

- Western Area Local
  - Western Area Local
  - So. West Area Local
  - Withholding Info
  - Staffing Issue(s)
  - Status Update
  - Grievance Administration
  - Please review, take action and reduce issues to writing
  - Comments
- Omar M. Gonzalez, Coordinator*

September 23, 2014

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

RE: Notice of Withholding for Billings, 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 three (3) residual vacancies. These residual vacancies are at the same or lower levels in surrounding installations within a 50-mile radius of the Billings, MT Post Office. As information, the three (3) affected Maintenance positions are:

- Two (2) – Electronic Technician, (PS-10), Occ. Code 8560020
- One (1) – Maintenance Mechanic MPE, (PS-09), Occ. Code 53500001

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 47723

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

## WorkHour Impact Report

Impacted Bid Cluster	BILLINGS 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	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	1656	1548	-108	-432	-5616	-3	1872

### 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	92	5.6%	-6	0		86	5.6%

## 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
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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	NO
MAINTENANCE PTRs	0
e. Provide Narrative Explaining need for Excessing	
N/A	

### Full Time Regular (FTRs)

a. Current Number of MAINTENANCE FTRs on Rolls	46
b. Planned Number of MAINTENANCE FTR Positions After Impact	43
c. Estimated Number of MAINTENANCE FTR Attrition	0
d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation	YES
If Yes how Many MAINTENANCE FTRs	3
e. Provide Narrative Explaining need for Excessing	
Reduce ET complement by 2, MPE (iv19) by 1	

