

To: Pacific Area Local(s)
 Western Area Local(s)
 So. West Area Local(s)



Manager, Labor Relations
Pacific Area

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration



Please review, take action
and reduce issues to writ-

Comments

May 26, 2017

Tracking # EL 141903780 US

~~Carmen M. Gonzalez, Coordinator~~

Omar Gonzalez
Western Regional Coordinator, APWU
1350 Old Bayshore HWY, Suite 360
Burlingame, CA 94010

This is to advise you of the intent of the San Diego District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign fourteen (14) full-time clerks from the craft and/or installation at the San Bernardino bid installation (Event 53496). This impact is based on baseline staffing reviews.

The impacted employees will be notified of their involuntary reassignments by separate letter.

By copy of this notice, we will withhold fourteen (14) full-time residual assignments in the clerk, carrier, mail handler, motor vehicle and/or custodial crafts in the sites within a 50 mile radius of the impacted bid cluster for placement of the impacted employees.

Attached you will find copies of the automated impact statement, the operational data that supports the excessing event, the list of sites at which withholding has been authorized and the names of the junior impacted employees.

Please include this impact on the agenda for our next meeting. If you have any questions you may contact me at (858) 674-3193 or Carmen Rodriguez, Area Complement Coordinator at (858) 674-2604.

Jay Roberts
Manager, Labor Relations

Attachments:

cc: Area Manager Operations Support
Area Manager, Human Resources
Area Controller
Area Manager, In-Plant Support
District Manager, Santa Ana District
Area Complement Coordinator with attachments
Manager, Human Resources – Santa Ana with attachments
District Complement Coordinator, Santa Ana District with attachments
Bryant Almario, NALC with attachments
David Ross, NPMHU with attachments
TC's (2) with attachments

WorkHour Impact Report

Impacted Bid Cluster	SAN BERNARDINO POST OFFICE
Installation Address	WebCCM Event # 53496 - Clerks
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/16/2017
Period (Dates) of Review Performed	05/14/2016 thru 05/12/2017
Report Prepared By	Sharon Devega
Report Prepared Date	05/26/2017
Reviewed By	James Olson
Phone	(858) 674-0301

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	12018	11223	-795	-3180	-41340	-23	1768

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	822	6.8%	-101.75	0		720	6.4%

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	
Clerk casuals are not authorized per the CBA.	

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	
MHAS are not covered by the APWU CBA.	

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	
There are no PTFs in the bid installation.	

City Carrier Assistant (CCAs)

a. Current Number of CLERK CCAs on Rolls	0
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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	
CCAs are not covered by the APWU CBA.	

Postal Support Employees (PSE)

a. Current Number of CLERK PSE on Rolls	41
b. Current Total Non-OverTime CLERK PSE Hours per Month	5644
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-1260
d. Number of CLERK PSE that will have Reduced Hours	35
e. Number of CLERK PSE that will be Terminated	0
f. Number of CLERK PSE Remaining After Impact	41
g. Provide Narrative Justifying need for Remaining CLERK PSE	
PSE hours were reduced to the extent possible.	

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	
PTRs are not authorized per the APWU CBA.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	308
b. Planned Number of CLERK FTR Positions After Impact	294
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	14
e. Provide Narrative Explaining need for Excessing	

Based upon the staffing and scheduling reviews, the workload no longer supports the FT clerk staffing and it will be necessary to excess up to 14 FT clerks from the craft/installation.

