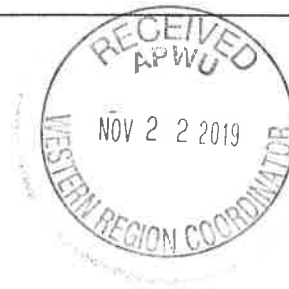




To: Pacific Area Local(s)
 Western Area Local(s)
 So. West Area Local(s)

November 20, 2019



Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration

 Please review, take action and reduce issues to writing
 Comments

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

Car M. Gonzalez, Coordinator

SUBJECT: Notice of Withholding for the Seattle District

Dear Mr. Gonzalez,

This letter is with regard to the workload reductions in the Clarkston, WA Post Office, it is anticipated that it will be necessary to excess one (1) Full-Time Clerk, PS Level 6 outside the craft and/or installation. Therefore, we authorize the withholding for the same position in levels PS-6 and below in surrounding installations within a 50 mile radius. These positions include clerk, carrier, mail handler and maintenance 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
 Western Area

Attachments: Impact Report, Seniority List, Map, Supportive Documentation

Cc: Manager Labor Relations Western Area
 District Manager Seattle
 Manager Human Resources Seattle
 Manager Labor Relations Seattle
 Compliment Coordinator
 NALC Region 2
 NPMHU Regional Director Denver

WorkHour Impact Report

Impacted Bid Cluster	CLARKSTON POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	02/29/2020
Period (Dates) of Review Performed	11/10/2018 thru 11/08/2019
Report Prepared By	Carmela Tiangco
Report Prepared Date	11/14/2019
Reviewed By	Michael Mirides
Phone	(253) 214-1701

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	72	36	-36	-144	-1872	-1	1872

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	4	5.6%	-2	0		2	5.6%

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	

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	

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	

City Carrier Assistant (CCAs)

a. Current Number of CLERK CCAs on Rolls	0
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- 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

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

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	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	2
b. Planned Number of CLERK FTR Positions After Impact	1
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	
Reduce FTR position by 1	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-144
b. Planned Reduction In Total OT Hours per Month	-8
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	144
i. Total FTE Savings	-1

CUSTOMER SERVICE VARIANCE - [980] SEATTLE PFC

CLARKSTON PO - CLARKSTON PO 541470

MPOD 6 | Date: 11/21/2019

Analysis Period: 2019-05-18 to 2019-11-15 - Customer Service Days: 151

Unit Level: 18 Man Yr: 0 CAG: F

Benchmark Dates: FY 2019 WK 1 - FY 2019 WK 52 R & S

[CLARKSTON PO] CLARKSTON PO (541470) ▾

COMPLEMENT ANALYSIS

Unit Variables	Benchmark	Earned	Actual	Variance	% Achieved
Full Time Clerk			2		
Part Time Flexible Clerk			0		
Part Time Regular Clerk			0		
Postal Support Employee			0		
Non-Traditional Full-Time			0		
Flex Non-Traditional FT			0		
Full Time Mailhandler			0		
Part Time Flexible Mailhandler			0		
Part Time Regular Mailhandler			0		
MailHandler Assistant			0		
Full Time Equivalent Emp	1	1	2		
Full Time Equivalent Hrs	1792	1792	1820		

WORKHOUR ANALYSIS

Automation/Mechanization (Letters, Parcels)

Unit Variables	Benchmark	Earned	Actual	Variance	% Achieved
LDC 41 Letters Hours	0	0	0	0	0.00%
LDC 41 Parcels Hours	0	0	0	0	0.00%
Total Auto/Mech Hours	0	0	0	0	0.00%

Manual (LDC43-44)

LDC 43L Hours	8	9	6	-3	156.77%
LDC 43F Hours	7	7	8	-1	119.22%
LDC 43P Hours	18	17	29	12	59.68%
LDC 43A Hours	35	34	40	6	84.57%
LDC 43 Total	68	66	80	14	82.89%
LDC 44 Hours	158	151	145	-8	103.80%
Total Manual Hours	227	217	225	8	96.44%

Retail/Admin (LDC 42,45,48)

LDC 42 Hours	93	91	88	7	93.06%
LDC 45 Hours	664	815	765	-50	106.50%
LDC 48 Hours	234	233	732	499	31.83%
Total Retail/Admin Hours	1292	1139	1595	456	71.41%

Workload Based Hours

Workload Based Hours	1,132.54	1,355.74			
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Unit Open Hours

Unit Open Hours	1,469	1,488.50			
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Unit SubTotal Hours

Unit SubTotal Hours					
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<i>SubTotal Earned Hours are the greater of Workload based or Unit Open hours</i>	1,132.54	1,469.73			
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PM BUW Offset

