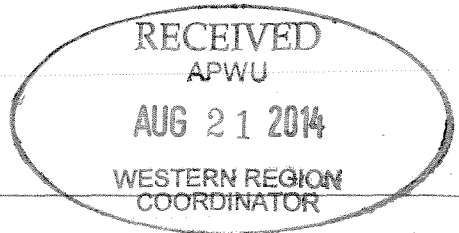


MANAGER, LABOR RELATIONS
Pacific Area



August 19, 2014

Tracking Number#

9114901159818136642571

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 fifty (50) full-time clerks from the craft and/or installation at the San Diego bid installation (Event 47710). 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 fifty (50) 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
Jay Roberts
Manager, Labor Relations
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

- 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

Omar Gonzalez
Omar Gonzalez, Coordinator

WorkHour Impact Report

Impacted Bid Cluster	SAN DIEGO POST OFFICE
Installation Address	Event 47710
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/10/2015
Period (Dates) of Review Performed	08/03/2013 thru 08/15/2014
Report Prepared By	Sharon Devega
Report Prepared Date	08/19/2014
Reviewed By	James Olson
Phone	(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	26509	24469	-2040	-8160	-106080	-60	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	1485	5.6%	-153.25	0		1332	5.4%

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 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 are not authorized per the CBA in 200 MY offices.	

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 not authorized per the CBA.	

Postal Support Employees (PSE)

a. Current Number of CLERK PSE on Rolls	115
b. Current Total Non-OverTime CLERK PSE Hours per Month	14692
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-1200
d. Number of CLERK PSE that will have Reduced Hours	20
e. Number of CLERK PSE that will be Terminated	-8
f. Number of CLERK PSE Remaining After Impact	107
g. Provide Narrative Justifying need for Remaining CLERK PSE PSE hours will be reduced and total PSEs on rolls 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 clerks are not authorized in the clerk craft.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	672
b. Planned Number of CLERK FTR Positions After Impact	622
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	50
e. Provide Narrative Explaining need for Excessing	
Based on a new 24 hour clock operating plan and improved efficiencies necessary to excess 50 Full-time clerks from the craft/installation.	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-6960
b. Planned Reduction in Total OT Hours per Month	-613
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	-1200
h. Total Planned Non-OT Hours per Month	97876
i. Total FTE Savings	-60

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
MARGARET SELLERS P&DC	2116658	3028283	69.90%	Improve		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
MORENO VALLEY DDC	449054	649049	69.19%	Improve		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
SAN BERNARDINO P&DC	1135526	1683500	67.45%	Improve		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
Grand Total	3701238	5360832	69.04%						

