Manager, Labor Relations Pacific Area



(*) Pacific Area Local(s) (*) Western Area Local(s) (*) So. West Area Local(s)



July 7, 2014

USPS TRACKING # & CUSTOMER RECEIPT 9114 9011 5981 8136 6424 96 For Tracking or inquiries go to USPS.com or call 1-800-222-1811. Staffic (3)
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and reduce leaves to writeing [X] Comments

Conce C. Consider. Coordinator

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 Francisco District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign seventeen (17) full-time clerks from the craft and/or installation at three (3) separate offices. The specific as to the number of impacted clerks at each office can be found below. These impacts are based on Function 4 staffing and scheduling reviews.

Event Number	Bid installation	FT Impact
46743	Palo Alto	8
46763	Sunnyvale	4
46741	San Rafael	5
TOTAL		17

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

By copy of this notice, we will withhold seventeen (17) 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 clusters 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 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 Manager, Finance
Area Manager, In-Plant Support
District Manager, San Francisco District
Area Complement Coordinator with attachments
Manager, Human Resources – San Francisco District 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

Impacted Bid Cluster PALO ALTO POST OFFICE

Installation AddressEvent 46743Area NamePACIFIC

Impact Type Reduction Other Than by Attrition

Date of Impact 12/13/2014

Period (Dates) of Review Performed 06/08/2013 thru 06/20/2014

Report Prepared By

Report Prepared Date

06/25/2014

Reviewed By

David Stowe

Phone

(415) 550-5591

Craft = CLERK

	Α	В	С	D	E	F	G
	Current	Planned	Weekly	Monthly	Annual	Annual	Current
	Average Weekly Hrs	Weekly Hrs	Hrs Savings	Savings	Work Hours Savings	FTE Savings	FTE Yearly Hr Rate
Total	1189	916	-273	-1092	-14196	-9	1560

OverTime Impact

	Current OT Average Weekly Hrs	Current OT Rate	Planned OT per Week from changes	Additional Planned OT per Week		Planned OT Rate
Total	94	7.9%	-41	0	53	5.8%

•	
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 nit 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 nit asuthorized 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	
PTFs 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

£	Number	of CLE	RK CCAS	Remaining	ı Δfter Im	nact
200	HUIHUCI	UI ULL	NIX CUMO	1.CHICHIHI	A MICCI IIII	DUCC

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	4
b. Current Total Non-OverTime CLERK PSE Hours per Month	480
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-16
d. Number of CLERK PSE that will have Reduced Hours	2
e. Number of CLERK PSE that will be Terminated	0
f. Number of CLERK PSE Remaining After Impact	4
g. Provide Narrative Justifying need for Remaining CLERK PSE	
PSE hours will be reduced	

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	36
b. Planned Number of CLERK FTR Positions After Impact	28
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	8
e. Provide Narrative Explaining need for Excessing	
A staffing and scheduling review resulted in a need to excess 8 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	-1076
b. Planned Reduction in Total OT Hours per Month	-164
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	C
g. Planned Reduction in PSE Non-OT Hours per Month	-16
h. Total Planned Non-OT Hours per Month	3664
i Total FTF Savings	_0

