

MANAGER, HUMAN RESOURCES
PACIFIC AREA



RECEIVED
APWU
MAY 12 2011
WESTERN REGION
COORDINATOR

To: Pacific Area Local(s)
 Western Area Local(s)
 So. West Area Local(s)

May 10, 2011

DEL CON: _____

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration
 Please review, take action
and reduce issues to writ-
ing
 Comments

Omar Gonzalez
Western Regional Coordinator, APWU
1350 Old Bayshore HWY. Suite 360
Burlingame, CA 94010

Omar M. Gonzalez, Coordinator

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 thirty-two (32) full-time clerks from the craft and/or installation at the San Bernardino bid installation based on a Function 1 baseline.

The impacted employees will be notified of their involuntary reassignments by separate letter. The placement process would not normally begin before November 10, 2011; however, given the loss of workload and the financials of the Postal 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.B.2 of the National Agreement.

By copy of this notice, we are authorizing the withholding of thirty-two (32) residual assignments in the clerk, carrier, custodial and mail handler crafts in offices and plants within a 50 mile radius of the impacted site.

Attached for your review are copies of the automated impact statement (AIR) for Event 23686, the Function 1 baseline, a list of sites where withholding is authorized, a list of the junior impacted employees.

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


Jay Roberts
Manager, Labor Relations/A

Attachments

cc: Area Manager, Operations Support
Area Manager, Finance
Area, Manager, Human Resources
District Manager, San Diego
Area Complement Coordinator with attachments
Manager, Human Resources, San Diego District with attachments
District Complement Coordinator with attachments
C. Jackson – NALC with attachments
R. Siu – NPMHU with attachments
HRA 1 with attachments
File Copy with attachments

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SAN DIEGO, CA 92197-4400
PHONE: 858-674-3180
FAX: 858-674-3131

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	14022	12796	-1226	-4904	-63752	-35	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	465	3.3%	-51.35	0		414	3.2%

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of CLERK PTRs on Rolls	13
b. Planned Number of CLERK PTR Positions after Impact	13
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	
PTR clerks are not being impacted.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	381
b. Planned Number of CLERK FTR Positions After Impact	349
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	32
e. Provide Narrative Explaining need for Excessing	
Based upon te updated F1 Baseline, it will be necessary to excess up to 32 Full-Time Regular clerks from the craft/installation.	

San Bernardino P&DC - Post FSS

File Date: January 18, 2011

	WebCOINS On-Rolls (as of 01/08/11)		Proposed People		Vacant Bids	
	Clerk	MH	Clerk	MH	Clerk	MH
Tour 1	183	106	171	93	1	2
Tour 2	11	16	9	16	0	0
Tour 3	150	125	132	104	0	2
Total	344	247	312	213	1	4

Craft Ratios	On-Rolls		Proposed	
Clerk				
FT	338	93.9%	306	94.2%
PTR	6	1.7%	6	1.8%
PTF	0	0.0%	0	0.0%
Casual	16	4.4%	13	4.0%
	360	100.0%	325	100.0%
Mail Handler				
FT	208	80.6%	187	83.5%
PTR	16	6.2%	16	7.1%
PTF	23	8.9%	10	4.5%
Casual	11	4.3%	11	4.9%
	258	100.0%	224	100.0%

	Clerk	MH	Total
Proposed People	312	213	525
Current People (WebCoins On-Rolls)	344	247	591
+/- Current	-32	-34	-66

BMG (PM 10) affords craft staffing of:	507 (294+213)
Difference of Proposed to BMG: 525 - 507=	18

San Bernardino P&DC - Post FSS

File Date: January 18, 2011

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 Filled Bids	Diff +/- Proposed to Current	Crew BT - ET	Vacant Bids
	Td Tour Scheduler Excess	2	-	-	-	-	-	-					
Expeditors	Staff per day	1	1	4	4	4	4	4	4	4	0	0700	0
	% staffing daily	4.5%	4.5%	18.2%	18.2%	18.2%	18.2%	18.2%	22				
	Scheduler Excess	-	-	-	-	-	-	-					
	People per day	2	1	3	3	3	3	3	18				
	% people daily	11.1%	5.6%	16.7%	16.7%	16.7%	16.7%	16.7%					
	Number of Machines												
	% daily TPH / NA-TPH												
Express	Staff per day	1	2	4	4	4	4	4	4	4	0	0700	
	% staffing daily	4.3%	8.7%	17.4%	17.4%	17.4%	17.4%	17.4%	23				
	Scheduler Excess	2	-	-	-	-	-	-					
	People per day	2	2	3	3	3	3	3	19				
	% people daily	10.5%	10.5%	15.8%	15.8%	15.8%	15.8%	15.8%					
	Number of Machines												
	% daily TPH / NA-TPH												
Registry	Staff per day	1	0	1	1	1	1	1	1	1	0	0700	
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%					
	Scheduler Excess	-	-	-	-	-	-	-					
	People per day	1	0	1	1	1	1	1					
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%					
	Number of Machines												
	% daily TPH / NA-TPH												
	Staffing per Tour - Total	3	3	9	9	9	9	9	9	9	0		0
	People per Tour - Total	5	3	7	7	7	7	7					
	Difference +/- to base requirement	-2	0	2	2	2	2	2					

