

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 writ-
ing
 Comments

July 27, 2011

DEL CON: _____

Richard Siu
Western Regional Director, NPMHU
8393 Capwell Drive # 250
Oakland, CA 94621

Omar M. Gonzalez, Coordinator

This is to advise you of the intent of the Bay Valley District to utilize the provisions of Article 12.6.C.5 and Article 12.5.C.6 of the National Agreement to involuntarily reassign ten (10) full-time and one (1) part-time flexible mail handler from the Salinas bid cluster (Events 27890 and 27925). The basis of this action is an approved AMP to relocate all processing activities from the Salinas plant to the San Jose plant.

A total of five (5) of the ten (10) full-time mail handlers and the one (1) part-time flexible mail handler will be reassigned to the centralized site in San Jose. The five (5) full-time mail handlers will be reassigned in an unassigned capacity and be restricted from bidding for existing vacancies for 120 days. Following the expiration of 120 day period, new assignments tied to the mail that is relocated from the closing plant in Salinas will be posted for bid to both the five mail handlers that were involuntarily reassigned and the full-time mail handlers already at the San Jose plant. The other five (5) full-time mail handlers will be assigned to residual/withheld assignments in other offices. All of the impacted employees will be notified of their involuntary reassignments by separate letter.

By copy of this notice, the Area will withhold up to five (5) full-time residual assignments in the mail handler and the custodial craft in plants and post offices within a 900 mile radius of the Salinas bid cluster.

Attached are copies of the automated impact statements along with a copy of the AMP, a list of withholding sites and the list of the impacted mail handlers. We would like to discuss this impact at our next meeting.

Jay Roberts
Manager, Labor Relations

Attachments

cc: Area Manager, Human Resources
Area Manager, Operations Support
Area, Manager Finance
District Manager, Bay Valley District
Manager, Human Resources, Bay Valley District with attachments
Area Complement Coordinator with attachments
District Complement Coordinator, Bay Valley District with attachments
APWU Regional Coordinator with attachments
HRA

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

WorkHour Impact Report

Impacted Bid Cluster	SALINAS POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	CMP/Delivery to Existing Installation
Date of Impact	01/01/2012
Period (Dates) of Review Performed	07/03/2010 thru 07/08/2011
Report Prepared By	Yolanda Garcia-Martinez
Report Prepared Date	07/16/2011
Reviewed By	Kim Fernandez
Phone	(510) 874-8222

WorkHour Impact Report

Craft = MAIL HANDLER

	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	404	219	-185	-740	-9620	-5	1924

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	11	2.7%	-5	0		6	2.7%

WorkHour Impact Report

Casuals

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

There are no casuals in the mailhandler craft in this office.

Part Time Flexible (PTFs)

a. Current Number of MAIL HANDLER PTFs on Rolls	1
b. Current Total Non-OverTime MAIL HANDLER PTFs Hours per Month	136
c. Planned Reduction in Total Non-OverTime MAIL HANDLER PTFs Hours per Month	0
d. Number of MAIL HANDLER PTFs that will have Reduced Hours	0
e. Will there be any MAIL HANDLER PTFs Excessed from Craft or Installation	NO
If Yes how Many MAIL HANDLER PTFs	0
f. Provide Narrative Explaining need for Excessing	

There is one PTF with limited hours.

Transitional Employees (TEs)

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

TE's are not uthorized in the mail handler craft

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of MAIL HANDLER PTRs on Rolls	0
b. Planned Number of MAIL HANDLER PTR Positions after Impact	0
c. Estimated Number of MAIL HANDLER PTR Attrition	0
d. Will there be any MAIL HANDLER PTRs Excessed from Craft or Installation	NO
MAIL HANDLER 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 MAIL HANDLER FTRs on Rolls	10
b. Planned Number of MAIL HANDLER FTR Positions After Impact	5
c. Estimated Number of MAIL HANDLER FTR Attrition	0
d. Will there be any MAIL HANDLER FTRs Excessed from Craft or Installation	YES
If Yes how Many MAIL HANDLER FTRs	5
e. Provide Narrative Explaining need for Excessing	

A total of five FT mail handlers will be excessed to the centralized site to work the mail that is being relocated.

WorkHour Impact Report-MAIL HANDLER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-740
b. Planned Reduction in Total OT Hours per Month	-20
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	876
f. Total FTE Savings	-5

WorkHour Impact Report

Impacted Bid Cluster	SALINAS POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/01/2012
Period (Dates) of Review Performed	07/03/2010 thru 07/08/2011
Report Prepared By	Yolanda Garcia-Martinez
Report Prepared Date	07/16/2011
Reviewed By	Kim Fernandez
Phone	(510) 874-8222

WorkHour Impact Report

Craft = MAIL HANDLER

	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	404	185	-219	-876	-11388	-6	1924

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	11	2.7%	-6	0		5	2.7%

WorkHour Impact Report

Casuals

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

There are no casuals in the mail handler craft in the installation

Part Time Flexible (PTFs)

a. Current Number of MAIL HANDLER PTFs on Rolls	1
b. Current Total Non-OverTime MAIL HANDLER PTFs Hours per Month	136
c. Planned Reduction in Total Non-OverTime MAIL HANDLER PTFs Hours per Month	-
d. Number of MAIL HANDLER PTFs that will have Reduced Hours	0
e. Will there be any MAIL HANDLER PTFs Excessed from Craft or Installation	YES

If Yes how Many MAIL HANDLER PTFs 1

f. Provide Narrative Explaining need for Excessing

It will be necessary to excess one PTF from the craft and/or installation based on the closure of the Salinas plant

Transitional Employees (TEs)

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

TE's are not authorized in the mail handler craft

WorkHour Impact Report

Part Time Regular (PTRs)

- | | |
|--|----|
| a. Current Number of MAIL HANDLER PTRs on Rolls | 0 |
| b. Planned Number of MAIL HANDLER PTR Positions after Impact | 0 |
| c. Estimated Number of MAIL HANDLER PTR Attrition | 0 |
| d. Will there be any MAIL HANDLER PTRs Excessed from Craft or Installation | NO |
| MAIL HANDLER PTRs | 0 |
| e. Provide Narrative Explaining need for Excessing | |
- There are no PTR mail handlers in the mail handler craft in this office

Full Time Regular (FTRs)

- | | |
|--|-----|
| a. Current Number of MAIL HANDLER FTRs on Rolls | 10 |
| b. Planned Number of MAIL HANDLER FTR Positions After Impact | 5 |
| c. Estimated Number of MAIL HANDLER FTR Attrition | 0 |
| d. Will there be any MAIL HANDLER FTRs Excessed from Craft or Installation | YES |
| If Yes how Many MAIL HANDLER FTRs | 5 |
| e. Provide Narrative Explaining need for Excessing | |

It will be necessary to excess five Ft mail handlers from the craft and/or installation based on the closure of the Salinas plant.

WorkHour Impact Report-MAIL HANDLER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-740
b. Planned Reduction in Total OT Hours per Month	-24
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-136
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	740
f. Total FTE Savings	-6