

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

October 16, 2009

Roger Bledsoe  
National Business Agent  
National Association of Letter Carriers, AFL-CIO  
1018 Airport Road Suite 116  
Hot Springs, AR 71913-4626

- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration
- \_\_\_\_\_
- Please review, take action and reduce issues to writing
- Comments

Omar M. Gonzalez, Coordinator

SUBJECT: Notice of Impacts in the COWY District

Dear Mr. Bledsoe,

This letter is with regard to the staffing in the Littleton, CO Post Office. In order to minimize impact due to the overstaffing we are authorizing the withholding of four (4) Q-1 and two (2) Q-2 residual vacancies at the same or lower level in surrounding installations within 100 miles of this installation. These positions include clerk, carrier, mail handler and custodial craft positions.

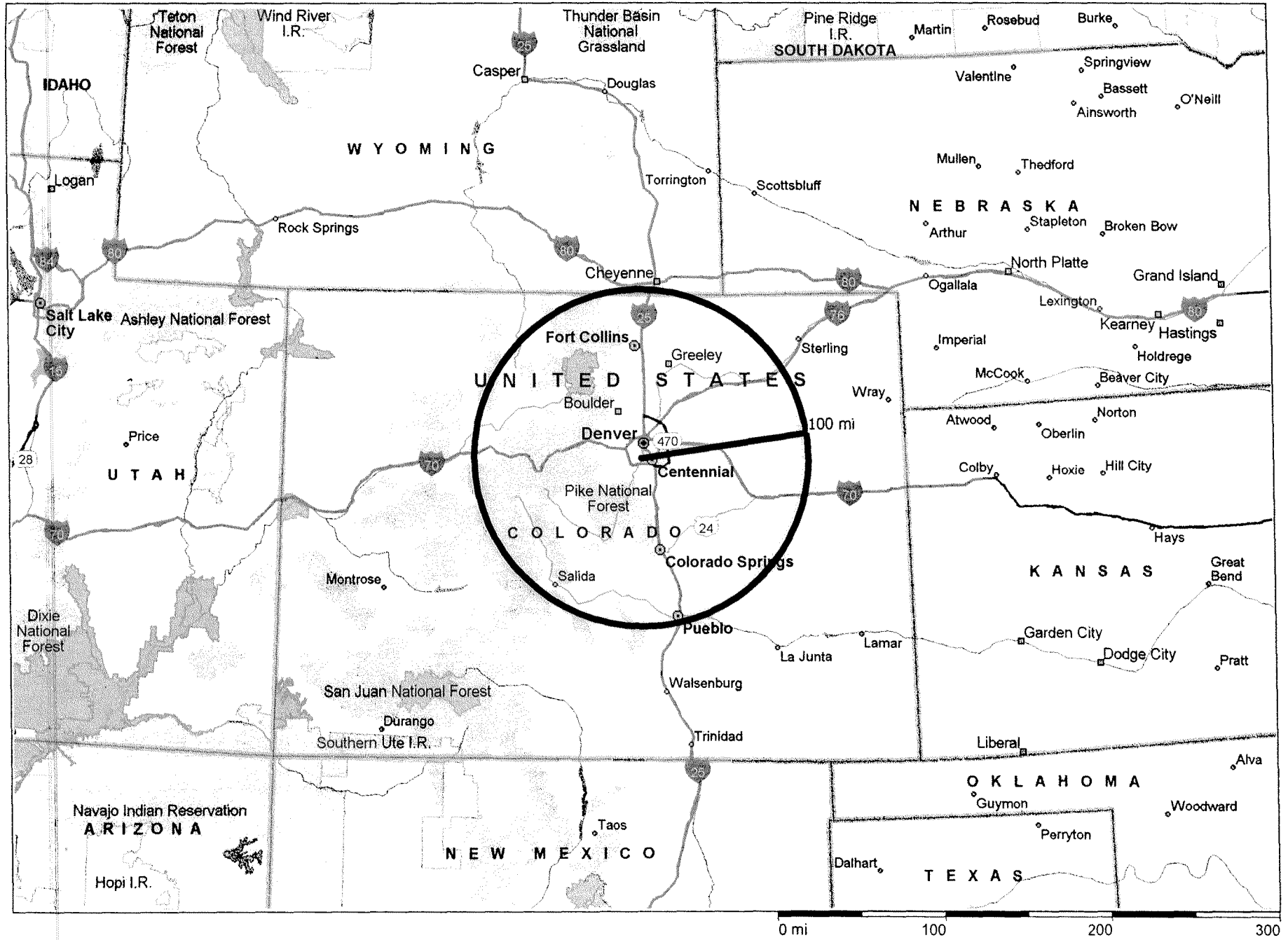
If you have any questions, please contact Scott Sutton Western Area Labor Relations at 303-313-5449.