	STOMER'S	ERVICE VA	RIANGE - 0	DERK/MAILHANDLER COMP	LEMENT	
Defreery Corys: 302			omenan-unu-underfenon-omenanasianism	LO ALTO PO 055802		E (0%/26/2014
Leave Réplacement (Salculation					wywystodataczno klassiczniczny miejsc
Louve Type	Has Per Day	Leaders %		Formsda	Employ	ees Earned
Annual Leave	104	10.50%	rCSV /	ting Dady Hours x 10.50%x(6 day wa/40 tu Whiw	1.65	Clark/Minis
Sick Leave	104	4.00%	(CSV	Avg Daily Hoos x 4.00%x(6 day wk/40 hr WHed	N= 0.63	Clark/Mirtin
LWCP	104	1.00%	KOSV	Avg Daily Hours x 1.00%x(6 day wk/40 hr Whtel	k= 0.16	Clerk/Mitte
(Subtrect Overtime)	104	5.00%	(CSV Ang Daily House a 5.887ka(6 day war40 by Whilek) 0,79		ky 0.79	Clerk/MHis
Net Total		10.50%	L	save/OT Replacement Needs >>>	·≻ 1.65	Clark/MH(a
			ş	teplacement for Replacement 🥕 🔑	·> 0.17	Cherk/Mittle
				Total Leave Replacement >>>	> 1.83	Clerk/MHtp
G _t	urrent on Ru	yls		Earned Comple	ment	
Full Time Clerk		than hawara annu a man da that de de al le man	18	Full Time Clerk		e j i gradenti de destrent d'annocuma l'ancaman.
Part Time Flexible Clerk			0	Part Time Flexible Clerk		1
Part Time Regular	r Clerk	***************************************	1 0	Part Time Regular Clerk	engan 200 kini kinan enamanan a	<u> </u>
Postal Support En	and the state of t	de la compression de la compressión de la compression della compre	5	Postal Support Employee	and annual fruit and it thinks absorb and annual an	nagarinti servera irvera (Siseaua) das
Non-Traditional Full-Time		2	Non-Traditional Full-Time	1		
Flex Non-Traditional Full-Time		0	Flex Non-Traditional Full-Tim			
Full Time Mailhandler		0	Full Time Mailhandler			
Part Time Flexible Mailhandler		0	Part Time Flexible Mailhandle			
Part Time Regular	r Mailhandl	91	0	Part Time Regular Mailhandk		
MailHandler Assis	stant		0	Mailhandler Assistant		
Total F4 on Rolls			25	Total F4 Earned	18	
Current Actual .		Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 clenumings	a farthafa y gi (b) (b) y (b) <u>a a a' a gail</u> agus a' a bhaile an aide	0.00	0.00	LDC 41 ChrismHis)	0.00	0.00
LDC 42 castanus		7.05	1.06	LDC 42 Cast MH(s)	3.72	0.56
LDC 43 Cheliane		55.37	8.37	LDC 43 ClarkMHzi	47.47	7.17
LDC 44 Carlantes		4.59	0.69	LDC 44 ChertaMitted	1.81	0.27
LDC 45 careares	nicrolisamani Kranasin va vasaribra ilminsi ann i	25.10	3.79	LDC 45 Objekaniego	20.63	3.11
LDC 48 Carbertai	***************************************	53.70	8.11	LDC 48 Child Miles	30.68	4.63
Total Actual Daily	Hrs	145,80	22.02	Total Earned Daily Hrs	104.31	15.75
Daily Hours Actua	STED SERVICE AND ADDRESS OF THE PARTY OF THE		145.80	Daily Hours Earned	-	104.31
Current Complem			25	Target Complement		17.58
FTFE Current	erge ye e Di oniodiologica <u>a a a green</u>		1761	FTEE Target		1791
Projected Annual Hrs Actual		44,033	Projected Annual Hrs Earned		31.501	
On Duly Required To	en en de la desta de la companya de Companya de la companya de la compa		15.75	Full Time Equiv Employee (Hrs per	and the Property of the Party o	1791
haranaan maanaan ka			1.83		3	7.42
Leave Replacement	OBS	**************************************		Variance FTEE.		, francisco de la companya del companya de la companya del companya de la company
Complement Total			17.58	Complement % Achieved		72.00%

				C SOUL SOLES OF PURMANENT STAFF BUT OF		
CUS Delivery Days: 302	SIUMERS			CLERK/MAILHANDLER COMP (AMETON STA 055804		E:06/26/2014
Leave Replacement C	resina destrina	P'ALLI AL	IUFU - PAL-F	AWR 10# 219 (00064	104.6	F 1905045014
core Type	Hes Pes Day	Leave %		anas, adalah esanggan ayal dalah dalah indilah dalah dalah dalah kandalah dalah dalah dalah dalah dalah dalah d F. G. 1784 BB	Emplos	remembership
Annual Leave	20	10.50%	1084 /	Ang Daily Hessa x 10.50%/(6 day wk/40 to 2014wi		Clark/MHts
Sick Leave	20	4,00%	(CSV	Avg Cally Hours x 4.00%a(6:day wit46 in Whish	⊳ 0.12	Clerk/WHts
LWOP	20	1.00%	(CSV	Avg Daily Holles x 1.00%at6 day wil/40 hr syltenic	F 0.03	Clerk/MH4(s
(Subtract Overtime)	20	5.00%	(CSV	Avg Daily Hours a 5.00% af6 day wik/40 for WHWA	» 0.15	Charle/McFH(s
Net Total		10.50%	£.t	eave/OT Replacement Needs >>>	> 0.32	Clark/Mf1(s
			ing and the second seco	Replacement for Replacement >>>	> 0.03	Cart-Mff(s
	hamadad, amenin menananan angga period		gy ye han ma a ma a manananana (Santananananana)	Total Leave Replacement >>>	> 0.35	Clerk/MH(s
Cu	ment on R	olis		Earned Compler	nent	
Full Time Clerk		en e	T 5	Full Time Clerk	or mercuration and other mercurate	ag megini mel menusa ng kapata panah matanas
Part Time Flexible	Clerk		0	Part Time Flexible Clerk		
Part Time Regular	Clerk	**************************************	0	Part Time Regular Clerk	***************************************	
Postal Support Em	nolovee	*************************	1 0	Postal Support Employee		
Non-Traditional Fu			0	Non-Traditional Full-Time		and the second s
Flex Non-Tradition	al Full-Tin	16	1 0	Flex Non-Traditional Full-Time		
Full Time Mailhandler		0	Full Time Mailhandler	***************************************		
Part Time Flexible Mailhandler		0	Part Time Flexible Mailhandle			
Part Time Regular	Mailhand	er	0	Part Time Regular Mailhandle		
MailHandler Assis	tant		0	0 Maithandler Assistant		
Total F4 on Rolls			5	Total F4 Earned		3
Current Actual		Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 clerk/MHEs)		0.00	0.00	LDC 41 Ctechnology	0.00	0.00
LDC 42 сылыны		0.00	0.00	LDC 42 Clerkolini(s)	0.00	0.00
LDC 43 Chirametri		0.21	0.03	LDC 43 carennys	0.47	0.07
LDC 44 CEREBERS)	tagati kang tagat di tarih da taman nang ng ng ng dita	2.54	0.38	LDC 44 ciestates)	1.09	0.16
LDC 45 Charletto	***************************************	21.45	3.24	LDC 45 CHAMPES	15.97	2.41
LDC 48 chiames		3.14	0.47	LDC 48 cwxwns;	2.53	0.38
Total Actual Daily	Hrs	27.34	4.13	Total Earned Daily Hrs	20.06	3.03
Daily Hours Actue		2000.000 SEDINGS VIVO BIRES ESTABLIS	27,34	Daily Hours Earned		20.06
Current Complem	ent		5	Target Complement		3.38
FTEE Current		1651	FTEE Target		1792	
Projected Annual	Hrs Actual	deleterado en esta en	8,257	Projected Annual Hrs Earned		6,058
On Duty Required Tot	lats	Contraction of the Contraction o	3.03	Full Time Equiv Employee (Hrs per		1792
Leave Replacement 1	otals		0.35	Variance FTEE		1.62
Complement Total	and any group of the transmission and the transmiss		3.38	Complement % Achieved		60.00%
Charles and the second of the						

