



December 7, 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 Richland, WA Post Office

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 Washington 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> |
|---------------------|----------------------|---------------|--------------|
| Richland, WA        | 7                    | FTR           | Clerk        |

Attached is the Workhour Impact statement from the Washington District that reflect the clerk staffing impact at the above-named Post Office due to the establishment of the Sorting and Distribution Center in Pasco, WA. As a result, the above installation will 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.

WESTPAC/WESTERN PROCESSING AND LOGISTICS  
LABOR RELATIONS

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

*Anita Works*

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 2

Attachments: Site Impact Report, Seniority List, Map.

aw: Richland, WA

## WorkHour Impact Report

|   |                                   |
|---|-----------------------------------|
| <b>Impacted Bid Cluster</b>               | RICHLAND POST OFFICE              |
| <b>Installation Address</b>               |                                   |
| <b>Area Name</b>                          | WESTPAC RETAIL & DELIVERY         |
| <b>Impact Type</b>                        | Reduction Other Than by Attrition |
| <b>Date of Impact</b>                     | 06/01/2023                        |
| <b>Period (Dates) of Review Performed</b> | 12/04/2021 thru 12/02/2022        |
| <b>Report Prepared By</b>                 | Steve Mc Mullen                   |
| <b>Report Prepared Date</b>               | 12/07/2022                        |
| <b>Reviewed By</b>                        | Pamela Cook                       |
| <b>Phone</b>                              | (253) 214-1701                    |

## WorkHour Impact Report

**Craft = CLERK**

|       | A                                | B                        | C                     | D                  | E                               | F                     | G                                |
|-------|----------------------------------|--------------------------|-----------------------|--------------------|---------------------------------|-----------------------|----------------------------------|
|       | Current<br>Average<br>Weekly Hrs | Planned<br>Weekly<br>Hrs | Weekly Hrs<br>Savings | Monthly<br>Savings | Annual Work<br>Hours<br>Savings | Annual FTE<br>Savings | Current FTE<br>Yearly Hr<br>Rate |
| Total | 426                              | 64                       | -362                  | -1448              | -18824                          | -13                   | 1456                             |

### OverTime Impact

|       | Current OT<br>Average<br>Weekly Hrs | Current<br>OT Rate | Planned OT<br>per Week<br>from changes | Additional<br>Planned OT<br>per Week | Percent<br>Planned OT<br>per Week | Planned OT<br>Hours per<br>Week | Planned OT<br>Rate |
|-------|-------------------------------------|--------------------|--|--------------------------------------|-----------------------------------|---------------------------------|--------------------|
| Total | 138                                 | 32.4%              | -88                                    | 0                                    |                                   | 50                              | 78.1%              |

## 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         |   |
| 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 |
| 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                              | 3    |
| b. Current Total Non-OverTime CLERK PSE Hours per Month              | 456  |
| c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month | -468 |
| d. Number of CLERK PSE that will have Reduced Hours                  | 0    |
| e. Number of CLERK PSE that will be Terminated                       | -3   |
| f. Number of CLERK PSE Remaining After Impact                        | 0    |
| g. Provide Narrative Justifying need for Remaining CLERK PSE         |      |

After consolidation the relief will be coming from the consolidated facility.

## 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<br>CLERK PTRs | NO<br>0 |
| e. Provide Narrative Explaining need for Excessing<br>N/A                         |         |

### Full Time Regular (FTRs)

|  |          |
|--|----------|
| a. Current Number of CLERK FTRs on Rolls   | 11       |
| b. Planned Number of CLERK FTR Positions After Impact  | 4        |
| c. Estimated Number of CLERK FTR Attrition   | 0        |
| d. Will there be any CLERK FTRs Excessed from Craft or Installation<br>If Yes how Many CLERK FTRs                        | YES<br>7 |
| e. Provide Narrative Explaining need for Excessing<br>After consolidation Richland will consist of 2 finance units only. |          |

## WorkHour Impact Report-CLERK

### Preliminary Summary

|   |      |
|---|------|
| a. Total Planned Non-OT Reduction per Month for Regulars and PTRs | -980 |
| b. Planned Reduction in Total OT Hours per Month                  | -352 |
| 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                | -468 |
| h. Total Planned Non-OT Hours per Month                           | 256  |
| i. Total FTE Savings  | -13  |

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Richland, WA, Seniority Roster, Clerk  
12/7/2022

