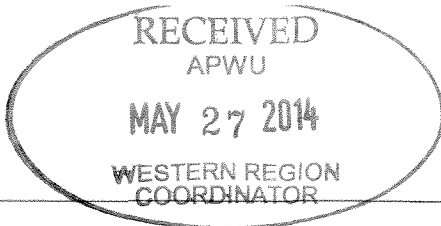


MANAGER, LABOR RELATIONS
Pacific Area



EM674165414US

May 23, 2014

Tracking Number#

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 Sacramento District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign twelve (12) full-time clerks from the craft and/or installation at the Fresno bid installation (Event 46522). This impact is based on a Function 1 baseline staffing model which incorporates the impact of processing outgoing mail on Saturday at the Sacramento plant.

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

By copy of this notice, we will withhold twelve (12) 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

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

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration
 Please review, take action and reduce issues to mnt-
 Comments

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
- David Ross, NPMHU with attachments
- TC's (2) with attachments

Omar U. Gonzalez, Coordinator

WorkHour Impact Report

Impacted Bid Cluster	FRESNO POST OFFICE
Installation Address	Event 46522
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/20/2014
Period (Dates) of Review Performed	05/25/2013 thru 05/23/2014
Report Prepared By	Yolanda Garcia-Martinez
Report Prepared Date	05/21/2014
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	7654	7204	-450	-1800	-23400	-14	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	463	6%	-31.35	0		432	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	
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	
PTF's are not authorized 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 ar not authorized in the clerk craft

Postal Support Employees (PSE)

- a. Current Number of CLERK PSE on Rolls 35
- b. Current Total Non-OverTime CLERK PSE Hours per Month 4764
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -168
- d. Number of CLERK PSE that will have Reduced Hours 21
- e. Number of CLERK PSE that will be Terminated 0
- f. Number of CLERK PSE Remaining After Impact 35
- g. Provide Narrative Justifying need for Remaining CLERK PSE
PSEhours 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 ar not authorized int he clerk craft	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	196
b. Planned Number of CLERK FTR Positions After Impact	184
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	12
e. Provide Narrative Explaining need for Excessing	

A Function staffing review incorporating the transfer of the outgoing Saturday processing to Sacramento has resulted in a need to excess 12 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	-1632
b. Planned Reduction in Total OT Hours per Month	-125
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	-168
h. Total Planned Non-OT Hours per Month	28816
i. Total FTE Savings	-14

Fresno P&DC

Function 1 Baseline Staffing Model

May 9, 2014

Fresno P&DC Baseline Staffing Model

File date: May 12, 2014

	WebCOINS On-Rolls (as of 05/05/14)		Proposed Staffing		SDO Ratio (1:25)		MDO Ratio (1:22 - 1:25)	
	Clerk	MH	Clerk	MH	Current	Earned	Current	Earned
Tour 1	70	24	65	22	3	3	0	0
(ORNA subset ->)	1	0	1	0				
Tour 2	2	7	3	5	0	0	0	0
(ORNA subset ->)	0	0	0	0				
Tour 3	52	21	44	25	3	3	3	0
(ORNA subset ->)	2	0	2	0				
Total	124	52	112	52	6	7	3	1
ORNA/NRP--NOT LDC 67 (long-term unavailable only)	3	0	3	0	0	0	0	0
Total F1	127	52	115	52	6	7	3	1
LDC 67 (Clerk, MH, EAS)	12	3	12	3	0	0	0	0
Grand Total	139	55	127	55	6	7	3	1

Craft Ratios	On-Rolls		Proposed	
Clerk				
FT	97	78.2%	88	76.5%
NTFT	10	8.1%	10	8.7%
PSE	17	13.7%	17	14.8%
	124	100.0%	115	100.0%
Mail Handler				
FT	45	84.9%	43	81.1%
PTR	2	3.8%	2	3.8%
PTF	0	0.0%	0	0.0%
MHA	5	9.4%	7	13.2%
Casual	1	1.9%	1	1.9%
	53	100.0%	53	100.0%