Scott Sutton for  
Valerie E. Martin  
Manager Human Resources  
Western Area

Attachments: Maps, Seniority Roster, Impact Report

Cc: Manager Labor Relations Western Area  
Manager Programs Delivery Support, Western Area  
Manger In-Plant Support Western Area  
District Manager COWY  
Manager Human Resources COWY  
Manager Labor Relations COWY  
Compliment Coordinator COWY  
APWU Regional Director Gonzalez  
NPMHU Regional Director Denver

# Centennial, Colorado, United States



# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	LITTLETON 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>	01/02/2010
<b>Period (Dates) of Review Performed</b>	10/11/2008 thru 10/09/2009
<b>Report Prepared By</b>	Kathleen Jackson
<b>Report Prepared Date</b>	10/16/2009
<b>Reviewed By</b>	Selwyn Epperson
<b>Phone</b>	(303) 853-6160

# WorkHour Impact Report

Craft = CARRIER

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	10480	9944	-536	-2144	-27872	-15	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	1203	11.5%	-410.3	0		793	8%

## WorkHour Impact Report

### Casuals

a. Current Number of CARRIER Casuals on Rolls	0
b. Current Total Non-OverTime CARRIER Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime CARRIER Casuals Hours per Month	0
d. Number of CARRIER Casuals that will have Reduced Hours	0
e. Number of CARRIER Casuals that will be Terminated	0
f. Number of CARRIER Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CARRIER Casuals	
N/A	

### Part Time Flexible (PTFs)

a. Current Number of CARRIER PTFs on Rolls	21
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	2800
c. Planned Reduction in Total Non-OverTime CARRIER PTFs Hours per Month	-216
d. Number of CARRIER PTFs that will have Reduced Hours	21
e. Will there be any CARRIER PTFs Excessed from Craft or Installation	NO
If Yes how Many CARRIER PTFs	0
f. Provide Narrative Explaining need for Excessing	
N/A	

### Transitional Employees (TEs)

a. Current Number of CARRIER TEs on Rolls	11
b. Current Total Non-OverTime CARRIER TE Hours per Month	1088
c. Planned Reduction in Total Non-OverTime CARRIER TE Hours per Month	-1088
d. Number of CARRIER TEs that will have Reduced Hours	0
e. Number of CARRIER TEs that will be Terminated	-11
f. Number of CARRIER TEs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CARRIER TEs	
N/A	

# WorkHour Impact Report

## Part Time Regular (PTRs)

a. Current Number of CARRIER PTRs on Rolls	1
b. Planned Number of CARRIER PTR Positions after Impact	1
c. Estimated Number of CARRIER PTR Attrition	0
d. Will there be any CARRIER PTRs Excessed from Craft or Installation	NO
CARRIER PTRs	0
e. Provide Narrative Explaining need for Excessing	
N/A	

## Full Time Regular (FTRs)

a. Current Number of CARRIER FTRs on Rolls	273
b. Planned Number of CARRIER FTR Positions After Impact	267
c. Estimated Number of CARRIER FTR Attrition	0
d. Will there be any CARRIER FTRs Excessed from Craft or Installation	YES
If Yes how Many CARRIER FTRs	6
e. Provide Narrative Explaining need for Excessing	

MIARAP conducted in Littleton in May and June 2009 caused a reduction in F2B operations by approximately 81.2 daily hours; approximately 24,400 annual hours. This results in the need to excess six FTR carriers outside the bid cluster.

## WorkHour Impact Report-CARRIER

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-840
b. Planned Reduction in Total OT Hours per Month	-1641
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-216
e. Planned Reduction in TE Non-OT Hours per Month	-1088
e. Total Planned Non-OT Hours per Month	39776
f. Total FTE Savings	-15