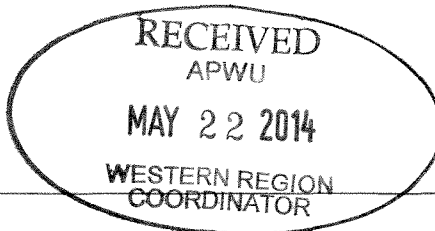


MANAGER, LABOR RELATIONS
Pacific Area



May 19, 2014

Tracking Number# 9114 9011 5981 8136 6421 20

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 two (2) tractor-trailer operators from the craft and/or installation at the Sacramento bid installation (Event 46506). This impact is based on an F3a zero base staffing review.

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

By copy of this notice, we will withhold two (2) full-time residual assignments in 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.

Jay Roberts
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
 Status
 Grievance Administration
 Please review, take action and reduce issues to writing
 Comments

Omar Gonzalez, Coordinator

WorkHour Impact Report

Impacted Bid Cluster	SACRAMENTO POST OFFICE
Installation Address	Event 46506
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/20/2014
Period (Dates) of Review Performed	05/11/2013 thru 05/23/2014
Report Prepared By	Yolanda Garcia-Martinez
Report Prepared Date	05/19/2014
Reviewed By	Barbara Plunkett
Phone	(916) 373-8001

WorkHour Impact Report

Craft = MOTOR VEHICLE

	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	5665	5569	-96	-384	-4992	-3	1820

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	303	5.3%	-32	0		271	4.9%

WorkHour Impact Report

Casuals

a. Current Number of MOTOR VEHICLE Casuals on Rolls	0
b. Current Total Non-OverTime MOTOR VEHICLE Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime MOTOR VEHICLE Casuals Hours per Month	0
d. Number of MOTOR VEHICLE Casuals that will have Reduced Hours	0
e. Number of MOTOR VEHICLE Casuals that will be Terminated	0
f. Number of MOTOR VEHICLE Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MOTOR VEHICLE Casuals	
Casuals are not authorized in the motore vehicle craft	

Mail Handler (MHAs)

a. Current Number of MOTOR VEHICLE MHAs on Rolls	0
b. Current Total Non-OverTime MOTOR VEHICLE MHA Hours per Month	0
c. Planned Reduction in Total Non-OverTime MOTOR VEHICLE MHA Hours per Month	0
d. Number of MOTOR VEHICLE MHAs that will have Reduced Hours	0
e. Number of MOTOR VEHICLE MHAs that will be Terminated	0
f. Number of MOTOR VEHICLE MHAs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MOTOR VEHICLE MHAs	
MHA's are not authorized in the motor vehicle craft	

Part Time Flexible (PTFs)

a. Current Number of MOTOR VEHICLE PTFs on Rolls	0
b. Current Total Non-OverTime MOTOR VEHICLE PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime MOTOR VEHICLE PTFs Hours per Month	0
d. Number of MOTOR VEHICLE PTFs that will have Reduced Hours	0
e. Will there be any MOTOR VEHICLE PTFs Excessed from Craft or Installation	NO
If Yes how Many MOTOR VEHICLE PTFs	0
f. Provide Narrative Explaining need for Excessing	
There are no PTF's in the motor vehicle craft	

City Carrier Assistant (CCAs)

a. Current Number of MOTOR VEHICLE CCAs on Rolls	0
b. Current Total Non-OverTime MOTOR VEHICLE CCA Hours per Month	0
c. Planned Reduction in Total Non-OverTime MOTOR VEHICLE CCA Hours	0

per Month

d. Number of MOTOR VEHICLE CCAs that will have Reduced Hours	0
e. Number of MOTOR VEHICLE CCAs that will be Terminated	0
f. Number of MOTOR VEHICLE CCAs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MOTOR VEHICLE CCAs CCA's are not authorized in the motor vehicle craft	

Postal Support Employees (PSE)

a. Current Number of MOTOR VEHICLE PSE on Rolls	15
b. Current Total Non-OverTime MOTOR VEHICLE PSE Hours per Month	2220
c. Planned Reduction in Total Non-OverTime MOTOR VEHICLE PSE Hours per Month	-104
d. Number of MOTOR VEHICLE PSE that will have Reduced Hours	13
e. Number of MOTOR VEHICLE PSE that will be Terminated	0
f. Number of MOTOR VEHICLE PSE Remaining After Impact	15
g. Provide Narrative Justifying need for Remaining MOTOR VEHICLE PSE PSE hours will be reduced	

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of MOTOR VEHICLE PTRs on Rolls	0
b. Planned Number of MOTOR VEHICLE PTR Positions after Impact	0
c. Estimated Number of MOTOR VEHICLE PTR Attrition	0
d. Will there be any MOTOR VEHICLE PTRs Excessed from Craft or Installation	NO
MOTOR VEHICLE PTRs	0
e. Provide Narrative Explaining need for Excessing	
There are no PTRs in the motor vehicle craft	

Full Time Regular (FTRs)

a. Current Number of MOTOR VEHICLE FTRs on Rolls	146
b. Planned Number of MOTOR VEHICLE FTR Positions After Impact	144
c. Estimated Number of MOTOR VEHICLE FTR Attrition	0
d. Will there be any MOTOR VEHICLE FTRs Excessed from Craft or Installation	YES
If Yes how Many MOTOR VEHICLE FTRs	2
e. Provide Narrative Explaining need for Excessing	
A staffing and scheduling review based n zero basing resulted in a need to excess two full-time TTO's from the craft and/or installation	

WorkHour Impact Report-MOTOR VEHICLE

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-280
b. Planned Reduction in Total OT Hours per Month	-128
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	-104
h. Total Planned Non-OT Hours per Month	22276
i. Total FTE Savings	-3

