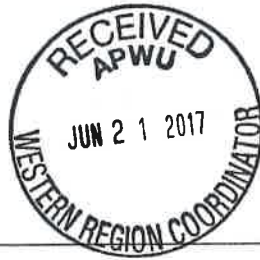


Manager, Labor Relations  
Pacific Area



To: Local Presidents/State President  
Re: Impact Statement

Please find a copy of an Impact Statement. Please review all documents. Educate your members on potential impacts. Submit all concerns to this office as soon as possible and follow National strategies.

Thanks,  
  
Omar M Gonzalez  
Western Region Coordinator

cc: NBAs

June 19, 2017

USPS Priority Tracking # 9114 9014 9645 0774 6478 08

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

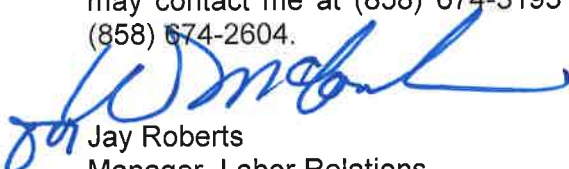
This is to advise you of the intent of the San Francisco District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign up to seven (7) full-time clerks from the craft and/or installation at the North Bay bid installation (Event 55958) based upon a loss of workload. Specifically, the career staffing exceeds the required staffing based on the current workload.

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

By copy of this notice, we will withhold seven (7) full-time residual assignments in the clerk, carrier, mail handler, 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, San Francisco District
- Area Complement Coordinator with attachments
- Manager, Human Resources – San Francisco with attachments
- District Complement Coordinator, San Francisco District with attachments
- Bryant Almario, NALC with attachments
- David Ross, NPMHU with attachments

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	NORTH BAY POST OFFICE
<b>Installation Address</b>	<b>F1 Clerk Event 55958</b>
<b>Area Name</b>	PACIFIC
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	09/15/2017
<b>Period (Dates) of Review Performed</b>	05/28/2016 thru 05/26/2017
<b>Report Prepared By</b>	Elen Grace Zipagan-Dela Cruz
<b>Report Prepared Date</b>	06/19/2017
<b>Reviewed By</b>	Rajinder Sanghera
<b>Phone</b>	(415) 550-5001

# 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	3194	2936	-258	-1032	-13416	-8	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	202	6.3%	-14	0		188	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	
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	10
b. Current Total Non-OverTime CLERK PSE Hours per Month	1360
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-96
d. Number of CLERK PSE that will have Reduced Hours	8
e. Number of CLERK PSE that will be Terminated	0
f. Number of CLERK PSE Remaining After Impact	10
g. Provide Narrative Justifying need for Remaining CLERK PSE	
PSE hours to be 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	
n/a	

## Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	86
b. Planned Number of CLERK FTR Positions After Impact	79
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	7
e. Provide Narrative Explaining need for Excessing	
Due to workload reduction, it will be necessary to excess up to 7 FT Clerks from the craft and/or installation.	

# WorkHour Impact Report-CLERK

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-936
b. Planned Reduction in Total OT Hours per Month	-56
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	-96
h. Total Planned Non-OT Hours per Month	11744
i. Total FTE Savings	-8

