



February 13, 2009

Sharyn Stone
Regional Coordinator (APWU)
330 South Wells Street, Suite 800
Chicago, IL 60606-7199
Certified no: 7008-1830-0003-6165-0631

Dianne Williams
Central Regional Director (NPMHU)
208 S. LaSalle Street, Suite 1875
Chicago, IL 60604-1000
Certified no: 7008-1830-0003-6165-0624

SUBJECT: Excessing in the MVS Craft – Detroit District

The Detroit District has had numerous transportation changes within the last year. Since 2007 both the Detroit AMC and Brownstown facilities stopped processing mail and MVS routes have been adjusted to unassigned time. Feeder offices such as Flint, Saginaw, Lansing and Michigan Metroplex were dispatching mail to the Detroit PDC for dock transfer to the Detroit AMC, but have since established their own direct transportation to the THS or American Airlines. In the past, we have had MVS service taking air mail from the mailers direct to the Detroit AMC to be scanned and that service is now being done either directly by the mailer or at the Detroit PDC, so those trips are no longer being utilized.

In addition, transportation schedules were revamped for the services to the Dearborn and the Priority Mail Center (PMC) facilities which helped to eliminate redundant schedules as well as aide in the efficiency and effectiveness of the operations within the Detroit District.

A review of transportation operations within the Detroit District determined that the following changes to transportation will be established:

- 15 daily schedules were eliminated;
- 4 short schedules were eliminated;
- 4 eight-hour schedules were able to be reduced to short schedules; and
- All necessary stops on the schedules were either eliminated or reduced were absorbed into existing schedules.

As a result of facility closures, reduction in volume and workload, changes to transportation schedules within Detroit and surrounding districts and the transportation review conducted by the Detroit District management team and local union officials it is anticipated that there is a need to excess thirteen (13) Tractor Trailer Operators (TTO) level PS-8 and twenty-two (22) Motor Vehicle Operators (MVO) level PS-7 (totaling 35 impacted employees) outside the craft and or installation.

Pursuant to Articles 12 and 39 of the National Agreement, to minimize dislocation and inconvenience of the regular workforce employees, consistent with the needs of the service, I am authorizing the withholding of thirteen (13) Tractor Trailer Operators (TTO) level PS-8 positions; twenty-two (22) Motor Vehicle Operators (MVO) level PS-7 and below positions; clerk positions level PS-8 and below;

city carrier positions grade (1); mail handler positions level PS-5 and below; custodian positions level PS-4 and below be withheld a 400-mile radius of the Detroit PDC.

Enclosed for your review are the following items:

- Impact Statement;
- Justification Summary MVS Impacts;
- 2008 vs. 2009 List Of Scheduled Employees;
- 2008 vs. 2009 Schedule Of Daily MVS Operations;
- 2008 vs. 2009 Schedule Of Daily TTO Operations;
- 2008 vs. 2009 (482) Station Transportation Schedules;
- 2008 vs. 2009 BMC Transportation Schedules;
- 2009 Miscellaneous Transportation Schedule;
- 2009 AMC (THS) Transportation Schedule;
- 2009 Dearborn Transportation Schedule;
- 2008 PMC Transportation Schedule;
- 2008 TTO Unassigned Time;
- Transportation and Network Seniority List;
- Office Seniority List; and
- Radius Map

If you have any questions concerning the withholding, please contact me at 630-539-4799.



Nicole Collins-Earley
Area Complement Coordinator

Enclosures

cc: District Managers, Human Resources – All
District Managers – All
Area Managers, Human Resources – Eastern Area, Northeast Area, Western Area
NALC National Business Agents – Great Lakes Area (All)

Liz Powell
Northeast Regional Coordinator, APWU
350 West 31st Street Floor 2
New York, NY 10001-2726

March 5, 2009

Dear Liz:

This letter is to officially notify you in accordance with Article 12.5.C.5 of the National Agreement, the Connecticut District has notified me of its intent to excess a total of eight (8) FTR PS level 6 Motor Vehicle Craft employees from the Southern CT P&DC.

