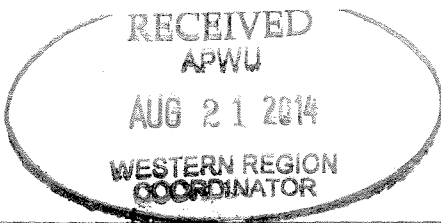


MANAGER, LABOR RELATIONS
Pacific Area



August 19, 2014

Tracking Number 9114901159818136642533

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 Bay Valley District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign fifty-five (55) full-time clerks from the craft and/or installation at the Oakland bid installation (Event 47644). 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 fifty-five (55) full-time residual assignments the clerk, carrier, mail handler, motor vehicle 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.

JR
[Signature]
Jay Roberts
Manager, Labor Relations

Attachments

- cc: Area Manager Operations Support
- Area Manager, Human Resources
- Area Controller
- Area Manager, In-Plant Support
- District Manager, Bay Valley District
- Area Complement Coordinator with attachments
- Manager, Human Resources – Bay Valley District with attachments
- District Complement Coordinator, Bay Valley 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

[Signature] M. Gonzalez, Coordinator

WorkHour Impact Report

Impacted Bid Cluster	OAKLAND POST OFFICE
Installation Address	Event 47644
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/17/2015
Period (Dates) of Review Performed	08/03/2013 thru 08/15/2014
Report Prepared By	Tina Lopez
Report Prepared Date	08/19/2014
Reviewed By	Mark Martinez
Phone	(510) 874-8222

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	24977	22711	-2266	-9064	-117832	-67	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	1532	6.1%	-691	0		841	3.7%

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 103
- b. Current Total Non-OverTime CLERK PSE Hours per Month 13652
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -1584
- d. Number of CLERK PSE that will have Reduced Hours 25
- e. Number of CLERK PSE that will be Terminated -10
- f. Number of CLERK PSE Remaining After Impact 93
- g. Provide Narrative Justifying need for Remaining CLERK PSE
PSE and PSE hours 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 | |
| PTRs are not authorized in the clerk craft | |

Full Time Regular (FTRs)

- | | |
|---|-----|
| a. Current Number of CLERK FTRs on Rolls | 635 |
| b. Planned Number of CLERK FTR Positions After Impact | 580 |
| 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 | 55 |
| e. Provide Narrative Explaining need for Excessing | |

Base on a new 24 Hour Clock Operating Plan and improved efficiencies, it will be necessary to excess 55 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	-7480
b. Planned Reduction in Total OT Hours per Month	-2764
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	-1584
h. Total Planned Non-OT Hours per Month	90844
i. Total FTE Savings	-67

MPV 24 hr Clock - New Operating Plan

MPV Target and FTE Reduction by LDC

		NEW Operating Plan - 24HR CLOCK (BPI)									Initial Numbers Entered for Impact Statement	
LDC Target	79.5		90%	80%	70%	70%	75%	75%				
	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
OAKLAND P&DC	2263220	3571558	63.37%	Improve		3,240,051	69.85%	6.48%	188
11	576403	860634	66.97%		90.00%	640,448	90.00%		125
12	45600	92899	49.09%		80.00%	70,651	64.54%		13
13	334537	664544	50.34%		70.00%	605,435	55.26%		34
14	185889	284663	65.30%		70.00%	279,633	66.48%		3
17	975455	1517828	64.27%		75.00%	1,492,894	65.34%		14
18	145336	150990	96.26%		75.00%	150,990	96.26%		0
SAN JOSE P&DC	1505318	2169697	69.38%	Improve		2,018,681	74.57%	5.19%	86
11	333266	413468	80.60%		90.00%	370,296	90.00%		25
12	150702	237284	63.51%		80.00%	210,021	71.76%		15
13	135737	328027	41.38%		70.00%	279,669	48.53%		27
14	98666	231924	42.54%		70.00%	199,701	49.41%		18
17	690699	886866	77.88%		75.00%	886,866	77.88%		0
18	96248	72128	133.44%		75.00%	72,128	133.44%		0
Grand Total	3768538	5741255	65.64%						

