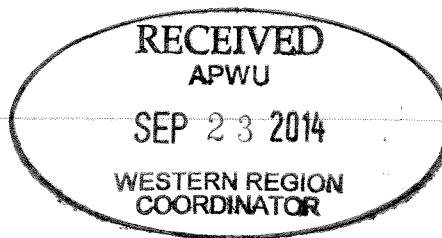


WESTERN AREA
HUMAN RESOURCES



September 23, 2014

☒ 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 writ-
ing
Comments
M. Gonzalez, Coordinator

Omar M. Gonzalez
APWU Western Region Coordinator
1350 Old Bayshore Hwy., Ste 360
Burlingame, CA 94010-1882

RE: Notice of Withholding for Great Falls, MT

Dear Mr. Gonzalez:

Please be advised that based on workload reduction and in order to minimize impact due to the planned excessing, we are authorizing the withholding of two (2) residual vacancies. These residual vacancies are at the same or lower levels in surrounding installations within a 50-mile radius of the Great Falls, MT Post Office. As information, the two (2) affected Maintenance positions are:

- One (1) – Electronic Technician, (PS-10), Occ. Code 8560020
- One (1) – Maintenance Mechanic, (PS-7), Occ. Code 474903XX

If you have any questions, please contact Anita Works, Labor Relations Specialist, Western Area at 303-313-5605.

Sincerely,

Anita Works for
Simon M. Storey
Manager, Human Resources
Western Area

cc: Manager Labor Relations, Western Area
Manager In-Plant Support, Western Area
District Manager, Dakotas
Manager Human Resources, Dakotas
Manager Labor Relations, Dakotas
Complement Coordinator, Dakotas
Regional Director NPMHU, Denver
NALC National Business Agent, Region 2

Attachments: Workhour Impact Report, Seniority Roster Map, Supporting Document

aw:47768

1745 STOUT ST., STE. 600
DENVER, CO 80299-4000
(303) 313-5020
FAX: 313-5021

WorkHour Impact Report

Impacted Bid Cluster	GREAT FALLS POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/31/2016
Period (Dates) of Review Performed	08/17/2013 thru 08/15/2014
Report Prepared By	Deborah Wittmayer
Report Prepared Date	09/23/2014
Reviewed By	Richard Chavez
Phone	(605) 575-3405

WorkHour Impact Report

Craft = MAINTENANCE

	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	851	778	-73	-292	-3796	-2	1924

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	69	8.1%	-6	0		63	8.1%

WorkHour Impact Report

Casuals

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

Mail Handler (MHAs)

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

Part Time Flexible (PTFs)

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

City Carrier Assistant (CCAs)

a. Current Number of MAINTENANCE CCAs on Rolls	0
--	---

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

Postal Support Employees (PSE)

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

WorkHour Impact Report

Part Time Regular (PTRs)

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

Full Time Regular (FTRs)

a. Current Number of MAINTENANCE FTRs on Rolls	23
b. Planned Number of MAINTENANCE FTR Positions After Impact	21
c. Estimated Number of MAINTENANCE FTR Attrition	0
d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation If Yes how Many MAINTENANCE FTRs	YES 2
e. Provide Narrative Explaining need for Excessing REDUCE COMPLEMENT BY 1 ET AND 1 MAINTENANCE MECHANIC 7	