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1920
b. Planned Reduction In Total OT Hours per Month	-407
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	-1260
h. Total Planned Non-OT Hours per Month	44892
i. Total FTE Savings	-23



Overall Bid Comparison				
Craft Type	Scheduler	Current	Variance	%
FTR	237	248	-11	-4%
NTFT	0	0	0	100%
Regulars	237	248	-11	-4%
PSE	47	36	11	31%
TOTAL	284	284	0	0%

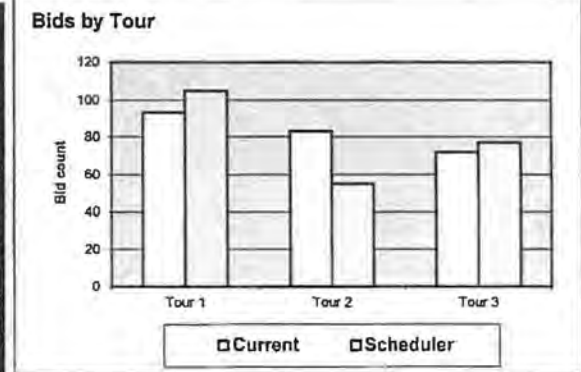
Full Time Workhours Scheduled				
Craft	Sched	Cur	Var	%
FTR	9,480	9,920	-440	-4%
NTFT	0	0	0	100%
Regulars	9,480	9,920	-440	-4%

* Times used to define tour assignment of bid. Input in Parameter file

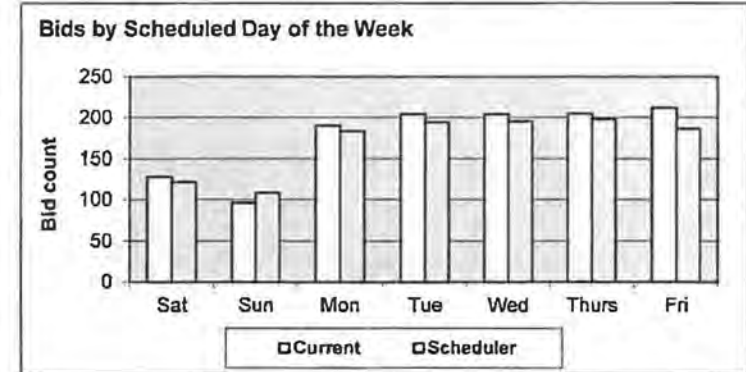
TOUR Start Times		
Tour	Clerk	MH
1	20:30	20:30
2	6:00	6:00
3	15:00	14:00

NTFT Schedule Comparison			
Craft Type	Scheduler	Current	Variance
3x10	0	0	0
5x7	0	0	0
5x6	0	0	0
4x11	0	0	0
4x10	0	0	0
4x9	0	0	0
4x8	0	0	0
6x6	0	0	0
TOTAL	0	0	0

# of Regular Bids by Tour				
		Tour 1	Tour 2	Tour 3
Scheduler Proposed	FTR	105	55	77
	NTFT	0	0	0
	Scheduler	105	55	77
Current WebCOINS	FTR	93	83	72
	NTFT	0	0	0
	Current	93	83	72
Variance		12	-28	5



# of Bids by Scheduled Day of the Week (not MODS Day)								
		Sat	Sun	Mon	Tue	Wed	Thurs	Fri
Scheduler Proposed	FTR	121	108	183	194	195	198	186
	NTFT							
	Scheduler	121	108	183	194	195	198	186
Current WebCOINS	FTR	128	96	190	204	204	205	212
	NTFT							
	Current	128	96	190	204	204	205	212
Variance		-7	12	-7	-10	-9	-7	-26

