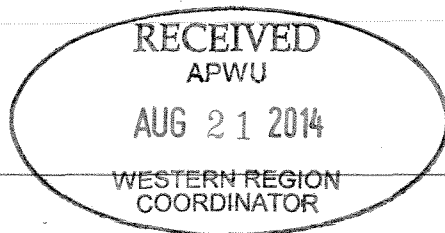


MANAGER, LABOR RELATIONS
Pacific Area



- To: Pacific Area Local
- Western Area Local
- So. West Area Local
- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration
- Please review, take action and reduce issues to write
- Comments
- [Signature]

August 18, 2014

USPS TRACKING # 9114 9011 5981 8136 6425 881
& CUSTOMER RECEIPT 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 Honolulu District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign twenty-eight (28) full-time clerks from the craft and/or installation at the Honolulu bid installation (Event 47969). This impact is based on a new 24 Hour Clock Operating Plan and improved efficiencies.

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

By copy of this notice, we will withhold twenty-eight (28) 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.

201

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, Honolulu District
- Area Complement Coordinator with attachments
- Manager, Human Resources – Honolulu District with attachments
- District Complement Coordinator, Honolulu District with attachments
- Chris Jackson, NALC with attachments
- David Ross, NPMHU with attachments
- TC's (2) with attachments

WorkHour Impact Report

| | |
|---|-----------------------------------|
| Impacted Bid Cluster | HONOLULU POST OFFICE |
| Installation Address | Event 47969 |
| Area Name | PACIFIC |
| Impact Type | Reduction Other Than by Attrition |
| Date of Impact | 01/10/2015 |
| Period (Dates) of Review Performed | 08/17/2013 thru 08/15/2014 |
| Report Prepared By | Lynne Moore |
| Report Prepared Date | 08/17/2014 |
| Reviewed By | Gregory Wolny |
| Phone | (808) 423-3745 |

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 | 13495 | 12411 | -1084 | -4336 | -56368 | -33 | 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 | 486 | 3.6% | -37.63 | 0 | | 448 | 3.6% |

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 | |
| 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 50
- b. Current Total Non-OverTime CLERK PSE Hours per Month 6116
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -416
- d. Number of CLERK PSE that will have Reduced Hours 5
- e. Number of CLERK PSE that will be Terminated -3
- f. Number of CLERK PSE Remaining After Impact 47
- g. Provide Narrative Justifying need for Remaining CLERK PSE
A limited number of PSE's 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 | |
| PTR's re not authorized in the clerk craft | |

Full Time Regular (FTRs)

| | |
|---|-----|
| a. Current Number of CLERK FTRs on Rolls | 363 |
| b. Planned Number of CLERK FTR Positions After Impact | 335 |
| 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 | 28 |
| e. Provide Narrative Explaining need for Excessing | |

Based on a new 24 Hour Clock Operating Plan and improved efficiencies, it will be necessary to excess 28 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 | -3920 |
| b. Planned Reduction in Total OT Hours per Month | -151 |
| 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 | -416 |
| h. Total Planned Non-OT Hours per Month | 49644 |
| i. Total FTE Savings | -33 |

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 |
|--------------------------|---------------------|---------------------|-----------------|----------------|------------|--------------|------------|----------|-------|
| HONOLULU P&DC | 793991 | 1408652 | 56.37% | Improve | | 1,293,117 | 61.40% | 5.04% | 66 |
| 11 | 208513 | 260454 | 80.06% | | 90.00% | 231,681 | 90.00% | | 16 |
| 12 | 15868 | 21020 | 75.49% | | 80.00% | 20,410 | 77.75% | | 0 |
| 13 | 173672 | 389890 | 44.54% | | 70.00% | 341,150 | 50.91% | | 28 |
| 14 | 55246 | 120108 | 46.00% | | 70.00% | 106,247 | 52.00% | | 8 |
| 17 | 267578 | 510458 | 52.42% | | 75.00% | 489,377 | 54.68% | | 12 |
| 18 | 73114 | 106722 | 68.51% | | 75.00% | 104,253 | 70.13% | | 1 |
| Grand Total | 793991 | 1408652 | 56.37% | | | | | | |

