



March 3, 2026

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

Subject: Withholding – CO-WY District - Denver, CO

Dear Regional Coordinator Gonzalez:

Attached is the impact statement from the CO-WY District that reflects the clerk staffing guidelines at Denver, CO. Installation. This reduction is based on the following:

- The decommissioning of HTPS, SPSS, and SIPS+.
- Removal of lower bin DBCS machines and replacing them with DBCS equipment with a greater number of bins.
- The transportation of the Express mail to the hub locations will be reallocated to PVS transportation.
- The CFS operation is being eliminated at this location.
- The addition of five (5) 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>
Denver, CO. Installation	Loss of 108 FTR clerks – Level 6
Denver, CO. Installation	Loss of 20 FTR clerks – Level 7

The total impact for the installation is one hundred and twenty-eight (128) 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.

Implementation of the above cited impact is anticipated for September 19, 2026.

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

Thank you,

*Scott Sutton*

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 CO-WY, HR Manager CO-WY, LR Manager CO-WY, Manager Workforce Planning & Complement CO-WY, Director Field Human Resources, Director Field Labor Relations, Manager Workforce Planning & Complement – WestPac Area; NALC Region 4 NBA Dan Versluis; Regional Director, NPMHU Nick Lehto

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	DENVER(CO) BID CLUSTER
<b>Installation Address</b>	
<b>Area Name</b>	WESTPAC RETAIL & DELIVERY
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	09/19/2026
<b>Period (Dates) of Review Performed</b>	02/08/2025 thru 02/20/2026
<b>Report Prepared By</b>	Glenn Erfman
<b>Report Prepared Date</b>	03/01/2026
<b>Reviewed By</b>	Willie Love
<b>Phone</b>	(303) 853-6300

# 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	27106	20893	-6213	-24852	-323076	-188	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	3230	11.9%	-2714	0		516	2.5%

# 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	
N/A	

## 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	
N/A	

## 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	
N/A	

## 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	
N/A	

**Postal Support Employees (PSE)**

a. Current Number of CLERK PSE on Rolls	51
b. Current Total Non-OverTime CLERK PSE Hours per Month	6516
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-6516
d. Number of CLERK PSE that will have Reduced Hours	0
e. Number of CLERK PSE that will be Terminated	-51
f. Number of CLERK PSE Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK PSE	
PSEs will be let go due to a lack of work	

# 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	
N/A	

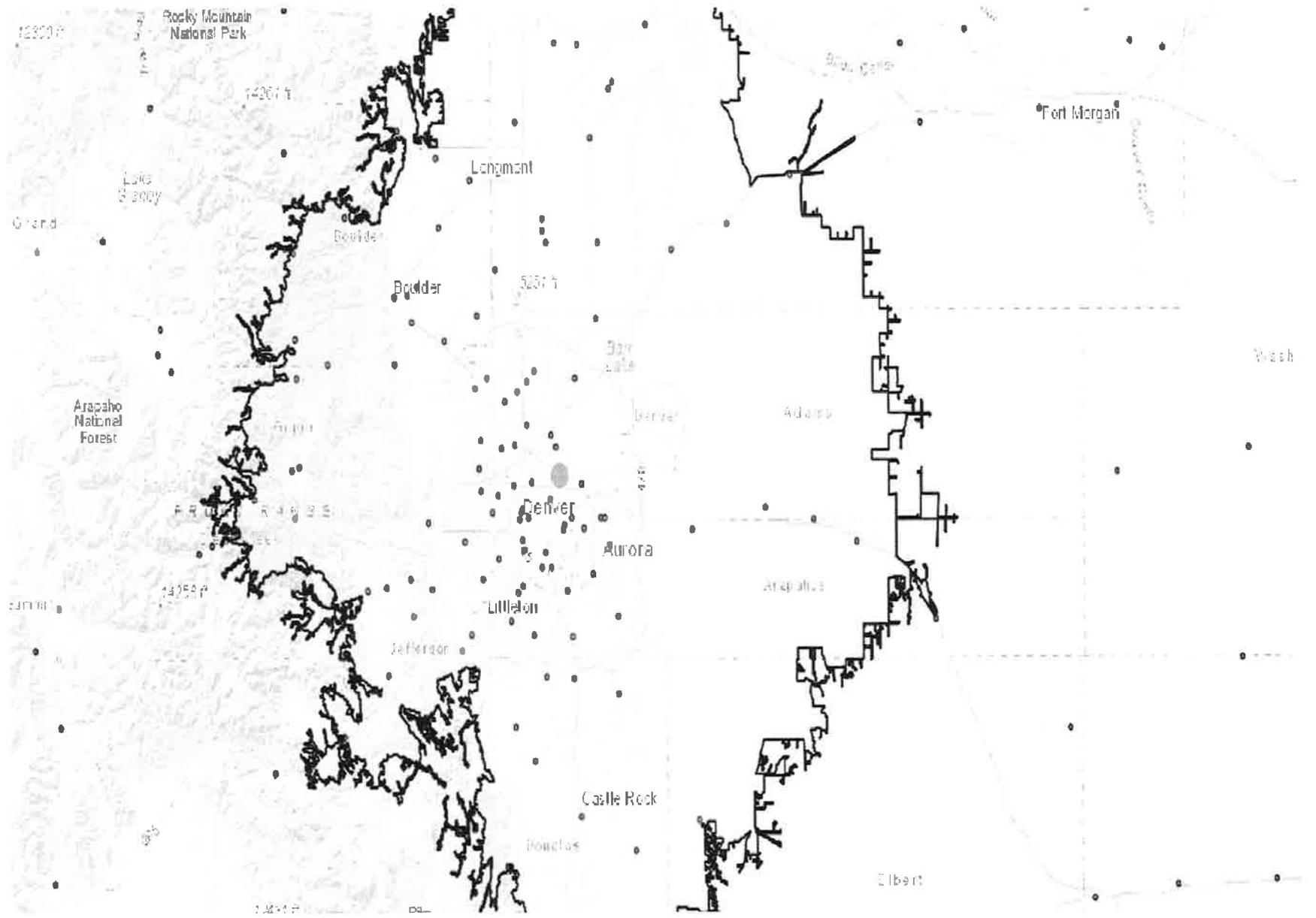
## Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	742
b. Planned Number of CLERK FTR Positions After Impact	614
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	128
e. Provide Narrative Explaining need for Excessing	
Reduction due to equipment set and operational changes	