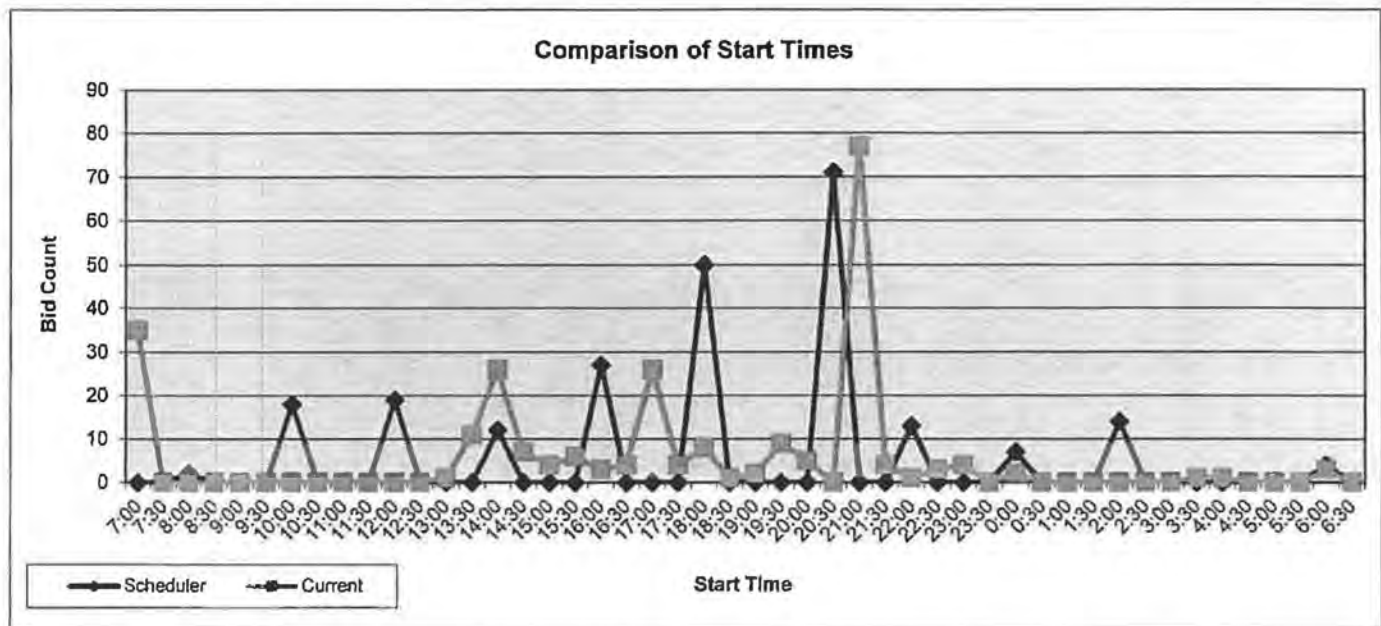


FTR Schedules

Scheduler Proposed					Current WebCoins					Variance				
DAYS OFF	Tour 1	Tour 2	Tour 3	Total	DAYS OFF	Tour 1	Tour 2	Tour 3	Total	DAYS OFF	Tour 1	Tour 2	Tour 3	Total
MonTue	4	7	4	15	MonTue	2	14	1	17	MonTue	2	-7	3	-2
TueWed	20	5	3	28	TueWed	15	10	2	27	TueWed	5	-5	1	1
WedThu	1	9	4	14	WedThu	5	9	2	16	WedThu	-4	0	2	-2
ThuFri	20	5	0	25	ThuFri	17	9	1	27	ThuFri	3	-4	-1	-2
FriSat	8	9	9	26	FriSat	0	9	0	9	FriSat	8	0	9	17
SatSun	22	14	54	90	SatSun	23	25	63	111	SatSun	-1	-11	-9	-21
SunMon	30	6	3	39	SunMon	31	7	3	41	SunMon	-1	-1	0	-2
SPLIT	0	0	0	0	SPLIT	0	0	0	0	SPLIT	0	0	0	0

FTR Start Time Comparison

Count	11	25
Start Hour	Scheduler	Current
7:00		35
7:30		
8:00	2	
8:30		
9:00		
9:30		
10:00	18	
10:30		
11:00		
11:30		
12:00	19	
12:30		
13:00		1
13:30		11
14:00	12	26
14:30		7
15:00		4
15:30		6
16:00	27	3
16:30		4
17:00		26



17:30		4
18:00	50	8
18:30		1
19:00		2
19:30		9
20:00		5
20:30	71	
21:00		77
21:30		4
22:00	13	1
22:30		3
23:00		4
23:30		
0:00	7	2
0:30		
1:00		
1:30		
2:00	14	
2:30		
3:00		
3:30		1
4:00		1
4:30		
5:00		
5:30		
6:00	4	3
6:30		