50% or more of Career Clerks
Up to 50% of Career Clerks*
Up to 20% of Total Clerks

D/A 110
D/A 210
D/A 813

	Clerk	MH	Total Craft
Proposed Staffing	115	52	167
Current Staffing (WebCoins On-Rolls)	127	52	179
+/- Current	-12	0	-12

MPV Impacts:

Use last four non-holiday weeks data, if feasible; enter MPV % achievement, Work Hr Opportunity and # of weeks below.	Data Source: Variance WebSite/MPV	Fresno P&DC-- File date: May 12, 2014	If workload is added from other facilities, it must be converted to Earned Hours in the same multiple of weeks shown in Cell E46 and then added to Cell D46 and subtracted from Cell D47.
(enter value fm MPV rpt)	MPV Week 29-32 FY14	77.5%	Added Earned Hours
(enter value fm MPV rpt)	Earned Hrs # of Wks	18,799 4	
	Weekly Opportunity Hours	1,365	- 1-Wk Increase in Earned Hrs
	FTE Opp (34 hrs @)	40	- 4-Wk Increase in Earned Hrs
	69.37% MPV Tgt	-8.1%	
	FTE(-) to 64.7%	7	Added Earned Hours
	79.4% MPV Stretch	1.9%	
	FTE(-) to 80%	6	
	Current F1 Craft Complement	179	
	Proposed F1 Craft Complement	167	
	OT HRs for MPV Wk(s)/Rate	2,377	9.6%
	OT Tgt	2.0%	
	OT FTE	14	
	Diff	-12	
	MPV Impact	13.1%	
	New MPV	90.6%	

Fresno P&DC
File date: May 12, 2014

Clerks - Proposed Baseline

Staffing per day is the result of using Days Off Scheduler with work center-specific replacement and BMG OT
People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.
Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility
% Daily TPH / NA-TPH is the workload associated with the work group (column A)

		Fri for Sat	Sat for Sun	Sun for Mon	Mon for Tue	Tue for Wed	Wed for Thu	Thu for Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Tour 1 (100 Series P/Ls)												
Work Center	Til Tour Scheduler Excess	1	34	3	1	3	2	-				
Automation W/C 101C AUTOMATION TOUR 1	Staff per day	33	0	33	33	33	33	33	44	42	2	2130 to 0600
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	33	22	33	33	33	33	33				
	Scheduler Excess	-	22	-	-	-	-	-				
	People per day	28	0	28	28	28	28	28				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement % 17%	Number of Machines	16	0	16	16	16	16	16				
	% daily TPH / NA-TPH											
AFSM-ai ATHS W/C 102C	Staff per day	1	-	1	1	1	1	1	2	11	(9)	2030 to 0500
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	1	2	1	1	2	2	1				
	Scheduler Excess	-	2	-	-	1	1	-				
	People per day	1	0	1	1	1	1	1				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	15.0%				
Replacement % 17%	Number of Machines											
	% daily TPH / NA-TPH											
Manual Clerks W/C 103C	Staff per day	4	-	4	4	4	4	4	6	4	2	2130 to 0600
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	4	4	4	4	5	5	4				
	Scheduler Excess	-	4	-	-	1	1	-				
2 - Fresno Box section Remove the Box Section	People per day	3	0	3	3	3	3	3				
Replacement % 17%	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
Registry/Express W/C 104C	Staff per day	1	1	1	2	2	2	2	3	2	1	2130 to 0600
	% staffing daily	9.1%	9.1%	9.1%	18.2%	18.2%	18.2%	18.2%				
	Scheduler Profile	2	1	2	3	3	2	2				
	Scheduler Excess	1	-	1	1	1	-	-				
	People per day	1	1	1	2	2	2	2				
	% people daily	9.1%	9.1%	9.1%	18.2%	18.2%	18.2%	18.2%				
Replacement % 17%	Number of Machines											
	% daily TPH / NA-TPH											
APBS/SPBS W/C 120C PRIORITY	Staff per day	7	-	7	7	7	7	7	10	-	10	XXXX to XXXX
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	7	6	9	7	7	7	7				
	Scheduler Excess	-	6	2	-	-	-	-				
	People per day	6	0	6	6	6	6	6				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement % 17%	Number of Machines	1	1	1	1	1	1	1				
	% daily TPH / NA-TPH											
Staffing per Tour - Total		46	1	46	47	47	47	47	65	59	6	
People per Tour - Total		39	1	39	40	40	40	40				
Difference +/- to base requirement		7	0	7	7	7	7	7				