SAN FRANCISCO AREA PVS ZERO BASE REVIEW - FINAL

FACILITY	START DATE	END DATE	IMPLEMENT DATE	CAPTURABLE SAVINGS			EMP IMPACT	
				LDC 34	MILEAGES/VEHICLES	LEASED VEH		
S ANGELES P&DC	4/2/2013	4/19/2013	9/7/2013	0	102,903	0	0	
OKLAND P&DC	8/26/2013	9/13/2013	5/17/2014	8,320	96,732	0	0	4
INDUSTRY P&DC	9/16/2013	9/20/2013	8/9/2014	4,160	-18,256.10	0	1	2
SAN FRANCISCO P&DC	9/23/2013	10/18/2013	12/7/2015	0	154,176	0	0	
ONTARIO P&DC	9/23/2013	10/4/2013	2/2/2014	2,080	9538	0	6	1
MARGARET SELLERS P&DC	11/2/2013	11/29/2013	5/31/2014	10,400	-94,325.10	0	0	7
SACRAMENTO P&DC	1/21/2014	2/14/2014	5/3/2014	4,160	6,916	0	5	2
SAN FRANCISCO NDC	2/17/2014	2/19/2014		0				
S ANGELES NDC	2/20/2014	2/21/2014		0				
SAN JOSE P&DC	2/24/2014	3/7/2014	6/14/2014	6,240	16,488	2	0	3
SAN BERNARDINO P&DC	2/24/2014	2/28/2014	4/7/2014	0	-4,987	0	0	0
SAHEIM P&DC	3/17/2014	3/21/2014	5/3/2014	0	59,920	0	0	0
HONOLULU P&DC	3/30/2014	4/4/2014	5/17/2014	0		0	1	
				35,360	329,105	2	13	19

TALLY SHEET

Facility	SACRAMENTO			
Current Service				
Employee Staffing		Work Hours	Employee Staffing	Work Hours
8 LDC - 30 Workhours		16,640.00	8 EAS	16,640.00
4 LDC - 31 Workhours		8,320.00	4 CLERKS	8,320.00
101 LDC - 34 Workhours		185,461.35	5 MVO's	12,617.56
			81 TTO's	172,843.79
Standby time %		18.50%	TTO's NTFT	
			MVO's NTFT	
			15 PSE's	
Total Current Hours	LDC 34			185,461.35
Cost LDC 34				\$7,989,182.37
Vehicles				
1 Spotters				
13 Cargo Vans				
30 S/A Tractors				
2 T/A Tractors				
75 Trailers				
9 Leased Vehicles			Annual Cost of Leased Vehicles	\$ 122,407.20
Mileage				2,109,026.0
source of	Current Annual Mileage	2,109,026	VITAL	
Proposed Service			Employee Staffing	Work Hours
8 LDC - 30 Workhours		16,640	8 EAS	16,640.00
4 LDC - 31 Workhours		8,320	4 CLERKS	8,320.00
99 LDC - 34 Workhours		155,583.00	7 MVO's	12,518.00
			39 TTO's	108,985.00
Standby time %		6.80%	1 MVO's NTFT	1,184.00
			24 TTO's NTFT	32,896.00
			15 PSE's	
Total Proposed HRS LDC 34				155,583.00
Difference				29,878.35
proposed cost				\$6,700,606.17
Proposed cost saving				\$1,288,576.20
Vehicles				
1 Spotters				
13 Cargo Vans				
30 S/A Tractors				
2 T/A Tractors				
75 Trailers				
4 Leased Vehicles			Annual Cost of Leased Vehicles	\$68,004
			Reduction	\$54,403
Proposed Mileage				211,941.0
source of	Proposed Annual Mileage	2,115,941	VITAL	1,897,085.0
				934,745.5
TOTAL estimated saving				\$2,223,321.72

ANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	SEN DATE	SEN #
56679	SACRAMENTO P&DC	MELO	MARIO	G	3025057	70210037	TRACTOR TRAILER OPERATOR	8	135	3A	7/21/2007	2
56679	SACRAMENTO P&DC	SINGH	NARINDER		3575673	70210036	TRACTOR TRAILER OPERATOR	8	135	3A	8/18/2007	1
56679	SACRAMENTO P&DC	ANTIPUESTO	MICHAEL	C	4044934	70603084	TRACTOR TRAILER OPERATOR	8	235	3A	12/8/2007	3
56679	SACRAMENTO P&DC	GREWAL	PARAMJIT	S	3649113	70908718	TRACTOR TRAILER OPERATOR	8	235	3A	3/29/2008	1
56679	SACRAMENTO P&DC	FLORES	EDDIE		4141457	70720263	TRACTOR TRAILER OPERATOR	8	235	3A	8/13/2011	1
56679	SACRAMENTO P&DC	MUENDA	RAEKWON	E	3648158	70830240	TRACTOR TRAILER OPERATOR	8	235	3A	8/13/2011	2
56679	SACRAMENTO P&DC	RODWELL	STEPHEN	L	4167594	70210051	TRACTOR TRAILER OPERATOR	8	135	3A	1/14/2012	1
56679	SACRAMENTO P&DC	HAGEN	GLEN	A	4217735	70884918	TRACTOR TRAILER OPERATOR	8	235	3A	8/28/2013	1
56679	SACRAMENTO P&DC	ZALUTSKIY	ROMAN	P	4137705	70884922	TRACTOR TRAILER OPERATOR	8	235	3A	9/7/2013	1
56679	SACRAMENTO P&DC	CACERES	MANUEL	A	4171137	70720264	TRACTOR TRAILER OPERATOR	8	235	3A	9/7/2013	1

Completed