



December 12, 2008

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

RECEIVED  
APWU  
DEC 15 2008  
WESTERN REGION  
COORDINATOR

*No. Cal. 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 M. Gonzalez, Coordinator

*cc: Communications Dept.*

Dear Omar:

This is to advise you of the intent of the Sacramento Performance Cluster to utilize the provisions of Article 12.5.C.5 to involuntarily reassign up to 5 full-time clerks from the Redding bid installation. The basis for this action is the loss of workload, the need to maximize the use of equipment to capture efficiencies and right sizing of the complement to match operational windows and volume. The final placement date will be no sooner than June 15, 2009, although volunteers may move earlier than that date.

The impacted employees will receive a minimum of 60 days advance written notification of their involuntary reassignments.

The Redding bid installation is a 200 man year office and has no part-time flexibles; therefore the provisions of Article 12.5.C.5.a (3) which requires part-time flexible hours be reduced to the extent possible have been met. Additionally, casuals are being separated; therefore, the provisions of Article 12.5.C.5.a (2) which requires the separation of all casuals to the extent possible have been met.

By copy of this notice, the Pacific Area is authorizing the withholding of 5 full-time residual assignments in the clerk, mail handler, carrier and custodial crafts in offices and/or plants throughout Northern California.

Attached you will find a copy of the Automated Impact Report along with copies of the operational data utilized to support this action and a list of the junior impacted clerks who will be excessed. If you have any questions or wish to meet on this matter, you may contact Linda Shumate at (858) 674-3183.

*Manuel Botello*

Manuel Botello  
Manager, Human Resources

Attachments

cc: Area Manager, Operations Support  
Area Manager, Finance

# WorkHour Impact Report

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Impacted Bid Cluster	REDDING POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	05/07/2009
Period (Dates) of Review Performed	11/24/2007 thru 12/05/2008
Report Prepared By	Linda Shumate
Report Prepared Date	12/11/2008
Reviewed By	Rosemarie Fernandez
Phone	(916) 373-8001

# 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	3366	3099	-267	-1068	-13884	-8	1664

## 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	179	5.3%	-22.7	0		156	5%

## WorkHour Impact Report

### Casuals

a. Current Number of CLERK Casuals on Rolls	6
b. Current Total Non-OverTime CLERK Casuals Hours per Month	816
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	-
d. Number of CLERK Casuals that will have Reduced Hours	408
e. Number of CLERK Casuals that will be Terminated	0
f. Number of CLERK Casuals Remaining After Impact	-3
g. Provide Narrative Justifying need for Remaining CLERK Casuals	3
Casuals will be separated. The remaining casuals will be utilized to cover temporary unavailability and provide flexibility	

### 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	
There are no PTF's	

### 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

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### 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	
There are no PTR's	

### Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	99
b. Planned Number of CLERK FTR Positions After Impact	94
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	
The staffing ananalysis to right size complement identified a need to excess up to 5 FT clerks fromt he craft and/or installation	

## WorkHour Impact Report-CLERK

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### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-660
b. Planned Reduction in Total OT Hours per Month	-91
c. Planned Reduction in Casual Non-OT Hours per Month	-408
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	12396
f. Total FTE Savings	-8

**Redding PO**  
9/5/2008

	WebCOINS On-Rolls (as of 9/5/08)		Proposed People	
	Clerk	MH	Clerk	MH
Tour 1	32	10	30	9
Tour 2	2	2	0	1
Tour 3	37	10	36	11
<b>Total</b>	<b>71</b>	<b>22</b>	<b>66</b>	<b>21</b>

Craft Ratios	On-Rolls		Proposed	
<b>Clerk</b>				
FT	63	88.7%	0	0.0%
PTR	0	0.0%	0	0.0%
PTF	0	0.0%	0	0.0%
Casual	8	11.3%	0	0.0%
	71	100.0%	0	0.0%
<b>Mail Handler</b>				
FT	20	90.9%	0	0.0%
PTR	0	0.0%	0	0.0%
PTF	2	9.1%	0	0.0%
Casual	0	0.0%	0	0.0%
	22	100.0%	0	0.0%

	Clerk	MH	Total
Proposed People	66	21	87
Current People (WebCoins On-Rolls)	71	22	93
<b>+/- Current</b>	<b>-5E+00</b>	<b>-1</b>	<b>-6</b>

BMG (dated 09/05/08) affords craft staffing of: 93 @ 5.8% ROFY OT  
 Difference of Proposed to BMG: XXX - XXX = XXX