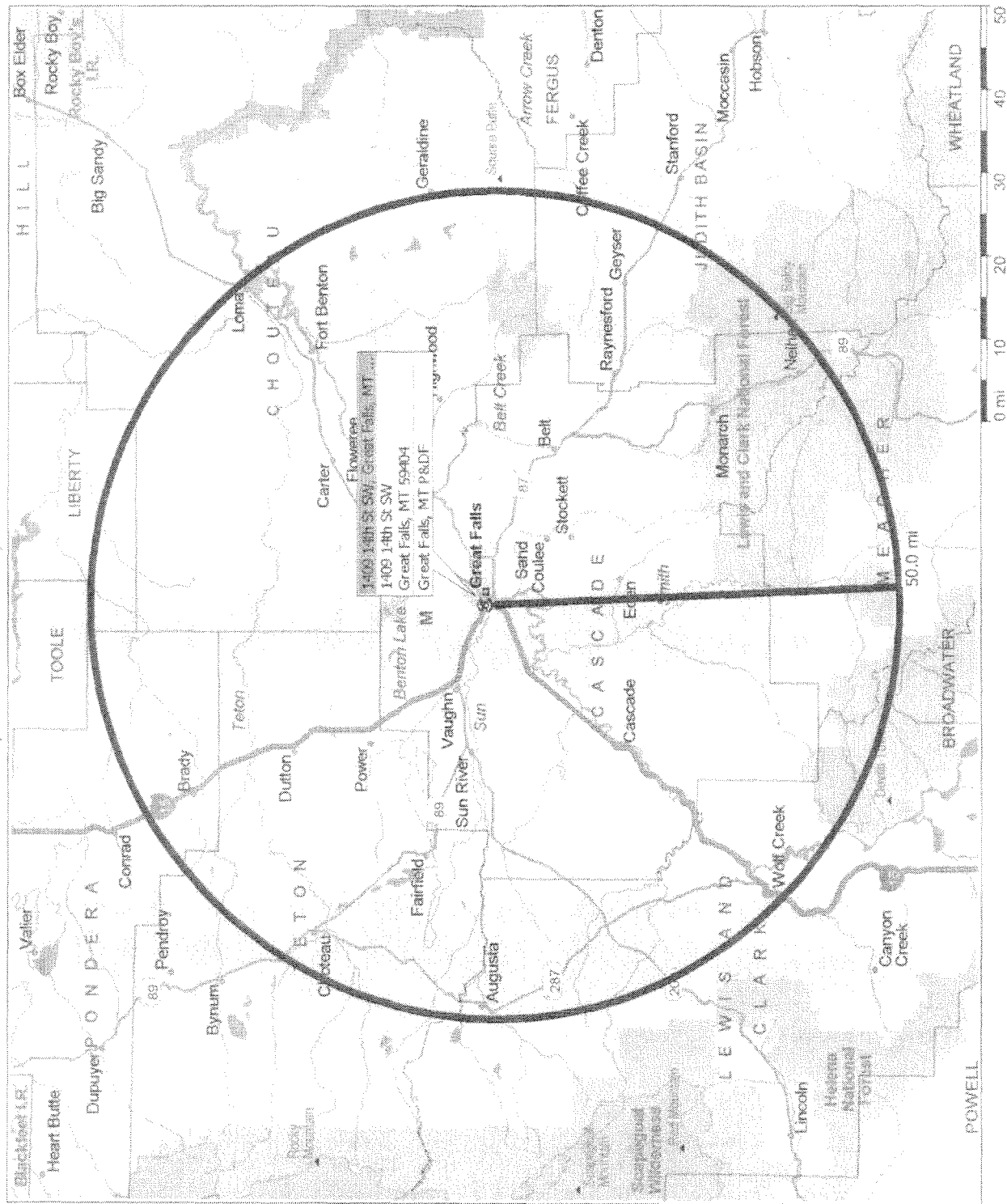
WorkHour Impact Report-MAINTENANCE

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-292
b. Planned Reduction in Total OT Hours per Month	-24
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	0
h. Total Planned Non-OT Hours per Month	3112
i. Total FTE Savings	-2