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #	VET PEF
55439	NORTH BAY CA P&D	FAHY	JAMES	P	3109863	70966792	MAIL PROCESSING CLERK	6 110	6	110	1	18	10/25/1977	1 N
55439	NORTH BAY CA P&D	LIGUID	REBECCA	O	3089171	95672610	MAIL PROCESSING CLERK	6 110	6	110	1	18	3/24/1979	2 N
55439	NORTH BAY CA P&D	GARCIA	SUSAN	R	3096606	95662680	MAIL PROCESSING CLERK	6 110	6	110	1	18	9/19/1981	1 N
55439	NORTH BAY CA P&D	MAC DONALD	WILLIAM	R	3372674	95503747	MAIL PROCESSING CLERK	6 110	6	110	1	14	4/17/1982	1 N
55439	NORTH BAY CA P&D	YANG	CHARLIE	R	3377315	70410195	GENERAL EXPEDITOR	7 110	7	110	1	17	5/1/1982	1 N
55440	NORTH BAY PO	GRAY SENNETTE	DIANA	M	3048764	95710069	SALES.SVCS/DISTRIBUTION ASSOC	6 110	6	110	4	45	9/18/1982	3 N
55439	NORTH BAY CA P&D	CHING	STACEY	C	3260907	71384849	MAIL PROCESSING CLERK	6 110	6	110	1	17	10/29/1983	2 N
55440	NORTH BAY PO	SCHROPP	VALERIE	A	3106278	95503907	BULK MAIL CLERK	7 110	7	110	67	67	12/10/1983	4 N
55439	NORTH BAY CA P&D	TICZON	TERESITA	C	2942514	95736254	MAIL PROCESSING CLERK	6 110	6	110	1	18	12/10/1983	5 N
55439	NORTH BAY CA P&D	TICZON	RESILON	B	3390731	71381454	MAIL PROCESSING CLERK	6 110	6	110	1	11	3/3/1984	1 N
55439	NORTH BAY CA P&D	ANCHETA	JORGE	S	3360873	70742379	GENERAL EXPEDITOR	7 110	7	110	1	17	8/18/1984	18 N
55439	NORTH BAY CA P&D	QUINTANILLA	MATEO	J	3067755	71381455	MAIL PROCESSING CLERK	6 110	6	110	1	11	11/24/1984	2 N
55439	NORTH BAY CA P&D	BURNASH	DENISE	G	2937585	95499362	GENERAL EXPEDITOR	7 110	7	110	1	17	12/22/1984	2 N
55439	NORTH BAY CA P&D	O SHAUGHNESSY	DENNIS	C	2983051	95812312	MAIL PROCESSING CLERK	6 110	6	110	1	18	3/23/1985	1 N
55439	NORTH BAY CA P&D	NUJEZ	JUAN	M	3257589	71381457	MAIL PROCESSING CLERK	6 110	6	110	1	11	3/30/1985	1 N
55439	NORTH BAY CA P&D	MICHALSKI	MARY	M	3221917	95829784	MAIL PROCESSING CLERK	6 110	6	110	67	67	8/3/1985	2 N
55439	NORTH BAY CA P&D	LENGJEL	CHRIS	H	2940370	70282175	MAIL PROCESSING CLERK	6 110	6	110	1	11	9/14/1985	2 N
55440	NORTH BAY PO	PERHAY	RONDA	K	2983799	95863938	SALES.SVCS/DISTRIBUTION ASSOC	6 110	6	110	4	45	3/1/1986	3 N
55439	NORTH BAY CA P&D	HURST	CHERYL	A	3012863	71381459	MAIL PROCESSING CLERK	6 110	6	110	1	11	3/29/1986	4 N