**Redding PO  
39696**

**Clerks - Proposed Baseline**

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

		Fri for Sat	Sat for Sun	Sun for Mon	Mon for Tue	Tue for Wed	Wed for Thu	Thu for Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
<b>Tour 1</b>	<b>Ttl Tour Scheduler Excess</b>	-	6	3	1	1	-	-				
SPBS	Staff per day	4	0	4	4	4	4	4	6	4	2	1130-0600
1 EMPTY BACKFILLED ON S/S W/CASUAL	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Excess	-	4	2	-	-	-	-				
	People per day	3	0	3	3	3	3	3				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines	1	1	1	1	1	1	1				
	% daily TPH / NA-TPH											
UFMS	Staff per day	6	4	6	6	6	6	6	8	6	2	1130-0600
	% staffing daily	15.0%	10.0%	15.0%	15.0%	15.0%	15.0%	15.0%				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	5	3	5	5	5	5	5				
	% people daily	15.2%	9.1%	15.2%	15.2%	15.2%	15.2%	15.2%				
	Number of Machines	2	1	2	2	2	2	2				
	% daily TPH / NA-TPH											
Automation	Staff per day	9	5	9	9	9	9	9	12	13	(1)	1230-0700
	% staffing daily	15.3%	8.3%	15.3%	15.3%	15.3%	15.3%	15.3%				
	Scheduler Excess	-	1	-	-	-	-	-				
	People per day	8	4	8	8	8	8	8				
	% people daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%				
	Number of Machines	4	2	4	4	4	4	4				
	% daily TPH / NA-TPH											
Box Section / Callers	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Expeditors	Staff per day	0	0	1	1	1	1	1	1	1	(0)	1230-0700
1 SPBS CLK RELIEF ON S/S	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Registry	Staff per day	0	0	1	1	1	1	1	1	1	(0)	1230-0700
1 MANUAL CLK RELIEF ON S/S	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Manual (Ltrs / Fits/Noise)	Staff per day	1	0	1	1	1	1	1	2	3	(1)	1230-0700
1 EMPTY BACKFILLED ON S/S W/CASUAL	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Excess	-	1	1	1	1	1	1				
	People per day	1	0	1	1	1	1	1				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
Priority / SWYB	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	Staffing per Tour - Total	20	9	22	22	22	22	22	30	28	2	
	People per Tour - Total	17	7	19	19	19	19	19				
	Difference +/- to base requirement	3	2	3	3	3	3	3				

Total All Tours - Clerks Staffing per day	S	S	M	T	W	T	F	Proposed Total Positions	Current Filled Bids	Diff +/- Proposed to Current
SPBS	4	0	4	4	4	4	4	6	4	2
UFMS	12	8	12	12	12	12	12	18	13	3
Automation	14	7	14	14	14	14	14	18	20	-1
Box Section / Callers	0	0	0	0	0	0	0	0	0	0
Expeditors	1	0	2	2	2	2	2	3	2	1
Registry	1	0	2	2	2	2	2	3	2	1E+00
Manual (Ltrs / Fits/Noise)	6	1	6	6	6	6	6	9	6	3
Priority / SWYB	1	0	1	1	1	1	1	2	2	0
SPBS	6	4	6	6	6	6	6	6	5	3
Staffing per day - Total	45	20	47	47	47	47	47	66	56	10
People per day - Total	38	15	39	39	39	39	39			
Difference +/- to base requirement	9	5	8	8	8	8	8			
Actual Replacement %	25.0%	33.3%	20.5%	20.5%	20.5%	20.5%	20.5%			

Redding PO  
39696

Clerks - Proposed Baseline

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 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 2		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
SPBS	Tf1 Tour Scheduler Excess	-	-	-	-	-	-	-				
	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
UFSM	Staff per day											
	% staffing daily	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
Automation	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
Box Section / Callers	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
Expeditors	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
Registry	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
Manual (Ltrs / Flts/Node)	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
Priority / SWYB	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
SPBS # karying stations = 3	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
ADMIN/TRNG	Staff per day									2	(2)	
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Spare2	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Spare3	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				

