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FEB 23 2009  
WESTERN REGION  
COORDINATOR

February 20, 2009

To: ( ) Pacific Area Local(s) Eugene  
(X) Western Area Local(s) So Oregon A  
( ) So. West Area Local(s) Anne Smith

Omar M. Gonzalez  
Western Regional Coordinator  
American Postal Workers Union, AFL-CIO  
500 Airport Blvd., Suite 450  
Burlingame, CA 94010-1940

- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration
- Please review, take action and reduce issues to writing
- Comments

RE: Involuntary Reassignment of PTF - Bandon OR

Omar M. Gonzalez, Coordinator

Dear Mr. Gonzalez:

The Bandon, OR Post Office is currently staffed with two (2) full-time regular clerks and three (3) part-time flexible clerks. Due to reductions in volumes and retail transactions, the workload does not support one of the part-time flexible clerks; therefore, one part-time flexible will be involuntarily reassigned outside the installation in the same craft within a 100 mile radius.

Please contact Gloria Borsick, Labor Relations Specialist at 303-313-5444 if you need additional information.

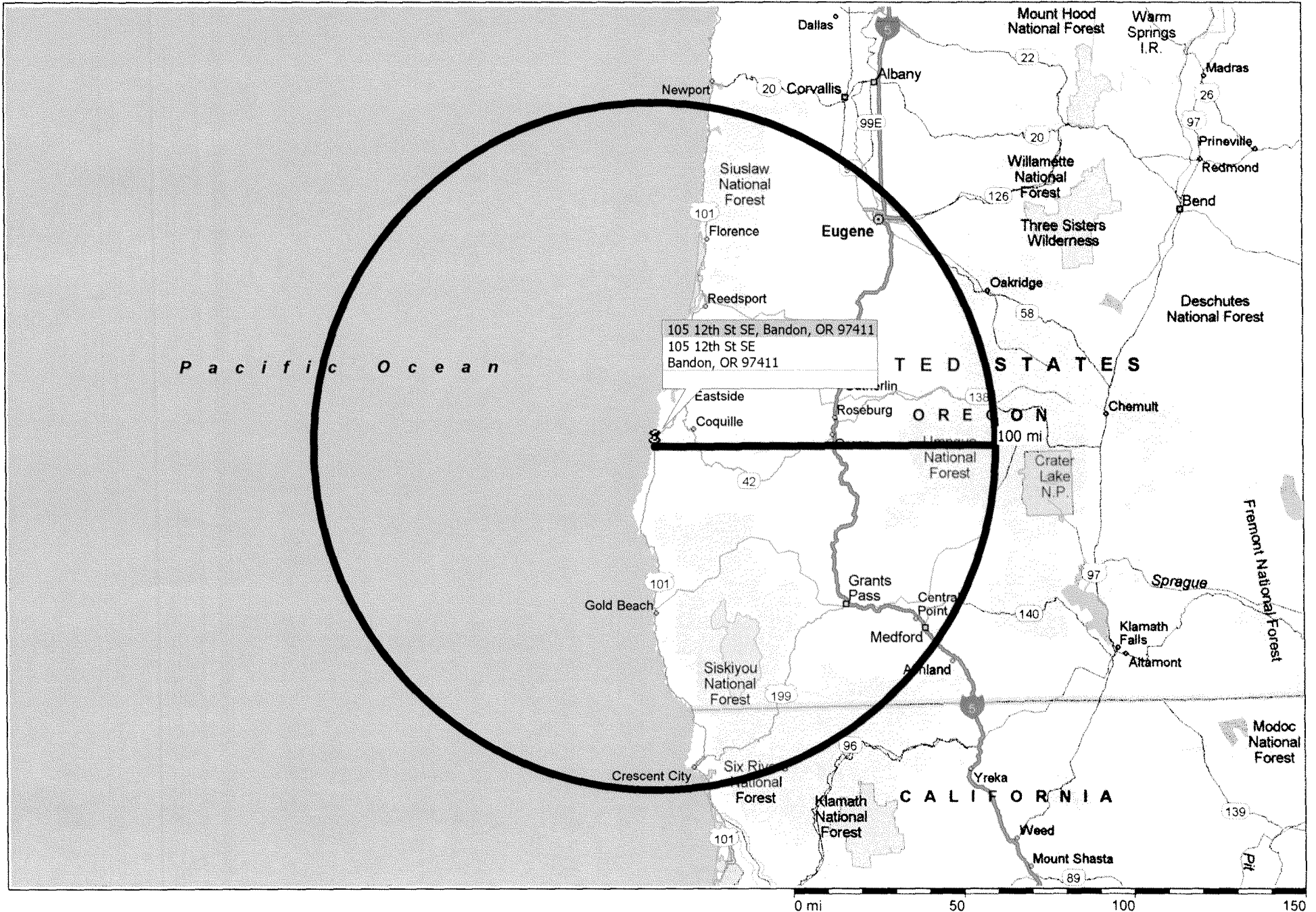
Sincerely,

Gloria K. Borsick for  
Valerie E. Martin  
Manager, Human Resources  
Western Area

cc: Manager, Labor Relations, Western Area  
Manager, Human Resources, Western Area  
Manager, Delivery Programs Support, Western Area  
Manager, In-Plant Support, Western Area  
Manager, Human Resources, Portland

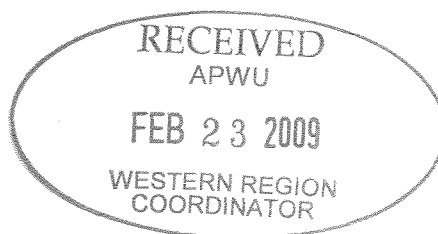
Enclosures: Bandon OR Seniority Roster  
Radius Map  
F-4 Review packet

# Bandon, Oregon, 100 Miles



## WorkHour Impact Report

Impacted Bid Cluster	BANDON POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	03/28/2009
Period (Dates) of Review Performed	11/24/2007 thru 12/05/2008
Report Prepared By	Marilee Spitsnogle
Report Prepared Date	02/20/2009
Reviewed By	Terry Anderson
Phone	(503) 294-2206