Tour 1 Clerks Staffing per day	Secondary W/C Field	S	S	M	T	W	T	F	Proposed Total Positions	Current Filled Bids	Diff. Over Plan +, Under Plan -
Automation	W/C 101C	33	0	33	33	33	33	33	44	42	-2
AFSM-ai ATHS	W/C 102C	1	0	1	1	1	1	1	2	11	9
Manual Clerks	W/C 103C	4	0	4	4	4	4	4	6	4	-2
Registry/Express	W/C 104C	1	1	1	2	2	2	2	3	2	-1
Automation 5	W/C 105C	0	0	0	0	0	0	0	0	0	0
Automation 6	W/C 106C	0	0	0	0	0	0	0	0	0	0
Automation 7	W/C 107C	0	0	0	0	0	0	0	0	0	0
Automation 8	W/C 108C	0	0	0	0	0	0	0	0	0	0
Automation 9	W/C 109C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS Inc Pri Flats	W/C 110C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 111C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 112C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 113C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 114C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 115C	0	0	0	0	0	0	0	0	0	0
FSS Clerk	W/C 116C	0	0	0	0	0	0	0	0	0	0
FSS Clerk	W/C 117C	0	0	0	0	0	0	0	0	0	0
FSS Clerk	W/C 118C	0	0	0	0	0	0	0	0	0	0
FSS Clerk	W/C 119C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 120C	7	0	7	7	7	7	7	10	0	-10
APBS/SPBS	W/C 121C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 122C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 123C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 124C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 125C	0	0	0	0	0	0	0	0	0	0
Manual Ltrs OG	W/C 126C	0	0	0	0	0	0	0	0	0	0
Manual Ltrs INC	W/C 127C	0	0	0	0	0	0	0	0	0	0
Manual Flats OG	W/C 128C	0	0	0	0	0	0	0	0	0	0
Manual Flats INC	W/C 129C	0	0	0	0	0	0	0	0	0	0
Priority/SWYB	W/C 130C	0	0	0	0	0	0	0	0	0	0
Priority/SWYB	W/C 131C	0	0	0	0	0	0	0	0	0	0
Priority/SWYB	W/C 132C	0	0	0	0	0	0	0	0	0	0
Priority/SWYB	W/C 133C	0	0	0	0	0	0	0	0	0	0
Expeditors	W/C 134C	0	0	0	0	0	0	0	0	0	0

Clerks - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with work center-specific replacement and BMG OT
- People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.
- Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility
- % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 2		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Proposed to Current	Diff +/-	Crew BT - ET
Work Center Name is linked to Y1 tab. Do not edit here.	TII Tour Scheduler Excess	1	2	1	-	-	-	-					
Registry/Express W/C 201C	Staff per day	2	-	1	2	2	2	2		3	3		0800 to 1430
	% staffing daily	18.2%	0.0%	9.1%	18.2%	18.2%	18.2%	18.2%					
	Scheduler Profile	3	2	2	2	2	2	2					
	Scheduler Excess	1	2	1	-	-	-	-					
Includes IRS	People per day	2	0	1	2	2	2	2					
	% people daily	18.2%	0.0%	9.1%	18.2%	18.2%	18.2%	18.2%					
Replacement % 17%	Number of Machines												
	% daily TPH / NA-TPH												
	Staffing per Tour - Total	2	0	1	2	2	2	2	3	6	-3		
	People per Tour - Total	2	0	1	2	2	2	2					
	Difference +/- to base requirement	0	0	0	0	0	0	0					

