M. Gonzalez, Coordinator

*cc: S. Davidson
NBAs*

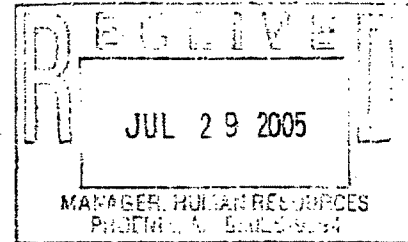
HUMAN RESOURCES
LABOR RELATIONS



*cc: Irene
Lance
James Costen
R. Peoples
file*

July 26, 2005

Mr. Omar Gonzalez
Western Regional Coordinator
American Postal Workers Union, AFL-CIO
1799 Old Bayshore Blvd., Suite 240
Burlingame, CA 94010-1312



Dear Omar:

This is to advise you that the Pacific Area has given the Arizona Performance Cluster authorization to withhold up to 197 residual assignments for clerks who will be impacted by Manual Incoming Decentralization, PARS and APPS.

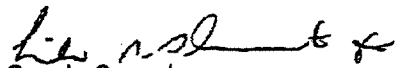
The Arizona Performance Cluster is authorized to withhold in the clerk craft in the impacted post offices and plants for impacts to the Phoenix, East Valley DDC and Tucson installations. The Cluster is also authorized to withhold in non impacted post offices and plants within a 50 mile radius for impacts at the Phoenix installation.

This withholding authority, unless extended and/or updated, will expire November 2006 and replaces all previous withholding authority. At this time, the Arizona Performance Cluster has a total of 43 withheld clerk assignments. These assignments will continue to be withheld based on the impacts detailed above. We will continue to provide you with a list of withheld assignments every month.

If and when it becomes necessary to excess from the craft or installation, you will receive a separate package detailing the operational impact identifying the number and names of the junior employees to be excessed and addressing specific PTF work hour reductions and casual and TE separations.

Attached are copies of the impact statements that are currently being utilized nationally by the Postal Service. There is an impact statement for each identified impact for each impact installation.

If you have any questions or wish additional information, you may contact Linda Shumate at (626) 855-6446.


Gary L. Connely
Manager, Labor Relations

Enclosure

cc: G. Sanchez
K. Wolny
K. Lucas
R. Ordonez
District Manager, Arizona
Mgr Human Resources, Arizona
Linda Shumate

390 MAIN STREET, ROOM 234
SAN FRANCISCO, CA 94199-4401
415-535-6455
FAX: 415-535-6469

SITE IMPACT REPORT

Summary

Date Prepared: July 6th, 2006

Impacted Installation(s): East Valley DDC

Installation Address: East Valley DDC
East Valley DDC
900 N. Fiesta Blvd.
Gilbert, AZ 85233-9998

Area Name: USPS, Western Area

Type of Impact(s): Equipment Relocation & F-1 to F-4 Decentralization

Anticipated Date of Impact(s) July 29th, 2006

Site Impact Report Prepared By: Frank Payne
Title: Operations Support Specialist, EAS-20
Phone Number: 602-225-3239 (Office) or 602-721-3130 (Cell)
Fax Number: 602-225-3932

Site Impact Report Review/Approval By: Denise Gillanders, Acting Manager, In-Plant Support
Date: 07/06/2006

NOTES:

- 1) The AFSM-100 is scheduled to be relocated from the East Valley DDC to the Rio Salado MPA on or about July 29th, 2006
- 2) Manual Letter & Flat Decentralization (F-1 to F-4) has already begun at the East Valley DDC.
- 3) LCTS and RCS operations at the Phoenix Plant will make a finer break down of mail for the East Valley DDC.