TOTAL Current (LDC11-18)

LDC	BPI Earned	BPI Actual	BPI % Achieved
11	3,192	4,738	67%
12	19	90	21%
13	2,750	4,501	61%
14	1,069	2,735	39%
17	4,099	5,279	78%
18	686	1,290	53%
TOTAL	11,815	18,633	63.4%

Estimated Clerk Current

LDC	CLERK BPI Actual	CLERK BPI % Achieved
11	4,736	67%
12	86	21%
13	648	61%
14	2,524	39%
17	1,037	78%
18	1,044	53%
TOTAL	10,076	59.1%

HQ OVERALL

(Capture 25% of C

Target BPI % Achieved	Variance Target - Actual
72%	4.5%
26%	4.9%
64%	3.0%
41%	1.7%
79%	1.3%
59%	5.5%
62.6%	

TOTAL Current (LDC11-18)

LDC	BPI Earned	BPI Actual	BPI % Achieved
11	3,192	4,738	67%
12	19	90	21%
13	2,750	4,501	61%
14	1,069	2,735	39%
17	4,099	5,279	78%
18	686	1,290	53%
TOTAL	11,815	18,633	63.4%

Estimated Mail Handler Current

LDC	MH BPI Actual	MH BPI % Achieved
11	2	67%
12	4	21%
13	3,853	61%
14	211	39%
17	4,242	78%
18	246	53%
TOTAL	8,557	68.5%

HQ OVERALL

(Capture 25% of C

Target BPI % Achieved	Variance Target - Actual
72%	4.5%
26%	4.9%
64%	3.0%
41%	1.7%
79%	1.3%
59%	5.5%
70.8%	

TOTAL Current (LDC11-18)

LDC	BPI Earned	BPI Actual	BPI % Achieved
11	3,192	4,738	67%
12	19	90	21%
13	2,750	4,501	61%
14	1,069	2,735	39%
17	4,099	5,279	78%
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TOTAL	11,815	18,633	63.4%

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11	4,738	67%
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TOTAL	18,633	63.4%

HQ OVERALL

(Capture 25% of C

Target BPI % Achieved	Variance Target - Actual
72%	4.5%
26%	4.9%
64%	3.0%
41%	1.7%
79%	1.3%
59%	5.5%
66.4%	

. BPI TARGETS

(Current Opportunity)

Target Actual	Workhour Variance
4,438	-298
70	-16
618	-30
2,418	-106
1,020	-17
946	-98
9,511	-565

Estimated Clerk Scheduler

LDC	Scheduler Workhours	BPI % Achieved	Workhour Variance	Scheduled Hours (w/Leave)	Opportunity Capture %
11	4,666	68%	-71	5,086	
12	0	0%	-86	0	
13	1,532	26%	883	1,670	
14	1,467	67%	-1,057	1,600	
17	837	96%	-199	913	
18	1,023	54%	-21	1,115	
TOTAL	9,525	62.5%	-551	10,382	

14

. BPI TARGETS

(Current Opportunity)

Target Actual	Workhour Variance
2	0
3	-1
3,674	-179
202	-9
4,174	-68
223	-23
8,277	-280

Estimated Mail Handler Scheduler

LDC	Scheduler Workhours	BPI % Achieved	Workhour Variance	Scheduled Hours (w/Leave)	Opportunity Capture %
11	0	0%	-2	0	
12	0	0%	-4	0	
13	4,694	50%	841	5,117	
14	0	0%	-211	0	
17	3,440	96%	-803	3,750	
18	154	85%	-92	168	
TOTAL	8,288	70.7%	-269	9,034	

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. BPI TARGETS

(Current Opportunity)

Target Actual	Workhour Variance
4,440	-298
73	-17
4,292	-209
2,620	-115
5,194	-85
1,169	-121
17,789	-844