Clerks - Proposed Baseline

Staffing per day is the result of using Days Off Scheduler with work center-specific replacement and BMG OT
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Work Center Name (is linked to T1 tab. Do not edit here.)	TII Tour Scheduler Excess	5	2	1	-	-	-	-				
Automation W/C 303C	Staff per day	-	6	16	16	16	16	16	18	21	(3)	1800 to 0030
	% staffing daily	0.0%	7.0%	18.6%	18.6%	18.6%	18.6%	18.6%				1700 to 0130
AUTOMATION TOUR 3 AFCS	Scheduler Profile	4	6	16	16	16	16	16				1800 to 0230
	Scheduler Excess	4	-	-	-	-	-	-				
	People per day	0	6	14	14	14	14	14				
	% people daily	0.0%	6.7%	18.7%	18.7%	18.7%	18.7%	18.7%				
Replacement % 17%	Number of Machines	2	3	7	7	7	7	7				
	% daily TPH / NA-TPH											
AFSM-ai ATHS W/C 330C	Staff per day	-	-	1	1	1	1	1	1	14	(13)	XXXX to XXXX
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	1	1	1	1	1				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement % 17%	Number of Machines	0	0	2	2	2	2	2				
	% daily TPH / NA-TPH											
Manual Clerks W/C 304C	Staff per day	-	-	6	6	6	6	6	6	7	(1)	1700 to 0130
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	6	6	6	6	6				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	5	5	5	5	5				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement % 17%	Number of Machines	-	-	-	-	-	-	-				
	% daily TPH / NA-TPH											
Registry/Express W/C 309C	Staff per day	1	-	2	2	2	2	2	3	2	1	1700 to 0130
	% staffing daily	9.1%	0.0%	18.2%	18.2%	18.2%	18.2%	18.2%				
IRS	Scheduler Profile	2	2	3	2	2	2	2				
	Scheduler Excess	1	2	1	-	-	-	-				
	People per day	1	0	2	2	2	2	2				
	% people daily	9.1%	0.0%	18.2%	18.2%	18.2%	18.2%	18.2%				
Replacement % 17%	Number of Machines	-	-	-	-	-	-	-				
	% daily TPH / NA-TPH											
APBS/SPBS W/C 305C	Staff per day	-	-	7	7	7	7	7	7	6	1	1300 to 2230
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	7	7	7	7	7				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	6	6	6	6	6				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement % 17%	Number of Machines	1	1	1	1	1	1	1				
	% daily TPH / NA-TPH											
Priority/SWYB W/C 330C	Staff per day	-	-	9	9	9	9	9	9	14	(5)	1700 to 0130
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	9	9	9	9	9				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	8	8	8	8	8				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement % 17%	Number of Machines	-	-	-	-	-	-	-				
	% daily TPH / NA-TPH											

Mail Handlers - Proposed Baseline

Staffing per day is the result of using Days Off Scheduler with work center-specific replacement and BMO OT
People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc
Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility
% Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 1		Fri for Sat	Sat for Sun	Sun for Mon	Mon for Tue	Tue for Wed	Wed for Thu	Thu for Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Work Center	TII Tour Scheduler Excess	-	11	-	-	1	1	-				
Dock	Staff per day	6	1	6	6	6	6	6	8	21	(13)	XXXX to XXXX
W/C 101M	% staffing daily	16.2%	2.7%	16.2%	16.2%	16.2%	16.2%	16.2%				
PIT	Scheduler Profile	6	4	6	6	6	6	6				
	Scheduler Excess	-	3	-	-	-	-	-				
	People per day	5	3	5	5	5	5	5				
	% people daily	16.1%	3.2%	16.1%	16.1%	16.1%	16.1%	16.1%				
Replacement %	Number of Machines											
17%	% daily TPH / NA-TPH											
AFMS-at ATHS Mkt Sweeper	Staff per day	6	-	6	6	6	6	6	8	-	6	XXXX to XXXX
W/C 103M	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	6	4	6	6	6	6	6				
	Scheduler Excess	-	4	-	-	-	-	-				
	People per day	5	3	5	5	5	5	5				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement %	Number of Machines											
17%	% daily TPH / NA-TPH											
LCTS	Staff per day	4	-	4	4	4	4	4	6	1	5	XXXX to XXXX
W/C 102M	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	4	4	4	4	5	5	4				
	Scheduler Excess	-	4	-	-	1	1	-				
	People per day	3	4	3	3	3	3	3				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement %	Number of Machines											
17%	% daily TPH / NA-TPH											