## 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	161	130	-31	-124	-1612	-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	5	3.1%	-1	0		4	3.1%



## 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 clerk casuals in this office	

### Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	3
b. Current Total Non-OverTime CLERK PTFs Hours per Month	372
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	-
	124
d. Number of CLERK PTFs that will have Reduced Hours	
e. Will there be any CLERK PTFs Excessed from Craft or Installation	YES
If Yes how Many CLERK PTFs	1
f. Provide Narrative Explaining need for Excessing	

CSV and total workload does not support a third PTF in this office. Volume declines of 12% in dist. ltrs, 8% DVF, 17% BVF and 8% BVL, Retail transactions declined by 6.65%. Bandon PO address is 105 12Th ST SE, Bandon OR 97411.

### Transitional Employees (TEs)

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

No clerk TE employees in this installation.



## 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                  |    |
| No PTR employees in this installation.                              |    |

### Full Time Regular (FTRs)

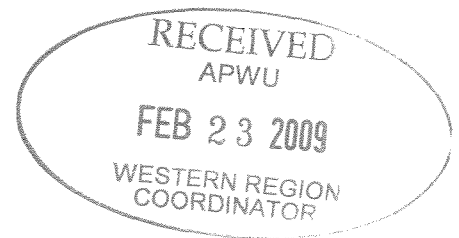
- |                                                                     |    |
|---------------------------------------------------------------------|----|
| a. Current Number of CLERK FTRs on Rolls                            | 2  |
| b. Planned Number of CLERK FTR Positions After Impact               | 2  |
| c. Estimated Number of CLERK FTR Attrition                          | 0  |
| d. Will there be any CLERK FTRs Excessed from Craft or Installation | NO |
| If Yes how Many CLERK FTRs                                          | 0  |
| e. Provide Narrative Explaining need for Excessing                  |    |
| Not anticipating an impact to the full time clerks at Bandon        |    |