Estimated TOTAL Scheduler

LDC	Scheduler Workhours	BPI % Achieved	Workhour Variance	Scheduled Hours (w/Leave)	Opportunity Capture %
11	4,666	68%	-72	5,086	
12	0	0%	-90	0	
13	6,226	44%	1,725	6,786	
14	1,467	73%	-1,268	1,600	
17	4,277	96%	-1,002	4,662	
18	1,177	58%	-113	1,283	
TOTAL	17,813	66.3%	-820	19,416	

24

Total Workhour Check			
Craft	SkyFile	Summary.txt	Workhour Summary
Clerk	10,382	10,382	10,382
MH	9,034	9,034	9,034

Parameter File Target Workhours

LDC	CK	Diff To Result	Diff To BPI Target
11	4,786	-120	347
12	0	0	-70
13	1,457	75	838
14	1,385	83	-1,033
17	863	-26	-157
18	1,021	2	75
TOTAL	9,511	14	0

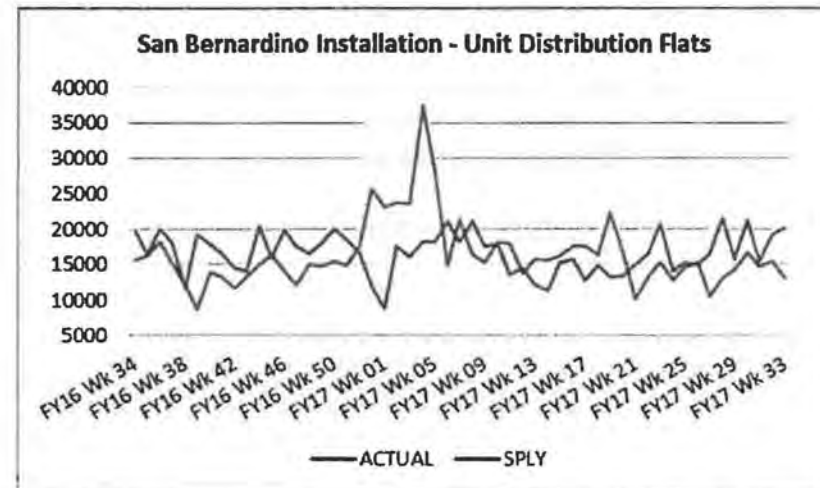
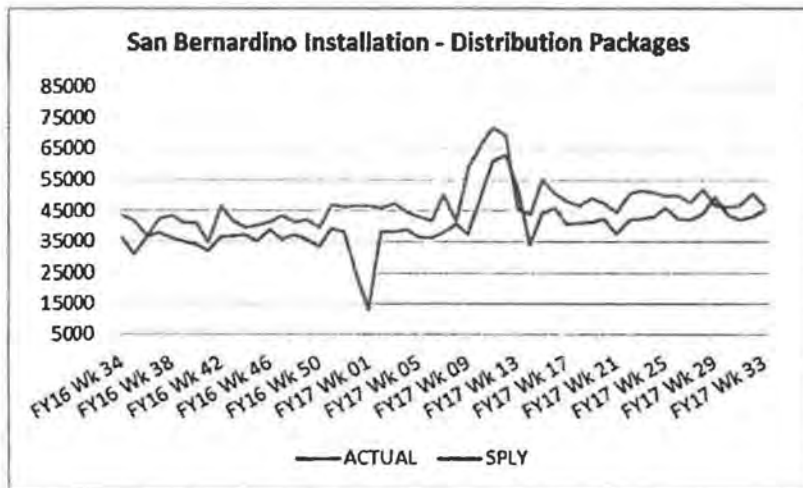
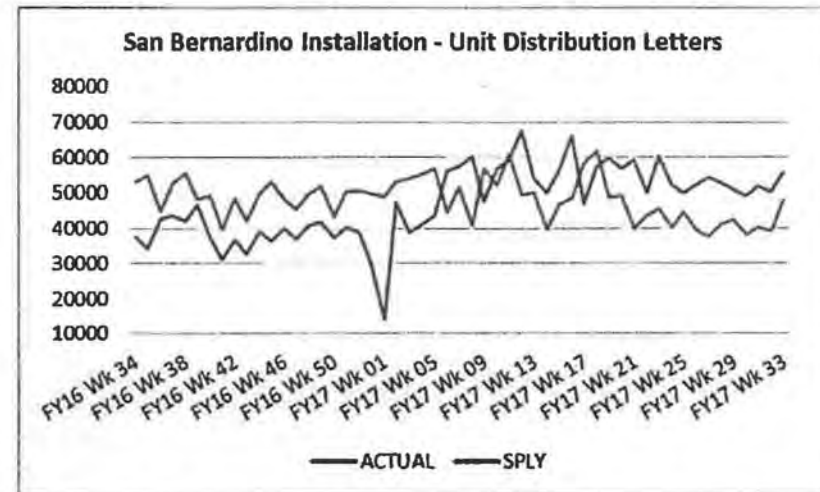
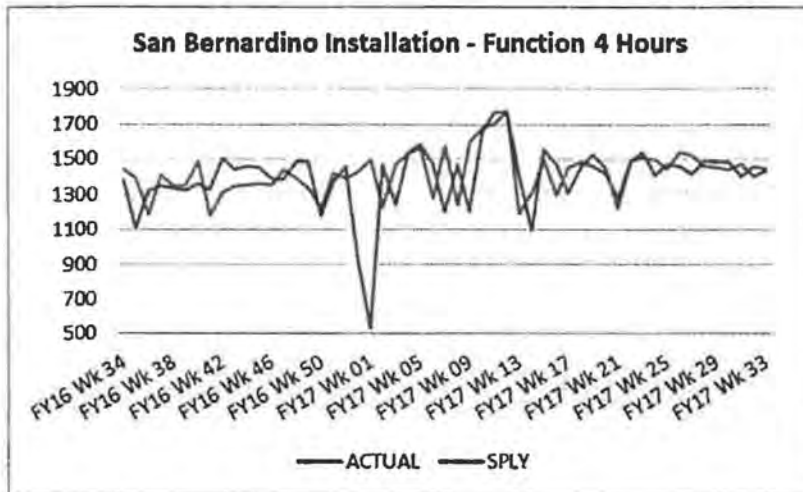
Parameter File Target Workhours

