



AMENDED

June 6, 2017

Omar Gonzalez
Western Region Coordinator
American Postal Workers Union, AFL-CIO
1350 Old Bayshore Hwy. Suite 360
Burlingame, CA 94010-1882

Cert No: 9114999944314228457469

To: NM State President

Re: Las Vegas Impact

Please review and send me your issues and concerns as soon as you are able. Please check your seniority list to assure accuracy.

Thanks,

Omar M Gonzalez
Regional Coordinator

CC: Joann Gerhart, NBA

SUBJECT: Notice of Impacts in the Arizona District

Dear Mr. Gonzalez,

This letter is with regard to the *workload reduction* at the Las Vegas, NM. In order to minimize impact due to the workload reductions we are authorizing the withholding of one (1) Full Time Level 6 clerk residual vacancy at the same 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
James Davey
Manager Human Resources (A)
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 Arizona
Manager Human Resources Arizona
Manager Labor Relations Arizona
NALC Region 4
NPMHU Regional Director Oakland



June 6, 2017

Omar Gonzalez
Western Region Coordinator
American Postal Workers Union, AFL-CIO
1350 Old Bayshore Hwy. Suite 360
Burlingame, CA 94010-1882

SUBJECT: Notice of Impacts in the Arizona District

Dear Mr. Gonzalez,

This letter is with regard to the removal of equipment at the Las Vegas, NM. In order to minimize impact due to the workload reductions we are authorizing the withholding of one (1) Full Time Level 6 clerk residual vacancy at the same 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
James Davey
Manager Human Resources (A)
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 Arizona
Manager Human Resources Arizona
Manager Labor Relations Arizona
NALC Region 4
NPMHU Regional Director Oakland

WorkHour Impact Report

Impacted Bid Cluster	LAS VEGAS POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	10/30/2017
Period (Dates) of Review Performed	05/28/2016 thru 05/26/2017
Report Prepared By	Victoria Valenzuela
Report Prepared Date	06/05/2017
Reviewed By	John Diperi
Phone	(602) 225-5400

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	223	190	-33	-132	-1716	-1	1456

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	0	0%	0	0		0	0%

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	
NA	

Mail Handler (MHAs)

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

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	

City Carrier Assistant (CCAs)

a. Current Number of CLERK CCAs on Rolls	0
b. Current Total Non-OverTime CLERK CCA Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK CCA Hours per Month	0
d. Number of CLERK CCAs that will have Reduced Hours	0
e. Number of CLERK CCAs that will be Terminated	0

- f. Number of CLERK CCAs Remaining After Impact 0
- g. Provide Narrative Justifying need for Remaining CLERK CCAs
NA

Postal Support Employees (PSE)

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

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	
NA	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	8
b. Planned Number of CLERK FTR Positions After Impact	7
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	1
e. Provide Narrative Explaining need for Excessing	

Main - earn 5.89 actual 7.20 variance 1.31 Workload reduction to SPLY - flats -27.9% Box flats -3.4% West - earn .59 actual 1.10 variance .51 Workload reduction SPLY - box letters -6.1%, box flats -9.8%, box parcels -9.0%

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-132
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in MHA Non-OT Hours per Month	0
e. Planned Reduction in PTF Non-OT Hours per Month	0
f. Planned Reduction in CCA Non-OT Hours per Month	0
g. Planned Reduction in PSE Non-OT Hours per Month	0
h. Total Planned Non-OT Hours per Month	760
i. Total FTE Savings	-1

