

TO: *San Diego AZ*
CAZ
DATE: *11/9/09*

- For your information
- Please review & take action
- As Requested
- Reduce issues to writing and submit ASAP! If any.

Comments: Please review all documents closely and identify issues asap & forward to Regional Coordinator office
for
cc NISA

October 19, 2009

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

This is to advise you of the intent of the San Diego District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign up to 51 full-time Level 6 clerks, one PTR clerk and one PTF clerk from fifteen (15) separate offices. The number of clerks to be excessed from each of the fifteen offices is set forth below.

OFFICE	NUMBER OF IMPACTED FT CLERKS	NUMBER OF IMPACTED PTF CLERKS	NUMBER OF IMPACTED PTR'S	TOTALS
Apple Valley	1		1	2
Blythe	1			1
Bonsall	1			1
Carlsbad	3			3
El Centro	4			4
Escondido	8			8
Hesperia	8	1		9
Holtville	1			1
LaJolla	9			9
Lakeside	1			1
Oceanside	5			5
Poway	3			3
Ramona	3			3
Solana Beach	2			2
Valley Center	1			1
TOTALS	51	1	1	53

The impacts are based on the ongoing loss of workload as reflected in the earned work hours and staffing and scheduling reviews. The impacted employees will be advised of their involuntary reassignments by separate letter.

The final placement date would normally occur no earlier than April 25, 2010. However, due to the ongoing loss of workload, the financials and the need to maintain service, it may be necessary to begin the placement process earlier than that date. It may also be necessary to utilize the provisions of Article 7.2.B of the National Agreement to temporarily detail some or all of the impacted clerks during the notice period in order to afford them a work opportunity.

By copy of this notice, the Pacific Area will withhold up to 51 full-time residual assignments, one PTR residual assignment and one PTF opportunity in the clerk, carrier, mail handler and custodial crafts in offices and plants within a 200 mile radius.

Attached you will find copies of the automated impact statements and the operational data supporting the need to excess along with the list of impacted employees in each of the identified offices.

If you wish to meet on this matter, please contact Carol Hunt at (858) 674-3180 on or before close of business on October 28, 2009 to make any necessary arrangements.



Mike Thomas
Manager, Labor Relations

Attachments

cc: Area Manager, Operations Support
Area Manager, Human Resources
Area Manager, Finance



American Postal Workers Union, AFL-CIO

Omar M. Gonzalez
Western Regional Coordinator

500 Airport Blvd. Suite 450
Burlingame, CA 94010
(650) 685-7402
(650) 685-7429 Fax

ogonzalez@apwu.org

November 9, 2009

Mr. Mike W. Thomas
Manager, Labor Relations
Pacific Area USPS
11255 Rancho Carmel Drive, Rm 227
San Diego, CA 92197

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James "Jim" McCarthy
Director, Clerk Craft

Steven G. "Steve" Raymer
Director, Maintenance Craft

Robert C "Bob" Pritchard
Director, M.V.S. Craft

Sharyn M. Stone
Central Region Coordinator

Michael Gallagher
Eastern Region Coordinator

John H. Dirzluz
Northeast Region Coordinator

William "Bill" Sullivan
Southern Region Coordinator

Omar M. Gonzalez
Western Region Coordinator

RE: San Diego District/ San Diego Bid Cluster

Reference is made to two Express Mail packages received today from Area CC Shumate regarding San Diego District and Bid Installation. I expressed to you the Region's concern via email.

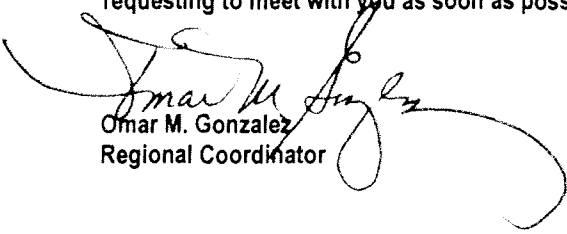
Your attention is directed to a regional pre-arbitration settlement signed October 14, 2009 wherein that is no blanket declaration notice of six months is not possible. It was agreed that in the event six (6) months notice is not possible the Employer shall state in each situation the specific reason(s) why it is not possible to give six months notice.

In her October 19, 2009 notice (that pre-dates the Work Hour Impact Reports) Area CC Shumates states that final placement would normally occur no earlier than April 25, 2010. Shumate states, however, due to on going loss of workload, financials and need to maintain service placement process may begin earlier than that date.

The Regional Union requests documentation, reports, studies, surveys that support the loss of work load in each of those offices. The Region further requests service needs documentation within the 200 mile radius that may require earlier involuntary reassignment. In addition the Region requests documentation that validates the claim that "financials will result in earlier reassignments.

The Region also requests identification of where work opportunity issues are taking place in the event utilization of Article 7.2.B is necessary. The Region's position is that Article 12 of the CBA/JCIM requires advance notice to employees who may be detailed.

Also, as I informed in the email the package for the San Diego Bid Installation does not have a notice of intent, notice of withholding or any type of letter. This violates the CBA and the pre-arb settlement. I am requesting to meet with you as soon as possible to address this issue.


Omar M. Gonzalez
Regional Coordinator

Omar Gonzalez

From: Omar Gonzalez
Sent: Monday, November 09, 2009 3:03 PM
To: 'Thomas, Mike W - San Diego, CA'
Subject: RE: Packages/Info/Notice & Appeal

Mike:

I understand the sinister implication but this is one of those "packages" I contend was not received. Some Impact Statement's were, according to Linda, "pulled" on 10-23-09, some were pulled 10-26-09. The letter is dated 10-19-09 with a deadline to contact your secretary by 10-28-09. They are received by this Office on 11-09-09. It may not be sinister but it is suspiciously wrong. So normally the impact date is in May 2009. Correct?