San Bernardino P&DC - Post FSS

File Date: January 18, 2011

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 Filled Bids	Diff +/- Proposed to Current	Crew BT - ET	Vacant Bids
	Ttl Tour Scheduler Excess	0	0	0	2	0	0	0					
AFSM-AI/ATHS POST FSS PIV = (4) UARS = 2 Current PTFs = (4) NRP (1) Coleman	Staff per day % staffing daily Scheduler Excess People per day % people daily Number of Machines % daily TPH / NA-TPH	14 14.3% - 12 14.3% 2 14.8%	14 14.3% - 12 14.3% 2 12.9%	14 14.3% - 12 14.3% 2 13.6%	14 14.3% 2 15.3%	14 14.3% - 12 14.3% 2 13.9%	14 14.3% - 12 14.3% 2 14.5%	14 14.3% - 12 14.3% 2 14.8%	24 98 84	31	-7	2005/2230	0
APPS - FTRs level 4 (19) level 5 PIT (6) Current PTFs = (3) UARS= (1) (Johnson)	Staff per day % staffing daily Scheduler Excess People per day % people daily Number of Machines % daily TPH / NA-TPH	20 13.8% - 17 13.7% 1 18.9%	20 13.8% - 17 13.7% 1 6.2%	21 14.5% - 18 14.5% 1 7.8%	21 14.5% - 18 14.5% 1 8.4%	21 14.5% - 18 14.5% 1 18.5%	21 14.5% - 18 14.5% 1 20.7%	21 14.5% - 18 14.5% 1 19.5%	28 145 124	25	3	2130	0
APPS - PTRs (0)	Staff per day % staffing daily Scheduler Profile Scheduler Excess People per day % people daily Number of Machines % daily TPH / NA-TPH	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0	-	0	2400	0
Dock / PIT Dock PIT = (5) level 4 = 7, level 5 = 5 GL = 1 UAR (1) Robinson Current PTFs = (3) PL 100, PL 108, PL 112	Staff per day % staffing daily Scheduler Excess People per day % people daily Number of Machines % daily TPH / NA-TPH	12 12.6% - 10 12.2% 2 17.1%	8 8.4% - 7 8.5% 1 15.8%	15 15.8% - 13 15.9% 1 9.4%	15 15.8% - 13 15.9% 2 7.6%	15 15.8% - 13 15.9% 2 17.2%	15 15.8% - 13 15.9% 2 16.0%	15 15.8% - 13 15.9% 2 17.0%	16 95 82	13	3	2200/2300	1
LCTS - FTRs 80 Separations/ 5 Leg/ Multi-feed level 4s = 14 PIT LCTS = 4 PL 118	Staff per day % staffing daily Scheduler Excess People per day % people daily Number of Machines % daily TPH / NA-TPH	15 13.6% - 13 13.5% 2 17.1%	15 13.6% - 13 13.5% 1 15.8%	16 14.5% - 14 14.6% 1 9.4%	16 14.5% - 14 14.6% 2 7.6%	16 14.5% - 14 14.6% 2 17.2%	16 14.5% - 14 14.6% 2 16.0%	16 14.5% - 14 14.6% 2 17.0%	20 110 96	18	2	2100	1
LCTS - PTRs 80 Separations/ 5 Leg/ Multi-feed Assign (5) (Tues - Sat) Current PTFs = 0 PL 118	Staff per day % staffing daily Scheduler Excess People per day % people daily Number of Machines % daily TPH / NA-TPH	5 20.0% - 5 20.0% - 5 20.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	5 20.0% - 5 20.0% - 5 20.0%	5 20.0% - 5 20.0% - 5 20.0%	5 20.0% - 5 20.0% - 5 20.0%	5 20.0% - 5 20.0% - 5 20.0%	5 25 25	5	0	2050	
AFCS (0)	Staff per day % staffing daily Scheduler Excess People per day % people daily Number of Machines % daily TPH / NA-TPH	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0	-	0		
AFCS - PTRs (0)	Staff per day % staffing daily Scheduler Excess People per day % people daily Number of Machines % daily TPH / NA-TPH	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0 0.0% - 0 0.0% - 0 0.0%	0	-	0		
	Staffing per Tour - Total	66	57	66	71	71	71	71	93	92	1		2
	People per Tour - Total	57	49	57	62	62	62	62					
	Difference +/- to base requirement	9	8	9	9	9	9	9					