SITE IMPACT REPORT

WORKHOUR IMPACTS

Installation: East Valley DDC

Finance Numbers: 03-2540

Impacted Craft: Clerk

A Affected LDC(s)	B Cuurent Average Weekly Workhours	C Proposed Average Weekly Workhours	D Weekly Workhour Savings (C-B)	E AP Workhour Savings (D*4)	F Annual Workhour Savings (E*13)	G Annual FTE Savings (F/1768)
LDC-12 Mech. I	513	0	-513	-2,052	-26,676	-15.1
LDC-14 Manual	1,260	0	-1,260	-5,040	-65,520	-37.1
LDC-17 Other D	1,160	657	-503	-2,012	-26,156	-14.8
0	0	0	0	0	0	0.0
0	0	0	0	0	0	0.0
0	0	0	0	0	0	0.0
TOTAL:	2,933	657	-2,276	-9,104	-118,352	-66.9

SITE IMPACT REPORT

MANPOWER IMPACTS

1. OVERTIME - Current Average Based on Data from

Installation: East Valley DDC

Finance Numbers: 03-2540

Impacted Craft: Clerk

A	B	C	D	E	F	G	H
Affected LDC	Proposed Workhours per AP	Current Craft Overtime Rate per AP	Current Overtime Workhours per AP (B*C)	Proposed Overtime Rate per AP	Proposed Overtime Workhours per AP (B*E)	Planned Reduction In Overtime Hours per AP (D-F)	Full-Time Equivalents per AP (G/136)
LDC-12 Mech	2,052	15.50%	318	7.50%	154	164	1.2
LDC-14 Manu	5,040	15.50%	781	7.50%	378	403	3.0
LDC-17 Other	4,640	15.50%	719	7.50%	348	371	2.7
0	0	0.00%	0	0.00%	0	0	0.0
0	0	0.00%	0	0.00%	0	0	0.0
0	0	0.00%	0	0.00%	0	0	0.0
TOTAL:	11,732	15.50%	1,818	7.50%	880	939	6.9

SITE IMPACT REPORT

MANPOWER IMPACTS

Installation: East Valley DDC
Finance Numbers: 03-2540
Impacted Craft: Clerk

2. CASUALS

	Current AP:	Week 40
a. Current number of impacted craft casualties on the rolls		14
LDC-11 (Automation Letters/Flats)		5
LDC-12 (Mechanized Dist. Letters/Flats)		6
LDC-13 (Mechanized Dist. - Other)		0
LDC-14 (Manual Distribution)		3
LDC-17 (Other Direct Operations)		0
LDC-18 (Indirect/Related)		0
LDC-41 (Unit Distribution - Automated)		0
LDC-43 (Unit Distribution - Manual)		0
LDC-44 (P. O. Box Dist. - Manual)		0
LDC-45 (Window Services)		0
LDC-46 (Vending Equipment)		0
LDC-48 (ADMIN./MISC. - Mxd.)		0
LDC-49 (C.F.S.)		0
Average Through		Week 40
b. Average non-overtime workhours per casual per AP:		147.2
c. Average total non-overtime hours worked by casualties per AP:		2,061
d. Planned reduction in total non-overtime casual workhours per AP:		2,061
e. Number of impacted craft casualties impacted by reduced workhours:		14
f. Number of impacted craft casual positions to be eliminated:		14
LDC-11 (Automation Letters/Flats)		5
LDC-12 (Mechanized Dist. Letters/Flats)		6
LDC-13 (Mechanized Dist. - Other)		0
LDC-14 (Manual Distribution)		3
LDC-17 (Other Direct Operations)		0
LDC-18 (Indirect/Related)		0
LDC-41 (Unit Distribution - Automated)		0
LDC-43 (Unit Distribution - Manual)		0
LDC-44 (P. O. Box Dist. - Manual)		0
LDC-45 (Window Services)		0
LDC-52 (Accounting Techs.)		0
LDC-48 (ADMIN./MISC. - Mxd.)		0
LDC-49 (C.F.S.)		0
g. Number of impacted craft casualties remaining after impacts:		0
h. Provide a narrative justifying the need for these remaining casualties:		
Casuals will be utilized to process fluctuating (Seasonal) volumes and to cover career leave replacement.		