55439	NORTH BAY CA P&D	LENGJEL	MICHELLE	P	2955164	95841132	GENERAL EXPEDITOR	7 110	7	110	1	17	4/26/1986	4 N
55439	NORTH BAY CA P&D	GARCIA	ROMER	B	3207045	71010140	MAIL PROCESSING CLERK	6 110	6	110	1	18	5/10/1986	5 N
55440	NORTH BAY PO	AHNBURG	PHYLLIS	M	3126747	70823307	BULK MAIL CLERK	7 110	7	110	7	79	7/19/1986	2 N
55439	NORTH BAY CA P&D	O TOOLE	MICHAEL	T	3024254	71381587	MAIL PROCESSING CLERK	6 110	6	110	1	11	10/25/1986	5 N
55439	NORTH BAY CA P&D	CAMPBELL	WENDY	J	3149581	71384843	MAIL PROCESSING CLERK	6 110	6	110	1	14	10/25/1986	3 N
55440	NORTH BAY PO	HARTSELL	REBECCA	L	3407470	95687921	SALES.SVCS/DISTRIBUTION ASSOC	6 110	6	110	4	45	1/3/1987	2 N
55439	NORTH BAY CA P&D	KANG	PETER	W	2981741	95558150	PARCEL POST DIST-MACHINE	6 110	6	110	1	14	3/14/1987	1 N
55439	NORTH BAY CA P&D	MALARKY	ARLENE	J	3258952	95819136	MAIL PROCESSING CLERK	6 110	6	110	67	67	4/11/1987	1 N
55439	NORTH BAY CA P&D	VIERRA	BARBARA	J	3280124	71381461	MAIL PROCESSING CLERK	6 110	6	110	1	11	4/25/1987	7 N
55439	NORTH BAY CA P&D	TUAZON JR	ELISEO	M	3149647	95825144	GENERAL EXPEDITOR	7 110	7	110	1	17	5/9/1987	2 N
55439	NORTH BAY CA P&D	LAUREL	EMILIE	G	3208158	71381458	MAIL PROCESSING CLERK	6 110	6	110	1	11	6/6/1987	3 N
55439	NORTH BAY CA P&D	CUABO	THEODORE	L	3243698	71381591	MAIL PROCESSING CLERK	6 110	6	110	1	11	6/6/1987	3 N
55440	NORTH BAY PO	FRANCO	PATRICIA	L	3002872	70666681	SALES.SVCS/DISTRIBUTION ASSOC	6 110	6	110	4	45	8/29/1987	1 N
55439	NORTH BAY CA P&D	SILVA	NORMAN	W	3126650	71292414	MAIL PROCESSING CLERK	6 110	6	110	1	11	11/7/1987	3 N
55439	NORTH BAY CA P&D	ROBLEDO	GILBERTO	S	3430388	71381586	MAIL PROCESSING CLERK	6 110	6	110	1	11	1/2/1988	1 N
55439	NORTH BAY CA P&D	BLAKELY	TRACY	A	3410450	70292707	MAIL PROCESSING CLERK	6 110	6	110	67	67	1/16/1988	2 N
55439	NORTH BAY CA P&D	ALEJANDRO	ARTHUR	C	3422011	71381594	MAIL PROCESSING CLERK	6 110	6	110	1	11	2/13/1988	2 N
55439	NORTH BAY CA P&D	BORDON	RAUL	M	2954713	95667732	MAIL PROCESSING CLERK	6 110	6	110	67	67	12/3/1988	1 N
55439	NORTH BAY CA P&D	MUNOZ	CAROL	M	3328213	71381465	MAIL PROCESSING CLERK	6 110	6	110	1	11	10/7/1989	3 N
