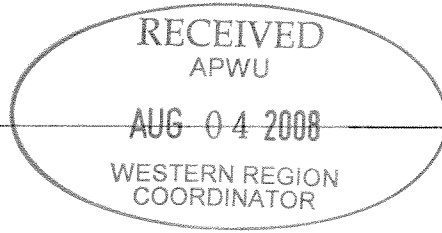


PACIFIC AREA OFFICE
HUMAN RESOURCES



August 1, 2008



Hawaii Locals

To: Pacific Area Local(s)
 Western Area Local(s)
 So. West Area Local(s)

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

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

Omar M. Gonzalez, Coordinator
*cc: Communications Dept.
NBA*

Dear Omar:

This is to advise you of the intent of the Honolulu Performance Cluster to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign 17 full-time clerks from the Honolulu bid installation based on the loss of workload and an administrative review and assessment of the current staffing and scheduling requirements needed to meet the operational windows. The final placement date will be no sooner than February 28, 2009 although volunteers may move to their placement selections in advance of this date.

The impacted clerks will receive advance written notification of their involuntary reassignments and will be advised of their right at the time of reassignment to file a written request to return to the first same, higher and/or lower level vacancy in the craft or installation from which reassigned or to be changed to part-time regular status in lieu of being reassigned to the gaining installation.

In accordance with the provisions of Article 12.5.C.5 a(2), casuals will be separated to the extent possible to minimize the impact on the regular workforce. Honolulu is a 200 man year office and has no part-time flexible clerks; therefore the provisions of Article 12.5.C.5.a(3) of the National Agreement regarding the reduction of part-time flexible hours do not apply.

By copy of this notice and the attached impact statement, the Pacific Area will be withholding up to 17 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in offices and plants within 500 miles of the Honolulu bid installation as well as in the impacted installation.

Based upon the loss of work load, it may be necessary to detail the impacted employees during part or all of the notice period. We will advise you if this becomes necessary.

Copies of the impact statement, the list of impacted junior Level 6 full-time clerks and the relevant work load data are attached. If you have any questions or wish to meet on this matter, you may contact Linda Shumate at (626) 855-6446.

Manuel Botello

Manuel Botello
Manager, Human Resources

Attachments

cc: Area Manager, Operations Support
Area Manager, Finance

WorkHour Impact Report

Impacted Bid Cluster	HONOLULU POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	02/28/2009
Period (Dates) of Review Performed	08/04/2007 thru 08/01/2008
Report Prepared By	Linda Shumate
Report Prepared Date	07/30/2008
Reviewed By	Daryl Ishizaki
Phone	(808) 423-3700

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	19504	18494	-1010	-4040	-52520	-30	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	733	3.8%	-69	0		664	3.6%

WorkHour Impact Report

Casuals

a. Current Number of CLERK Casuals on Rolls	19
b. Current Total Non-OverTime CLERK Casuals Hours per Month	2008
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	-600
d. Number of CLERK Casuals that will have Reduced Hours	0
e. Number of CLERK Casuals that will be Terminated	-5
f. Number of CLERK Casuals Remaining After Impact	14
g. Provide Narrative Justifying need for Remaining CLERK Casuals	
Casuals will be separated to the extent possible	

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	
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	
No PTF's - 200 man year office	

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	
TE's are not authorized	

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of CLERK PTRs on Rolls	7
b. Planned Number of CLERK PTR Positions after Impact	7
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's	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	548
b. Planned Number of CLERK FTR Positions After Impact	523
c. Estimated Number of CLERK FTR Attrition	8
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	17
e. Provide Narrative Explaining need for Excessing	

The workload no longer supports the current full-time level 6 clerk staffing and as a result of workload reductions and improve automation readability, it will be necessary to excess 17 FT clerks

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-3440
b. Planned Reduction in Total OT Hours per Month	-276
c. Planned Reduction in Casual Non-OT Hours per Month	-600
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	73976
f. Total FTE Savings	-30

Data Source: eDW/CIS/WebMODS/Management Summary Report

Oct 1, 2007 through July 18, 2008

	YTD WorkHour						
	Actual FHP	SPLY FHP	DIFF	% SPLY	FHP Prod	Impact	FTE impact
Flats	61,987,945	85,521,930	-23,533,985	-27.5%	2,009	-11715.9	-7.0
Letters	491,226,883	546,796,104	-55,569,221	-10.2%	3,340	-16639.6	-9.9
Parcels	20,045,712	24,271,584	-4,225,872	-17.4%	255	-16572.7	-9.9
	573,260,540	656,589,618	-83,329,078	-12.7%		-44928.2	-26.7