Mail Handlers - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with work center-specific replacement and/ BMG OT
- People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.
- Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility
- % Daily TPH / NA-TPH is the workload associated with the work group (column A)

		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Work Center Name is linked to T1 tab. Do not edit here.												
T11 Tour Scheduler Excess		-	1	1	-	-	-	-				
Dock	Staff per day	3	1	3	4	4	4	4	5	5	-	XXXX to XXXX
W/C 202M	% staffing daily	13.0%	4.3%	13.0%	17.4%	17.4%	17.4%	17.4%				
	Scheduler Profile	3	2	4	4	4	4	4				
	Scheduler Excess	-	1	1	-	-	-	-				
	People per day	3	1	3	4	4	4	4				
	% people daily	13.0%	4.3%	13.0%	17.4%	17.4%	17.4%	17.4%				
Replacement %	Number of Machines											
0%	% daily TPH / NA-TPH											
Staffing per Tour - Total		0	0	0	0	0	0	0	5	5	0	
People per Tour - Total		0	0	0	0	0	0	0				
Difference +/- to base requirement		0	0	0	0	0	0	0				

Tour 1 Mths Staffing per day	Secondary W/C Field	S	S	M	T	W	T	F	Proposed Total Positions	Current Filled Bids	Diff: Over Plan + Under Plan
Dock	W/C 201M	0	0	0	0	0	0	0	0	0	0
AFMS-ai ATHS MH Sweeper	W/C 230M	0	0	0	0	0	0	0	0	0	0
LCTS	W/C 203M	0	0	0	0	0	0	0	0	0	0
FSS MH Distr	W/C 204M	0	0	0	0	0	0	0	0	0	0
FSS MH Distr	W/C 205M	0	0	0	0	0	0	0	0	0	0
FSS MH Distr	W/C 206M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 207M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 208M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 209M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 210M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 211M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 212M	0	0	0	0	0	0	0	0	0	0
LCTS	W/C 213M	0	0	0	0	0	0	0	0	0	0
LCTS	W/C 214M	0	0	0	0	0	0	0	0	0	0
LCTS	W/C 215M	0	0	0	0	0	0	0	0	0	0
LCUS	W/C 216M	0	0	0	0	0	0	0	0	0	0
LCUS	W/C 217M	0	0	0	0	0	0	0	0	0	0
LCUS	W/C 218M	0	0	0	0	0	0	0	0	0	0
Manual Priority/PP/Sacking/Pouch	W/C 219M	0	0	0	0	0	0	0	0	0	0
Manual Priority/PP/Sacking/Pouch	W/C 220M	0	0	0	0	0	0	0	0	0	0
Manual Priority/PP/Sacking/Pouch	W/C 221M	0	0	0	0	0	0	0	0	0	0
Manual Priority/PP/Sacking/Pouch	W/C 222M	0	0	0	0	0	0	0	0	0	0
Manual Priority/PP/Sacking/Pouch	W/C 223M	0	0	0	0	0	0	0	0	0	0
Manual Priority/PP/Sacking/Pouch	W/C 224M	0	0	0	0	0	0	0	0	0	0
AFCS	W/C 225M	0	0	0	0	0	0	0	0	0	0
AFCS	W/C 226M	0	0	0	0	0	0	0	0	0	0
AFCS	W/C 227M	0	0	0	0	0	0	0	0	0	0
AFCS	W/C 228M	0	0	0	0	0	0	0	0	0	0
AFCS	W/C 229M	0	0	0	0	0	0	0	0	0	0
AFCS	W/C 230M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 231M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 232M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 233M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 234M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 235M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 236M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 237M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 238M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 239M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 240M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 241M	0	0	0	0	0	0	0	0	0	0
Dock	W/C 202M	3	1	3	4	4	4	4	5	5	0
Dock	W/C 243M	0	0	0	0	0	0	0	0	0	0
Dock	W/C 244M	0	0	0	0	0	0	0	0	0	0
Dock	W/C 245M	0	0	0	0	0	0	0	0	0	0
Dock	W/C 246M	0	0	0	0	0	0	0	0	0	0
Dock	W/C 247M	0	0	0	0	0	0	0	0	0	0
AFSM aiFlat Prep	W/C 248M	0	0	0	0	0	0	0	0	0	0
AFSM aiFlat Prep	W/C 249M	0	0	0	0	0	0	0	0	0	0
AFSM aiFlat Prep	W/C 250M	0	0	0	0	0	0	0	0	0	0
AFSM aiFlat Prep	W/C 251M	0	0	0	0	0	0	0	0	0	0
AFSM aiFlat Prep	W/C 252M	0	0	0	0	0	0	0	0	0	0
AFSM aiFlat Prep	W/C 253M	0	0	0	0	0	0	0	0	0	0
AFSM aiFlat Prep	W/C 254M	0	0	0	0	0	0	0	0	0	0
FSS Flat Prep	W/C 255M	0	0	0	0	0	0	0	0	0	0
FSS Flat Prep	W/C 256M	0	0	0	0	0	0	0	0	0	0
FSS Flat Prep	W/C 257M	0	0	0	0	0	0	0	0	0	0
FSS Flat Prep	W/C 258M	0	0	0	0	0	0	0	0	0	0
FSS Flat Prep	W/C 259M	0	0	0	0	0	0	0	0	0	0
FSS Flat Prep	W/C 260M	0	0	0	0	0	0	0	0	0	0
Staffing per day - Total		3	1	3	4	4	4	4	5	5	0
People per day - Total		0	0	0	0	0	0	0			

