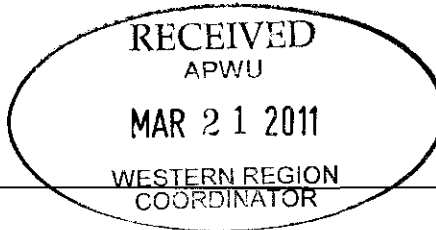


MANAGER, HUMAN RESOURCES
PACIFIC AREA



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

March 17, 2011

DEL CON: _____

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

Omar M. Gonzalez, Coordinator

This is to advise you of the intent of the Santa Ana District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign two (2) Level 10 Electronic Technicians and one (1) Level 6 Maintenance Support Clerk from the Alhambra/Industry bid installation (Event 24006). The basis of this action is a workload analysis and review utilizing eWHEP.

The impacted employees will be notified of their involuntary reassignments by separate letter. The placement process would normally not begin before September 20, 2011; however, the loss of workload nationally and the financials of the Postal Service may make it necessary to begin the placement process in advance of 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 impact employees during the notice period in order to provide them with a work opportunity.

By copy of this notice, we are authorizing the withholding of three (3) full-time residual assignments in the clerk, maintenance and carrier crafts in plants and post offices within a 900 mile radius of the impacted sites.

Attached for your review are copies of the automated impact statements (AIR), the operational data supporting the need to excess, a list of the sites within the 900 mile radius at which withholding has been authorized a list identifying the two (2) junior impacted Electronic Technicians and a list identifying the junior impacted Maintenance Support Clerk.

Please add this impact to the agenda for the next meeting.

Bridget Reinhold
Manager, Labor Relations/A

Attachments

cc: Area Manager, Operations Support
Area Manager, Finance
Area, Manager, Human Resources
District Manager, Santa Ana
Area Complement Coordinator with attachments
Manager, Human Resources, Santa Ana with attachments
District Complement Coordinator with attachments
C. Jackson – NALC with attachments
R. Siu – NPMHU with attachments
HRA 1 with attachments
HRA 2 with attachments

11255 RANCHO CARMEL DR. RM. 227
SAN DIEGO, CA 92197-4400
PHONE: 858-674-3180
FAX: 858-674-3131



March 17, 2011

DEL CON: _____

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


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Bridget Reinhold
Manager, Labor Relations/A

Attachments

cc: Area Manager, Operations Support
Area Manager, Finance
Area, Manager, Human Resources
District Manager, Santa Ana
Area Complement Coordinator with attachments
Manager, Human Resources, Santa Ana with attachments
District Complement Coordinator with attachments
C. Jackson – NALC with attachments
R. Siu – NPMHU with attachments
HRA 1 with attachments
HRA 2 with attachments

WorkHour Impact Report

Impacted Bid Cluster	ALHAMBRA POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/16/2011
Period (Dates) of Review Performed	01/30/2010 thru 02/04/2011
Report Prepared By	Joseph Badalewski
Report Prepared Date	03/15/2011
Reviewed By	Gerard Ahern
Phone	(714) 662-6300

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	4445	4338	-107	-428	-5564	-3	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	127	2.9%	-6.48	0		121	2.8%

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 in the craft.

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 PTFs in the 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 | |

There are no TE's in the craft.

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 in the craft	

Full Time Regular (FTRs)

a. Current Number of MAINTENANCE FTRs on Rolls	127
b. Planned Number of MAINTENANCE FTR Positions After Impact	124
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	3
e. Provide Narrative Explaining need for Excessing	
It will be necessary to excess 2 ET level 10 and 1 MOS clerk level 6 from the installation.	

02-08-2011

Facility Summary

eWHEP Version 1.0

INDUSTRY PDC

	Total	MMB/MMG	VIM/V	MMR	EMR
Mail Processing - Workhours Requested	105491.48	5511.09	41986.31	33963.15	24030.93
Mail Processing - Total Staffing Hours	120260.28	5814.45	42948.85	37549.86	33947.12
Mail Processing - Total Years	68.33	3.30	24.40	21.34	19.29

	Total	Form 4896	Form 692	Form 394T	Form 49	Form 486
Bldg & Bldg Equip(Hours)	13164.22	2532.72	0.00	3140.13	3363.77	4127.60
Bldg & Bldg Equip(Years)	7.48	1.44	0.00	1.78	1.91	2.35

	Total	Gen/Intr	Misc/Adj	Space/Adj	NonPatrol Hrs
Adjustments (Hours)	7902.22	3818.00	1698.22	2386.00	0.00
Grand Total (Hours)	21066.44				
Grand Total (Years)	11.97				

	Total
Field Maintenance Hours- Facility	13493.49
Field Maintenance Years- Facility	7.67

	Total
Bldg Services - Facility (Hours)	55959.53
Bldg Services - Facility (Years)	31.80

