



November 15, 2019

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Subject: Withholding – Mississippi District  
Hattiesburg Mississippi

Attached are the impact statements from the Mississippi District that reflects the reduction in staffing at the Hattiesburg Post Office resulting in changes in operations. It is anticipated that attrition alone will not be sufficient to avoid excessing outside the craft and/or installation.

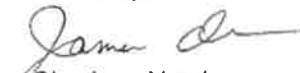
<u>Office</u>	<u>Number of Impacted Employees</u>
Hattiesburg Post Office	1 Level 9 BEM

Based on the attached, this is your notification that full-time residual vacancies in all crafts, Level 9 and below, within this installation and within the surrounding 50 miles will be withheld in accordance with Article 12 of the Collective Bargaining Agreement, up to the number indicated.

Any involuntary reassignments necessitated will be effected in accordance with Article 12 of the Collective Bargaining Agreement.

If you have any questions, please contact James Oliver at 504-589-1551.

Sincerely,

  
Charisse Newberry

Attachments:

Cc: Manager, Human Resources, Mississippi District  
Manager, Labor Relations, SA Office & Mississippi District  
Complement Coordinator, SA Office & Mississippi District



## WorkHour Impact Report

<b>Impacted Bid Cluster</b>	HATTIESBURG POST OFFICE
<b>Installation Address</b>	
<b>Area Name</b>	SOUTHERN
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	02/29/2020
<b>Period (Dates) of Review Performed</b>	10/27/2018 thru 11/08/2019
<b>Report Prepared By</b>	Cathy Douell
<b>Report Prepared Date</b>	11/15/2019
<b>Reviewed By</b>	Henry Dominguez
<b>Phone</b>	(601) 351-7043

# WorkHour Impact Report

Craft = MAINTENANCE

	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	380	345	-35	-140	-1820	-1	1820

## 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	40	10.5%	-4	0		36	10.4%

## WorkHour Impact Report

### Casuals

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

### Mail Handler (MHAs)

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

### Part Time Flexible (PTFs)

a. Current Number of MAINTENANCE PTFs on Rolls	0
b. Current Total Non-OverTime MAINTENANCE PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE PTFs Hours per Month	0
d. Number of MAINTENANCE PTFs that will have Reduced Hours	0
e. Will there be any MAINTENANCE PTFs Excessed from Craft or Installation	NO
If Yes how Many MAINTENANCE PTFs	0
f. Provide Narrative Explaining need for Excessing	
N/A	

### City Carrier Assistant (CCAs)

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

**Postal Support Employees (PSE)**

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

## WorkHour Impact Report

### Part Time Regular (PTRs)

a. Current Number of MAINTENANCE PTRs on Rolls	0
b. Planned Number of MAINTENANCE PTR Positions after Impact	0
c. Estimated Number of MAINTENANCE PTR Attrition	0
d. Will there be any MAINTENANCE PTRs Excessed from Craft or Installation	NO
MAINTENANCE PTRs	0
e. Provide Narrative Explaining need for Excessing	
N/A	

### Full Time Regular (FTRs)

a. Current Number of MAINTENANCE FTRs on Rolls	11
b. Planned Number of MAINTENANCE FTR Positions After Impact	10
c. Estimated Number of MAINTENANCE FTR Attrition	0
d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation	YES
If Yes how Many MAINTENANCE FTRs	1
e. Provide Narrative Explaining need for Excessing	
One BEM will be impacted.	

## WorkHour Impact Report-MAINTENANCE

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-140
b. Planned Reduction in Total OT Hours per Month	-16
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	1380
i. Total FTE Savings	-1