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SEP 22 2010
WESTERN REGION
COORDINATOR

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

September 21, 2010

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration

 Please review, take action and reduce issues to writing
 Comments

Omar Gonzalez
 Western Region Coordinator
 American Postal Workers Union, AFL-CIO
 500 Airport Blvd., Suite 450
 Burlingame, CA 94010-1940

Omar M. Gonzalez, Coordinator

SUBJECT: Notice of Impacts in the Nevada-Sierra District

Dear Mr. Gonzalez,

This letter is with regard to the workload reductions at the Reno NV Post Office . In order to minimize the impact due to the workload reductions we are authorizing the withholding of five (5) residual vacancies at the same (Level 6) or lower level in surrounding installations within 100 miles of the Reno NV Post Office. 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
 Simon Storey
 Manager Human Resources (A)
 Western Area

Attachments: Impact Report, Radius Map, Seniority List, Supportive Documentation

Cc: Manager Labor Relations Western Area
 Manager Programs Delivery Support, Western Area
 Manger In-Plant Support Western Area
 District Manager Nevada-Sierra
 Manager Human Resources Nevada-Sierra
 Manager Labor Relations Nevada-Sierra
 Compliment Coordinator Nevada-Sierra
 Manager of Human Resources Pacific Area
 Manager of Labor Relations Pacific Area
 Compliment Coordinator Pacific Area
 NALC Region 1
 NPMHU Regional Director Oakland

WorkHour Impact Report

| | |
|---|-----------------------------------|
| Impacted Bid Cluster | RENO POST OFFICE |
| Installation Address | |
| Area Name | WESTERN |
| Impact Type | Reduction Other Than by Attrition |
| Date of Impact | 03/31/2012 |
| Period (Dates) of Review Performed | 08/29/2009 thru 08/27/2010 |
| Report Prepared By | Anna Liza Ocampo |
| Report Prepared Date | 09/15/2010 |
| Reviewed By | Jimmy Wolf |
| Phone | (702) 361-9228 |

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 | 7100 | 6930 | -170 | -680 | -8840 | -5 | 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 | 501 | 7.1% | -140 | 0 | | 361 | 5.2% |

WorkHour Impact Report

Casuals

| | |
|--|-----|
| a. Current Number of CLERK Casuals on Rolls | 4 |
| b. Current Total Non-OverTime CLERK Casuals Hours per Month | 544 |
| 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 | 4 |
| g. Provide Narrative Justifying need for Remaining CLERK Casuals | |
| Casuals are working 6 days a week 4 - 6 hours a day | |

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 | |
| This is a 200 man year office and does not have any PTF's | |

Transitional Employees (TEs)

| | |
|---|---|
| a. Current Number of CLERK TEs on Rolls | 0 |
| b. Current Total Non-OverTime CLERK TE Hours per Month | 0 |
| c. Planned Reduction in Total Non-OverTime CLERK TE Hours per Month | 0 |
| d. Number of CLERK TEs that will have Reduced Hours | 0 |
| e. Number of CLERK TEs that will be Terminated | 0 |
| f. Number of CLERK TEs Remaining After Impact | 0 |
| g. Provide Narrative Justifying need for Remaining CLERK TEs | |
| No TE's | |

WorkHour Impact Report

Part Time Regular (PTRs)

| | |
|--|---------|
| a. Current Number of CLERK PTRs on Rolls | 3 |
| b. Planned Number of CLERK PTR Positions after Impact | 3 |
| c. Estimated Number of CLERK PTR Attrition | 0 |
| d. Will there be any CLERK PTRs Excessed from Craft or Installation CLERK PTRs | NO 0 |
| e. Provide Narrative Explaining need for Excessing There are PTR's in Customer Service, but not in the Plant. | |

Full Time Regular (FTRs)

| | |
|---|----------|
| a. Current Number of CLERK FTRs on Rolls | 203 |
| b. Planned Number of CLERK FTR Positions After Impact | 198 |
| c. Estimated Number of CLERK FTR Attrition | 0 |
| d. Will there be any CLERK FTRs Excessed from Craft or Installation If Yes how Many CLERK FTRs | YES 5 |
| e. Provide Narrative Explaining need for Excessing Attrition is not expected | |

WorkHour Impact Report-CLERK

Preliminary Summary

| | |
|---|-------|
| a. Total Planned Non-OT Reduction per Month for Regulars and PTRs | -680 |
| b. Planned Reduction in Total OT Hours per Month | -560 |
| c. Planned Reduction in Casual Non-OT Hours per Month | 0 |
| d. Planned Reduction in PTF Non-OT Hours per Month | 0 |
| e. Planned Reduction in TE Non-OT Hours per Month | 0 |
| e. Total Planned Non-OT Hours per Month | 27720 |
| f. Total FTE Savings | -5 |