	Total
MOS Positions	7.00
Total Facility Positions	126.77

**STANDARD & ADDITIONAL CRAFT POSITION -
WORKHOUR ESTIMATOR**

02/08/2011

INDUSTRY PDC

eWHEP Version 1.0

Page 1

STANDARD CRAFT POSITION

Description	Current	Estimated	Proposed	Difference	Salary Estimate	Prop. Sal. Est
Electronic Technician Level 10	32	19.3	35.0	3.0	\$1,895,450.83	\$3,439,128.00
Area Maintenance Technician Level 9	1	1.0	1.0	0.0	\$90,798.40	\$90,798.40
Building Equipment Mechanic Level 9	9	9.0	9.0	0.0	\$817,185.60	\$817,185.60
Mail Processing Equipment Mechanic Level 9	23	21.3	24.0	1.0	\$1,937,637.88	\$2,179,161.60
Area Maintenance Specialist Level 8	2	2.0	2.0	0.0	\$176,774.40	\$176,774.40
Maintenance Support Clerk Level 7	1	1.0	1.0	0.0	\$84,832.00	\$84,832.00
Maintenance Support Clerk Level 6	7	6.0	8.0	1.0	\$490,828.80	\$654,438.40
Maintenance Mechanic Level 7	19	32.0	24.0	5.0	\$2,718,017.28	\$2,035,968.00
Building Maintenance Custodian Level 5	0	0.0	0.0	0.0	\$0.00	\$0.00
Maintenance Mechanic Level 5/6	0	3.3	0.0	0.0	\$269,955.84	\$0.00
Group Leader Level 5	2	2.0	2.0	0.0	\$148,438.40	\$148,438.40
Custodian Level 4	33	28.8	29.0	-4.0	\$2,174,515.20	\$2,189,616.00
Custodian Level 3	1	1.0	1.0	0.0	\$69,819.20	\$69,819.20

ADDITIONAL CRAFT POSITION

OVERHAUL SPEC - INCUMBENT	1	0	1	0		
ELECTRONIC TECHNICIAN LEVEL 12	1	0	1	0		
Total:	132	126.77	138	6	\$10,874,253.81	\$11,886,160.00

MOS CLERK

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVE	D/A	FUNC	LDC	SEN DATE	SEN #
50109	INDUSTRY P&DC	NAVARRETTE	MARIA	E	3119002	95035172	MAINTENANCE SUPPORT CLERK	6	169	3B	39	7/10/1993	
50109	INDUSTRY P&DC	MA	KELLY		3430655	95044406	MAINTENANCE SUPPORT CLERK	6	169	3B	39	3/13/1999	1
50109	INDUSTRY P&DC	TIO	GIOK	L	3155312	95035843	MAINTENANCE SUPPORT CLERK	6	169	3B	39	8/26/2000	
50109	INDUSTRY P&DC	ANTES	MARITES	R	3040205	95032918	MAINTENANCE SUPPORT CLERK	6	169	3B	39	9/4/2004	1
50109	INDUSTRY P&DC	SARENANA	RANDY	G	3034327	95036214	MAINTENANCE SUPPORT CLERK	6	169	3B	39	2/19/2005	2
50109	INDUSTRY P&DC	LA	DUC	K	3230110	95038463	MAINTENANCE SUPPORT CLERK	6	169	3B	39	7/9/2005	3
50109	INDUSTRY P&DC	LUCERO	LISA	J	2259663	95039082	MAINTENANCE SUPPORT CLERK	6	169	3B	39	10/28/2005	1
50109	INDUSTRY P&DC	ENRIGHT	LAWRENCE	D	3644663	95057941	MAINTENANCE SUPPORT CLERK	6	169	3B	39	1/19/2006	1