Omar

From: Thomas, Mike W - San Diego, CA [mailto:mike.w.thomas@usps.gov]
Sent: Monday, November 09, 2009 2:16 PM
To: Omar Gonzalez
Subject: FW: Packages/Info/Notice & Appeal
Importance: High

Omar,

See Linda's explanation for date variances. Nothing sinister going on.

Mike

From: Shumate, Linda G - City of Industry, CA
Sent: Monday, November 09, 2009 2:00 PM
To: Thomas, Mike W - San Diego, CA
Subject: FW: Packages/Info/Notice & Appeal
Importance: High

Mike I get the letter signed and then pull the impact statements which are a part of the attachments. The system assigns a current prepared date each time I pull an impact statement.

From: Omar Gonzalez [mailto:ogonzalez@apwu.org]
Sent: Monday, November 09, 2009 12:46 PM
To: Thomas, Mike W - San Diego, CA
Cc: Shumate, Linda G - City of Industry, CA
Subject: Packages/Info/Notice & Appeal

Mike I received an **Express Mail EH846392680US** from Ms Shumate today containing San Diego bid cluster F4 package. An unsigned note stated that the cover letter will be sent electronically Monday morning. **No such cover letter has been received as of this time.** The Workhour Impact Report reveals the report was prepared on 11/05/09. This is inadequate notice!

Also received was Express Mail EH846392676US from Ms Shumate containing an October 19, 2009 letter of intent on San Diego District 15 separate AOs for a total of 53 clerks. The Work Hour Impact Report shows it was prepared 10/23/09. How can a letter be dated before a report is prepared? The other Work Hour Impact Reports show a prepared date of 10/26/09 yet the cover letter is dated 10/19/09.



American Postal Workers Union, AFL-CIO

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Western Regional Coordinator

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November 4, 2009

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Mr. Mike W. Thomas
Manager, Labor Relations
Pacific Area USPS
11255 Rancho Carmel Drive, Rm 227
San Diego, CA 92197

Re: San Diego Article 12 Issues

Reference is made to a Notice of intent the San Diego District to utilize Article 12.5.C.5 to involuntarily reassign 51 full time level 6 clerks, 1 PTR and 1 PTF dated October 19, 2009 but received on November 2, 2009.

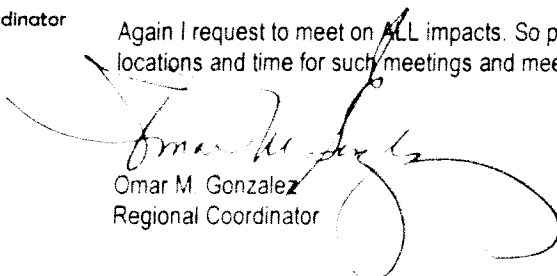
A preliminary review of the "package" reveals that the ORPES Complement vs Caps/Plans documents for the Apple Valley Post Office, and Solana Beach Post Office is not included.

Also, the package did not contain an Impact Statement for Escondido. The Region is requesting the Impact Statement and the afore mention missing information.

The last paragraph of your letter states if I wish to meet on this matter to contact Carol Hunt before the close of business October 28, 2009. This serves as a protest of this dictum on the following principals:

- An Area/Regional Meeting is required no less than 90 days (six months if possible) in advance of any anticipated reassignments per the JCIM/CBA. It is not a matter of "wishing to meet."
- I request to meet on all such impacts no less than 90 days in advance of any anticipated reassignments whether they be "details" or "excessing involuntary reassignments."
- In this instant matter the letter is dated October 21, 2009 with a no later date for contact of October 28, 2009. Assuming you mail that letter and deposit it into the mail stream that day and USPS meets delivery standards the letter would arrive some time on or about October 24, 2009 which in this case is a Saturday. It would be delivered on the business day of October 26, 2009 and processed. That is a ridiculous time frame in which to expect a "wish" for a meeting. **However, this letter was received November 2, 2009** thirteen days after it is dated.

Again I request to meet on ALL impacts. So please have your secretary Ms Hunt contact me to schedule the dates, locations and time for such meetings and meetings in the future.


Omar M. Gonzalez
Regional Coordinator

The Area/Regional Meeting was scheduled Oct. 29, 2009. Not all managers were present and the faxing of Impact Packages was impeded. The meeting was therefore rescheduled to Nov. 5, 2009 face to face. The meeting was held telephonically when the Region informed not all packages had been received. The meeting was held at 10 am. Here is the RECAP:

IMPACT- Delmar, Fallbrook Rancho Santa Fe, Santee, Redlands, Rialto, Palm Desert and Vista (San Diego District). Notice was received 9-17-09. Region advised the package did not contain backup documentation (SSRs etc) for the other offices but only Del Mar. Area CC to mail the complete package to Region. Area advised Mgt met with Local Union on 10/9/09. Employee notice to be issued on or about 11-9-09. Attrition will be applied once the Area CC reviews and tabulates incentive retirement numbers and applies to the packages. This is to be performed over the weekend so that at the next scheduled Area/Region Meeting (Nov.12) a full update number is finalized. Radius is currently at 200 miles. If there is a need to expand the Region will be consulted since San Diego District does not border on anything there are at this time a limited number of residual vacancies available. An updated residual listing is due on 11-06-09 . Area CC to provide Region with identification of limited duty and preference eligible employees impacted.

IMPACT- Los Angeles Bid Installation (LA District) District Management in process of closing out L.A. excessing. Area validating retirement incentives and application to returning senior excessed former clerks. Area to inform Region early next week.

