



August 22, 2023

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

PLEASE REVIEW THE SENIORITY LIST FOR ACCURACY. PLEASE REVIEW AND CLOSELY MONITOR POSTINGS FOR RESIDUAL VACANCIES. POSSIBLE EXCESSING TO CARRIER CRAFT WITHIN THE INSTALLATION WHICH DOES NOT REQUIRE 30 & 60 DAY ADVANCE NOTICE. IMPACT NOT EXPECTED UNTIL FEB 2024. PRIORITY eReassign IS IN EFFECT. MORE INFO WILL BE PROVIDED AFTER THE AREA/REGIONAL ART 12 LM MEETING- Office of the Western Region Coordinator

SUBJECT: Notice of Impacts in the WA District

Dear Mr. Gonzalez,

This letter is with regard to the operational change at the Bothell-Mill Creek, WA Post Office due to the S&DC. In order to minimize the impact due to the operational change we are authorizing the withholding of ten (10) Full Time Level 6 clerk residual vacancies at the same (Level 6) or lower level 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 Olin Moore WestPac Area Labor Relations at 303-313-5424.

Olin Moore for
Jeffry Duba
Director, Field Labor Relations
West Pac/Western Processing and Logistics

Attachments: Map, Seniority Roster, Supportive Documentation

Cc: District Manager WA
Manager Human Resources WA
Manager Labor Relations WA
NALC NBA Region 2
NPMHU Regional Director Denver

WorkHour Impact Report

Impacted Bid Cluster	BOTHELL POST OFFICE
Installation Address	
Area Name	WESTPAC RETAIL & DELIVERY
Impact Type	Reduction Other Than by Attrition
Date of Impact	02/24/2024
Period (Dates) of Review Performed	05/21/2022 thru 06/02/2023
Report Prepared By	James Siale
Report Prepared Date	08/22/2023
Reviewed By	Donald Kravos
Phone	(937) 528-9240

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	726	364	-362	-1448	-18824	-11	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	144	19.8%	-86	0		58	15.9%

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	
No change to PTF staffing.	

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	2
b. Current Total Non-OverTime CLERK PSE Hours per Month	136
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-152
d. Number of CLERK PSE that will have Reduced Hours	0
e. Number of CLERK PSE that will be Terminated	-2
f. Number of CLERK PSE Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK PSE	
Do not plan on retaining PSEs due to full-time employee reduction.	

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	
No PTRs on rolls.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	21
b. Planned Number of CLERK FTR Positions After Impact	12
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	10
e. Provide Narrative Explaining need for Excessing	
Reducing clerk staffing in Mill Creek to 3 due to S&DC restructure.	

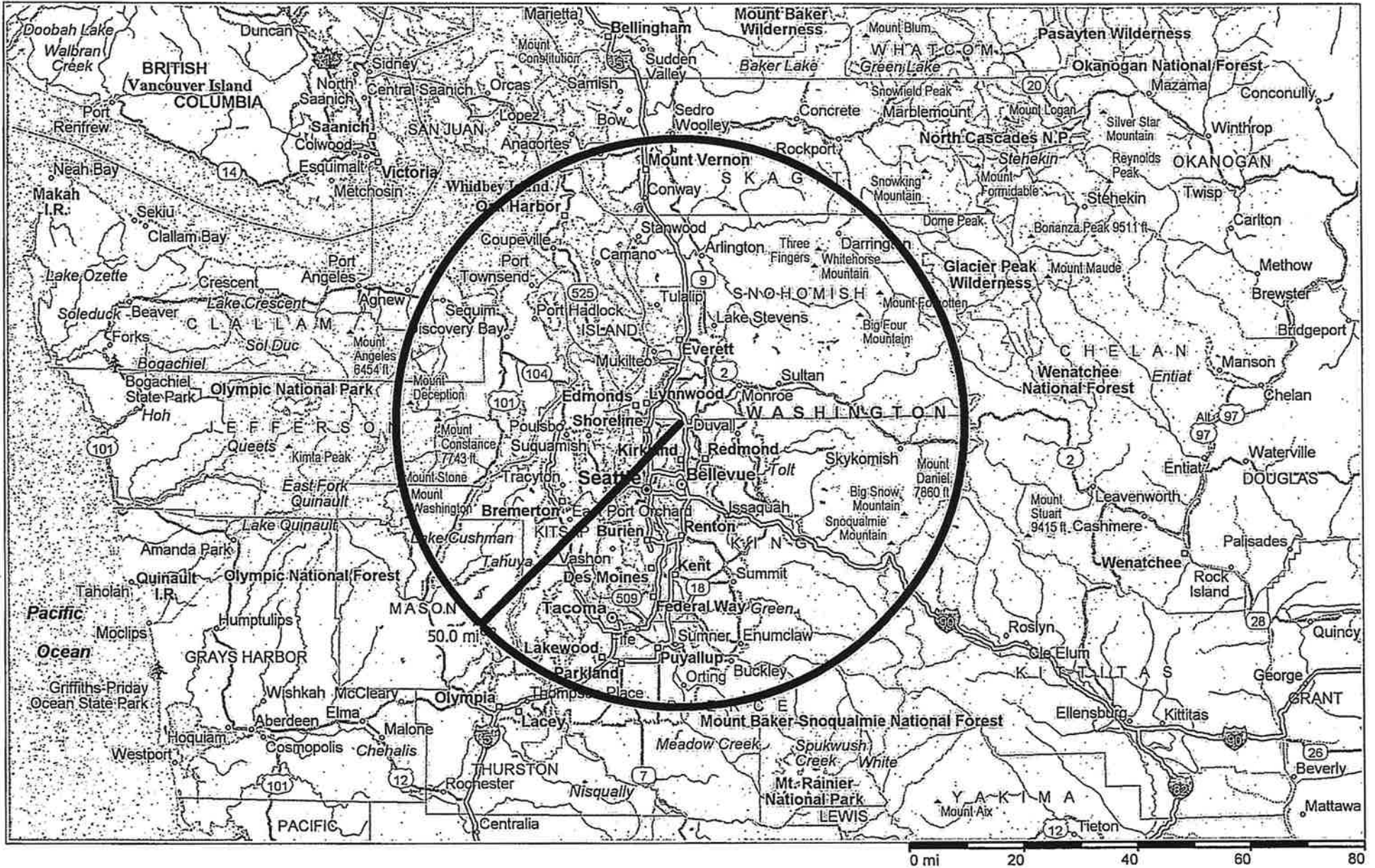
WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1296
b. Planned Reduction In Total OT Hours per Month	-344
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	-152
h. Total Planned Non-OT Hours per Month	1456
i. Total FTE Savings	-11