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	Vacant Bids
AFSM-AI/ATHS	21	21	21	21	21	21	21	34	42	-8	0
APPS - FTRs	38	38	37	37	39	39	39	53	51	2	1
APPS - PTRs	0	0	5	5	5	5	5	5	5	0	0
Dock / PIT	38	23	42	43	43	42	42	53	50	3	2
LCTS - FTRs	31	31	32	32	32	32	32	38	36	2	1
LCTS - PTRs	5	0	0	5	5	5	5	5	5	0	0
AFCS	0	0	19	19	19	19	19	19	21	-2	0
AFCS - PTRs	3	2	5	5	5	5	5	6	6	0	0
Staffing per day - Total	136	115	161	167	169	168	168	213	216	-3	4
People per day - Total	117	99	140	146	147	146	146				
Difference +/- to base requirement	19	16	21	21	22	22	22				
Actual Replacement %	16.2%	16.2%	15.0%	14.4%	15.0%	15.1%	15.1%				

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 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed Current	Crew BT - ET	Vacant Bids
Work Group	TN Tour Scheduler Excess	1	3	2	2	0	1	3					
AFSM-AI/ATHS POST FSS PIV = (3)	Staff per day	7	7	7	7	7	7	7	10	11	-1	1400	0
	% staffing daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	49				
	Scheduler Excess	-	1	-	-	-	-	-					
	People per day	6	6	6	6	6	6	6	42				
	% people daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%					
	Number of Machines	1	1	1	1	1	1	1					
APPS level 4 = 21 PIV = (5)	Staff per day	18	18	16	16	18	18	18	25	26	-1	1205	1
	% staffing daily	14.8%	14.8%	13.1%	13.1%	14.8%	14.8%	14.8%	122				
	Scheduler Excess	-	-	1	1	-	-	-					
	People per day	15	15	14	14	15	15	15	103				
	% people daily	14.6%	14.6%	13.6%	13.6%	14.6%	14.6%	14.6%					
	Number of Machines	1	1	1	1	1	1	1					
UAR = 2 (Majorovas, Lehmere)	% daily TPH / NA-TPH	0.3%	2.2%	17.7%	22.5%	19.2%	19.2%	18.8%					
	Staff per day	0	0	5	5	5	5	5	5	5	0	1800	
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	25				
	Scheduler Profile	-	-	6	6	6	6	6					
	Scheduler Excess	-	-	-	-	-	-	-					
	People per day	0	0	5	5	5	5	5	25				
Assign Mon - Fri	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%					
	Number of Machines	0	0	1	1	1	1	1					
	% daily TPH / NA-TPH												
	Staff per day	14	9	16	16	16	16	16	21	21	0	1430/1530	1
	% staffing daily	13.6%	8.7%	15.5%	15.5%	15.5%	15.5%	15.5%	103				
	Scheduler Profile	14	10	17	16	16	16	16					
Dock / PIT Level 4 (12) + level 5 (9) Dock (6) Dock PIT (5) Coff PIT (1) Donut (5) UAR = 1 (Stiener) PL 300	Scheduler Excess	-	1	1	-	-	-	-					
	People per day	12	8	14	14	14	14	14	90				
	% people daily	13.3%	8.9%	15.6%	15.6%	15.6%	15.6%	15.6%					
	Number of Machines												
	% daily TPH / NA-TPH												
	Staff per day	16	16	16	16	16	16	16	18	18	0	1205/1530	0
LCTS - PTRs PL 312, PL 318 Level 4s (9), GL (1) PIV = 6 180 Disp/Brkdwn = 3 Current PTF = (11) 80 separations - Multi-feed	% staffing daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	112				
	Scheduler Excess	1	-	1	1	1	1	1					
	People per day	14	14	14	14	14	14	14	98				
	% people daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%					
	Number of Machines	2	2	2	2	2	2	2	3				
	% daily TPH / NA-TPH	16.5%	10.3%	10.8%	13.1%	14.8%	17.0%	17.5%					
LCTS - PTRs 80 Separations/ 5 Leg/ Multi-feed	Staff per day	0	0	19	19	19	19	19	19	21	-2	1430/1630	
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	95				
	Scheduler Excess	-	-	-	-	-	-	-					
	People per day	0	0	16	16	16	16	16	80				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%					
	Number of Machines	0	0	7	6	6	6	7					
AFCS - PTRs Level 4 = 8 level 5 = 10 UAR= 2 (Harper/Dawkins) Current PTFs = 2 PL 307	% daily TPH / NA-TPH												
	Staff per day	3	2	5	5	5	5	5	6	6	0	1600	0
	% staffing daily	10.0%	6.7%	16.7%	16.7%	16.7%	16.7%	16.7%	30				
	Scheduler Excess	-	1	-	-	-	-	-					
	People per day	3	2	5	5	5	5	5	30				
	% people daily	10.0%	6.7%	16.7%	16.7%	16.7%	16.7%	16.7%					
Dog House Letter SWYB	Number of Machines			20.0%	24.3%	18.8%	17.8%	19.1%					
	% daily TPH / NA-TPH												
	Staff per day	0	0	0	0	0	0	0	0				
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0				
	Scheduler Excess	-	-	-	-	-	-	-					
	People per day	0	0	0	0	0	0	0	0				
Staffing per Tour - Total	% 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	58	52	84	84	86	86	86	104	108	-4		2
	People per Tour - Total	50	45	74	74	75	75	75					
	Difference +/- to base requirement	8	7	10	10	11	11	11					