FINANCE OFFICE	FULL NAME	JOB TITLE	PAY LEVEL	D/A	FUNC	VET	PREF	SEN DATE	CRAFT
344852	LVS-WEST LAS VEGAS ST PACHECO LARRY A.	LEAD SALES & SERVICES ASSOCIATE	7 110		4	Y		10/29/1994	
344851	LAS VEGAS PO ATKINS MICHELE J.	WINDOW CLK	6 110		4	N		3/18/1995	
344851	LAS VEGAS PO MARTINEZ KENNETH	SALES,SVCS/DISTRIBUTION ASSOC	6 110		4	Y		9/12/1998	
344851	LAS VEGAS PO MONTROYA DAVID C.	LEAD SALES & SERVICES ASSOCIATE	7 110		4	N		7/29/2000	
344851	LAS VEGAS PO ROGERS BOBBY J.	SALES,SVCS/DISTRIBUTION ASSOC	6 110		4	Y		4/6/2002	
344851	LAS VEGAS PO KUGLER BARRY	SALES,SVCS/DISTRIBUTION ASSOC	6 110		4	Y		4/1/2006	
344851	LAS VEGAS PO GARCIA-MARTINEZ KATHERINE L.	SALES,SVCS/DISTRIBUTION ASSOC	6 110		4	N		11/25/2006	
345859	MONTEZUMA PO MONTANO SHEILA	PSE SALES & SVCS/DISTRIBUTION ASSO	6 814		4	N		7/18/2015	
344851	LAS VEGAS PO COOK FREDRICK W.	SALES,SVCS/DISTRIBUTION ASSOC	6 110		4	N		10/1/2016	
347329	ROCJADA PO GALINDO PABLO G.	PSE SALES & SVCS/DISTRIBUTION ASSO	6 814		4	Y		3/18/2017	
349366	WATROUS PO USREY DOYLE R.	PSE SALES & SVCS/DISTRIBUTION ASSO	6 814		4	N		6/3/2017	

Customer Service Variance Summary
Lead Unit LAS VEGAS PO (344851) 202 Customer Service Days 10/01/2016 - 06/02/2017

TOTAL LDC 41	TOTAL LDC 42	TOTAL LDC 43	TOTAL LDC 44	TOTAL LDC 45	TOTAL LDC 48	TOTAL CSV
Achieved: 0.00%	Achieved: 9.89%	Achieved: 87.87%	Achieved: 41.29%	Achieved: 86.64%	Achieved: 95.10%	Achieved: 78.13%
Actual: 0	Actual: 615	Actual: 3,529	Actual: 1,603	Actual: 2,860	Actual: 2,493	Actual: 11,100
Earned: 0	Earned: 61	Earned: 3,101	Earned: 662	Earned: 2,478	Earned: 2,371	Earned: 8,672*
Variance: 0	Variance: 554	Variance: 428	Variance: 941	Variance: 382	Variance: 122	Variance: 2,428

FTES Clerks/MailHandlers

Actual: 8

FTES Clerks/MailHandlers Earned: 6

FTES Variance: 1.8

Unit Name	LDC 41	LDC 42	LDC 43	LDC 44	LDC 45	LDC 48	LDC 43/44	LDC 45 Trans	Total F4 Hours	Total F4 Hours	FTES Actual	FTES Earned	FTES Variance
	% Ach	% Ach	% Ach	% Ach	% Ach	% Ach	Vol % Var	% Var	% Achd	% Var			
LAS VEGAS PO (APO) (S:19)	0.00	10.07	89.77	43.24	98.97	94.91	-6.71	6.15	81.81	1,751.24	7.20	5.89	1.31
LVS-WEST LAS VEGAS ST	0.00	0.00	30.22	33.78	54.62	96.96	-0.73	-	54.01	676.57	1.10	0.59	0.51
								10.46					

[RETURN TO MAIN](#)

[HELP](#)