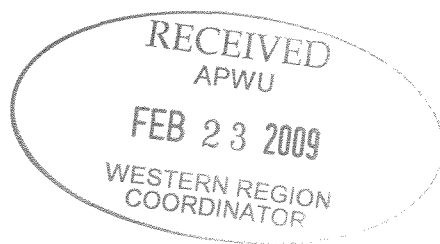


## WorkHour Impact Report-CLERK

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	0
b. Planned Reduction in Total OT Hours per Month	-4
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-124
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	520
f. Total FTE Savings	-1







February 20, 2009

MEMORANDUM FOR: Kim Anderson, District Manager

SUBJECT: Bandon Clerk Operation

I conducted a follow up review of the Bandon clerk operation on Thursday, February 19, 2009.

Volume recording procedures were corrected so that volumes were measured and recorded in inches, totaled and then converted to footage. The measurements were accurate.

If the Postmaster is absent less than 5 days in a week, a clerk is put in charge, this includes Saturdays. Since the beginning of the fiscal year, the Postmaster had been transferring the "clerk-in-charge" Saturday hours to the Postmaster flash line. Those hours totaling 179 hours have been transferred back into the F4 flash line. The total F4 actual hours for the office are correct.

The clerks were doing a good job of consolidating duties in LDC 43 and LDC 44 applying the recommendations from the December review.

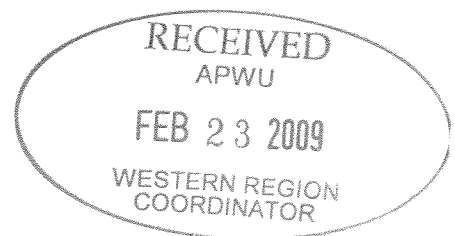
The clerk schedules were changed so that the second full time regular starts one hour earlier in the morning and boxing mail. Creating a more efficient utilization of the regulars work hours.

On my day of observation, the Postmaster was counting 5 rural routes and inputting a new shipment of stock. The Postmaster contributes to the craft duties as time allows and according to the needs of the office on a given day.

On Thursday, 2 PTFs began the day at 0600 and both ended by approximately 0900. FTR A began at 0700 and FTR B began at 0815. By 10:30 am there was only some box mail color coded for next day's delivery left to be worked. Based on my observations, this office is overstaffed by one PTF clerk.

A handwritten signature in black ink, appearing to read "M. Spitsnogle".