Redding PO  
39896

Clerks - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

	% daily TPH / NA-TPH																			
Spare4	Staff per day																			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Scheduler Profile																			
	Scheduler Excess																			
	People per day																			
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Number of Machines																			
% daily TPH / NA-TPH																				
Spare5	Staff per day																			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Scheduler Profile																			
	Scheduler Excess																			
	People per day																			
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Number of Machines																			
% daily TPH / NA-TPH																				
Spare6	Staff per day																			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Scheduler Profile																			
	Scheduler Excess																			
	People per day																			
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Number of Machines																			
% daily TPH / NA-TPH																				
Spare7	Staff per day																			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Scheduler Profile																			
	Scheduler Excess																			
	People per day																			
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Number of Machines																			
% daily TPH / NA-TPH																				
Spare8	Staff per day																			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Scheduler Profile																			
	Scheduler Excess																			
	People per day																			
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Number of Machines																			
% daily TPH / NA-TPH																				
Spare9	Staff per day																			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Scheduler Profile																			
	Scheduler Excess																			
	People per day																			
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Number of Machines																			
% daily TPH / NA-TPH																				
Spare10	Staff per day																			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Scheduler Profile																			
	Scheduler Excess																			
	People per day																			
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Number of Machines																			
% daily TPH / NA-TPH																				
Spare11	Staff per day																			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Scheduler Profile																			
	Scheduler Excess																			
	People per day																			
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
	Number of Machines																			
% daily TPH / NA-TPH																				
Staffing per Tour - Total	0	0	0	0	0	0	0	0	0											
People per Tour - total	0	0	0	0	0	0	0	0	0											
Difference +/- to base requirement	0	0	0	0	0	0	0	0	0											

Redding PO  
39696

Clerks - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
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 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
	Ttl Tour Scheduler Excess	2	7	2	4	3	-	1				
SPBS	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
UFSM	Staff per day	6	4	6	6	6	6	6	8	7	1	1300-2130
	% staffing daily	4.0%	10.0%	15.0%	15.0%	15.0%	15.0%	15.0%				
	Scheduler Excess											
	People per day	6	3	6	6	6	6	6				
	% people daily	15.2%	9.1%	15.2%	15.2%	15.2%	15.2%	15.2%				
	Number of Machines	2	1	2	2	2	2	2				
	% daily TPH / NA-TPH											
Automation	Staff per day	5	2	5	5	5	5	5	7	7	(0)	500-2330
	% staffing daily	15.6%	6.3%	15.6%	15.6%	15.6%	15.6%	15.6%				
	Scheduler Excess	1	2									
	People per day	4	2	4	4	4	4	4				
	% people daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%				
	Number of Machines	2	1	2	2	2	2	2				
	% daily TPH / NA-TPH											
Box Section / Callers	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Expeditors	Staff per day	1	0	1	1	1	1	1	2	1	1	400-2230
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Excess	-	1	1	1	1	1	1				
	People per day	1	0	1	1	1	1	1				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
Registry	Staff per day	1	0	1	1	1	1	1	2	1	1	500-2330
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Excess	1	1	-	1	1	1	1				
	People per day	1	0	1	1	1	1	1				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
Manual (Ltrs / Fits/Node)	Staff per day	5	1	5	5	5	5	5	7	3	4	1500-2330
	% staffing daily	16.1%	3.2%	16.1%	16.1%	16.1%	16.1%	16.1%				
	Scheduler Excess	-	2	-	1	-	-	1				
	People per day	2	0	3	3	3	3	3				
	% people daily	11.8%	0.0%	17.6%	17.6%	17.6%	17.6%	17.6%				
	Number of Machines											
	% daily TPH / NA-TPH											
Priority / SWYB	Staff per day	1	0	1	1	1	1	1	2	2	(0)	500-2330
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Excess	-	1	1	1	1	1	1				
	People per day	1	0	1	1	1	1	1				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
SPBS	Staff per day	6	4	6	6	6	6	6	8	5	3	1300-2130
	% staffing daily	15.0%	10.0%	15.0%	15.0%	15.0%	15.0%	15.0%				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	5	3	5	5	5	5	5				
	% people daily	15.2%	9.1%	15.2%	15.2%	15.2%	15.2%	15.2%				
	Number of Machines	1	1	1	1	1	1	1				
	% daily TPH / NA-TPH											
	Staffing per Tour - Total	25	11	25	25	25	25	25	36	26	10	
	People per Tour - Total	19	8	20	20	20	20	20				
	Difference +/- to base requirement	6	3	5	5	5	5	5				