IMPACT- Fresno/Stockton/Lodi (Sac District) Notice recd 9-21-09. 25 clerks impacted. This impact may close out because of proximity limited for placement opportunities. Area CC to advise Region at 11-12 meeting. Stockton impacts revised to 27 FT clks. Info will be provided next week as to preference eligibles/limited duty and attrition. On **Lodi**, Area CC to secure machine relo. docs.

IMPACT- Redding (Sac District) Notice recd 9-10-09. Impact to 7 FT clerks. Incentive Retirement Attrition to be determined over the weekend. Radius 200 miles. Limited Duty and Preference eligibles with group unknown will be reported at 11-12 meeting. Area contends local management has not met with the Local Union. Notice to employees has not been issued.

IMPACT- Sac Stations/AOs (Sac Dist) Notice recd 9-24-09. 26 clerks impacted. Special incentive retirement Attrition to be determined and applied over week end. Radius 200 miles. Residual vacancies to be sent in and are due 11-06. Limited Duty and Preference eligibles to be determined and reported on 11-12. Colfax to be closed out. Sacramento may close out and Jamestown may close out but no determination as of yet until next week. Notice to employees has not been issued.

IMPACT- Sac Bid Installation (Sac Dist) Notice recd 9-10-09. 150 clerks impacted. Impact date is 3-15-10 not 3-27-10 but it may be as late as April. Local Mgt met with Local Union 10-11-09. No letters to employees have been issued as of yet. Attrition to be applied upon review of incentive retirements will inform at meeting of 11-12. Radius is 200 miles. Information on Limited Duty and Preference eligibles to be provided to Region next week. Employees may not have reassignment opportunities until residuals are captured. Some employees may have to be detailed.

IMPACT - Long Beach AMP (SNA Dist) Notice recd 8-21. Exact number not available will advise on 11-12. Attrition to be applied after a review of the numbers over the weekend. The Facility is not closing it is more of a centralization. Radius is 200 miles. Some discussion on placement has taken place with L.A. Local but there are two processes away at the LAX ISC from completing their bid process. They have been authorized additional complement. There are insufficient residuals at the moment but no movement will take place until after Christmas. There is no opportunity for placement in the mailhandler craft in Long Beach. Pref eligibles and LD to be reported next week. Letter were issued to employees and management met with the Local Union.

IMPACT - San Francisco (SF Dist) multiple events including AMC/ISC; Bid Installation; Function 4. PTRs. Notices recd 8-31, 9-24, 9-10. Area CC informs that the District has not yet closed out previous impacts. The PTRs may be retained however, and the Region will be advised next week. Timeline dates may vary as there are multiple events. The Area will update the Region on these impacts next week on 11-12. Area does not believe local mgt has met with local union. Attrition will be applied after weekend review of incentive retirements. Preference eligibles/Limited Duty to be identified and reported next week. Letters may have been issued but not sure. Data Collection impacts are being dropped. Details may be occurring .

IMPACT-Bay Valley Associate Office (BV District). The local parties are working on changing PT assignments to FT assignment to accommodate some impacts. No specifics available.

Area advised additional impact packages were being mailed out Friday for discussion 11-12. Region informed that it not enough time to receive, review and prepare for meeting. San Diego AO and Bid Installation , Oakland Installation & BV AOs to be sent to Region for discussion on 11-12.

WorkHour Impact Report

Impacted Bid Cluster	BLYTHE POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	04/09/2010
Period (Dates) of Review Performed	09/27/2008 thru 09/25/2009
Report Prepared By	Linda Shumate
Report Prepared Date	10/26/2009
Reviewed By	Dallas Keck
Phone	(858) 674-0301

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	226	186	-40	-160	-2080	-1	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	0%

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 in this office

Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	3
b. Current Total Non-OverTime CLERK PTFs Hours per Month	360
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	-24
d. Number of CLERK PTFs that will have Reduced Hours	3
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	

PTF hours were reduced.

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 in the clerk craft in field offices.

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	
There are no PTR's in this office	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	4
b. Planned Number of CLERK FTR Positions After Impact	3
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	1
e. Provide Narrative Explaining need for Excessing	
The ongoing loss of work load has resulted in a need to excess one FT clerk from the craft and/or installation.	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-136
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	-24
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	744
f. Total FTE Savings	-1

ORPES Complement vs Caps/Plans
Lead/Office: BLYTHE PO (050816)

FROM	Pay Pd 21	FY 2010	FROM	TO			Actl vs					
TO	Pay Pd 21	FY 2010	Pay Pd 21	Pay Pd 21	CHANGE		FY 2010	FY 2010	FY 2010	FY 2010	FY 2010	FY 2010
			FY 2010	FY 2010	IN Mths	CAP	EOQ 1	EOQ 1	EOQ 2	EOQ 3	EOQ 4	
			ACTUAL	ACTUAL			PLAN	PLAN	PLAN	PLAN	PLAN	
Function 2 - DEL MGMT												
2920 - Non-Bargaining			0	0								
2940 - Consolidated			0	0								
Function 2A - RURAL												
1070 - Rural Carriers-Barg			2	2			2	2				
1080 - Rural Carriers-Non Barg			2	2			2	2				
2940 - Consolidated			4	4			4	4				
Function 2B - CITY DEL												
1300 - Carriers-Full Time			6	6			6	6				
1310 - Carriers-Part Time			2	2			2	2				
1315 - City Carrier Transitional- All			0	0								
1317 - City Carrier Transitional- Non-MOU			0	0								
2940 - Consolidated			8	8			8	8				
Function 3B - MAINT												
1800 - Maintenance-Full Time			0	0								
2940 - Consolidated			0	0								
Function 4 - CUST SERV												
1100 - Clerks-Full Time			4	4			4	4				
1110 - Clerks-Part Time			3	3			3	3				
1120 - Clerks-Casual			0	0								
2940 - Consolidated			7	7			7	7				
Function 8 - ADMIN												
2920 - Non-Bargaining			1	1			1	1				
2940 - Consolidated			1	1			1	1				
Grand Total			20	20	0		20	20				

