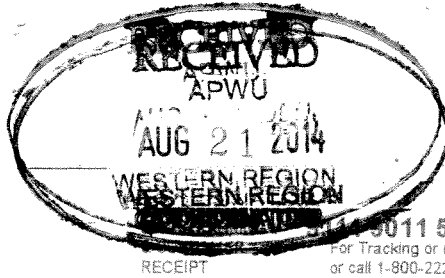


MANAGER, LABOR RELATIONS  
Pacific Area



011 5981 8136 6425 19  
For Tracking or inquiries go to USPS.com  
or call 1-800-222-1811

August 8, 2014

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 Bay Valley District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign twenty-five (25) full-time clerks from the craft and/or installation at the San Jose bid installation (Event 47664). This impact is based on a new 24 Hour Clock Operating Plan and improved efficiencies.

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

By copy of this notice, we will withhold twenty-five (25) full-time residual assignments in the clerk, carrier, mail handler, motor vehicle and/or custodial crafts in sites within a 50 mile radius of the impacted bid cluster for placement of the impacted employees.

Attached you will find copies of the automated impact statement, the operational data that supports the excessing, the list of sites at which withholding has been authorized and the names of the impacted employees.

Please include this impact on the agenda for our next meeting. If you have any questions you may contact me at (858) 674-3193 or Linda Shumate, Area Complement Coordinator at (858) 674-3183.

Jay Roberts  
Manager, Labor Relations

Attachments

- cc: Area Manager Operations Support
- Area Manager, Human Resources
- Area Controller
- Area Manager, In-Plant Support
- District Manager, Bay Valley District
- Area Complement Coordinator with attachments
- Manager, Human Resources – Bay Valley District with attachments
- District Complement Coordinator, Bay Valley District with attachments
- Chris Jackson, NALC with attachments
- David Ross, NPMHU with attachments
- TC's (2) with attachments

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

- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration
- Please review, take action and reduce issues to writing
- Comments

O. Gonzalez, Coordinator

## WorkHour Impact Report

<b>Impacted Bid Cluster</b>	SAN JOSE POST OFFICE
<b>Installation Address</b>	Event 47664
<b>Area Name</b>	PACIFIC
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	01/15/2015
<b>Period (Dates) of Review Performed</b>	08/03/2013 thru 08/15/2014
<b>Report Prepared By</b>	Tina Lopez
<b>Report Prepared Date</b>	08/17/2014
<b>Reviewed By</b>	Mark Martinez
<b>Phone</b>	(510) 874-8222

# 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	14730	13462	-1268	-5072	-65936	-36	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	876	5.9%	-214.5	0		662	4.9%

# WorkHour Impact Report

## Casuals

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

## Mail Handler (MHAs)

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

## Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	0
b. Current Total Non-OverTime CLERK PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	0
d. Number of CLERK PTFs that will have Reduced Hours	0
e. Will there be any CLERK PTFs Excessed from Craft or Installation	NO
If Yes how Many CLERK PTFs	0
f. Provide Narrative Explaining need for Excessing	
There are no PTF's 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 81
- b. Current Total Non-OverTime CLERK PSE Hours per Month 11096
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -1572
- d. Number of CLERK PSE that will have Reduced Hours 20
- e. Number of CLERK PSE that will be Terminated -9
- f. Number of CLERK PSE Remaining After Impact 72
- g. Provide Narrative Justifying need for Remaining CLERK PSE  
PSEs will be separated and 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	343
b. Planned Number of CLERK FTR Positions After Impact	318
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	25
e. Provide Narrative Explaining need for Excessing	

Based on a new 24 Hour Clock Operating plan and improved efficiencies, it will be necessary to excess 25 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	-3500
b. Planned Reduction in Total OT Hours per Month	-858
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	-1572
h. Total Planned Non-OT Hours per Month	53848
i. Total FTE Savings	-36

## MPV 24 hr Clock - New Operating Plan

MPV Target and FTE Reduction by LDC

		NEW Operating Plan - 24HR CLOCK (BPI)							Initial Numbers Entered for Impact Statement		
LDC Target	79.5		90%	80%	70%	70%	75%	75%			
	Current MPV	New MPV Target	LDC 11	LDC12	LDC 13	LDC 14	LDC 17	LDC 18	MPV FTE Reduction to meet Target	CLERKS	MPV Improvement
		**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 Hour	Sum of Actual Hour	MPV Achievement	Actions	LDC Target	Target Hours	Target MPV	MPV Impr	- FTE
<b>OAKLAND P&amp;DC</b>	<b>2263220</b>	<b>3571558</b>	<b>63.37%</b>	<b>Improve</b>		3,240,051	69.85%	6.48%	188
11	576403	860634	66.97%		90.00%	640,448	90.00%		125
12	45600	92899	49.09%		80.00%	70,651	64.54%		13
13	334537	664544	50.34%		70.00%	605,435	55.26%		34
14	185889	284663	65.30%		70.00%	279,633	66.48%		3
17	975455	1517828	64.27%		75.00%	1,492,894	65.34%		14
18	145336	150990	96.26%		75.00%	150,990	96.26%		0
<b>SAN JOSE P&amp;DC</b>	<b>1505318</b>	<b>2169697</b>	<b>69.38%</b>	<b>Improve</b>		2,018,681	74.57%	5.19%	86
11	333266	413468	80.60%		90.00%	370,296	90.00%		25
12	150702	237284	63.51%		80.00%	210,021	71.76%		15
13	135737	328027	41.38%		70.00%	279,669	48.53%		27
14	98666	231924	42.54%		70.00%	199,701	49.41%		18
17	690699	886866	77.88%		75.00%	886,866	77.88%		0
18	96248	72128	133.44%		75.00%	72,128	133.44%		0
<b>Grand Total</b>	<b>3768538</b>	<b>5741255</b>	<b>65.64%</b>						