FINANC E	OFFICE	FULL NAME	JOB TITLE	EMP LEVEL	D/A	FUNC	LDC	OCC CODE	SEN DATE	SEN #	VET PREF
293636	GREAT FALLS PO	DAMMEN GARY L	BUILDING EQUIPMENT MECHANIC	9	167	3B	37	53060002	10/12/1998	2	N
293636	GREAT FALLS PO	STRUNK ROBERT E	BUILDING EQUIPMENT MECHANIC	9	167	3B	37	53060002	1/15/2000	1	N
293636	GREAT FALLS PO	NADER GENE A	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	10/12/1998	3	Y
293636	GREAT FALLS PO	PRIMOZIC JOHN D.	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	5/18/2002	1	N
293636	GREAT FALLS PO	GIMENEZ EDWIN W	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	8/11/2005	1	Y
293636	GREAT FALLS PO	POWERS KRIS L	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	3/14/2009	2	N
293636	GREAT FALLS PO	BREEN PAUL F	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	3/27/2010	1	Y
293636	GREAT FALLS PO	SIBLEY GABRIEL E.	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	3/24/2012	1	Y
293636	GREAT FALLS PO	GOULEY EDMUND R.	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	5/31/2014	1	Y
293636	GREAT FALLS PO	CLOUGH ROBERT A.	LABORER CUSTODIAL	4	166	3B	38	350203XX	9/28/1977	1	Y
293636	GREAT FALLS PO	BUCK LINDA C.	LABORER CUSTODIAL	7	166	3B	38	350203XX	8/12/2000	1	N
293636	GREAT FALLS PO	MARINEZ DAVID J	LABORER CUSTODIAL	4	166	3B	38	350203XX	5/1/2004	1	N
293636	GREAT FALLS PO	DODGE PERRY R.	LABORER CUSTODIAL	4	166	3B	38	350203XX	1/21/2006	1	Y
293636	GREAT FALLS PO	NAULT PATRICK D.	LABORER CUSTODIAL	4	166	3B	38	350203XX	8/20/2009	1	Y
293636	GREAT FALLS PO	SPARKS PAUL A.	LABORER CUSTODIAL	4	166	3B	38	350203XX	8/14/2014	1	Y
293636	GREAT FALLS PO	HURT MATTHEW	LABORER CUSTODIAL	4	166	3B	38	350203XX	7/26/2014	1	N
293636	GREAT FALLS PO	RICHARD DAVID F	LABORER CUSTODIAL	4	166	3B	38	350203XX	7/26/2014	1	Y
293636	GREAT FALLS PO	SWANDAL JASON P.	MAINTENANCE MECHANIC	7	167	3B	37	474903XX	5/3/2003	1	Y
293636	GREAT FALLS PO	OUELLET RON L.	MAINTENANCE MECHANIC	7	168	3B	36	474903XX	10/14/2008	1	N
293636	GREAT FALLS PO	PINOCCI MARIO V.	MAINTENANCE MECHANIC	7	168	3B	36	474903XX	9/1/2007	2	Y
293636	GREAT FALLS PO	HJELM BRADLEY J.	MAINTENANCE MECHANIC	7	168	3B	36	474903XX	9/1/2007	1	N
293636	GREAT FALLS PO	CUCHINE SHAWN P.	MAINTENANCE MECHANIC	7	168	3B	36	474903XX	3/14/2009	1	N
293636	GREAT FALLS PO	CRAWFORD WESLEY N.	MAINTENANCE MECHANIC	7	168	3B	36	474903XX	7/3/2010	1	N

