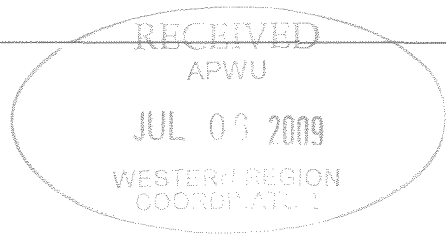




June 26, 2009

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)

*San Diego  
Ime  
& La Mesa*

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

Omar M. Gonzalez, Coordinator

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.3 to consolidate the Spring Valley bid installation into the La Mesa bid installation based on the loss of the lease and need to reduce operating costs and eliminate duplication. Attached are the estimated cost savings.

All clerks and maintenance craft employees will be reassigned from Spring Valley into La Mesa with their seniority and their current work schedules. The reassignments will be effective in October 2009. The impacted employees will be notified of their involuntary reassignments by separate letter. As of the date of this notice the Spring Valley bid installation has 10 full-time clerks, 3 part-time flexible clerks and 2 full-time custodians.

The La Mesa Post Office is located 4.69 miles from the Spring Valley Post Office. It has parking, lockers, space and vending.

Copies of the automated work hour impact reports and documents relating to the cost savings are attached. If you wish to discuss this matter, please contact Carol Hunt on or before close of business on July 3, 2009.

*Manuel Botello*

Manuel Botello  
Manager, Human Resources

Attachments

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

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	SPRING VALLEY POST OFFICE
<b>Installation Address</b>	
<b>Area Name</b>	PACIFIC
<b>Impact Type</b>	CMP/Delivery to Existing Installation
<b>Date of Impact</b>	09/30/2009
<b>Period (Dates) of Review Performed</b>	05/24/2008 thru 06/05/2009
<b>Report Prepared By</b>	Linda Shumate
<b>Report Prepared Date</b>	06/26/2009
<b>Reviewed By</b>	John Bertolina
<b>Phone</b>	(858) 674-0100

# WorkHour Impact Report

Craft = CLERK

	A	B	C	D	E	F	G
	Current Average Weekly Hrs	Planned Weekly Hrs	Weekly Hrs Savings	Monthly Savings	Annual Work Hours Savings	Annual FTE Savings	Current FTE Yearly Hr Rate
Total	492	1	-491	-1964	-25532	-14	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	10	2%	-14	0		0	0%

# WorkHour Impact Report

## Casuals

a. Current Number of CLERK Casuals on Rolls	1
b. Current Total Non-OverTime CLERK Casuals Hours per Month	136
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	-136
d. Number of CLERK Casuals that will have Reduced Hours	0
e. Number of CLERK Casuals that will be Terminated	-1
f. Number of CLERK Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK Casuals	
Casuals will be migrated to La Mesa	

## Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	3
b. Current Total Non-OverTime CLERK PTFs Hours per Month	432
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	-432
d. Number of CLERK PTFs that will have Reduced Hours	0
e. Will there be any CLERK PTFs Excessed from Craft or Installation	YES
If Yes how Many CLERK PTFs	3
f. Provide Narrative Explaining need for Excessing	
PTF's will be migrated to La Mesa	

## 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 not authorized	

# WorkHour Impact Report

## 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	
No PTR's	

## Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	10
b. Planned Number of CLERK FTR Positions After Impact	0
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	10
e. Provide Narrative Explaining need for Excessing	
Full time regulars will be migrated to La Mesa with current schedules	

# WorkHour Impact Report-CLERK

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1396
b. Planned Reduction in Total OT Hours per Month	-56
c. Planned Reduction in Casual Non-OT Hours per Month	-136
d. Planned Reduction in PTF Non-OT Hours per Month	-432
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	4
f. Total FTE Savings	-14

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	SPRING VALLEY POST OFFICE
<b>Installation Address</b>	
<b>Area Name</b>	PACIFIC
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	09/30/2009
<b>Period (Dates) of Review Performed</b>	06/07/2008 thru 06/05/2009
<b>Report Prepared By</b>	Linda Shumate
<b>Report Prepared Date</b>	06/29/2009
<b>Reviewed By</b>	John Bertolina
<b>Phone</b>	(858) 674-0100

\*

# WorkHour Impact Report

Craft = MAINTENANCE

	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	68	0	-68	-272	-3536	-2	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	0	0%	0	0		0	%

# WorkHour Impact Report

## Casuals

a. Current Number of MAINTENANCE Casuals on Rolls	0
b. Current Total Non-OverTime MAINTENANCE Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE Casuals Hours per Month	0
d. Number of MAINTENANCE Casuals that will have Reduced Hours	0
e. Number of MAINTENANCE Casuals that will be Terminated	0
f. Number of MAINTENANCE Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAINTENANCE Casuals	

