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WESTERN REGION  
COORDINATOR  
DelCom#

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

September 1, 2010

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

**Omar M. Gonzalez, Coordinator**

Subject: Honolulu District Clerk Impact

This is to advise you of the intent of the Honolulu District to utilize the provisions of Article 12.5.D of the National Agreement to involuntarily reassign up to forty-three (43) Full-Time Regular Level 6 Clerks from the craft and/or installation of the Honolulu Bid Installation. The basis of this action is a staffing and scheduling review in the Honolulu P&DC in which it was determined that the number of Full-Time Regular clerks exceeds the number required

The impacted employees will be advised of their involuntary reassignments by separate letter. The final placement date would not normally occur before March 1, 2011; however, based upon the loss of workload it may be necessary to start the placement process prior to that date. It may also be necessary to utilize the provisions of Article 7.2.B to detail the impacted clerks in order to provide them with work opportunities.

By copy of this letter, we will begin withholding forty-three (43) Full-Time Regular residual assignments in the Clerk, Carrier, Mail Handler, or Custodial crafts in plants and post offices within a 250 mile radius of the impacted office. Attached is a list of the offices within this radius in which withholding is authorized for the impacted site.

Attached you will also find the Automated Impact Statement, copy of the operational data supporting the need to excess, and the FTR Level 6 Clerk seniority listing for the Honolulu bid installation with the junior forty-three (43) employees identified.

We are placing this impact on the agenda for our next scheduled meeting.

  
Mike Thomas

Attachments

- cc: Area Manager, Operations Support
- Area Manager, Human Resources
- Area manager, Finance
- District Manager, Honolulu
- Manager, Human Resources, Honolulu, with attachments
- Area Complement Coordinator, with attachments
- District Complement Coordinator, Honolulu, with attachments
- M. Peralta – NALC with attachments
- R. Siu – NPMHU with attachments
- J Barrientos – with attachments
- C Grett – with attachments
- File: 16081