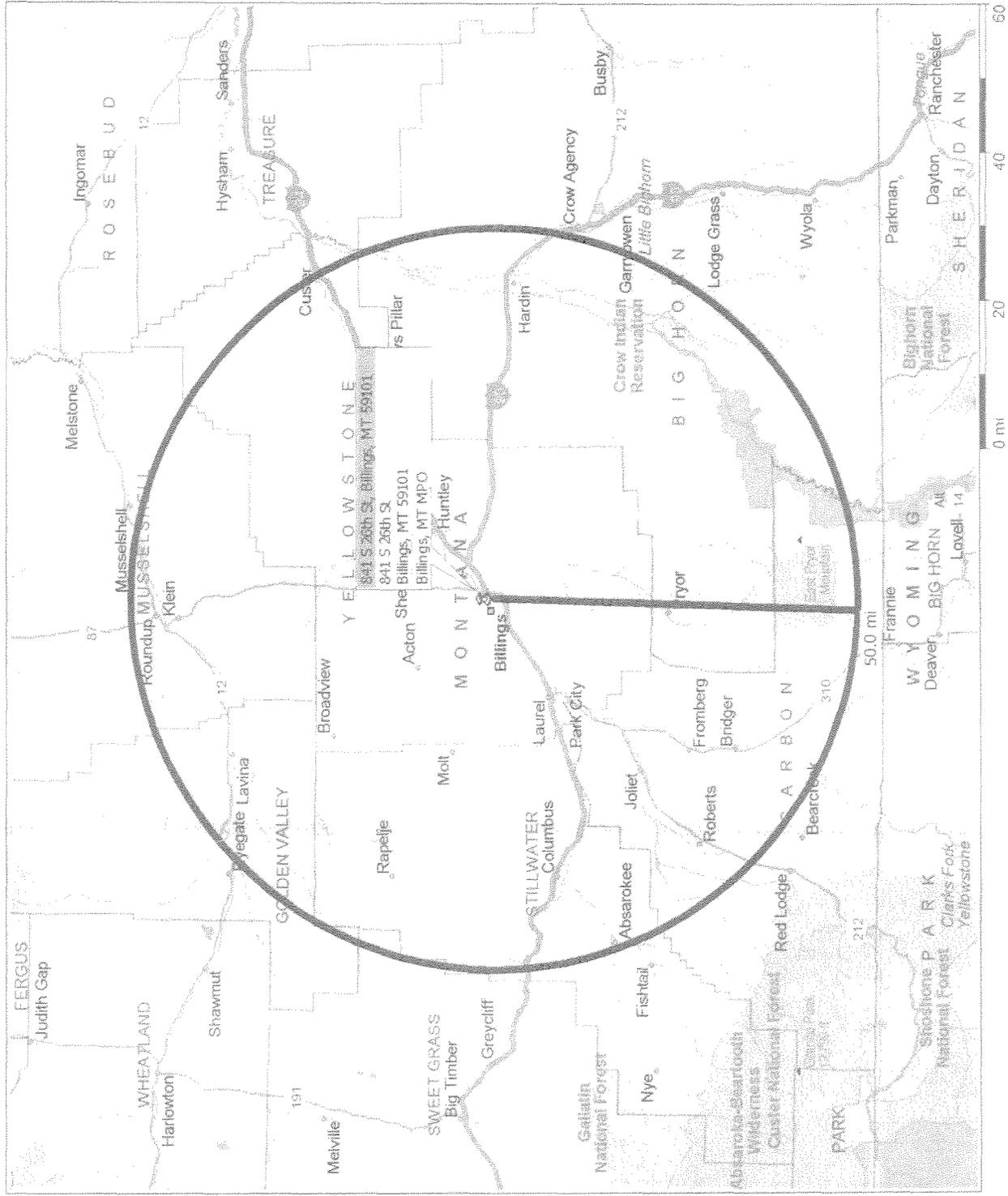
## WorkHour Impact Report-MAINTENANCE

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-432
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	6192
i. Total FTE Savings	-3