SITE IMPACT REPORT

MANPOWER IMPACTS

Installation: East Valley DDC
Finance Numbers: 03-2540
Impacted Craft: Clerk

3. TRANSITIONAL EMPLOYEES

Current AP: Week 40

a. Current number of impacted craft TE's on the rolls 0

LDC-11 (Automation Letters/Flats)	0
LDC-12 (Mechanized Dist. Letters/Flats)	0
LDC-13 (Mechanized Dist. - Other)	0
LDC-14 (Manual Distribution)	0
LDC-17 (Other Direct Operations)	0
LDC-18 (Indirect/Related)	0
LDC-41 (Unit Distribution - Automated)	0
LDC-43 (Unit Distribution - Manual)	0
LDC-44 (P. O. Box Dist. - Manual)	0
LDC-45 (Window Services)	0
LDC-52 (Accounting Techs.)	0
LDC-48 (ADMIN./MISC. - Mxd.)	0
LDC-49 (C.F.S.)	0

b. Average non-overtime workhours per TE per AP: 0.0

c. Average total non-overtime workhours worked by TE's per AP: 0.0

d. Planned reduction in total non-overtime TE workhours per AP: 0.0

e. Number of TE's impacted by reduced workhours: 0

f. Number of TE positions to be eliminated: 0

LDC-11 (Automation Letters/Flats)	0
LDC-12 (Mechanized Dist. Letters/Flats)	0
LDC-13 (Mechanized Dist. - Other)	0
LDC-14 (Manual Distribution)	0
LDC-17 (Other Direct Operations)	0
LDC-18 (Indirect/Related)	0
LDC-41 (Unit Distribution - Automated)	0
LDC-43 (Unit Distribution - Manual)	0
LDC-44 (P. O. Box Dist. - Manual)	0
LDC-45 (Window Services)	0
LDC-52 (Accounting Techs.)	0
LDC-48 (ADMIN./MISC. - Mxd.)	0
LDC-49 (C.F.S.)	0

g. Number of TE's remaining afetr impacts: 0

h. Provide a narrative justifying the need for these remaining TE's:

SITE IMPACT REPORT

MANPOWER IMPACTS

Installation: East Valley DDC

Finance Numbers: 03-2540

Impacted Craft: Clerk

4. PART-TIME FLEXIBLES (PTF's)

Current AP: Week 40

a. Current number of impacted craft PTF's on the rolls	33
LDC-11 (Automation Letters/Flats)	33
LDC-12 (Mechanized Dist. Letters/Flats)	0
LDC-13 (Mechanized Dist. - Other)	0
LDC-14 (Manual Distribution)	0
LDC-17 (Other Direct Operations)	0
LDC-18 (Indirect/Related)	0
LDC-41 (Unit Distribution - Automated)	0
LDC-43 (Unit Distribution - Manual)	0
LDC-44 (P. O. Box Dist. - Manual)	0
LDC-45 (Window Services)	0
LDC-52 (Accounting Techs.)	0
LDC-48 (ADMIN./MISC. - Mxd.)	0
LDC-49 (C.F.S.)	0

Average Through:

b. Average non-overtime workhours per impacted craft PTF per AP:	140.1
c. Average total non-overtime hours worked by impacted craft PTF's per AP:	4,623.3
d. Planned reduction in total non-overtime impacted craft PTF workhours per AP:	1,070.0
e. Number of individual clerk PTF's impacted by reduced workhours:	33

