



March 13, 2026

Omar Gonzalez (**sent electronically**)
Western Regional Coordinator (APWU)
1350 Old Bayshore HWY, Suite 360
Burlingame, CA 94010-1882

Subject: Withholding – CA-4 District – City of Industry, CA.

Dear Regional Coordinator Gonzalez:

Attached is the impact statement from the CA-4 District that reflects the clerk staffing guidelines at City of Industry, CA. Installation. This reduction is based on the following:

- Removal of 2 (two) APBS machines
- Removal of 1 (one) SPSS machine
- The addition of two (2) PILS machines at this location.

As a result, the following positions at the above installation will have an impact to the clerk staffing in the following manner:

<u>Office</u>	<u>Number of Employees</u>
City of Industry, CA. Installation	Loss of 75 FTR clerks – Level 6
City of Industry, CA. Installation	Loss of 3 FTR clerks – Level 7

The total impact for the installation is seventy-eight (78) full-time regular clerk craft employees. It is anticipated that attrition alone will not be sufficient to avoid excessing outside the craft and/or installation.

Any involuntary reassignments will be affected in accordance with Article 12.5.C.5 of the Collective Bargaining Agreement.

Based on the attached, this is your notification that full-time residual vacancies in all crafts, level 7 and below within this installation and the surrounding 50 miles, will be withheld in accordance with Article 12.5.C.5 of the Collective Bargaining agreement, up to the number indicated.

If you have any questions regarding this notification, please contact Annalee Monson at (801) 201-0693.

Thank you,

Emma

Digitally signed by
Emma Roudebush

Roudebush

Date: 2026.03.13
08:35:43 -07'00'

For Scott Sutton

A/Director Field Labor Relations
WestPac Area

Enclosures: AIR, Seniority List, Map, Pre/Post Matrix, Current vs. Future Equipment Set

cc: District Manager CA-4, HR Manager CA-4, LR Manager CA-4, Manager Workforce Planning & Complement CA-4, Director Field Human Resources, Director Field Labor Relations, Manager Workforce Planning & Complement – WestPac Area; NALC Region 1 NBA Keisha Lewis; Regional Director, NPMHU Nick Lehto

WorkHour Impact Report

Impacted Bid Cluster	ALHAMBRA(CA) BID CLUSTER
Installation Address	
Area Name	WESTPAC RETAIL & DELIVERY
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/19/2026
Period (Dates) of Review Performed	03/08/2025 thru 03/06/2026
Report Prepared By	Ka Shreila Matlock
Report Prepared Date	03/12/2026
Reviewed By	Alejandra Cruz
Phone	(626) 855-6600

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	11736	8488	-3248	-12992	-168896	-98	1716

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	477	4.1%	-96	0		381	4.5%

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	

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	

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	

City Carrier Assistant (CCAs)

a. Current Number of CLERK CCAs on Rolls	0
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	

Postal Support Employees (PSE)

a. Current Number of CLERK PSE on Rolls	20
b. Current Total Non-OverTime CLERK PSE Hours per Month	2604
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-2604
d. Number of CLERK PSE that will have Reduced Hours	0
e. Number of CLERK PSE that will be Terminated	-20
f. Number of CLERK PSE Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK PSE	
Replace 1 SPSS and 2 APBS with 3 PILS	

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	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	320
b. Planned Number of CLERK FTR Positions After Impact	202
c. Estimated Number of CLERK FTR Attrition	40
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	78
e. Provide Narrative Explaining need for Excessing	
Replace 1 SPSS and 2 APBS with 3 PILS	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-10388
b. Planned Reduction in Total OT Hours per Month	-384
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	-2604
h. Total Planned Non-OT Hours per Month	33952
i. Total FTE Savings	-98



Clerks - Current State/Future State

Section	Occupied Bids				Vacant Bids				Residual Bids				Current State Bids				Future State Bids				Difference				NIT Calculations				
	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	All F1 Bids	NIT Bids	Difference		
	Contract Tech		1		1				0				0	0	1	0	1	0	1	0	0	0	0	0	1	1		0	
Data Coll Tech	1			1			1	1				0	1	0	1	2	1	0	1	2	0	0	0	0	2	2		0	
General Clerks	1	1	1	3				0				0	1	1	1	3	1	1	1	3	0	0	0	0	3	3		0	
APBS Lead Clerk	1	1	1	3				0				0	1	1	1	3					-1	-1	-1	-3	3	0		-3	
APBS MPC		1		1				0				0	0	1	0	1					0	-1	0	-1	1	0		-1	
APBS PPD	23	11	20	54				0				0	23	11	20	54					-23	-11	-20	-54	54	0		-54	
SIPS Lead Clerk			2	2	2			2				0	2	0	2	4	2	0	2	4	0	0	0	0	4	4		0	
SIPS MPC	6	10	8	24				0				0	6	10	8	24	6	10	8	24	0	0	0	0	24	24		0	
SPSS - Lead Clerks	4	2	3	9	1		1	2				0	5	2	4	11	4	2	3	9	-1	0	-1	-2	11	9		-2	
SPSS MPC	51	32	54	137				0				0	51	32	54	137	37	37	37	111	-14	5	-17	-26	137	111		-26	
Express	2	2	2	6				0				0	2	2	2	6	2	2	2	6	0	0	0	0	6	6		0	
USS			7	7				0				0	0	0	7	7	0	0	7	7	0	0	0	0	7	7		0	
Manual Parcels			14	14				0				0	0	0	14	14	0	0	14	14	0	0	0	0	14	14		0	
Registry	2		2	4				0				0	2	0	2	4	2	0	2	4	0	0	0	0	4	4		0	
SWYB			3	3				0				0	0	0	3	3	0	0	3	3	0	0	0	0	3	3		0	
			0	0				0				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
			0	0				0				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
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			0	0				0				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
			0	0				0				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
LDC 67	2		1	3				0				0	2	0	1	3	2	0	1	3	0	0	0	0	3	3		0	
Total	93	61	118	272	3	0	2	5	0	0	0	0	96	61	120	277	57	53	81	191	-39	-8	-39	-86	277	191	0	-86	
Logistics - Expeditor - 7s	10	7	7	24		1	2	3				0	10	8	9	27	10	8	9	27	0	0	0	0	27	27		0	
Total	103	68	125	296	3	1	4	8	0	0	0	0	106	69	129	304	67	61	90	218	-39	-8	-39	-86	304	218	0	-86	

Current VS Future Equipment Set -Industry P&DC

MACHINE	CURRENT	FUTURE
APBS #1	1	0
APBS #4	1	0
SPSS #1	1	1
SPSS #2	1	1
SPSS #4	1	1
SPSS #5	1	1
SIPS+ # 4	1	1
SIPS+ #5	1	1
USS #1	1	1
PILS #1	1	1
PILS #2	0	1
PILS #3	0	1