

Manager, Labor Relations
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

February 7, 2011

DEL CON ing

Christopher Jackson
National Business Agent
NALC Region 1
13252 Garden Grove Blvd. # 108
Garden Grove, CA 92843-2204

Omar M. Gonzalez, Coordinator

This is to advise you of the intent of the Honolulu District to utilize the provisions of Article 12.5.C.5 of the National Agreement to excess two (2) full-time carriers from the craft and/or installation at Lihue Post Office (Event 21505). The basis for this action is JARAP adjustments.

The impacted employees will be notified by separate letter of their involuntary reassignments. The placement process would not normally start before August 7, 2011; however, given the loss of workload and the financials of the Postal Service, it may be necessary to begin the process earlier than that date. It may also be necessary to utilize the provisions of Article 7.2.B of the National Agreement to detail some or all of the impacted carriers during the notice period in order to provide them with a work opportunity.

By copy of this letter, the Pacific Area will withhold up to two (2) full-time residual assignments in the carrier, clerk, mail handler, motor vehicle and custodial crafts for the impacted carriers in offices and plants within a 900 mile radius of the impacted sites. A list of the offices within the 900 mile radius in which withholding may occur is attached.

Also attached are copies of the Automated Impact Statements for each office, along with the F-2 operational data supporting the excessing and the list of the impacted carriers. Please contact Linda Shumate at (858) 674-3183 to arrange for a date to meet on the package.

Mike Thomas

Attachments

To : ()
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- cc: Area Manager, Operations Support
- Area Manager, Finance
- Area Manager, Human Resources
- District Manager, Honolulu
- District Manager, Human Resources – Honolulu with attachments
- Area Complement Coordinator with attachments
- Human Resources Analyst with attachments (2)
- Omar Gonzalez – APWU with attachments
- Richard Siu – NPMHU with attachments
- District Complement Coordinator – Honolulu

WorkHour Impact Report

Impacted Bid Cluster	LIHUE POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	08/07/2011
Period (Dates) of Review Performed	09/12/2009 thru 09/10/2010
Report Prepared By	Aaron Oya
Report Prepared Date	02/07/2011
Reviewed By	Daryl Ishizaki
Phone	(808) 423-3700

WorkHour Impact Report

Craft = CARRIER

	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	268	196	-72	-288	-3744	-2	1872

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	12	4.5%	-3.5	0		9	4.3%

WorkHour Impact Report

Casuals

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

Casuals are not authorized in the Carrier Craft.

Part Time Flexible (PTFs)

a. Current Number of CARRIER PTFs on Rolls	2
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	208
c. Planned Reduction in Total Non-OverTime CARRIER PTFs Hours per Month	0
d. Number of CARRIER PTFs that will have Reduced Hours	0
e. Will there be any CARRIER PTFs Excessed from Craft or Installation	NO
If Yes how Many CARRIER PTFs	0
f. Provide Narrative Explaining need for Excessing	

PTF hours are averaging 28 per week and cannot be combined to make a full-time assignment.

Transitional Employees (TEs)

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

There are no TE Carriers in this installation.

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of CARRIER PTRs on Rolls	0
b. Planned Number of CARRIER PTR Positions after Impact	0
c. Estimated Number of CARRIER PTR Attrition	0
d. Will there be any CARRIER PTRs Excessed from Craft or Installation	NO
CARRIER PTRs	0
e. Provide Narrative Explaining need for Excessing	
There are no PTR Carriers in this installation	

Full Time Regular (FTRs)

a. Current Number of CARRIER FTRs on Rolls	6
b. Planned Number of CARRIER FTR Positions After Impact	4
c. Estimated Number of CARRIER FTR Attrition	0
d. Will there be any CARRIER FTRs Excessed from Craft or Installation	YES
If Yes how Many CARRIER FTRs	2
e. Provide Narrative Explaining need for Excessing	
JARAP will result in a need to excess 1 FT Q1 and 1 FT Q2 carrier from the craft and/or installation once route adjustments are implemented.	