				E ROLE SOURCE DE RUMANDATESTACIDADOS DLERK/MAILHANDLER COMP	and the second s	
Delivery Days: 302	r r rus y r rus. r r hu	and the second of the second or the second or the second of the second o	Printed and responsible for Control State (Control State Control State C	AMBRIDGE STA 055803		E ,06/26/2014
Leave Replacement C	akculation					
Loave Type	Has Per Day	Leaver %		Fortierio	Exmpley	mes Carried
Annual Leave	18	10.50%	(C5V)	log Dally Hours x 10.50% all day wilded he Whise	0.29	Clark/MH(s
Sick Leave	18	4.00%	(CSV	Avg Clady Hours a 4.00% alls day wh/40 for WHeek	0.11	Clerk/MH(s
LWCP	18	1.00%	(CSV	ang Dally Hotas s. 1.00%s/iS day wir/40 hr White	0.03	Clerk/MH(s
(Subtract Overtime)	18	5.00%	(CSV	Avg Daily Hours a 5-00%a/6 day wa/40 hr Whisi	= 0.14	Clerk/MH(s
Net Total		10,50%	Le	eave/OT Replacement Needs >>>	0.29	Clerk/Whi(a
			A	teplacement for Replacement >>>	2 0.03	Clies k/MHs
				Total Leave Replacement >>>	> 0.32	Clerk/MH(s
Cu	rrent on R	olls		Earned Compler	nent	
Full Time Clerk	er kalansan de Paul Lebakkan kilopidik kalakan	mail hi Dhomal an basan marka a karan k	3	Full Time Clerk		
Part Time Flexible Clerk			0	Part Time Flexible Clerk		
Part Time Regular	Clerk		0	Part Time Regular Clerk		
Postal Support Employee			D	Postal Support Employee	ann pannanamada ladik diman danaderi ne	
Non-Traditional Full-Time		Ĭ	Non-Traditional Full-Time			
Flex Non-Traditional Full-Time		0	Flex Non-Traditional Full-Time			
Full Time Mailhandler		0	Full Time Mailhandler	ĺ		
Part Time Flexible	Mailhandl	er	0	Part Time Flexible Mailhandle		
Part Time Regular	Mailhandl	er	0	Part Time Regular Mailhandle		
MailHandler Assist	ent		0	Mailhandler Assistant		
Total F4 on Rolls			4	Total F4 Earned		3
Current Actual	200000000000000000000000000000000000000	Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 cerkMH(s)	90-200-00000000000000000000000000000000	0.00	0.00	LDC 41 casioners	0.00	0.00
LDC 42 CRAMH(N)		0.00	0.00	LDC 42 carrantes	0.00	0.00
LDC 43 Care Mills	ennin e marin e en la leverani	0.14	0.02	LDC 43 ceromhor	0.33	0.05
LDC 44 Cherkolatrics		2.51	0.38	LDC 44 Christiers	0.83	0.13
LDC 45 CHEMINS	***************************************	17.16	2.59	LDC 45 Children	14.30	2.16
LDC 48 ClerkARH(s)		6.46	0.97	LDC 48 chickman	2.58	0.39
Total Actual Daily	Hrs	26.26	3.97	Total Earned Daily Hrs	18.04	2.72
Daily Hours Actual			26.26	Daily Hours Earned		18.04
Current Compleme			4	Target Complement		3.04
FTEE Current		1983	FTEE Target		1794	
Projected Annual I	Hrs Actual	ell den landalmilik inden den dem dem er en dele	7.931	Projected Annual Hrs Earned	CD D State Color water of the natural state of	5.448
On Duty Required Tot			2.72	Full Time Equiv Employee (Hrs per		1794
Leave Replacement T		NAMES OF THE PARTY	0.32	Variance FTEE		0.96
Complement Total	WARTS		3.04			75.00%
Carrigoseriseria (CNS)			3.04	Complement % Achieved		F.U.T.U.T9