**Withholding Request- Locations**

Event ID: Honolulu P&DC Distribution Compression

Event Type: Reduction Other Than by Attrition

Losing Bid Cluster: HONOLULU POST OFFICE

Area	Bid Cluster	Office
PACIFIC	AIEA POST OFFICE (HI)	AIEA PO
PACIFIC	ANAHOLA POST OFFICE (HI)	ANAHOLA PO
PACIFIC	CAPTAIN COOK POST OFFICE (HI)	CAPTAIN COOK PO
PACIFIC	ELEELE POST OFFICE (HI)	ELEELE PO
PACIFIC	EWA BEACH POST OFFICE (HI)	EWA BEACH PO
PACIFIC	HAIKU POST OFFICE (HI)	HAIKU PO
PACIFIC	HAKALAU POST OFFICE (HI)	HAKALAU PO
PACIFIC	HALEIWA POST OFFICE (HI)	HALEIWA PO
PACIFIC	HANA POST OFFICE (HI)	HANA PO
PACIFIC	HANAIEI POST OFFICE (HI)	HANAIEI PO
PACIFIC	HANAPEPE POST OFFICE (HI)	HANAPEPE PO
PACIFIC	HAUULA POST OFFICE (HI)	HAUULA PO
PACIFIC	HAWAII NAT PK POST OFFICE (HI)	HAWAII NAT PK PO
PACIFIC	HAWI POST OFFICE (HI)	HAWI PO
PACIFIC	HILO POST OFFICE (HI)	HILO PO
PACIFIC	HOLUALOA POST OFFICE (HI)	HOLUALOA PO
PACIFIC	HONAUNAU POST OFFICE (HI)	HONAUNAU PO
PACIFIC	HONOKAA POST OFFICE (HI)	HONOKAA PO
PACIFIC	HONOLULU CUST SVC DISTRICT (HI)	HONOLULU CS DISTRICT
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-DOWNTOWN STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-HAWAII KAI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-KAPALAMA STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-MAIN OFFICE STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-MAKIKI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-SAND ISLAND CARRI
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-WAIALAE-KAHALA ST
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-WAIKIKI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU P&DC
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU PO
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU VMF
PACIFIC	HONOMU POST OFFICE (HI)	HONOMU PO
PACIFIC	HOOLEHUA POST OFFICE (HI)	HOOLEHUA PO
PACIFIC	KAATAWA POST OFFICE (HI)	KAATAWA PO
PACIFIC	KAHUKU POST OFFICE (HI)	KAHUKU PO
PACIFIC	KAHULUI POST OFFICE (HI)	KAHULUI PO
PACIFIC	KAILUA KONA POST OFFICE (HI)	KAILUA KONA PO
PACIFIC	KAILUA POST OFFICE (HI)	KAILUA PO
PACIFIC	KALAHEO POST OFFICE (HI)	KALAHEO PO
PACIFIC	KALAUPAPA POST OFFICE (HI)	KALAUPAPA PO
PACIFIC	KAMUELA POST OFFICE (HI)	KAMUELA PO
PACIFIC	KANEOHE POST OFFICE (HI)	KANEOHE PO
PACIFIC	KAPAA POST OFFICE (HI)	KAPAA PO
PACIFIC	KAPAAU POST OFFICE (HI)	KAPAAU PO
PACIFIC	KAUMAKANI POST OFFICE (HI)	KAUMAKANI PO
PACIFIC	KAUNAKAKAI POST OFFICE (HI)	KAUNAKAKAI PO
PACIFIC	KEAAU POST OFFICE (HI)	KEAAU PO
PACIFIC	KEALAKEKUA POST OFFICE (HI)	KEALAKEKUA PO
PACIFIC	KEKAHA POST OFFICE (HI)	KEKAHA PO
PACIFIC	KIHEI POST OFFICE (HI)	KIHEI PO
PACIFIC	KILAUEA POST OFFICE (HI)	KILAUEA PO
PACIFIC	KOLOA POST OFFICE (HI)	KOLOA PO
PACIFIC	KUALAPUU POST OFFICE (HI)	KUALAPUU PO
PACIFIC	KULA POST OFFICE (HI)	KULA PO
PACIFIC	KUNIA POST OFFICE (HI)	KUNIA PO
PACIFIC	KURTISTOWN POST OFFICE (HI)	KURTISTOWN PO
PACIFIC	LAHAINA POST OFFICE (HI)	LAHAINA PO
PACIFIC	LAIE POST OFFICE (HI)	LAIE PO
PACIFIC	LANAI CITY POST OFFICE (HI)	LANAI CITY PO
PACIFIC	LAUPAHOEHOE POST OFFICE (HI)	LAUPAHOEHOE PO
PACIFIC	LAWAI POST OFFICE (HI)	LAWAI PO
PACIFIC	LIHUE POST OFFICE (HI)	LIHUE PO
PACIFIC	MAKAWAO POST OFFICE (HI)	MAKAWAO PO
PACIFIC	MAKAWELI POST OFFICE (HI)	MAKAWELI PO

**Withholding Request- Locations**

Event ID: Honolulu P&amp;DC Distribution Compression

Event Type: Reduction Other Than by Attrition

Losing Bid Cluster: HONOLULU POST OFFICE

Area	Bid Cluster	Office
PACIFIC	MAUNALOA POST OFFICE (HI)	MAUNALOA PO
PACIFIC	MOUNTAINVIEW POST OFFICE (HI)	MOUNTAINVIEW PO
PACIFIC	NAALEHU POST OFFICE (HI)	NAALEHU PO
PACIFIC	PAAUILO POST OFFICE (HI)	PAAUILO PO
PACIFIC	PAHALA POST OFFICE (HI)	PAHALA PO
PACIFIC	PAHOA POST OFFICE (HI)	PAHOA PO
PACIFIC	PAIA POST OFFICE (HI)	PAIA PO
PACIFIC	PAPAALOA POST OFFICE (HI)	PAPAALOA PO
PACIFIC	PAPAIKOU POST OFFICE (HI)	PAPAIKOU PO
PACIFIC	PEARL CITY POST OFFICE (HI)	PEARL CITY PO
PACIFIC	PEPEEKEO POST OFFICE (HI)	PEPEEKEO PO
PACIFIC	PUUNENE POST OFFICE (HI)	PUUNENE PO
PACIFIC	VOLCANO POST OFFICE (HI)	VOLCANO PO
PACIFIC	WAHIAWA POST OFFICE (HI)	WAH-MILILANI STA
PACIFIC	WAHIAWA POST OFFICE (HI)	WAHIAWA PO
PACIFIC	WAIALUA POST OFFICE (HI)	WAIALUA PO
PACIFIC	WAIANAE POST OFFICE (HI)	WAIANAE PO
PACIFIC	WAILUKU POST OFFICE (HI)	WAILUKU PO
PACIFIC	WAIMANALO POST OFFICE (HI)	WAIMANALO PO
PACIFIC	WAIMEA POST OFFICE (HI)	WAIMEA PO
PACIFIC	WAIPAHU POST OFFICE (HI)	WAIPAHU PO