Reno, Nevada, United States



| MAIL PROCESSING VARIANCE [890] - NEVADA-SIERRA PFC | | | | | |
|--|-------------|---------|-----------------|-------------|------------|
| RENO P&DC - RENO P&DC - 317282 | | | | Group: 0 | |
| Analysis Period: 09/26/2009 to 09/10/2010 - Processing Days: 290 | | | | | |
| Facility SQ Ft: 117000 - 1 Floor(s) | | | (890) RENO P&DC | | |
| COMPLEMENT ANALYSIS | | | | | |
| UNIT VARIABLES | BASE | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| Full Time Clerk | | | 128 | | |
| Part Time Flexible Clerk | | | 0 | | |
| Part Time Regular Clerk | | | 0 | | |
| Full Time MH | | | 61 | | |
| Part Time Flexible MH | | | 0 | | |
| Part Time Regular MH | | | 4 | | |
| Casual Clerk | | | 4 | | |
| Casual MH | | | 0 | | |
| Full Time Equivalent Emp | 139 | 131 | 193 | | |
| Full Time Equivalent Hrs | 1792 | 1792 | 1841 | | |
| WORKHOUR ANALYSIS | | | | | |
| UNIT VARIABLES | BASE | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| LDC 11 Hours | 72,718 | 69,805 | 103,394 | 33,589 | 67.51% |
| LDC 12 Hours | 14,538 | 11,988 | 15,143 | 3,155 | 79.16% |
| LDC 13 Hours | 35,959 | 36,023 | 46,432 | 10,409 | 77.58% |
| LDC 14 Hours | 17,179 | 19,501 | 24,930 | 5,429 | 78.22% |
| LDC 15 Hours | 211 | 144 | 144 | 0 | 100.00% |
| LDC 17 Hours | 82,982 | 72,773 | 125,171 | 52,398 | 58.14% |
| LDC 18 Hours | 15,996 | 14,961 | 26,019 | 11,058 | 57.50% |
| Total Function One Hours | 239,582 | 225,194 | 341,233 | 116,039 | 65.99% |
| WORKLOAD ANALYSIS | | | | | |
| UNIT VARIABLES | BASE | EARNED | ACTUAL | VARIANCE | % VARIANCE |
| LDC 11 Volume | 780,391,043 | | 745,487,537 | -34,903,506 | -4.47% |
| LDC 12 Volume | 53,661,192 | | 44,135,111 | -9,526,081 | -17.75% |
| LDC 13 Volume | 12,935,812 | | 12,896,063 | -39,749 | -0.31% |
| LDC 14 Volume | 14,223,292 | | 14,684,958 | 461,666 | 3.25% |
| LDC 15 Volume | 383,801 | | 123,892 | -259,909 | -67.72% |
| LDC 17 Volume | 405,117,732 | | 368,651,506 | -36,466,226 | -9.00% |
| PRODUCTIVITY ANALYSIS | | | | | |
| UNIT VARIABLES | BASE | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| LDC 11 Productivity | 10,732 | 10680 | 7210 | -3470 | 67.51% |
| LDC 12 Productivity | 3,691 | 3682 | 2915 | -767 | 79.18% |
| LDC 13 Productivity | 360 | 358 | 278 | -80 | 77.65% |
| LDC 14 Productivity | 828 | 753 | 589 | -164 | 78.22% |
| LDC 15 Productivity | 1,819 | 860 | 862 | 2 | 100.19% |
| LDC 17 Productivity | 4,882 | 5066 | 2945 | -2121 | 58.14% |
| LDC 18 Productivity | 0.0370 | 0.0370 | 0.0749 | 0.0379 | 49.37% |
| FTES DAILY STAFFING ANALYSIS | | | | | |
| UNIT VARIABLES | BASE | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| Clerk/Mailhandler | 124.75 | 117.26 | 177.68 | 60.42 | |