LDC	MH	Diff To Result	Diff To BPI Target
11	0	0	-2
12	0	0	-3
13	4,462	232	788
14	0	0	-202
17	3,693	-253	-481
18	122	32	-101
TOTAL	8,277	11	0

Compare to Data Input		Sched - Data input				
Total Hours Input		LDC	CK	Diff	MH	Diff
Input	17,850	11	4,807	-141	0	0
Sch w/o LV	17,813	12	0	0	0	0
		13	1,463	69	4,472	222
Diff	-37	14	1,391	76	0	0
		17	867	-30	3,702	-262
% Diff	0%	18	1,026	-3	123	32
		TOTAL	9,554	-29	8,296	-8



San Bernardino Installation Actual vs. SPLY





FUNCTION 4

San Bernardino Installation CSV

Customer Service Variance Summary						
Lead Unit SAN BERNARDINO PO (056744) 191 Customer Service Days 10/01/2016 - 05/19/2017						
TOTAL LDC 41	TOTAL LDC 42	TOTAL LDC 43	TOTAL LDC 44	TOTAL LDC 45	TOTAL LDC 48	TOTAL CSV
Achieved: 0.00%	Achieved: 96.74%	Achieved: 93.80%	Achieved: 73.89%	Achieved: 70.55%	Achieved: 112.87%	Achieved: 85.87%
Actual: 0	Actual: 1,728	Actual: 12,146	Actual: 2,203	Actual: 22,350	Actual: 9,394	Actual: 47,821
Earned: 0	Earned: 1,672	Earned: 11,393	Earned: 1,628	Earned: 15,768	Earned: 10,603	Earned: 41,063*
Variance: 0	Variance: 56	Variance: 753	Variance: 575	Variance: 6,582	Variance: -1,209	Variance: 6,758
FTEs Clerks/MailHandlers Actual: 38		FTEs Clerks/MailHandlers Earned: 32			FTEs Variance: 5.3	

