

MANAGER, LABOR RELATIONS  
Pacific Area

RECEIVED  
APWU  
AUG 21 2014  
WESTERN REGION  
COORDINATOR



August 19, 2014

Tracking Number#

9114901159818136642526

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 Diego District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign ten (10) full-time clerks from the craft and/or installation at the Moreno Valley DDC (Event 47783). 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 ten (10) 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.

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

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

Withholding Info  
 Staffing Issue(s)  
 Status Update  
 Grievance Administration

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Please review, take action and reduce issues to writing

Comments

*Omar M. Gonzalez, Coordinator*

## WorkHour Impact Report

<b>Impacted Bid Cluster</b>	MORENO VALLEY DDC
<b>Installation Address</b>	Event 47783
<b>Area Name</b>	PACIFIC
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	01/10/2015
<b>Period (Dates) of Review Performed</b>	08/03/2013 thru 08/15/2014
<b>Report Prepared By</b>	Sharon Devega
<b>Report Prepared Date</b>	08/19/2014
<b>Reviewed By</b>	James Olson
<b>Phone</b>	(858) 674-0301

# 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	3005	2376	-629	-2516	-32708	-19	1768

## 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	258	8.6%	-120	0		138	5.8%

# 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	
Casual clerks are not authorized per the CBA.	

## 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	
MHAs are not authorized per the CBA.	

## 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 Clerks not authorized in a 200 MY 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  
CCAs are not authorized per the CBA.

**Postal Support Employees (PSE)**

- a. Current Number of CLERK PSE on Rolls 27
- b. Current Total Non-OverTime CLERK PSE Hours per Month 3996
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -  
1156
- d. Number of CLERK PSE that will have Reduced Hours 15
- e. Number of CLERK PSE that will be Terminated -7
- f. Number of CLERK PSE Remaining After Impact 20
- g. Provide Narrative Justifying need for Remaining CLERK PSE  
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<br>PTR Clerks not authorized in the clerk craft. |    |

## Full Time Regular (FTRs)

- |  |     |
|--|-----|
| a. Current Number of CLERK FTRs on Rolls   | 59  |
| b. Planned Number of CLERK FTR Positions After Impact  | 49  |
| 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   | 10  |
| e. Provide Narrative Explaining need for Excessing<br>Based upon the new 24 hour operation plan and efficiency improvements it will be necessary to excess 10 FT Clerks from the craft/installation. |     |

# WorkHour Impact Report-CLERK

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1360
b. Planned Reduction in Total OT Hours per Month	-480
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	-1156
h. Total Planned Non-OT Hours per Month	9504
i. Total FTE Savings	-19

## 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	
		**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		LDC Target	Target Hours	Target MPV	MPV Impr	- FTE
			Achieve ment	Actions					
<b>MARGARET SELLERS P&amp;DC</b>	<b>2116658</b>	<b>3028283</b>	<b>69.90%</b>	<b>Improve</b>		2,853,100	74.19%	4.29%	100
11	534658	702164	76.14%		90.00%	594,064	90.00%		61
12	99536	117948	84.39%		80.00%	117,948	84.39%		0
13	299198	554174	53.99%		70.00%	515,926	57.99%		22
14	326804	313220	104.34%		70.00%	313,220	104.34%		0
17	742848	1228531	60.47%		75.00%	1,199,695	61.92%		16
18	113614	112246	101.22%		75.00%	112,246	101.22%		0
<b>MORENO VALLEY DDC</b>	<b>449054</b>	<b>649049</b>	<b>69.19%</b>	<b>Improve</b>		596,242	75.31%	6.13%	30
11	149362	167859	88.98%		90.00%	165,958	90.00%		1
12	57290	115594	49.56%		80.00%	88,437	64.78%		15
13	7024	35532	19.77%		70.00%	21,729	32.33%		8
14	37096	77409	47.92%		70.00%	69,414	53.44%		5
17	173562	249635	69.53%		75.00%	247,685	70.07%		1
18	24720	3020	818.54%		75.00%	3,020	818.54%		0
<b>SAN BERNARDINO P&amp;DC</b>	<b>1135526</b>	<b>1683500</b>	<b>67.45%</b>	<b>Improve</b>		1,591,831	71.33%	3.88%	52
11	320016	397285	80.55%		90.00%	355,573	90.00%		24
12	21678	39770	54.51%		80.00%	32,233	67.25%		4
13	133916	276404	48.45%		70.00%	248,743	53.84%		16
14	168752	255488	66.05%		70.00%	251,725	67.04%		2
17	415740	589034	70.58%		75.00%	585,368	71.02%		2
18	75424	125519	60.09%		75.00%	118,187	63.82%		4
<b>Grand Total</b>	<b>3701238</b>	<b>5360832</b>	<b>69.04%</b>						

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
55157	MORENO VALLEY DDC	PATAWARAN	FERNANDO	D	2972734	70601456	MAIL PROCESSING CLERK	6 210		1	11	10/25/2008	4
55157	MORENO VALLEY DDC	MARQUEZ	CATHERINE	M	3460668	70233694	MAIL PROCESSING CLERK	6 110		1	11	10/25/2008	5
55157	MORENO VALLEY DDC	MONROE	KIMBERLIN	A	3673034	70358489	MAIL PROCESSING CLERK	6 110		1	11	10/25/2008	6
55157	MORENO VALLEY DDC	CORREA	SUSANA		3521586	70358494	MAIL PROCESSING CLERK	6 110		1	11	11/8/2008	1
55157	MORENO VALLEY DDC	CISNEROS	DOLORES	A	3258218	71139853	MAIL PROCESSING CLERK	6 110		1	11	11/8/2008	2
55157	MORENO VALLEY DDC	GILLETTE	JAMES	R	3118800	70705464	LEAD MAIL PROCESSING CLERK	7 110		1	11	11/22/2008	1
55157	MORENO VALLEY DDC	ABITIA	ELAINE		2980822	70601466	MAIL PROCESSING CLERK	6 210		1	11	11/22/2008	2
55157	MORENO VALLEY DDC	RAYFIELD	DOMITA	J	3584909	70601467	MAIL PROCESSING CLERK	6 210		1	11	12/6/2008	1
55157	MORENO VALLEY DDC	GUTIERREZ	MELANIE	M	3655062	71139854	MAIL PROCESSING CLERK	6 110		1	11	1/3/2009	1
55157	MORENO VALLEY DDC	ALSOBROOKS	ADRIAN	W	3560095	71013993	MAIL PROCESSING CLERK	6 110		1	11	1/3/2009	3
55157	MORENO VALLEY DDC	ROUIS	THERESA	A	3562301	70370235	MAIL PROCESSING CLERK	6 110		1	11	8/27/2011	4