CU: Delivery Days: 302	SIUMERS			CLERK/MAILHANDLER COMP		E:06/28/2014
Ceave Replacement (ales station	PALU AL	TO PO - PAL-	STANFORD BY USSEUS		E::06A29V29314
Leave Type	Hrs Per Day	Leave %		Frenklik	Emplo	rees Earwid
Annuel Leave	33	10.50%	(C5V /	ang Delily House a 10.50% at 6 day will be White		Clerkflatige
Sick Leave	33	4.00%	(CSY	'Avg Delly House a 4 00%a(8 stey w4/40 to Withek	0.20	Clerk/MH6
LWOP	33	1.00%	(CSV	Avg Daily Hours & 1 00%x(6 day wk/40 hr Whlek	0.05	Clerk/MHts
(Subtract Overtime)	33	5.00%	(CSV	Avg Daily House 1 5 00%/25 day wa/40 to Whisk	0.25	Clearts/MH48
Net Total	Section 11 Towns or 12 Towns	10.50%	L	eave/OT Replacement Needs >>>	≥ 0.53	Clerio Militie
			ř	Replacement for Replacement - >>>	P 0.06	Clert/MHb
6-5-4-6-3-3-5-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6				Total Leave Replacement >>>	> 0.58	Chark/M814ts
Ci	urrent on R	olis		Earned Compler	nent	
Full Time Clerk			T 5	Full Time Clerk	***************************************	
Part Time Flexible Clerk		1 0	Part Time Flexible Clerk	and the second second second section of the second section sec	1	
Part Time Regula	r Clerk	THE PROPERTY OF THE PERSON NAMED IN	1 0	Part Time Regular Clerk		***************************************
Postal Support Employee		1 0	Postal Support Employee			
Non-Traditional Full-Time		1	Non-Traditional Full-Time			
Flex Non-Traditional Full-Time		0	Flex Non-Traditional Full-Time	-		
Full Time Mailhandler		1 0	Full Time Mailhandler		ter til frederikenten en en en eine en eine en en er en er	
Part Time Flexible Mailhandler		0	Part Time Flexible Maithandle			
Part Time Regula	r Mailhandl	61	0	Part Time Regular Mailhandle		
MailHandler Assis	itant		0	Mailhandier Assistant		
Total F4 on Rolls			6	Total F4 Earned		6
Current Actual		Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 Care/MH(s)		0.00	0.00	LDC 41 Care Mills	0.00	0.00
LDC 42 committee		0.00	0.00	LDC 42 ciercontrol	0.00	0.00
LDC 43 creatments		3.00	0.45	LDC 43 CharlesMilles	3.14	0.47
LDC 44 ChereMH(s)	***************************************	16.56	2.50	LDC 44 Clerkowings	4,34	0.66
LDC 45 change	00349-0 <u>011-0</u> 44-88-84-1-1-84-84-84-8	15.69	2.37	LDC 45 caraveres	20.38	3.08
LDC 48 claration	and an annual and the state of	5.51	0.83	LDC 48 Check AMH(6)	5.51	0.83
Total Actual Daily	Hrs	40.75	6.15	Total Earned Daily Hrs	33.36	5.04
Daily Hours Actua			40.75	Daily Hours Earned		33.36
Current Complem	-		5	Target Complement		5.61
FTEE Current		2051	FTEE Target		1797	
Projected Annual Hrs Actual		12,308	Projected Annual Hrs Earned		10.075	
On Duty Required To		ondoninan kanna kanna kiri kiri kanna kanna Pari ka minasana yanga panon mesanikan ka	5.04	Full Time Equiv Employee (Hrs per)		1797
Leave Replacement	-	Antonio de la companya del companya della companya	0.58	Variance FTEE		0.39
Complement Total			5.61	Complement % Achieved		100.00%

FINANCE		LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN#
55804	HAMILTON STA	SIGUA	CLARITA	Р	3164839	70917269	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	3/28/1998	1
55802	PALO ALTO PO	GARCIA	ROSA	А	3016952	70620669	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	3/28/1998	2
55803	CAMBRIDG E STA	BELTRAN	ELVIA		3064198	95642277	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	5/28/1998	1
55804	HAMILTON	RAMOS	ERLINDA	s	2978059	70917271	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	7/18/1998	1
55803	CAMBRIDG E STA	WANG	HENRY		3055028	70917272	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	7/18/1998	2
55805	STANFORD	LE	KHANH		3083122	70903500	SALES,SVCS/DISTRIBU TION ASSOC	6	210	4	45	8/1/1998	1
55803	CAMBRIDG E STA	CHEN	WAN	w	3390360	71139070	SALES,SVCS/DISTRIBU TION ASSOC	6	210	4	45	8/1/1998	2
55802	PALO ALTO	NGUYEN	THU	N	3180797	70903450	SALES,SVCS/DISTRIBU TION ASSOC	6	210	4	48	10/10/1998	1
55805	STANFORD	FENG	RUO	D	3137037	70917355	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	10/24/1998	1
55802	PALO ALTO PO	TAN	AIWEN		3259234	70917357	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	10/24/1998	2
55802	PALO ALTO PO	TOY	SHIRLEY	w	3410968	70917358	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	11/18/2000	1
55802	PALO ALTO PO	LY	YING	s	2967027	70917360	SALES,SVCS/DISTRIBU TION ASSOC	6	110	4	45	12/2/2000	2

