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September 21, 2009



Paul Price  
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National Association of Letter Carriers, AFL-CIO  
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Vancouver, WA 98684-7017

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

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

SUBJECT: Notice of Impacts in the Portland District

Dear Mr. Price,

Omar M. Gonzalez, Coordinator

This letter is with regard to the overstaffing in the Medford, OR Post Office. In order to minimize impact due to the overstaffing we are authorizing the withholding of three (3) 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 Portland
- Manager Human Resources Portland
- Manager Labor Relations Portland
- Compliment Coordinator Portland
- APWU Regional Director Gonzalez
- NPMHU Regional Director Denver

( Pacific Area Locals)  
( Western Area Locals)  
( South West Area Locals)

Withholding info  
[ Staffing (roles)  
[ at the time  
[ Government Administration  
-----  
Please review, take action  
and return copies to WHI-  
[ Comm. etc

Paul M. ... Coordinator

# WorkHour Impact Report

Impacted Bid Cluster	MEDFORD POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/31/2010
Period (Dates) of Review Performed	08/30/2008 thru 09/11/2009
Report Prepared By	Marilee Spitsnogle
Report Prepared Date	09/21/2009
Reviewed By	Terry Anderson
Phone	(503) 294-2502

# WorkHour Impact Report

Craft = CARRIER

	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	2837	2721	-116	-464	-6032	-4	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	264	9.3%	-10	0		254	9.3%

# 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	
no casuals	

## Part Time Flexible (PTFs)

a. Current Number of CARRIER PTFs on Rolls	1
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	136
c. Planned Reduction in Total Non-OverTime CARRIER PTFs Hours per Month	-8
d. Number of CARRIER PTFs that will have Reduced Hours	1
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	
Slight reduction in hours to the one PTF	

## Transitional Employees (TEs)

a. Current Number of CARRIER TEs on Rolls	5
b. Current Total Non-OverTime CARRIER TE Hours per Month	344
c. Planned Reduction in Total Non-OverTime CARRIER TE Hours per Month	-108
d. Number of CARRIER TEs that will have Reduced Hours	3
e. Number of CARRIER TEs that will be Terminated	-1
f. Number of CARRIER TEs Remaining After Impact	4
g. Provide Narrative Justifying need for Remaining CARRIER TEs	
Reduction of 1 TE and reduction of hours to the remaining TEs	

# WorkHour Impact Report

## Part Time Regular (PTRs)

a. Current Number of CARRIER PTRs on Rolls	0
b. Planned Number of CARRIER PTR Positions after Impact	0
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	
No PTRs	

## Full Time Regular (FTRs)

a. Current Number of CARRIER FTRs on Rolls	83
b. Planned Number of CARRIER FTR Positions After Impact	80
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	3
e. Provide Narrative Explaining need for Excessing	
The MIARAP process eliminated 15 positions. Reductions in PTF/TE hours and attrition will leave 3 carriers requiring to be excessed	

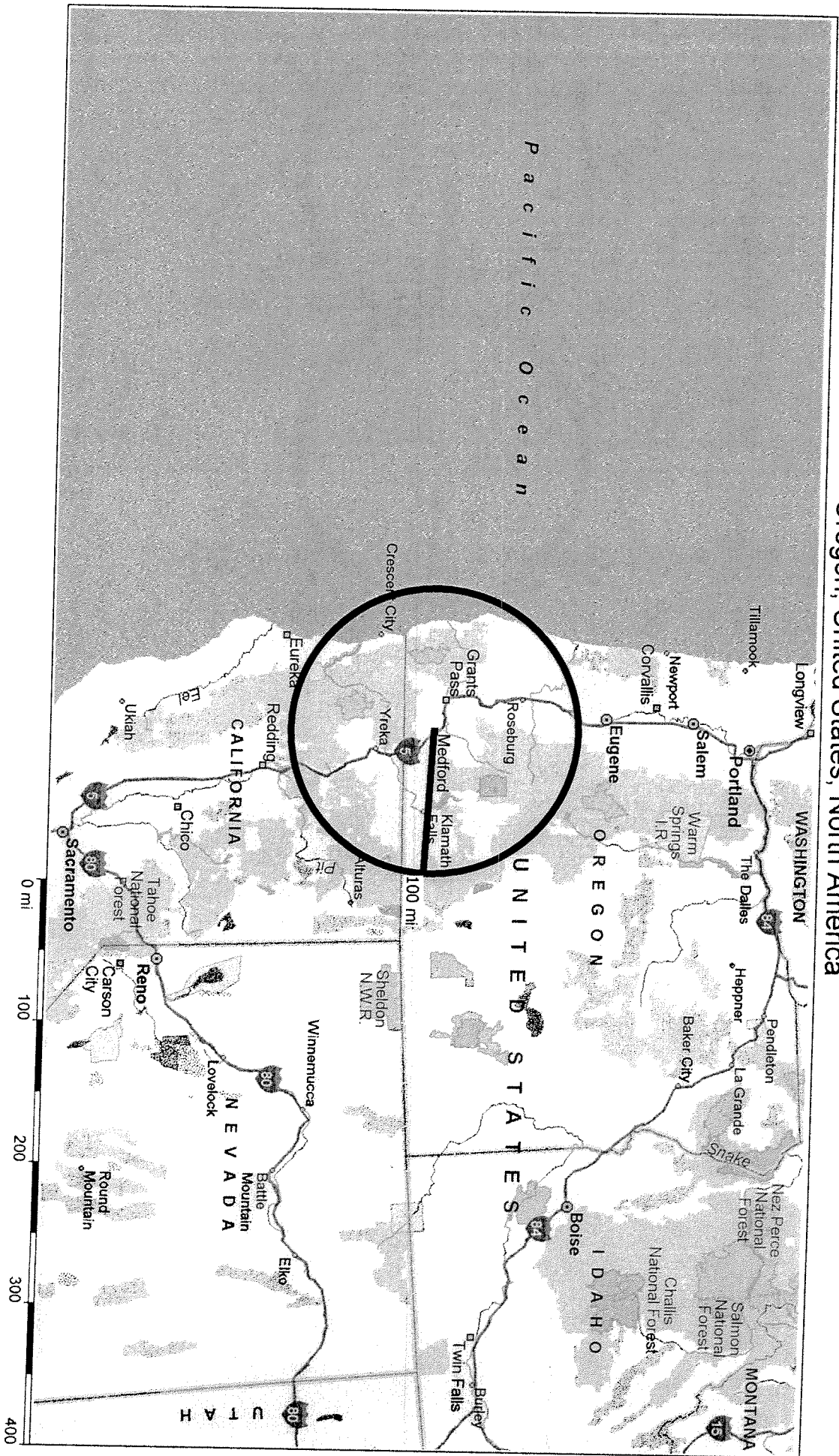
# WorkHour Impact Report-CARRIER

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-348
b. Planned Reduction in Total OT Hours per Month	-40
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-8
e. Planned Reduction in TE Non-OT Hours per Month	-108
e. Total Planned Non-OT Hours per Month	10884
f. Total FTE Savings	-4



# Oregon, United States, North America



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