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #	
56770	MARGARET SELLERS P&DC	GONZALES	SHEREEANN	B	3459918	70969742	MAIL PROCESSING CLERK		6	110	1	11	4/2/2005	2
56770	MARGARET SELLERS P&DC	PHAM	DUNG	D	3419910	70594370	MAIL PROCESSING CLERK		6	210	1	14	4/2/2005	3
56738	SDC-LINDA VISTA STA	USSERY	DORIS	E	3215593	70604686	MAIL PROCESSING CLERK		6	210	4	43	4/2/2005	5
56737	SDC-PACIFIC BEACH STA	LUGO-ALONSO	SANTA		3558807	70423633	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	43	4/16/2005	1
56770	MARGARET SELLERS P&DC	CANDO	ROBERTO	V	3003847	70951104	MAIL PROCESSING CLERK		6	110	1	11	4/16/2005	4
56770	MARGARET SELLERS P&DC	ELLORIN	MARY LOU	E	3578290	95838971	MAIL PROCESSING CLERK		6	110	1	11	4/16/2005	7
56770	MARGARET SELLERS P&DC	NETHERLY	LUZ	M	3578292	70594269	MAIL PROCESSING CLERK		6	210	1	11	4/16/2005	8
56733	SDC-HILLCREST STA	BLAKE	ANTHONY	B	3581915	70425464	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	45	4/30/2005	2
56770	MARGARET SELLERS P&DC	GEORGE	NOVETTE	R	3471469	70594274	MAIL PROCESSING CLERK		6	210	1	11	4/30/2005	7
56770	MARGARET SELLERS P&DC	EDUVALA	MARISOL	F	3581955	70594350	MAIL PROCESSING CLERK		6	210	1	11	4/30/2005	8
56768	SAN DIEGO PO	EWING	GINA	L	3328098	95732127	TRAINING TECHNICIAN PEDC	BQ	7	110	6	65	5/14/2005	1
56766	SDC-SCRIPPS RANCH ANX	TRAN	LAN	P	3585138	70605432	SALES,SVCS/DISTRIBUTION ASSOC		6	215	4	45	5/14/2005	2
56764	SDC-RANCHO BERNARDO A	BAJADO	MADELAINE	Z	3585170	70640258	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	43	5/14/2005	7
56770	MARGARET SELLERS P&DC	MOORE	DEANNA	L	3585178	70969747	MAIL PROCESSING CLERK		6	110	1	11	5/14/2005	11
56770	MARGARET SELLERS P&DC	CABALTERA	LILIA	T	3422296	70594354	MAIL PROCESSING CLERK		6	210	1	11	5/14/2005	12
56770	MARGARET SELLERS P&DC	AVILUCEA	ELIZABETH	M	3588271	95858192	MAIL PROCESSING CLERK		6	110	1	11	5/28/2005	4
56770	MARGARET SELLERS P&DC	JAVIER	MABIROSE	C	3588255	70592305	MAIL PROCESSING CLERK		6	210	1	11	5/28/2005	6
56761	SDC-MLS P&D STR	LUCENT	BOUNSOUAY		3591334	71101127	SALES AND SERVICES ASSOCIATE		6	110	4	45	6/11/2005	1
56761	SDC-MLS P&D STR	MCCASTLE	MINNIE	F	3014407	70163463	SALES,SVCS/DISTRIBUTION ASSOC		6	110	67	67	11/12/2005	2
56761	SDC-MLS P&D STR	MATANZA	MARITES	L	3226344	71100897	SALES AND SERVICES ASSOCIATE		6	110	4	45	11/12/2005	3
56763	SDC-RIVERFRONT ANX	GADSON	SHERRY	L	3038255	70248755	LEAD SALES & SERVICES ASSOCIATE		7	110	4	48	11/12/2005	14
56764	SDC-RANCHO BERNARDO A	VALDEZ	MARITES	A	3152223	70605137	SALES,SVCS/DISTRIBUTION ASSOC		6	210	4	48	11/12/2005	19
56770	MARGARET SELLERS P&DC	PARANGUE	ELVIRA	B	3634695	70969744	MAIL PROCESSING CLERK		6	110	1	11	11/26/2005	9
56770	MARGARET SELLERS P&DC	SUN	MEIFEN		3634697	95528643	MAIL PROCESSING CLERK		6	110	1	11	11/26/2005	10
56770	MARGARET SELLERS P&DC	MINA	MARCELO	D	3590684	70969749	MAIL PROCESSING CLERK		6	110	1	11	11/26/2005	11
56770	MARGARET SELLERS P&DC	TANG	VINH	Q	2965425	95559996	MAIL PROCESSING CLERK		6	110	1	11	12/10/2005	2
56755	SDC-RANCHO PENASQUITO	DU	ATHENA	C	3640979	70605141	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	45	12/10/2005	4