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
55522	OAK-CIVIC CENTER STA	SAKAI	BRIAN	J	2938592	95523575	SALES SVCS/DISTRIBUTION ASSOC	6 110		4	43	1/3/1998	8
55508	OAKLAND PO	LANAUX	DANITA	M	3034007	70292286	SALES SVCS/DISTRIBUTION ASSOC	6 110		4	45	1/15/1998	2
55509	OAKLAND P&DC	VELVADAPU	NAGALAKSHMI		3234655	95862401	MAIL PROCESSING CLERK	6 110		67	67	1/17/1998	1
55509	OAKLAND P&DC	WONG	PEGGY		3155513	70592151	MAIL PROCESSING CLERK	6 210		1	14	1/17/1998	5
55509	OAKLAND P&DC	MILLS	LINDA	E	2964069	95502062	MAIL PROCESSING CLERK	6 110		1	11	1/17/1998	6
55509	OAKLAND P&DC	ESPINUEVA	CHRISTOPHER	B	3361936	95602404	MAIL PROCESSING CLERK	6 110		1	11	1/31/1998	1
55509	OAKLAND P&DC	BUNDANG	EVANGELISTA	D	3260045	70474167	MAIL PROCESSING CLERK	6 110		1	11	1/31/1998	6
55509	OAKLAND P&DC	DAVIS	DANA	V	3378439	95630343	MAIL PROCESSING CLERK	6 110		1	11	2/14/1998	3
55509	OAKLAND P&DC	HARVEY	RADA	M	3376897	95602251	MAIL PROCESSING CLERK	6 110		1	11	2/14/1998	4
55518	OAK-EMERYVILLE STA	VALERIANO	VERONICA	C	3216919	95635245	SALES SVCS/DISTRIBUTION ASSOC	6 110		4	45	2/15/1998	1
55509	OAKLAND P&DC	MADRID	CYNTHIA	A	3230928	95848634	MAIL PROCESSING CLERK	6 110		1	11	2/28/1998	1
55509	OAKLAND P&DC	LOPEZ	MARIO	M	2953224	95609535	MAIL PROCESSING CLERK	6 110		1	11	2/28/1998	2
55509	OAKLAND P&DC	ASHFORD	SORIENTOS	L	3044919	95860394	MAIL PROCESSING CLERK	6 110		1	11	2/28/1998	3
55509	OAKLAND P&DC	MENDOZA	ARLENE	D	2945045	70474225	MAIL PROCESSING CLERK	6 110		1	11	2/28/1998	8
55509	OAKLAND P&DC	MILLADO	EDGARDO	Y	3208358	95618116	MAIL PROCESSING CLERK	6 110		1	11	2/28/1998	11
55509	OAKLAND P&DC	DAVIS	OJEDA		3253607	95651365	MAIL PROCESSING CLERK	6 110		1	11	2/28/1998	12
55509	OAKLAND P&DC	IGNACIO	RENE	E	3004859	70597936	MAIL PROCESSING CLERK	6 210		1	11	2/28/1998	13
55509	OAKLAND P&DC	PHAN	MEI	L	3111550	95539473	MAIL PROCESSING CLERK	6 110		1	11	3/14/1998	3
55509	OAKLAND P&DC	BENIPAYO	MILAGROS	A	3117115	95809778	MAIL PROCESSING CLERK	6 110		1	11	3/14/1998	5
55509	OAKLAND P&DC	BELLA	FRANCES	B	3105740	95585446	MAIL PROCESSING CLERK	6 110		1	11	3/14/1998	10
55509	OAKLAND P&DC	MARTIJA	ARIEL	R	3420491	95576140	MAIL PROCESSING CLERK	6 110		1	11	3/14/1998	11
55509	OAKLAND P&DC	LIANG	RAYMOND	Z	3136012	70592466	MAIL PROCESSING CLERK	6 210		1	14	3/28/1998	1
55509	OAKLAND P&DC	PABLA	HARBANS	K	3065034	95694803	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	6
55512	OAK-NORTH OAKLAND STA	EJERCITO	EBENITA	S	3084210	95573314	SALES SVCS/DISTRIBUTION ASSOC	6 110		4	45	4/11/1998	8
55509	OAKLAND P&DC	AMSSO	CHRISTINE		3264367	95792187	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	10
55509	OAKLAND P&DC	SILVA	RODRIGO	C	3204900	95792425	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	11
55509	OAKLAND P&DC	YU	ELAINE	Y	3144757	70474227	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	12