## WorkHour Impact Report-CLERK

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-17184
b. Planned Reduction in Total OT Hours per Month	-10856
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	-6516
h. Total Planned Non-OT Hours per Month	83572
i. Total FTE Savings	-188



Clerks - Current State/Future State Denver P&DC/AMF/Logistics

Section																									NIT Calculations			
	Occupied Bids				Vacant Bids				Residual Bids				Current State Bids				Future State Bids				Difference				Current	NIT	Difference	
	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	Bids	Bids	
Automation - Lead Clerks	3	2	3	8				0				0	3	2	3	8	3	2	3	8	0	0	0	0				
Automation - Group 1	13	26	17	56				0				0	13	26	17	56	13	26	17	56	0	0	0	0				
Automation - Group 2	48		63	111	1		5	6	5			5	54	0	68	122	50	0	68	118	-4	0	0	-4	258	254	-4	
Automation - Group 3	20		30	50			2	2	1			1	21	0	32	53	21	0	32	53	0	0	0	0			0	
Automation - Group 4			10	10			2	2				0	0	0	12	12	0	0	12	12	0	0	0	0			0	
Automation - Group 5			4	4			1	1				0	0	0	5	5	0	0	5	5	0	0	0	0			0	
Automation - Group 6				0			2	2				0	0	0	2	2	0	0	2	2	0	0	0	0			0	
HDUS	2	2	2	6				0				0	2	2	2	6	2	2	2	6	0	0	0	0	6	6	0	
HTPS Lead Clerk	1	1	2	4	1			1				0	2	1	2	5	0	0	0	0	-2	-1	-2	-5	72		-72	
HTPS Clerks - Group 1	19	18	19	56		3	2	5				0	19	21	21	61	0	0	0	0	-19	-21	-21	-61			0	
HTPS Clerks - Group 2			6	6				0				0	0	0	6	6	0	0	0	0	0	0	-6	-6			0	
SPSS - Lead Clerks		1	2	3				0				0	0	1	2	3	0	0	0	0	0	-1	-2	-3	34		-34	
SPSS	7	13	11	31				0				0	7	13	11	31	0	0	0	0	-7	-13	-11	-31			0	
SIPS	5	11	8	24	1	1	1	3	1		1	2	7	12	10	29	0	0	0	0	-7	-12	-10	-29	29		-29	
FLATS/AFSM	7	5	4	16			1	1				0	7	5	5	17	7	5	5	17	0	0	0	0	17	17	0	
Registry	4	3	5	12			1	1				0	4	3	6	13	4	3	6	13	0	0	0	0	13	13	0	
Registry - Review Clerk - 7s		1		1				0				0	0	1	0	1	0	1	0	1	0	0	0	0	1	1	0	
Express - 6s	1	1	7	9				0				0	1	1	7	9	1	1	7	9	0	0	0	0	9	9	0	
Express - 7s	2	7	2	11				0				0	2	7	2	11	0	0	0	0	-2	-7	-2	-11	11	0	-11	
Manual Letters	11		9	20				0				0	11	0	9	20	11	0	9	20	0	0	0	0	20	20	0	
Manual Flats	7		7	14				0				0	7	0	7	14	7	0	7	14	0	0	0	0	14	14	0	
General Clerks	3	5	2	10				0				0	3	5	2	10	3	5	2	10	0	0	0	0	10	10	0	
NIXIE - Review Clerk	3		2	5				0				0	3	0	2	5	3	0	2	5	0	0	0	0	5	5	0	
LDC 67	1			1				0				0	1	0	0	1	1	0	0	1	0	0	0	0	1	1	0	
Total	157	96	215	468	3	4	17	24	7	0	1	8	167	100	233	500	126	45	179	350	-41	-55	-54	-150	500	350	-150	
Logistics - Expediter - 7s	14	9	10	33				0				0	14	9	10	33	14	9	10	33	0	0	0	0				
AMF Ramp Clerks - 8s	3	3	3	9				0				0	3	3	3	9	3	3	3	9	0	0	0	0				
Total	174	108	228	510	3	4	17	24	7	0	1	8	184	112	246	542	143	57	192	392	-41	-55	-54	-150	500	0	350	-150

