

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

USPS Tracking # 9114 9012 3080 1594 5871 20

July 21, 2017

Omar Gonzalez
Western Regional Coordinator, APWU
1350 Old Bayshore HWY, Suite 360
Burlingame, CA 94010

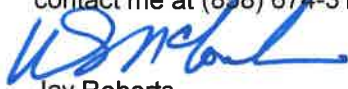
This is to advise you of the intent of the Santa Ana District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign one full-time clerk from the craft and/or installation at the La Habra Post Office bid installation (Event 59795). This impact is based upon a loss of workload. Specifically, the career staffing exceeds the required staffing based on the current workload.

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

By copy of this notice, we will withhold one (1) full-time residual assignment in the clerk, carrier, mail handler, and/or custodial 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, Santa Ana District
- Area Complement Coordinator with attachments
- Manager, Human Resources – Santa Ana with attachments
- District Complement Coordinator, Santa Ana District with attachments
- Bryant Almario, NALC with attachments
- David Ross, NPMHU with attachments

WorkHour Impact Report

Impacted Bid Cluster	LA HABRA POST OFFICE
Installation Address	SNA – F4 Clerk Event 59795
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	02/03/2018
Period (Dates) of Review Performed	07/09/2016 thru 07/07/2017
Report Prepared By	Joseph Badalewski
Report Prepared Date	07/14/2017
Reviewed By	Eduardo Ruiz
Phone	(714) 662-6300

WorkHour Impact Report

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	522	472	-50	-200	-2600	-1	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	33	6.3%	-6.5	0		27	5.6%

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	
No casuals 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	
There are no MHA 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 clerks in the bid installation.	

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	
There are no CCA in the clerk craft	

Postal Support Employees (PSE)

a. Current Number of CLERK PSE on Rolls	3
b. Current Total Non-OverTime CLERK PSE Hours per Month	408
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-60
d. Number of CLERK PSE that will have Reduced Hours	3
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 to 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 Exceeded from Craft or Installation	NO
CLERK PTRs	0
e. Provide Narrative Explaining need for Excessing	
There are no PTR in the clerk craft.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	12
b. Planned Number of CLERK FTR Positions After Impact	11
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Exceeded from Craft or Installation	YES
If Yes how Many CLERK FTRs	1
e. Provide Narrative Explaining need for Excessing	
Workload Reduction. Current workload does not support current on rolls complement therefore need to excess 1 FTR from the Craft/Installation.	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-140
b. Planned Reduction In Total OT Hours per Month	-26
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	-60
h. Total Planned Non-OT Hours per Month	1888
i. Total FTE Savings	-1

FINANCE OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #	VET PREF
54062	LA HABRA PO UPDEGRAFF	JUANITA	F	339588	95043470	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	6/4/1979	1	N
54062	LA HABRA PO BABLOT	GWEN	A	2991307	95031470	SALES AND SERVICES ASSOCIATE	6	110	4	45	8/25/1980	1	N
54062	LA HABRA PO TRAN	OBERT	D	3206431	95037747	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	12/5/1987	1	N
54062	LA HABRA PO WONSEY JR	MORRIS		3210891	95037893	SALES AND SERVICES ASSOCIATE	6	110	4	45	7/30/1988	1	N
54062	LA HABRA PO RUBALCAVA	NORMA	A	3059744	70708637	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	8/21/1993	1	N
54062	LA HABRA PO LEE	DOREEN		3375538	95042762	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	3/18/1995	1	N
54062	LA HABRA PO SANCHEZ-RAMIREZ	BERTHA	A	3084705	95033308	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	12/6/1997	1	N
54062	LA HABRA PO CARRILLO	LISA	M	2942361	95030016	MAIL_PROCESSING CLERK	6	210	67	67	3/20/2004	1	N
54062	LA HABRA PO KWONG	DERICK	K	3721526	70434073	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	1/8/2007	2	N
54062	LA HABRA PO MCCOY	RATONDRA	S	4126029	71736449	SALES,SVCS/DISTRIBUTION ASSOC	6	210	4	45	2/21/2015	1	N
54062	LA HABRA PO GRACE	DANIELLE		4285757	71292848	SALES,SVCS/DISTRIBUTION ASSOC	6	210	4	43	2/21/2015	2	N
54062	LA HABRA PO CASTRUITA	RMANDO		4261746	71292849	SALES,SVCS/DISTRIBUTION ASSOC	6	210	4	43	2/21/2015	3	N

