

MANAGER, LABOR RELATIONS
Pacific Area

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APWU
AUG 21 2014
WESTERN REGION
COORDINATOR

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 writ-
ing
 Comments
M. Gonzalez, Coordinator

August 18, 2014

USPS TRACKING #
& CUSTOMER
RECEIPT
9114 9011 5981 8136 6425
For Tracking or Inquiries go to USPS.com
or call 1-800-222-1811

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 six (6) full-time clerks from the craft and/or installation at the Fresno bid installation (Event 47689). This impact is based on a new 24 Hour Clock Operating plan and improved efficiencies.

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

By copy of this notice, we will withhold six (6) full-time assignments in the clerk, carrier, mail handler and/or custodial crafts in sites within a 50 mile radius of the impacted bid cluster.

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 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 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 with attachments
- District Complement Coordinator, Sacramento District with attachments
- Chris Jackson, NALC with attachments
- David Ross, NPMHU with attachments
- TC's (2) with attachments

WorkHour Impact Report

Impacted Bid Cluster	FRESNO POST OFFICE
Installation Address	Event 47689
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/31/2015
Period (Dates) of Review Performed	08/03/2013 thru 08/15/2014
Report Prepared By	Yolanda Garcia-Martinez
Report Prepared Date	08/18/2014
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	7577	7326	-251	-1004	-13052	-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	535	7.1%	-15.5	0		520	7.1%

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 PTF's 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 33
- b. Current Total Non-OverTime CLERK PSE Hours per Month 4316
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -188
- d. Number of CLERK PSE that will have Reduced Hours 4
- e. Number of CLERK PSE that will be Terminated -1
- f. Number of CLERK PSE Remaining After Impact 32
- g. Provide Narrative Justifying need for Remaining CLERK PSE
PSE will be separated and PSE hours 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	
PTRs are not authorized int he clerk craft	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	197
b. Planned Number of CLERK FTR Positions After Impact	191
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	6
e. Provide Narrative Explaining need for Excessing	
An updated bseline resulted in the need to excess 6 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	-816
b. Planned Reduction in Total OT Hours per Month	-62
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	-188
h. Total Planned Non-OT Hours per Month	29304
i. Total FTE Savings	-8

MPV 24 hr Clock - New Operating Plan

MPV Target and FTE Reduction by LDC

NEW Operating Plan - 24HR CLOCK (BPI)

LDC Target	79.5		90%	80%	70%	70%	75%	75%		Initial Numbers Entered for Impact Statement	
	Current MPV	New MPV Target	LDC 11	LDC12	LDC 13	LDC 14	LDC 17	LDC 18	MPV FTE Reduction to meet Target	CLERKS	MPV Improvement
		**Stretch Target	100%	50%	25%	25%	10%	25%			
Santa Clarita	72.20%	74.85%	14	4	10	0	0	1	28	0	2.65%
Bakersfield	90.76%	91.95%								0	1.19%
Santa Barbara	88.24%	89.28%							Maintain	0	1.03%
Van Nuys	78.24%	78.77%							Maintain	0	0.53%
Margaret Sellers	69.90%	74.19%	61	0	22	0	16	0	100	50	4.29%
Moreno Valley	69.19%	75.31%	1	15	8	5	1	0	30	10	6.13%
San Bernardino	67.45%	71.33%	24	4	16	2	2	4	52	20	3.88%
Anaheim	76.67%	79.88%	9	16	0	8	0	0	33	0	3.21%
***Industry	73.43%	78.56%	78	15	1	0	2	0	95	0	5.12%
Santa Ana	64.64%	71.12%	64	9	25	0	6	11		28	6.47%
North Bay	58.58%	69.81%	27	7	6	11	1	1	53	31	11.23%
San Francisco ISC	58.33%	65.31%	0	0	0	45	40	0		0	6.98%
San Francisco PDC	55.91%	61.72%	102	4	9	17	42	4	177	102	5.81%
Los Angeles ISC	56.02%	59.21%	0	0	29	8	26	0		0	3.19%
Los Angeles PDC	58.23%	65.85%	262	10	48	23	41	0	383	162	7.62%
Honolulu	56.37%	61.40%	16	0	28	8	12	1	66	28	5.04%
Fresno	78.50%	80.95%	0	8	2	0	0	1	11	6	2.44%
Redding	66.39%	70.81%	0	3	0	4	1	0	7	0	4.42%
Sacramento	77.47%	80.84%	88	2	0	1	0	0	92	94	3.37%
Oakland	63.37%	69.85%	125	13	34	3	14	0	188	55	6.48%
San Jose	69.38%	74.57%	25	15	27	18	0	0	86	25	5.19%
Pacific Area											