Unit Name	LDC 41 % Ach	LDC 42 % Ach	LDC 43 % Ach	LDC 44 % Ach	LDC 45 % Ach	LDC 48 % Ach	LDC 43/44 Vol % Var	LDC 45 Trans % Var	Total F4 Hours % Achd	Total F4 Hours Var	FTEs Actual	FTEs Earned	FTEs Variance
SAN BERNARDINO PO (mPOS){S}	0.00	96.72	96.63	121.49	71.91	103.24	-3.37	-0.48	86.28	2,850.25	16.42	14.17	2.25
SBC-DEL ROSA STA	0.00	92.31	99.15	50.09	65.18	96.40	1.81	0.62	84.56	1,267.59	6.49	5.49	1.00
SBC-NORTHPARK STA	0.00	97.18	84.53	67.92	64.19	135.31	-5.37	-1.45	85.36	1,249.77	6.75	5.76	0.99
SBC-WESTSIDE STA	0.00	0.00	65.43	28.81	69.77	153.03	-1.18	4.80	78.41	967.42	3.54	2.78	0.76
SBC-UPTOWN STA	0.00	100.00	117.21	54.43	77.43	123.78	-11.04	5.25	92.74	422.63	4.60	4.27	0.33

NORPES Complement vs Caps
Station/Branch Fin No: SAN BERNARDINO CA P&D (056745)

FROM	Pay Pd 09	FY 2017	FROM	TO	Change in Months	CAP	Actual vs CAP
TO	Pay Pd 10	FY 2017	Pay Pd 09	Pay Pd 10			
			FY 2017	FY 2017			

Function 0 - OPS SUPP

1100 - Clerks-Full Time		1		1			1
2920 - Non-Bargaining		7		7			7
2940 - Consolidated		8		8			8

Function 1 - MAIL PROC

1100 - Clerks-Full Time		246		245	-1		245
1140 - Clerks-NTFT		0		0			
1183 - Clerk Non-window-PSE		36		36			36
1200 - Mail Handler-Full Time		203		203			203
1210 - Mail Handler-Part Time		1		1			1
1220 - Mail Handler-Casual		9		9			9
1225 - Mail Handler Assistant - MHA		33		31	-2		31
1230 - Mail Handler-PTR		1		1			1
2920 - Non-Bargaining		24		24			24
2940 - Consolidated		552		549	-3		549

Function 3A - VEH SERV

1700 - Vehicle Operator-Full Time		15		15			15
1710 - Vehicle Operator-Part Time		3		3			3
1715 - Vehicle Operator-PSE		0		0			
1722 - Holiday Transportation Asst		0		0			
1740 - Vehicle Operator-NTFT		0		0			
1741 - Vehicle Operator-FNTFT		0		0			
1800 - Maintenance-Full Time		0		0			
2920 - Non-Bargaining		2		2			2
2940 - Consolidated		20		20			20

Function 3B - MAINT

1800 - Maintenance-Full Time		110		108	-2		108
1815 - Maintenance-PSE		0		0			
2920 - Non-Bargaining		12		12			12
2940 - Consolidated		122		120	-2		120

Function 4 - CUST SERV

1100 - Clerks-Full Time		0		0			
1200 - Mail Handler-Full Time		0		0			
2940 - Consolidated		0		0			

Function 6 - HR

1100 - Clerks-Full Time		1		1			1
2940 - Consolidated		1		1			1

RESTRICTED INFORMATION

Page 1 of 2

NORPES Complement vs Caps
Station/Branch Fin No:SAN BERNARDINO CA P&D (056745)

