



RECEIVED
APWU
DEC 31 2014
WESTERN REGION
COORDINATOR

() Pacific Area Local(s)
(X) Western Area Local(s)
() So. West Area Local(s)

(X) Withholding Info
(X) Staffing Issue(s)
() Status Update
() Grievance Administration
() Please review, take action
and reduce issues to writ-
ing
(X) Comments

December 31, 2014

Omar M. Gonzalez
APWU Western Region Coordinator
1350 Old Bayshore Hwy., Ste. 360
Burlingame, CA 94010-1882

Simon M. Gonzalez, Coordinator

RE: Notice of Withholding for Alamogordo, NM

Dear Mr. Gonzalez:

Please be advised that due to workload reduction at the Alamogordo, NM Post Office it is anticipated that it will be necessary to excess the following Clerks outside the craft and/or installation.

- Three (3), Full-Time (FT) Clerks, PS-6

Therefore, we authorize the withholding for the same positions in level PS-6 and below in the clerk, maintenance, letter carrier and mail handler crafts within 50 miles of the Alamogordo, NM Post Office

If you have any questions, please contact Scott Sutton and/or Anita Works, Labor Relations Specialists, Western Area at 303-313-5605.

Sincerely,

Anita Works for
Simon M. Storey
Manager, Human Resources
Western Area

cc: Manager Labor Relations, Western Area
Manager In-Plant Support, Western Area
District Manager, Arizona
Manager Human Resources, Arizona
Manager Labor Relations, Arizona
Complement Coordinator, Arizona
Regional Director NPMHU, Denver
NALC National Business Agent, Region 10

Attachments: Workhour Impact Report, Supporting Documents, Seniority Roster, Map

aw.46581

1745 STOUT ST., STE. 600
DENVER, CO 80299-4000
(303) 313-5020
FAX: 313-5021

WorkHour Impact Report

Impacted Bid Cluster	ALAMOGORDO POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	04/18/2015
Period (Dates) of Review Performed	11/23/2013 thru 11/21/2014
Report Prepared By	Jennifer Montoya
Report Prepared Date	12/18/2014
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	374	236	-138	-552	-7176	-4	1768

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	11	2.9%	-4	0		7	3%

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	
n/a	

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	
n/a	

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	
n/a	

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	
n/a	

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	
n/a	

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	
n/a	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	11
b. Planned Number of CLERK FTR Positions After Impact	7
c. Estimated Number of CLERK FTR Attrition	1
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	3
e. Provide Narrative Explaining need for Excessing	
Underwood has already left	

