

Manager, Labor Relations
Pacific Area



To: Local Presidents/State President
Re: Impact Statement

Please find a copy of an Impact Statement. Please review all documents. Educate your members on potential impacts. Submit all concerns to this office as soon as possible and follow National strategies.

Thanks,

Omar M Gonzalez
Western Region Coordinator

cc: NBAs

June 28, 2017

USPS Priority # 9114 9014 9645 0774 6478 22

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 Sierra Coastal District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign one (1) full-time clerk from the craft and/or installation at the San Luis Obispo bid installation (Event 55931). This impact is based on loss of workload. Specifically, the current workload no longer supports the current on rolls complement.

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

By copy of this notice, we will withhold one (1) full-time residual assignments in the clerk, carrier, custodial and/or mail handler crafts in the 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 event, 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 Carmen Rodriguez, Area Complement Coordinator at (858) 674-2604.


Jay Roberts
Manager, Labor Relations

Attachments:

cc: Area Manager Operations Support
Area Manager, Human Resources
Area Controller
Area Manager, In-Plant Support
District Manager, Sierra Coastal District
Area Complement Coordinator with attachments
Manager, Human Resources – Sierra Coastal with attachments
District Complement Coordinator, Sierra Coastal District with attachments
Bryant Almario, NALC with attachments
David Ross, NPMHU with attachments

WorkHour Impact Report

Impacted Bid Cluster	SAN LUIS OBISPO POST OFFICE
Installation Address	F4 Clerk Event 55931
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/16/2017
Period (Dates) of Review Performed	05/28/2016 thru 05/26/2017
Report Prepared By	Lisa Diniakos
Report Prepared Date	06/21/2017
Reviewed By	Gregory Wolny
Phone	(808) 423-3745

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	837	797	-40	-160	-2080	-1	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	80	9.6%	-3	0		77	9.7%

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	
N/A	

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	
N/A	

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 SLO	

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	
N/A	

Postal Support Employees (PSE)

a. Current Number of CLERK PSE on Rolls	3
b. Current Total Non-OverTime CLERK PSE Hours per Month	528
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-24
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	3
g. Provide Narrative Justifying need for Remaining CLERK PSE	
PSE work hours will be reduced to the extent possible.	

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 the clerk craft.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	18
b. Planned Number of CLERK FTR Positions After Impact	17
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	1
e. Provide Narrative Explaining need for Excessing	
Due to a reduction in mail volume, it will be necessary to excess 1-FT clerk from the craft/installation.	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-136
b. Planned Reduction in Total OT Hours per Month	-12
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	-24
h. Total Planned Non-OT Hours per Month	3188
i. Total FTE Savings	-1

Withholding Request- Locations

Event ID: FN4 San Luis Obispo PO - Event 55931

Event Type: Reduction Other Than by Attrition

Losing Bid Cluster: SAN LUIS OBISPO POST OFFICE

Area	Bid Cluster	Office
PACIFIC	ARROYO GRANDE POST OFFICE (CA)	ARROYO GRANDE PO
PACIFIC	ATASCADERO POST OFFICE (CA)	ATASCADERO PO
PACIFIC	AVILA BEACH POST OFFICE (CA)	AVILA BEACH PO
PACIFIC	CAMBRIA POST OFFICE (CA)	CAMBRIA PO
PACIFIC	CAMBRIA POST OFFICE (CA)	SAN SIMEON PO
PACIFIC	CAYUCOS POST OFFICE (CA)	CAYUCOS PO
PACIFIC	CRESTON POST OFFICE (CA)	CRESTON PO
PACIFIC	GROVER BEACH POST OFFICE (CA)	GROVER BEACH PO
PACIFIC	GUADALUPE POST OFFICE (CA)	GUADALUPE PO
PACIFIC	LOS ALAMOS POST OFFICE (CA)	LOS ALAMOS PO
PACIFIC	MORRO BAY POST OFFICE (CA)	MORRO BAY PO
PACIFIC	NIPOMO POST OFFICE (CA)	NIPOMO PO
PACIFIC	OCEANO POST OFFICE (CA)	OCEANO PO
PACIFIC	PASO ROBLES POST OFFICE (CA)	PASO ROBLES PO
PACIFIC	PISMO BEACH POST OFFICE (CA)	PISMO BEACH PO
PACIFIC	SAN LUIS OBISPO POST OFFICE (CA)	SAN LUIS OBISPO PO
PACIFIC	SAN LUIS OBISPO POST OFFICE (CA)	SLO-LOS OSOS BR
PACIFIC	SAN MIGUEL POST OFFICE (CA)	SAN MIGUEL PO
PACIFIC	SANTA MARGARITA POST OFFICE (CA)	SANTA MARGARITA PO
PACIFIC	SANTA MARIA POST OFFICE (CA)	CASMALIA PO
PACIFIC	SANTA MARIA POST OFFICE (CA)	SANTA MARIA PO
PACIFIC	SHANDON POST OFFICE (CA)	SHANDON PO
PACIFIC	TEMPLETON POST OFFICE (CA)	TEMPLETON PO