VARIANCE PROGRAMS CUSTOMER SERVICES STAFFING OPPORTUNITY MODEL

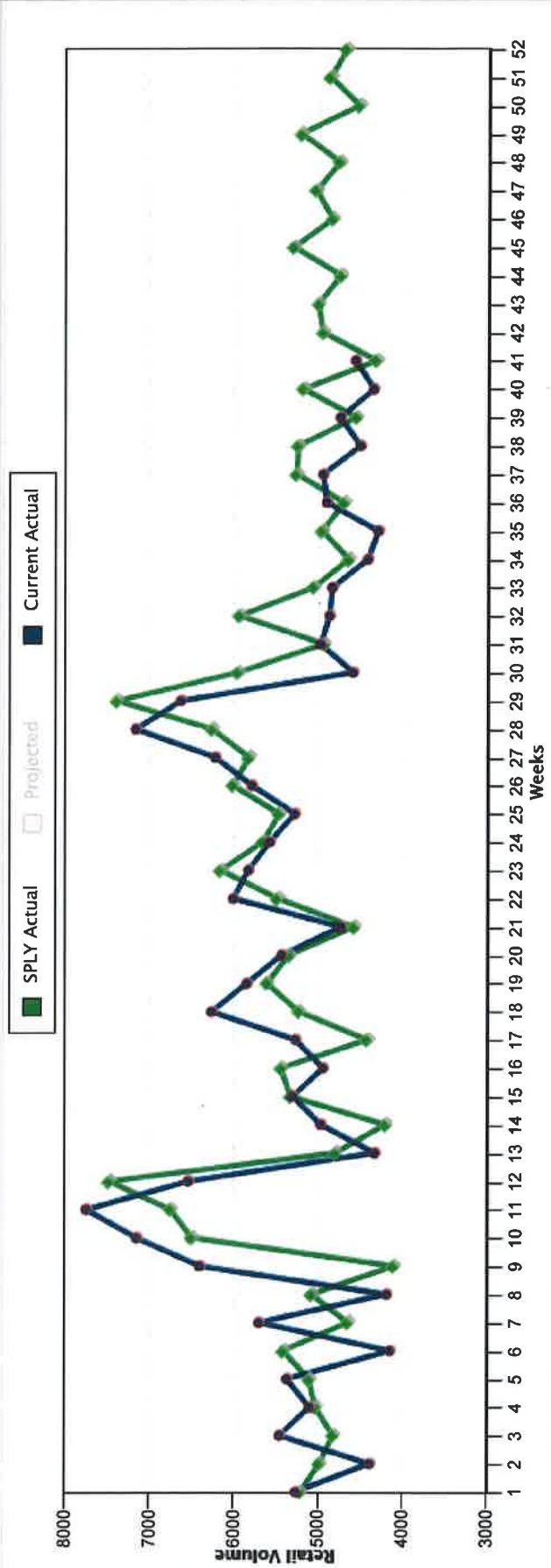
RETAIL VOLUME | 4F - PACIFIC | 926 - SANTA ANA PFC | MPOO AREA: 4 | 054062 - LA HABRA PO

Area: 4F - PACIFIC Cluster: 926 - SANTA ANA PFC MPOO: 4 Unit: LA HABRA PO

Hours... Employee Utilization... Volume... Retail Volume

STAFFING OPPORTUNITY PERFORMANCE (CURRENT WEEK: 41)

FY	Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	1
2016	SPLY Actual																	
2017	Projected																	
2017	Current Actual	5,272	4,393	5,465	5,107	5,376	4,150	5,710	4,193	6,414	7,161	7,757	6,551	4,333	4,975	5,308	4,951	5,2



VARIANCE PROGRAMS CUSTOMER SERVICES STAFFING OPPORTUNITY MODEL

F4 TOTAL HOURS | 4F - PACIFIC | 926 - SANTA ANA PFC | MPOO AREA: 4 | 054062 - LA HABRA PO

Area: 4F - PACIFIC Cluster: 926 - SANTA ANA PFC MPOO: 4 Unit: LA HABRA PO
 Earned vs Actual... F4 Total Hours Employee Utilization... Retail...

STAFFING OPPORTUNITY PERFORMANCE (CURRENT WEEK: 41)

FY	Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2016	SPLY Earned															
2016	SPLY Actual															
2017	Projected Earned															
2017	Current Earned	428.77	375.69	431.93	417.57	424.39	363.91	447.08	371.30	497.39	528.73	566.13	520.80	387.18	393.51	438.97
2017	Current Actual	518.00	472.00	533.00	477.00	520.00	431.00	565.00	517.00	687.00	689.00	707.00	693.00	473.00	488.00	551.00