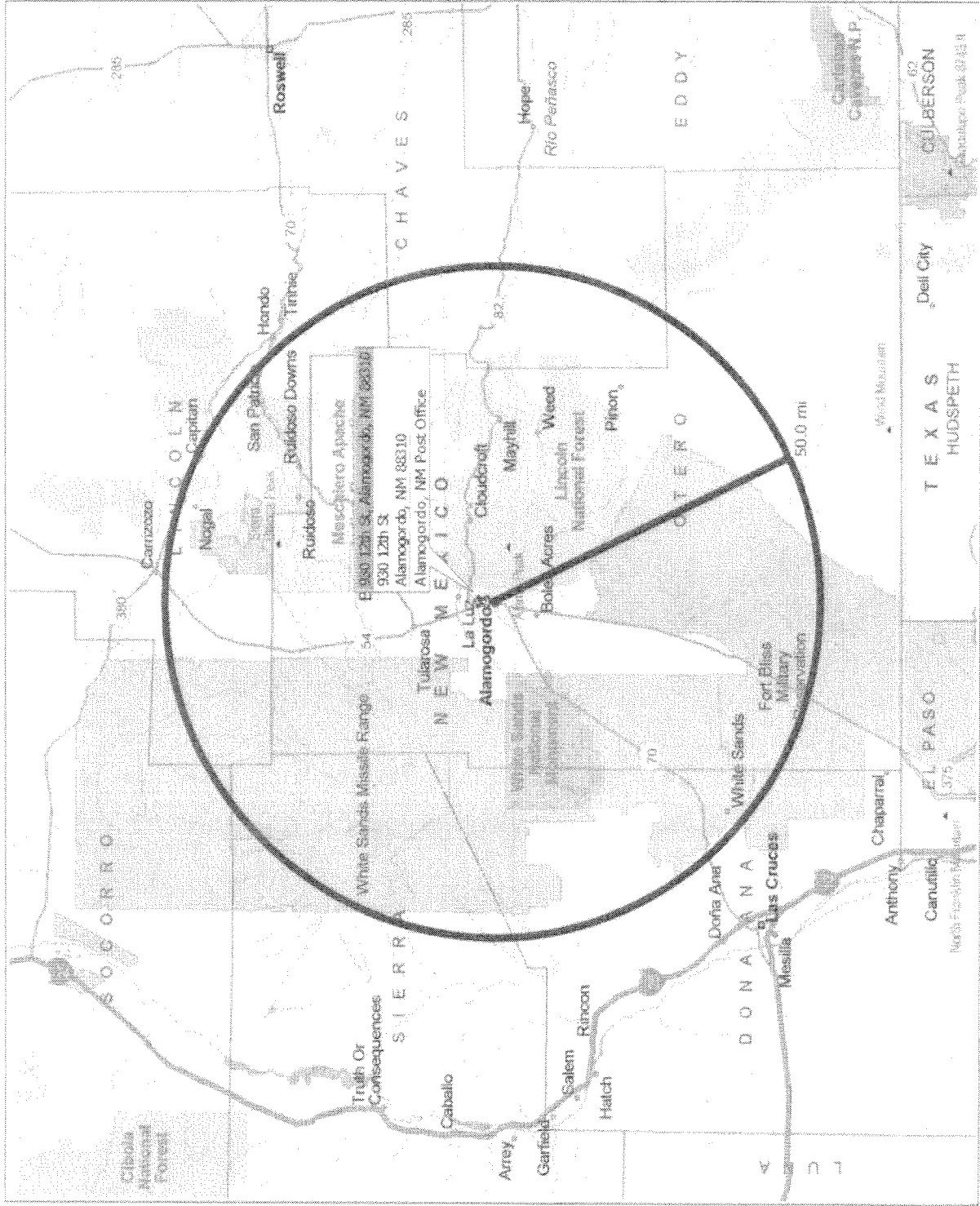
WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-552
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	944
i. Total FTE Savings	-4

CE	OFFICE	FULL NAME	JOB TITLE	LEVE	ID/A	FUNC	LDC	OCC CODE	PREF	CRAFT
340105	ALAMOGORDO PO	BELTRAN ROBERT A.	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	23200009	N	2/22/1981
340105	ALAMOGORDO PO	CECIVA EUGENE F.	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	N	2/5/1995
340105	ALAMOGORDO PO	BELTRAN TINA L.	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	44	23200003	N	10/23/1999
340105	ALAMOGORDO PO	GUTIERREZ JOSE	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	44	23200003	Y	8/24/2003
340105	ALAMOGORDO PO	FREDERICK DOUGLAS G.	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	N	5/29/2004
340105	ALAMOGORDO PO	BAILEY SCOTT G.	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	45	23200003	N	10/30/2004
340105	ALAMOGORDO PO	YOST CARL D.	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	N	6/11/2005
340105	ALAMOGORDO PO	BLACK-GAUKLER THERESA L.	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	45	23200003	N	12/5/2009
340105	ALAMOGORDO PO	BEARD JR ROBERT G.	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	Y	2/13/2010
340105	ALAMOGORDO PO	DELGADO MELVA R.	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	N	10/18/2014

