



August 16, 2024

Omar Gonzalez (**sent electronically**)
Western Regional Coordinator (APWU)
1350 Old Bayshore HWY, Suite 360
Burlingame, CA 94010-1882

Subject: Withholding – California 5 District
Los Angeles, CA

Dear Regional Coordinator Gonzalez:

Attached is the impact statement from the California 5 District that reflects the clerk staffing guidelines at the Pico Rivera PO resulting from the creation of a Sorting and Delivery Center (S&DC) in El Monte, CA.

The Function 4 Clerk work associated with sorting and distributing mail to the Pico Rivera carriers will be moved to the El Monte S&DC.

As a result, the following positions at the above installation will have an impact to the clerk staffing in the following manner:

<u>Office</u>	<u>Number of Employees</u>
Pico Rivera	Loss of 2 FTR clerks

The total impact for the installation is two (2) Full-Time Regular clerk craft employees. It is anticipated that attrition alone will not be sufficient to avoid excessing outside the craft and/or installation.

Any involuntary reassignments will be affected in accordance with Article 12.5.C.5 of the Collective Bargaining Agreement.

Based on the attached, this is your notification that full-time residual vacancies in all crafts, level 6 and below within this installation and the surrounding 50 miles, will be withheld in accordance with Article 12.5.C.5 of the Collective Bargaining agreement, up to the number indicated.

Implementation of the above cited impact is anticipated for February 22, 2025.

If you have any questions regarding this notification, please contact me at (702) 324-2093.

Thank-you,

Michele Enk

Michele Enk
A/Workforce Operations Planning
Labor Relations Support

Enclosures: AIR, Seniority List, Map, 1994 with Pre and Post Matrix

cc: District Manager CA-5, District Manager CA-4, HR Manager CA-5, HR Manager CA-4, LR Manager CA-5; LR Manager CA-4; Manager Workforce Planning & Complement CA-5; Manager Workforce Planning & Complement CA-4; – Director Field Human Resources, Director Field Labor Relations, Manager Workforce Planning & Complement – WestPac Area; NALC NBA Kiesha Lewis; Regional Director, NPMHU Nick Lehto

WorkHour Impact Report

Impacted Bid Cluster	PICO RIVERA POST OFFICE
Installation Address	
Area Name	WESTPAC RETAIL & DELIVERY
Impact Type	Reduction Other Than by Attrition
Date of Impact	02/22/2025
Period (Dates) of Review Performed	08/12/2023 thru 08/09/2024
Report Prepared By	Ayesha Denson
Report Prepared Date	08/16/2024
Reviewed By	Abraham Cooper
Phone	(323) 586-1200

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	303	185	-118	-472	-6136	-3	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	56	18.5%	-21	0		35	18.9%

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
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
N/A

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	2
b. Current Total Non-OverTime CLERK PSE Hours per Month	200
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-320
d. Number of CLERK PSE that will have Reduced Hours	0
e. Number of CLERK PSE that will be Terminated	-2
f. Number of CLERK PSE Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK PSE	
Will be released 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	
N/A	

Full Time Regular (FTRs)