Longreted

Impacted Bid Cluster

SAN RAFAEL

Installation Address

Event 46741

Area Name

PACIFIC

Impact Type

Reduction Other Than by Attrition

Date of Impact

12/13/2014

Period (Dates) of Review Performed

06/08/2013 thru 06/20/2014

Report Prepared By

Jose Nuno

Report Prepared Date

06/25/2014

Reviewed By

David Stowe

Phone

(415) 550-5591

Craft = CLERK

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	962	775	-187	-748	-9724	-6	1716
			Over	Γime 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	133	13.8%	-74.5	0		59	7.5%

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	
Casuals 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 Rer	maining After Impact
-----------------------------	----------------------

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	2
b. Current Total Non-OverTime CLERK PSE Hours per Month	296
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-96
d. Number of CLERK PSE that will have Reduced Hours	2
e. Number of CLERK PSE that will be Terminated	0
f. Number of CLERK PSE Remaining After Impact	2
g. Provide Narrative Justifying need for Remaining CLERK PSE	
PSE hours have been reduced	

Fait Tille Regular (FTRS)	
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	27
b. Planned Number of CLERK FTR Positions After Impact	22
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	5
e. Provide Narrative Explaining need for Excessing	
Due to CSV reviews it will be necessary to excess 5 FT clerks from the clerk carft	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-652
b. Planned Reduction in Total OT Hours per Month	-298
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	-96
h. Total Planned Non-OT Hours per Month	3100
i. Total FTE Savings	-6

				ESTITE SOLDIES OF PERMANENT STATTING OF CLERK/MAILHANDLER COMP				
Detroiry Days: 302	L x MUSEUM F PA		and the second s	N RAFAEL PO 056918		96/26/2014		
Leave Replacement C	alculation	PART IS A 1 CK FL	7 7 San San S 16,5 16,5 S	T. S. C. M. N. D. S. C. E. J. C.		and any and other transfers and the same		
Loave Type	tirs Per Day	Leave %		riii - Taasaa aa a	Erreitoy	ees Earned		
Annual Leave	121	10.50%	(CSV)	Clerk/ARH(s)				
Sick Leave	121	4.00%	(CSV	Avg Dally Hours x 4.00%x(5 day wit/46 to Withel	0.73	Clerk/MH4(s)		
LWOP	121	1.00%	(CSV	Avg Daily Hours x 1.00%x(6 day wk/40 to Withwa	= 0.18	Ciepi/MH(s)		
(Subtract Overtime)	121	5.00%	(CSV	Avg Daily, Hours a 5.00% at 6 story wis/40 for William	0.91	Clear/MH(s)		
Net Total		10.50%	L	aave/OT Replacement Needs >>>	> 1.91	Clark/MilH(s)		
			£	Replacement for Replacement >>>	> 0.20	Clerk/Mhi(s)		
				Total Leave Replacement >>>	2.12	Clerk/MH(s)		
Gu	ment on Ro	olis		Earned Compler	nent			
Full Time Clerk	tro titi berengan daban bili biraban eti 1970-bir		23	Full Time Clerk				
Part Time Flexible	Clerk		0	Part Time Flexible Clerk	yahayaadaa			
Part Time Regular	Clerk		0	Part Time Regular Clerk				
Postal Support Em	ployee			Postal Support Employee	PP/Programmed and make the same			
Non-Traditional Fu			0	Non-Traditional Full-Time				
Flex Non-Tradition	al Full-Tim	Ė	0	Flex Non-Traditional Full-Time	9			
Full Time Mailhandler			0	Full Time Mailhandler		**************************************		
Part Time Flexible Maithandler			0	Part Time Flexible Malihandle	ľ			
Part Time Regular Mailhandler			0	Part Time Regular Maithandle	ľ			
MailHandler Assist	tant		0					
Total F4 on Rolls			25	25 Total F4 Earned				
Current Actual	***************************************	Daily Hrs	Employees	Target	Daily Hrs	Employees		
LDC 41 CHAMHO)		0.00	0.00	LDC 41 careavys)	0.00	0.00		
LDC 42 curranto		3.06	0.46	LDC 42 channels)	0.27	0.04		
LDC 43 Chirannia)		46.22	6.98	LDC 43 clere/MH/s:	48.01	7.25		
LDC 44 Christini	District and arrangement of the second	20.58	3.11	LDC 44 cleanation	5.20	0.79		
LDC 45 сылмны	yaayaaqaagiisiigiilkiiikkabababababababab	50.87	7.69	LDC 45 Circhardes)	39.20	5.92		
LDC 48 Clerk/MPH(s)		36.62	5.53	LDC 48 Caracheres	28.07	4,24		
Total Actual Daily	Hrs	157.34	23.76	Total Earned Daily Hrs	120.75	18.23		
Daily Hours Actual			157.34	Daily Hours Earned		120.75		
Current Compleme	ent		25	Target Complement		20.37		
FTEE Current			1901	FTEE Target	1791			
Projected Annual I	Irs Actual		47,518	Projected Annual Hrs Earned	,	36,468		
On Duty Required Tot	3is		18.23	Full Time Equiv Employee (Hrs per	1791			
Leave Replacement T	otals	**************************************	2.12	Variance FTEE	4.63			
Complement Total			20.37	Complement % Achieved	80.00%			