FINANCE OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	DIA	FUNC	LDC	SEN DATE	SEN #	VET PREF
56870	SAN LUIS OBISPO PO	RODRIGUEZ	J	3148520	95529231	MAIL PROCESSING CLERK	6 110	4	48	48	3/30/1987	1	N
56870	SAN LUIS OBISPO PO	CACHO	C	3086411	71235591	MAIL PROCESSING CLERK	6 110	4	43	43	5/6/1991	1	N
56870	SAN LUIS OBISPO PO	LARSEN	R	3123331	70709307	LEAD SALES & SERVICES ASSOCIATE	7 110	4	45	45	3/29/1997	1	N
56872	SLO-LOS OSOS BR	POWER	C	3164256	71235730	LEAD SALES & SERVICES ASSOCIATE	7 110	4	45	45	11/8/1997	1	N
56870	SAN LUIS OBISPO PO	IBARRA	R	3280457	71775621	SALES.SVCS/DISTRIBUTION ASSOC	6 110	4	45	45	5/23/1998	1	N
56872	SLO-LOS OSOS BR	SCHNEIDER	D	3160841	71776461	SALES.SVCS/DISTRIBUTION ASSOC	6 110	4	45	45	7/4/1998	1	N
56870	SAN LUIS OBISPO PO	DAVENPORT	D	3258792	95552607	SALES.SVCS/DISTRIBUTION ASSOC	6 110	4	45	45	3/5/2005	1	N
56870	SAN LUIS OBISPO PO	MAHINAN	C	3523165	70709361	LEAD CUSTOMER SERVICE CLERK	7 110	4	43	43	3/5/2005	5	N
56870	SAN LUIS OBISPO PO	JONES	J	3580862	70608860	SALES.SVCS/DISTRIBUTION ASSOC	6 110	4	43	43	4/30/2005	1	N
56870	SAN LUIS OBISPO PO	WOLFARTH	J	2953315	71618397	SALES.SVCS/DISTRIBUTION ASSOC	6 210	4	45	45	11/26/2005	1	N
56870	SAN LUIS OBISPO PO	VIRGEN	M	3656626	95568004	SALES.SVCS/DISTRIBUTION ASSOC	6 210	4	45	45	4/15/2006	1	N
56870	SAN LUIS OBISPO PO	KILLGORE	E	3573318	70958563	SALES.SVCS/DISTRIBUTION ASSOC	6 210	4	45	45	12/8/2007	1	N
56870	SAN LUIS OBISPO PO	MORRIS	A	4400136	70958562	SALES.SVCS/DISTRIBUTION ASSOC	6 215	4	45	45	4/30/2016	3	N
56870	SAN LUIS OBISPO PO	ISON	S	4319050	71375038	SALES.SVCS/DISTRIBUTION ASSOC	6 110	4	45	45	4/30/2016	2	Y
56870	SAN LUIS OBISPO PO	NASH	R	4423335	71769332	SALES.SVCS/DISTRIBUTION ASSOC	6 110	4	45	45	4/30/2016	4	N
56870	SAN LUIS OBISPO PO	NORMAN	M	3394655	70608559	SALES.SVCS/DISTRIBUTION ASSOC	6 110	4	43	43	4/30/2016	1	N
56870	SAN LUIS OBISPO PO	CAGE	D	4213753	71618393	SALES.SVCS/DISTRIBUTION ASSOC	6 215	4	43	43	4/30/2016	1	N
56870	SAN LUIS OBISPO PO	STEFFENSEN	R	4474002	71769331	LEAD SALES & SERVICES ASSOCIATE	7 110	4	45	45	11/26/2016	1	N

