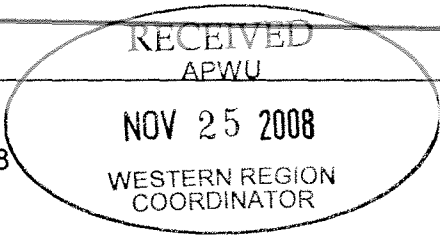




November 17, 2008

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



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 San Diego Performance Cluster to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign 32 full-time, Level 6 clerks from the San Diego bid installation based on the loss of workload and the compression of Tour Two operations. The final placement date will be no earlier than May 20, 2009, although volunteers may move earlier.

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

The San Diego bid installation is a 200 man year office and has no part-time flexible clerks; 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 for earlier impacts as well as for this impact; 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 33 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in offices within a 500 miles radius of the impacted site.

Attached you 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

Impacted Bid Cluster	SAN DIEGO 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	11/10/2007 thru 11/07/2008
Report Prepared By	Linda Shumate
Report Prepared Date	11/17/2008
Reviewed By	John Bertolina
Phone	(858) 674-0100

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	41128	39854	-1274	-5096	-66248	-36	1820

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	1846	4.5%	-41	0		1805	4.5%

WorkHour Impact Report

Casuals

a. Current Number of CLERK Casuals on Rolls	24
b. Current Total Non-OverTime CLERK Casuals Hours per Month	3212
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	-764
d. Number of CLERK Casuals that will have Reduced Hours	8
e. Number of CLERK Casuals that will be Terminated	-5
f. Number of CLERK Casuals Remaining After Impact	19
g. Provide Narrative Justifying need for Remaining CLERK Casuals	

Casuals were separated and casual hours reduced, the remaining casuals will cover temporary unavailability

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	

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

Part Time Regular (PTRs)

a. Current Number of CLERK PTRs on Rolls	28
b. Planned Number of CLERK PTR Positions after Impact	28
c. Estimated Number of CLERK PTR Attrition	0
d. Will there be any CLERK PTRs Exceeded from Craft or Installation	NO
CLERK PTRs	0
e. Provide Narrative Explaining need for Excessing	

No reductions were made since these are PTR assignments that need to be performed at a set limited time frame

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	1146
b. Planned Number of CLERK FTR Positions After Impact	1114
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Exceeded from Craft or Installation	YES
If Yes how Many CLERK FTRs	32
e. Provide Narrative Explaining need for Excessing	

Attrition will be taken as it develops. The tour compression and transfer of workload resulted in a need to excess up to 32 full-time clerks from the craft and/or installation.

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-4332
b. Planned Reduction in Total OT Hours per Month	-164
c. Planned Reduction in Casual Non-OT Hours per Month	-764
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	159416
f. Total FTE Savings	-36