Marilee Spitsnogle  
Manager, Post Office Operations



CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT				
UNIT/FINANCE NBR		BANDON PO - BANDON PO 400528 (Delivery Days: 302)		DATE: 12/08/2008
<b>Leave Replacement Calculation</b>				
Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned
Annual Leave	28	14.00%	(CSV Avg Daily Hours x 14.00% x (6 day wk /40 hr WHwk))	0.59 Clerk/MH(s)
Sick Leave	28	3.50%	(CSV Avg Daily Hours x 3.50% x (6 day wk /40 hr WHwk))	0.15 Clerk/MH(s)
LWOP	28	1.00%	(CSV Avg Daily Hours x 1.00% x (6 day wk /40 hr WHwk))	0.04 Clerk/MH(s)
(Subtract Overtime)	28	12.00%	(CSV Avg Daily Hours x 12.00% x (6 day wk /40 hr WHwk))	0.50 Clerk/MH(s)
Net Total		6.50%	Leave/OT Replacement Needs ▶▶▶▶▶	0.27 Clerk/MH(s)
			Replacement for Replacement ▶▶▶▶▶	0.02 Clerk/MH(s)
			<b>Total Leave Replacement ▶▶▶▶▶</b>	<b>0.29 Clerk/MH(s)</b>
<b>Man Year (0 &lt; 100, 1 100-199, 2 =&gt; 200)</b>		<b>0</b>		
<b>Current on Rolls</b>				
Full Time Clerk			2	
Part Time Flexible Clerk			3	
Part Time Regular Clerk			0	
Full Time Mailhandler			0	
Part Time Flexible Mailhandler			0	
Part Time Regular Mailhandler			0	
<b>Total F4 on Rolls</b>			<b>5</b>	
<b>Current Actual</b>	<b>Dly Hrs</b>	<b>Employees</b>		
LDC41	0.00	0.00	Clerk/MH(s)	
LDC42	0.00	0.00	Clerk/MH(s)	
LDC43	3.88	0.59	Clerk/MH(s)	
LDC44	5.66	0.85	Clerk/MH(s)	
LDC45	14.48	2.19	Clerk/MH(s)	
LDC46	0.00	0.00	Clerk/MH(s)	
LDC48	0.93	0.14	Clerk/MH(s)	
<b>Total Actual Daily Hrs</b>	<b>24.95</b>	<b>3.77</b>	<b>Clerk/MH(s)</b>	
Daily Hours Actual			24.95	
Current Complement			5	
FTEE Current			1507	
Projected Annual Hrs Actual			7534	
<b>On Duty Required Totals:</b>			<b>4.21</b>	
<b>Leave Replacement Totals:</b>			<b>0.29</b>	
<b>Complement Total</b>			<b>4.50</b>	
<b>Current Ratio FT/PT</b>		40%	60%	
<b>Target Ratio FT/PT</b>		0%	100%	
<b>Earned Complement</b>				
Full Time Clerk			0	
Part Time Flexible Clerk			4	
Part Time Regular Clerk			0	
Full Time Mailhandler			0	
Part Time Flexible Mailhandler			0	
Part Time Regular Mailhandler			0	
<b>Total F4 Earned</b>			<b>0</b>	
<b>Target</b>	<b>Dly Hrs</b>	<b>Employees</b>		
LDC41	0.00	0.00	Clerk/MH(s)	
LDC42	0.00	0.00	Clerk/MH(s)	
LDC43	4.20	0.63	Clerk/MH(s)	
LDC44	7.56	1.14	Clerk/MH(s)	
LDC45	10.90	1.65	Clerk/MH(s)	
LDC46	0.00	0.00	Clerk/MH(s)	
LDC48	5.20	0.78	Clerk/MH(s)	
<b>Total Daily Earned</b>	<b>27.85</b>	<b>4.21</b>	<b>Clerk/MH(s)</b>	
Daily Hours Earned			27.85	
Target Complement			4.50	
FTEE Target			1871	
Projected Annual Hrs Earned			8411	
<b>Full Time Equiv Employee (Hrs per)</b>			<b>1871</b>	
<b>Variance FTEE</b>			<b>0.50</b>	
<b>Complement % Achieved</b>			<b>80.00%</b>	

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2/4/09  
12:05:26 PM 400528

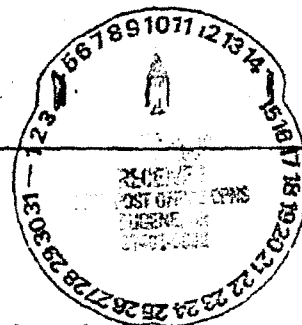
Weekly Flash Report: Week 53A 2008  
Finance Office BANDON PO - 400528  
Quarter 4 Report

