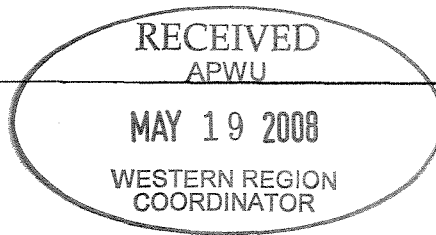


PACIFIC AREA OFFICE  
HUMAN RESOURCES



May 14, 2008



Omar Gonzalez  
APWU Western Regional Coordinator  
500 Airport Blvd., Ste. 450  
Burlingame, CA 94010

Dear Omar:

This is to advise you of the intent of the Postal Service to close the Selma Remote Encoding Center no later than November 14, 2008. This action is being taken due to the reduction in image work load. Enhancements to automation and advances in technology have increased the amount of mail that can be finalized on automated equipment at the plants.

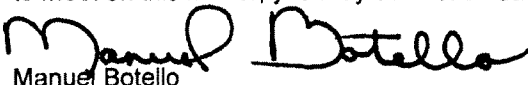
As a result of the closure, we will be utilizing the provisions of Article 12.5.C.1 of the National Agreement and the Memorandum of Understanding Between the US Postal Service and the American Postal Workers Union, RE: REC Closings – Clerk Craft Only, to involuntarily reassign 48 full-time Level 5 Clerks, 12 full-time Level 6 clerks and 62 part-time flexible clerks from the Selma Remote Encoding Center in other bid installations within 100 miles or farther.

In addition, we will be utilizing the provisions of the National Agreement cited above and the Memorandum of Understanding between the US Postal Service and the American Postal Workers Union, RE: REC Closings - Maintenance Craft Only, to involuntarily reassign 6 full-time Electronic Technicians to withheld assignments in other plants within 100 miles or farther.

In order to facilitate the placement of impacted clerks, the Pacific Area will withhold up to 60 full-time residual assignments in the clerk craft, custodial craft and mail handler craft in bid installations within 100 miles or farther as necessary. We will also identify and withhold up to 62 part-time flexible opportunities in the clerk and mail handler craft in offices within 100 miles or farther as necessary and finally, we will withhold up to 6 full-time Electronic Technician residuals in plants within 100 miles or farther as necessary.

The impacted employees will be advised by separate letter of their involuntary reassignments. As withheld assignments become available and image workload is transferred, we will begin offering the assignments to the impacted employees in order of seniority within their status group, occupational code, if appropriate, and craft. If none of the assignments are selected, we will involuntarily reassign the requisite number of employees by juniority within their craft, occupation code (if applicable) and status group.

A copy of the seniority listing for both full-time and part-time flexible clerks and a copy of the automated impact statement (AIR) are included with this notice. If you have any questions or wish to meet on this matter, you may contact Linda Shumate at (626) 855-6446.

For   
Manuel Botello  
Manager, Human Resources

Enclosures

cc: Area Manager, Operations Support  
Area Manager, Finance  
Area Manager Labor Relations

11255 RANCHO CARMEL DR. RM 227  
SAN DIEGO, CA 92197-4400  
PHONE: 858-674-3180  
FAX: 858-674-3181

Impacted Installation: Selma Remote Encoding Center

Installation Address: Selma, CA

Area Name: Pacific

Impact Type: Closure of Independent REC

Date of Impact: November 14, 2008

Period (Dates) of Review Performed 4/28/2007 Thru 4/25/2008

Report Prepared By: Linda Shumate

Report Prepared Date: May 10, 2008

Phone: (626) 855-6446

Reviewed By: Linda Shumate

# WorkHour Impact Report

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings (C*4)	E Annual Work Hours Savings (C*52)	F Annual FTE Savings (E / G)	G Current FTE Yearly Hour Rate
Total	10,880	6,967	-3,913	-15,652	-203,476	-126	1,612

## 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	84	0.8%	± -131	± 0	±	-47	-0.7%

# WorkHour Impact Report

## Casuals

Page 2 of 4

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	

## Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	62
b. Current Total Non-OverTime Clerk PTFs Hours per Month	7688
c. Planned Reduction in Total Non-OverTime Clerk PTFs Hours per Month	-7688
d. Number of Clerk PTFs that will have Reduced Hours	0
e. Number of Complement Change in Clerk PTFs	-62

# WorkHour Impact Report

## Part Time Regular (PTRs)

Page 3 of 4

- |   |    |
|---|----|
| 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 |
| If Yes how Many Clerk PTRs  | 0  |
| e. Provide Narrative Explaining need for Excessing                  |    |