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	HONOLULU 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>	01/22/2011
<b>Period (Dates) of Review Performed</b>	07/18/2009 thru 07/16/2010
<b>Report Prepared By</b>	Aaron Oya
<b>Report Prepared Date</b>	09/01/2010
<b>Reviewed By</b>	Daryl Ishizaki
<b>Phone</b>	(808) 423-3700

# 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	15731	14256	-1475	-5900	-76700	-45	1716

## 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	526	3.3%	-43	0		483	3.4%

OT for Plant Clerks will remain below 3%, station Clerk OT is running some above that.

# WorkHour Impact Report

## Casuals

a. Current Number of CLERK Casuals on Rolls	2
b. Current Total Non-OverTime CLERK Casuals Hours per Month	148
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	2
g. Provide Narrative Justifying need for Remaining CLERK Casuals	

There will be 2 Casuals on board for operational needs working less than 16 hours a week in Stations.

## 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	

200 man-year office - there are no PTF Clerks

## 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.

# WorkHour Impact Report

## Part Time Regular (PTRs)

a. Current Number of CLERK PTRs on Rolls	21
b. Planned Number of CLERK PTR Positions after Impact	21
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 reduction in PTR staffing.	

## Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	456
b. Planned Number of CLERK FTR Positions After Impact	413
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	43
e. Provide Narrative Explaining need for Excessing	

Staffing & scheduling review indicates the current workload does not support current complement. Staffing reduction of 43 FTR level 6 employees is required..

# WorkHour Impact Report-CLERK

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-5900
b. Planned Reduction in Total OT Hours per Month	-172
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	57024
f. Total FTE Savings	-45

**Honolulu P&DC**  
file date: June 16, 2010

	WebCOINS On-Rolls (as of 5/12/10)		Proposed People		Var	
	Clerk	MH	Clerk	MH	Clerk	MH
Tour 1	124	49	86	48	-38	-1
Tour 2	33	25	29	25	-4	0
Tour 3	138	73	137	65	-1	-8
<b>Total</b>	<b>295</b>	<b>147</b>	<b>252</b>	<b>138</b>	<b>-43</b>	<b>-9</b>

Craft Ratios	On-Rolls		Proposed		Var
<b>Clerk</b>					
FT	294	99.7%	252	95.1%	-42
PTR	1	0.3%	13	4.9%	12
PTF	0	0.0%	0	0.0%	0
Casual	0	0.0%	0	0.0%	0
	<b>295</b>	<b>100.0%</b>	<b>265</b>	<b>100.0%</b>	<b>-30</b>
<b>Mail Handler</b>					
FT	147	97.4%	138	95.2%	-9
PTR	2	1.3%	5	3.4%	3
PTF	2	1.3%	2	1.4%	0
Casual	0	0.0%	0	0.0%	0
	<b>151</b>	<b>100.0%</b>	<b>145</b>	<b>100.0%</b>	<b>-6</b>