There are no casuals

## Part Time Flexible (PTFs)

a. Current Number of MAINTENANCE PTFs on Rolls	0
b. Current Total Non-OverTime MAINTENANCE PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE PTFs Hours per Month	0
d. Number of MAINTENANCE PTFs that will have Reduced Hours	0
e. Will there be any MAINTENANCE PTFs Excessed from Craft or Installation	NO

If Yes how Many MAINTENANCE PTFs 0

f. Provide Narrative Explaining need for Excessing

There are no PTF's in the custodial craft

## Transitional Employees (TEs)

a. Current Number of MAINTENANCE TEs on Rolls	0
b. Current Total Non-OverTime MAINTENANCE TE Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE TE Hours per Month	0
d. Number of MAINTENANCE TEs that will have Reduced Hours	0
e. Number of MAINTENANCE TEs that will be Terminated	0
f. Number of MAINTENANCE TEs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAINTENANCE TEs	

TE's are not authorized

# WorkHour Impact Report

## Part Time Regular (PTRs)

- |                                                                           |    |
|---------------------------------------------------------------------------|----|
| a. Current Number of MAINTENANCE PTRs on Rolls                            | 0  |
| b. Planned Number of MAINTENANCE PTR Positions after Impact               | 0  |
| c. Estimated Number of MAINTENANCE PTR Attrition                          | 0  |
| d. Will there be any MAINTENANCE PTRs Excessed from Craft or Installation | NO |
| MAINTENANCE PTRs                                                          | 0  |
| e. Provide Narrative Explaining need for Excessing                        |    |
| There are no PTR's                                                        |    |

## Full Time Regular (FTRs)

- |                                                                                                |     |
|------------------------------------------------------------------------------------------------|-----|
| a. Current Number of MAINTENANCE FTRs on Rolls                                                 | 2   |
| b. Planned Number of MAINTENANCE FTR Positions After Impact                                    | 0   |
| c. Estimated Number of MAINTENANCE FTR Attrition                                               | 0   |
| d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation                      | YES |
| If Yes how Many MAINTENANCE FTRs                                                               | 2   |
| e. Provide Narrative Explaining need for Excessing                                             |     |
| It will be necessary to excess the two full-time custodians from the craft and/or installation |     |

# WorkHour Impact Report-MAINTENANCE

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-272
b. Planned Reduction in Total OT Hours per Month	0
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	0
f. Total FTE Savings	-2

POSTMASTER  
LA MESA CA 91941-9998



May 20, 2009

Donald C. Marbrey, SOM 1  
11251 Rancho Carmel Drive Rm 254  
San Diego, Ca 92199

Subject: Impact Statement-La Mesa/Spring Valley Consolidation

The La Mesa/Spring Valley consolidation came about because the lease had expired for the La Mesa Post Office located at 4800 Nebo Drive, La Mesa, Ca 91941-9998. Although several sites were looked at for the La Mesa Post office there was no approved funding for the new project. We looked at several post offices for space. We sought out Spring Valley for space and the decision was made that Spring Valley would be selected.

The advantages of merging La Mesa with Spring Valley are many.

The issue of eliminating a Postmaster and having one to oversee all units would save in salaries and benefits. Also we can eliminate 1 EAS level 17 supervisor. Since the Spring Valley Post Office is owned by the Postal Service this would eliminate the lease of the existing building. Transportation would be another benefit where we could eliminate the 7 ton truck and have transportation directly to the La Mesa Carrier Annex and have a truck directly to Spring Valley possibly consolidating all zones

Current level 22 Postmaster salary- minimum	\$53,482	maximum	\$92,268
EAS Supervisor Level 17 salary	minimum \$41,764	maximum	\$70,434
Current lease at 4800 Nebo Drive is \$ 125,000 yearly/Spring Valley Postal owned			

The DPS mail for Spring Valley was processed at Midway now processed at MLS. One consideration would be to move the Spring Valley processing up by 45 minutes to meet the "lights out" initiative. That mail could be consolidated onto 1 truck without affecting any time changes to the Spring Valley A.M. trips.

We are projecting to delete 8 trips a day to the La Mesa Post Office after the move. This would be a cost savings the HCR transportation of approximately \$ 157,296 38.

There will be an added transportation cost for the La Mesa Annex 91942. Currently they receive 1 trip from MVS that delivers their DPS. We would probably have to add an additional 5 trips.

History-

The La Mesa Post Office has 65 city delivery routes. La Mesa Post Office has a split operation. The carrier annex is located at 6055 Lake Murray Blvd. That office has 23 routes with the zip 91942 and 13 routes with the 91941 zip code.