FROM TO	Pay Pd 09 Pay Pd 10	FY 2017 FY 2017	FROM Pay Pd 09 FY 2017	TO Pay Pd 10 FY 2017	Change in Months	CAP	Actual vs CAP
Function 67 - LDC67							
1100 - Clerks-Full Time			6	6			6
1183 - Clerk Non-window-PSE			0	0			
1200 - Mail Handler-Full Time			3	3			3
1210 - Mail Handler-Part Time			0	0			
1230 - Mail Handler-PTR			0	0			
1800 - Maintenance-Full Time			0	0			
2920 - Non-Bargaining			0	0			
2940 - Consolidated			9	9			9
Function 8 - ADMIN							
2920 - Non-Bargaining			2	2			2
2940 - Consolidated			2	2			2
Function 99 - UNASSIGNED							
1100 - Clerks-Full Time			0	0			
1140 - Clerks-NTFT			0	0			
1183 - Clerk Non-window-PSE			0	0			
1200 - Mail Handler-Full Time			0	0			
2940 - Consolidated			0	0			
Grand Total			714	709	-5		709

RESTRICTED INFORMATION

NORPES Complement vs Caps
Lead Fin No:SAN BERNARDINO PO (056744)

FROM	Pay Pd 09	FY 2017	FROM	TO	Change in Months	CAP	Actual vs CAP
TO	Pay Pd 10	FY 2017	Pay Pd 09	Pay Pd 10			
			FY 2017	FY 2017			
Function 0 - OPS SUPP							
1100 - Clerks-Full Time			4	4			4
2940 - Consolidated			4	4			4
Function 2 - DEL MGMT							
2920 - Non-Bargaining			13	13			13
2940 - Consolidated			13	13			13
Function 2B - CITY DEL							
1300 - Carriers-Full Time			133	133			133
1310 - Carriers-Part Time			0	0			
1321 - City Carrier Assistant - All			32	32			32
1322 - City Carrier Assistant - CCA1			30	30			30
1323 - City Carrier Assistant - CCA2			2	2			2
1324 - City Carrier Assistant - CCA			0	0			
2940 - Consolidated			165	165			165
Function 3B - MAINT							
1800 - Maintenance-Full Time			5	6	1		6
1815 - Maintenance-PSE			0	0			
2940 - Consolidated			5	6	1		6
Function 4 - CUST SERV							
1100 - Clerks-Full Time			34	34			34
1120 - Clerks-Casual			0	0			
1140 - Clerks-NTFT			1	1			1
1141 - Clerks-FNTFT			0	0			
1183 - Clerk Non-window-PSE			6	5	-1		5
1184 - Clerk Window-PSE			1	1			1
2940 - Consolidated			42	41	-1		41
Function 5 - FINANCE							
1100 - Clerks-Full Time			4	4			4
2940 - Consolidated			4	4			4
Function 6 - HR							
1100 - Clerks-Full Time			1	1			1
1700 - Vehicle Operator-Full Time			2	2			2
2940 - Consolidated			3	3			3

RESTRICTED INFORMATION

NORPES Complement vs Caps
Lead Fin No:SAN BERNARDINO PO (056744)

FROM TO	Pay Pd 09 Pay Pd 10	FY 2017 FY 2017	FROM Pay Pd 09 FY 2017	TO Pay Pd 10 FY 2017	Change in Months	CAP	Actual vs CAP
Function 67 - LDC67							
1100 - Clerks-Full Time			0	0			
1300 - Carriers-Full Time			1	1			1
1800 - Maintenance-Full Time			0	0			
2940 - Consolidated			1	1			1
Function 7 - MARKETING							
1100 - Clerks-Full Time			9	9			9
2940 - Consolidated			9	9			9
Function 8 - ADMIN							
1100 - Clerks-Full Time			1	1			1
2920 - Non-Bargaining			1	1			1
2940 - Consolidated			2	2			2
Grand Total			248	248	0		248