BPI - WORKLOAD

Source: EDW 2008,2009,2010

Letters TTL: DBCS, PARS, LMLM, Manual Letters

Flats TTL: AFSM, Manual Flats

Mech other Direct TTL: LCTS and SPBS

| | 2008 | 2009 | Vol Dec (08-09) | % Decline | 2010 | Vol Dec (09-10) | % Decline |
|-------------------------|------------|------------|-----------------|-----------|------------|-----------------|-----------|
| January | | | | | | | |
| Letters Total | 84,763,580 | 74,380,110 | -10,383,470 | -12.26% | 71,062,939 | -3,317,171 | -4% |
| Flats Total | 6,682,280 | 5,770,472 | -911,808 | -13.65% | 4,494,480 | -1,275,992 | -22% |
| Mech other Direct Total | 1,265,537 | 1,168,191 | -97,346 | -7.69% | 1,179,038 | 10,847 | 1% |
| February | | | | | | | |
| Letters | 74,705,078 | 63,925,772 | -10,779,306 | -14.43% | 59,728,717 | -4,197,055 | -7% |
| Flats | 5,993,913 | 4,886,145 | -1,107,768 | -18.48% | 3,824,248 | -1,061,897 | -22% |
| Mech other Direct Total | 1,185,123 | 1,080,122 | -105,001 | -8.86% | 1,045,879 | -34,243 | -3% |
| March | | | | | | | |
| Letters | 76,992,244 | 67,299,024 | -9,693,220 | -12.59% | 68,632,587 | 1,333,563 | 2% |
| Flats | 6,376,493 | 5,162,332 | -1,214,161 | -19.04% | 4,392,078 | -770,254 | -15% |
| Mech other Direct Total | 1,244,665 | 1,154,859 | -89,806 | -7.22% | 1,192,859 | 38,000 | 3% |
| April | | | | | | | |
| Letters | 74,547,566 | 66,907,140 | -7,640,426 | -10.25% | 64,846,515 | -2,060,625 | -3% |
| Flats | 6,317,204 | 4,955,434 | -1,361,770 | -21.56% | 4,160,242 | -795,192 | -16% |
| Mech other Direct Total | 1,192,002 | 1,117,968 | -74,034 | -6.21% | 1,050,294 | -67,674 | -6% |
| May | | | | | | | |
| Letters | 75,110,843 | 64,867,820 | -10,243,023 | -13.64% | 63,389,662 | -1,478,158 | -2% |
| Flats | 6,196,502 | 4,815,221 | -1,381,281 | -22.29% | 4,070,481 | -744,740 | -15% |
| Mech other Direct Total | 1,158,792 | 1,058,139 | -100,653 | -8.69% | 1,018,831 | -39,308 | -4% |
| June | | | | | | | |
| Letters | 69,596,535 | 61,374,870 | -8,221,665 | -11.81% | 60,420,728 | -954,142 | -2% |
| Flats | 5,150,484 | 4,181,516 | -968,968 | -18.81% | 3,558,381 | -623,135 | -15% |
| Mech other Direct Total | 1,076,150 | 1,017,787 | -58,363 | -5.42% | 970,633 | -47,154 | -5% |
| July | | | | | | | |
| Letters | 74,912,817 | 64,813,315 | -10,099,502 | -13.48% | 63,367,535 | -1,445,780 | -2% |
| Flats | 5,598,232 | 4,481,072 | -1,117,160 | -19.96% | 3,703,523 | -777,549 | -17% |
| Mech other Direct Total | 1,106,312 | 1,024,105 | -82,207 | -7.43% | 989,819 | -34,286 | -3% |
| August | | | | | | | |
| Letters | 71,525,078 | 62,824,262 | -8,700,816 | -12.16% | 61,874,446 | -949,816 | -2% |
| Flats | 5,671,266 | 4,645,145 | -1,026,121 | -18.09% | 4,044,762 | -600,383 | -13% |
| Mech other Direct Total | 1,151,909 | 1,092,386 | -59,523 | -5.17% | 1,032,654 | -59,732 | -5% |
| September | | | | | | | |
| Letters | 71,517,760 | 63,313,489 | -8,204,271 | -11.47% | | | |
| Flats | 6,242,353 | 4,986,345 | -1,256,008 | -20.12% | | | |
| Mech other Direct Total | 1,208,386 | 1,068,156 | -140,230 | -11.60% | | | |
| October | | | | | | | |
| Letters | 83,758,022 | 67,142,228 | -16,615,794 | -19.84% | | | |
| Flats | 6,964,899 | 5,075,861 | -1,889,038 | -27.12% | | | |
| Mech other Direct Total | 1,187,913 | 1,198,670 | 10,757 | 0.91% | | | |
| November | | | | | | | |
| Letters | 70,646,572 | 65,830,338 | -4,816,234 | -6.82% | | | |
| Flats | 6,688,497 | 4,912,390 | -1,776,107 | -26.55% | | | |
| Mech other Direct Total | 1,156,710 | 1,171,615 | 14,905 | 1.29% | | | |
| December | | | | | | | |
| Letters | 76,656,733 | 73,288,197 | -3,368,536 | -4.39% | | | |
| Flats | 5,315,716 | 3,746,874 | -1,568,842 | -29.51% | | | |
| Mech other Direct Total | 1,336,884 | 1,465,706 | 128,822 | 9.64% | | | |