1	Tractor Trailer Operator	PS Level 8
<u>7</u>	Motor Vehicle Operators	PS Level 7
8	Total Impacts	

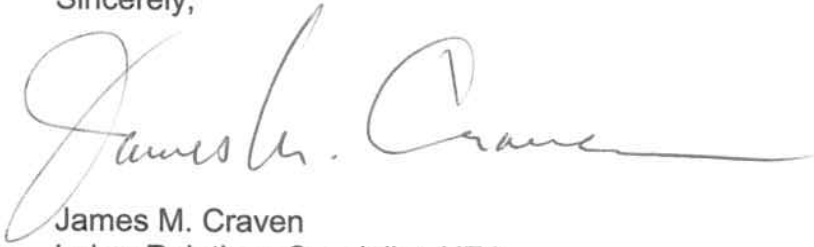
The reason for this excessing is based upon the discontinuance of service to the Bridgeport Post Office. Attached, please find the Workhour Impact Report, the Seniority List and the Pre/Post Profile.

Therefore, in accordance with Article 12.5.C.5 of the National Agreement, we have begun the withholding for the one (1) PS Level 8 and seven (7) PS Level 7 FTR positions (PS Level 8 and below) within the above-named office in accordance with the National Agreement as well as in other Crafts within this installation. Additionally, we are also commencing the withholding of level 8 (and below) positions in APWU Craft in other installations (within 500 miles of the named Post Office) for the placement of the impacted employees. Impacted employees may also be placed in same or other Crafts outside the office in an effort to minimize dislocation and inconvenience.

If you wish to meet to discuss this impact, please contact me as soon as possible so that I can make arrangements for a meeting.

If you have any questions, please contact me at (860) 285-7001.

Sincerely,

A handwritten signature in black ink that reads "James M. Craven". The signature is fluid and cursive, with a long horizontal stroke at the end.

James M. Craven
Labor Relations Specialist, NEA

Attachments: Workhour Impact Reports
 Current Seniority Lists
 Pre/post Excessing Profiles (all sent via First Class Mail)

CC: Manager, Human Resources, CT
 Manager, Labor Relations, CT
 Steve Lukosus, NBA, APWU
 Frank Rigiero, NBA, APWU
 Thomas O'Brien, NBA, APWU
 Richard Logan, NBA, Maintenance Craft, APWU
 Ray Sokolowski, Northeast Regional Director, NPMHU
 John Casciano, National Business Agent, NALC
 Rene Salois, Manager, Labor Relations, NEA
 Felicia Adamski, Labor Relations Specialist, NEA
 Mark Gillis, Complement Coordinator, NEA
 Debbie Burkott, HR Analyst, NEA
 District File



April 28, 2009

Mr. Robert C. Pritchard
Director, Motor Vehicle Services Division
American Postal Workers Union,
AFL-CIO
1300 L Street NW
Washington, DC 20005-4107

Certified Mail Tracking Number:
7002 0860 0006 9347 3007

Dear Bob:

The Postal Service is proposing to convert Postal Vehicle Service (PVS) operating in Columbus, Ohio to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Columbus, Ohio is based in part on an estimated savings of \$4,345,087.00 per year. The enclosed documentation discloses that the annual PVS costs are \$6,291,823.00 and the annual HCR costs are \$1,946,736.00.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,

A handwritten signature in black ink that reads "John W. Dockins". The signature is written in a cursive style with a large initial "J".

John W. Dockins
Manager
Contract Administration (APWU)

Enclosure



April 8, 2009

MEMORANDUM TO: JAMES HULL, MANAGER, DISTRIBUTION NETWORKS

SUBJECT: Request for PVS-HCR Conversion

Your assistance is requested in the mode conversion proposal from Postal Vehicle Service (PVS) to Highway Contract Route (HCR) transportation in Columbus OH. The effective date of the conversion will be determined following Headquarters review and approval.

With this conversion there will be a reduction of 54 PVS drivers. If the final determination is to award a highway contract route, management intends to utilize the employees within the Columbus District. Positions that are already withheld in the district are as follows: (1) F1 MH vacancy; F2B has (118) one hundred eighteen vacancies; F3B has (9) nine vacancies. If the conversion is approved, the process of withholding additional positions will be done in conjunction with Article 12 procedures.

Public Interest

With this conversion, the USPS will have a substantial reduction in work hours, vehicle maintenance, and capital expenditure. Transportation modes between postal facilities within a city are transparent to the public. Recognizing the importance of cost, the utilization of a less expensive (see below) mode of transportation is also in the public interest as it influences mailing rates.