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
56745	SAN BERNARDINO P&DC	SHANKS	TRINELL	J	3132841	70198799	MAIL PROCESSING CLERK	6	110	1	11	11/7/1998	2
56745	SAN BERNARDINO P&DC	SHIPMAN	THOMAS	A	3189242	70358197	MAIL PROCESSING CLERK	6	110	1	11	11/7/1998	4
56728	SBC-NORTHPARK STA	MARTIN	DAPHNE	E	3358567	70176979	SALES, SVCS/DISTRIBU TION ASSOC	6	110	4	45	5/22/1999	1
56744	SAN BERNARDINO PO	DYE	VICTORIA	A	3068291	95549064	SECRETARY	7	110	8	82	8/26/2000	2
56744	SAN BERNARDINO PO	SHULLO	JOYCE	A	3490730	70504698	SALES, SVCS/DISTRIBU TION ASSOC	6	110	4	45	2/21/2004	2
56745	SAN BERNARDINO P&DC	JOHNSON	DORINDA	M	2965924	95526963	MAIL PROCESSING CLERK	6	110	1	11	2/21/2004	3
56745	SAN BERNARDINO P&DC	DANG	ANDY		3098377	70197184	MAIL PROCESSING CLERK	6	110	1	11	2/19/2005	1
56745	SAN BERNARDINO P&DC	CORRIVEAU	LORENE	A	3035278	95868465	MAIL PROCESSING CLERK	6	110	1	11	3/5/2005	1
56745	SAN BERNARDINO P&DC	BRASHEAR	JUDITH	H	3413624	95869715	MAIL PROCESSING CLERK	6	110	1	11	3/5/2005	2
56745	SAN BERNARDINO P&DC	OLIVERIO	RODRIGO	A	3213309	95641916	MAIL PROCESSING CLERK	6	110	1	11	3/5/2005	3
56745	SAN BERNARDINO P&DC	STEINHOFF	JULIE	A	3211011	70471108	MAIL PROCESSING CLERK	6	110	1	11	3/5/2005	4
56745	SAN BERNARDINO P&DC	MC ELHANEY	PAMELA	T	3329898	95491863	MAIL PROCESSING CLERK	6	110	1	11	3/19/2005	3
56745	SAN BERNARDINO P&DC	PERDOMO	CORINA	A	3289447	70471109	MAIL PROCESSING CLERK	6	110	1	11	4/2/2005	2
56745	SAN BERNARDINO P&DC	CEBUJANO	ELVIS	C	3355335	70428713	MAIL PROCESSING CLERK	6	110	1	11	4/2/2005	3
56745	SAN BERNARDINO P&DC	MARTINEZ	SYLVIA	S	3456248	95842983	MAIL PROCESSING CLERK	6	110	1	11	4/2/2005	9
56745	SAN BERNARDINO P&DC	LINDHOLM	PATRICIA	M	3150989	70358192	MAIL PROCESSING CLERK	6	110	1	11	4/2/2005	10
56745	SAN BERNARDINO P&DC	SAUCEDO	DIANA		3334911	95579523	MAIL PROCESSING CLERK	6	110	1	11	4/2/2005	11
56745	SAN BERNARDINO P&DC	ELLIOTT	JEANETTE	R	3090167	70471110	MAIL PROCESSING CLERK	6	110	1	11	4/2/2005	13

Depurated