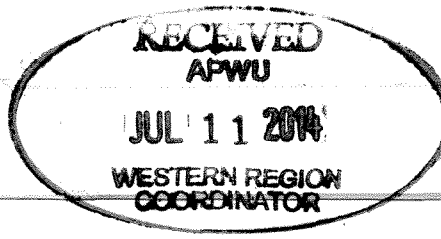


MANAGER, LABOR RELATIONS
Pacific Area



To: Pacific Area Local(s)
 Western Area Local(s)
 So. West Area Local(s)



July 7, 2014

USPS TRACKING # 9114 9011 5981 8136 6424 96
& CUSTOMER RECEIPT For Tracking or inquiries go to USPS.com or call 1-800-222-1811.

- Withhold info
 - Staffing (s)
 - Status
 - Grievance Administration
 - Please review, take action and reduce issues to writing
 - Comments
- Gina DL Gonzalez, 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
Jay Roberts
Manager, Labor Relations

Attachments

11255 RANCHO CARMEL DR. RM. 227
SAN DIEGO, CA 92197-4400
PHONE: 858-674-3180
FAX: 858-674-3131

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

WorkHour Impact Report

Impacted Bid Cluster	PALO ALTO POST OFFICE
Installation Address	Event 46743
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

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	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	Percent Planned OT per Week	Planned OT Hours per Week	Planned OT Rate
Total	94	7.9%	-41	0		53	5.8%

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 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 asauthorized 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

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 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

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 | 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	0
g. Planned Reduction in PSE Non-OT Hours per Month	-16
h. Total Planned Non-OT Hours per Month	3664
i. Total FTE Savings	-9

THE CSV (COMPLEMENT MODEL) SHOULD NOT BE THE SOLE SOURCE OF PERMANENT STATE/MD DECISIONS.					
CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT					
Delivery Cont: 302		PALO ALTO PO - PALO ALTO PO 055802			DATE: 06/25/2014
Leave Replacement Calculation					
Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned	
Annual Leave	104	10.50%	(CSV Avg Daily Hours x 10.50%)(6 day wk/40 hr Wk/Wk)	1.65	Clerk/MH(s)
Sick Leave	104	4.00%	(CSV Avg Daily Hours x 4.00%)(6 day wk/40 hr Wk/Wk)	0.63	Clerk/MH(s)
LWOP	104	1.00%	(CSV Avg Daily Hours x 1.00%)(6 day wk/40 hr Wk/Wk)	0.16	Clerk/MH(s)
(Subtract Overtime)	104	5.00%	(CSV Avg Daily Hours x 5.00%)(6 day wk/40 hr Wk/Wk)	0.79	Clerk/MH(s)
Net Total			Leave/OT Replacement Needs >>>>	1.65	Clerk/MH(s)
			Replacement for Replacement >>>>	0.17	Clerk/MH(s)
			Total Leave Replacement >>>>	1.83	Clerk/MH(s)
Current on Rolls			Earned Complement		
Full Time Clerk		18	Full Time Clerk		
Part Time Flexible Clerk		0	Part Time Flexible Clerk		
Part Time Regular Clerk		0	Part Time Regular Clerk		
Postal Support Employee		5	Postal Support Employee		
Non-Traditional Full-Time		2	Non-Traditional Full-Time		
Flex Non-Traditional Full-Time		0	Flex Non-Traditional Full-Time		
Full Time Mailhandler		0	Full Time Mailhandler		
Part Time Flexible Mailhandler		0	Part Time Flexible Mailhandler		
Part Time Regular Mailhandler		0	Part Time Regular Mailhandler		
Mailhandler Assistant		0	Mailhandler Assistant		
Total F4 on Rolls		25	Total F4 Earned		18
Current Actual	Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00	0.00
LDC 42 Clerk/MH(s)	7.05	1.06	LDC 42 Clerk/MH(s)	3.72	0.56
LDC 43 Clerk/MH(s)	55.37	8.37	LDC 43 Clerk/MH(s)	47.47	7.17
LDC 44 Clerk/MH(s)	4.59	0.69	LDC 44 Clerk/MH(s)	1.81	0.27
LDC 45 Clerk/MH(s)	25.10	3.79	LDC 45 Clerk/MH(s)	20.63	3.11
LDC 48 Clerk/MH(s)	53.70	8.11	LDC 48 Clerk/MH(s)	30.68	4.63
Total Actual Daily Hrs	145.80	22.02	Total Earned Daily Hrs	104.31	15.75
Daily Hours Actual	145.80	Daily Hours Earned	104.31		
Current Complement	25	Target Complement	17.58		
FTEE Current	1761	FTEE Target	1791		
Projected Annual Hrs Actual	44,033	Projected Annual Hrs Earned	31,501		
On Duty Required Totals	15.75	Full Time Equiv Employee (Hrs per)	1791		
Leave Replacement Totals	1.83	Variance FTEE	7.42		
Complement Total	17.58	Complement % Achieved	72.00%		

