LABOR RELATIONS
WESTPAC/WESTERN
PROCESSING AND
LOGISTICS

UNITED STATES
POSTAL SERVICE

PLEASE TAKE THE PRELIMINARY ACTION TO REVIEW THE NOTICE. ALSO ENSURE ACCURACY OF THE CLERK SENIORITY LIST. ENSURE ALL CLERK RESIDUAL VACANCIES ARE RETAINED AND EACH BID VACANCY POSTING IS MONITORED. MONITOR STAND UPS CONDUCTED BY MGT. ON 21 DAY EREASSIGN OPPORTUNITIES AND REPORT IRREGULARITIES ON INFO PROVIDED.

August 25, 2026

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

Subject: Withholding – CA-3 District – Fresno, CA.

Dear Regional Coordinator Gonzalez:

Attached is the impact statement from the CA-3 District that reflects the clerk staffing guidelines at Fresno, CA. Installation. This reduction is based on the following:

- The decommissioning of one (1) APBS and one (1) AFSM machine.
- The addition of one (1) PILS Lite machine.
- Review of Expeditor workload indicates a need to reduce bid positions.

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

Office	Number of Employees
Fresno, CA. Installation	Loss of 20 FTR clerks – Level 6
Fresno, CA. Installation	Loss of 1 FTR clerks – Level 7

The total impact for the installation is twenty-one (21) 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,

Manoj Menon
Manoj Menon
A/Director Field Labor Relations
WestPac Area

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

cc: District Manager CA-3, HR Manager CA-3, LR Manager CA-3, Manager Workforce Planning & Complement CA-3, Director Field Human Resources, Director Field Labor Relations, Manager Workforce Planning & Complement – WestPac Area; NALC Region 1 NBA Allan Rios; Regional Director, NPMHU Nick Lehto

WorkHour Impact Report

Impacted Bid Cluster	FRESNO(CA) BID CLUSTER
Installation Address	
Area Name	WESTPAC RETAIL & DELIVERY
Impact Type	Reduction Other Than by Attrition
Date of Impact	03/06/2027
Period (Dates) of Review Performed	08/09/2025 thru 08/21/2026
Report Prepared By	Ayesha Denson
Report Prepared Date	08/24/2026
Reviewed By	Lawrence Engler
Phone	(661) 775-7800

WorkHour Impact Report

Craft = CLERK

	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	5488	4245	-1243	-4972	-64636	-40	1612

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	299	5.4%	-145	0		154	3.6%

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	16
b. Current Total Non-OverTime CLERK PSE Hours per Month	1740
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-1740
d. Number of CLERK PSE that will have Reduced Hours	0
e. Number of CLERK PSE that will be Terminated	-16
f. Number of CLERK PSE Remaining After Impact	0

g. Provide Narrative Justifying need for Remaining CLERK PSE

All 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	148
b. Planned Number of CLERK FTR Positions After Impact	127
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	21

