



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: 911499944314228457469

To: NM State President

Re: Taos NM 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 Taos, NM. In order to minimize impact due to the workload reductions we are authorizing the withholding of one (1) Full Time Level 7 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 Taos, NM. In order to minimize impact due to the workload reductions we are authorizing the withholding of one (1) Full Time Level 7 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 Bld Cluster	TAOS 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 05/28/2017
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 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	178	147	-31	-124	-1612	-2	1040

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	8	4.5%	-9	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	2
b. Current Total Non-OverTime CLERK PTFs Hours per Month	160
c. Planned Reduction In Total Non-OverTime CLERK PTFs Hours per Month	-16
d. Number of CLERK PTFs that will have Reduced Hours	2
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 1
b. Current Total Non-OverTime CLERK PSE Hours per Month 72
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -12
d. Number of CLERK PSE that will have Reduced Hours 1
e. Number of CLERK PSE that will be Terminated 0
f. Number of CLERK PSE Remaining After Impact 1
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	6
b. Planned Number of CLERK FTR Positions After Impact	5
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	

CSV earned 6.42 actual 8.13 variance 1.73 workload reduction % SPLY:
letters -21.1, flats -4.9, parcels -14.4, box letters -5.3, box flats -5.3

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-96
b. Planned Reduction In Total OT Hours per Month	-36
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	-16
f. Planned Reduction in CCA Non-OT Hours per Month	0
g. Planned Reduction in PSE Non-OT Hours per Month	-12
h. Total Planned Non-OT Hours per Month	588
i. Total FTE Savings	-2

FINANCE	OFFICE	FULL NAME	JOB TITLE	PAY LEVEL	D/A	FUNC	VET PREF	SEN DATE	CRAFT
348463	TAOS PO	MARTINEZ LUCAS A.	SALES.SVCS/DISTRIBUTION ASSOC	6	110	4 Y		4/13/1985	
348464	TAO-TAOS CARRIER ANX	MARTINEZ ELMER C.	SALES.SVCS/DISTRIBUTION ASSOC	6	110	4 N		12/2/1989	
348463	TAOS PO	GAILLOUR ANNETTE H.	LEAD SALES & SERVICES ASSOCIATE	7	110	4 N		11/17/1990	
348464	TAO-TAOS CARRIER ANX	VALERIO JEANNIE P.	SALES.SVCS/DISTRIBUTION ASSOC	6	110	4 N		11/27/1993	
348463	TAOS PO	ORTIZ BEVERLY A.	SALES.SVCS/DISTRIBUTION ASSOC	6	110	4 N		1/21/1995	
348464	TAO-TAOS CARRIER ANX	DURAN JR ELIGIO J.	LEAD SALES & SERVICES ASSOCIATE	7	110	4 N		2/10/2001	
348463	TAOS PO	SUAZO MICHAEL J.	SALES.SVCS/DISTRIBUTION ASSOC	6	410	4 N		5/5/2012	
348463	TAOS PO	VARGAS RUDOLFO	SALES.SVCS/DISTRIBUTION ASSOC	6	410	4 N		2/22/2014	
348463	TAOS PO	MONTOYA JOSEPH	PSE SALES & SVCS/DISTRIBUTION ASSO	6	814	4 N		1/9/2017	

Customer Service Variance Summary													
Lead Unit TAOS PO (348463) 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: 58.86%	Achieved: 130.03%	Achieved: 54.85%	Achieved: 63.29%	Achieved: 89.32%	Achieved: 78.75%							
Actual: 0	Actual: 7	Actual: 1,877	Actual: 2,161	Actual: 4,491	Actual: 2,359	Actual: 10,895							
Earned: 0	Earned: 4	Earned: 2,441	Earned: 1,185	Earned: 2,842	Earned: 2,107	Earned: 8,579*							
Variance: 0	Variance: 3	Variance: -564	Variance: 976	Variance: 1,649	Variance: 252	Variance: 2,316							
FTES Clerks/MailHandlers													
Actual: 8			FTES Clerks/MailHandlers Earned: 6						FTES Variance: 1.7				
Unit Name	LDC 41 % Ach	LDC 42 % Ach	LDC 43 % Ach	LDC 44 % Ach	LDC 45 % Ach	LDC 48 % Ach	LDC 43/44 Vol % Var	LDC 45 Trans % Var	Total F4 Hours % Achd	Total F4 Hours Var	FTES Actual	FTES Earned	FTES Variance
TAO-TAOS CARRIER ANX	0.00	0.00	74.51	0.00	39.85	82.13	-41.06	0.00	66.56	1,356.17	3.03	2.02	1.01
TAOS PO (S:10)	0.00	58.86	17,441.55	54.85	71.41	94.88	-0.51	-	85.97	959.56	5.11	4.40	0.72
								19.89					