THE CSV COMPLEMENT MODEL SHOULD NOT BE THE SOLE SOURCE OF PERMANENT STARTING RESOURCES					
CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT					
Delivery Days: 302		PALO ALTO PD - PAL-HAMILTON STA 055804		DATE: 06/26/2014	
Leave Replacement Calculation					
Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned	
Annual Leave	20	10.50%	(CSV Avg Daily Hours x 10.50%)(6 day wk/40 hr WkWrk)=	0.32	Clerk/MH(s)
Sick Leave	20	4.00%	(CSV Avg Daily Hours x 4.00%)(6 day wk/40 hr WkWrk)=	0.12	Clerk/MH(s)
LWOP	20	1.00%	(CSV Avg Daily Hours x 1.00%)(6 day wk/40 hr WkWrk)=	0.03	Clerk/MH(s)
(Subtract Overtime)	20	5.00%	(CSV Avg Daily Hours x 5.00%)(6 day wk/40 hr WkWrk)=	0.15	Clerk/MH(s)
Net Total		10.50%	Leave/OT Replacement Needs >>>>	0.32	Clerk/MH(s)
			Replacement for Replacement >>>>	0.03	Clerk/MH(s)
			Total Leave Replacement >>>>	0.35	Clerk/MH(s)
Current on Rolls			Earned Complement		
Full Time Clerk	5		Full Time Clerk		
Part Time Flexible Clerk	0		Part Time Flexible Clerk		
Part Time Regular Clerk	0		Part Time Regular Clerk		
Postal Support Employee	0		Postal Support Employee		
Non-Traditional Full-Time	0		Non-Traditional Full-Time		
Flex Non-Traditional Full-Time	0		Flex Non-Traditional Full-Time		
Full Time Mailhandler	0		Full Time Mailhandler		
Part Time Flexible Mailhandler	0		Part Time Flexible Mailhandler		
Part Time Regular Mailhandler	0		Part Time Regular Mailhandler		
Mailhandler Assistant	0		Mailhandler Assistant		
Total F4 on Rolls	5		Total F4 Earned		3
Current Actual	Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00	0.00
LDC 42 Clerk/MH(s)	0.00	0.00	LDC 42 Clerk/MH(s)	0.00	0.00
LDC 43 Clerk/MH(s)	0.21	0.03	LDC 43 Clerk/MH(s)	0.47	0.07
LDC 44 Clerk/MH(s)	2.54	0.38	LDC 44 Clerk/MH(s)	1.09	0.16
LDC 45 Clerk/MH(s)	21.45	3.24	LDC 45 Clerk/MH(s)	15.97	2.41
LDC 48 Clerk/MH(s)	3.14	0.47	LDC 48 Clerk/MH(s)	2.53	0.38
Total Actual Daily Hrs	27.34	4.13	Total Earned Daily Hrs	20.06	3.03
Daily Hours Actual	27.34		Daily Hours Earned	20.06	
Current Complement	5		Target Complement	3.38	
FTEE Current	1651		FTEE Target	1792	
Projected Annual Hrs Actual	8,257		Projected Annual Hrs Earned	6,058	
On Duty Required Totals		3.03	Full Time Equiv Employee (Hrs per)		1792
Leave Replacement Totals		0.35	Variance FTEE		1.62
Complement Total		3.38	Complement % Achieved		60.00%