				E GOLE BOURCE OF PERMANENT STAFFING DEC		
ramon, mengana Silah kebahan perangan kenagai dan Kalandaran Kalandaran Kalandaran Kalandaran Kalandaran Kalandar	STUMERE			CLERK/MAILHANDLER COMP		
Delmay Days: XII ,eave Replacement C	Tradition designed	SAN HAPAE	L PO - SHF-CI	VIC CENTER STA 056919	UAFE	:06/26/2014
.cove /vexectives c magazini						
Arvhual Leave	20	10.50%	(CSV /	Clerk/MHts		
Sick Leave	20	4.00%	(CSV	Avg Dady Hosen's 4.00%a(6 day wk/40 in Witwis	0.12	Cherk/Mfri(s
LWOP	20	1.00%	(CSV	Ayg Casty Hours a 1.00% apt day wick 40 to Whise		Clerk/M91/s
Subtract Overtime)	20	5.00%	CSV	Aug Daily Hoans a 5.06%at6 day wal/40 hr Virtwa		Clerk/MH-to
4et Total	·····	10.50%		eave/OT Replacement Needs >>>	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Clerk/MfH(s
			are neighbored per 2 professional distribution and an execution of the contract of the contrac	Replacement for Replacement >>>	and the second s	Clerk/MH)
				Total Leave Replacement >>>	اح 0.35	Clerk/MFE
Gt	rrent on R	ols		Earned Complete	neni	
Full Time Clerk			T 3	Full Time Clerk	e symmetria en	applichen bennen bennen sener anne
Part Time Flexible	Clerk		0	Part Time Flexible Clerk		
Part Time Regular	Clerk	VALUE	0	Part Time Regular Clerk		1
Postal Support En	استحاده معلمين ويسوون والوسوال ومشارك	سمست مسرور و روم وسال الماست	0	Postal Support Employee	1	
Non-Traditional Full-Time			0	Non-Traditional Full-Time		**********************
Flex Non-Traditional Full-Time			0	Flex Non-Traditional Full-Time	k	1
Full Time Maithandler			0	Full Time Mallhandler	inggerenment and an and a second	
Part Time Flexible Mailhandler			0	Part Time Flexible Mailhandle	***************************************	
Part Time Regular	Mailhand	er	0	Part Time Regular Mailhandle	r.	
MailHandler Assis	tant		0 Mailhandler Assistant			-
Total F4 on Rolls			3	Total F4 Earned		3
Current Actual	\$6068.5d() ((35)\$4004000000	Daily Hrs	Employees	Target	Daily Hrs	Employee
LDC 41 Cleric/MH(s)		0.00	0.00	LDC 41 CHAMB(s)	0.00	0.00
LDC 42 chekwatej		0.00	0.00	LDC 42 (Section Print)	0.90	0.00
LDC 43 Clerk/Mittle)	er allelearlesse auseum er akter er er	2.79	0.42	LDC 43 Christini	4.31	0.65
LDC 44 Clark/MHrist	S-CC C	3.13	0.47	LDC 44 Chile MH(s)	1.06	0.16
LDC 45 Clarkster(e)	ngayangsumaanupususus kilombili koʻp	10.88	1.64	LDC 45 ChickMP(0)	8.09	1.22
LDC 48 Christmen(s)		2.98	0.45	LDC 48 Clerk/MH(s)	6.46	0.97
Total Actual Daily	Hrs	19.78	2.99	Total Earned Daily Hrs	19.92	3.01
Daily Hours Actua	annessanannessantenerisi H		19.78	Daily Hours Earned		19.92
Current Complem	ent		3	Target Complement	TVITOreserve personal authorism of October	3.36
FTEE Current			1992	FTEE Target		1791
Projected Annual	Hrs Actual		5,975	Projected Annual Hrs Earned	ra magash (1981) dhi malankana kanana manan	6,016
On Duty Required To			3.01	Full Time Equiv Employee (Hrs per)	1791	
Leave Replacement	unitario con successivo de la constanción de la		0.35	Variance FTEE	- 0.36	
Complement Total			3.36	Complement % Achieved	100.00%	
	and the same of th		<u>L</u>	1	a laborate the transfer of the contract of the	