The annex currently has 2 full time clerks  
There is 1 POS unit  
1 custodian to cover the carrier annex and our Grossmont Finance Unit

4800 NEBO  
LA MESA, CALIFORNIA 91941-9998  
(619) 667-7770  
FAX: (619) 466-1763

The main office has 26 city delivery routes and 1 full time collection route. La Mesa also has 4 hours of miscellaneous collection runs. One of the runs is performed by a clerk. We also have a clerk that performs our inter-station run with a 7-ton vehicle.

The clerk makes 3 runs to the carrier annex. He leaves at 5 A.M., 7:30 A.M. and the last trip at 8:30 A.M. On the last dispatch he distributes mail and parcels.

The main office has 1 custodian. He currently is covering the main office and the new finance unit.

Grossmont Center (Station A) is a finance unit located at 5500 Grossmont Center. They have 3 POS units and 708 post office boxes.

The new retail site is located at 8064 Allison Ave, has 5 POS units and 1 Passport office also used as a window operation. This site has 2200 post office boxes.

La Mesa complement:

Total carriers	88, 4 PTF'S and 2 TE'S
Total clerks	19, 2 PTF'S and 2 casuals
Total custodians	2
Total Supervisors	5 (authorized 6)
Total city deliveries	31,741

Currently we have 2 employees on ORNA. City carrier Laurie Darrow detailed to Santee as a finance supervisor and city carrier Al Miranda on other due to the suspension of his California Drivers license.

Spring Valley Post Office

Spring Valley has 41 city deliver routes and 1 rural route.

Total carriers	50, 1 vacation relief, 7 PTF'S and 3 TE'S
Total clerks	11 clerks, 3 PTF'S and 1 casual
Total custodians	2
Total city deliveries	22,843
Total rural deliveries	221

Spring Valley Post Office has 1, 446 PO boxes of those 1,376 are rented.  
Casa De Oro has 924 Post Office boxes of which 661 are rented.

## SPRING VALLEY CLERK SENIORITY LIST

	OFFICE	LAST	FIRST	MI	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	OCC CODE	SEN DATE	SEN #	VET PREF
1	SPRING VALLEY PO	BERQUIST	STEVEN	R	95794616	MAIL PROCESSING CLERK	6	110	4	43	23150063	7/10/1982	1	N
2	SPRING VALLEY PO	GRABERT	ANTHONY	J	95848688	WINDOW CLK	6	110	4	45	232001XX	1/18/1986	1	Y
3	SPRING VALLEY PO	SMITH	MARIA	R	95552010	MAIL PROCESSING CLERK	6	110	4	43	23150063	8/29/1987	1	N
4	SPRING VALLEY PO	QUAN	RICHARD		95535878	DIST WINDOW CLK	6	110	4	45	234002XX	2/16/1988	1	N
5	SPRING VALLEY PO	CHUNG	REBECCA	N	95471549	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	43	23200003	9/19/1989	1	N
6	SPRING VALLEY PO	DE LOS SANTOS	DOMINADOR	R	70220082	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	23200004	4/30/1996	1	Y
7	SPRING VALLEY PO	HERNANDEZ	LUZ	P	95608836	DIST WINDOW CLK	6	110	4	45	234002XX	11/22/1997	1	N
8	SPRING VALLEY PO	ORDONEZ	RANIER	Q	95832878	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	23200003	10/13/1998	1	N
9	SPRING VALLEY PO	ROBERSON	ELRICA	C	95495418	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	23200003	4/24/2001	1	N
10	SPRING VALLEY PO	CHAVEZ	DANETTE		95617490	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	23200003	11/1/2003	1	N

## SPRING VALLEY PTF CLERK SENIORITY LIST

	OFFICE	LAST	FIRST	MI	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	OCC CODE	SEN DATE	SEN #	VET PREF
1	SPRING VALLEY PO	MADRIAGA	ARIS		95744979	SALES,SVCS/DISTRIBUTION ASSOC	6	410	4	45	23200003	6/1/2006	1	N
2	SPRING VALLEY PO	RAMOS	ANA	M	95807422	SALES,SVCS/DISTRIBUTION ASSOC	6	410	4	45	23200003	5/13/2006	1	N
3	SPRING VALLEY PO	MADRIAGA	JOANNE	M	95510113	SALES,SVCS/DISTRIBUTION ASSOC	6	410	4	45	23200003	12/24/2005	1	N

OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	EMP LEVEL	D/A	FUNC	LDC	OCC CODE	EOB	SEN DATE	SEN #	VET PREF
SPRING VALLEY PO	CRUZ	ANTONIO	G	3380543	95766795	LABORER CUSTODIAL	4	166	3B	38	350203XX	10/23/1999	10/23/1999	1	Y
SPRING VALLEY PO	NELSON	MARVIN		3665743	95642383	LABORER CUSTODIAL	4	166	3B	38	350203XX	5/27/2006	5/27/2006	1	Y

*Custodial*