THE CSV COMPLEMENT MODEL SHALL NOT BE THE SOLE SOURCE OF PERMANENT STAFFING DECISIONS						
CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT						
Delivery Days: 332	PALO ALTO PO - PAL-CAMBRIDGE STA 055803				DATE: 06/26/2014	
Leave Replacement Calculation						
Leave Type	Hrs Per Day	Leave %	Formula	Employees Filled		
Annual Leave	18	10.50%	(CSV Avg Daily Hours x 10.50%) / (8 day wk / 40 hr Wk/wk) =	0.29	Clerk/MH(s)	
Sick Leave	18	4.00%	(CSV Avg Daily Hours x 4.00%) / (8 day wk / 40 hr Wk/wk) =	0.11	Clerk/MH(s)	
LWOP	18	1.00%	(CSV Avg Daily Hours x 1.00%) / (8 day wk / 40 hr Wk/wk) =	0.03	Clerk/MH(s)	
(Subtract Overtime)	18	5.00%	(CSV Avg Daily Hours x 5.00%) / (8 day wk / 40 hr Wk/wk) =	0.14	Clerk/MH(s)	
Net Total		10.50%	Leave/OT Replacement Needs >>>>	0.29	Clerk/MH(s)	
			Replacement for Replacement >>>>	0.03	Clerk/MH(s)	
			Total Leave Replacement >>>>	0.32	Clerk/MH(s)	
Current on Rolls			Earned Complement			
Full Time Clerk	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	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	0		Full Time Mailhandler			
Part Time Flexible Mailhandler	0		Part Time Flexible Mailhandler			
Part Time Regular Mailhandler	0		Part Time Regular Mailhandler			
MailHandler Assistant	0		Mailhandler Assistant			
Total F4 on Rolls	4		Total F4 Earned			3
Current Actual	Daily Hrs	Employees	Target	Daily Hrs	Employees	
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00	0.00	
LDC 42 Clerk/MH(s)	0.00	0.00	LDC 42 Clerk/MH(s)	0.00	0.00	
LDC 43 Clerk/MH(s)	0.14	0.02	LDC 43 Clerk/MH(s)	0.33	0.05	
LDC 44 Clerk/MH(s)	2.51	0.38	LDC 44 Clerk/MH(s)	0.83	0.13	
LDC 45 Clerk/MH(s)	17.16	2.59	LDC 45 Clerk/MH(s)	14.30	2.16	
LDC 48 Clerk/MH(s)	6.46	0.97	LDC 48 Clerk/MH(s)	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 Complement	4		Target Complement	3.04		
FTEE Current	1983		FTEE Target	1794		
Projected Annual Hrs Actual	7,931		Projected Annual Hrs Earned	5,448		
On Duty Required Totals	2.72		Full Time Equiv Employee (Hrs per)	1794		
Leave Replacement Totals	0.32		Variance FTEE	0.96		
Complement Total	3.04		Complement % Achieved	75.00%		

THE CSV COMPLEMENT MODEL SHOULD NOT BE THE SOLE SOURCE OF PERMANENT STAFFING DECISIONS					
CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT					
Delivery Days: 302	PALO ALTO PO - PAL-STANFORD BR 055805			DATE:06/25/2014	
Leave Replacement Calculation					
Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned	
Annual Leave	33	10.50%	(CSV Avg Daily Hours x 10.50%)(6 day wk/40 hr WkWK)	0.53	Clerk/MH(s)
Sick Leave	33	4.00%	(CSV Avg Daily Hours x 4.00%)(6 day wk/40 hr WkWK)	0.20	Clerk/MH(s)
LWOP	33	1.00%	(CSV Avg Daily Hours x 1.00%)(6 day wk/40 hr WkWK)	0.05	Clerk/MH(s)
(Subtract Overtime)	33	5.00%	(CSV Avg Daily Hours x 5.00%)(6 day wk/40 hr WkWK)	0.25	Clerk/MH(s)
Net Total		10.50%	Leave/OT Replacement Needs >>>>	0.53	Clerk/MH(s)
			Replacement for Replacement >>>>	0.06	Clerk/MH(s)
			Total Leave Replacement >>>>	0.58	Clerk/MH(s)
Current on Rolls			Earned Complement		
Full Time Clerk	5		Full Time Clerk		
Part Time Flexible Clerk	0		Part Time Flexible Clerk		
Part Time Regular Clerk	0		Part Time Regular Clerk		
Postal Support Employee	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	0		Full Time Mailhandler		
Part Time Flexible Mailhandler	0		Part Time Flexible Mailhandler		
Part Time Regular Mailhandler	0		Part Time Regular Mailhandler		
MailHandler Assistant	0		Mailhandler Assistant		
Total F4 on Rolls	6		Total F4 Earned		6
Current Actual	Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00	0.00
LDC 42 Clerk/MH(s)	0.00	0.00	LDC 42 Clerk/MH(s)	0.00	0.00
LDC 43 Clerk/MH(s)	3.00	0.45	LDC 43 Clerk/MH(s)	3.14	0.47
LDC 44 Clerk/MH(s)	16.56	2.50	LDC 44 Clerk/MH(s)	4.34	0.66
LDC 45 Clerk/MH(s)	15.69	2.37	LDC 45 Clerk/MH(s)	20.38	3.08
LDC 48 Clerk/MH(s)	5.51	0.83	LDC 48 Clerk/MH(s)	5.51	0.83
Total Actual Daily Hrs	40.75	6.15	Total Earned Daily Hrs	33.36	5.04
Daily Hours Actual	40.75		Daily Hours Earned	33.36	
Current Complement	6		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 Totals		5.04	Full Time Equiv Employee (Hrs per)		1797
Leave Replacement Totals		0.58	Variance FTEE		0.39
Complement Total		5.61	Complement % Achieved		100.00%