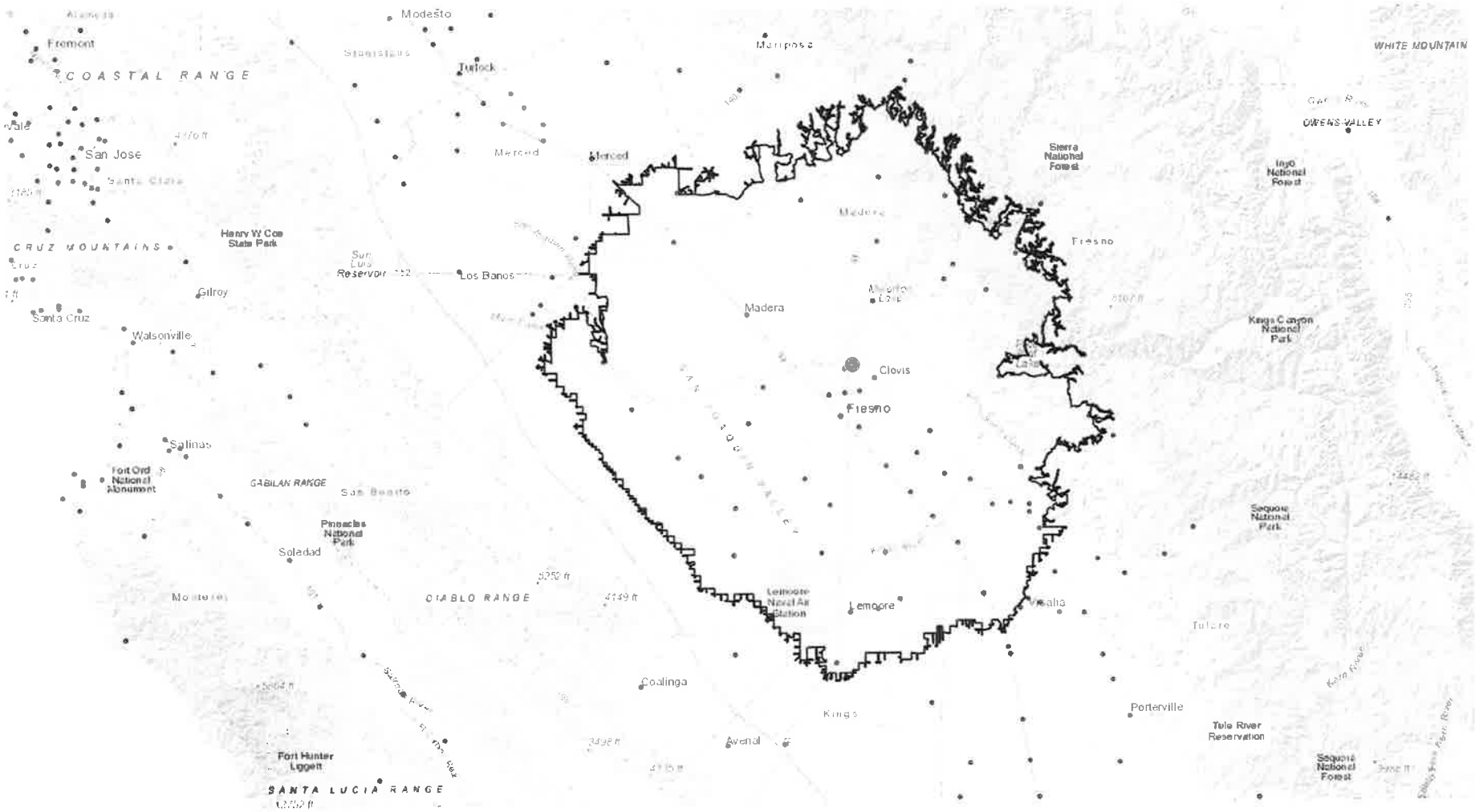
e. Provide Narrative Explaining need for Excessing

Removal of AFSM 100 and APBS

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-2772
b. Planned Reduction in Total OT Hours per Month	-580
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	-1740
h. Total Planned Non-OT Hours per Month	16980
i. Total FTE Savings	-40


Modesto
Fremont
COASTAL RANGE
Stanislaus
Tuolock
Mariposa
WHITE MOUNTAIN
Merced
Sierra National Forest
Inyo National Forest
OWENS VALLEY
San Jose
Madera
Fresno
CRUZ MOUNTAINS
Henry W Coe State Park
Los Banos
Gilroy
Madera
Santa Cruz
Watsonville
Kings Canyon National Park
Clovis
Fresno
Salinas
Fort Ord National Monument
GABILAN RANGE
San Benito
Sequoia National Park
Pinnacles National Park
Soledad
DIABLO RANGE
Lemoore Naval Air Station
Lemoore
Visalia
Tulare
Coalinga
Porterville
Kings
Tule River Reservation
Avenal
Fort Hunter Liggett
SANTA LUCIA RANGE
Sequoia National Forest

Fresno P&DC Complement book

Clerks - Current State/Future State

As of 7/29/2026

	Occcupied Bids				Vacant Bids				Residual Bids				Current State Bids				Future State Bids				Difference			
Section	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total
AFSM	0	0	8	8				0				0	0	0	8	8	0	0	4	4	0	0	-4	-4
APBS	7	8	5	20				0				0	7	8	5	20	0	0	0	0	-7	-8	-5	-20
AUTOMATION	14	10	24	48	4	0	0	4				0	18	10	24	52	18	10	26	54	0	0	2	2
LEAD CLERK	2	1	1	4		1		1				0	2	2	1	5	2	2	1	5	0	0	0	0
REGISTRY	0	0	1	1	1	0	0	1				0	1	0	1	2	1	0	1	2	0	0	0	0
Total	23	19	39	81	5	1	0	6	0	0	0	0	28	20	39	87	21	12	32	65	-7	-8	-7	-22
UAR		2		2	0	0	0	0	0	0	0	0	0	4	0	4	0	0	0	0	0	-4	0	-4
LDC 67	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UAR Code 6	0	4	0	4	0	0	0	0	0	0	0	0	0	4	0	4	0	4	0	4	0	0	0	0
Subtotal	0	6	0	6	0	0	0	0	0	0	0	0	0	8	0	8	0	4	0	4	0	-4	0	-4
F1 Grand Total (Includes UAR + LDC67 + ORNAs)	23	25	39	87	5	1	0	6	0	0	0	0	28	28	39	95	21	16	32	69	-7	-12	-7	-26
TRAINING TECH	0	1	0	1	0	0	0	0				0	0	1	0	1	0	1	0	1	0	0	0	0
ASSIGNMENT CLK	0	0	0	0	0	1	0	1				0	0	1	0	1	0	1	0	1	0	0	0	0
Total for Finance Number (F0 + F1)	23	26	39	88	5	2	0	7	0	0	0	0	28	30	39	97	21	18	32	71	-7	-12	-7	-26