ORPES Complement vs Caps/Plans

Lead/Office: BLYTHE PO (050816)

FROM	Pay Pd 21	FY 2009	FROM	TO				Actl vs				
TO	Pay Pd 20	FY 2009	Pay Pd 21	Pay Pd 20	CHANGE	CAP	Actl vs	FY 2009	FY 2009	FY 2009	FY 2009	FY 2009
			FY 2009	FY 2009	IN Mths		CAP	EOQ 1	EOQ 1	EOQ 2	EOQ 3	EOQ 4
			ACTUAL	ACTUAL				PLAN	PLAN	PLAN	PLAN	PLAN
Function 2 - DEL MGMT												
2920 - Non-Bargaining			0	0								
2940 - Consolidated			0	0								
Function 2A - RURAL												
1070 - Rural Carriers-Barg			2	2				2	2			
1080 - Rural Carriers-Non Barg			2	2				2	2			
2940 - Consolidated			4	4				4	4			
Function 2B - CITY DEL												
1300 - Carriers-Full Time			7	6	-1			6	6			
1310 - Carriers-Part Time			2	2				2	2			
1315 - City Carrier Transitional- All			1	1				1	1			
1317 - City Carrier Transitional- Non-MOU			1	1				1	1			
2940 - Consolidated			10	9	-1			9	9			
Function 3B - MAINT												
1800 - Maintenance-Full Time			0	0								
2940 - Consolidated			0	0								
Function 4 - CUST SERV												
1100 - Clerks-Full Time			4	4				4	4			
1110 - Clerks-Part Time			4	3	-1			3	3			
1120 - Clerks-Casual			1	0	-1							
2940 - Consolidated			9	7	-2			7	7			
Function 8 - ADMIN												
2920 - Non-Bargaining			1	1				1	1			
2940 - Consolidated			1	1				1	1			
Grand Total			24	21	-3			21	21			

ORPES Complement vs Caps/Plans
Lead/Office: BLYTHE PO (050816)

FROM TO	Pay Pd 21 Pay Pd 20	FY 2008 FY 2008	FROM Pay Pd 21 FY 2008 ACTUAL	TO Pay Pd 20 FY 2008 ACTUAL	CHANGE IN Mths	CAP	Actl vs CAP	Actl vs FY 2008 EOQ 1 PLAN	FY 2008 EOQ 1 PLAN	FY 2008 EOQ 2 PLAN	FY 2008 EOQ 3 PLAN	FY 2008 EOQ 4 PLAN
Function 2 - DEL MGMT												
2920 - Non-Bargaining			1	0	-1							
2940 - Consolidated			1	0	-1							
Function 2A - RURAL												
1070 - Rural Carriers-Barg			2	2			2	2				
1080 - Rural Carriers-Non Barg			1	2	1		2	2				
2940 - Consolidated			3	4	1		4	4				
Function 2B - CITY DEL												
1300 - Carriers-Full Time			7	7			7	7				
1310 - Carriers-Part Time			3	2	-1		2	2				
1315 - City Carrier Transitional- All			0	1	1		1	1				
1317 - City Carrier Transitional- Non-MOU			0	1	1		1	1				
2940 - Consolidated			10	10			10	10				
Function 3B - MAINT												
1800 - Maintenance-Full Time			0	0								
2940 - Consolidated			0	0								
Function 4 - CUST SERV												
1100 - Clerks-Full Time			4	4			4	4				
1110 - Clerks-Part Time			3	4	1		4	4				
1120 - Clerks-Casual			1	1			1	1				
2940 - Consolidated			8	9	1		9	9				
Function 8 - ADMIN												
2920 - Non-Bargaining			1	1			1	1				
2940 - Consolidated			1	1			1	1				
Grand Total			23	24	1		24	24				

ORPES Complement vs Caps/Plans
Lead/Office: BLYTHE PO (050816)

FROM	Pay Pd 21	FY 2007	FROM	TO				Actl vs	FY 2007	FY 2007	FY 2007	FY 2007	FY 2007
TO	Pay Pd 20	FY 2007	Pay Pd 21	Pay Pd 20	CHANGE		Actl vs	FY 2007	EOQ 1	EOQ 1	EOQ 2	EOQ 3	EOQ 4
			FY 2007	FY 2007	IN Mths	CAP	CAP	EOQ 1	PLAN	PLAN	PLAN	PLAN	PLAN
			ACTUAL	ACTUAL				PLAN					
Function 2 - DEL MGMT													
2920 - Non-Bargaining			0	1	1		1	1					
2940 - Consolidated			0	1	1		1	1					
Function 2A - RURAL													
1070 - Rural Carriers-Barg			2	2			2	2					
1080 - Rural Carriers-Non Barg			1	1			1	1					
2940 - Consolidated			3	3			3	3					
Function 2B - CITY DEL													
1300 - Carriers-Full Time			8	7	-1		7	7					
1310 - Carriers-Part Time			2	3	1		3	3					
1315 - City Carrier Transitional- All			0	0									
1317 - City Carrier Transitional- Non-MOU			0	0									
2940 - Consolidated			10	10			10	10					
Function 3B - MAINT													
1800 - Maintenance-Full Time			1	0	-1								
2940 - Consolidated			1	0	-1								
Function 4 - CUST SERV													
1100 - Clerks-Full Time			4	4			4	4					
1110 - Clerks-Part Time			4	3	-1		3	3					
1120 - Clerks-Casual			0	1	1		1	1					
2940 - Consolidated			8	8			8	8					
Function 8 - ADMIN													
2920 - Non-Bargaining			1	1			1	1					
2940 - Consolidated			1	1			1	1					
Grand Total			23	23	0		23	23					