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

Imported

WorkHour Impact Report

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

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	962	775	-187	-748	-9724	-6	1716

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	133	13.8%	-74.5	0		59	7.5%

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

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 Remaining After Impact 0

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

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	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 craft	

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

THE CSV COMPLEMENT MODEL SHOULD NOT BE THE SOLE SOURCE OF PERMANENT STAFFING DECISIONS					
CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT					
Delivery Days: XJZ	SAN RAFAEL PO - SAN RAFAEL PO 05691B			DATE: 06/26/2014	
Leave Replacement Calculation					
Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned	
Annual Leave	121	10.50%	$(CSV \text{ Avg Daily Hours} \times 10.50\% \times 16 \text{ day wk}/40 \text{ hr Wk})$	1.91	Clerk/MH(s)
Sick Leave	121	4.00%	$(CSV \text{ Avg Daily Hours} \times 4.00\% \times 16 \text{ day wk}/40 \text{ hr Wk})$	0.73	Clerk/MH(s)
LWOP	121	1.00%	$(CSV \text{ Avg Daily Hours} \times 1.00\% \times 16 \text{ day wk}/40 \text{ hr Wk})$	0.18	Clerk/MH(s)
(Subtract Overtime)	121	5.00%	$(CSV \text{ Avg Daily Hours} \times 5.00\% \times 16 \text{ day wk}/40 \text{ hr Wk})$	0.91	Clerk/MH(s)
Net Total		10.50%	Leaves/OT Replacement Needs >>>	1.91	Clerk/MH(s)
			Replacement for Replacement >>>	0.20	Clerk/MH(s)
			Total Leave Replacement >>>	2.12	Clerk/MH(s)
Current on Rolls			Earned Complement		
Full Time Clerk		23	Full Time Clerk		
Part Time Flexible Clerk		0	Part Time Flexible Clerk		
Part Time Regular Clerk		0	Part Time Regular Clerk		
Postal Support Employee		2	Postal Support Employee		
Non-Traditional Full-Time		0	Non-Traditional Full-Time		
Flex Non-Traditional Full-Time		0	Flex Non-Traditional Full-Time		
Full Time Mailhandler		0	Full Time Mailhandler		
Part Time Flexible Mailhandler		0	Part Time Flexible Mailhandler		
Part Time Regular Mailhandler		0	Part Time Regular Mailhandler		
Mailhandler Assistant		0	Mailhandler Assistant		
Total F4 on Rolls		25	Total F4 Earned		20
Current Actual	Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00	0.00
LDC 42 Clerk/MH(s)	3.06	0.46	LDC 42 Clerk/MH(s)	0.27	0.04
LDC 43 Clerk/MH(s)	46.22	6.98	LDC 43 Clerk/MH(s)	48.01	7.25
LDC 44 Clerk/MH(s)	20.58	3.11	LDC 44 Clerk/MH(s)	5.20	0.79
LDC 45 Clerk/MH(s)	50.87	7.69	LDC 45 Clerk/MH(s)	39.20	5.92
LDC 48 Clerk/MH(s)	36.62	5.53	LDC 48 Clerk/MH(s)	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 Complement	25	Target Complement	20.37		
FTEE Current	1901	FTEE Target	1791		
Projected Annual Hrs Actual	47,518	Projected Annual Hrs Earned	36,468		
On Duty Required Totals	18.23	Full Time Equiv Employee (Hrs per)	1791		
Leave Replacement Totals	2.12	Variance FTEE	4.63		
Complement Total	20.37	Complement % Achieved	80.00%		

