



To: Pacific Area Local(s) *Oakland EAST BAY SACRMKENT*
 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

July 16, 2009

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

Dear Omar:

Attached is the revised impact statement that you requested for the excessing that occurred at the Oakland Bid Installation based on the movement of mail up the processing hierarchy and the reduction of manual secondary. The original impact was 110 full-time Level 6 clerks. This number was initially reduced to 90 full-time Level 6 clerks and the final number of clerks excessed from the craft and/or installation was 51.

Manuel Botello
Manager, Human Resources

Attachment

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

WorkHour Impact Report

Impacted Bid Cluster	OAKLAND POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/30/2009
Period (Dates) of Review Performed	06/09/2007 thru 06/20/2008
Report Prepared By	Linda Shumate
Report Prepared Date	07/15/2009
Reviewed By	Richard Blancas
Phone	(510) 874-8282

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	35380	30303	-5077	-20308	-264004	-145	1820
		Revised			-102000		

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	2916	8.2%	-426	0		2490	8.2%

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	- 3508
d. Number of CLERK Casuals that will have Reduced Hours	21
e. Number of CLERK Casuals that will be Terminated	-22
f. Number of CLERK Casuals Remaining After Impact	-22
g. Provide Narrative Justifying need for Remaining CLERK Casuals	

As workload reduction increases casuals will be terminated All remaining casuals will be supported under the DAS award

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 employees. This is a 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 authorizd for plants

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of CLERK PTRs on Rolls	2
b. Planned Number of CLERK PTR Positions after Impact	2
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 clerks at this time	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	1021
b. Planned Number of CLERK FTR Positions After Impact	901
c. Estimated Number of CLERK FTR Attrition	10
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	110
e. Provide Narrative Explaining need for Excessing	

Work load reduction resulted in removal of manual cases and movement of mail up the hierarchy to automation resulting in a need to reduce full-time staffing. work load no longer supports full-time staffing. Original Impact of 110 clerks Final excessing number equals **51** full-time level 6 clerks

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-16800
b. Planned Reduction in Total OT Hours per Month	-1704
c. Planned Reduction in Casual Non-OT Hours per Month	-3508
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	121212
f. Total FTE Savings	-145