THE CSV COMPLEMENT MODEL SHOULD NOT BE THE SOLE SOURCE OF PERMANENT STAFFING DECISIONS.

CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT

Delivery Days: 302

SAN LUIS OBISPO PO - SAN LUIS OBISPO PO 056870

DATE: 08/28/2017

Leave Replacement Calculation

Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned	
Annual Leave	108	10.50%	(CSV Avg Daily Hours x 10.50% x 8 day wk/40 hr Wk/wk)-	1.71	Clerk(MH/s)
Sick Leave	108	4.00%	(CSV Avg Daily Hours x 4.00% x 8 day wk/40 hr Wk/wk)-	0.65	Clerk(MH/s)
LWOP	108	1.00%	(CSV Avg Daily Hours x 1.00% x 8 day wk/40 hr Wk/wk)-	0.16	Clerk(MH/s)
(Subtract Overtime)	108	5.00%	(CSV Avg Daily Hours x 5.00% x 8 day wk/40 hr Wk/wk)-	0.82	Clerk(MH/s)
Net Total		10.50%	Leave/OT Replacement Needs >>>>	1.71	Clerk(MH/s)
			Replacement for Replacement >>>>	0.18	Clerk(MH/s)
			Total Leave Replacement >>>>	1.89	Clerk(MH/s)

Current on Rolls		Earned Complement	
Full Time Clerk	12	Full Time Clerk	
Part Time Flexible Clerk	0	Part Time Flexible Clerk	
Part Time Regular Clerk	0	Part Time Regular Clerk	
Postal Support Employee	3	Postal Support Employee	
Non-Traditional Full-Time	1	Non-Traditional Full-Time	
Flex Non-Traditional Full-Time	2	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	18	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)	5.31	0.80	LDC 42 Clerk(MH/s)	3.34	0.50
LDC 43 Clerk(MH/s)	26.65	4.03	LDC 43 Clerk(MH/s)	36.40	5.50
LDC 44 Clerk(MH/s)	15.29	2.31	LDC 44 Clerk(MH/s)	10.61	1.60
LDC 45 Clerk(MH/s)	43.14	6.52	LDC 45 Clerk(MH/s)	35.71	5.39
LDC 48 Clerk(MH/s)	24.26	3.67	LDC 48 Clerk(MH/s)	22.02	3.32
Total Actual Daily Hrs	114.66	17.31	Total Earned Daily Hrs	108.08	16.32

Daily Hours Actual	114.66	Daily Hours Earned	108.08
Current Complement	18	Target Complement	18.22
FTEE Current	1924	FTEE Target	1791
Projected Annual Hrs Actual	34,626	Projected Annual Hrs Earned	32,641

