

PACIFIC AREA OFFICE
HUMAN RESOURCES



August 25, 2009

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APWU

AUG 31 2009

WESTERN REGION
COORDINATOR

Williamson Cent Md. 1
700 6 0100 0003 8551 4533
To: Pacific Area Local(s)
 Western Area Local(s)
 So. West Area Local(s)

- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration
- Workload (Impact Date 12-28-09)
- Please review, take action and reduce issues to writing

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

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 Comments *Note detail Notice*
man
Omar M. Gonzalez, Coordinator
cc NBA Taylor

This is to advise you of the intent of the San Francisco Performance Cluster to utilize the provision of Article 12.5.C.5 of the National Agreement to involuntarily reassign a total of 58 clerks from the craft and/or installation at the San Francisco bid installation based on two separate impact statements. The first impact statement identifies an impact to 54 fulltime clerks based on workload loss in the registry and a reduced need for allied positions to support processing activities. The second impact statement identifies an impact to 4 data collection technician positions based on reduced workload.

The impacted clerks will be notified by separate letter of their involuntary reassignments. The final placement date would normally be no earlier than February 25, 2009; however, in view of the loss of the ongoing and substantial loss of work load and the financials of the company, it may be necessary to place employees earlier than that date. It may also be necessary to utilize the provisions of Article 7.2. B of the National Agreement to detail some or all of the impacted employees during the notice period in order to provide them with a work opportunity. If this becomes necessary, we will notify you.

By copy of this notice, the Pacific Area will withhold up to 58 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in offices and plants within a 200 mile radius for placement of the impacted employees.

Copies of the two impact statements and the operational data supporting the need to excess are attached along with a seniority list identifying the junior full-time clerks who are impacted by these events. If you wish to meet on this matter, please contact Carol Hunt at (858) 674-3180 on or before September 1, 2009 to arrange for a mutually agreeable date.

PA *Manuel Boettner*

Mike Thomas
Manager, Labor Relations

Attachments

cc: Manager, Human Resources
Manager, Operations support
Manager, Finance

cc: Area Complement Coordinator with attachments
District Manager, San Francisco District
Manager, Human Resources – San Francisco District with attachments
Richard Sui with attachments
Manuel Peralta with attachments

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-596
b. Planned Reduction in Total OT Hours per Month	-176
c. Planned Reduction in Casual Non-OT Hours per Month	0
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	202612
f. Total FTE Savings	-4

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of CLERK PTRs on Rolls	32
b. Planned Number of CLERK PTR Positions after Impact	32
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	
This is a best qualified excessing PTR reductions are not relevant	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	1507
b. Planned Number of CLERK FTR Positions After Impact	1503
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	4
e. Provide Narrative Explaining need for Excessing	
Loss of work load resulted in a need to excess 4 DCT's from the craft and/or installation	

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	
There are no casuals	

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

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	50802	50653	-149	-596	-7748	-4	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	2052	4%	-44.095	0		2008	4%

WorkHour Impact Report

Impacted Bid Cluster	SAN FRANCISCO POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	12/28/2009
Period (Dates) of Review Performed	06/07/2008 thru 06/05/2009
Report Prepared By	Linda Shumate
Report Prepared Date	08/24/2009
Reviewed By	James Larkin
Phone	(415) 550-5638

WorkHour Impact Report

Impacted Bid Cluster	SAN FRANCISCO POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	12/28/2009
Period (Dates) of Review Performed	07/07/2008 thru 07/05/2009
Report Prepared By	Linda Shumate
Report Prepared Date	08/26/2009
Reviewed By	James Larkin
Phone	(415) 550-5638

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	50802	48955	-1847	-7388	-96044	-54	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	2052	4%	-231.08	0		1821	3.7%

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
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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	
There are no casuals	

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 PTFs	

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 32

b. Planned Number of CLERK PTR Positions after Impact 32

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

PTR's work a set schedule of 4 hours per week and will be r reduced via a separate excessing package

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls 1507

b. Planned Number of CLERK FTR Positions After Impact 1453

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 54

e. Provide Narrative Explaining need for Excessing

The loss of workload resulted in a need to reduce allied and registry staffing which in turn resulted in a need to excess 54 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	-7388
b. Planned Reduction in Total OT Hours per Month	-924
c. Planned Reduction in Casual Non-OT Hours per Month	0
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	195820
f. Total FTE Savings	-54