56751	SDC-UNIVERSITY CITY S	REYES	MARY JANE	S	3054180	70638205	MAIL PROCESSING CLERK		6	110	4	43	1/7/2006	3
56770	MARGARET SELLERS P&DC	HAGSTEN	MARIE	U	3257118	70706452	LEAD MAIL PROCESSING CLERK		7	110	1	11	1/7/2006	5
56751	SDC-UNIVERSITY CITY S	LANG	HA	T	3644799	70605480	MAIL PROCESSING CLERK		6	210	4	43	1/7/2006	7
56734	SDC-CITY HEIGHTS STA	DAUB	JOHN	C	3608725	70604070	SALES,SVCS/DISTRIBUTION ASSOC		6	215	4	45	2/18/2006	3
56759	SDC-OTAY MESA ANX	VASQUEZ	DARLENE		3176398	70605430	SALES,SVCS/DISTRIBUTION ASSOC		6	215	4	45	3/4/2006	8
56739	SDC-SOUTHEAST STA	DELOS SANTOS	DOMIELE	S	2987587	95847922	MAIL PROCESSING CLERK		6	210	4	44	3/18/2006	2
56742	SDC-WILLIAM TAFT STA	YATES	ERIK	T	3653112	70423630	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	45	3/18/2006	3
56735	SDC-POINT LOMA STA	KULICK	JESSIKA	I	3653110	70233708	SALES,SVCS/DISTRIBUTION ASSOC		6	110	67	67	3/18/2006	5
56747	SDC-GRANTVILLE STA	CLARK	TROY	B	3473507	70713400	SALES,SVCS/DISTRIBUTION ASSOC		6	210	4	45	3/18/2006	6
56730	SDC-SAN DIEGO DOWNTOW	MENDOZA	MARILYN	L	3653111	70604907	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	43	3/18/2006	7
56770	MARGARET SELLERS P&DC	ABRENA	THADDEUS	L	3343140	70594266	MAIL PROCESSING CLERK		6	210	1	11	3/18/2006	10
56770	MARGARET SELLERS P&DC	GERVACIO	JONATHAN	B	3610579	70592312	MAIL PROCESSING CLERK		6	210	1	11	3/18/2006	11
56765	SDC-CARMEL VALLEY ANX	SANCHEZ	SARA	E	3476307	95574724	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	45	4/1/2006	4
56730	SDC-SAN DIEGO DOWNTOW	GROVES	ELENA		3134373	70604102	SALES,SVCS/DISTRIBUTION ASSOC		6	215	4	45	4/1/2006	5
56763	SDC-RIVERFRONT ANX	FLORES	JESSICA	M	3526764	70611082	SALES,SVCS/DISTRIBUTION ASSOC		6	215	4	45	4/1/2006	7
56765	SDC-CARMEL VALLEY ANX	FERRER	NOEL	Y	3612990	70605142	MAIL PROCESSING CLERK		6	215	4	43	4/1/2006	8
56770	MARGARET SELLERS P&DC	HOOD	TERRY	L	3489507	70416828	MAIL PROCESSING CLERK		6	110	1	17	4/29/2006	1
56770	MARGARET SELLERS P&DC	BAUTISTA	LORNA	V	3237342	70969743	MAIL PROCESSING CLERK		6	110	1	11	5/27/2006	1
56751	SDC-UNIVERSITY CITY S	DELA CRUZ	ELLENOR	G	3132161	95629815	SALES,SVCS/DISTRIBUTION ASSOC		6	215	4	45	5/27/2006	9
56755	SDC-RANCHO PENASQUITO	WONG-SONG	ANNIE	H	2969063	70605248	SALES,SVCS/DISTRIBUTION ASSOC		6	215	4	45	7/8/2006	2
56768	SAN DIEGO PO	DELLE TORRI	ROSEANN		3104775	70313090	COMPLAINTS & INQUIRY CLK	BQ	7	110	7	76	2/17/2007	1
56770	MARGARET SELLERS P&DC	TRAC	TAM	Q	3089678	70594273	MAIL PROCESSING CLERK		6	210	1	11	11/21/2009	1
56770	MARGARET SELLERS P&DC	MAURER	COLLEEN	L	3240511	70970807	MAIL PROCESSING CLERK		6	110	1	14	6/15/2013	1
56747	SDC-GRANTVILLE STA	OROZCO	BLANCA		3053978	71112717	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	48	8/10/2013	2
56761	SDC-MLS P&D STR	WICKERSHAM	CHARLOTTE	J	3153023	70987818	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	48	9/7/2013	1
56760	SDC-SAN YSIDRO STA	VALLE	JACQUELINE		3321407	71010999	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	48	10/5/2013	1
56754	SDC-MIRA MESA STA	GUERRERO	ALFRED ERIC	V	3676029	71055721	SALES,SVCS/DISTRIBUTION ASSOC		6	110	4	48	10/7/2013	2