FINANC E	OFFICE	FULL NAME	JOB TITLE	EMP LEVEL	DIA	FUNC	OCC CODE	SEN DATE	SEN #	VET PREF
290774	BILLINGS PO	HARRINGTON MICHAEL J.	BUILDING EQUIPMENT MECHANIC	9	167	3B	53060002	8/14/1999	2	Y
290774	BILLINGS PO	COONS DAVID H.	BUILDING EQUIPMENT MECHANIC	9	167	3B	53060002	1/29/2000	1	Y
290774	BILLINGS PO	MCLEAN TEAL M.	BUILDING EQUIPMENT MECHANIC	9	167	3B	53060002	9/1/2007	2	Y
290774	BILLINGS PO	ENGLE WILLIAM C.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	11/13/1993	2	N
290774	BILLINGS PO	HAMMER KEITH A.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	1/8/1994	3	Y
290774	BILLINGS PO	JOHNSON STANLEY D.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	11/26/1994	1	N
290774	BILLINGS PO	POLLARI MICHAEL G.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	4/15/1995	1	Y
290774	BILLINGS PO	TENBROOK JR CLARIS E.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	12/23/1995	2	Y
290774	BILLINGS PO	PAGE THOMAS A.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	5/10/1997	1	Y
290774	BILLINGS PO	PRICE PERRY V.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	11/22/1997	1	N
290774	BILLINGS PO	LANGTON JOHN G.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	7/24/2004	2	Y
290774	BILLINGS PO	SCHMAING PATRICK J.	ELECTRONIC TECHNICIAN	10	168	3B	8560020	4/15/2008	1	Y
290774	BILLINGS PO	FOX RICHARD J.	LABORER CUSTODIAL	4	166	3B	350203XX	3/16/1985	1	Y
290774	BILLINGS PO	DEWALD JONATHAN L.	LABORER CUSTODIAL	4	166	3B	350203XX	12/23/1995	3	Y
290774	BILLINGS PO	ERICKSON DOUGLAS M.	LABORER CUSTODIAL	4	166	3B	350203XX	5/6/1998	1	Y
290774	BILLINGS PO	TOTH SCOTT A.	LABORER CUSTODIAL	4	166	3B	350203XX	11/2/2002	1	N
290774	BILLINGS PO	STUART MICHAEL M.	LABORER CUSTODIAL	4	166	3B	350203XX	5/3/2003	1	Y
290774	BILLINGS PO	WALDNER JOHN C.	LABORER CUSTODIAL	4	166	3B	350203XX	3/19/2005	2	Y
290774	BILLINGS PO	DAWSON PATRICK E.	LABORER CUSTODIAL	4	166	3B	350203XX	5/28/2005	2	Y
290774	BILLINGS PO	DICK ROGER J.	LABORER CUSTODIAL	4	166	3B	350203XX	11/24/2007	1	Y
290774	BILLINGS PO	WELBOURNE MARK D.	LABORER CUSTODIAL	4	166	3B	350203XX	1/16/2010	1	N
290774	BILLINGS PO	OYOLA ORLANDO	LABORER CUSTODIAL	4	166	3B	350203XX	4/10/2010	1	Y
290774	BILLINGS PO	MEYER JESIM	LABORER CUSTODIAL	4	166	3B	350203XX	1/15/2011	1	N
290774	BILLINGS PO	MOEWES DARREN J.	LABORER CUSTODIAL	4	166	3B	350203XX	1/29/2011	1	Y
290774	BILLINGS PO	BUCCIS MITCHELL D.	LABORER CUSTODIAL	4	166	3B	350203XX	9/8/2012	1	Y
290774	BILLINGS PO	SMITH SHAWN R.	LABORER CUSTODIAL	4	166	3B	350203XX	3/8/2014	1	N
290774	BILLINGS PO	FIELDS DANIEL E.	LABORER CUSTODIAL	4	166	3B	350203XX	3/22/2014	1	Y
290774	BILLINGS PO	ZASKE JUSTIN	LABORER CUSTODIAL	4	166	3B	350203XX	5/31/2014	1	N
290774	BILLINGS PO	BOELTER MICHAEL W.	LABORER CUSTODIAL	4	166	3B	350203XX	7/12/2014	1	Y
290774	BILLINGS PO	MARQUART WILLIAM B.	LABORER CUSTODIAL	4	166	3B	350203XX	7/26/2014	1	Y
290774	BILLINGS PO	REYNOLDS MARK A.	MAINTENANCE MECHANIC	7	168	3B	474903XX	3/28/1987	3	N
290774	BILLINGS PO	DOTY GREGORY S.	MAINTENANCE MECHANIC	7	167	3B	474903XX	9/12/1998	1	Y
290774	BILLINGS PO	WERK BARBARA J.	MAINTENANCE MECHANIC	7	167	3B	474903XX	8/11/2001	1	N
290774	BILLINGS PO	SCHLEINING TERRY L.	MAINTENANCE MECHANIC	7	168	3B	474903XX	12/23/2008	3	Y
290774	BILLINGS PO	POWERS LAWRENCE A.	MAINTENANCE MECHANIC	7	168	3B	474903XX	5/9/2007	1	N
290774	BILLINGS PO	KRIESEL JAMES A.	MAINTENANCE MECHANIC	7	168	3B	474903XX	9/8/2012	1	N
290774	BILLINGS PO	WILLIAMSON J E.	MAINTENANCE MECHANIC MPE	9	168	3B	53500001	1/21/1995	1	Y
290774	BILLINGS PO	YOUNGBLOOD JUSTIN W.	MAINTENANCE MECHANIC MPE	9	168	3B	53500001	12/23/1995	5	Y
290774	BILLINGS PO	LEIKAM BRIAN L.	MAINTENANCE MECHANIC MPE	9	168	3B	53500001	3/13/1999	1	Y
290774	BILLINGS PO	SEARS-RODRIGUEZ COLLEEN M.	MAINTENANCE MECHANIC MPE	9	168	3B	53500001	12/23/2006	2	Y
290774	BILLINGS PO	WEST RANDY R.	MAINTENANCE MECHANIC MPE	9	168	3B	53500001	9/1/2007	1	N
290774	BILLINGS PO	BARTA RAYMOND J.	MAINTENANCE MECHANIC MPE	9	168	3B	53500001	11/10/2007	1	Y
290774	BILLINGS PO	FIELDS PHILIP	MAINTENANCE MECHANIC MPE	9	168	3B	53500001	3/23/2013	1	N
290774	BILLINGS PO	GARLAND GEORGIA A.	MAINTENANCE SUPPORT CLERK	7	169	3B	030302XX	1/2/1999	1	N
290774	BILLINGS PO	SENGL CASANDRA L.	MAINTENANCE SUPPORT CLERK	7	169	3B	030302XX	3/13/1999	2	Y
290774	BILLINGS PO	FERGUSON KAREN M.	MAINTENANCE SUPPORT CLERK	7	169	3B	030302XX	9/4/2004	1	N