RETURN TO SELECT

END TO EXECUTE

-- 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)	38		31	-7	-18.42%
LDC 43 Dist Vol Flts (Ft)	36		35	-1	-2.78%
LDC 43 Dist Vol PP/Sprs	5,264		4,968	-296	-5.62%
LDC 44 Box Ltrs (Ft)	4,319		4,223	-96	-2.22%
LDC 44 Box Flts (Ft)	2,636		2,704	68	2.58%
Manual Vol (w/o PP/Sprs)	7,029		6,993	-36	-0.51%
LDC 45 Transactions	101,612		81,401	-20,211	-19.89%
Retail Transaction Volume	101,612		81,401	-20,211	-19.89%
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	9.29	9.18	15.50	6.32	168.87%
LDC 43 Dist Vol Flts FPH	11.64	11.60	17.50	5.90	150.86%
LDC 43 Dist PP/Sprs PPH	270	270	2484	2214	920.00%
LDC 43 Allied Hrs per day	5.06	5.06	0.00	-5.06	0.00%
LDC 44 Box Ltr/Fit FPH	7.59	5.84	3.21	-2.64	54.85%
LDC 45 Min. per Trans	1.71	1.76	2.46	0.70	71.41%
LDC 45 Trans per 1412	149.55	172.04	138.44	33.60	80.47%
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	23		23	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	2730		2722	-8	-0.29%
FTES DAILY STAFFING ANALYSIS					

	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Clerk/Mailhandler	4.61	4.40	5.11	0.71	

-- 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)	994		1,099	105	10.56%
LDC 43 Dist Vol Flts (Ft)	2,815		3,501	686	24.37%
LDC 43 Dist Vol PP/Sprs	163,323		178,490	15,167	9.29%
LDC 44 Box Ltrs (Ft)	3,972		0	-3972	-100.00%
LDC 44 Box Flts (Ft)	23		0	-23	-100.00%
Manual Vol (w/o PP/Sprs)	7,805		4,600	-3205	-41.06%
LDC 45 Transactions	0		16,943	16,943	0.00%
Retail Transaction Volume	0		16,943	16,943	0.00%
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	5.36	-3.96	57.52%
LDC 43 Dist Vol Flts FPH	11.65	11.65	22.16	10.51	190.20%
LDC 43 Dist PP/Sprs PPH	270	270	252	-18	93.33%
LDC 43 Allied Hrs per day	1.56	1.56	3.97	2.41	39.27%
LDC 44 Box Ltr/Flt FPH	0.00	0.00	0.00	0.00	0.00%
LDC 45 Min. per Trans	0.00	1.63	4.09	2.46	39.85%
LDC 45 Trans per 1412	0.00	185.13	110.74	74.39	59.82%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
City Routes	6		6	0	0.00%
Rural Routes	0		0	0	0.00%
CDS Routes	3		3	0	0.00%
POB Equivalent Routes	0		0	0	0.00%
<i>City Deliveries</i>			4658		
<i>City Intermediate Deliveries</i>			0		
<i>City Drop Deliveries</i>			87		
Total City Deliveries	4637		4745	108	2.33%
<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>			510		
<i>CDS Intermediate Deliveries</i>			0		
<i>CDS Drop Deliveries</i>			6		
Total CDS Deliveries	510		516	6	1.18%
PO Box Deliveries	0		0	0	0.00%
FTES DAILY STAFFING ANALYSIS					

	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Clerk/Mailhandler	1.62	2.02	3.03	1.02	

New Mexico, United States, North America

