



October 31, 2019

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

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

Withholding Info  
 Staffing Issue(s)  
 Status Update  
 Grievance Administration  

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 Please review, take action  
and reduce issues to writ-  
ing

Comments

Omar M. Gonzalez, Coordinator

SUBJECT: Notice of Impacts in the COMWY District

Dear Mr. Gonzalez,

This letter is with regard to the operational change at the Denver, CO P&DC. In order to minimize the impact due to the operational change we are authorizing the withholding of thirty-five (35) Full Time Level 6 clerk residual vacancies and four (4) Full Time Level 7 clerk residual vacancies at the same (Level 6 and Level 7) 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 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  
Manager Programs Delivery Support, Western Area  
Manger In-Plant Support Western Area  
District Manager COMWY  
Manager Human Resources COMWY  
Manager Labor Relations COMWY  
NALC Region 4  
NPMHU Regional Director Denver



# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	DENVER POST OFFICE
<b>Installation Address</b>	
<b>Area Name</b>	WESTERN
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	02/29/2020
<b>Period (Dates) of Review Performed</b>	10/13/2018 thru 10/25/2019
<b>Report Prepared By</b>	Vini Senethong
<b>Report Prepared Date</b>	10/31/2019
<b>Reviewed By</b>	Marek Kazibwami
<b>Phone</b>	(303) 853-6300

# 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	29834	27937	-1897	-7588	-98644	-57	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	7819	26.2%	-3325	0		4494	16.1%

## 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	110
b. Current Total Non-OverTime CLERK PSE Hours per Month	14796
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-2292
d. Number of CLERK PSE that will have Reduced Hours	58
e. Number of CLERK PSE that will be Terminated	-8
f. Number of CLERK PSE Remaining After Impact	102
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	787
b. Planned Number of CLERK FTR Positions After Impact	747
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	39
e. Provide Narrative Explaining need for Excessing	

elimination of Spyder and HTTPS.

# WorkHour Impact Report-CLERK

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-5296
b. Planned Reduction in Total OT Hours per Month	-13300
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	-2292
h. Total Planned Non-OT Hours per Month	111748
i. Total FTE Savings	-57



August 12, 2019

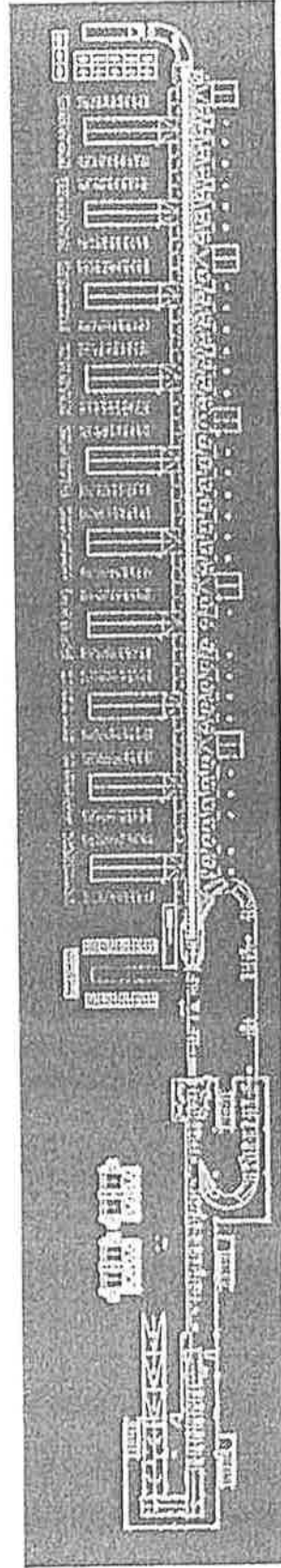
# DENVER P&DC 2019/2020 PROJECTS





Denver P&DC 2019/2020 Projects - July 30, 2017

# HIGH DENSITY UNIVERSAL SORTER (HDUS)





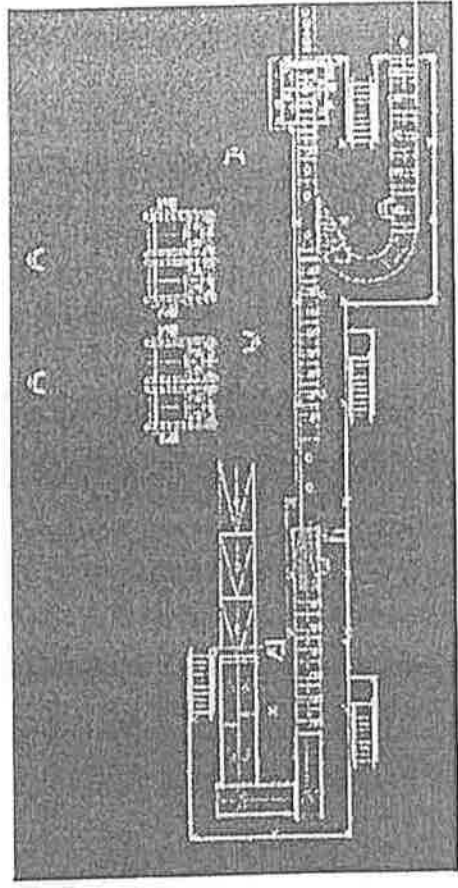
## Designed to meet the needs of Denver P&DC

- High number of separations
- Combined direct-to-container and runout sortation
- High throughput:
  - Peaks of 2,500/3,500 pph for NMO/smalls
- Handles NMO, e-packets, trays, tubs, sacks, etc.