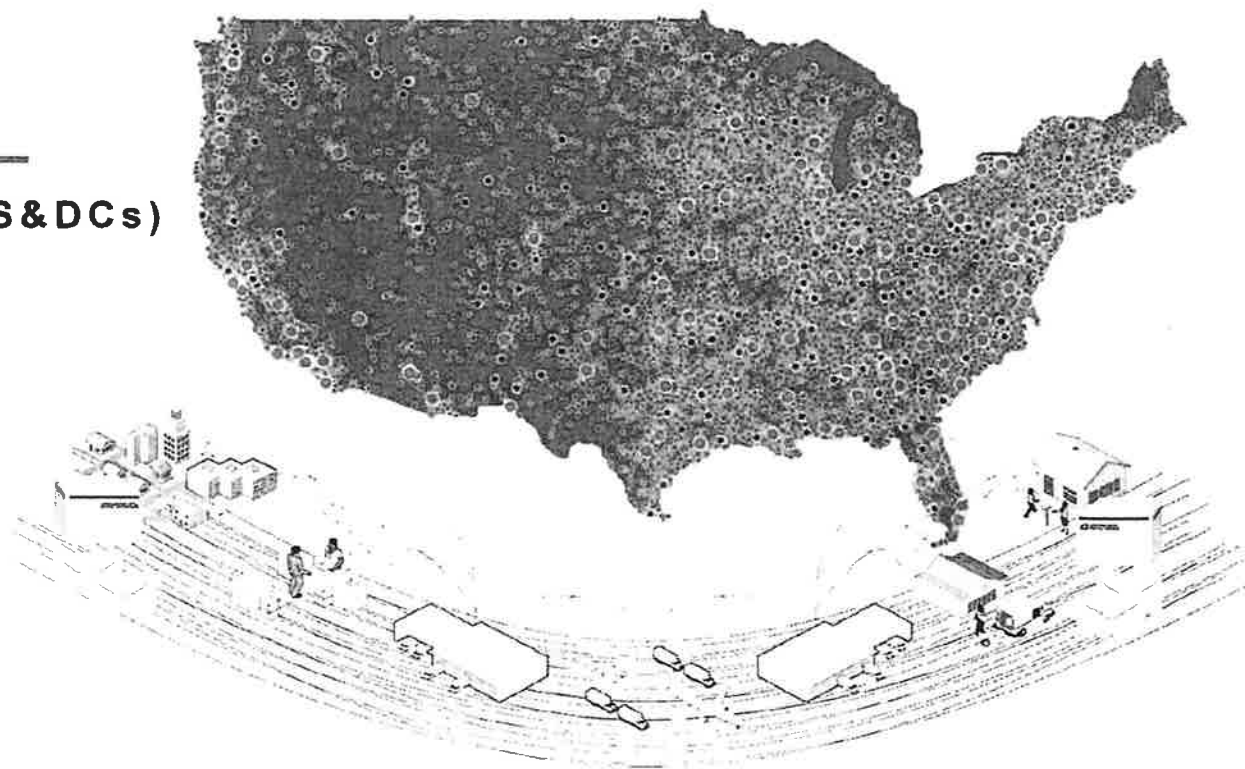
FINANCE	OFFICE	LAST	FIRST	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDG	OCC CODE	SEN DATE
540785	BOT-MAIN OFFICE STA	WONG	SYLVIA	3379007	71606939	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	4/1/1995
540785	BOT-MAIN OFFICE STA	KIM	CHRIS	3020295	70536105	MAIL PROCESSING CLERK	6	110	4	43	23150063	6/6/1998
540787	BOT-KENMORE STA	ROWE	JEFFREY	3119379	95761701	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	23200009	8/29/1998
540786	BOT-MILL CREEK BR	AHN	JAE	3276988	95650604	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	23200009	2/12/2000
540785	BOT-MAIN OFFICE STA	THOOHAN	JAGDEEP	2992965	70510802	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	44	23200003	8/12/2000
540786	BOT-MILL CREEK BR	RAHKONEN	DIEU CHI	3438925	95694010	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	23200003	2/5/2005
540786	BOT-MILL CREEK BR	SPHUNG	TODD	3613067	72201415	MAIL PROCESSING CLERK	6	110	4	43	23150063	10/15/2005
540787	BOT-KENMORE STA	MOSTRALES	ROLANDO	3391352	95845360	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	23200003	10/15/2005
540785	BOT-MAIN OFFICE STA	NGUYEN	BETSY	3080019	95693038	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	23200009	7/31/2010
540785	BOT-MAIN OFFICE STA	SUTLIFF	MYLENE	3527431	71093938	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	5/3/2014
540785	BOT-MAIN OFFICE STA	THANY	RITHY	4396292	70510803	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	7/23/2016
540786	BOT-MILL CREEK BR	NASKY	AMIE	4468145	71093937	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	3/18/2017
540786	BOT-MILL CREEK BR	CANDARI	LILIBETH	4402560	95491704	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	7/8/2017
540786	BOT-MILL CREEK BR	HE	YING	4550477	95710329	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	3/30/2019
540786	BOT-MILL CREEK BR	JEE	HEE JUNG	4563310	71682529	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	11/21/2020
540786	BOT-MILL CREEK BR	OROZCO	ADLYN	4514977	72069715	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	4/23/2022
540786	BOT-MILL CREEK BR	LUONG	MAN	6366979	72993467	PSE SALES & SVCS/DISTRIBUTION ASSO	6	813	4	43	23950017	10/8/2022
540785	BOT-MAIN OFFICE STA	KANG	GA EUN	6132797	70953953	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	10/22/2022
540786	BOT-MILL CREEK BR	LUONG	NHI	6327480	72201414	MAIL PROCESSING CLERK	6	110	4	43	23150063	10/22/2022
540786	BOT-MILL CREEK BR	HAYNES THORESON	JEREMIAH	6352131	71563695	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	4/8/2023
540786	BOT-MILL CREEK BR	DELEON	NINA	6383622	72984091	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	5/6/2023
540786	BOT-MILL CREEK BR	LAWS	BRIAN	6432882	71121778	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	48	23200003	6/17/2023
540785	BOT-MAIN OFFICE STA	DE LA CRUZ	JESSE	6471298	72618131	PSE SALES & SVCS/DISTRIBUTION ASSO	6	813	4	43	23950017	7/15/2023