THE CSV COMPLEMENT MODEL SHOULD NOT BE THE SOLE SOURCE OF PERMANENT STAFFING DECISIONS.					
CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT					
Delivery Days: 302		SAN RAFAEL PO - SRF-CIVIC CENTER STA 056919			DATE: 09/26/2014
Leave Replacement Calculation					
Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned	
Annual Leave	20	10.50%	$(CSV \text{ Avg Daily Hours} \times 10.50\%) \times (6 \text{ day wk}) / 40 \text{ hr Wk}$	0.32	Clerk/MH(s)
Sick Leave	20	4.00%	$(CSV \text{ Avg Daily Hours} \times 4.00\%) \times (6 \text{ day wk}) / 40 \text{ hr Wk}$	0.12	Clerk/MH(s)
LWOP	20	1.00%	$(CSV \text{ Avg Daily Hours} \times 1.00\%) \times (6 \text{ day wk}) / 40 \text{ hr Wk}$	0.03	Clerk/MH(s)
(Subtract Overtime)	20	5.00%	$(CSV \text{ Avg Daily Hours} \times 5.00\%) \times (6 \text{ day wk}) / 40 \text{ hr Wk}$	0.15	Clerk/MH(s)
Net Total		10.50%		0.32	Clerk/MH(s)
			Leave/OT Replacement Needs	0.32	Clerk/MH(s)
			Replacement for Replacement	0.03	Clerk/MH(s)
			Total Leave Replacement	0.35	Clerk/MH(s)
Current on Rolls			Earned Complement		
Full Time Clerk		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		0	Postal Support Employee		
Non-Traditional Full-Time		0	Non-Traditional Full-Time		
Flex Non-Traditional Full-Time		0	Flex Non-Traditional Full-Time		
Full Time Mailhandler		0	Full Time Mailhandler		
Part Time Flexible Mailhandler		0	Part Time Flexible Mailhandler		
Part Time Regular Mailhandler		0	Part Time Regular Mailhandler		
Mailhandler Assistant		0	Mailhandler Assistant		
Total F4 on Rolls		3	Total F4 Earned		3
Current Actual	Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00	0.00
LDC 42 Clerk/MH(s)	0.00	0.00	LDC 42 Clerk/MH(s)	0.00	0.00
LDC 43 Clerk/MH(s)	2.79	0.42	LDC 43 Clerk/MH(s)	4.31	0.65
LDC 44 Clerk/MH(s)	3.13	0.47	LDC 44 Clerk/MH(s)	1.06	0.16
LDC 45 Clerk/MH(s)	10.88	1.64	LDC 45 Clerk/MH(s)	8.09	1.22
LDC 48 Clerk/MH(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 Actual		19.78	Daily Hours Earned		19.92
Current Complement		3	Target Complement		3.36
FTEE Current		1992	FTEE Target		1791
Projected Annual Hrs Actual		5,975	Projected Annual Hrs Earned		6,016
On Duty Required Totals		3.01	Full Time Equiv Employee (Hrs per)		1791
Leave Replacement Totals		0.35	Variance FTEE		- 0.36
Complement Total		3.36	Complement % Achieved		100.00%