## Slightly Modified Intralox USS Singulation

- Project staffing: 5-6 operators
- 2-3 operators inducting mail
- 1 culling operator
- 1 “flow cleanup” operator
- 1 keying operator (on return-to-keyer line)





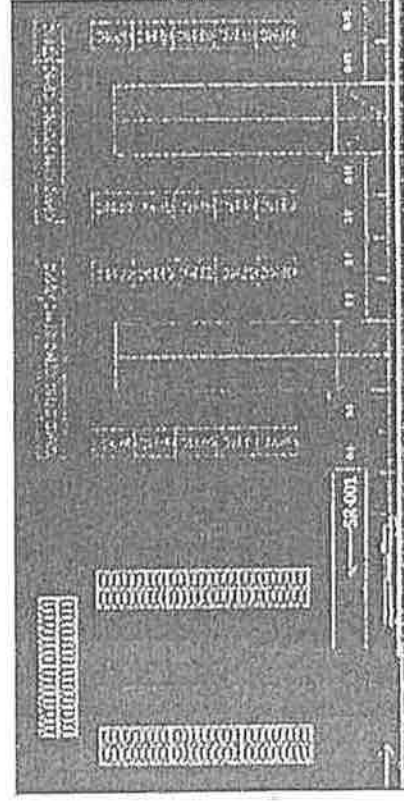
## Intralox S-7000 Active Roller Ball (ARB) Style Sorter

- Similar to a Automated Delivery Unit Sorters (ADUS)
- Approximately 100 direct-to-container discharges
  - Supports wiretainers and/or half-gaylords
- 10 “extra-wide” 72-inch runouts
- One smaller runout dedicated to sackable originating pieces



## HDUS Overview – Runout Side

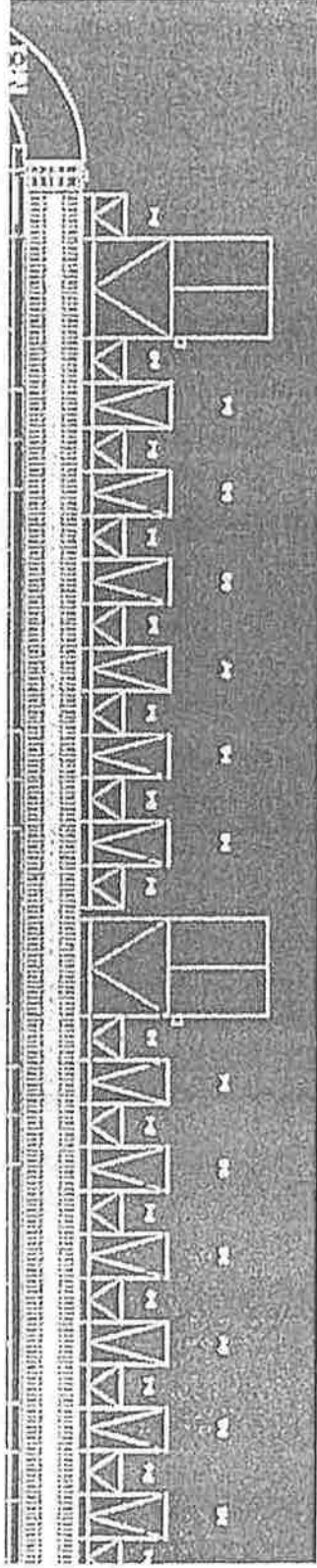
- Large runouts support pieces up to 60 inches in length
- 15 GPMCs per runout, or ~80 sacks per runout
- Large runouts will function as overflow for direct bins
- I.e. for bin full or for oversized/overweight piece.





## HDUS Overview – Direct-to-Bin Side

- Intermediate “mini runouts” will function as overflow
- Runouts will be grouped with group of preceding wiretainers
- One final bin for extra overflow capacity for non-NMO pieces







**Current schedule as of 08/09/19**

- 09/02/19: Installation Begins (Labor Day)
- 10/07/19: Mechanical installation complete
- 11/01/19: Electrical installation complete
- 11/25/19: Partial beneficial use begins by this date
- 12/06/19: Full system acceptance