New Mexico, United States, North America



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CUSTOMER SERVICE VARIANCE - [852]-ARIZONA PFC

ALAMOGORDO PO - ALAMOGORDO PO 340105

MPOO C | Date: 12/31/2014

Analysis Period: 06/28/2014 to 12/26/2014 - Customer Service Days: 150

Unit Level: 21 Man Yr: 0 CAG: E

Benchmark Dates: FY 2014 WK 1 - FY 2014 WK 52

POS

[[ALAMOGORDO PO] ALAMOGORDO PO V]

FTEE COMPLEMENT ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk			10		
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 MH			0		
Part Time Flexible MH			0		
Part Time Regular MH			0		
MailHandler Assistant			0		
Full Time Equivalent Emp	9	7	10		
Full Time Equivalent Hrs	1796	1791	2028		

WORKHOUR ANALYSIS

Automation/Mechanized (LDC41L-41F)

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	0	0	0	0	0%
LDC 41 Flts Hours	0	0	0	0	0%
Total Auto/Mech Hours	0	0	0	0	0%

Manual (LDC43-44)

LDC 43L Hours	183	109	415	306	26.20%
LDC 43F Hours	277	166	519	353	31.89%
LDC 43P Hours	1931	957	1240	283	77.20%
LDC 43A Hours	1410	1408	915	-493	153.87%
LDC 43 Total	3802	2639	3089	-450	85.45%
LDC 44 Hours	462	316	927	611	34.09%
Total Manual Hours	4263	2955	4016	1061	73.59%

Retail/Admin (LDC 42, 45, 48)

LDC 42 Hours	31	26	52	26	50.77%
LDC 45 Hours	1898	1788	2727	939	65.58%
LDC 48 Hours	1653	1660	3279	1619	50.63%
Total Retail/Admin Hours	3582	3475	6058	2583	57.36%

Total Function Four	7846	6430	10074	3644	63.83%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	0		0	0	0%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	0		0	0	0%
LDC 43 Dist Vol Ltrs (Ft)	956		957	1	0.15%
LDC 43 Dist Vol Flts (Ft)	1,963		1,800	-164	- 8.34%
LDC 43 Dist Vol PP/Sprs	231771		258401	26,630	11.49%
LDC 44 Box Ltrs (Ft)	1,711		1,659	-52	- 3.03%
LDC 44 Box Flts (Ft)	660		616	-44	- 6.72%
Manual Vol (w/o PP/Sprs)	5,290		5,032	-258	- 4.88%
LDC 45 Transactions	81962		78859	-3,103	- 3.79%
Retail Transaction Volume	81,962		78,859	-3,103	- 3.79%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	0	0	0	0	0%
LDC 41 Flt PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs FPH	5.21	8.80	2.31	- 6.50	26.20%
LDC 43 Dist Vol Flts FPH	7.08	10.87	3.47	- 7.41	31.89%
LDC 43 Dist PP/Sprs PPH	120	270	208	-62	77.04%
LDC 43 Allied Hrs per day	9.39	9.39	6.10	- 3.29	153.87%
LDC 44 Box L&F FPH	5.14	7.21	2.45	- 4.75	34.06%
LDC 45 Min. per Trans	1.39	1.36	2.07	0.71	65.58%
LDC 45 Trans per 1412	156.56	221.95	147.68	74.28	66.54%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	22		22	0	0.00%
Rural Routes	3		3	0	0.00%
CDS Routes	2		2	0	0.00%
POB Equivalent Routes	9		9	0	0.00%
City Deliveries	15341		15347	6	0.59%
Rural Deliveries	1986		1990	4	0.86%
CDS Deliveries	1493		1491	-2	- 0.13%
PO Box Deliveries	1135		1114	-21	- 1.85%
Drop Deliveries			98		
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	7.90	6.48	10.13	3.66	

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PRODUCTIVITY ANALYSIS

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City Deliveries	15341		15347	6	0.59%
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