--- Menu ---

LDC 41 TPF Flts Vol Pcs	0		0	0	0.00%
Auto/Mech Volume	0		0	0	0.00%
LDC 43 Dist Vol Ltrs (Ft)	1,332		1,744	412	30.93%
LDC 43 Dist Vol Flts (Ft)	5,450		4,390	-1060	-19.45%
LDC 43 Dist Vol PP/Sprs	158,844		169,799	10,955	6.90%
LDC 44 Box Ltrs (Ft)	2,258		2,262	4	0.18%
LDC 44 Box Flts (Ft)	1,340		1,288	-52	-3.88%
Manual Vol (w/o PP/Sprs)	10,379		9,684	-695	-6.70%
LDC 45 Transactions	71,236		75,616	4,380	6.15%
Retail Transaction Volume	71,236		75,616	4,380	6.15%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	0	0	0	0	0.00%
LDC 41 Flt PPH	0	0	0	0	0.00%
LDC 43 Dist Vol Ltrs FPH	9.32	9.32	3.31	-6.01	35.50%
LDC 43 Dist Vol Flts FPH	11.65	11.65	7.08	-4.57	60.77%
LDC 43 Dist PP/Sprs PPH	270	270	156	-114	57.78%
LDC 43 Allied Hrs per day	9.28	9.28	5.86	-3.42	158.39%
LDC 44 Box Ltr/Flt FPH	6.50	6.45	2.79	-3.66	43.24%
LDC 45 Min. per Trans	1.59	1.62	1.64	0.02	98.97%
LDC 45 Trans per 1412	133.76	186.22	122.75	63.47	65.92%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
City Routes	9		9	0	0.00%
Rural Routes	1		1	0	0.00%
CDS Routes	9		9	0	0.00%
POB Equivalent Routes	12		12	0	0.00%
<i>City Deliveries</i>			6243		
<i>City Intermediate Deliveries</i>			0		
<i>City Drop Deliveries</i>			56		
Total City Deliveries	6223		6299	76	1.22%
<i>Rural Deliveries</i>			804		
<i>Rural Intermediate Deliveries</i>			0		
<i>Rural Drop Deliveries</i>			18		
Total Rural Deliveries	796		822	26	3.27%
<i>CDS Deliveries</i>			2357		
<i>CDS Intermediate Deliveries</i>			329		
<i>CDS Drop Deliveries</i>			10		
Total CDS Deliveries	2299		2696	397	17.27%
PO Box Deliveries	1415		1400	-15	-1.06%
FTES DAILY STAFFING ANALYSIS					

	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Clerk/Mailhandler	5.75	5.89	7.20	1.31	

--- Menu ---

LDC 41 TPF Flts Vol Pcs	0		0	0	0.00%
Auto/Mech Volume	0		0	0	0.00%
LDC 43 Dist Vol Ltrs (Ft)	49		63	14	28.57%
LDC 43 Dist Vol Flts (Ft)	48		70	22	45.83%
LDC 43 Dist Vol PP/Sprs	261		0	-261	-100.00%
LDC 44 Box Ltrs (Ft)	490		474	-16	-3.27%
LDC 44 Box Flts (Ft)	251		225	-26	-10.36%
Manual Vol (w/o PP/Sprs)	838		832	-6	-0.72%
LDC 45 Transactions	19,606		17,555	-2,051	-10.46%
Retail Transaction Volume	19,606		17,555	-2,051	-10.46%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	0	0	0	0	0.00%
LDC 41 Flt PPH	0	0	0	0	0.00%
LDC 43 Dist Vol Ltrs FPH	9.32	9.32	2.17	-7.15	23.31%
LDC 43 Dist Vol Flts FPH	11.56	11.68	1.56	-10.12	13.32%
LDC 43 Dist PP/Sprs PPH	270	0	0	0	0.00%
LDC 43 Allied Hrs per day	0.10	0.11	0.08	-0.02	125.83%
LDC 44 Box Ltr/Flt FPH	7.57	6.25	2.11	-4.14	33.78%
LDC 45 Min. per Trans	1.39	1.48	2.72	1.23	54.62%
LDC 45 Trans per 1412	116.03	203.49	105.12	98.37	51.66%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
City Routes	0		0	0	0.00%
Rural Routes	0		0	0	0.00%
CDS Routes	0		0	0	0.00%
POB Equivalent Routes	2		2	0	0.00%
<i>City Deliveries</i>			0		
<i>City Intermediate Deliveries</i>			0		
<i>City Drop Deliveries</i>			0		
Total City Deliveries	0		0	0	0.00%
<i>Rural Deliveries</i>			0		
<i>Rural Intermediate Deliveries</i>			0		
<i>Rural Drop Deliveries</i>			0		
Total Rural Deliveries	0		0	0	0.00%
<i>CDS Deliveries</i>			0		
<i>CDS Intermediate Deliveries</i>			0		
<i>CDS Drop Deliveries</i>			0		
Total CDS Deliveries	0		0	0	0.00%
PO Box Deliveries	276		278	2	0.72%
FTES DAILY STAFFING ANALYSIS					

	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Clerk/Mailhandler	0.60	0.59	1.10	0.50	

Santa Fe, New Mexico, United States