Mail Handlers - Proposed Baseline

Staffing per day is the result of using Days Off Scheduler with work center-specific replacement and BMG OT
People per day is the maximum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.
Number of Machines is the number of machines scheduled to be used to process mail that day(s), not total number in the facility
% Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff. of Proposed to Current	Crew BT - ET
Work Center Name is linked to Tab 1: Do not edit here.												
	TII Tour Scheduler Excess	3	2	2	1	-	-	-				
DOCK	Staff per day	5	2	7	7	7	7	7	9	4	5	XXXX to XXXX
	% staffing daily	11.9%	4.8%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	5	4	8	7	7	7	7				
	Scheduler Excess	2	1	-	-	-	-	-				
	People per day	4	2	6	6	6	6	6				
	% people daily	11.1%	5.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Replacement %	15.0%	11.0%	15.0%	14.0%	15.0%	15.0%	15.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
AFMS at ATHS MH Sweeper	Staff per day	-	5	7	7	7	7	7	9	25	(16)	XXXX to XXXX
	% staffing daily	0.0%	12.5%	17.5%	17.5%	17.5%	17.5%	17.5%				
	Scheduler Profile	3	5	8	8	7	7	7				
	Scheduler Excess	3	1	1	1	1	1	1				
	People per day	0	4	6	6	6	6	6				
	% people daily	0.0%	11.8%	17.6%	17.6%	17.6%	17.6%	17.6%				
	Replacement %											
	Number of Machines											
	% daily TPH / NA-TPH											
LCTS	Staff per day	-	-	6	6	6	6	6	6	1	0	XXXX to XXXX
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	6	6	6	6	6				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	6	6	6	6	6				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Replacement %											
	Number of Machines											
	% daily TPH / NA-TPH											
Manual Priority/PP/Sacking/Post	Staff per day	-	-	1	1	1	1	1	1	25	(24)	XXXX to XXXX
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	1	1	1	1	1				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Replacement %											
	Number of Machines											
	% daily TPH / NA-TPH											
17% Staffing per Tour - Total		5	7	21	21	21	21	21	25	55	(30)	
People per Tour - Total		4	6	18	18	18	18	18				
Difference +/- to base requirement		1	1	3	3	3	3	3				