** Stretch Target - capture rate of opportunity of curent MPV achievement

***Industry- Numbers based on retention in current state

Row Labels	Sum of Earned Hours	Sum of Actual Hours	MPV Achievement	Actions	LDC Target	Target Hours	Target MPV	MPV Impr	- FTE
FRESNO P&DC	494393	629773	78.50%	Improve		610,755.28	80.95%	2.44%	11
11	148149	161823	91.55%		90.00%	161,823.00	91.55%		0
12	23687	52370	45.23%		80.00%	37,829.57	62.62%		8
13	61894	100062	61.86%		70.00%	96,873.25	63.89%		2
14	61172	88444	69.16%		70.00%	88,177.76	69.37%		0
17	169927	183837	92.43%		75.00%	183,837.00	92.43%		0
18	29564	43237	68.38%		75.00%	42,214.71	70.03%		1
REDDING PO	132730	199917	66.39%	Improve		187,432.88	70.81%	4.42%	7
11	40298	41643	96.77%		90.00%	41,643.00	96.77%		0
12	4988	12842	38.84%		80.00%	8,394.39	59.42%		3
13	3136	3318	94.51%		70.00%	3,318.00	94.51%		0
14	29608	62318	47.51%		70.00%	55,723.93	53.13%		4
17	45397	72770	62.38%		75.00%	71,327.56	63.65%		1
18	9303	7026	132.41%		75.00%	7,026.00	132.41%		0
SACRAMENTO P&DC	2992317	3862785	77.47%	Improve		3,701,645.09	80.84%	3.37%	92
11	759943	1000098	75.99%		90.00%	844,381.11	90.00%		88
12	91654	120090	76.32%		80.00%	117,263.77	78.16%		2
13	413532	580118	71.28%		70.00%	580,118.00	71.28%		0
14	259376	380716	68.13%		70.00%	378,119.21	68.60%		1
17	1290423	1615879	79.86%		75.00%	1,615,879.00	79.86%		0
18	177389	165884	106.94%		75.00%	165,884.00	106.94%		0
Grand Total	3619440	4692475							

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
52888	FRESNO P&DC	MARKLE	ANDREAS	C	3150674	70718743	MAIL PROCESSING CLERK	6 210		67	67	5/10/2008	2
52894	FRE-CEDAR STA	THAO	HOUAWA		4063732	70634943	SALES, SVCS/DISTRIBUTION ASSOC	6 215		4	48	5/10/2008	3
52888	FRESNO P&DC	PONCE	MARGARITO	V	3247871	70936346	MAIL PROCESSING CLERK	6 210		1	11	5/10/2008	3
52888	FRESNO P&DC	LIU	WEIXING		3481479	70718740	MAIL PROCESSING CLERK	6 210		1	13	5/10/2008	4
52888	FRESNO P&DC	SINGYEE	MARTIN		3530895	95650935	MAIL PROCESSING CLERK	6 110		1	11	6/7/2008	2
52888	FRESNO P&DC	CASTANON	CORRINE	M	3168689	71138429	MAIL PROCESSING CLERK	6 110		1	11	4/15/2014	1

Singyee