Completed

ET ~~the~~

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
50109	INDUSTRY P&DC	FREEMAN	GARY	D	3257488	95039249	ELECTRONIC TECHNICIAN	11	168	3B	36	4/2/1983	1
50109	INDUSTRY P&DC	CHUNG	BOB	K	3250609	95039063	ELECTRONIC TECHNICIAN	10	168	3B	36	11/12/1983	1
50109	INDUSTRY P&DC	AVALOS	ROBERTO		3213552	95037969	ELECTRONIC TECHNICIAN	10	168	3B	36	10/26/1985	1
50109	INDUSTRY P&DC	YEE	HOWARD	W	3406860	95043687	ELECTRONIC TECHNICIAN	10	168	3B	36	2/1/1986	1
50109	INDUSTRY P&DC	CACHO	EDWARD	D	3318236	95041084	ELECTRONIC TECHNICIAN	10	168	3B	36	3/24/1990	1
50109	INDUSTRY P&DC	SAPLAN JR	PETER	E	3042189	95032966	ELECTRONIC TECHNICIAN	10	168	3B	36	3/24/1990	2
50109	INDUSTRY P&DC	CHUNG	CALVIN		3395480	95043340	ELECTRONIC TECHNICIAN	10	168	3B	36	4/7/1990	1
50109	INDUSTRY P&DC	BERNAL	JOSEPH	F	3247011	95038965	ELECTRONIC TECHNICIAN	10	168	3B	36	6/16/1990	1
50109	INDUSTRY P&DC	RAMOS JR	FERNANDO		3019660	70389726	ELECTRONIC TECHNICIAN	10	168	3B	36	3/9/1991	1
50109	INDUSTRY P&DC	HAND	RICHARD	L	2953263	95042037	ELECTRONIC TECHNICIAN	10	168	3B	36	8/24/1991	1
50109	INDUSTRY P&DC	PARAMO	MANUEL	D	3174338	95037483	ELECTRONIC TECHNICIAN	10	168	3B	36	10/19/1991	2
50109	INDUSTRY P&DC	TORRES	ROSALIE	M	3251883	95039109	ELECTRONIC TECHNICIAN	10	168	3B	36	11/30/1991	1
50109	INDUSTRY P&DC	ON	TO	N	3122520	95033043	ELECTRONIC TECHNICIAN	10	168	3B	36	12/28/1991	1
50109	INDUSTRY P&DC	WANGYAL	JAMPA		3044759	95032322	ELECTRONIC TECHNICIAN	10	168	3B	36	3/21/1992	1
50109	INDUSTRY P&DC	TROVER	JOHN	E	3381125	95042915	ELECTRONIC TECHNICIAN	10	168	3B	36	5/15/1993	1
50109	INDUSTRY P&DC	ROBERTS	CAREY	W	3397710	95043411	ELECTRONIC TECHNICIAN	10	168	3B	36	9/4/1993	1
50109	INDUSTRY P&DC	BERGER	JAMES	D	3368813	95042555	ELECTRONIC TECHNICIAN	10	168	3B	36	9/17/1994	1
50109	INDUSTRY P&DC	HUDSON	BRIAN	M	3140718	95034771	ELECTRONIC TECHNICIAN	10	168	3B	36	10/15/1994	2
50109	INDUSTRY P&DC	BREWSTER	RODNEY	R	3136609	95035681	ELECTRONIC TECHNICIAN	10	168	3B	36	10/11/1997	1
50109	INDUSTRY P&DC	NACPIL	EDUARDO	D	3331693	95041486	ELECTRONIC TECHNICIAN	10	168	3B	36	5/23/1998	1
50109	INDUSTRY P&DC	HA	DAN		3313660	95034767	ELECTRONIC TECHNICIAN	10	168	3B	36	10/10/1998	1
50109	INDUSTRY P&DC	STEWART	GEORGE	A	3202555	95037630	ELECTRONIC TECHNICIAN	10	168	3B	36	4/27/2000	1
50109	INDUSTRY P&DC	ZHAO	JIAN ZHONG		3238410	95059199	ELECTRONIC TECHNICIAN	10	168	3B	36	8/9/2003	2
50109	INDUSTRY P&DC	CHING	DAVID	A	3197948	95035792	ELECTRONIC TECHNICIAN	10	168	3B	36	9/4/2004	1
50109	INDUSTRY P&DC	FLORES	RUBEN	P	3350064	95035269	ELECTRONIC TECHNICIAN	10	168	3B	36	7/9/2005	1
50109	INDUSTRY P&DC	AGU	VICTOR	M	2957261	95030450	ELECTRONIC TECHNICIAN	10	168	3B	36	7/9/2005	2
50109	INDUSTRY P&DC	OLIVARES	EDWARD	R	3105273	95043313	ELECTRONIC TECHNICIAN	10	168	3B	36	7/9/2005	4
50109	INDUSTRY P&DC	OGAWA	DAVID	T	3212730	95037945	ELECTRONIC TECHNICIAN	10	168	3B	36	7/9/2005	5
50109	INDUSTRY P&DC	BARROGA JR	MANUEL	E	3124059	95035309	ELECTRONIC TECHNICIAN	10	168	3B	36	7/9/2005	6
50109	INDUSTRY P&DC	TAPIA	MARIO	D	3198777	95037507	ELECTRONIC TECHNICIAN	10	168	3B	36	7/9/2005	7
50109	INDUSTRY P&DC	PE	RICHARD	C	3187145	95036795	ELECTRONIC TECHNICIAN	10	168	3B	36	1/7/2006	1
50109	INDUSTRY P&DC	COSCOLLUELA JR	MIGUEL LUIS	D	1651355	95041331	ELECTRONIC TECHNICIAN	10	168	3B	36	3/3/2007	1
50109	INDUSTRY P&DC	PEREZ	DAVID	M	3424280	95042168	ELECTRONIC TECHNICIAN	10	168	3B	36	9/1/2007	1
50109	INDUSTRY P&DC	WONG	TIN	P	3500010	95030319	ELECTRONIC TECHNICIAN	10	168	3B	36	5/10/2008	1

Approved