



December 4, 2023

Omar Gonzalez
Western Region Coordinator
American Postal Workers Union, AFL-CIO
1350 Old Bayshore Hwy. Suite 360
Burlingame, CA 94010-1882

SUBJECT: Notice of Impacts in the CA-3 District

Dear Mr. Gonzalez,

This letter is with regard to the operational change at the Manteca Installation, CA due to the S&DC at Stockton effective June 1, 2024. In order to minimize the impact due to the operational change we are authorizing the withholding of five (5) Full Time Level 6 clerk residual vacancies at the same (Level 6) or lower level in surrounding installations within a 50-mile radius. These positions include clerk, carrier, mail handler and maintenance craft positions.

If you have any questions, please contact Olin Moore WestPac Area Labor Relations at 303-313-5424.

Olin Moore for
Jeffrey Duba
Director, Field Labor Relations
West Pac/Western Processing and Logistics

Attachments: Map, Seniority Roster, Supportive Documentation

Cc: District Manager CA-2
Manager Human Resources CA-2
Manager Labor Relations CA-2
District Manager CA-3
Manager Human Resources CA-3
Manager Labor Relations CA-3
NALC NBA Region 1
NPMHU Regional Director Denver

WorkHour Impact Report

Impacted Bid Cluster	MANTECA POST OFFICE
Installation Address	
Area Name	WESTPAC RETAIL & DELIVERY
Impact Type	Reduction Other Than by Attrition
Date of Impact	06/01/2024
Period (Dates) of Review Performed	05/21/2022 thru 06/02/2023
Report Prepared By	Adrian Arriaga
Report Prepared Date	11/24/2023
Reviewed By	Alfred Santos
Phone	(661) 775-6500

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	338	83	-255	-1020	-13260	-8	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	86	25.4%	-80	0		6	7.2%

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	

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	

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	

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	

Postal Support Employees (PSE)

a. Current Number of CLERK PSE on Rolls	2
b. Current Total Non-OverTime CLERK PSE Hours per Month	168
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-304
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 separation of 2 PSEs	

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	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	9
b. Planned Number of CLERK FTR Positions After Impact	4
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 Stockton S&DC movement will be reducing 3 Clerks at Manteca-Main Office, and 2 Clerks Manteca-Industrial

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-716
b. Planned Reduction in Total OT Hours per Month	-320
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	-304
h. Total Planned Non-OT Hours per Month	332
i. Total FTE Savings	-8