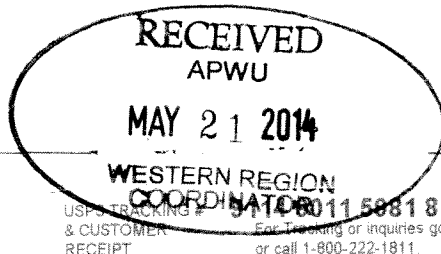


MANAGER, LABOR RELATIONS
Pacific Area



May 19, 2014

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



USPS TRACKING # 9500 11 5981 8136 6420 90
& CUSTOMER RECEIPT For Tracking or inquiries go to USPS.com or call 1-800-222-1811

- Pacific Area Local(s)
- Western Area Local(s)
- So. West Area Local(s)
- Withhold
- Staff
- State
- Grievance Administration
- Please review, take action and reduce issues to writing
- Comments

Omar H. Gonzalez, Coordinator

This is to advise you of the intent of the Sacramento District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign three (3) full-time clerks from the craft and/or installation at the Citrus Heights bid installation (Event 46469). This impact is based on a Function 4 staffing and scheduling review.

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

By copy of this notice, we will withhold three (3) full-time residual assignments in the clerk, carrier, mail handler and/or custodial crafts in 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, the list of sites at which withholding has been authorized and the names of the 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 Linda Shumate, Area Complement Coordinator at (858) 674-3183.

Jay Roberts
Manager, Labor Relations

Attachments

- cc: Area Manager Operations Support
- Area Manager, Human Resources
- Area Manager, Finance
- Area Manager, In-Plant Support
- District Manager, Sacramento District
- Area Complement Coordinator with attachments
- Manager, Human Resources – Sacramento District with attachments
- District Complement Coordinator, Sacramento District with attachments
- Chris Jackson, NALC with attachments
- Richard Siu, NPMHU with attachments
- TC's (2) with attachments

WorkHour Impact Report

Impacted Bid Cluster	CITRUS HEIGHTS POST OFFICE
Installation Address	Event 46469
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/20/2014
Period (Dates) of Review Performed	05/11/2013 thru 05/23/2014
Report Prepared By	Yolanda Garcia-Martinez
Report Prepared Date	05/16/2014
Reviewed By	Barbara Plunkett
Phone	(916) 373-8001

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	629	522	-107	-428	-5564	-3	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	55	8.7%	-25	0		30	5.7%

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	

Casuals are not authorized in the clerk craft

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	

MHA's are not authorized in the clerk craft

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 this office

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
CCA's are not authorized in the clerk craft

Postal Support Employees (PSE)

- a. Current Number of CLERK PSE on Rolls 2
- b. Current Total Non-OverTime CLERK PSE Hours per Month 272
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -32
- d. Number of CLERK PSE that will have Reduced Hours 2
- e. Number of CLERK PSE that will be Terminated 0
- f. Number of CLERK PSE Remaining After Impact 2
- g. Provide Narrative Justifying need for Remaining CLERK PSE
PSE hours will be reduced

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	
PTR's are not authorized inthe clerk crafr	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	17
b. Planned Number of CLERK FTR Positions After Impact	14
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	3
e. Provide Narrative Explaining need for Excessing	
A staffing and scheduling review resulted in a need to excess 3 full-time 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	-396
b. Planned Reduction in Total OT Hours per Month	-100
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	-32
h. Total Planned Non-OT Hours per Month	2088
i. Total FTE Savings	-3

Office: Citrus Heights
 Zip: 95610

Date: 3/11/2014

Current Complement:							
Full Time	NTFT	PSE	PTR/PTF	Clerks with NO Bids	Total Number of Clerks	Bids with Consecutive Days SIS or SIM	New or Repeated bids including converted PTFs
16	1	2			19	0	
Proposed Complement:							
Full Time	NTFT	PSE	PTF	Clerks with NO Bids	Total Number of Clerks	Bids with Consecutive Days SIS or SIM	New or Repeated bids including converted PTFs
12	2	2	0		16	0	