Clerks - Current State/Future State Denver PO/District/HQ

Section	Occupied Bids				Vacant Bids				Residual Bids				Current State Bids				Future State Bids				Difference			
	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total
Denver CFS - Lead Clerk 7s	0	1	1	2				0				0	0	1	1	2	0	0	0	0	0	-1	-1	-2
Denver CFS - 6s	0	13	17	30				0				0	0	13	17	30	0	0	0	0	0	-13	-17	-30
CO-WY District		40		40				0				0	0	40	0	40	0	40	0	40	0	0	0	0
MSSC (HQ)		2		2				0				0	0	2	0	2	0	2	0	2	0	0	0	0
Alcott - (6s & 7s All Stations)		4		4				0				0	0	4	0	4	0	4	0	4	0	0	0	0
Bear Valley		10		10				0				0	0	10	0	10	0	10	0	10	0	0	0	0
Capital Hill Carrier		7		7		3		3				0	0	10	0	10	0	10	0	10	0	0	0	0
Capital Hill Station		3		3				0				0	0	3	0	3	0	3	0	3	0	0	0	0
Cherry Creek		2		2				0				0	0	2	0	2	0	2	0	2	0	0	0	0
Downtown		8		8		2		2				0	0	10	0	10	0	10	0	10	0	0	0	0
Edgewater		5		5				0				0	0	5	0	5	0	5	0	5	0	0	0	0
General Mail Facility		13		13		3		3				0	0	16	0	16	0	16	0	16	0	0	0	0
Glendale		6		6				0				0	0	6	0	6	0	6	0	6	0	0	0	0
Lakewood		13		13		4		4				0	0	17	0	17	0	17	0	17	0	0	0	0
Mile High		4		4		1		1				0	0	5	0	5	0	5	0	5	0	0	0	0
Montbello		8		8		2		2				0	0	10	0	10	0	10	0	10	0	0	0	0
Montclair		6		6				0				0	0	6	0	6	0	6	0	6	0	0	0	0
Nort Pcos		5		5				0				0	0	5	0	5	0	5	0	5	0	0	0	0
Northglenn		8		8		1		1				0	0	9	0	9	0	9	0	9	0	0	0	0
Northview		2		2				0				0	0	2	0	2	0	2	0	2	0	0	0	0
Park Hill		4		4				0				0	0	4	0	4	0	4	0	4	0	0	0	0
South Denver		4		4				0				0	0	4	0	4	0	4	0	4	0	0	0	0
Stockyards		3		3				0				0	0	3	0	3	0	3	0	3	0	0	0	0
Sullivan		9		9				0				0	0	9	0	9	0	9	0	9	0	0	0	0
Sunnyside		5		5		2		2				0	0	7	0	7	0	7	0	7	0	0	0	0
Thornton		5		5				0				0	0	5	0	5	0	5	0	5	0	0	0	0
University Park		11		11		2		2				0	0	13	0	13	0	13	0	13	0	0	0	0
Wellshire		5		5		1		1				0	0	6	0	6	0	6	0	6	0	0	0	0
Westwood		5		5		1		1				0	0	6	0	6	0	6	0	6	0	0	0	0
<b>Total</b>	<b>0</b>	<b>211</b>	<b>18</b>	<b>229</b>	<b>0</b>	<b>22</b>	<b>0</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>233</b>	<b>18</b>	<b>251</b>	<b>0</b>	<b>219</b>	<b>0</b>	<b>219</b>	<b>0</b>	<b>-14</b>	<b>-18</b>	<b>-32</b>

### Current vs Future Equipment Set – Denver P&DC/RPDC

MACHINE	Current	Future	MACHINE	Current	Future	MACHINE	Current	Future
DACS (302 Bins)	0	20	LCTS	3	0	HPS (388 Bins)	1	0
DACS (270 Bins)	0	11	FTS	1	1	PILS (200 Bins)	0	5
DACS (254 Bins)	1	1	HSTS	0	1	HDUS (107 Bins)	1	1
DACS (238 Bins)	0	1	EAA	3	3	SPSS (196 Bins)	1	0
DACS (222 Bins)	9	0	ATS	2	2	SIPS+ (200 Bins)	2	0
DIOSS (270 Bins)	0	4	AFTL	1	1			
DIOSS (222 Bins)	4	0						
AFCS	8	5						
LCREM	1	1						
AFSM	3	3						