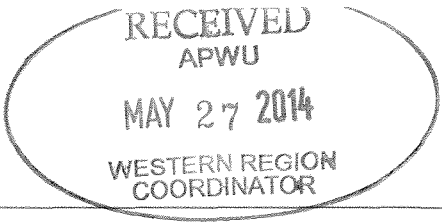


MANAGER, LABOR RELATIONS
Pacific Area



EM674165428US

May 23, 2014

Tracking Number#

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 fifteen (15) full-time clerks from the craft and/or installation at the Sacramento bid installation (Event 46525). This impact is based on a Function 1 baseline staffing model which incorporates the impact of load leveling on Sacramento operations.

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

By copy of this notice, we will withhold fifteen (15) 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.

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 District with attachments
- District Complement Coordinator, Sacramento 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	SACRAMENTO POST OFFICE
Installation Address	Event 46525
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/20/2014
Period (Dates) of Review Performed	05/25/2013 thru 05/23/2014
Report Prepared By	Yolanda Garcia-Martinez
Report Prepared Date	05/21/2014
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	24557	23849	-708	-2832	-36816	-21	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	1639	6.7%	-85.3	0		1554	6.5%

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	
PTF's are not authorized 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 inthe clerk craft

Postal Support Employees (PSE)

- a. Current Number of CLERK PSE on Rolls 118
- b. Current Total Non-OverTime CLERK PSE Hours per Month 16604
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -744
- d. Number of CLERK PSE that will have Reduced Hours 93
- e. Number of CLERK PSE that will be Terminated 0
- f. Number of CLERK PSE Remaining After Impact 118
- g. Provide Narrative Justifying need for Remaining CLERK PSE
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	
PTR's are not authorized in the clerk craft	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	603
b. Planned Number of CLERK FTR Positions After Impact	588
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	15
e. Provide Narrative Explaining need for Excessing	

A F1 baseline staffing review which incorporates load leveling has resulted in a need to excess 15 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	-2088
b. Planned Reduction in Total OT Hours per Month	-341
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	-744
h. Total Planned Non-OT Hours per Month	95396
i. Total FTE Savings	-21

Sacramento P&DC

Function 1 Baseline Staffing Model

May 9, 2014

Sacramento P&DC Baseline Staffing Model

File date: 5/9/2014

	WebCOINS On-Rolls (as of 5/9/14)		Proposed Staffing		SDO Ratio (1:25)		MDO Ratio (1:22 - 1:25)	
	Clerk	MH	Clerk	MH	Current	Earned	Current	Earned
Tour 1 (ORNA subset ->)	296	180	275	186	15	18	2	3
	16	2	16	2				
Tour 2 (ORNA subset ->)	36	113	25	80	3	4	1	1
	0	5	0	5				
Tour 3 (ORNA subset ->)	232	203	221	217	15	18	2	2
	10	5	10	5				
Total	564	496	521	483	33	40	5	5
ORNA/NRP--NOT LDC 67 (long-term unavailable only)	26	12	26	12	0	0	0	0
Total F1	564	496	547	495	33	40	5	5
LDC 67 (Clerk, MH, EAS)	2	1	2	1	0	0	0	0
Grand Total	566	497	549	496	33	40	5	5

Craft Ratios	On-Rolls		Proposed		
Clerk					
FT	413	73.2%	413	73.2%	50% or more of Career Clerks Up to 50% of Career Clerks* Up to 20% of Total Clerks
NTFT	53	9.4%	51	9.0%	
PSE	98	17.4%	100	17.7%	
	564	100.0%	564	100.0%	
Mail Handler					
FT	408	82.3%	408	82.3%	
PTR	13	2.6%	13	2.6%	
PTF	0	0.0%	0	0.0%	
MHA	57	11.5%	57	11.5%	
Casual	18	3.6%	18	3.6%	
	496	100.0%	496	100.0%	

	Clerk	MH	Total Craft
Proposed Staffing	549	496	1,045
Current Staffing (WebCoins On-Rolls)	564	496	1,060
+/- Current	-15	0	-15

MPV impacts:

Use last four non-holiday weeks data, if feasible; enter MPV % achievement, Work Hr Opportunity and # of	Data Source: Variance WebSite/MPV	Sacramento P&DC-- File date: 5/9/2014	If workload is added from other fa must be converted to Earned Hou same multiple of weeks shown in and then added to Cell D46 and st
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FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	SEN DATE	SEN #
56679	SACRAMENTO P&DC	MA	EILEEN	A	3671443	95594575	PROCESSING CLERK	6	110	1	10/15/2007	1
56679	SACRAMENTO P&DC	REYES	LYNN	S	3575825	70324057	PROCESSING CLERK	6	110	1	10/16/2007	1
56679	SACRAMENTO P&DC	ULFSRUD	ROY	N	3026789	70964396	PROCESSING CLERK	6	110	1	11/25/2007	1
56679	SACRAMENTO P&DC	SANGHERA	GURLAL	K	3215978	70782146	PROCESSING CLERK	6	210	1	3/13/2008	1
56693	SAC-OAK PARK STA	CHEN	ANDREW	K	3083171	70630046	SALES,SVCS/DIST RIBUTION ASSOC	6	210	4	5/24/2008	1
56679	SACRAMENTO P&DC	HER	TOUA		3086549	70797801	PROCESSING CLERK	6	110	1	5/24/2008	3
56679	SACRAMENTO P&DC	ALABA	PAMELA	T	4065248	70943231	PROCESSING CLERK	6	210	1	5/24/2008	4
56698	SAC-ROYAL OAKS CARRIE	ROSE	SHELLY	M	3477035	70188885	SALES,SVCS/DIST RIBUTION ASSOC	6	210	4	5/24/2008	5
56679	SACRAMENTO P&DC	CANDLER	ANDRE	J	4065266	70943238	PROCESSING CLERK	6	210	1	5/24/2008	6
56698	SAC-ROYAL OAKS CARRIE	ESTRELLA	MERLITA	B	4067848	70625185	SALES,SVCS/DIST RIBUTION ASSOC	6	210	4	6/21/2008	2
56679	SACRAMENTO P&DC	PEER JR	DAVID	L	3305494	95624048	PROCESSING CLERK	6	110	1	7/19/2008	1
56679	SACRAMENTO P&DC	PLAUTZ	TERENCE	L	3385747	95792987	PROCESSING CLERK	6	110	1	4/25/2009	8

Accepted

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	SEN DATE	SEN #
56679	SACRAMENTO P&DC	KONG	YOU	Y	3743056	95573872	PROCESSING CLERK	6	110	1	8/14/2010	2
56698	SAC-ROYAL OAKS CARRIE	BAJWA	KULDEEP	K	3315367	70625177	PROCESSING CLERK	6	210	4	8/28/2010	2
56679	SACRAMENTO P&DC	SOHAL	AMRAAJ		3009557	95735407	PROCESSING CLERK	6	110	1	8/28/2010	3

Amraaj