Cost

The Postal Service recognizes the importance of service to the public and cost to the Postal Service in selecting the proper mode of transportation for the movement of mail. The PVS cost for Quarter 1 FY09 was utilized for the Form PS 5505 comparison. The HCR rate per mile cost utilized for the PS Form 5505 comparison is based on a comparison prepared by the Eastern Area DN Contracting office. Based on the PS Form 5505 comparison the estimated cost savings for the mode conversion from PVS to HCR is expected to be \$4,345,087 amount per annum.

Efficiency

Efficiency is the ability to accomplish a job with a minimum expenditure. The USPS, by utilizing a less expensive transportation mode to provide the same service will therefore become more efficient in their goal of maintaining the highest level of service for the lowest cost. In the event

of heavy mail volumes or insufficient staffing, we would have the availability of calling additional trips or replacing the contractor if service requirements could not be met.

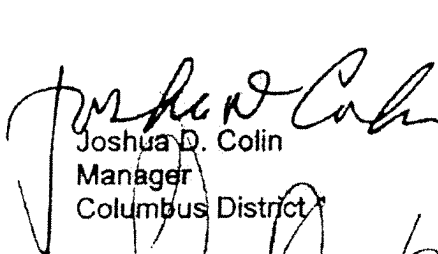
Availability of Equipment:

The proposed Columbus PVS conversion consists of 15 cargo vans, seven 7-tons, and eight 11-tons, 11 single axle tractors, two spotter vehicles and 25 trailers. If the conversion is approved, the excess vehicles will be relinquished to the VMF and sold.

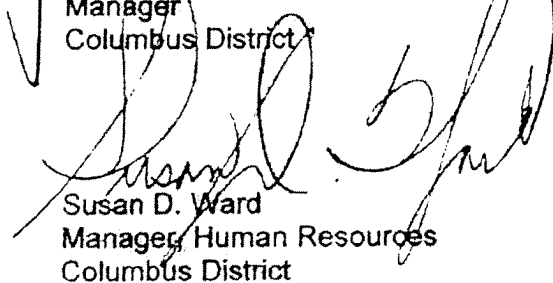
Qualifications of Employees

Postal Employees are hired and trained to perform the core functions of a PVS driver, maintaining a Commercial Drivers License (CDL) for the operation of vehicles greater than 26,001 pounds Gross Vehicle Weight (GVW). All HCR drivers are also required to maintain a CDL License.

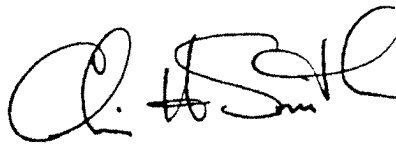
If you have any questions or concerns, please call Michael W. Brewster at (614) 472-0667.




Joshua D. Colin
Manager
Columbus District



Susan D. Ward
Manager, Human Resources
Columbus District



Chris H. Smith
Senior Plant Manager
Columbus P&DC



Michael W. Brewster
Manager, Transportation/Networks
Columbus P&DC

Enclosures



**American Postal Workers Union, AFL-CIO
Columbus Ohio Area Local 232**

1820 Northwest Blvd., Columbus, OH 43212 + Phone: (614) 486-4837 + Fax: (614) 481-6459

Senator Sherrod Brown
200 North High St. Room 614
Columbus, Ohio 43215

April 28, 2009

Dear Senator Brown,

I am writing to you today to ask for your help and intervention in a grave situation happening at the United States Postal Service Columbus Distribution Center. The USPS is planning to eliminate all of the jobs in our Postal Vehicle Services (PVS) unit at the 2323 Citygate Dr. facility, wiping out the jobs of 55 truck drivers, 9 supporting employees, and several postal mechanics who service the trucks at our Twin Rivers Drive facility. About half of these employees are veterans. Although they will be given transfer opportunities to driving positions outside of Ohio (there are no vacant driving positions in Ohio), most of these employees have working spouses here, making the decision to uproot their families even more difficult. Management informed me that if there were not enough same level vacancies available for the veterans, they would implement Reduction In Force (RIF) procedures. The elimination of these \$55,000/yr jobs with decent benefits will hurt the central Ohio communities who currently benefit from their tax base and buying power. The work they currently perform will be contracted out ("Mode Conversion" is the USPS term) to the private sector.