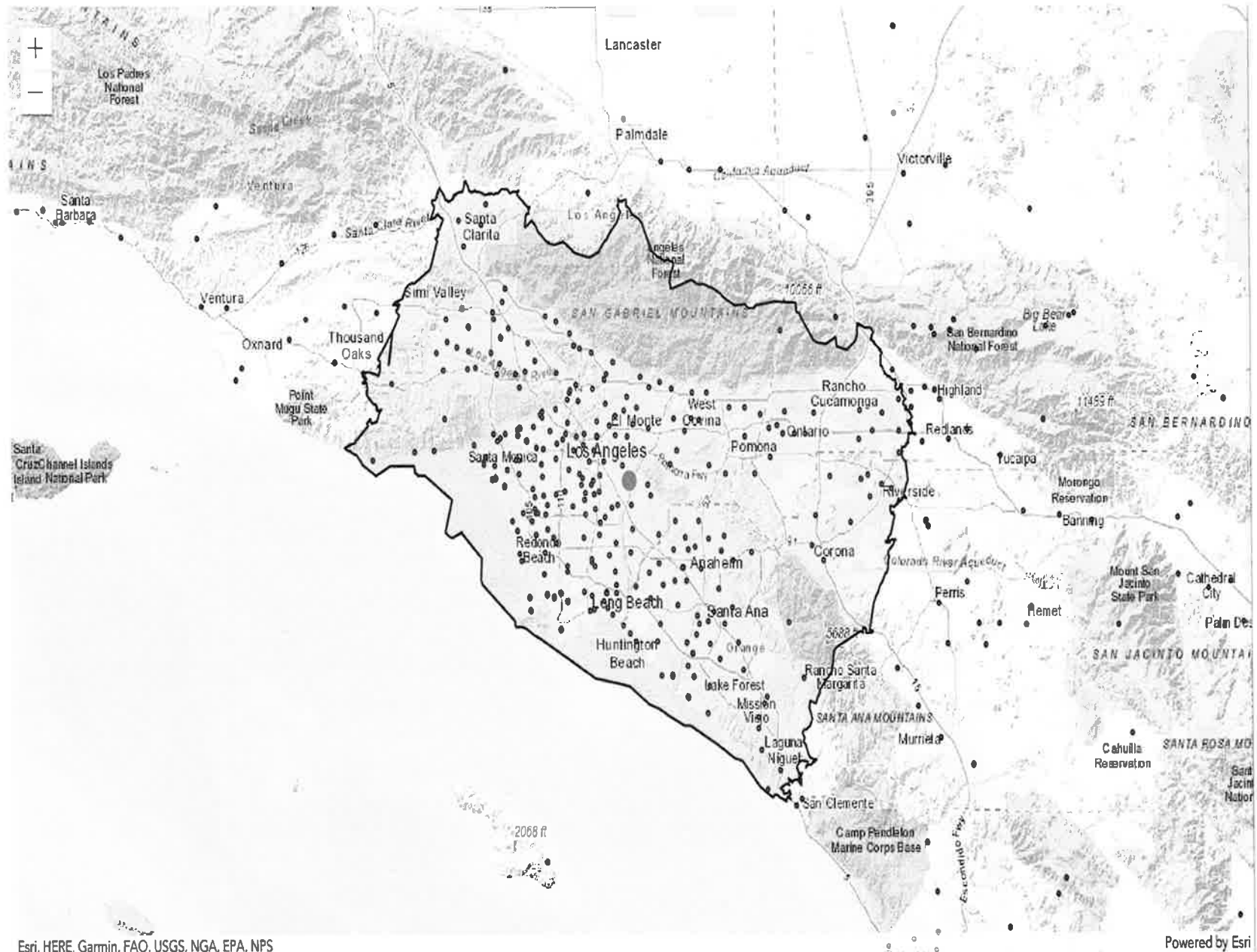
a. Current Number of CLERK FTRs on Rolls	6
b. Planned Number of CLERK FTR Positions After Impact	5
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	1
e. Provide Narrative Explaining need for Excessing	

Position 71965941 is residual effective 7/16/2024 NTFT currently posted in eReassign. As a result the impact will be 2 positions not one.

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-152
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	-320
h. Total Planned Non-OT Hours per Month	740
i. Total FTE Savings	-3



DELIVERING FOR AMERICA

Sorting & Delivery Centers(S&DCs)
September S&DCs



Background

The Postal Service has many Post Offices (POs), Processing and Distribution Centers (P&DCs) and Processing and Distribution Facilities (P&DFs) across the nation. Within the postal services retail and delivery footprint there are almost 19,000 delivery units around the country operating within a dated environment, as such these units cannot fully utilize our competitive advantages in today's package market.

Many current delivery units:

- ❖ Require significant sorting of product at mail and package processing plants
- ❖ Have numerous underutilized truckloads that transport to majority of the post offices
- ❖ Are unable to leverage competitive advantages of carrier route structure and customer reach
- ❖ Are in disrepair and have not been updated to accommodate the increase in package growth

Overview – Sorting and Delivery Centers (S&DCs)

Key Objectives

- Support the Delivering for America Plan
- Improve customer service and offerings
- Grow revenue by expanding access to our customers
- Realign the entire network, ensuring sustainability for the USPS

Goals

- ✓ Allows for easier standardization and management of operations
- ✓ Improve building and operating conditions for employees
- ✓ Enables customer service and local commerce opportunities
- ✓ Gain efficiencies in transportation and mail handling costs

**Retail & PO Box Operations remain at the Spoke Sites and are not impacted by S&DC Operations*