**Clerks - Proposed Baseline**

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

ir 1		Fri for Sat	Sat for Sun	Sun for Mon	Mon for Tue	Tue for Wed	Wed for Thu	Thu for Fri	Proposed Total Staffing	Current Occupied Bids	Diff +/- Proposed to Current	Crew BT - ET
	<b>Ttl Tour Scheduler Excess</b>	-	22	1	2	-	2	3				
Operations	Staff per day	-	-	1	1	1	1	1	1	1	0	
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	1	1	1	1	1				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	-	-	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
3S	Staff per day	20	11	20	20	20	20	20	27	21	6	
	% staffing daily	15.3%	8.4%	15.3%	15.3%	15.3%	15.3%	15.3%				
	Scheduler Profile	20	14	20	20	20	21	20				
	Scheduler Excess	-	3	-	-	-	1	-				
	People per day	17	9	17	17	17	17	17				
	% people daily	15.3%	8.1%	15.3%	15.3%	15.3%	15.3%	15.3%				
	Number of Machines	2	1	2	2	2	2	2				
	% daily TPH / NA-TPH											
omation FTR	Staff per day	22	-	22	22	22	22	22	30	53	(23)	
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	22	14	22	24	22	22	24				
	Scheduler Excess	-	14	-	2	-	-	2				
	People per day	22	-	22	22	22	22	22				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines	11	-	11	11	11	11	11				
	% daily TPH / NA-TPH											
omation PTR	Staff per day	0	0	0	0	0	0	0	-	-	-	
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile	-	-	-	-	-	-	-				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	0	0	0	0	0				
	% people daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
	Number of Machines											
	% daily TPH / NA-TPH											
SM Ai	Staff per day	2	0	2	2	2	2	2	3	3	(0)	
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	2	2	3	2	2	2	2				
	Scheduler Excess	-	2	1	-	-	-	-				
	People per day	2	-	2	2	2	2	2				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines	2	-	2	2	2	2	2				
	% daily TPH / NA-TPH											
Cargo FTR	Staff per day	9	6	9	9	9	9	9	12	26	(14)	
	% staffing daily	15.0%	10.0%	15.0%	15.0%	15.0%	15.0%	15.0%				
	Scheduler Profile	9	6	9	9	9	9	9				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	8	5	8	8	8	8	8				
	% people daily	15.1%	9.4%	15.1%	15.1%	15.1%	15.1%	15.1%				
	Number of Machines											
	% daily TPH / NA-TPH											
Cargo PTR	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
gistry	Staff per day	2	2	2	2	4	4	4	4	4	0	
	% staffing daily	10.0%	10.0%	10.0%	10.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	2	2	2	2	4	4	4				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	2	2	2	2	3	3	3				
	% people daily	11.8%	11.8%	11.8%	11.8%	17.6%	17.6%	17.6%				
	Number of Machines											
	% daily TPH / NA-TPH											
reign	Staff per day	6	0	5	6	6	6	6	8	6	2	
	% staffing daily	17.1%	0.0%	14.3%	17.1%	17.1%	17.1%	17.1%				
	Scheduler Profile	6	3	5	6	6	7	7				
	Scheduler Excess	-	3	-	-	-	1	1				
	People per day	5	-	4	5	5	5	5				
	% people daily	17.2%	0.0%	13.8%	17.2%	17.2%	17.2%	17.2%				
	Number of Machines											
	% daily TPH / NA-TPH											
min	Staff per day	1	0	0	1	1	1	1	1	1	0	
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile	1	-	-	1	1	1	1				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	1	-	-	1	1	1	1				
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	Staffing per Tour - Total	62	19	61	63	65	65	65	86	115	(29)	
	People per Tour - Total	57	16	56	58	59	59	59				
	Difference +/- to base requirement	5	3	5	5	6	6	6				