# Montana, United States, North America



PDC models

Billings P&I	Mach #	DBC pcs	DB hrs	ACT Thruput rate	DB hrs 31.5K thrupt rate	DB hrs reduction	Machine Summary		
							needs/17hr	current	reduction
CIOSS	1	5,245,888	266	19,721	167	99			
DBCS	2	5,370,889	253	21,229	171	82			
DBCS	3	4,008,523	171	23,442	127	44			
DBCS	4	4,948,000	223	22,188	157	66			
DBCS	5	5,200,633	225	23,114	165	60			
DBCS	6	6,568,451	297	22,116	209	88			
DBCS	8	4,412,906	200	22,065	140	60			
DIOSS	7	3,161,123	161	19,634	100	61			
Total	8	38,518,413	1,796	173,809	1,235	561	73		
day run period				21,689	per day	23	3.0	8	3
					per wk	140	Impact	hours	
					clk reduce	8.3	F-1 >>	14,594	
					ET reduce	3	F-3b >>	5,280	
					Total	11			

Savings Summation

Plant	DBCS loss	Mailhandlers	Staff reductions				Maint on rolls				ET-10 MM-9			
			MH hrs	Clerk	Ck hrs	Maint target	Maintenance	Mant hrs	FT-10	MM-9		MM-7	Total	Realistic
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%
<b>Total mach</b>	<b>24</b>	<b>15.4</b>	<b>27018</b>	<b>43.0</b>	<b>75680</b>	<b>24</b>	<b>23</b>	<b>40480</b>						
<b>Total DBCS</b>	<b>61</b>													
Decreased	39.34%													
<b>Total Savings = 143178 hrs, 81 FTE</b>														

MP Number	AMP Gain or Loss				AMP 50 mile left over need placed			
	Clerks	MHs	Maintenance	Mgt	Total	Clerks	Maintenance	Total
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	<b>16</b>	<b>10</b>	<b>26</b>
Sioux Falls	16	6	2	1	25			
<b>Dak Centre</b>	0	-1	-8	-3	-12	<b>AMP 50 mile left over need placed</b>		
<b>Total Dak</b>	<b>-4</b>	<b>-1</b>	<b>-7</b>	<b>-5</b>	<b>-17</b>	<b>32</b>	<b>14</b>	<b>46</b>

**Machine employee savings methodology**  
 Machine savings based on 31,500 operational thruput 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 FTR Maintenance MM or FT.

**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

**BILLINGS PO**

Mail Processing	Total	MM5/MM6	MM-7	MPE-9	ET-10
Total WorkHours Requested	41,732.47	1,813.37	17,135.38	11,611.85	11,371.87
Total Staffing Hours	47,575.00	1,668.67	17,580.86	13,030.75	15,294.72
Total Years	27.03	0.95	9.99	7.40	8.69

MS-1	Total	MM5/MM6	MM-7	BEM-9
BLDG and BLDG Equip Hours (Main Office)	7,084.69	7,084.69	0.00	0.00
BLDG and BLDG Equip Years (Main Office)	4.03	4.03	0.00	0.00
BLDG and BLDG Equip Hours (Sta/Branch)	3709.70	0.00	3709.70	0.00
BLDG and BLDG Equip Years (Sta/Branch)	2.11	0.00	2.11	0.00

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	2.00	2.00

MS-47	Total	CUST-3	CUST-4	BMC-5	GRPLDR-5	PSE
Cust Hours (Main Office)	24,210.54	24,210.54	0.00	0.00	0.00	0.00
Cust Years (Main Office)	13.76	13.76	0.00	0.00	0.00	0.00
Cust Hours (Sta/Branch)	6096.90	6096.90	0.00	0.00	0.00	0.00
Cust Years (Sta/Branch)	3.46	3.46	0.00	0.00	0.00	0.00