## Full Time Regular (FTRs)

- |   |                |
|---|----------------|
| a. Current Number of Clerk FTRs on Rolls                            | 60             |
| b. Planned Number of Clerk FTR Positions after Impact               | 0              |
| 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  | 60             |
| e. Describe Withholding Area Within Miles Around your Installation  | 100 or greater |

f. Provide Narrative Explaining need for Excessing: Enhancements to automation and improvements in technology have resulted in a significant reduction in the image work load. As a result, the Postal Service will be closing the Selma Remote Encoding Center and transferring the remaining image work load to other sites. The closure will result in a need to involuntarily reassign 60 full-time clerks and 62 part-time flexible clerks. By copy of this notice, the Pacific Area will withhold up to 60 full-time residual assignments in the clerk, mail handler and custodial crafts in offices and plants within 100 miles or further if necessary for placement of the impacted full-time clerks. The Pacific Area will also withhold up to 62 part-time flexible opportunities in the clerk and mail handler crafts in offices within 100 miles or further for placement of the impacted part-time flexible clerks.

# WorkHour Impact Report

Page 4 of 4

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-7,440
b. Planned Reduction in Total OT Hours per Month	-524
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-7,688
e. Total Planned Non-OT Hours per Month	28,056
f. Total FTE Savings	-126

Impacted Installation: Selma Remote Encoding Center

Installation Address: Selma, Ca

Area Name: Pacific

Impact Type: Closure of Independent Remote Encoding Center - Selma

Date of Impact: November 14, 2008

Period (Dates) of Review Performed 4/28/2007 Thru 4/25/2008

Report Prepared By: Linda Shumate

Report Prepared Date: May 14, 2008

Phone: (626) 855-6446

Reviewed By

# WorkHour Impact Report

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings (C*4)	E Annual Work Hours Savings (C*52)	F Annual FTE Savings (E / G)	G Current FTE Yearly Hour Rate
Total	208	-12	-220	-880	-11,440	-6	1,768

## 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	16	7.7%	-16	0		0	0.1%

# WorkHour Impact Report

## Casuals

Page 2 of 4

a. Current Number of Maintenance Casuals on Rolls	0
b. Current Total Non-OverTime Maintenance Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime Maintenance Casuals Hours per Month	0
d. Number of Maintenance Casuals that will have Reduced Hours	0
e. Number of Maintenance Casuals that will be Terminated	0
f. Number of Maintenance Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Maintenance Casuals	

## Part Time Flexible (PTFs)

a. Current Number of Maintenance PTFs on Rolls	0
b. Current Total Non-OverTime Maintenance PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime Maintenance PTFs Hours per Month	0
d. Number of Maintenance PTFs that will have Reduced Hours	0
e. Number of Complement Change in Maintenance PTFs	0

# WorkHour Impact Report

## Part Time Regular (PTRs)

Page 3 of 4

- |   |    |
|---|----|
| a. Current Number of Maintenance PTRs on Rolls                            | 0  |
| b. Planned Number of Maintenance PTR Positions after Impact               | 0  |
| c. Estimated Number of Maintenance PTR Attrition                          | 0  |
| d. Will there be any Maintenance PTRs Excessed from Craft or Installation | NO |
| If Yes how Many Maintenance PTRs  | 0  |
| e. Provide Narrative Explaining need for Excessing                        |    |

## Full Time Regular (FTRs)

- |   |                      |
|---|----------------------|
| a. Current Number of Maintenance FTRs on Rolls                            | 6                    |
| b. Planned Number of Maintenance FTR Positions after Impact               | 0                    |
| c. Estimated Number of Maintenance FTR Attrition                          | 0                    |
| d. Will there be any Maintenance FTRs Excessed from Craft or Installation | YES                  |
| If Yes how Many Maintenance FTRs  | 6                    |
| e. Describe Withholding Area Within Miles Around your Installation        | 100 miles or farther |

f. Provide Narrative Explaining need for Excessing: Enhancements to automation and improvements in technology have resulted in a significant reduction in the image work load. As a result, the Postal Service will be closing the Selma Remote Encoding Center and transferring the remaining image work load to other remote encoding centers. The closure will result in a need to involuntarily reassign 6 full-time Electronic Technicians and to place them in withheld assignments in their occupation code in other offices and plants within 100 miles or farther. By copy of this notice, the Pacific Area will withhold up to 6 full-time residual Electronic Technician assignments in plants within 100 miles or farther.

# WorkHour Impact Report

Page 4 of 4

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-816
b. Planned Reduction in Total OT Hours per Month	-64
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	-48
f. Total FTE Savings	-6