Page 1  
Reconciled

Description	---Act Ddays 6 Sply Ddays 6---				---Act Ddays 77 Sply Ddays 76---				--- Act Ddays 301 Sply Ddays 300---			
	Act/Plan	09-20-2008 - 09-26-2008			Act/Plan	07-01-2008 - 09-30-2008			Act/Plan	10-01-2007 - 09-26-2008		
	SPLY	09-22-2007 - 09-28-2007			SPLY	07-01-2007 - 09-30-2007			SPLY	10-01-2006 - 09-28-2007		
	***** Current Week *****				***** Quarter to Date *****				***** Year to Date *****			
	Actual	Plan	%Plan	%SPLY	Actual	Plan	%PLAN	%SPLY	Actual YTD	Plan YTD	%P YTD	%S YTD
RURAL CARRIERS	118	126	-6.3	202.6	3,069	3,044	0.8	1.6	12,916	12,413	4.1	4.9
TOTAL D/S HRS	118	126	-6.3	202.6	3,069	3,044	0.8	1.6	12,916	12,413	4.1	4.9
FN2 OT RATIO	0.85	4.76	-82.2	0.0	1.11	4.63	-76.1	-48.5	3.38	4.47	-24.5	28.7
C/S CLERK/MH HRS	80	76	5.3	0.0	1,824	1,850	-1.4	-6.7	7,744	8,595	-9.9	-6.6
TOTAL C/S HRS	80	76	5.3	0.0	1,834	1,862	-1.5	-6.2	7,770	8,635	-10.0	-6.4
FN4 OT RATIO	0.00	17.11	-100.0	0.0	0.93	9.24	-90.0	-85.3	4.81	8.59	-44.0	-5.3
ADMIN TOTAL	16	18	-11.1	0.0	619	558	10.9	-4.0	2,525	2,257	11.9	3.9
TRAINING (NON-ADD)	0	0	0.0	0.0	27	12	125.0	237.5	83	89	-6.7	245.8
TOTAL HOURS	214	220	-2.7	448.7	5,522	5,464	1.1	-1.8	23,211	23,305	-0.4	0.7
TOTAL SAL/BEN	8,019	7,412	8.2	617.3	198,195	188,969	4.9	4.3	793,825	767,444	3.4	8.1
TOTAL REVENUE	7,637	0	0.0	5515.4	171,581	0	0.0	-18.1	773,523	0	0.0	1.1
TOTAL OT RATIO	0.47	8.64	-94.6	0.0	0.92	5.86	-84.2	-72.4	3.52	5.68	-38.0	8.8
TOTAL SL RATIO	11.68	4.09	185.6	0.0	7.26	4.06	78.7	99.2	6.68	3.90	71.2	145.8
RURAL BOXES	2,532	2,534	-0.1	1.3	2,532	2,528	0.2	2.7	2,513	2,516	-0.1	0.6
F2 CPD	0.5215	0.4897	6.5	16.6	0.4897	0.5016	-2.4	5.0	0.4784	0.5129	-6.7	7.7
PACKAGES	768	675	13.8	426.0	17,141	17,357	-1.2	11.1	75,112	72,886	3.1	3.2
CUST SVC VOL	30,560	29,442	3.8	204.6	603,959	756,545	-20.2	-29.7	2,848,729	3,176,772	-10.3	-13.3
VEH ACC TOTAL	0	0	0.0	0.0	0	0	0.0	0.0	1	0	0.0	0.0

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POSTMASTER



December 8, 2008

MEMORANDUM FOR: Marilee Spitsnogle, Manager, Post Office Operations, Area IV

SUBJECT: Bandon Clerk Operation

At your request, Kathy Watson, Postmaster, Sutherlin, OR and I visited the Bandon, OR post office on November 20-21, 2008, to validate/review the Customer Service Variance information.

We reviewed the volume recording procedures and found that the workload is being recorded accurately; however, the clerks were measuring by the foot rather than inches and then converting to footage. During this review the practice did not distort the reported volume. Work hour reporting on the other hand needs to be corrected. There is not an acceptable system in place for calculating the actual hours reported in each LDC. The postmaster utilizes an Excel spreadsheet (see enclosed example, AP WK FY01.xls), rather than tracking the actual time used in each function. During the review period this resulted in under reporting of 238 hours in LDC 48, which also distorts all other functions.

Clerk hours in Customer Service Variance are also being under reported by a minimum of eight hours per week and when the postmaster is on annual leave. During the postmaster absences a clerk is being put on higher level and the hours reported in the postmaster line.

Based on our validation of the Customer Service Variance information, minimal amount of postmaster contribution observed and suggested productivity improvements, this office should be able to function at the recommended staffing of four clerks and one clerk can/should be reassigned to another office.