-----Act Ddays 6 Sply Ddays 6-----				-----Act Ddays 8 Sply Ddays 9-----				----- Act Ddays 8 Sply Ddays 9-----				
Act/Plan 10-03-2009 - 10-09-2009				Act/Plan 10-01-2009 - 10-09-2009				Act/Plan 10-01-2009 - 10-09-2009				
SPLY 10-04-2008 - 10-10-2008				SPLY 10-01-2008 - 10-10-2008				SPLY 10-01-2008 - 10-10-2008				
***** Current Week *****				***** Month to Date *****				***** Year to Date *****				
U/C Description	Actual	Plan	%Plan	%SPLY	Actual MTD	Plan MTD	%P MTD	%S MTD	Actual YTD	Plan YTD	%P YTD	%S YTD
25 RURAL CARRIERS	126	116	8.6	-1.6	153	155	-1.3	-19.9	185	155	19.4	-3.1
RSH RURAL STANDARD HOURS	116	0	0.0	-9.4	155	0	0.0	-19.3	155	0	0.0	-19.3
RSTD RURAL % TO STANDARD	8.6207	0.0000	0.0	0.0	-1.2903	0.0000	0.0	147.7	19.3548	0.0000	0.0	-3816.1
OT25 RURAL OT	0	4	-100.0	0.0	0	5	-100.0	0.0	0	5	-100.0	0.0
O25R RURAL OT RATIO	0.00	3.45	-100.0	0.0	0.00	3.23	-100.0	0.0	0.00	3.23	-100.0	0.0
SL25 RURAL SL	24	5	380.0	0.0	21	7	200.0	0.0	29	7	314.3	0.0
S25R RURAL SL RATIO	19.05	4.31	341.9	0.0	13.73	4.52	203.9	0.0	15.68	4.52	247.1	0.0
A25R FN2A AL RATIO	0.00	0.00	0.0	-100.0	-3.92	0.00	0.0	-193.6	5.41	0.00	0.0	29.1

RRRB RURAL BOXES	1,206	1,194	1.0	5.0	1,206	1,194	1.0	5.0	1,206	1,194	1.0	5.0
CRRB CUM RURAL BOXES	7,236	7,164	1.0	5.0	9,648	9,552	1.0	-6.7	9,648	9,552	1.0	-6.7
HCRB CONTRACT DELIVERIES	431	0	0.0	3.4	430	0	0.0	3.1	430	0	0.0	3.1
=====												
20 D/S SUPERVISOR	44	48	-8.3	-4.3	54	65	-16.9	-34.1	54	65	-16.9	-34.1
21 OFFICE	56	70	-20.0	-16.4	73	93	-21.5	-23.2	73	93	-21.5	-23.2
22 STREET	246	249	-1.2	-2.8	325	331	-1.8	-16.5	325	331	-1.8	-16.5
27 COLLECTIONS	2	3	-33.3	-33.3	4	3	33.3	-20.0	4	3	33.3	-20.0
FN2C CITY CARRIER HRS	304	322	-5.6	-5.9	402	427	-5.9	-17.8	402	427	-5.9	-17.8
FN2B CITY DELIVERY	348	370	-5.9	-5.7	456	492	-7.3	-20.1	456	492	-7.3	-20.1
CMCD FN2C % TO STANDARD	79.97	90.45	-11.6	-8.5	77.26	90.13	-14.3	2.0	77.26	90.13	-14.3	2.0
OT2C CITY CARRIER OT	26	0	0.0	-36.6	43	0	0.0	4.9	43	0	0.0	4.9
O2CR CITY CARR OT RATIO	8.55	0.00	0.0	-32.6	10.70	0.00	0.0	27.6	10.70	0.00	0.0	27.6
OT2B FN2B OT	35	31	12.9	-23.9	52	41	26.8	-7.1	52	41	26.8	-7.1
O2BR FN2B OT RATIO	10.06	8.38	20.0	-19.3	11.40	8.33	36.8	16.3	11.40	8.33	36.8	16.3
SL2C CITY CARRIER SL	40	0	0.0	-28.6	56	0	0.0	-12.5	56	0	0.0	-12.5
S2CR CITY CARR SL RATIO	13.16	0.00	0.0	-24.1	13.93	0.00	0.0	6.4	13.93	0.00	0.0	6.4
SL2B CITY DELIVERY SL	40	16	150.0	-28.6	56	20	180.0	-12.5	56	20	180.0	-12.5
S2BR CITY DEL SL RATIO	11.49	4.32	165.8	-24.3	12.28	4.07	202.1	9.6	12.28	4.07	202.1	9.6
A2BR FN2B AL RATIO	0.00	0.00	0.0	-100.0	11.62	0.00	0.0	16.4	11.62	0.00	0.0	16.4

SDPD POSS DEL	5,209	5,202	0.1	0.1	5,209	5,202	0.1	0.1	5,209	5,202	0.1	0.1
CUPD CUM DELIVERIES	31,254	31,212	0.1	0.1	41,672	41,616	0.1	-11.0	41,672	41,616	0.1	-11.0
CTRT CITY STREET ROUTES	7	7	0.0	-12.5	7	7	0.0	-12.5	7	7	0.0	-12.5
CDPR CITY DEL PER ROUTE	744.1	743.1	0.1	14.4	744.1	743.1	0.1	14.4	744.1	743.1	0.1	14.4