PM BUW Offset		(250.00)			
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Total Function Four

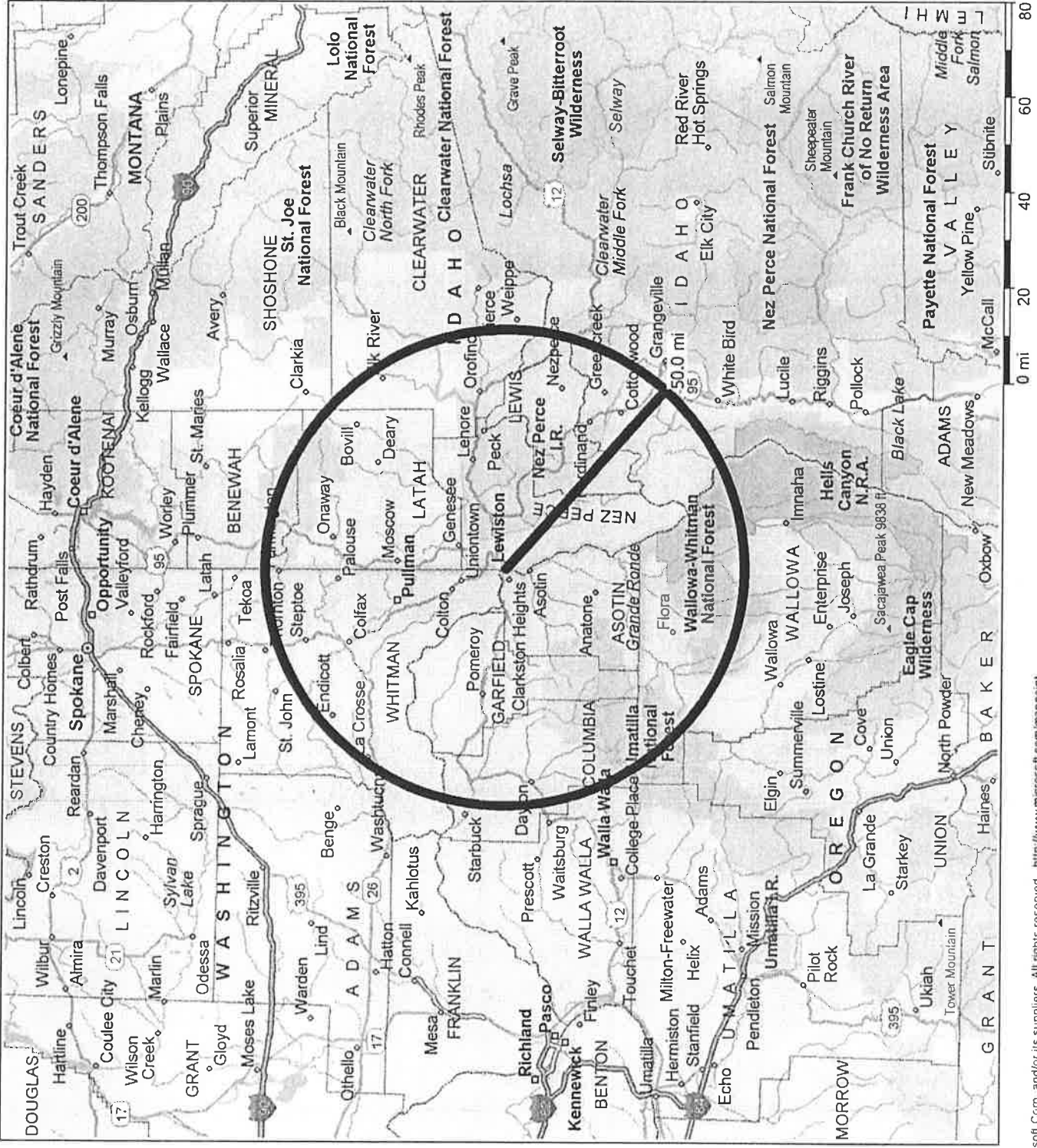
Total Function Four					
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<i>Total Earned Hours are the greater of Workload based or Unit Open hours</i>	1133	1,080	1820	740	58.34%
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2 of 26 weeks workload earned hours exceeded unit open hours

FINANCE	OFFICE	LAST	FIRST	EMP ID	JOB ID	JOB TITLE	EMP LEVEL	D/A	FUNC	LDC	OCC CODE	SEN DATE	VET PREF
541470	CLARKSTON PO	PATEREAU	ELIZABETH	3110649	95537081	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	8/1/1998	N
541470	CLARKSTON PO	ERICE	JOHN	3118628	95551134	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	1/18/1997	Y

United States, North America



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