WorkHour Impact Report-CARRIER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-288
b. Planned Reduction in Total OT Hours per Month	-14
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	784
f. Total FTE Savings	-2

	On-Rolls (CCM) 10/29/2010						FT Rts (IMAQ)		9/8/2010										Web CCM		
	Total Carriers	T-6	PTF	PTR	TE	Full-Time	Routes Before JARAP	Routes After JARAP	Route Red	T-6 Red	Total FT Carrier Red	Req'd T-6	T-6 diff	FullTime Compl Impact	ORNA not returning	Collectors	Net FT Compl Impact	JARAP FTE Savings w/ ORNA	Future Staff & Sched Impact	FTE Workhour Reduction	WebCCM Staffing Impact
Lihue	8	1	2	0	0	6	4	4	0	1	2	0	-1	2	0	0					2

Adjustment Analysis Report

ZIP Code: 96766
Adjustment I 83034

Inspection Adjustment Type:
Inspection Start Date:
Implementation Date:

RESTRICTED INFORMATION
MINOR ADJUSTMENT
06/09/2010
07/22/2010

Route #		PDs	Letters	Flats	DPS %	FSS %	Parcel Post	Office Time	Street Time	Router Time	Total Time	% to Std	FOT	OEI	SEI
66001	Base	594	0	0	61	0	36	1:21	6:34	0:00	7:55	88	0:33	440.19	90.42
	Evaluated	589	0	0	61	0	36	1:19	6:34	0:00	7:53	88	0:33	447.33	89.69
	Adjusted	605	0	0	61	0	36	1:20	6:38	0:00	7:58	88	0:33	452.17	91.21
	Difference (+/-)	11	0	0	0	0	0	-0:01	0:04	0:00	0:03	0	0:00	11.97	0.78
66002	Base	739	0	0	78	0	52	1:18	6:40	0:00	7:58	82	0:33	568.46	110.84
	Evaluated	741	0	0	78	0	52	1:15	6:38	0:00	7:53	82	0:33	592.80	111.71
	Adjusted	746	0	0	78	0	52	1:16	6:38	0:00	7:54	82	0:33	589.82	112.48
	Difference (+/-)	7	0	0	0	0	0	-0:02	-0:02	0:00	-0:04	0	0:00	21.36	1.64
66003	Base	431	0	0	65	0	42	1:16	6:39	0:00	7:55	93	0:33	340.73	64.78
	Evaluated	439	0	0	65	0	42	1:08	6:44	0:00	7:52	93	0:33	387.36	65.20
	Adjusted	494	0	0	65	0	42	1:13	6:52	0:00	8:05	93	0:33	408.77	71.93
	Difference (+/-)	63	0	0	0	0	0	-0:03	0:13	0:00	0:09	0	0:00	68.03	7.15
66004	Base	671	0	0	75	0	50	1:49	6:11	0:00	8:00	94	0:33	369.39	108.38
	Evaluated	675	0	0	75	0	50	1:31	6:47	0:00	8:18	94	0:33	445.05	99.51
	Adjusted	652	0	0	75	0	50	1:29	6:36	0:00	8:05	94	0:33	441.70	98.79
	Difference (+/-)	-19	0	0	0	0	0	-0:20	0:24	0:00	0:04	0	0:00	72.31	-9.59
66005	Base	560	0	0	74	0	41	1:17	6:23	0:00	7:40	81	0:33	435.49	87.68
	Evaluated	576	0	0	74	0	41	1:18	6:34	0:00	7:52	81	0:33	443.08	87.72
	Adjusted	523	0	0	74	0	41	1:14	6:18	0:00	7:32	81	0:33	425.45	82.94
	Difference (+/-)	-37	0	0	0	0	0	-0:03	-0:05	0:00	-0:08	0	0:00	-10.05	-4.74

Adjustment Summary

	PDs	Letters	Flats	Parcel Post	Office Time	Street Time	Router Time	Total Time	FOT	OEI	SEI	
Base	2995		0	0	221	7:01	32:28	0:00	39:29	2:45	426.83	92.24
Evaluated	3020		0	0	221	6:31	33:17	0:00	39:48	2:45	463.42	90.73
Adjusted	3020		0	0	221	6:31	33:02	0:00	39:33	2:45	463.42	91.40
Difference (+/-)	25		0	0	0	-0:30	0:34	0:00	0:04	0:00	36.59	-0.84

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	LDC	SEN DATE	SEN #
146200	LIHUE PO	ALVAREZ	JONATHAN		3078127	95653733	CARRIER (CITY)	134	2B	21	10/31/1981	1
146200	LIHUE PO	AKINA	SCOTT	H	3372722	95856048	CARRIER (CITY)	134	2B	21	8/29/1988	1
146200	LIHUE PO	OSHIMA	RICHARD	A	3012190	95825764	CARRIER (CITY)	134	2B	21	10/7/1989	1
146200	LIHUE PO	EMOTO	MYRON	H	2988083	95590350	CARRIER (CITY)	134	2B	21	9/19/1992	1
146200	LIHUE PO	SAIKI	ROY	M	3012224	95855121	CARRIER (CITY)	134	2B	21	11/13/1993	1
146200	LIHUE PO	WAIAMAU	WANDA	R	2938127	95804082	CARRIER TECHNICIAN	134	2B	21	1/13/2001	1

Impacted