55439	NORTH BAY CA P&D	JAGGER	MARK	M	3350004	95516282	MAIL PROCESSING CLERK	6 110	6	110	1	14	8/7/1993	2 N
55439	NORTH BAY CA P&D	MADRID	FLORENCIA	C	3170272	95800788	MAIL PROCESSING CLERK	6 110	6	110	67	67	9/4/1993	1 N
55439	NORTH BAY CA P&D	RAND	BRETT	C	3380633	95591511	MAIL PROCESSING CLERK	6 110	6	110	1	11	10/16/1993	1 N
55439	NORTH BAY CA P&D	ANG	EUGENIA	B	3044914	71381472	MAIL PROCESSING CLERK	6 110	6	110	1	11	10/30/1993	9 N
55439	NORTH BAY CA P&D	CRUZ	PILAR	J	3200864	71381464	MAIL PROCESSING CLERK	6 110	6	110	1	11	11/13/1993	6 N
55439	NORTH BAY CA P&D	ARGUELLO	MARTIN	J	3032665	71381460	MAIL PROCESSING CLERK	6 110	6	110	1	11	11/13/1993	14 N
55439	NORTH BAY CA P&D	HUBACKER	JUNG	L	3225779	71381579	MAIL PROCESSING CLERK	6 110	6	110	1	11	11/13/1993	3 N
55439	NORTH BAY CA P&D	MORENO	DANIEL	Z	3368661	71381467	MAIL PROCESSING CLERK	6 110	6	110	1	11	11/13/1993	5 Y
55439	NORTH BAY CA P&D	SADORRA	ANTHONY	R	3157068	71086355	MAIL PROCESSING CLERK	6 110	6	110	1	11	11/27/1993	4 N
55439	NORTH BAY CA P&D	LEE	SOON	H	3137678	71381468	MAIL PROCESSING CLERK	6 110	6	110	1	11	11/27/1993	3 N
55439	NORTH BAY CA P&D	MARTINEZ	ARMANDO	D	3184214	71381469	MAIL PROCESSING CLERK	6 110	6	110	1	11	12/11/1993	1 N
55439	NORTH BAY CA P&D	GARDEA	JAMES	D	3073383	71381588	MAIL PROCESSING CLERK	6 110	6	110	1	11	1/22/1994	3 N
55439	NORTH BAY CA P&D	MOK	RITHY	P	3112014	71381473	MAIL PROCESSING CLERK	6 110	6	110	1	11	2/19/1994	1 N
55439	NORTH BAY CA P&D	MISLANG	ZENAIDA	C	2973845	71381589	MAIL PROCESSING CLERK	6 110	6	110	1	11	7/9/1994	1 N
55439	NORTH BAY CA P&D	MITCHELL	RONALD	C	3050004	71381593	MAIL PROCESSING CLERK	6 110	6	110	1	11	7/9/1994	2 N
55439	NORTH BAY CA P&D	ALFONSO	GERILYN	S	3408379	71381580	MAIL PROCESSING CLERK	6 110	6	110	1	11	7/9/1994	4 N
55439	NORTH BAY CA P&D	TECH	DARY	L	3017320	71292420	MAIL PROCESSING CLERK	6 110	6	110	1	11	7/23/1994	4 N
55439	NORTH BAY CA P&D	EBUFEN JR	ERNESTO	E	3296002	71381582	MAIL PROCESSING CLERK	6 110	6	110	1	11	7/23/1994	1 N
55439	NORTH BAY CA P&D	LIWAG	ROSELDO	C	3248620	71381590	MAIL PROCESSING CLERK	6 110	6	110	1	11	2/4/1995	2 N



