



November 15, 2019

Eileen Mills
Regional Director
1101 Connecticut Ave. N.W., suite 500
Washington, D.C. 20036

Kennith L. Beasley
11811 North Freeway, Suite 385
Houston, Texas 77060

Javier Bernal
23760 Highway 59 North
Kingswood, Tx 77339

Subject: Withholding –Fort Worth District
Lubbock P&DC
Event #65157

Attached are the impact statements from the Fort Worth District that reflects the reduction in staffing at the Lubbock P&DC resulting in changes in operations. It is anticipated that attrition alone will not be sufficient to avoid excessing outside the craft and/or installation.

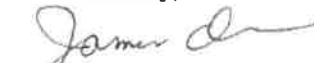
| <u>Office</u> | <u>Number of Impacted Employees</u> |
|------------------------|-------------------------------------|
| Lubbock TX Post Office | 1 FTR Level 7 MOS Clerk |

Based on the attached, this is your notification that full-time residual vacancies in all crafts, level 7 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, Fort Worth District
Manager, Labor Relations, SA Office & Fort Worth District
Complement Coordinator, SA Office & Fort Worth District



WorkHour Impact Report

| | |
|---|-----------------------------------|
| Impacted Bid Cluster | LUBBOCK POST OFFICE |
| Installation Address | |
| Area Name | SOUTHERN |
| Impact Type | Reduction Other Than by Attrition |
| Date of Impact | 05/30/2020 |
| Period (Dates) of Review Performed | 10/27/2018 thru 10/25/2019 |
| Report Prepared By | Cindy Muckensturm |
| Report Prepared Date | 11/18/2019 |
| Reviewed By | Timothy Vierling |
| Phone | (817) 317-3301 |

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 | 1095 | 1060 | -35 | -140 | -1820 | -1 | 1716 |

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 | 86 | 7.9% | -3 | 0 | | 83 | 7.8% |

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 |
|--|---|

| | |
|--|---|
| 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 | 3 |
| b. Planned Number of MAINTENANCE PTR Positions after Impact | 3 |
| c. Estimated Number of MAINTENANCE PTR Attrition | 0 |
| d. Will there be any MAINTENANCE PTRs Excessed from Craft or Installation MAINTENANCE PTRs | NO 0 |
| e. Provide Narrative Explaining need for Excessing N/A | |

Full Time Regular (FTRs)

| | |
|---|----------|
| a. Current Number of MAINTENANCE FTRs on Rolls | 31 |
| b. Planned Number of MAINTENANCE FTR Positions After Impact | 30 |
| c. Estimated Number of MAINTENANCE FTR Attrition | 0 |
| d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation If Yes how Many MAINTENANCE FTRs | YES 1 |
| e. Provide Narrative Explaining need for Excessing Excessing due to volume reduction/staffing changes. | |

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 | -12 |
| 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 | 4240 |
| i. Total FTE Savings | -1 |