CDV TOT CDV PIECE	86,076	81,139	6.1	-4.3	115,885	108,184	7.1	-22.8	115,885	108,184	7.1	-22.8
CSFL CASED FLATS	16,410	20,074	-18.3	-2.8	21,989	26,765	-17.8	-24.6	21,989	26,765	-17.8	-24.6
CSLT CASED LETTERS	4,578	3,601	27.1	-24.3	6,845	4,801	42.6	-34.2	6,845	4,801	42.6	-34.2
CSVL TOT CASED VOL	20,988	23,675	-11.3	-8.5	28,834	31,566	-8.7	-27.1	28,834	31,566	-8.7	-27.1
DPS CITY CARR DPS	65,088	51,797	25.7	4.5	87,051	69,062	26.0	-17.7	87,051	69,062	26.0	-17.7
SEQ SEQUENCED VOLUME	0	5,667	-100.0	-100.0	0	7,556	-100.0	-100.0	0	7,556	-100.0	-100.0
PKCC CITY CARRIER PKGS	294	238	23.5	47.7	343	317	8.2	14.7	343	317	8.2	14.7

OBI OFFICE EFF INDICATOR	558.11	445.89	25.2	19.8	570.85	447.48	27.6	15.8	570.85	447.48	27.6	15.8
SEI STREET EFF IND	127.05	125.35	1.4	3.0	128.22	125.73	2.0	6.5	128.22	125.73	2.0	6.5
TEI DELIVERIES PER HOUR	102.81	96.93	6.1	6.4	103.66	97.46	6.4	8.3	103.66	97.46	6.4	8.3
DPSD DPS % - DPS OFFICES	93.43	93.50	-0.1	2.5	92.71	93.50	-0.8	1.8	92.71	93.50	-0.8	1.8
DPSP DPS % - ALL OFFICES	93.43	93.50	-0.1	2.5	92.71	93.50	-0.8	1.8	92.71	93.50	-0.8	1.8
=====												
41 UNIT DISTR AUTO/MECH	0	0	0.0	-100.0	0	0	0.0	-100.0	0	0	0.0	-100.0
42 BUSINESS RETURN SERV	1	1	0.0	0.0	2	1	100.0	0.0	2	1	100.0	0.0
43 UNIT DIST MANUAL	37	36	2.8	-32.7	49	49	0.0	-42.4	49	49	0.0	-42.4
44 PO BOX DIST	20	17	17.6	-39.4	28	22	27.3	-39.1	28	22	27.3	-39.1
45 WINDOW SERVICE	75	89	-15.7	-10.7	106	118	-10.2	-28.9	106	118	-10.2	-28.9
48 ADMIN MISC	42	54	-22.2	-25.0	67	71	-5.6	-23.0	67	71	-5.6	-23.0
FN4C C/S CLERK/MH HRS	175	197	-11.2	-31.1	252	261	-3.4	-38.1	252	261	-3.4	-38.1
FN4 TOTAL C/S HRS	175	197	-11.2	-31.1	252	261	-3.4	-38.1	252	261	-3.4	-38.1
OT4 OPS RETAIL OT	8	7	14.3	100.0	12	9	33.3	200.0	12	9	33.3	200.0

OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	OCC CODE	EOD	SEN DATE	SEN #	VET PREF	STREET	CITY	STATE	ZIP	
YTHE PO	CALDERA	JOE	M	3158270	95610335	DIST WINDOW CLK		6	110	4	234002XX	7/6/1985	7/6/1985	1	N				
YTHE PO	BUSH	DEBRA	D	3015006	95684204	DIST WINDOW CLK		6	110	4	234002XX	2/13/1988	2/13/1988	1	N				
YTHE PO	TYSON	EVELYN	M	2985892	95666262	DIST WINDOW CLK		6	110	4	234002XX	10/7/1989	10/7/1989	1	N				
YTHE PO	RAINS	NANCY	L	3219781	95574933	SALES AND SERVICES ASSOCIATE		6	110	4	23200001	9/26/1998	9/26/1998	1	N	520 W NEVADA ST	BLYTHE	CA	92225- 1132
YTHE PO	BAUTISTA	DEBRA	K	3569272	95837913	SALES, SVCS/DISTRIBUTION ASSOC		6	410	4	23200003	2/6/2006	3/4/2006	1	N				
YTHE PO	PATACIL HARDIN	JEANNETTE	C	4046451	70130491	SALES, SVCS/DISTRIBUTION ASSOC		6	410	4	23200003	12/22/2007	12/22/2007	1	Y				
YTHE PO	ELMS	KAREN	D	3211252	70135074	SALES, SVCS/DISTRIBUTION ASSOC		6	410	4	23200003	12/28/2002	3/15/2008	1	N				

F4 SSR PS1994_Blythe.xls
PROJECTED

Assignments			POST OFFICE:	Blythe				Day(s) of the Week:				Saturday				Date:		9/22/2009											
Reference #	FTR/PTF	Hours	Assignment (Number)	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12		
1	FT Reg	10.25																											
2	FT Reg	10.25																											
3	FT Reg	10.25																											
4	Flex	3.25																											
5	Flex	3.25																											
6																													
7																													
8																													
9																													
10																													
11																													
12																													
13																													
14																													
15																													
16																													
17																													
18																													
19																													
Scheduled	Planned			LDC 41	#	0.00																							
FT Reg.	3	0.00		LDC 42	#	4.75	HARD TIME																						
				ST 43	#	0.00	SOFT TIME																						
Flex	2	6.50		LDC 44	#	4.00		LDC	43	4.75																			
Total =	5	35.25		LDC 45	#	15.50		LDC	44	4.00																			
				LDC 46	#	0.50		LDC		15.50																			
				LDC 47	#	0.00	HARD TIME			LDC	46	0.50																	
Total	Total			ST 48	#	10.50	SOFT TIME			LDC	48	10.50																	
Hard Time	Soft Time			LDC 33	#	0.00		LDC	33	0.00																			
4.75	10.50			TOTAL ##		35.25		Total		35.25																			