LDC-11 (Automation Letters/Flats)	33
LDC-12 (Mechanized Dist. Letters/Flats)	0
LDC-13 (Mechanized Dist. - Other)	0
LDC-14 (Manual Distribution)	0
LDC-17 (Other Direct Operations)	0
LDC-18 (Indirect/Related)	0
LDC-41 (Unit Distribution - Automated)	0
LDC-43 (Unit Distribution - Manual)	0
LDC-44 (P. O. Box Dist. - Manual)	0
LDC-45 (Window Services)	0
LDC-52 (Accounting Techs.)	0
LDC-48 (ADMIN./MISC. - Mxd.)	0
LDC-49 (C.F.S.)	0

SITE IMPACT REPORT

MANPOWER IMPACTS

Installation: East Valley DDC
Finance Numbers: 03-2540
Impacted Craft: Clerk

5. PRELIMINARY SUMMARY

Total required AP workhour savings: (from Column E, Page 1)	<u>-9,104</u>
Total planned reduction in overtime workhours per AP: (from Column G, Page 2)	<u>939</u>
Total planned reduction in impacted craft casual non-overtime workhours per AP (from Part d, Page 3)	<u>2,061</u>
Total planned reduction in TE non-overtime workhours per AP: (from Part d, Page 4)	<u>0</u>
Total planned reduction in PTF non-overtime workhours per AP: (from Part d, Page 5)	<u>1,070</u>
	<hr/>
Remaining required AP workhour savings:	<u>-5,034</u>
Remaining required Annual workhour savings:	<u>-65,448</u>
Remaining required annual manyear savings (FTE's @ 1,768):	<u>-37.0</u>

SITE IMPACT REPORT

MANPOWER IMPACTS

Installation:

East Valley DDC

Finance Numbers:

03-2540

Impacted Craft:

Clerk

6. PART-TIME REGULARS (PTR's)

a. Proposed number of impacted craft PTR positions after impact:

	1
LDC-11 (Automation Letters/Flats)	0
LDC-12 (Mechanized Dist. Letters/Flats)	0
LDC-13 (Mechanized Dist. - Other)	0
LDC-14 (Manual Distribution)	1
LDC-17 (Other Direct Operations)	0
LDC-18 (Indirect/Related)	0
LDC-41 (Unit Distribution - Automated)	0
LDC-43 (Unit Distribution - Manual)	0
LDC-44 (P. O. Box Dist. - Manual)	0
LDC-45 (Window Services)	0
LDC-52 (Accounting Techs.)	0
LDC-48 (ADMIN./MISC. - Mxd.)	0
LDC-49 (C.F.S.)	0

b. How many impacted craft PTR positions are to be abolished and/or reverted:

	0
LDC-11 (Automation Letters/Flats)	0
LDC-12 (Mechanized Dist. Letters/Flats)	0
LDC-13 (Mechanized Dist. - Other)	0
LDC-14 (Manual Distribution)	0
LDC-17 (Other Direct Operations)	0
LDC-18 (Indirect/Related)	0
LDC-41 (Unit Distribution - Automated)	0
LDC-43 (Unit Distribution - Manual)	0
LDC-44 (P. O. Box Dist. - Manual)	0
LDC-45 (Window Services)	0
LDC-52 (Accounting Techs.)	0
LDC-48 (ADMIN./MISC. - Mxd.)	0
LDC-49 (C.F.S.)	0

c. Will there be any employee excessing? YES or NO:

NO

d. Of the employees to be excessed out of their sections, but remain within their installations, how many will be:

Excessed
Into:

LDC-11 (Automation Letters/Flats)	0	0
LDC-12 (Mechanized Dist. Letters/Flats)	0	0
LDC-13 (Mechanized Dist. - Other)	0	0
LDC-14 (Manual Distribution)	0	0
LDC-17 (Other Direct Operations)	0	0
LDC-18 (Indirect/Related)	0	0
LDC-41 (Unit Distribution - Automated)	0	0
LDC-43 (Unit Distribution - Manual)	0	0
LDC-44 (P. O. Box Dist. - Manual)	0	0
LDC-45 (Window Services)	0	0
LDC-52 (Accounting Techs.)	0	0
LDC-48 (ADMIN./MISC. - Mxd.)	0	0
LDC-49 (C.F.S.)	0	0

e. Will excessing out of the installation and/or craft be required? YES or NO:

NO

f. How many positions?