Honolulu P&DC  
file date: June 16, 2010

**Clerks - Proposed Baseline**

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Total All Tours- Clerks Staffing per day	S	S	M	T	W	T	F	Proposed Total Positions	Current Filled Bids	Diff +/- Proposed to Current
Dock Operations	0	0	2	2	2	2	2	2	2	0
SPBS	36	22	39	49	49	49	49	60	50	10
Automation FTR	56	28	74	76	76	76	76	97	114	-17
Automation PTR	0	0	0	0	0	0	0	0	0	0
AFSM Ai	4	1	4	4	4	4	4	6	10	-4
Air Cargo FTR	34	22	34	38	38	38	38	49	66	-17
Air Cargo PTR	0	0	0	0	0	0	0	0	0	0
Registry	5	5	8	8	10	10	10	12	12	0
Foreign	7	1	6	7	7	7	7	10	12	-2
Admin	1	0	2	3	3	3	3	3	3	0
Manual Distribution Clerks	7	6	12	9	9	9	9	13	22	-9
UAR Clerks	0	0	0	0	0	0	0	0	0	0
Spare4	0	0	0	0	0	0	0	0	0	0
Spare5	0	0	0	0	0	0	0	0	0	0
Spare6	0	0	0	0	0	0	0	0	0	0
Spare7	0	0	0	0	0	0	0	0	0	0
Spare8	0	0	0	0	0	0	0	0	0	0
Spare9	0	0	0	0	0	0	0	0	0	0
Spare10	0	0	0	0	0	0	0	0	0	0
Spare11	0	0	0	0	0	0	0	0	0	0
Staffing per day - Total	150	85	181	196	198	198	198	252	291	-39
People per day - Total	128	69	149	164	165	165	165			
Difference +/- to base requirement	22	16	32	32	33	33	33			
Actual Replacement %	17.2%	23.2%	21.5%	19.5%	20.0%	20.0%	20.0%			

Honolulu P&DC  
file date: June 16, 2010

**Clerks - Proposed Baseline**

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 2		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Occupied Bids	Diff +/- Proposed to Current	Crew BT - ET
						1	1	1	1	3		
Jock Operations	Ttl Tour Scheduler Excess	-	-	1	1	1	1	3				
	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
SPBS	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day	0	0	0	0	0	0	0				
	% people daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
Automation FTR	Staff per day	8	6	6	8	8	8	8	11	10	1	
	% staffing daily	15.4%	11.5%	11.5%	15.4%	15.4%	15.4%	15.4%				
	Scheduler Profile	8	6	6	8	9	8	10				
	Scheduler Excess	-	-	-	-	1	-	2				
	People per day	7	5	5	7	7	7	7				
	% people daily	15.6%	11.1%	11.1%	15.6%	15.6%	15.6%	15.6%				
Automation PTR	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
AFSM AI	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Air Cargo FTR	Staff per day	11	7	7	11	11	11	11	14	18	(4)	
	% staffing daily	15.9%	10.1%	10.1%	15.9%	15.9%	15.9%	15.9%				
	Scheduler Profile	11	7	7	11	11	12	11				
	Scheduler Excess	-	-	-	-	-	1	-				
	People per day	9	6	6	9	9	9	9				
	% people daily	15.8%	10.5%	10.5%	15.8%	15.8%	15.8%	15.8%				
Air Cargo PTR	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Registry	Staff per day	1	1	2	2	2	2	2	3	3	(0)	
	% staffing daily	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	1	1	3	3	2	2	3				
	Scheduler Excess	-	-	1	1	-	-	1				
	People per day	1	1	2	2	2	2	2				
	% people daily	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%	16.7%				
Foreign	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Staffing per Tour - Total		20	14	16	22	22	22	22	29	32	(3)	
People per Tour - Total		17	12	14	19	19	19	19				
Difference +/- to base requirement		3	2	2	3	3	3	3				

