



July 16, 2015

Charles Manago, NPMHU  
Regional Director  
1101 Connecticut Ave. N.W., Suite 500  
Washington, D.C. 20036

Kennith Beasley  
APWU Southern Regional Coordinator  
11811 North Freeway  
Houston, Texas 77060

Pete Moss NBA  
160 Commissioner Dr.  
Meridianville, AL 35759-2038

SUBJECT: Withholding-Alabama District  
Tuscaloosa, AL Post Office  
Event # 50445

Attached are the impact statements from the Alabama District that reflects the reduction in staffing at the Tuscaloosa Post Office resulting in changes in operations under area mail processing. It is anticipated that attrition alone will not be sufficient to avoid excessing outside the craft and/or installation in accordance with Article 12.5.

<u>Office</u>	<u>Number of Impacted Employees</u>
Tuscaloosa AL Post Office	4 FTR Level 6 Clerks

Based on the attached, this is your notification that full-time residual vacancies in all crafts, level 6 and below, within this installation and within the surrounding 50 miles will be withheld in accordance with Article 12 of the Collective Bargaining Agreement, up to the number indicated.

Any involuntary reassignments necessitated will be effected in accordance with Article 12 of the Collective Bargaining Agreement.

If you have any questions, please contact James Oliver at 504-589-1551.

Sincerely,

A handwritten signature in dark ink, appearing to read "Doug Lane".  
Doug Lane

Attachments: Impact Statement, Map

cc: Manager, Human Resources, SA Office & AL District  
Manager, Labor Relations, SA Office & AL District  
Complement Coordinator, SA Office & AL District

APWU COORDINATOR

JUL 16 2015

SOUTHERN REGION

## WorkHour Impact Report

Impacted Bid Cluster	TUSCALOOSA POST OFFICE
Installation Address	
Area Name	SOUTHERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	10/31/2015
Period (Dates) of Review Performed	06/07/2014 thru 06/19/2015
Report Prepared By	Hugh Frederick
Report Prepared Date	07/16/2015
Reviewed By	Mary Sullivan
Phone	(205) 521-0201

## WorkHour Impact Report

**Craft = CLERK**

	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	1056	904	-152	-608	-7904	-4	1768

### 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	148	14%	-20	0		128	14.2%

## 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
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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	
n/a	

#### **Postal Support Employees (PSE)**

a. Current Number of CLERK PSE on Rolls	2
b. Current Total Non-OverTime CLERK PSE Hours per Month	280
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-56
d. Number of CLERK PSE that will have Reduced Hours	2
e. Number of CLERK PSE that will be Terminated	0
f. Number of CLERK PSE Remaining After Impact	2
g. Provide Narrative Justifying need for Remaining CLERK PSE	
n/a	

## 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	29
b. Planned Number of CLERK FTR Positions After Impact	25
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	4
e. Provide Narrative Explaining need for Excessing	

F4 level 1 review revealed overstaffed condition requiring 4 FTE clerks to be excessed from the craft and/or installation.

## WorkHour Impact Report-CLERK

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-552
b. Planned Reduction in Total OT Hours per Month	-80
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	-56
h. Total Planned Non-OT Hours per Month	3616
i. Total FTE Savings	-4

# Tuscaloosa, Alabama, United States

