

MANAGER, LABOR RELATIONS
Pacific Area



August 19, 2014

Tracking Number#

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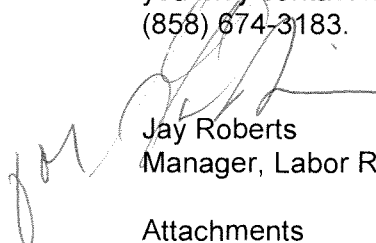
This is to advise you of the intent of the San Francisco District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign thirty-one clerks (31) full-time clerks from the craft and/or installation at the North Bay bid installation (Event 47871). This impact is 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 thirty-one (31) 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 Controller
- Area Manager, In-Plant Support
- District Manager, San Francisco District
- Area Complement Coordinator with attachments
- Manager, Human Resources – San Francisco with attachments
- District Complement Coordinator, San Francisco 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
 Please review, take action and reduce issues to writing.
 Comments


Omar M. Gonzalez, Coordinator

WorkHour Impact Report

Impacted Bid Cluster	NORTH BAY POST OFFICE
Installation Address	Event 47871
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	02/12/2015
Period (Dates) of Review Performed	08/03/2013 thru 08/15/2014
Report Prepared By	Jose Nuno
Report Prepared Date	08/19/2014
Reviewed By	David Stowe
Phone	(415) 550-5591

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	3917	2774	-1143	-4572	-59436	-34	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	123	3.1%	-39.95	0		83	3%

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	
MHAs 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
CCAs are not authorized in the clerk craft

Postal Support Employees (PSE)

- a. Current Number of CLERK PSE on Rolls 13
- b. Current Total Non-OverTime CLERK PSE Hours per Month 1716
- 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 10
- g. Provide Narrative Justifying need for Remaining CLERK PSE
PSE's will be separated and PSE hour 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 in the clerk craft	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	104
b. Planned Number of CLERK FTR Positions After Impact	73
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	31
e. Provide Narrative Explaining need for Excessing	

Due to the Phase II 24 Hour Clock implementation. It will be necessary to excess 31 FT clerks from the bid cluster.

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-4156
b. Planned Reduction in Total OT Hours per Month	-160
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	11096
i. Total FTE Savings	-34

Withholding Request- Locations

Event ID: North Bay P&DC Phase II 24-Hour Clock Implementation

Event Type: Reduction Other Than by Attrition

Losing Bid Cluster: NORTH BAY POST OFFICE

Area	Bid Cluster	Office
PACIFIC	YOUNTVILLE POST OFFICE (CA)	YOUNTVILLE PO

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%			
	Rolling 52 weeks Current MPV	FY 14 YTD MPV	Spreadsheet Stretch Target	New MPV Target	LDC 11	LDC12	LDC 13	LDC 14	LDC 17	LDC 18	Revised Numbers for Impact Clerks	Revised Numbers for Impact MH's	MPV Improvement
			**Stretch Target		100%	50%	25%	25%	10%	25%			
Santa Clarita	72.20%	73.09%	74.85%	74.85%	14	4	10	0	0	1	0	0	2.65%
Bakersfield	90.76%	89.74%	91.95%	91.95%	0	0	0	0	0	2	0	0	1.19%
Santa Barbara	88.24%	94.64%	89.28%	94.64%	0	1	0	2	0	0	0	0	1.03%
Van Nuys	78.24%	70.36%	78.77%	78.77%	0	1	0	0	0	0	0	0	0.53%
Margaret Seller	69.90%	75.38%	74.19%	75.38%	61	0	22	0	16	0	12	0	4.29%
Moreno Valley	69.19%	73.19%	75.31%	75.31%	1	15	8	5	1	0	2	0	6.13%
San Bernardino	67.45%	70.81%	71.33%	71.33%	24	4	16	2	2	4	6	0	3.88%
Anaheim	76.67%	81.45%	79.88%	81.45%	9	16	0	8	0	0	0	0	3.21%
***Industry	73.43%		78.56%	78.56%	78	15	1	0	2	0	0	0	5.12%
Santa Ana	64.64%	66.89%	71.12%	71.12%	64	9	25	0	6	11	0	0	6.47%
North Bay	58.58%	60.36%	69.81%	69.81%	27	7	6	11	1	1	21	10	11.23%
San Francisco	58.33%			0.00%	0	0	0	45	40	0	0	0	6.98%
San Francisco	55.91%	60.70%	61.72%	61.72%	102	4	9	17	42	4	95	add 10	5.81%
Los Angeles IS	56.02%			0.00%	0	0	29	8	26	0	0	0	3.19%
Los Angeles PD	58.23%	61.58%	65.85%	65.85%	262	10	48	23	41	0	162	0	7.62%
Honolulu	56.37%	61.77%	61.40%	61.77%	16	0	28	8	12	1	28	6	5.04%
Fresno	78.50%	76.32%	80.95%	80.95%	0	8	2	0	0	1	6	0	2.44%
Redding	66.39%	68.19%	70.81%	70.81%	0	3	0	4	1	0	0	0	4.42%
Sacramento	77.47%	79.81%	80.84%	80.84%	88	2	0	1	0	0	41	20	3.37%
Oakland	63.37%	65.50%	69.85%	69.85%	125	13	34	3	14	0	50	21	6.48%
San Jose	69.38%	70.60%	74.57%	74.57%	25	15	27	18	0	0	25	2	5.19%
Pacific Area	69.38%	70.40%		73.00%	74.27%	63.01%	57.74%	64.75%	69.57%	85.08%			