Fresno Logistics

Clerks - Current State/Future State

FRESNO P&DC	Occupied Bids				Vacant Bids				Residual Bids				Current State Bids				Future State Bids				Difference			
Section	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total
Logistics UAR		1		1										1		1						-1	0	-1
Grand Total	23	27	39	89	5	2	0	7	0	0	0	0	28	31	39	98	21	18	32	71	-7	-13	-7	-27

Clerks - Current State/Future State Customer Service

MPOO I FRESNO- CUSTOMER SERVICE	Occupied Bids				Vacant Bids				Residual Bids				Current State Bids				Future State Bids				Difference			
Section	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total	T1	T2	T3	Total
Catwa																								
LEAD SALES & SERVICES ASSOCIATE		1		1				0				0	0	1	0	1	0	1	0	1				
Downtown																								
LEAD SALES & SERVICES ASSOCIATE		3		3				0				0	0	3	0	3	0	3	0	3				
SALES,SVCS/DISTRIBUTION ASSOC		4		4				0					0	4	0	4	0	6	0	6		2		2
BULK MAIL		3		3				0				0	0	3	0	3	0	5	0	5				
East Fresno																								
LEAD SALES & SERVICES ASSOCIATE		1		1				0					0	1	0	1	0	1	0	1				
SALES,SVCS/DISTRIBUTION ASSOC		2		2								0	0	2	0	2	0	2	0	2				
Tower																								
LEAD SALES & SERVICES ASSOCIATE		1		1				0				0	0	1	0	1	0	1	0	1				
Cardwell																								
LEAD SALES & SERVICES ASSOCIATE		2		2				0				0	0	2	0	2	0	2	0	2				
SALES,SVCS/DISTRIBUTION ASSOC		4		4				0				0	0	4	0	4	0	6	0	6		2		2
Cedar																								
LEAD SALES & SERVICES ASSOCIATE		1		1				0				0	0	1	0	1	0	1	0	1				
SALES,SVCS/DISTRIBUTION ASSOC	5	5		10		1		1				0	5	6	0	11	5	8	0	13		2		2
Clinter																								
LEAD SALES & SERVICES ASSOCIATE		1		1				0				0	0	1	0	1	0	1	0	1				
SALES,SVCS/DISTRIBUTION ASSOC		4		4				0		1		1	0	5	0	5	0	5	0	5				
Hughes																								
LEAD SALES & SERVICES ASSOCIATE		1		1				0				0	0	1	0	1	0	1	0	1				
SALES,SVCS/DISTRIBUTION ASSOC		8		8				0					0	8	0	8	0	8	0	8				
Pinedale																								
LEAD SALES & SERVICES ASSOCIATE		1		1				0				0	0	1	0	1	0	1	0	1				
SALES,SVCS/DISTRIBUTION ASSOC		1		1				0					0	1	0	1	0	1	0	1				
Woodward																								
LEAD SALES & SERVICES ASSOCIATE		1		1				0				0	0	1	0	1	0	2	0	2		1		1
SALES,SVCS/DISTRIBUTION ASSOC	3	5		8		1		1					3	6	0	9	3	6	0	9				
Main PO																								
Data Coll Tech	2	1		3									2	1		3	2	1		3				
Total Customer Services	10	50	0	60	0	2	0	2	0	1	0	1	10	53	0	63	10	62	0	72	0	7	0	7
LDC 67		2												2		2		2		2				
UAR Code 6		2												2		2		2		2				
PSE TO CONVERT														2		2						-2	0	-2
UARs		1												1		1						-1		-1
Total Customer Services with UARs	10	55	0	60	0	2	0	2	0	1	0	1	10	60	0	70	10	66	0	76	0	4	0	4

Current vs Future Equipment Set – Fresno P&DC

MACHINE	CURRENT	FUTURE
AFCS	2	2
AFSM	2	1
APBS	1	0
ATU	1	1
DBCS	7	7
DIOSS	2	2
EAA	1	1
LCREM	1	1
LCTS	1	1
LCUS	1	1
PILS LITE	0	1