On Duty Required Totals	16.32	Full Time Equiv Employee (Hrs per)	1791
Leave Replacement Totals	1.89	Variance FTEE	- 0.22
Complement Total	18.22	Complement % Achieved	100.00%

mPOS 5 Workload Worksheet SAN LUIS OBISPO PO - SAN LUIS OBISPO PO Tier? Sun

Benchmark LDC 43						
Earned LDC 43	Workload	Prod Rate	Hrs	STB	Analysis Prd	Net Rate
Manual Letters Footage	5,136	7.78	660.38	48.14	709	7.25
Manual Flats Footage	6,838	9.72	703.38	51.28	755	9.06
Manual PP/Sprs Pcs	1,144,826	289.47	3954.94	288.31	4,243	270
Allied Hrs	SCFSun>>>	504.57	2404.01	175.25	2,579	11.72
Total LDC 43	Flex >>>	0.00	7722.71	562.99	8,286	
Benchmark LDC 44						
Earned LDC 44	Workload	Prod Rate	Hrs	STB	Analysis Prd	Net Rate
Manual Letters	1632.71	5.56	293.89	21.42	315	5.18
Manual Flats	5502.65	7.78	707.48	51.58	759	7.25
Manual Parcels	117,315	250.00	469.26	34.21	503	233.01
DPS (82.06%)	7467.16	11.11	672.04	48.99	721	10.36
Allied (Box Rent Notices)	3,131	0.0483	110.17	8.03	118	
Total LDC 44	Flex >>>	0.00	2252.84	164.23	2,417	6.04
Benchmark LDC 45						
Earned LDC 45	Workload	Prod Rate	Hrs	STB	Analysis Prd	Net Rate
Transactions	242,741	1.3187	5335.08	Included in WOS	5,335	1.32
WOS Ancillary (33%)			1760.58	Included in WOS	1,761	
Open/Close	1526.00	30.00	763.00	Included in WOS	763	30.00
mPOS	8,625	1.29	185.57	Includes ICE		
SSK	26,519	0.50	220.99	Includes ICE		
Lobby Assistant	35,144		406.56	Includes ICE	407	
Total LDC 45	Flex >>>	0.00	8282.79	Included in WOS	8,283	2.05
Benchmark LDC 48						
Earned LDC 48	Workload	Prod Rate	Hrs	STB	Analysis Prd	Net Rate
Delivery Support	6,702,520	0.0215	2401.74	175.09	2,577	0.0230
Benchmark LDC 48 Total					4814	
Adjusted for Deliveries					93	
Total LDC 48	Flex >>>	5830.14			4913	

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CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT

Delivery Days: 302

SAN LUIS OBISPO PO - SLO-LOS OSOS BR 056872

DATE: 06/28/2017

Leave Replacement Calculation

Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned
Annual Leave	20	10.50%	(CSV Avg Daily Hours x 10.50%)/8 day wk/40 hr/W/wk	0.32 Clerk(MH/s)
Sick Leave	20	4.00%	(CSV Avg Daily Hours x 4.00%)/8 day wk/40 hr/W/wk	0.12 Clerk(MH/s)
LWOP	20	1.00%	(CSV Avg Daily Hours x 1.00%)/8 day wk/40 hr/W/wk	0.03 Clerk(MH/s)
(Subtract Overtime)	20	5.00%	(CSV Avg Daily Hours x 5.00%)/8 day wk/40 hr/W/wk	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 >>>>	0.36 Clerk(MH/s)

Current on Rolls		Earned Complement	
Full Time Clerk	2	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	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)	7.20	1.09	LDC 43 Clerk(MH/s)	5.68	0.86
LDC 44 Clerk(MH/s)	2.20	0.33	LDC 44 Clerk(MH/s)	1.31	0.20
LDC 45 Clerk(MH/s)	14.48	2.19	LDC 45 Clerk(MH/s)	9.35	1.41
LDC 48 Clerk(MH/s)	0.30	0.05	LDC 48 Clerk(MH/s)	4.15	0.63
Total Actual Daily Hrs	24.18	3.65	Total Earned Daily Hrs	20.50	3.09
Daily Hours Actual		24.18	Daily Hours Earned		20.50
Current Complement		3	Target Complement		3.46
FTEE Current		2434	FTEE Target		1791
Projected Annual Hrs Actual		7,303	Projected Annual Hrs Earned		6,190
On Duty Required Totals		3.09	Full Time Equiv Employee (Hrs per)		1791
Leave Replacement Totals		0.36	Variance FTEE		- 0.46
Complement Total		3.46	Complement % Achieved		100.00%