HDUS

# QUESTIONS?



Denver P&DC 2019/2020 Projects - July 30, 2017

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# HTPS FEED SYSTEM

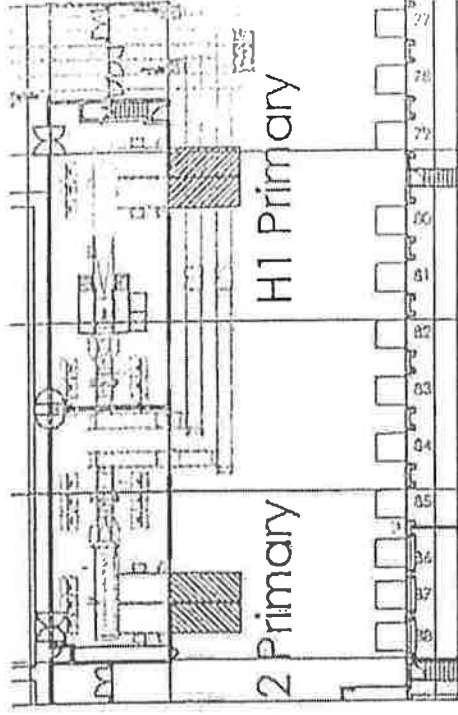
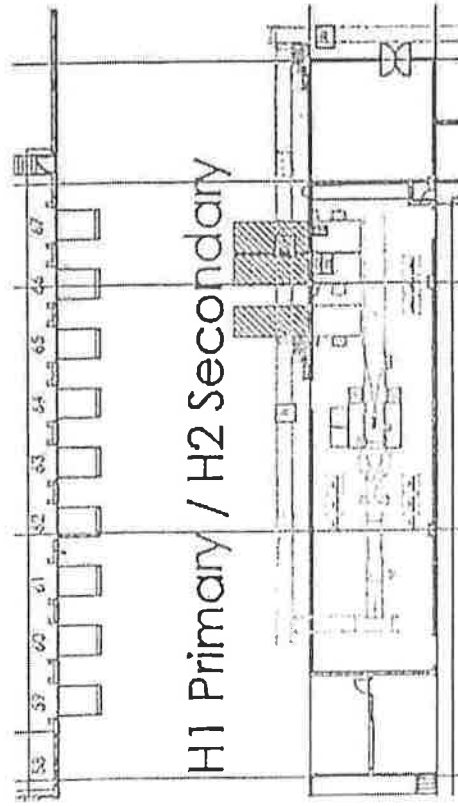
DOCK-TO-MACHINE + SINGULATION & INDUCTION SYSTEM



# HTPS Feed System Overview

Parcel induction on both east and south docks

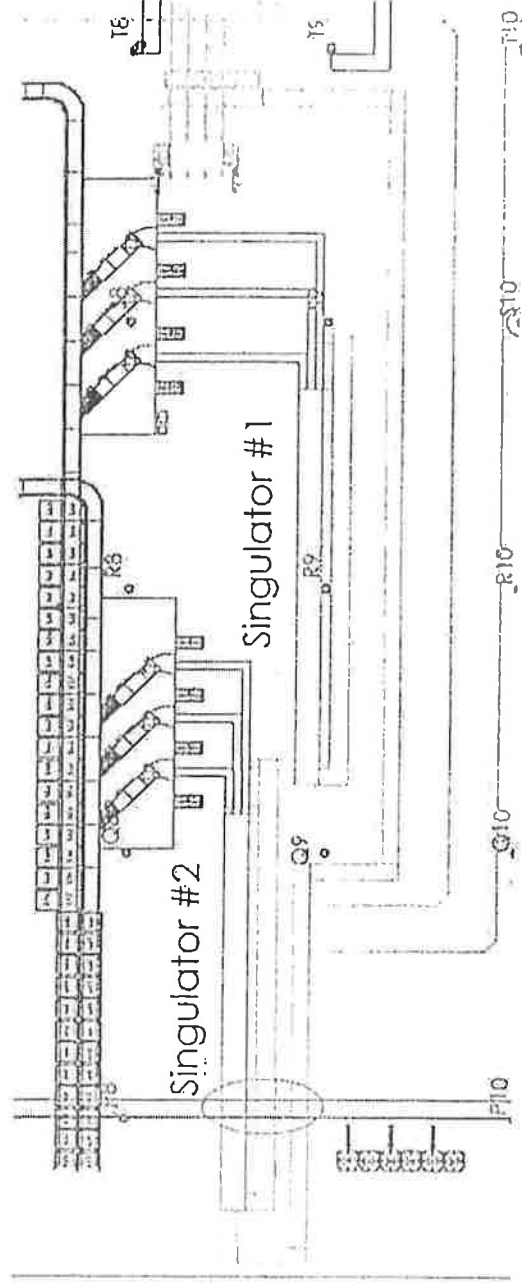
- Both docks will include sack shakeout (SSO) capability





## Singulation to both H1 and H2 platforms on south inductions

- Singulators will meet or exceed HTPS throughput capabilities
- Fully automated – operators only required to sweep reject bins





## Current schedule as of 08/09/19

- October 2019: Facility and HTPS induction mods
- January 2020: Parcel system installation begins
- February: Singulator #1 installation begins
- Late March: 50% system beneficial use
- Mid May: Full system beneficial use
- June: Full system acceptance

# Commerce City, Colorado, United States