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	EUNC	וחכ	SEN DATE	SEN#
	SAN RAFAEL PO	LAI	MAY				SALES,SVCS/DISTRI BUTION ASSOC	6			45		
56918	SAN RAFAEL PO	GARCIA	SUSAN	I	3036745	95714075	SERVICES ASSOCIATE	6	110	4	45	8/21/1993	3 2
56918	SAN RAFAEL PO	DEOL	KIRANPAL	K	3421114	70446988	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	43	2/16/1994	1
56918	SAN RAFAEL PO	XU	FENG	G	3382912	70446622	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	10/25/1997	1
56918	SAN RAFAEL PO	WONG	TRINA	М	3063474	70093375	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	7/18/1998	1
56919	CENTER	MAK	FAI	K	3302375	70211765	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	43	8/1/1998	1
56918	SAN RAFAEL PO	DEA	MATHEW	В	3175432	95713550	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	9/26/1998	1
56918	SAN RAFAEL PO	PALPAL-LATOC	CATHERINE	Q	3114519	70446775	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	11/7/1998	1
56919	CENTER	LEE	NICOLE	W	2947617	70211762	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	9/9/2000	1
56918	SAN RAFAEL PO	сном	KIMBERLY	L	3236157	70211767	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	11/18/2000	1
56918	SAN RAFAEL PO	ABOUREMELEH	CHRISTINA	T	3283288	95745036	BULK MAIL TECH	7	110	7	79	12/2/2000	1
56918	SAN RAFAEL PO	THEIN	RACHEL	М	3361698		SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	1/27/2001	1

- Pyur

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID		PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN#
56918	SAN RAFAEL PO	ANICETE	AGNES	D	3233982	70093071	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	43	3/11/2004	
56918	SAN RAFAEL PO	EDWARDS	CYNTHIA	E	2981125	70446448	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	3/11/2004	2
56918	SAN RAFAEL PO	HIPOLITO	ARSENIO	D	3278054	70093376	SALES,SVCS/DISTRI BUTION ASSOC	6	110	4	45	3/7/2005	1

Impeto

Impacted Bid Cluster

SUNNYVALE POST OFFICE

Installation Address

Event 46763

Area Name

PACIFIC

Impact Type

Reduction Other Than by Attrition

Date of Impact

12/13/2014

Period (Dates) of Review Performed

06/08/2013 thru 06/20/2014

Report Prepared By

Jose Nuno

Report Prepared Date

06/25/2014

Reviewed By

David Stowe

Phone

(415) 550-5591

Craft = CLERK

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate			
Total	976	828	-148	-592	-7696	-4	1820			
OverTime Impact										

	Current OT	Current OT Rate	Planned OT per	Additional Planned OT			Planned OT Rate
	Average Weekly Hrs		Week from changes	per Week	OT per Week	per Week	
Total	76	7.8%	-21	0		55	6.6%

Casuals 0 a. Current Number of CLERK Casuals on Rolls b. Current Total Non-OverTime CLERK Casuals Hours per Month 0 0 c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month 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 n 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 n 0 b. Current Total Non-OverTime CLERK MHA Hours per Month c. Planned Reduction in Total Non-OverTime CLERK MHA Hours per Month 0 0 d. Number of CLERK MHAs that will have Reduced Hours 0 e. Number of CLERK MHAs that will be Terminated f. Number of CLERK MHAs Remaining After Impact n 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 n 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 0 If Yes how Many CLERK PTFs 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 c. Planned Reduction in Total Non-OverTime CLERK CCA Hours per Month 0

d. Number of CLERK CCAs that will have Reduced Hours

e. Number of CLERK CCAs that will be Terminated

0

0

f. Number of CLERK CCAs Remaining After Impact
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	4
b. Current Total Non-OverTime CLERK PSE Hours per Month	544
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-32
d. Number of CLERK PSE that will have Reduced Hours	4
e. Number of CLERK PSE that will be Terminated	0
f. Number of CLERK PSE Remaining After Impact	4
g. Provide Narrative Justifying need for Remaining CLERK PSE	
PSE hours will be reduced	

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	
There are no PTRs in this office	
Full Time Regular (FTRs)	
a. Current Number of CLERK FTRs on Rolls	24
b. Planned Number of CLERK FTR Positions After Impact	20
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	4
e. Provide Narrative Explaining need for Excessing	
Do to CSV reviews it will be necessary to excess 4 FT clerks from the clerk	

craft

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-560
b. Planned Reduction in Total OT Hours per Month	-84
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	-32
h. Total Planned Non-OT Hours per Month	3312
i Total FTF Savings	-4