55439	NORTH BAY CA P&DC	BURLESON	MAY	F	2989063	95815469	DATA COIL TECH	7	110	5	57	7/6/1996	3 N
55439	NORTH BAY CA P&DC	DAVIS	KATHRYN	M	3104495	95701052	MAIL PROCESSING CLERK	6	110	1	11	7/6/1996	7 N
55439	NORTH BAY CA P&DC	CHAO	SYLVIA	K	3170888	95701239	MAIL PROCESSING CLERK	6	110	1	14	7/6/1996	5 N
55439	NORTH BAY CA P&DC	AO	LILLIAN	Y	3185748	95838138	PARCEL POST DIST-MACHINE	6	110	1	14	7/6/1996	1 N
55439	NORTH BAY CA P&DC	GUERRERO	ENRIQUE	L	3173360	71381576	MAIL PROCESSING CLERK	6	110	1	11	10/12/1996	2 N
55439	NORTH BAY CA P&DC	HARINA	ROMEO	F	2991196	71381575	MAIL PROCESSING CLERK	6	110	1	11	11/9/1996	1 N
55439	NORTH BAY CA P&DC	WONG	SHARON ROSE	C	3325402	71381577	MAIL PROCESSING CLERK	6	110	1	11	3/1/1997	2 N
55439	NORTH BAY CA P&DC	LIGUID	VERGIE	R	3182156	71381583	MAIL PROCESSING CLERK	6	110	1	11	7/19/1997	5 N
55439	NORTH BAY CA P&DC	ALFONSO	RAMON	Y	2985881	71292409	MAIL PROCESSING CLERK	6	110	1	11	8/2/1997	2 N
55439	NORTH BAY CA P&DC	FREDELUCES	MARY ANN	A	3073872	95649195	MAIL PROCESSING CLERK	6	110	1	14	10/25/1997	3 N
55439	NORTH BAY CA P&DC	BUTKOWSKI	DIANA	L	3041482	71261138	MAIL PROCESSING CLERK	6	110	1	14	11/22/1997	4 N
55439	NORTH BAY CA P&DC	SALVANTE	BENJAMIN	C	3267760	71381595	MAIL PROCESSING CLERK	6	110	1	11	11/22/1997	5 N
55439	NORTH BAY CA P&DC	GROSSI	BEVERLY	M	3225316	71381578	MAIL PROCESSING CLERK	6	110	1	11	12/6/1997	2 N
55439	NORTH BAY CA P&DC	SAPIEN	LORRAINE	C	3308028	70385868	MAIL PROCESSING CLERK	6	110	67	67	3/14/1998	3 N
55439	NORTH BAY CA P&DC	GER	LIHUA	C	3116418	71381592	MAIL PROCESSING CLERK	6	110	1	11	7/18/1998	2 N
55439	NORTH BAY CA P&DC	MARTINEZ	DANNY	D	3572451	71381462	MAIL PROCESSING CLERK	6	110	1	11	3/19/2005	9 N
55439	NORTH BAY CA P&DC	EBUEN	BELEN	E	3577865	70906965	MAIL PROCESSING CLERK	6	110	1	11	4/16/2005	2 N
55439	NORTH BAY CA P&DC	BUNKER	AKEMI	M	3515317	71261126	MAIL PROCESSING CLERK	6	110	67	67	6/24/2006	5 N
55439	NORTH BAY CA P&DC	BUTTERWORTH	HELEN	K	3310242	71261094	MAIL PROCESSING CLERK	6	110	1	11	5/16/2015	1 N
55439	NORTH BAY CA P&DC	PERTIERRA	FRANK	B	3528177	71381581	MAIL PROCESSING CLERK	6	110	1	11	7/23/2016	1 N
55439	NORTH BAY CA P&DC	WALKER	NICOLAS	S	2936846	71381471	MAIL PROCESSING CLERK	6	110	1	11	8/6/2016	1 N
55440	NORTH BAY PO	BARCLAY-WILLIS	AURA	S	3096673	71590388	SECRETARY	7	110	4	48	10/1/2016	1 N
55439	NORTH BAY CA P&DC	PAPA	REYNALDO	S	4073568	71381470	MAIL PROCESSING CLERK	6	110	1	11	1/7/2017	1 N
55439	NORTH BAY CA P&DC	VELASQUEZ	JOSEPH MARK	V	4291842	71381466	MAIL PROCESSING CLERK	6	110	1	11	1/7/2017	2 N
55439	NORTH BAY CA P&DC	PARLOR	KEONA	N	4431948	71381463	MAIL PROCESSING CLERK	6	110	1	11	2/4/2017	1 N
55439	NORTH BAY CA P&DC	PARK	DANNY		4403458	71381584	MAIL PROCESSING CLERK	6	110	1	11	2/4/2017	2 Y
55439	NORTH BAY CA P&DC	SANDOVAL	PATRICIA		4452128	71292422	MAIL PROCESSING CLERK	6	110	1	11	3/18/2017	1 N
55439	NORTH BAY CA P&DC	RUBIO	FLORABEL		4473099	71261096	MAIL PROCESSING CLERK	6	110	1	11	3/18/2017	2 N
55439	NORTH BAY CA P&DC	LOUSSAKOU BOUNT	FRED	K	4377197	71261077	MAIL PROCESSING CLERK	6	110	1	11	4/1/2017	4 N