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
56835	SAN JOSE P&DC	SANTOS	ROMMEL	M	2979221	95866071	MAIL PROCESSING CLERK	6	110	1	11	7/24/2004	8
56835	SAN JOSE P&DC	LE	PHUONG HAO	T	3516563	70972906	MAIL PROCESSING CLERK	6	110	1	11	8/7/2004	7
56835	SAN JOSE P&DC	FUNG	YOLANDA	Y	3475292	70710348	LEAD MAIL PROCESSING CLERK	7	110	1	11	8/7/2004	8
56835	SAN JOSE P&DC	PHAN	DIANA	T	3456751	70321601	MAIL PROCESSING CLERK	6	110	1	11	8/7/2004	9
56835	SAN JOSE P&DC	VUONG	CHAU	D	3411087	95548968	MAIL PROCESSING CLERK	6	110	1	11	8/21/2004	1
56835	SAN JOSE P&DC	WANG	SHEN WEI		3373316	95713161	MAIL PROCESSING CLERK	6	110	1	18	8/21/2004	6
56835	SAN JOSE P&DC	SANGHERA	RAJVIR	K	3524705	71079970	MAIL PROCESSING CLERK	6	110	1	11	9/18/2004	2
56835	SAN JOSE P&DC	KAUR	RAVINDER		3002507	70092984	MAIL PROCESSING CLERK	6	110	67	67	10/2/2004	5
56834	SAN JOSE PO	CHOU	SU LING		3534022	70186523	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	10/30/2004	3
56854	SJC-WILLOW GLEN STA	KUO	HSIAO	M	3534024	70708315	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	10/30/2004	4
56854	SJC-WILLOW GLEN STA	JACKSON	MARK	G	3231903	70708641	MAIL PROCESSING CLERK	6	215	4	44	3/19/2005	7
56856	SJC-BAYSIDE STA	BAJWA	MANORANJAN	K	3566393	70130340	SALES AND SERVICES ASSOCIATE	6	110	4	45	5/14/2005	4
56854	SJC-WILLOW GLEN STA	DAO	DUC	Q	3482558	70966775	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	5/28/2005	4
56861	SJC-HILLVIEW STA	VANDINH	ANDREW		2997776	95662654	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	5/28/2005	6
56865	SJC-ROBERTSVILLE STA	BUI	HAU	T	3423486	70767044	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	6/11/2005	1
56865	SJC-ROBERTSVILLE STA	SANGHA	HARVINDER	K	3264076	70130339	SALES AND SERVICES ASSOCIATE	6	110	4	45	5/13/2006	1
56835	SAN JOSE P&DC	POBLETE	LUCITA	I	3192582	95782831	MAIL PROCESSING CLERK	6	110	1	11	5/13/2006	3
56855	SJC-WESTGATE STA	SINGH	BALWINDER		3662424	70186522	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	5/13/2006	5
56854	SJC-WILLOW GLEN STA	KRISHAN	PARVINDER		3662429	95780526	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	5/13/2006	6
56863	SJC-CAMBRIAN PARK STA	MANN	BARINDER	K	3102292	95760914	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	5/13/2006	7
56865	SJC-ROBERTSVILLE STA	GASPAR	MARYLOU	C	3320715	70185098	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	5/27/2006	2
56861	SJC-HILLVIEW STA	MAPANAO	ISABELITA	A	3664364	70823612	SALES AND SERVICES ASSOCIATE	6	110	4	45	5/27/2006	3
56861	SJC-HILLVIEW STA	LIU	JEAN	S	2998978	95656727	SALES AND SERVICES ASSOCIATE	6	110	4	45	6/10/2006	1
56860	SJC-SEVEN TREES STA	CANEVARI	MICHAEL	J	3666984	95760399	MAIL PROCESSING CLERK	6	110	4	43	6/10/2006	3
56854	SJC-WILLOW GLEN STA	GREWAL	SARABJIT	K	3113934	70186521	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	6/24/2006	1
56861	SJC-HILLVIEW STA	WANG	JOCELYN		3090868	70663144	SALES AND SERVICES ASSOCIATE	6	210	4	45	2/14/2009	1
56835	SAN JOSE P&DC	VILALE	CHARLES	T	3662361	95617536	MAIL PROCESSING CLERK	6	110	1	11	9/25/2010	1