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
56918	SAN RAFAEL PO	LAI	MAY	S	2969987	70446989	SALES, SVCS/DISTRI BUTION ASSOC	6	110	4	45	8/21/1993	1
56918	SAN RAFAEL PO	GARCIA	SUSAN	I	3036745	95714075	SALES AND SERVICES ASSOCIATE	6	110	4	45	8/21/1993	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	M	3063474	70093375	SALES, SVCS/DISTRI BUTION ASSOC	6	110	4	45	7/18/1998	1
56919	SAN CIVIC CENTER STA	MAK	FAI	K	3302375	70211765	SALES, SVCS/DISTRI BUTION ASSOC	6	110	4	43	8/1/1998	1
56918	SAN RAFAEL PO	DEA	MATHEW	B	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	SAN CIVIC CENTER STA	LEE	NICOLE	W	2947617	70211762	SALES, SVCS/DISTRI BUTION ASSOC	6	110	4	45	9/9/2000	1
56918	SAN RAFAEL PO	CHOW	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	M	3361698	95626434	SALES, SVCS/DISTRI BUTION ASSOC	6	110	4	45	1/27/2001	1

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FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	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	1
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

Emps

WorkHour Impact Report

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

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	976	828	-148	-592	-7696	-4	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	76	7.8%	-21	0		55	6.6%

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	
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	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 Remaining After Impact 0

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

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 | |
| 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 FTE Savings	-4

THE CSV COMPLEMENT MODEL SHOULD NOT BE THE SOLE SOURCE OF PERMANENT STAFFING DECISIONS					
CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT					
Delivery Days: 30Z		SUNNYVALE PO - SUNNYVALE PO 057620			DATE: 06/26/2014
Leave Replacement Calculation					
Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned	
Annual Leave	134	10.50%	(CSV Avg Daily Hours x 10.50%)(6 day wk)/40 hr WkHrs)=	2.13	Clerk/MH(s)
Sick Leave	134	4.00%	(CSV Avg Daily Hours x 4.00%)(6 day wk)/40 hr WkHrs)=	0.81	Clerk/MH(s)
LWOP	134	1.00%	(CSV Avg Daily Hours x 1.00%)(6 day wk)/40 hr WkHrs)=	0.20	Clerk/MH(s)
(Subtract Overtime)	134	5.00%	(CSV Avg Daily Hours x 5.00%)(6 day wk)/40 hr WkHrs)=	1.01	Clerk/MH(s)
Net Total			Leave/OT Replacement Needs >>>	2.13	Clerk/MH(s)
			Replacement for Replacement >>>	0.22	Clerk/MH(s)
			Total Leave Replacement >>>	2.35	Clerk/MH(s)
Current on Rolls			Earned Complement		
Full Time Clerk		23	Full Time Clerk		
Part Time Flexible Clerk		0	Part Time Flexible Clerk		
Part Time Regular Clerk		0	Part Time Regular Clerk		
Postal Support Employee		4	Postal Support Employee		
Non-Traditional Full-Time		0	Non-Traditional Full-Time		
Flex Non-Traditional Full-Time		0	Flex Non-Traditional Full-Time		
Full Time Mailhandler		0	Full Time Mailhandler		
Part Time Flexible Mailhandler		0	Part Time Flexible Mailhandler		
Part Time Regular Mailhandler		0	Part Time Regular Mailhandler		
Mailhandler Assistant		0	Mailhandler Assistant		
Total F4 on Rolls		27	Total F4 Earned		23
Current Actual	Daily Hrs	Employees	Target	Daily Hrs	Employees
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00	0.00
LDC 42 Clerk/MH(s)	3.24	0.49	LDC 42 Clerk/MH(s)	3.13	0.47
LDC 43 Clerk/MH(s)	59.46	8.98	LDC 43 Clerk/MH(s)	54.88	8.29
LDC 44 Clerk/MH(s)	7.85	1.19	LDC 44 Clerk/MH(s)	3.55	0.54
LDC 45 Clerk/MH(s)	50.32	7.60	LDC 45 Clerk/MH(s)	38.25	5.78
LDC 48 Clerk/MH(s)	54.63	8.25	LDC 48 Clerk/MH(s)	34.47	5.20
Total Actual Daily Hrs	175.50	26.50	Total Earned Daily Hrs	134.27	20.27
Daily Hours Actual	175.50		Daily Hours Earned	134.27	
Current Complement	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 Totals		20.27	Full Time Equiv Employee (Hrs per)		1792
Leave Replacement Totals		2.35	Variance FTEE		4.38
Complement Total		22.62	Complement % Achieved		85.19%

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	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	C	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	P	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	I	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	M	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

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