CU	STOMER S	ERVICE VA	RIANCE - (CLERK/MAILHANDLER COMP	LEMENT				
Deferry Cays: 302		SUNNYV	ALE PO - SU	ALE PO - SUNNYVALE PO (157820 DA					
eave Replacement (4			
cave Type	His Per Day	Leuve %		Formula Er					
Annual Leave	134	10.50%	(CSV Avg Daily Hours x 10.50%x(6 day ws/40 ls WHext) = 2.13						
Sick Leave	134	4.00%	(CSV Avg Dady House x 4.00%x(6 day wis/40 ha V974v4) 0,81						
WOP	134	1.00%	(CSV Ang Daily Hours a LIXINIANS day walno in Wheekin 0, 20						
(Subtract Overtime)	134	5.00%	(ESV Avg Daily Holes x 5.00%x(6 day wil/40 to White) 1,01						
Net Total		10.50%	L	Cherkul Mirkin					
			F	leplacement for Réplacement - >>>	0.22	Check/MFRs			
				Total Leave Replacement >>>	2.35	Clark/MH(s			
Ct	arrent on Ri	olis		Earned Complen	nent				
Full Time Clerk		No Philosophia menten menten anna anna anna anna an	23	Full Time Clerk					
Part Time Flexible	Clerk		0	0 Part Time Flexible Clerk					
Part Time Regular	r Clerk		0						
Postal Support En	nployee		4	1					
Non-Traditional Fu	ull-Time		0						
Flex Non-Tradition	nal Full-Tim	i6	0						
Full Time Mailhan	dler		0						
Part Time Flexible	: Mailhandi	BF	0	2 27 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7					
Part Time Regular	r Mailhandl	er	0	<u> </u>					
MailHandler Assis	tant	Permit Zurada kand manasanak dalam dam sumi terdibi bilan	0						
Total F4 on Rolls			27	23					
Current Actual		Dally Hrs	Employees	Target	Daily Hrs	Employees			
LDC 41 Cleak/Mires	***************************************	0.00	0.00	LDC 41 Cherametris	0.00	0.00			
LDC 42 Chramma		3.24	0.49	LDC 42 Cheleberry	3.13	0.47			
LDC 43 charantain		59.46	8.98	LDC 43 Chisheso	54.88	8.29			
LDC 44 clear/Minus		7.85	1.19	LDC 44 ChinaMiss	3.55	0.54			
LDC 45 cardatelist		50.32	7.60	LDC 45 (Separation	38.25	5.78			
LDC 48 Clerk/MPHot	-two-street-et-et-et-et-et-et-et-et-et-et-et-et-	54.63	8.25	LDC 48 caratemi	34,47	5.20			
Total Actual Daily	Hirs	175.50	26.50 Total Earned Daily Hrs		134.27	20.27			
Daily Hours Actua	1		175.50	Daily Hours Earned	134.27				
Current Complem	THE PARTY OF THE P	والمراقبة المتاركة والمتاركة والمراورة والمراو	27	Target Complement	22.62				
FTEE Current			1963	FTEE Target	1792				
Projected Annual	Hrs Actual		53,000	Projected Annual Hrs Earned	40,549				
On Duty Required To			20.27	Full Time Equiv Employee (Hrs per)	1792				
Leave Replacement		****************	2.35	Variance FTEE	4.38				
Complement Total			22.62	Complement % Achieved	85.19%				
				in the second	recommendos estados estados	<u> </u>			

								PAY				100
FINANCE	OFFICE	LAST	FIRST	МІ	EMP ID	JOB ID	JOB TITLE		D/A	FUNC	SEN DATE	SEN#
57620	SUNNYVALE PO	ESTOLANO	MARY ANN	D	3139924	95765884	GENERAL CLERK	6	110	4	1/3/1987	3
57620	SUNNYVALE PO	TRAN	ANH	L	3423324	95773030	DIST WINDOW CLK	6	110	4	1/17/1987	1
57620	SUNNYVALE PO	LAN	YUEH	С	3137608	70620698	SALES,SVCS/DISTRIB UTION ASSOC	6	110	4	1/17/1987	3
57620	SUNNYVALE PO	PHANGUREH	SUKHVIR	K	2940504	70620779	SALES,SVCS/DISTRIB UTION ASSOC	6	110	4	1/17/1987	14
57620	SUNNYVALE PO	PARUNGAO	MA JACQUELIN	Р	3248375	70093961	SALES,SVCS/DISTRIB UTION ASSOC	6	110	4	7/4/1987	1
57620	SUNNYVALE PO	SANDHU	PARAMJIT	K	3117827	70819441	MAIL PROCESSING CLERK	6	110	4	8/27/1988	2
57620	SUNNYVALE PO	DE JESUS	VIOLETA		2941187	95831762	SALES,SVCS/DISTRIB UTION ASSOC	6	110	4	9/10/1988	2
57620	SUNNYVALE PO	AQUINO JR	SIMPLICIO	V	3004310	95611803	BULK MAIL TECH	7	110	7	11/19/1988	1
57620	SUNNYVALE PO	LAM	WENDY	М	3331114	95580384	DIST WINDOW CLK	6	110	4	12/3/1988	21
57620	SUNNYVALE PO	KAUR	HARDEEP		3219261	95617534	LEAD SALES & SERVICES ASSOCIATE	7	110	4	12/1/1990	1
57620	SUNNYVALE PO	JUAREZ	ROBERTO	V	3245742	95469306	DIST WINDOW CLK	6	110	4	11/13/1993	1
57620	SUNNYVALE PO	DAWOUD	REDA	A	3345840	71127383	MAIL PROCESSING CLERK	6	110	4	8/1/1998	24

Lyund