Tour 1 M/Hs Staffing per day	Secondary P&C Fields	S	S	M	T	W	T	F	Proposed Total Positions	Current Filled Bids	Diff. Over Plan +/-
DOCK	W/C 301M	0	0	0	0	0	0	0	0	0	0
AFMS at ATHS MH Sweeper	W/C 302M	0	5	7	7	7	7	7	9	25	(16)
LCTS	W/C 303M	0	0	6	6	6	6	6	6	1	0
FSS MH Distr	W/C 304M	0	0	0	0	0	0	0	0	0	0
FBS MH Distr	W/C 305M	0	0	0	0	0	0	0	0	0	0
FSS MH Distr	W/C 306M	0	0	0	0	0	0	0	0	0	0
FBS MH Distr	W/C 307M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 308M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 309M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 310M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 311M	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 312M	0	0	0	0	0	0	0	0	0	0
LCTS	W/C 313M	0	0	0	0	0	0	0	0	0	0
LCTS	W/C 314M	0	0	0	0	0	0	0	0	0	0
LCTS	W/C 315M	0	0	0	0	0	0	0	0	0	0
LCUS	W/C 316M	0	0	0	0	0	0	0	0	0	0
LCUS	W/C 317M	0	0	0	0	0	0	0	0	0	0
LCUS	W/C 318M	0	0	0	0	0	0	0	0	0	0
Manual Priority/PP/Sacking/Post	W/C 302M	0	0	1	1	1	1	1	1	25	(24)
Manual Priority/PP/Sacking/Post	W/C 320M	0	0	0	0	0	0	0	0	0	0
31	W/C 321M	0	0	0	0	0	0	0	0	0	0
22	W/C 322M	0	0	0	0	0	0	0	0	0	0
23	W/C 323M	0	0	0	0	0	0	0	0	0	0
24	W/C 324M	0	0	0	0	0	0	0	0	0	0
25	W/C 325M	0	0	0	0	0	0	0	0	0	0
26	W/C 326M	0	0	0	0	0	0	0	0	0	0
27	W/C 327M	0	0	0	0	0	0	0	0	0	0
28	W/C 328M	0	0	0	0	0	0	0	0	0	0
29	W/C 329M	0	0	0	0	0	0	0	0	0	0
30	W/C 330M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 331M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 332M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 333M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 334M	0	0	0	0	0	0	0	0	0	0
Collections	W/C 335M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 336M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 337M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 338M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 339M	0	0	0	0	0	0	0	0	0	0
PIV	W/C 340M	0	0	0	0	0	0	0	0	0	0
DOCK	W/C 341M	0	0	0	0	0	0	0	0	0	0
DOCK	W/C 342M	0	0	0	0	0	0	0	0	0	0
DOCK	W/C 343M	0	0	0	0	0	0	0	0	0	0
DOCK	W/C 344M	0	0	0	0	0	0	0	0	0	0
DOCK	W/C 345M	0	0	0	0	0	0	0	0	0	0
DOCK	W/C 346M	0	0	0	0	0	0	0	0	0	0
DOCK	W/C 347M	0	0	0	0	0	0	0	0	0	0
AFSM at Flat Prep	W/C 348M	0	0	0	0	0	0	0	0	0	0
AFSM at Flat Prep	W/C 349M	0	0	0	0	0	0	0	0	0	0
AFSM at Flat Prep	W/C 350M	0	0	0	0	0	0	0	0	0	0
AFSM at Flat Prep	W/C 351M	0	0	0	0	0	0	0	0	0	0
AFSM at Flat Prep	W/C 352M	0	0	0	0	0	0	0	0	0	0
AFSM at Flat Prep	W/C 353M	0	0	0	0	0	0	0	0	0	0
AFSM at Flat Prep	W/C 354M	0	0	0	0	0	0	0	0	0	0
FBS Flat Prep	W/C 355M	0	0	0	0	0	0	0	0	0	0
FBS Flat Prep	W/C 356M	0	0	0	0	0	0	0	0	0	0
FBS Flat Prep	W/C 357M	0	0	0	0	0	0	0	0	0	0
FBS Flat Prep	W/C 358M	0	0	0	0	0	0	0	0	0	0
FBS Flat Prep	W/C 359M	0	0	0	0	0	0	0	0	0	0
FBS Flat Prep	W/C 360M	0	0	0	0	0	0	0	0	0	0
17% Staffing per Tour - Total		5	7	21	21	21	21	21	25	55	(30)
People per Tour - Total		4	6	18	18	18	18	18			
Difference +/- to base requirement		1	1	3	3	3	3	3			
Actual Replacement %		100.0%	80.0%	27.5%	22.2%	16.7%	16.7%	16.7%			