Not Applicable

g. List the anticipated installations and vacancies to which assignments will be made on the following page:

SITE IMPACT REPORT

MANPOWER IMPACTS

Installation:

East Valley DDC

Finance Numbers:

03-2540

Impacted Craft:

Clerk

7. FULL-TIME REGULARS (FTR's)

a. Proposed number of impacted craft FTR positions after impact: 19

LDC-11 (Automation Letters/Flats)	15
LDC-12 (Mechanized Dist. Letters/Flats)	0
LDC-13 (Mechanized Dist. - Other)	0
LDC-14 (Manual Distribution)	2
LDC-17 (Other Direct Operations)	1
LDC-18 (Indirect/Related)	1
LDC-41 (Unit Distribution - Automated)	0
LDC-43 (Unit Distribution - Manual)	0
LDC-44 (P. O. Box Dist. - Manual)	0
LDC-45 (Window Services)	0
LDC-52 (Accounting Techs.)	0
LDC-48 (ADMIN./MISC. - Mxd.)	0
LDC-49 (C.F.S.)	0

b. How many impacted craft FTR positions are to be abolished and/or reverted: 37

LDC-11 (Automation Letters/Flats)	0
LDC-12 (Mechanized Dist. Letters/Flats)	8
LDC-13 (Mechanized Dist. - Other)	0
LDC-14 (Manual Distribution)	29
LDC-17 (Other Direct Operations)	0
LDC-18 (Indirect/Related)	0
LDC-41 (Unit Distribution - Automated)	0
LDC-43 (Unit Distribution - Manual)	0
LDC-44 (P. O. Box Dist. - Manual)	0
LDC-45 (Window Services)	0
LDC-52 (Accounting Techs.)	0
LDC-48 (ADMIN./MISC. - Mxd.)	0
LDC-49 (C.F.S.)	0

c. Will there be any employee excessing? Enter YES or NO: Yes

d. Of the employees to be excessed out of their sections, but remain within their installations, how many will be :

	Yes	Excessed Into
LDC-11 (Automation Letters/Flats)	0	0
LDC-12 (Mechanized Dist. Letters/Flats)	0	0
LDC-13 (Mechanized Dist. - Other)	0	0
LDC-14 (Manual Distribution)	0	0
LDC-17 (Other Direct Operations)	0	0
LDC-18 (Indirect/Related)	0	0
LDC-41 (Unit Distribution - Automated)	0	0
LDC-43 (Unit Distribution - Manual)	0	0
LDC-44 (P. O. Box Dist. - Manual)	0	0
LDC-45 (Window Services)	0	0
LDC-52 (Accounting Techs.)	0	0
LDC-48 (ADMIN./MISC. - Mxd.)	0	0
LDC-49 (C.F.S.)	0	0

e. Will excessing out of the installation and/or craft be required? Enter YES or NO: Yes

f. How many positions? 37

g. List the anticipated installations and vacancies to which assignments will be made on the following page.

SITE IMPACT REPORT

MANPOWER IMPACTS

1. OVERTIME

a.	Current impacted LDC overtime rate per Accounting Period:	15.50%
b.	Current impacted LDC overtime workhours per Accounting Period:	1,818
c.	Planned reduction in overtime workhours per Accounting Period:	939
d.	Proposed impacted LDC overtime workhours after installation:	880
e.	Proposed overtime rate in impacted LDC per Accounting Period after installation of the equipment:	7.50%

2. CASUALS

a.	Current number of impacted craft casuals on the rolls:	14
b.	Average hours worked by impacted craft casuals on the rolls:	2,061
c.	Planned reduction in impacted craft workhours per Accounting Period:	2,061
d.	Number of impacted craft casuals impacted by reduced workhours:	14
	- in Manual operations	3
	- in Mechanization	6
	- In Automation	5
e.	Number of impacted craft casual positions to be eliminated:	14
f.	Number of impacted craft casuals remaining:	0
g.	Impacted craft TE's remaining:	0
h.	Justify the need for these remaining casuals: - Casuals will be utilized to meet seasonal fluctuations in mail volumes and for career leave replacement.	