LDC	CSV Daily				DAY Variance		Annual	
	CSV EARNED - 13WK	DAILY Projected	Daily AVG Hours	Plus or Minus RED = Over	CSV Earned	1994 Year	Annual Variance	
LDC 42	116	1.51	1.25	-0.26	456.47	378.75	-77.72	
LDC 43	2,173	26.22	28.04	-0.18	8550.90	8496.63	-54.27	
LDC 44	203	2.64	2.79	0.16	798.82	845.88	47.06	
LDC 45	2,242	29.12	28.63	-0.49	8822.42	8673.38	-149.04	
LDC 46	0	0.00	0.00	0.00	0.00	0.00	0.00	
LDC 48	2,419	31.42	34.96	3.54	9518.92	10592.38	1073.45	
Total	7,153	92.90	95.67	3.77	28147.52	28087.00	60.52	

13 Wk Rolling
 3/30 - 6/28 2013

77

OF DAYS

DM Signature: _____

Date: _____

updated 5/16/14

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	SEN DATE	SEN #
51566	CITRUS HEIGHTS PO	MUNOZ	MARIO	A	2939038	95518904	SALES,SVCS/DISTRIBU TION ASSOC	110	4	10/1/1983	1
51566	CITRUS HEIGHTS PO	YBARRA	PAUL	A	3143079	95637339	SALES,SVCS/DISTRIBU TION ASSOC	110	4	1/5/1985	1
51566	CITRUS HEIGHTS PO	VIJITAKULA	SUGUNYA		3353981	70656517	SALES AND SERVICES ASSOCIATE	110	4	7/6/1985	1
51566	CITRUS HEIGHTS PO	SCHLYTER	LORAE	J	3086255	95576767	LEAD SALES & SERVICES ASSOCIATE	110	4	10/10/1987	3
51566	CITRUS HEIGHTS PO	RENFRO	KATHLEEN	J	2975467	70656519	MAIL PROCESSING CLERK	110	4	1/6/1996	1
51566	CITRUS HEIGHTS PO	REYNOLDS	LESLIE	I	3423839	70656145	SALES,SVCS/DISTRIBU TION ASSOC	110	4	4/12/1997	1
51566	CITRUS HEIGHTS PO	RODRIGUEZ	ROBERT	G	3215343	95553976	SALES,SVCS/DISTRIBU TION ASSOC	110	4	7/19/1997	1
51566	CITRUS HEIGHTS PO	BARTOLOMEI	BARBARA	L	3265621	71105539	SALES,SVCS/DISTRIBU TION ASSOC	110	4	8/19/2000	1
51566	CITRUS HEIGHTS PO	LIBED	LAURICE	L	3002027	95508732	SALES,SVCS/DISTRIBU TION ASSOC	110	4	2/8/2003	1
51566	CITRUS HEIGHTS PO	RASIOS	MICHAEL		3202774	70887857	SALES,SVCS/DISTRIBU TION ASSOC	110	4	2/22/2003	1
51566	CITRUS HEIGHTS PO	ABULUYAN	BIENVENIDO	U	3063346	95512286	SALES,SVCS/DISTRIBU TION ASSOC	110	4	12/1/2003	1
51566	CITRUS HEIGHTS PO	ANDERSON	RICHARD	D	3002279	95750800	SALES,SVCS/DISTRIBU TION ASSOC	110	4	12/28/2004	1

updated 5/16/14

51566	CITRUS HEIGHTS PO	ATHENS	VALERIE	M	2968809	70832408	LEAD SALES & SERVICES ASSOCIATE	110	4	4/2/2005	1
51566	CITRUS HEIGHTS PO	BARRY	DANIEL	A	3293193	71105272	SALES, SVCS/DISTRIBU TION ASSOC	110	4	7/9/2005	1
51566	CITRUS HEIGHTS PO	SANGHA	DALVIR	S	2973462	70869260	SALES, SVCS/DISTRIBU TION ASSOC	110	4	1/26/2006	1
51566	CITRUS HEIGHTS PO	PLANK	STEPHEN	J	3695630	71110276	SALES, SVCS/DISTRIBU TION ASSOC	110	4	10/14/2006	1
51566	CITRUS HEIGHTS PO	GOSAL	SANTOKH	K	3497729	70650481	SALES, SVCS/DISTRIBU TION ASSOC	210	4	9/25/2010	1

Updated