



December 6, 2022

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

RE: Notice of Withholding for Evergreen and Morrison, CO Post Offices

Dear Mr. Gonzalez:

This letter is to officially notify you that in accordance with contractual provisions of Article 12.5.C.5 of the National Agreement, the Colorado-Wyoming District intends to excess Clerk Craft employee(s) from the below named installation(s):

<u>Installation</u>	<u>Impact Number</u>	<u>Status</u>	<u>Craft</u>
Evergreen, CO	2	FTR	Clerk
Morrison, CO	2	FTR	Clerk

Attached are the Workhour Impact statements from the Colorado-Wyoming District that reflect the clerk staffing impacts at the above named Post Offices due to the establishment of the Sorting and Distribution Center in Golden, CO. As a result, the above installations will each have Clerk Craft staffing impacts.

At our meeting you will be provided with the following documentation:

- Any attrition experienced since this Union notification.
- A list of landing spots for these employees.

Therefore, in accordance with the provisions of Article 12.5.C.5 of the National Agreement, we have begun withholding for the impacted clerk(s) (same and lower level) positions within the above-named offices(s) (in the same and other Crafts) in accordance with our CBA. Additionally, we have already commenced the withholding for this impact in the Clerk Craft and other Crafts in other installations within fifty (50) miles of the impacted installation(s) for the placement of these impacted employees. Impacted employees may also be placed into other Crafts outside the installation in an effort to minimize dislocation and inconvenience in accordance with 12.5.c.5.b(2) of the National Agreement.

Please notify Scott Sutton or Olin Moore at scott.l.sutton@usps.gov or olin.t.moore@usps.gov if any additional documentation is needed.



Anita Works for
Jeff Duba
Director, Field Labor Relations
WestPac/Western Processing and Logistics

cc: District Manager
Manager, Human Resources
Manager, Labor Relations
Director, Labor Relations, WestPac Area
Director, Human Resources, WestPac Area
Sr Mgr, Workforce Planning and Complement, WestPac Area
Workforce Operations Planning
Regional Director NPMHU, Denver
NALC National Business Agent, Region 4

Attachments: Site Impact Report, Seniority List, Map.

aw: Morrison-70095 and Evergreen-70096

WorkHour Impact Report

Impacted Bid Cluster	EVERGREEN POST OFFICE
Installation Address	
Area Name	WESTPAC RETAIL & DELIVERY
Impact Type	Reduction Other Than by Attrition
Date of Impact	06/03/2023
Period (Dates) of Review Performed	11/20/2021 thru 12/02/2022
Report Prepared By	Martha Mccoy
Report Prepared Date	12/06/2022
Reviewed By	Jason McMahill
Phone	(303) 853-6160

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	180	108	-72	-288	-3744	-2	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	62	34.4%	-58	0		4	3.7%

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	
No casuals per national agreement	

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	1
b. Current Total Non-OverTime CLERK PTFs Hours per Month	20
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 reduction	

City Carrier Assistant (CCAs)

a. Current Number of CLERK CCAs on Rolls	0
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	1
b. Current Total Non-OverTime CLERK PSE Hours per Month	140
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	1
g. Provide Narrative Justifying need for Remaining CLERK PSE	
Non career employees will be separated to the extent possible.	

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	4
b. Planned Number of CLERK FTR Positions After Impact	2
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	2
e. Provide Narrative Explaining need for Excessing	
Operational Change	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-288
b. Planned Reduction in Total OT Hours per Month	-232
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	432
i. Total FTE Savings	-2

EVERGREEN, CO - CLERK CRAFT SENIORITY ROSTER
12/6/2022

FINANCE	OFFICE	FULL NAME	EMP ID	JOB TITLE	EMP LEVEL	D/A	LDC	VET PREF	SEN DATE CRAFT
72970	EVERGREEN PO	SPANICEK TAMMY L.	3049284	SALES,SVCS/DISTRIBUTION ASSOC	6	110	48	N	2/8/2014
72970	EVERGREEN PO	KARSTEN MATTHEW S.	4528486	SALES,SVCS/DISTRIBUTION ASSOC	6	110	45	N	2/1/2020
72970	EVERGREEN PO	DOWDY LACIE	4913940	SALES,SVCS/DISTRIBUTION ASSOC	6	110	48	N	2/27/2021
72970	EVERGREEN PO	WALUGEMBE FRANK	4586955	SALES,SVCS/DISTRIBUTION ASSOC	6	110	48	N	9/11/2021
72970	EVERGREEN PO	BENGE MARINA	4524155	PSE MAIL PROCESSING CLERK	6	813	43	N	9/24/2022
72970	EVERGREEN PO	FLINSCH ELISABETH C.	6218215	SALES,SVCS/DISTRIBUTION ASSOC	6	410	45	N	10/22/2022

Colorado, United States, North America