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 Achievement	Actions	LDC Target	Target Hours	Target MPV	MPV Impr	- FTE
NORTH BAY P&DC	339136	578899	58.58%	Improve		485,803	69.81%	11.23%	53
11	137582	200008	68.79%		90.00%	152,869	90.00%		27
12	18094	42654	42.42%		80.00%	29,560	61.21%		7
13	13478	43250	31.16%		70.00%	32,976	40.87%		6
14	14655	59966	24.44%		70.00%	40,902	35.83%		11
17	134839	201757	66.83%		75.00%	199,321	67.65%		1
18	20488	31264	65.53%		75.00%	30,174	67.90%		1
SAN FRAN INTL SVC CTR	809190	1387307	58.33%	Improve		1,239,029	65.31%	6.98%	84
11	0	0			90.00%	0	0.00%		0
12	0	0			80.00%	0	0.00%		0
13	156919	214888	73.02%		70.00%	214,888	73.02%		0
14	55974	237476	23.57%		70.00%	159,117	35.18%		45
17	236025	677094	34.86%		75.00%	607,175	38.87%		40
18	360272	257849	139.72%		75.00%	257,849	139.72%		0
SAN FRANCISCO P&DC	1846079	3301742	55.91%	Improve		2,991,053	61.72%	5.81%	177
11	383411	604924	63.38%		90.00%	426,012	90.00%		102
12	67644	96528	70.08%		80.00%	90,146	75.04%		4
13	303410	490451	61.86%		70.00%	474,838	63.90%		9
14	244002	445882	54.72%		70.00%	416,794	58.54%		17
17	730882	1482357	49.31%		75.00%	1,408,933	51.87%		42
18	116730	181600	64.28%		75.00%	174,331	66.96%		4
Grand Total	2994405	5267948	56.84%						