Unfortunately, the Postal Service is taking this unnecessary action for punitive reasons. American Postal Workers Union (APWU) national officers informed me that USPS headquarters is going to eliminate these jobs because APWU did not agree to include Columbus in an alternative scheduling test pilot program for PVS. Columbus management told me, "Headquarters is going to make an example out Columbus..." simply because we did not agree with their proposed test schedules. I was told that Columbus would be made the "sacrificial lamb" to send a strong message to other PVS sites who may not want to participate in the test.

The APWU and the USPS agreed at the national level to allow for a 6-month test pilot program for alternative scheduling of PVS drivers. The parties agreed to this test pilot because there are several PVS units across the country that experienced significant "standby time," some with more than 2,000 hours per week. Different degrees of standby time occur in all 250 PVS sites across the country. The agreement states that both parties must agree on the specific sites to be tested and to the schedules that will be implemented. The agreement allows the USPS to schedule drivers to split shifts of 8 hours of work within 12 hours (up to 4 hour lunches) and allows for split off-days. It also seeks to reduce standby time by returning subcontracted work back to our drivers that they previously performed.

USPS headquarters wanted Columbus included in the pilot. This surprised us because Columbus' PVS operation is one of the most efficient units in the country with relatively little standby time (less than 120 hours per week). As such, Columbus is not a good candidate for this test pilot. At the time, former Columbus Plant Manager Lauren Harkins informed her headquarters managers that she, too, opposed this pilot for Columbus. Nonetheless, USPS

headquarters created a schedule of new routes for Columbus under the pilot rules and presented it to APWU national officers. The schedules were flawed and contained an unreasonable amount of 4-hour split shifts and even increased the amount of standby time. By simply rearranging some of the runs in their schedule, many of the 4-hour split shifts were eliminated and standby time reduced. More disturbing was the fact that headquarters left many of our daily runs and other daily duties out of the proposed schedule. This proposal also would cause the elimination of 15 drivers. Additionally, they refused to include several new runs that must be added when a new large mail processing operation (F.S.S.) starts up at the Main Post Office on Twin Rivers Drive in June. Lastly, they did not include, nor even considered bringing back any subcontracted work that would reduce standby time and reduce their costs of those contracts.

We offered two reasonable schedules that included *all* of the work that is performed. However, USPS headquarters refused to consider our proposals and refused to correct their own schedules by including the work they left out. They gave the ultimatum to our national officer that if he did not agree to include Columbus as a test site with their proposed schedule, they would *do what they had to do* to Columbus. Due to this unreasonable schedule, the APWU did not agree to include Columbus in the test pilot. On 04/21/09, and again on 04/28/09, Columbus Plant Manager Chris Smith informed me that Columbus' PVS operation would be eliminated and contracted out. He opined that USPS headquarters would not allow us to go unpunished for refusing their proposal at the headquarters level. This punitive action to eliminate our entire PVS operation to prove a point is reprehensible, especially when this is just a 6-month test program that ultimately may not be permanently implemented anyway. There are several other sites across the country that will participate in the pilot, so our exclusion does not harm their test. This is nothing more than a bully tactic and it is completely unfair to our hard working veterans and other PVS employees.

The Postal Service will not necessarily save on costs if they contract our work out. They claim that a "study" was conducted in Columbus showing a substantial savings by subcontracting our PVS. I have requested copies of this "study" and none have been provided. The USPS uses PS Form 5505 to make cost comparisons between PVS and private contractors. However, these forms are designed to unjustly skew figures in a contractor's favor and do not give an accurate account of PVS costs. In a recent study, the Government Accountability Office found that the Postal Service failed to demonstrate a cost savings through subcontracting.

To date, local management and the union agree that a mutual schedule can be worked out for this 6-month test. Local management acknowledges that the original USPS schedule was flawed. Both local parties want to keep our PVS operation in Columbus, however, our local efforts mean nothing unless USPS headquarters shifts from their strong-armed position. We are not opposed to becoming a test site; we just want accurate figures to be used and reasonable schedules to be produced. I am hopeful that you can help us keep our PVS jobs in Columbus. Hopefully you can help open the dialog back up between the parties at the national level. Please contact me at (614) 486-4837 for more information.

Sincerely,



Michael Schmid

President

APWU Columbus Ohio Area Local