The following Summary and Recommendations should be utilized to make improvements in the office:

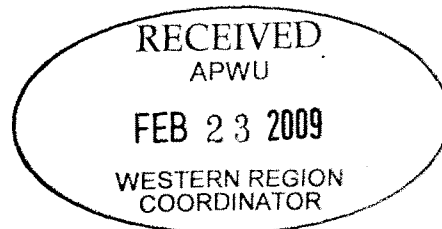
#### **SUMMARY AND RECOMMENDATIONS**

##### **LDC 43A**

Clerk consolidated standard sector segment mail designated to the box section. Should off load directly to Ucart and distribute to box section. The only exception would be mail for the outside modules.

Placement of GPC should be located close enough to the work station so that clerk does not have to walk back and forth to unload.

1303 LONG ST  
SWEET HOME OR 97386-9998  
541-367-6927



Bandon Clerk Operation  
December 8, 2008  
Page 2.



Suggest using parcel tape (seamstress) to measure mail. Clerks are measuring mail in footage instead of inches. Volume sheet should be located at distribution case.

Clerk should turn Ucart up/tilted so that mail can be placed inside, instead of piling on top when unloading sector segment mail. Then pushed directly to box section and worked out of cart.

#### LDC 44

Notification of PO Box parcels should be done at shelf. Clerk should mark several green scan labels before placing on parcels. Clerk should scan multiple parcels "arrived at unit" at one time. Clerk should write up parcels and notices at the same time. Currently all parcels are being recorded on a sheet of paper and then the notices are written up from the sheet. This would eliminate multiple handling of parcels. Also notices were being written up for small packages that would fit in the P.O. Boxes, creating additional work on the window when they are picked up.

Verify that all parcels will not fit in the box, this would reduce parcel write up time and time for window clerks picking up parcels if they could be placed in the box.

Clerks place SPR's for each box section in a tub, and then dumps each tub to count the pieces. The clerks need to take tubs to box section and place spurs in box while counting. Again, eliminating double handling of the SPR's.

When emptying equipment while walling mail, it should be piled up and one trip to the empty equipment container, eliminating multiple trips.

A designated place should be established for nixie mail and UBBM during walling. This would eliminate multiple trips to the throwback case and make this work load available for the full time clerks as fill work.

If it is necessary to have several clerks in the box section walling mail, they should be placed in different sections. This would eliminate excess talking and less congestion.

Management should schedule clerks so that mail is completed closer to "up time", utilizing the two regular clerks, instead of PTFs.

#### LDC 45

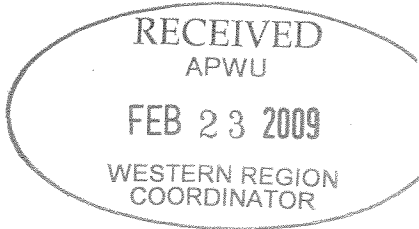
Maintenance could easily install a bell on the lobby door to notify window clerks of arriving customers allowing clerks to do other tasks as assigned without having to go to window line and watch for customer.

Regular clerks are doing 48 time, i.e. prepping register, second notices etc right after opening the window. This could be done later in the day between customers and allowing them to go directly to the box section to focus on walling mail.

Management should staff window so that there are customers in line, not "no line". There is a 5 minute "wait time in line" expected. This would allow the window clerks to do other tasks as assigned. A review of WOS information, enclosed, the window is constantly being over staffed.

#### LDC 48

Dispatch containers should be moved closer to window line. Tubs that go in hash container should be staged in shelved GPC and instead of placed desk.



Bandon Clerk Operation  
December 8, 2008  
Page 3.

A PTF is scheduled to do nixies. This should be completed by regulars between customers. When doing carrier identified RTS mail, clerk is pulling of no record yellow label. This should be done by the rural carriers. This would eliminate the need for clerks to handle RTS bundles and be placed directly in PARS tray. A shelf could be established next to throwback case to work PARS mail.