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
55439	NORTH BAY P&DC	MARTINEZ	ARMANDO		3184214	70906950	MAIL PROCESSING CLERK	6 110		1	11	12/11/1993	1
55439	NORTH BAY P&DC	GARDEA	JAMES	D	3073383	95676332	MAIL PROCESSING CLERK	6 110		1	11	1/22/1994	3
55439	NORTH BAY P&DC	MOK	RITHY		3112014	70906961	MAIL PROCESSING CLERK	6 110		1	11	2/19/1994	1
55439	NORTH BAY P&DC	MISLANG	ZENAIDA	P	2973845	70906971	MAIL PROCESSING CLERK	6 110		1	11	7/9/1994	1
55439	NORTH BAY P&DC	MITCHELL	RONALD	C	3050004	95768678	MAIL PROCESSING CLERK	6 110		1	11	7/9/1994	2
55439	NORTH BAY P&DC	MATZEN	CARL	A	3157946	95644003	MAIL PROCESSING CLERK	6 110		1	11	7/9/1994	3
55439	NORTH BAY P&DC	ALFONSO	GERILYN	S	3408379	95700976	MAIL PROCESSING CLERK	6 110		1	11	7/9/1994	4
55439	NORTH BAY P&DC	EBUEN JR	ERNESTO	E	3296002	71086353	MAIL PROCESSING CLERK	6 110		1	11	7/23/1994	1
55439	NORTH BAY P&DC	TECH	DARY	L	3017320	70906962	MAIL PROCESSING CLERK	6 110		1	11	7/23/1994	4
55439	NORTH BAY P&DC	LIWAG	ROSELDO	C	3248620	95764664	MAIL PROCESSING CLERK	6 110		1	11	2/4/1995	2
55439	NORTH BAY P&DC	JOINER	DEBRA	E	3138224	95741061	MAIL PROCESSING CLERK	6 110		1	11	3/4/1995	1
55439	NORTH BAY P&DC	AO	LILLIAN	Y	3185748	95838138	PARCEL POST DIST-MACHINE	6 110		1	14	7/6/1996	1
55439	NORTH BAY P&DC	BURLESON	MAY	F	2989063	95837160	DATA COLL TECH	7 110	BQ	5	57	7/6/1996	2
55439	NORTH BAY P&DC	CHAO	SYLVIA	K	3170888	95701239	MAIL PROCESSING CLERK	6 110		1	14	7/6/1996	5
55439	NORTH BAY P&DC	REGAN-TUCKER	MICHAEL	P	2979671	95550085	MAIL PROCESSING CLERK	6 110		1	11	7/6/1996	6
55439	NORTH BAY P&DC	DAVIS	KATHRYN	M	3104495	95499362	GENERAL EXPEDITOR	7 110		1	11	7/6/1996	7
55439	NORTH BAY P&DC	GUERRERO	ENRIQUE	L	3173360	95840617	MAIL PROCESSING CLERK	6 110		1	11	10/12/1996	2
55439	NORTH BAY P&DC	HARINA	ROMEO	F	2991196	95859431	PARCEL POST DIST-MACHINE	6 110		1	11	11/9/1996	1
55439	NORTH BAY P&DC	RICASA	MARCELINO	Y	3336932	95522161	MAIL PROCESSING CLERK	6 110		1	11	2/15/1997	1
55439	NORTH BAY P&DC	WONG	SHARON ROSE	D	3325402	71086354	MAIL PROCESSING CLERK	6 110		1	11	3/1/1997	2
55439	NORTH BAY P&DC	LIGUID	VERGIE	R	3182156	70906963	MAIL PROCESSING CLERK	6 110		1	11	7/19/1997	5
55439	NORTH BAY P&DC	ALFONSO	RAMON	Y	2985881	70906964	MAIL PROCESSING CLERK	6 110		1	11	8/2/1997	2
55439	NORTH BAY P&DC	FREDELUCES	MARY ANN	A	3073872	95649195	MAIL PROCESSING CLERK	6 110		1	14	10/25/1997	3
55439	NORTH BAY P&DC	BUTKOWSKI	DIANA	L	3041482	70906955	MAIL PROCESSING CLERK	6 110		1	11	11/22/1997	4
55439	NORTH BAY P&DC	SALVANTE	BENJAMIN	C	3267760	70906952	MAIL PROCESSING CLERK	6 110		1	11	11/22/1997	5
55439	NORTH BAY P&DC	GROSSI	BEVERLY	M	3225316	70906965	MAIL PROCESSING CLERK	6 110		1	11	12/6/1997	2
55439	NORTH BAY P&DC	SAPIEN	LORRAINE		3308028	70385868	MAIL PROCESSING CLERK	6 110		67	67	3/14/1998	3
55439	NORTH BAY P&DC	REGAN TUCKER	ESPERANZA	A	3125115	95701052	MAIL PROCESSING CLERK	6 110		1	11	6/20/1998	1
55439	NORTH BAY P&DC	GER	LIHUA	C	3116418	70906953	MAIL PROCESSING CLERK	6 110		1	11	7/18/1998	2
55439	NORTH BAY P&DC	MARTINEZ	DANNY	D	3572451	70282175	MAIL PROCESSING CLERK	6 110		67	67	3/19/2005	9
55439	NORTH BAY P&DC	GARCIA	MARIAANA		3576276	70708025	LEAD MAIL PROCESSING CLERK	7 110		1	11	4/2/2005	6
55439	NORTH BAY P&DC	JAYME	GERALDINE	O	3575338	70906956	MAIL PROCESSING CLERK	6 110		1	11	4/2/2005	7
55439	NORTH BAY P&DC	EBUEN	BELEN	E	3577865	70906968	MAIL PROCESSING CLERK	6 110		1	11	4/16/2005	2
55439	NORTH BAY P&DC	BUNKER	AKEMI	M	3515317	70282127	MAIL PROCESSING CLERK	6 110		1	11	6/24/2006	5