Honolulu P&DC  
file date: June 16, 2010

Clerks - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
- People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
- Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
- % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Occupied Bids	Diff +/- Proposed to Current	Crew BT - ET
	<b>TB Tour Scheduler Excess</b>	-	4	4	3	3	1	2				
Dock Operations	Staff per day			1	1	1	1	1	1	1	-	
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day			1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
SPBS	Staff per day	16	11	19	29	29	29	29	33	29	4	
	% staffing daily	9.9%	6.8%	11.7%	17.9%	17.9%	17.9%	17.9%				
	Scheduler Excess	-	-	2	1	-	-	-				
	People per day	14	9	16	25	25	25	25				
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines	1	1	1	2	2	2	2				
	% daily TPH / NA-TPH											
Automation FTR	Staff per day	26	22	46	46	46	46	46	56	51	5	
	% staffing daily	9.4%	7.9%	16.5%	16.5%	16.5%	16.5%	16.5%				
	Scheduler Excess	-	2	-	-	-	-	-				
	People per day	24	20	42	42	42	42	42				
	% people daily	9.4%	7.9%	16.5%	16.5%	16.5%	16.5%	16.5%				
	Number of Machines											
	% daily TPH / NA-TPH											
Automation PTR	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
AFSM Ai	Staff per day	2	1	2	2	2	2	2	3	7	(4)	
	% staffing daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%				
	Scheduler Excess	-	1	-	-	-	-	-				
	People per day	2	1	2	2	2	2	2				
	% people daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%				
	Number of Machines	2	1	2	2	2	2	2				
	% daily TPH / NA-TPH											
Air Cargo FTR	Staff per day	14	9	18	18	18	18	18	23	22	1	
	% staffing daily	12.4%	8.0%	15.9%	15.9%	15.9%	15.9%	15.9%				
	Scheduler Excess	-	-	-	1	-	-	-				
	People per day	12	8	15	15	15	15	15				
	% people daily	12.6%	8.4%	15.8%	15.8%	15.8%	15.8%	15.8%				
	Number of Machines											
	% daily TPH / NA-TPH											
Air Cargo PTR	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Registry	Staff per day	2	2	4	4	4	4	4	5	5	(0)	
	% staffing daily	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Excess	-	-	-	-	1	-	-				
	People per day	2	2	3	3	3	3	3				
	% people daily	10.5%	10.5%	15.8%	15.8%	15.8%	15.8%	15.8%				
	Number of Machines											
	% daily TPH / NA-TPH											
Foreign	Staff per day	1	1	1	1	1	1	1	2	6	(4)	
	% staffing daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
	Scheduler Excess	-	-	1	-	-	-	-				
	People per day	1	1	1	1	1	1	1				
	% people daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
	Number of Machines											
	% daily TPH / NA-TPH											
Admin	Staff per day	0	0	1	1	1	1	1	1	1	0	
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	1	1	1	1	1				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day			1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Manual Distribution Clerks	Staff per day	7	6	12	9	9	9	9	13	22	(9)	
	% staffing daily	11.5%	9.8%	19.7%	14.8%	14.8%	14.8%	14.8%				
	Scheduler Profile	7	7	13	10	10	9	9				
	Scheduler Excess	-	1	1	1	1	-	-				
	People per day	6	5	10	8	8	8	8				
	% people daily	11.3%	9.4%	18.9%	15.1%	15.1%	15.1%	15.1%				
	Number of Machines											
	% daily TPH / NA-TPH											
	Staffing per Tour - Total	68	52	104	111	111	111	111	137	144	(7)	
	People per Tour - Total	61	46	91	98	98	98	98				
	Difference +/- to base requirement	7	6	13	13	13	13	13				