Montana, United States, North America



Supplies Summary

					Staff reductions				Maint on rolls					ET-10 MM-9
Plant	DBCS loss	Mailhandlers	MH hrs	Clerk	Ck hrs	Maint target	Maintenance	Maint hrs	ET-10	MM-9	MM-7	Total	Realistic	% loss
Billings	3	3.0	5215.1	8.3	14608	3	3	5280	9	6	6	21	Yes	14.29%
Fargo	4	4.0	7100.0	11.3	19888	4	4	7040	7	4	4	15	Yes	26.67%
Sioux Falls	6	2.7	4712.4	7.5	13200	6	6	10560	21	3	7	31	Yes	19.35%
Bismarck	1	0.9	1570.8	2.5	4400	1	1	1760	5	0	1	6	Yes	16.67%
Dakota Cer	3	1.2	2073.5	3.3	5808	3	2	3520	3	1	2	6	NO	33.33%
Grand Fork	1	0.6	1005.3	1.6	2816	1	1	1760	4	0	1	5	Yes	20.00%
Great Falls	2	0.6	1068.1	1.7	2992	2	2	3520	6	0	6	12	Yes	16.67%
Minot	0	0.9	1508.0	2.4	4224	0	0	0	2	0	0	2	Yes	0.00%
Missoula	2	0.9	1570.8	2.5	4400	2	2	3520	6	2	4	12	Yes	16.67%
Rapid City	2	0.7	1193.8	1.9	3344	2	2	3520	6	0	2	8	Yes	25.00%
Total mach	24	15.4	27018	43.0	75680	24	23	40480						
Total DBCS	61													
Decreased	39.34%													
Total Savings = 143178 hrs, 81 FTE														

AMP Number	AMP Gain or Loss					AMP 50 mile left over need placed		
	Clerks	MHS	Maintenance	Mgt	Total	Clerks	Maintenance	Total
Facility								
Minot	16	3	-1	-2	22	16	4	20
Bismarck	12	3	2	0	17			
Minot AMP	4	0	1	-2	5			
Dakota Cer	16	7	10	-4	37	16	10	26
Sioux Falls	16	6	2	1	25			
Dak Central	0	-1	-8	-3	-12			
Total	4	-1	-7	-5	-17	32	14	46

Machine employee savings methodology

Machine savings based on 31,500 operational throughput with the assumption that all mail will be in front of the machines to run similar to DPS. For each DPS run hr saved two clerk hrs were saved. Mailhandlers' hours were cut in proportion to the clerk hours cut.

Maintenance hours were cut based on one machine loss cuts one ETR. Maintenance MM or FI

Savings based on existing models &

AMP savings based on existing models & 50 mile

AMP gains in facilities remained the same as AMP studies. Minot AMP left 3 maintenance employees there and moved 3 F-1 clerks to F-4. Dakota Central closes no

GREAT FALLS ANNEX

Mail Processing	Total	MM5/MM6	MM-7	MPE-9	ET-10
Total WorkHours Requested	18,588.27	1,704.24	7,815.01	4,568.16	4,502.86
Total Staffing Hours	21,190.63	1,717.96	8,024.35	5,198.16	6,250.16
Total Years	12.04	0.98	4.58	2.95	3.55

MS-1	Total	MM5/MM6	MM-7	BEM-9
BLDG and BLDG Equip Hours (Main Office)	1,889.67	0.00	0.00	1,889.67
BLDG and BLDG Equip Years (Main Office)	1.07	0.00	0.00	1.07
BLDG and BLDG Equip Hours (Sta/Branch)	7,011.22	0.00	3,491.22	3,520.00
BLDG and BLDG Equip Years (Sta/Branch)	3.98	0.00	1.98	2.00

FMO	Total	MM5/MM6	MM-7	AMS-8	AMT-9
Field Maintenance (Hours)	0.00	0.00	0.00	0.00	0.00
Field Maintenance (Years)	0.00	0.00	0.00	0.00	0.00

MOS	Total	MSC-7
Maintenance Operations Support	1.00	1.00

MS-47	Total	CUST-3	CUST-4	BMC-5	GRPLDR-5	PSE
Cust Hours (Main Office)	5,544.60	5,544.60	0.00	0.00	0.00	0.00
Cust Years (Main Office)	3.15	3.15	0.00	0.00	0.00	0.00
Cust Hours (Sta/Branch)	7,181.66	7,181.66	0.0	0.0	0.00	0.00
Cust Years (Sta/Branch)	4.08	4.08	0.00	0.00	0.00	0.00