| FINANCE | OFFICE                | FULL NAME                  | EMP ID  | JOB TITLE                          | EMP LEVEL | D/A | FUNC | LDC | VET PREF | SEN # | SEN DATE CRAFT |
|---------|-----------------------|----------------------------|---------|------------------------------------|-----------|-----|------|-----|----------|-------|----------------|
| 547141  | RIC-WEST RICHLAND STA | SMITH PERRY B.             | 3144178 | SALES,SVCS/DISTRIBUTION ASSOC      | 7         | 110 | 4    | 43  | N        | 1     | 9/17/1994      |
| 547140  | RICHLAND PO           | HARRIS MICHAEL K.          | 3342988 | LEAD SALES & SERVICES ASSOCIATE    | 7         | 110 | 4    | 45  | N        | 1     | 1/2/2010       |
| 547140  | RICHLAND PO           | AROUSA MICHELLE M.         | 3260960 | SALES,SVCS/DISTRIBUTION ASSOC      | 6         | 110 | 4    | 44  | N        | 1     | 8/19/2017      |
| 547140  | RICHLAND PO           | KENDRICK SAMANTHA B.       | 4684021 | SALES,SVCS/DISTRIBUTION ASSOC      | 6         | 110 | 4    | 45  | N        | 1     | 9/29/2018      |
| 547141  | RIC-WEST RICHLAND STA | LE TINA                    | 4694822 | SALES,SVCS/DISTRIBUTION ASSOC      | 6         | 110 | 4    | 43  | N        | 2     | 9/29/2018      |
| 547141  | RIC-WEST RICHLAND STA | PATTERSON STEPHANIE C.     | 4807597 | MAIL PROCESSING CLERK              | 6         | 110 | 4    | 45  | N        | 1     | 8/1/2020       |
| 547141  | RIC-WEST RICHLAND STA | CORTEZ GONZALEZ ROSARIO D. | 4411080 | LEAD SALES & SERVICES ASSOCIATE    | 7         | 110 | 4    | 45  | N        | 1     | 8/29/2020      |
| 547141  | RIC-WEST RICHLAND STA | BRYAN SARA                 | 4892966 | SALES,SVCS/DISTRIBUTION ASSOC      | 6         | 110 | 4    | 45  | N        | 3     | 8/29/2020      |
| 547141  | RIC-WEST RICHLAND STA | FORD LINDSEY               | 6032636 | SALES,SVCS/DISTRIBUTION ASSOC      | 6         | 110 | 4    | 45  | N        | 4     | 8/29/2020      |
| 547141  | RIC-WEST RICHLAND STA | ALONZO DEJA M.             | 6033381 | SALES,SVCS/DISTRIBUTION ASSOC      | 6         | 110 | 4    | 45  | N        | 1     | 11/6/2021      |
| 547141  | RIC-WEST RICHLAND STA | HENRICH DONOVAN L.         | 6290554 | PSE SALES & SVCS/DISTRIBUTION ASSO | 6         | 813 | 4    | 48  | N        | 7     | 1/15/2022      |
| 547141  | RIC-WEST RICHLAND STA | RICHARDS ANITA D.          | 6317491 | PSE SALES & SVCS/DISTRIBUTION ASSO | 6         | 813 | 4    | 43  | N        | 3     | 4/23/2022      |
| 547141  | RIC-WEST RICHLAND STA | LARA BRANDY                | 6035575 | SALES,SVCS/DISTRIBUTION ASSOC      | 6         | 110 | 4    | 43  | N        | 1     | 10/8/2022      |
| 547141  | RIC-WEST RICHLAND STA | KENWORTHY JAMES A.         | 6391927 | PSE SALES & SVCS/DISTRIBUTION ASSO | 6         | 813 | 4    | 43  | N        | 3     | 12/3/2022      |
| 547140  | RICHLAND PO           | LANE KEVIN A.              | 6380523 | HOLIDAY CLERK ASSISTANT            | 6         | 617 | 4    | 43  | N        |       |                |



Sutton, Scott L - Denver, CO <Scott.L.Sutton@usps.gov>

Omar Gonzalez; Moore, Olin T - Denver, CO; Lacy, Brian M - Reno, NV; Benavidez, Marlene T - Phoenix, AZ

**FW: Richland Residuals**

Cc: Moore, Olin T - Denver, CO; Lacy, Brian M - Reno, NV; Benavidez, Marlene T - Phoenix, AZ

Omar – Below are the residual vacancies for the Richland event.

**West Richland 95625549:** Posted in December eReassign. Marked to hold until further notice due to event

**Walla Walla 71530585:** Posted in September 2022 eReassign. Currently working Change of Craft Request

- **WITHHELD RESIDUALS:** Pursuant to the Withholding notice 7 junior employees will be impacted. Management has only withheld so far 2.
- **MOVE DATE:** June 3 is the targeted date. Pursuant to Article 12 employees must receive advance written notice. Copies should be supplied to the Local.
- **Beginning tomorrow if not today Management at the Local level is to have a meeting with the Local President.**
- **Management is to have stand up talks with the employees at Richland.**
- **Management is to inform all employees of the special transfer opportunities via eReassign available to all employees. Employee who transfer reduces the number of impacted employees.**
- **PSE hours have to be reduced.**
- **Management must post notices to allow any Senior clerk who wishes to to be able to volunteer to be reassigned in lieu of the junior employees into the available residuals and maintain their seniority.**
- **Sometime before or in early May (date to be determined) impacted employees will be issued a listing of available residuals and they can select positions in the order of seniority.**
- **Impacted employees are then issued a 30 day advance of involuntary reassignment.**
- **According to management non of the impacted employees are Veteran Preference Eligible and none are on light or limited duty.**
- **Should there be insufficient clerical assignments under Art 12 management may withhold carrier or mailhandler assignments within 50 mile radius for possible reassignment out of installation outside craft involuntary reassignment.**
- **Attached please find the justification for the involuntary reassignment provided to National and the notices issued at the Regional level.**
- **According to management this is all part of DeJoy's 10 year plan**

**Please let me know if you have any questions. After meeting with Local Management if there are issues please let me know.**

# Richland, WA