**Mail Handlers - Proposed Baseline**

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
- People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
- Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
- % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 1		Fri for Sat	Sat for Sun	Sun for Mon	Mon for Tue	Tue for Wed	Wed for Thu	Thu for Fri	Proposed Total Staffing	Current Occupied Bids	Diff +/- Proposed to Current	Crew BT - ET
	<b>Td Tour Scheduler Excess</b>	0	10	0	2	0	1	2				
Dock Operations	Staff per day	13	4	12	12	12	13	13	17	18	(1)	
	% staffing daily	16.5%	5.1%	15.2%	15.2%	15.2%	16.5%	16.5%				
	Scheduler Profile	13	8	12	13	12	13	14				
	Scheduler Excess	-	4	-	1	-	-	1				
	People per day	11	3	10	10	10	11	11				
	% people daily	16.7%	4.5%	15.2%	15.2%	15.2%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
010	Staff per day								0			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
SPBS	Staff per day	11	6	9	11	11	11	11	14	12	2	
	% staffing daily	15.7%	8.6%	12.9%	15.7%	15.7%	15.7%	15.7%				
	Scheduler Profile	11	6	9	11	11	11	11				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	9	5	8	9	9	9	9				
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines	1	1	2	2	2	2	2				
	% daily TPH / NA-TPH											
AFSM Ai	Staff per day	9	0	9	9	9	9	9	12	15	(3)	
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	9	6	9	9	9	9	9				
	Scheduler Excess	-	6	-	-	-	-	-				
	People per day	8		8	8	8	8	8				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines	2		2	2	2	2	2				
	% daily TPH / NA-TPH											
Air Cargo	Staff per day	4	2	2	2	4	4	4	5	4	1	
	% staffing daily	18.2%	9.1%	9.1%	9.1%	18.2%	18.2%	18.2%				
	Scheduler Profile	4	2	2	3	4	5	5				
	Scheduler Excess	-	-	-	1	-	1	1				
	People per day	3	2	2	2	3	3	3				
	% people daily	16.7%	11.1%	11.1%	11.1%	16.7%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
PTF	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
035	Staff per day								0			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
AFCS (010)	Staff per day								0			
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Dispatch	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	<b>Staffing per Tour - Total</b>	<b>37</b>	<b>12</b>	<b>32</b>	<b>34</b>	<b>36</b>	<b>37</b>	<b>37</b>	<b>48</b>	<b>49</b>	<b>(1)</b>	
	<b>People per Tour - Total</b>	<b>31</b>	<b>10</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>31</b>				
	<b>Difference +/- to base requirement</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>6</b>				

Total All Tours- Mail Handlers Staffing per day	S	S	M	T	W	T	F	Proposed Total Positions	Current Filled Bids	Diff +/- Proposed to Current
Dock Operations	37	20	34	39	39	40	40	52	54	-2
010	9	0	14	12	12	12	12	16	17	-1
SPBS	21	16	21	26	26	26	26	33	32	1
AFSM Ai	18	5	18	18	18	18	18	24	30	-6
Air Cargo	8	5	7	8	10	10	10	13	14	-1
PTF	0	0	0	0	0	0	0	0	0	0
035	0	0	0	0	0	0	0	0	0	0
AFCS (010)	0	0	0	0	0	0	0	0	0	0
Dispatch	0	0	0	0	0	0	0	0	0	0
<b>Staffing per day - Total</b>	<b>93</b>	<b>46</b>	<b>94</b>	<b>103</b>	<b>105</b>	<b>106</b>	<b>106</b>	<b>138</b>	<b>147</b>	<b>-9</b>
<b>People per day - Total</b>	<b>80</b>	<b>40</b>	<b>81</b>	<b>87</b>	<b>88</b>	<b>89</b>	<b>89</b>			
<b>Difference +/- to base requirement</b>	<b>13</b>	<b>6</b>	<b>13</b>	<b>16</b>	<b>17</b>	<b>17</b>	<b>17</b>			
<b>Actual Replacement %</b>	<b>16.3%</b>	<b>15.0%</b>	<b>16.0%</b>	<b>16.4%</b>	<b>16.3%</b>	<b>16.1%</b>	<b>16.1%</b>			

**Mail Handlers - Proposed Baseline**

- Staffing per day is the result of using Days Off Scheduler with 17% replacement and 0% OT  
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 2		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Occupied Bids	Diff +/- Proposed to Current	Crew BT - ET
	Ttl Tour Scheduler Excess	0	0	1	2	3	1	1	17	17	(0)	
Dock Operations	Staff per day	13	8	8	13	13	13	13				
	% staffing daily	16.0%	9.9%	9.9%	16.0%	16.0%	16.0%	16.0%				
	Scheduler Profile	13	8	8	15	15	13	13				
	Scheduler Excess	-	-	-	2	2	-	-				
	People per day	11	7	7	11	11	11	11				
	% people daily	15.9%	10.1%	10.1%	15.9%	15.9%	15.9%	15.9%				
	Number of Machines											
	% daily TPH / NA-TPH											
010	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
SPBS	Staff per day	2	2	4	4	4	4	4	5	5	0	
	% staffing daily	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	2	2	4	4	5	4	4				
	Scheduler Excess	-	-	-	-	1	-	-				
	People per day	2	2	3	3	3	3	3				
	% people daily	10.5%	10.5%	15.8%	15.8%	15.8%	15.8%	15.8%				
	Number of Machines											
	% daily TPH / NA-TPH											
AFSM Ai	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Air Cargo	Staff per day	2	1	1	2	2	2	2	3	3	(0)	
	% staffing daily	16.7%	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	2	1	2	2	2	3	3				
	Scheduler Excess	-	-	1	-	-	1	1				
	People per day	2	1	1	2	2	2	2				
	% people daily	16.7%	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%				
	Number of Machines											
	% daily TPH / NA-TPH											
PTF	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
035	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
AFCS (010)	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Dispatch	Staff per day											
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
	Staffing per Tour - Total	17	11	13	19	19	19	19	25	25	(0)	
	People per Tour - Total	15	10	11	16	16	16	16				
	Difference +/- to base requirement	2	1	2	3	3	3	3				