Redding PO

35000

Mail Handlers - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 1		Fri for Sat	Sat for Sun	Sun for Mon	Mon for Tue	Tue for Wed	Wed for Thu	Thu for Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
	<b>Ttl Tour Scheduler Excess</b>	0	3	0	1	1	1	0				
AFSM-AU/ATHS	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
APPS	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
SPBS	Staff per day	1	0	1	1	1	1	1		2	1	1 H30-0600
# keying stations = 3	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Excess		1		1	1	1					
	People per day	1	0	1	1	1	1	1				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
Dock / PIT / Interior	Staff per day	5	1	4	4	4	5	5		6	5	1 2230-0700
	% staffing daily	17.9%	3.6%	14.3%	14.3%	14.3%	17.9%	17.9%				
	Scheduler Excess		2									
	People per day	4	1	3	3	3	4	4				
	% people daily	18.2%	4.5%	13.6%	13.6%	13.6%	18.2%	18.2%				
	Number of Machines											
	% daily TPH / NA-TPH											
LCTS	Staff per day											
# legs each = 7	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
LCUS	Staff per day											
# legs each = 7	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
035	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
AFCS (010)	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Dispatch	Staff per day	0	0	1	1	1	1	1		1	1	(0) 2230-0700
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Excess											
	People per day	0	0	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	<b>Staffing per Tour - Total</b>	6	1	6	6	6	7	7	9	7	2	
	<b>People per Tour - Total</b>	5	1	5	5	5	6	6				
	<b>Difference +/- to base requirement</b>	1	0	1	1	1	1	1				

Total All Tours - Mail Handlers	S	S	M	T	W	T	F	Proposed Total Positions	Current Filled Bids	Diff +/- Proposed to Current
Staffing per day										
AFSM-AU/ATHS	0	0	0	0	0	0	0	0	0	0
APPS	0	0	0	0	0	0	0	0	0	0
SPBS	2	1	2	2	2	2	2	4	2	2
Dock / PIT / Interior	6	1	10	9	9	11	11	12	11	1
LCTS	0	0	0	0	0	0	0	0	0	0
LCUS	0	0	0	0	0	0	0	0	0	0
035	1	1	1	1	1	1	1	2	1	1
AFCS (010)	1	0	1	1	1	1	1	2	1	1
Dispatch	0	0	1	1	1	1	1	1	1	0
<b>Staffing per day - Total</b>	10	3	15	14	14	16	16	21	16	5
<b>People per day - Total</b>	9	3	13	12	12	14	14			
<b>Difference +/- to base requirement</b>	1	0	2	2	2	2	2			
<b>Actual Replacement %</b>	11.1%	0.0%	15.4%	16.7%	16.7%	14.3%	14.3%			

Redding PO  
39696

Mail Handlers - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 2		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
AFSM-A/ATHS	Ttl Tour Scheduler Excess	0	0	0	0	0	0	0				
	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
APPS	Number of Machines											
	% daily TPH / NA-TPH											
	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
SPBS # keying stations = 3	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	Staff per day	0	0	1	1	1	1	1	1	2	(1)	
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%			
	Scheduler Excess											
Dock / PIT / Interior	People per day	0	0	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	Staff per day	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
LGTS # legs each = ?	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	Staff per day	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
LCUS # legs each = ?	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
035	Staff per day	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
AFCS (010)	% daily TPH / NA-TPH											
	Staff per day	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Dispatch	Number of Machines											
	% daily TPH / NA-TPH											
	Staff per day	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
Summary	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	Staffing per Tour - Total	0	0	1	1	1	1	1	1	2	(1)	
People per Tour - Total	0	0	1	1	1	1	1	1	2	(1)		
Difference +/- to base requirement	0	0	0	0	0	0	0	0				

Redding PO  
39686

Mail Handlers - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Work Group	TH Tour Scheduler Excess	1	3	1	1	1	2	2				
AFSM-AI/ATHS	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
APPS	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
SPBS # keying stations = 3	Staff per day	1	1	1	1	1	1	1	2	1	1	
	% staffing daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
	Scheduler Excess											
	People per day	1	1	1	1	1	1	1				
	% people daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
Dock / PIT / Interior	Staff per day	1	0	5	4	4	5	5	5	4	1	
	% staffing daily	4.2%	0.0%	20.8%	16.7%	16.7%	20.8%	20.8%				
	Scheduler Excess											
	People per day	1	0	4	3	3	4	4				
	% people daily	5.3%	0.0%	21.1%	15.8%	15.8%	21.1%	21.1%				
LCTS # legs each = ?	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
LCUS # legs each = ?	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
035	Staff per day	1	1	1	1	1	1	1	2	1	1	
	% staffing daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
	Scheduler Excess											
	People per day	1	1	1	1	1	1	1				
	% people daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
AFCS (010)	Staff per day	1	0	1	1	1	1	1	2	1	1	
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Excess											
	People per day	1	0	1	1	1	1	1				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
Dispatch	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Staffing per Tour - Total		4	2	8	7	7	8	8	11	7	4	
People per Tour - Total		4	2	7	6	6	7	7				
Difference +/- to base requirement		0	0	1	1	1	1	1				