| FINANCE | OFFICE | LAST | FIRST | MI | EMP ID | JOB ID | JOB TITLE | PAY LEVEL | D/A | FUNC | LDC | SEN DATE | SEN # |
|---------|-----------------------|------------|-------------|----|---------|----------|---------------------------------|-----------|-----|------|-----|------------|-------|
| 142401 | HONOLULU P&DC | KILA | NADINE | U | 3587776 | 95613587 | PARCEL POST DIST-MACHINE | 6 110 | | 1 | 13 | 5/28/2005 | 10 |
| 142401 | HONOLULU P&DC | MERSBERG | PATRICIA | K | 3053524 | 95854872 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 5/28/2005 | 13 |
| 142401 | HONOLULU P&DC | SANDBAL | ELIZABETH | I | 3587791 | 70368300 | MAIL PROCESSING CLERK | 6 110 | | 1 | 18 | 5/28/2005 | 14 |
| 142400 | HONOLULU PO | RILVERIA | BABY ANN | A | 3587829 | 95733215 | SECRETARY | 7 110 | BQ | 5 | 56 | 5/28/2005 | 15 |
| 142401 | HONOLULU P&DC | ZABIE | MABELENE | J | 3587802 | 95476681 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 5/28/2005 | 16 |
| 142401 | HONOLULU P&DC | CASPILLO | MARY LIZA | J | 3587440 | 95558412 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 5/28/2005 | 18 |
| 142401 | HONOLULU P&DC | KAU | EMELDA FE | M | 3587446 | 95608419 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 5/28/2005 | 19 |
| 142401 | HONOLULU P&DC | TERADA | LIANE | Y | 3590709 | 95797153 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 6/11/2005 | 4 |
| 142401 | HONOLULU P&DC | VILLANUEVA | ERICSON | M | 3590729 | 71065633 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 6/11/2005 | 6 |
| 142401 | HONOLULU P&DC | ANGELES | DAISY | P | 3307158 | 95786485 | MAIL PROCESSING CLERK | 6 110 | | 1 | 13 | 6/11/2005 | 8 |
| 142401 | HONOLULU P&DC | FUJIMOTO | GARY | H | 3590727 | 71065474 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 6/11/2005 | 9 |
| 142401 | HONOLULU P&DC | OH | JOANNE | C | 3590711 | 70466148 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 6/11/2005 | 10 |
| 142410 | HNL-DOWNTOWN STA | DAEP | MARICHI | P | 3590712 | 95538524 | SALES,SVCS/DISTRIBUTION ASSOC | 6 110 | | 4 | 48 | 6/11/2005 | 11 |
| 142405 | HNL-WAIKIKI STA | LAU | LIBBY | M | 3603097 | 70907704 | SALES,SVCS/DISTRIBUTION ASSOC | 6 110 | | 4 | 45 | 8/6/2005 | 2 |
| 142401 | HONOLULU P&DC | SABEY | MARLA | J | 3093272 | 70785273 | MAIL PROCESSING CLERK | 6 110 | | 1 | 13 | 4/15/2006 | 1 |
| 142409 | HNL-MAKIKI STA | STREMMEL | BRANT | M | 3680875 | 70654962 | LEAD SALES & SERVICES ASSOCIATE | 7 110 | | 4 | 45 | 8/5/2006 | 1 |
| 142407 | HNL-KAPALAMA STA | GUYTON | JOCELYN | A | 3687136 | 70134529 | SALES,SVCS/DISTRIBUTION ASSOC | 6 110 | | 4 | 45 | 9/2/2006 | 1 |
| 142409 | HNL-MAKIKI STA | COLLIER | DENISE | S | 3694594 | 70134530 | SALES,SVCS/DISTRIBUTION ASSOC | 6 110 | | 4 | 45 | 9/30/2006 | 2 |
| 142401 | HONOLULU P&DC | LOTOMAU | LOTOMAU | | 3697035 | 71065628 | MAIL PROCESSING CLERK | 6 110 | | 1 | 11 | 10/14/2006 | 2 |
| 142411 | HNL-HAWAII KAI STA | NG | KEVIN | K | 3696727 | 70914534 | SALES,SVCS/DISTRIBUTION ASSOC | 6 110 | | 4 | 45 | 10/14/2006 | 3 |
| 142407 | HNL-KAPALAMA STA | SORIANO | KEVIN | T | 3704043 | 70914188 | SALES,SVCS/DISTRIBUTION ASSOC | 6 210 | | 4 | 48 | 11/11/2006 | 2 |
| 142409 | HNL-MAKIKI STA | ONO | FAYE | M | 3704051 | 70835010 | SALES,SVCS/DISTRIBUTION ASSOC | 6 210 | | 4 | 45 | 11/11/2006 | 5 |
| 142400 | HONOLULU PO | ESQUILLO | ALONA | A | 3704058 | 95508188 | COMPLAINTS & INQUIRY CLK | 7 110 | BQ | 7 | 76 | 11/11/2006 | 11 |
| 142401 | HONOLULU P&DC | CHUNG | CHANSON | D | 3708873 | 95589561 | PARCEL POST DIST-MACHINE | 6 110 | | 1 | 13 | 11/25/2006 | 11 |
| 142408 | HNL-WAIALAE-KAHALA ST | COBALLE | KELLY | A | 3723177 | 70914412 | SALES,SVCS/DISTRIBUTION ASSOC | 6 210 | | 4 | 48 | 1/6/2007 | 2 |
| 142400 | HONOLULU PO | HAAE | CHRISTOPHER | K | 2997912 | 70357995 | GENERAL CLERK | 6 110 | | 4 | 48 | 3/3/2007 | 1 |
| 142411 | HNL-HAWAII KAI STA | GERMAIN | ELIZABETH | A | 3730088 | 70914900 | SALES,SVCS/DISTRIBUTION ASSOC | 6 215 | | 4 | 48 | 3/3/2007 | 5 |
| 142407 | HNL-KAPALAMA STA | MILLER | SIERRA | M | 3618044 | 70914183 | SALES,SVCS/DISTRIBUTION ASSOC | 6 210 | | 4 | 45 | 3/17/2007 | 2 |
| 142400 | HONOLULU PO | CUSHNIE | SCOTT | R | 3731350 | 95794760 | DATA COLL TECH | 7 110 | | 5 | 57 | 3/17/2007 | 4 |
| 142401 | HONOLULU P&DC | LAVALLEE | DAVID | R | 3733684 | 95531317 | PARCEL POST DIST-MACHINE | 6 110 | | 1 | 13 | 3/31/2007 | 1 |
| 142406 | HNL-SAND ISLAND CARRI | BUFORD | VINIGNA | T | 3733685 | 70917370 | SALES,SVCS/DISTRIBUTION ASSOC | 6 215 | | 4 | 48 | 3/31/2007 | 2 |
| 142400 | HONOLULU PO | VELASCO | LAURIE | A | 3458527 | 70779254 | ADDRESS MANAGEMENT SYS TECH | 7 110 | BQ | 0 | 4 | 8/4/2007 | 1 |
| 142407 | HNL-KAPALAMA STA | FUJII | SHARON | H | 2937242 | 95616487 | SALES,SVCS/DISTRIBUTION ASSOC | 6 210 | | 4 | 43 | 9/1/2007 | 1 |