**Mail Handlers - Proposed Baseline**

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 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.  
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility  
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Occupied Bids	Diff +/- Proposed to Current	Crew BT - ET
<b>Work Group</b>	<b>TU Tour Scheduler Excess</b>	2	8	0	0	0	2	2				
Lock Operations	Staff per day	11	8	14	14	14	14	14	18	19	(1)	
	% staffing daily	12.4%	9.0%	15.7%	15.7%	15.7%	15.7%	15.7%	85			
	Scheduler Profile	11	8	14	14	14	14	15				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	9	7	12	12	12	12	12				
	% people daily	11.8%	9.2%	15.8%	15.8%	15.8%	15.8%	15.8%	78			
	Number of Machines											
110	Staff per day	9	0	14	12	12	12	12	16	17	(1)	
	% staffing daily	12.7%	0.0%	19.7%	16.9%	16.9%	16.9%	16.9%				
	Scheduler Profile	9	7	14	12	12	13	13				
	Scheduler Excess	-	7	-	-	-	1	1				
	People per day	8		12	10	10	10	10				
	% people daily	13.3%	0.0%	20.0%	16.7%	16.7%	16.7%	16.7%	60			
	Number of Machines											
1PBS	Staff per day	8	8	8	11	11	11	11	14	15	(1)	
	% staffing daily	11.8%	11.8%	11.8%	16.2%	16.2%	16.2%	16.2%	65			
	Scheduler Profile	10	8	8	11	11	11	11				
	Scheduler Excess	2	-	-	-	-	-	-				
	People per day	7	7	7	9	9	9	9				
	% people daily	12.3%	12.3%	12.3%	15.8%	15.8%	15.8%	15.8%	58			
	Number of Machines	1	1	2	2	2	2	2				
4FSM Ai	Staff per day	9	5	9	9	9	9	9	12	15	(3)	
	% staffing daily	15.3%	8.5%	15.3%	15.3%	15.3%	15.3%	15.3%	55			
	Scheduler Profile	9	6	9	9	9	9	9				
	Scheduler Excess	-	1	-	-	-	-	-				
	People per day	8	4	8	8	8	8	8				
	% people daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%	52			
	Number of Machines	2	1	2	2	2	2	2				
Air Cargo	Staff per day	2	2	4	4	4	4	4	5	7	(2)	
	% staffing daily	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%	16.7%	25			
	Scheduler Profile	2	2	4	4	4	5	4				
	Scheduler Excess	-	-	-	-	-	1	-				
	People per day	2	2	3	3	3	3	3				
	% people daily	10.5%	10.5%	15.8%	15.8%	15.8%	15.8%	15.8%	19			
	Number of Machines											
035	Staff per day	0	0	0	0	0	0	0				
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
4FCS (010)	Staff per day	0	0	0	0	0	0	0				
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
Dispatch	Staff per day	0	0	0	0	0	0	0				
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
<b>Staffing per Tour - Total</b>		<b>39</b>	<b>23</b>	<b>49</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>65</b>	<b>73</b>	<b>(8)</b>	
<b>People per Tour - Total</b>		<b>34</b>	<b>20</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>				
<b>Difference +/- to base requirement</b>		<b>5</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>				