Bothell, Washington, United States



DELIVERING FOR AMERICA

Sorting & Delivery Centers(S&DCs)
September S&DCs



Background

The Postal Service has many Post Offices (POs), Processing and Distribution Centers (P&DCs) and Processing and Distribution Facilities (P&DFs) across the nation. Within the postal services retail and delivery footprint there are almost 19,000 delivery units around the country operating within a dated environment, as such these units cannot fully utilize our competitive advantages in today's package market.

Many current delivery units:

- ❖ Require significant sorting of product at mail and package processing plants
- ❖ Have numerous underutilized truckloads that transport to majority of the post offices
- ❖ Are unable to leverage competitive advantages of carrier route structure and customer reach
- ❖ Are in disrepair and have not been updated to accommodate the increase in package growth

Overview – Sorting and Delivery Centers (S&DCs)

Key Objectives

- Support the Delivering for America Plan
- Improve customer service and offerings
- Grow revenue by expanding access to our customers
- Realign the entire network, ensuring sustainability for the USPS

Goals

- ✓ Allows for easier standardization and management of operations
- ✓ Improve building and operating conditions for employees
- ✓ Enables customer service and local commerce opportunities
- ✓ Gain efficiencies in transportation and mail handling costs

**Retail & PO Box Operations remain at the Spoke Sites and are not impacted by S&DC Operations*