F4 SSR PS1994_Blythe.xls
PROJECTED

Assignments			POST OFFICE:	Blythe				Day(s) of the Week:							Saturday		Date:		9/22/2009										
Reference #	FT/PT/F	Hours	Assignment (Number)	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12		
1	FT Reg	8.00																											
2	Flex	2.25																											
3	Flex	2.25																											
4	Flex	2.25																											
5	Flex	1.75																											
6	Flex	1.25																											
7	Flex	1.25																											
8																													
9																													
10																													
11																													
12																													
13																													
14																													
15																													
16																													
17																													
18																													
19																													
Scheduled	Planned			LDC 41	#	0.00					Avg																		
FT Reg.	1	8.00		LDC 41	#	9.25	HARD TIME				Day																		
				ST 43	#	0.00	SOFT TIME	LDC			0.00																		
ex	6	11.00		LDC 44	#	5.50		LDC	43	9.25																			
				LDC 45	#	0.00		LDC	44	6.50																			
total =	7	19.00		LDC 46	#	0.50		LDC		0.00																			
				LDC 47	#	0.00	HARD TIME	LDC	46	0.50																			
total	Total			ST 48	#	3.75	SOFT TIME	LDC	48	3.75																			
Hard Time	Soft Time			LDC 03	#	0.00		LDC	33	0.00																			
9.25	3.75			TOTAL	##	19.00		Total		19.00																			

Blythe

CURRENT						PROPOSED					
JOB ID	TITLE	SKILLS	SCHED	DAYS/OFF	Clas/Lvl	JOB ID	TITLE	SKILLS	SCHED	DAYS/OFF	Clas/Lvl
Name		SSN		Seniority	Vet Y/N	Name		SSN		Seniority	Vet Y/N
1	TYSON		08:45-17:30	Sat/Sun	6	1	TYSON		08:45-17:30	Sat/Sun	6
2	BUSH		06:50-15:50	Sat/Sun	6	2			06:45-14:00	Sun/Thur	6
3		ABOLISH				3	POST			Change Day Off	
4	CALDERA		08:45-17:45	Sat/Sun	6	4	CALDERA		08:45-17:45	Sat/Sun	6
5	RAINS		07:15-16:30	Sun/Tue	6	5					
6		ABOLISH				6					
7						7					
8						8					
9						9					
10						10					
11						11					
12						12					
13						13					
14						14					
15						15					
16						16					
17						17					
18						18					
19						19					

CUSTOMER SERVICE VARIANCE - [920]-SAN DIEGO PFC					
BLYTHE PO - BLYTHE PO 050816			MPOO 2 Date: 10/22/2009		
Analysis Period: 07/18/2009 to 10/16/2009 - Customer Service Days: 76			Unit Level: 20 Man Yr: 0 CAG: F		
Benchmark Generation: FY 2009 WK 1 - FY 2009 WK 52			[BLYTHE PO] BLYTHE PO		
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	4	4	0%
Part Time Flexible Clerk	5	5	3	-2	166.67%
Part Time Regular Clerk	0	0	0	0	0.00%
Full Time MH	0	0	0	0	0.00%
Part Time Flexible MH	0	0	0	0	0.00%
Part Time Regular MH	0	0	0	0	0.00%
Full Time Equivalent Emp	5	5	7	2.00	71.43%
Full Time Equivalent Hrs	1792	1792	1353		
WORKHOUR ANALYSIS					
<i>Automation/Mechanized (LDC41L-41F)</i>					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	22	0	0	0	0%
LDC 41 Flts Hours	0	0	0	0	0%
Total Auto/Mech Hours	22	0	0	0	0%
<i>Manual (LDC43-44)</i>					
LDC 43L Hours	73	55	91	36	60.14%
LDC 43F Hours	77	50	89	39	56.40%
LDC 43P Hours	172	138	159	21	86.91%
LDC 43A Hours	212	212	160	-52	132.32%
LDC 43 Total	534	455	499	44	91.15%
LDC 44 Hours	244	204	260	56	78.46%
Total Manual Hours	778	659	759	100	86.83%
<i>Retail/Admin (LDC 42,45,48)</i>					
LDC 42 Hours	17	15	22	7	66.82%
LDC 45 Hours	924	794	933	139	85.13%
LDC 48 Hours	592	591	670	79	88.16%
Total Retail/Admin Hours	1532	1400	1625	225	86.13%
Total Function Four	2332	2059	2384	325	86.35%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	444,355		0	-444,355	0%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	444,355		0	-444,355	0%
LDC 43 Dist Vol Ltrs (Ft)	682		510	-172	-25.22%
LDC 43 Dist Vol Flts (Ft)	893		585	-308	-34.48%
LDC 43 Dist Vol PP/Sprs	57919		46525	-11,394	-19.67%

BLYTHE PO - BLYTHE PO - LDC 42 EARNED WORKHOURS				
WORKLOAD ELEMENT	SOURCE	VALUE	CSV FACTORS INCLUDES STB	BENCHMARK MINS / DAY
BRM/PD #ACCT.POSTED	AVERAGE DAILY	5	2.0367 Minutes ea. Daily avg.	10.18
BRM/PD AVG PIECES	AVERAGE DAILY	30	BRM/PD Pieces / 10.0666 = Minutes	2.98
FLEX TIME	APPROV MIN.	0.00	Actual Authorized Flex Time	0.00
MERCHANDISE RETURN SVC	AVERAGE DAILY	0	1.4971 Minutes ea. Daily avg.	0.00
PARCEL RETURN SVC	AVERAGE DAILY	0	1.4971 Minutes ea. Daily avg.	0.00
<i>Period 07/18/2009 - 10/16/2009 (76 Data Days)</i>		TOT.BENCHMARK MINUTES P/DAY		13.16
<i>Report date 10/22/2009</i>		TOT.LDC42 BENCHMARK HOURS		16.67
Bold Lettering = District Level Editable Workload Elements				