**MANAGEMENT**

Postmaster performed about 1 hour a day of clerk functions, well below the requirement. The postmaster needs to work the window to help cover lunches. On slow days, the necessity to schedule a PTF in would be eliminated.

Management should evaluate work load for the two regular clerks and consider reposting one of the positions with a BT of 0600 and reduce PTF hours in the AM.

**ADDITIONAL INFORMATION**

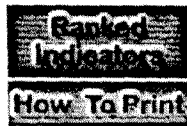
Arrow Key security needs to be reviewed and corrected. During our visit there were numerous times that Arrow Keys were left unaccounted for or not attached after check out.

Rural carriers are starting at various times in the morning instead of their scheduled time. 4240's enclosed.

*Ralph M. Peterson*  
Ralph M. Peterson  
Postmaster



**Flash Report  
Week 18 FY 2009**



Plan and Sply  Show Plan and Sply  Hide Plan and Sply

Select Office: 400528 Bandon

Select Week\*: 18

Submit

\* Four Week and YTD only displayed on most current week.

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Bandon	Current Week 1/24/2009 - 1/30/2009					Last 4 Weeks 1/3/2009 - 1/30/2009					Year to Date				
	Actual	Plan Var	% Plan	SPLY Var	% SPLY	Actual	Plan Var	% Plan	SPLY Var	% SPLY	Actual	Plan Var	% Plan	SPLY Var	% SPLY
Tot Wkhr	419	-17.0	-3.9	-70.0	-14.3	1,616	-56.0	-3.3	-140.0	-8.0	7,122	-228.0	-3.1	-1,212.0	-14.5
Total OT	0	-19.0	-100.0	-22.0	-100.0	7	-64.0	-90.1	-119.0	-94.4	90	-263.0	-74.5	-539.0	-85.7
Tot OT %	0.0	-4.4	-100.0	-4.5	-100.0	0.4	-3.8	-89.9	-6.8	-94.0	1.3	-3.5	-73.8	-6.3	-83.3
Total POT	0	0.0	0.0	0.0	0.0	0	-2.0	-100.0	0.0	0.0	0	-9.0	-100.0	-3.0	-100.0
Tot POT %	0.00	0.0	0.0	0.0	0.0	0.00	-0.1	-100.0	0.0	0.0	0.00	-0.1	-100.0	-0.0	-100.0
Tot SL%	3.1	-0.6	-15.5	-6.7	-68.4	3.0	-0.8	-20.9	-15.1	-83.3	3.2	-0.6	-16.2	-5.2	-61.7
Tot LWOP %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.2	1.2	0.0	1.2	0.0
2A Rural Del	234	5.0	2.2	-21.0	-8.2	897	15.0	1.7	-39.0	-4.2	3,869	-5.0	-0.1	-764.0	-16.5
Rural OT %	0.0	-2.6	-100.0	-6.7	-100.0	0.0	-2.3	-100.0	-6.9	-100.0	1.0	-2.3	-70.9	-6.0	-86.3
Rural SL %	0.0	-3.9	-100.0	-18.8	-100.0	0.0	-4.0	-100.0	-18.0	-100.0	1.9	-2.0	-51.3	-3.3	-63.1
Rural LWOP %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.3	2.3	0.0	2.3	0.0
Func 4 Cust Serv	138	-29.0	-17.4	-12.0	-8.0	538	-99.0	-15.5	-54.0	-9.1	2,439	-377.0	-13.4	-402.0	-14.1