55509	OAKLAND P&DC	CUENCA	NORMAN	M	3281689	95678565	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	13
55509	OAKLAND P&DC	HUH	HAK	Y	3214984	95785219	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	15
55509	OAKLAND P&DC	CARREON	EVANGELINE	V	3240397	70474173	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	16
55509	OAKLAND P&DC	BRIGGS	MARY	L	3347114	95721958	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	17
55509	OAKLAND P&DC	TAN	JESSICA	Y	2942310	95614352	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	18
55509	OAKLAND P&DC	JAMES III	THOMAS	R	3375237	95551076	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	24
55509	OAKLAND P&DC	ALEXANDER	AURELIA	L	3187054	95783349	MAIL PROCESSING CLERK	6 110		1	11	4/11/1998	25
55518	OAK-EMERYVILLE STA	NG	LIANA		3027991	95602408	SALES SVCS/DISTRIBUTION ASSOC	6 110		4	45	4/11/1998	26
55509	OAKLAND P&DC	CHEEMA	JATINDER	S	3406096	70474150	MAIL PROCESSING CLERK	6 110		1	11	4/25/1998	2
55509	OAKLAND P&DC	HARRISON	PAMELA	J	3195473	70533907	MAIL PROCESSING CLERK	6 110		67	67	4/25/1998	6
55509	OAKLAND P&DC	HEMBREE	WILMA	D	3043127	95644721	MAIL PROCESSING CLERK	6 110		1	11	4/25/1998	9
55509	OAKLAND P&DC	KWONG	RAYMOND		3145100	95481449	MAIL PROCESSING CLERK	6 110		1	11	4/25/1998	12
55509	OAKLAND P&DC	STUHLMACHER	LAURA	Y	3237254	70441476	MAIL PROCESSING CLERK	6 110		67	67	5/9/1998	1
55509	OAKLAND P&DC	GOUIG	MARIQUITA	L	3169637	95755368	MAIL PROCESSING CLERK	6 110		1	11	6/6/1998	6
55515	OAK-LAUREL STA	NGUYEN	LIEN	T	3217235	95625489	SALES SVCS/DISTRIBUTION ASSOC	6 110		4	45	6/6/1998	7
55509	OAKLAND P&DC	PHILLIPS	TERESA	A	3341288	95655136	MAIL PROCESSING CLERK	6 110		1	11	7/4/1998	2
55509	OAKLAND P&DC	PAISTE	RHANDY	R	3195310	95854299	MAIL PROCESSING CLERK	6 110		1	11	8/15/1998	1
55516	OAK-WEST GRAND CARRIE	CHING	JUDY	L	2935144	70267078	MAIL PROCESSING CLERK	6 110		4	43	8/15/1998	4
55509	OAKLAND P&DC	BOYD	GERALD	B	3251925	95728580	MAIL PROCESSING CLERK	6 110		1	11	9/12/1998	4
55509	OAKLAND P&DC	MA	JOSEPHINE	Y	3217431	95775532	MAIL PROCESSING CLERK	6 110		1	11	9/12/1998	8
55517	OAK-PIEDMONT STA	ZENG	MARGARET	G	3175375	95544739	SALES SVCS/DISTRIBUTION ASSOC	6 110		4	43	11/21/1998	1
55509	OAKLAND P&DC	VALDEZOTTO	NYMPHA	A	3664575	70594150	MAIL PROCESSING CLERK	6 210		1	11	5/27/2006	8
55509	OAKLAND P&DC	MARTIN	UKISHA	O	3664321	95567168	MAIL PROCESSING CLERK	6 110		1	11	5/27/2006	9
55509	OAKLAND P&DC	HATLEN	MARK	W	3664211	95801874	MAIL PROCESSING CLERK	6 110		1	11	5/27/2006	20
55509	OAKLAND P&DC	CARRIAGA	ANDREW	J	3663943	70787391	MAIL PROCESSING CLERK	6 110		1	11	5/27/2006	24
55509	OAKLAND P&DC	SIMPSON	JASON	D	3663947	95796839	MAIL PROCESSING CLERK	6 110		1	11	5/27/2006	25
55509	OAKLAND P&DC	KIM	MYUNG	H	3664310	95478204	MAIL PROCESSING CLERK	6 110		1	11	5/27/2006	31
55509	OAKLAND P&DC	SMITH	CANDICE	A	3633140	70441478	MAIL PROCESSING CLERK	6 110		1	11	5/27/2006	37