BLYTHE PO - BLYTHE PO - LDC 48 EARNED WORKHOURS				
WORKLOAD ELEMENT	SOURCE	VALUE	CSV FACTORS INCLUDES STB	BENCHMARK MINS / DAY
2ND NOTICES DLVS	DELIVERIES	8362	1.9305 minutes per 1000 Deliveries	16.14
APC MAINTENANCE	# PER MACHINE	0	4.8281 per machine	0.00
AVG MAILINGS PER	# PER	5.00	Mailings * 12 Mth * 27.5850 min / 302	5.48
BOX ACCOUNTABLE MAIL	ROUTES 1 per 500	3.31	5.7933 minutes per route	19.18
CALLER SERVICE (PAID)	AVG DAY	4	Callers *1.2060 minutes	4.82
CANCEL MAIL	ACTUAL MINUTES	0	Actual + (STB Factor 0.0729)	0.00
CARRIER ACCOUNTABLES	ROUTES	13	5.7933 minutes per route	75.31
CFS MAINTENANCE	DELIVERIES	8362	0.5793 minutes per 500 Deliveries	9.69
COLLECTIONS	ACTUAL	10	Actual + (STB Factor 0.0729)	10.73
DISPATCH DLVS	DELIVERIES	8362	5.7933 minutes per 1000 possible	48.44
EXPRESS MAIL DELIVERY	ACTUAL	30	Actual + (STB Factor 0.0729)	32.19
EXPRESS/PRIORITY SCANS	# OF SCANS	0	0.1350 min for each of the 1st 200 + 0.1350 min each > 200	0.00
FIRM HOLDOUT	AVG DAY	2	Firm Holdouts *1.2060 minutes	2.41
FLEX TIME	APPROV MIN.	55.00	Actual Authorized Other Time	59.01
GENERAL CLERK	OFFICE LEVEL	0.00	Lead Finance Level 22,24 or 26 +(STB Factor 0.0729)	0.00
NIXIE/UBBM	DELIVERIES	8362	4.8281 minutes per 500 Deliveries	80.75
OFFSITE TRAVEL/ADMIN	ACTUAL MINUTES	0.00	Actual + (STB Factor 0.0729)	0.00
OPN &CLS SUPPLIES &SVCS	# OF OFFICES	1	12.07 minutes per office	12.07
P.O. BOX MAINT	BOXES-RENTED	1654	Rented boxes *1.9305 min / 302	10.57
POST OFFICE BOXES	RENTED	1654	Not Applicable	
PREMIUM FOWARDING SVC	ACTUAL	0	Actual + (STB Factor 0.0729)	0.00
PS 8125 VERIFICATION	# OF SCANS	0	6.76 minutes per shipment	0.00
ROUTES CDS	DELIVERIES	425	Not Applicable	
ROUTES CITY	DELIVERIES	5208	Not Applicable	
ROUTES RURAL	DELIVERIES	1075	Not Applicable	
TELEPHONE	DELIVERIES	8362	2.8968 minutes per 1000 Deliveries	24.22
VALIDATE 1412 'S	POS	4	5.7933 minutes per 1412	23.06
VERIFY DEPOSIT/TRANSMIT	# OF OFFICES	1	33.1650 minutes per Office	33.17
<i>Period 07/18/2009 - 10/16/2009 (76 Data Days)</i>		TOT.BENCHMARK MINUTES P/DAY		467.24
<i>Report date 10/22/2009</i>		TOT.LDC48 BENCHMARK HOURS		591.84
Bold Lettering = District Level Editable Workload Elements				



WOS Earned - Actual Staffing Graph

Total number of rows: 20

Total number of columns: 3

Report Filter:

{{Post Office} = BLYTHE PO) And (Month = Jul 2009,Jun 2009,May 2009,Sep 2009,Aug 2009 or Oct 2009) And {{Day of Week} = MONDAY,TUESDAY,WEDNESDAY,THURSDAY or FRIDAY)



WOS Earned - Actual Staffing Graph

1/2 Hour of Day	Metrics	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day	Modeled Staffing per Day
11:00		1.7	2.6	2
11:30		1.5	2.5	2
12:00		1.5	2.5	2
12:30		1.4	3.0	2
13:00		1.5	2.5	2
13:30		1.6	3.2	2
14:00		1.7	3.1	2
14:30		1.9	3.3	2
15:00		1.7	2.9	2
15:30		1.3	2.6	2
16:00		1.2	2.6	1
16:30		1.2	1.9	1
17:00		0.1	0.7	1



WOS Earned - Actual Staffing Graph

Total number of rows: 14

Total number of columns: 3

Report Filter:

{{Post Office} = BLYTHE PO) And (Month = Jul 2009,Jun 2009,May 2009,Sep 2009,Aug 2009 or Oct 2009) And {{Day of Week} = SATURDAY)



WOS Earned - Actual Staffing Graph

1/2 Hour of Metrics Day	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day	Modeled Staffing per Day
12:00	0.9	1.3	1
12:30	0.2	1.0	1
13:00	0.6	1.0	1
13:30	0.5	1.0	1
14:00	0.8	1.3	1
15:00	0.1	0.3	1
16:00	0.2	0.3	1