3. PART-TIME FLEXIBLES

a.	Current number of impacted craft PTF's on the rolls:	33
b.	Average hours worked by PTF's per Accounting Period:	4,623
c.	Planned reduction in PTF workhours per Accounting Period:	1,070.0
d.	Number of individual impacted craft PTF's impacted by reduced workhours:	33
	- in Manual operations	0
	- in Mechanization	0
	- In Automation	33

SITE IMPACT REPORT

MANPOWER IMPACTS

4. TRANSITIONAL EMPLOYEES

- a. Current number of impacted craft TE's on the rolls: 0
- b. Average hours worked by impacted craft TE's per Accounting Period: 0.0
- c. Planned reduction in impacted craft TE workhours: 0.0
- d. Number of impacted craft TE positions to be eliminated: 0
- e. Impacted craft TE's remaining: 0
- f. Justification for retaining new TE's within a craft:
- Not Applicable.

5. FULL-TIME REGULAR EMPLOYEES

- a. How many full-time positions are to be abolished and/or reverted: 37
- b. Will there be employee excessing? Enter YES or NO: Yes
- c. Will excessing out of the installation be required? Enter YES or NO: Yes
- d. How many positions? 37
- e. List anticipated Post Offices and vacancies to which assignment(s) will be made:

Facility/Installation:	Assignment:
Phoenix Plant, P&DC	Withhelds
West Valley L&DC	Withhelds
Scottsdale Post Office	Withhelds
Tempe Post Office	Withhelds
Chandler Post Office	Withhelds
Gilbert Post Office	Withhelds
Mesa Post Office	Withhelds
Apache Junction Post Office	Withhelds
Queen Creek Post Office	Withhelds
Higley Post Office	Withhelds

- f. Provide a narrative explaining the need for excessing:
Excessing will be required to allow the East Valley DDC to reduce complement proportionally to the reduced workload.

SITE IMPACT REPORT

MANPOWER IMPACTS

- g. Provide a narrative of your current and future plan and adjustments made as a result of deployment:
N/A

SITE IMPACT REPORT

MANPOWER IMPACTS

Installation: East Valley DDC

Finance Numbers: 03-2540

Impacted Craft: Clerk

A AFFECTED L.D.C.	B AFFECTED CRAFT	C CURRENT WEEKLY WORKHOURS	D PROPOSED WEEKLY WORKHOURS	E DAILY SAVINGS (WORKHOURS)
LDC-11 (Automation Letters/Flats)	Clerk	0	0	0
LDC-12 (Mechanized Dist. Letters/Flats)	Clerk	513	0	86
LDC-13 (Mechanized Dist. - Other)	Clerk	0	0	0
LDC-14 (Manual Distribution)	Clerk	1,260	0	210
LDC-17 (Other Direct Operations)	Clerk	1,160	657	84
LDC-18 (Indirect/Related)	Clerk	0	0	0
LDC-41 (Unit Distribution - Automated)	Clerk	0	0	0
LDC-43 (Unit Distribution - Manual)	Clerk	0	0	0
LDC-44 (P. O. Box Dist. - Manual)	Clerk	0	0	0
LDC-45 (Window Services)	Clerk	0	0	0
LDC-52 (Accounting Techs.)	Clerk	0	0	0
LDC-48 (ADMIN./MISC. - Mxd.)	Clerk	0	0	0
LDC-49 (C.F.S.)	Clerk	0	0	0

* "E" Based on an average of 6-work days per week