



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

March 12, 2018

Ms Anita Workers/Mr. Scott Sutton
Western Area, USPS

RE: Article 12 A/R Meeting Responses

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Coordinator, Western Region

The following items are issues and concerns were discussed. The Region's understanding of the Employer's Responses are *in italic*. If the Region's understanding of the responses is incorrect or inaccurate please provide clarification as soon as possible.

1. What is the Impact Number for the withholding notice dated March 2, 2018?
61815 is the tracking number.

2. What specific provision(s) of the CBA will this excessing fall under?
Reduction Other Than Attrition

3. What residual vacancies currently exist for the placement of 212 clerks within the Portland Installation?
None

4. Will the involuntary reassignment occur sooner than the next Area Move Date?
Operational Dates are June 9th; last equipment late October. Move piece by piece or all by the end of timeline. Will discuss timeline with Local. No one is anticipated to be moved out of installation.

4a. If so, when will the excessing take place? *See 4*

5. Please describe the preferencing process (What forms, what lists, what instructions, what dates, to whom are the forms turned into? etc.) *Similar to how it is always done, will have list of available residuals. Anticipate doing so before June 9th. Want to work with unions to get MH and custodial residuals. There will be senior in lieu of for APWU crafts.*

Continued

ARTICLE 12 Area/Regional Meeting Agenda

- 6. Please provide a listing of impacted employees who are on light/limited duty.**

Have a list to be compiled and bring up to date. List to be sent to Area to forward to Region.

7.

Is the Seniority List provided with the Withholding Notice the merged seniority list? Will be done before employees preference. The List should be ready within two weeks. About 250 clerks have overlapping dates. Form 50s take time to review. After which the list will be presented to the Local with copy to Area forward for forwarding to Region.

7a. If not what is the status of the merged seniority list requested two weeks ago? See above

- 8. Is it management's intent to actually involuntarily reassign 212 FT Clerks from the Portland OR P&DC? Will be looking to keep clerks in house, to carrier, custodial or mail handler assignments.**
- 9. The WHIR states that the date of impact is 3/1/2019 is that an accurate date? If not what is the accurate date? Error on the side of caution mid- July and as late as October 27, 2018.**
- 10. What is a "Clerk MHA" listed on the WHIR? Typo it should have been edited.**
- 11. What is the current number of MHAs on the rolls? Currently there are 49 casuals, 8 MHAs, 2 PTR MH in combined cluster. There are some residual MH vacancies,**
- 12. What is the current number of FT Mailhandlers on the rolls at the P&DC? Currently there are 277 FT Mail handlers.**
- 13. Are there currently Mailhandler residual vacancies. If so the Region requests a listing. There are some MH residuals**
- 14. What is a "Clerk CCA" as listed on the WHIR? Same typ, formatting was not edited**
- 15. What is the current number of CCAs on the rolls at the Portland Installation? Currently 148**
- 16. Are there currently FT carrier residual vacancies at the Portland Installation? Need info**
- 17. If so the Region requests a listing of the carrier residual vacancies. There are some older residuals being formalized working through eReassign, there are postings closing in a few days.**
- 18. Are there currently any bargaining unit employees on detail or otherwise temporarily assigned to EAS assignments? There are some. Forward to Area any type of detail for forwarding to Region.**

continued

Portland A/R Article 12 Meeting Agenda Items

19. **What is meant by equipment changes cause changes in the staffing mix between crafts based on the type of work performed stated on the WHIR that explains the need for excessing?** *Staffing matrix will change and plant will have more MH working the machines. Several machines will be using updated methods. The later machine will be very different as to type of work and will use more mail handlers.*
20. **What is the planned total non-overtime PSE Hours per months after the excessing impact?** *Will reduce significant number of PSEs on plant side. The F4 PSE operations is under review. With potential to have more FT and NTFT assignments. A modified work week is also a potential.*
21. **Have all clerks been notified of their right to transfer via 21 day eReassign? If not why not? If so how were they notified?** *Worked with local to get letter templates to be clear and to be issued including a paragraph to include regular eReassign. The letters went out last Friday. There will be stand ups along with a power point and Step by Step guide to be posted by end of this week.*
22. **What contractual criteria allows for retaining PSEs assigned to Function 4?**
They are by Installation. Because they are Function 4 does not mean they will remain. It will be by seniority installation wide.
23. **What contractual criteria allows for the staffing of AFCS 200s with only PSEs?** *There will be at new plant because they are less than 6 hours. PSEs are all working on the assignment. There will be 7 machines at 5 times a week. PSEs are working about 5 ½ hours daily. There are about 8 PSEs and there will be one additional machine. There may be a potential to create a FT assignment which will be looked at.*
24. **What attrition has occurred in Portland in the last four quarters?** *To be given to Area (APWU Attrition) and then issued to Region.*
25. **What is the anticipated attrition in Portland in the next three months?** *Very little, 4 will be VERA. But after the eReassign and staffing at new location there may be some after March. There are plenty eligible but there is no estimate how many will be leaving at this time.*
26. **The Region requests the supportive documentation for the Clerk Position Summary (2nd Draft) attached to the Notice of Withholding? Based on machines they will be held.**
Area (Anita Works) will be sent the data to then forward to Region.
27. **The Region requests any and all supportive reports/studies to support the anticipated excessing.** *See DAR*
28. **Are there currently any retreat rights to be implemented to clerical sections at the Portland P&DC?** *There are some sectional retreat rights and one general clerks. Sections will be re-negotiated with the Local Union. (25 employees have retreat rights)*

A/R Article 12 Agenda Items

29. Will there be an impact to the VMF listed in the DAR?

VMF is pick up and move. Just a matter of where they report to.

30. Are there sufficient residual duty assignments within the 50 mile radius map provided by the Area? If not, will movement take place?

There is no plan to reassign outside of installation.

31. The Region requests a listing of residual vacancies within the radius map that currently exists? There are a few jobs in the 21 day eReassign that may results in residuals but all related to prior withholding. Area to be given list and forward to the Region.

Please provide the requested information as soon as it is available.



**Omar M. Gonzalez
Regional Coordinator**