Check Sum Staffing/Day 5 7 21 21 21 21 21

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	SEN DATE	SEN #
52897	FRESNO WOODWARD PARK	CARRILLO	EPIFANIA		3657000	70709388	LEAD SALES & SERVICES ASSOCIATE	7	110	4	3/1/2008	2
52896	FRESNO CARDWELL STA	NUTT	WILLIAM	D	3690006	70510261	SALES,SVCS/DIST RIBUTION ASSOC	6	210	4	3/1/2008	3
52895	FRESNO HUGHES STA	GARCIA	FELIPE		3689888	70709379	LEAD SALES & SERVICES ASSOCIATE	7	110	4	3/1/2008	4
52895	FRESNO HUGHES STA	JOHNSON	ANGIE	S	3336509	70659761	SALES,SVCS/DIST RIBUTION ASSOC	6	210	4	3/1/2008	5
52888	FRESNO P&DC	VARGAS VILLA	JOSE	A	3063213	70242739	MAIL PROCESSING CLERK	6	110	1	3/1/2008	6
52896	FRESNO CARDWELL STA	BEGUM	ZARINA		3518056	70634941	SALES,SVCS/DIST RIBUTION ASSOC	6	215	4	3/1/2008	7
52895	FRESNO HUGHES STA	FERRELL	CANDICE	L	4057863	70635000	SALES,SVCS/DIST RIBUTION ASSOC	6	210	4	3/15/2008	2
52895	FRESNO HUGHES STA	LOPEZ	ELVIRA	M	3250061	70634949	SALES,SVCS/DIST RIBUTION ASSOC	6	210	4	3/15/2008	5
52896	FRESNO CARDWELL STA	ESPINOSA	LORI ANN		4059413	70634938	SALES,SVCS/DIST RIBUTION ASSOC	6	210	4	3/29/2008	3
52888	FRESNO P&DC	GRAYSON	TYRELL	D	4059394	95732085	MAIL PROCESSING CLERK	6	110	1	3/29/2008	5
52888	FRESNO P&DC	BELL	AARON	J	4059399	95699013	MAIL PROCESSING CLERK	6	110	1	3/29/2008	6
52888	FRESNO P&DC	MARKLE	ANDREAS	C	3150674	70718743	MAIL PROCESSING CLERK	6	210	67	5/10/2008	2

Impact

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	SEN DATE	SEN #
52888	FRESNO P&DC	PONCE	MARGARITO	V	3247871	70936346	MAIL PROCESSING CLERK	6	210	1	5/10/2008	3
52894	FRE-CEDAR STA	THAO	HOUAWA		4063732	70634943	SALES,SVCS/DIST RIBUTION ASSOC	6	215	4	5/10/2008	3
52888	FRESNO P&DC	LIU	WEIXING		3481479	70718740	MAIL PROCESSING CLERK	6	210	1	5/10/2008	4
52888	FRESNO P&DC	SINGYEE	MARTIN		3530895	95650935	MAIL PROCESSING CLERK	6	110	1	6/7/2008	2

Shyced