LDC 43	19	-6.0	-24.0	-10.0	-34.5	61	-34.0	-35.8	-44.0	-41.9	406	-13.0	-3.1	-45.0	-10.0
LDC 44	26	-17.0	-39.5	-16.0	-38.1	117	-48.0	-29.1	-47.0	-28.7	541	-214.0	-28.3	-267.0	-33.0
LDC 45	85	15.0	21.4	11.0	14.9	325	57.0	21.3	4.0	1.2	1,488	355.0	31.3	42.0	2.9
LDC 48	0	-29.0	-100.0	-5.0	-100.0	27	-82.0	-75.2	25.0	1,250.0	-4	-513.0	-100.8	-135.0	-103.1
LDC 94	8	8.0	0.0	8.0	0.0	8	8.0	0.0	8.0	0.0	8	8.0	0.0	3.0	60.0
F 4 OT %	0.0	-7.2	-100.0	-3.3	-100.0	1.3	-6.2	-82.8	-9.0	-87.4	2.2	-5.4	-71.4	-8.6	-79.8
F 4 POT %	0.00	0.0	0.0	0.0	0.0	0.00	-0.3	-100.0	0.0	0.0	0.00	-0.3	-100.0	-0.1	-100.0
F 4 SL %	9.4	5.8	162.4	9.4	0.0	9.1	5.5	152.4	-12.9	-58.5	6.3	2.7	75.8	-8.8	-58.1
F4 LWOP %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dist Flts (pcs)	7,982	-2,370.0	-22.9	-4,237.0	-34.7	34,891	-5,199.0	-13.0	-12,116.0	-25.8	165,828	-12,452.0	-7.0	-42,785.0	-20.5
Dist Ltrs (pcs)	4,748	-831.0	-14.9	-5,694.0	-54.5	16,400	-5,204.0	-24.1	-15,210.0	-48.1	79,508	-16,572.0	-17.2	-45,401.0	-36.3
Dist Vol Prod	670.0	32.8	5.1	-111.4	-14.3	840.8	191.4	29.5	92.1	12.3	604.3	-50.5	-7.7	-135.2	-18.3
PP Tot Unit	1,308	-118.0	-8.3	-167.0	-11.3	5,123	-401.0	-7.3	-648.0	-11.2	27,256	2,690.0	11.0	-2,446.0	-8.2
Box Flts (pcs)	6,709	-5,402.0	-44.6	-6,832.0	-50.5	30,199	-16,701.0	-35.6	-22,533.0	-42.7	171,723	-36,851.0	-17.7	-101,407.0	-37.1
Box Ltrs (pcs)	22,435	-5,325.0	-19.2	-7,529.0	-25.1	94,561	-12,942.0	-12.0	-24,142.0	-20.3	416,139	-61,946.0	-13.0	-135,293.0	-24.5
Tot Box Vol	29,144	-10,727.0	-26.9	-14,361.0	-33.0	124,760	-29,643.0	-19.2	-46,675.0	-27.2	587,862	-98,797.0	-14.4	-236,700.0	-28.7
Tot Box Vol Prod	1,121	193.7	20.9	85.1	8.2	1,066	130.5	13.9	21.0	2.0	1,087	177.1	19.5	66.1	6.5
F 8 Admin	47	7.0	17.5	-37.0	-44.0	181	28.0	18.3	-47.0	-20.6	814	154.0	23.3	-46.0	-5.3

Bandon	Current					Last 4					YTD				
	Actual	Plan Var	% Plan	SPLY Var	% SPLY	Actual	Plan Var	% Plan	SPLY Var	% SPLY	Actual	Plan Var	% Plan	SPLY Var	% SPLY
LDC 80	47	7.0	17.5	3.0	6.8	181	28.0	18.3	-7.0	-3.7	814	154.0	23.3	-6.0	-0.7
LDC 98	0	0.0	0.0	-40.0	-100.0	0	0.0	0.0	-40.0	-100.0	0	0.0	0.0	-40.0	-100.0
Tot Prod Hrs	419	-17.0	-3.9	-70.0	-14.3	1,616	-56.0	-3.3	-140.0	-8.0	7,122	-228.0	-3.1	-1,212.0	-14.5
Tot Train Wkhrs	8	8.0	0.0	-32.0	-80.0	8	8.0	0.0	-32.0	-80.0	8	8.0	0.0	-37.0	-82.2
OHS A I/I	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Veh Accidents	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	-1.0	-100.0

