

Manager, Labor Relations
Pacific Area



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



June 1, 2011

DEL CON _____

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National Business Agent
NALC Region 1
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Garden Grove, CA 92843-2204

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration

 Please review, take action
and reduce issues to writing
 Comments

Omar M. Gonzalez, Coordinator

This is to inform you of the intent of the San Francisco District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign six (6) full-time carriers from the craft and/or installation at two separate offices. The basis for this action is a staffing and scheduling review. The specifics as to the number of impacted carriers in each of the two offices can be found below.

EVENT #	OFFICE	FT IMPACT
19963	Sausalito	2
19959	Sunnyvale	4
TOTAL		6

The impacted carriers will be notified by separate letter of their reassignments. The placement process would not normally start before November 30, 2011; however, given the imminent deployment of the equipment and the financials of the Postal Service, it may be necessary to start the placement 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 the impacted carrier during the notice period.

By copy of this letter, the Area will withhold up to six (6) full-time residual assignments in the clerk, carrier, motor vehicle, custodial or mail handler craft in post offices and plants within 900 miles of the impacted offices.

Attached are copies of the Automated Impact Statements, the operational data supporting the need to excess, a list of the sites where withholding has been authorized and a list identifying the impacted junior carriers in each of the offices identified above.

We would like to include this package on the agenda for our next meeting.

Staffing Based on Route Assignments Compared to Ft Complement

Bid Cluster	FT Routes	T-6 Assignments	RLC FT Assignment	Total RT Assignments	FT Q 1 Carriers	FT Q2 Carriers	Total FT Carriers	Difference RT Assign. To FT Carriers	Number to Be Exceeded
Sausalito	13	2	0	15	15	2	17	2	2
Sunnyvale	116	23	1	140	125	24	149	9	4

WorkHour Impact Report

Craft = CARRIER

	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	676	601	-75	-300	-3900	-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	21	3.1%	-3.36	0		18	2.9%

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 carrier PTRs in this office.

Full Time Regular (FTRs)

a. Current Number of CARRIER FTRs on Rolls	17
b. Planned Number of CARRIER FTR Positions After Impact	15
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

A staffing review disclosed that the FT complement exceeds the number of FT carriers needed and it will be necessary to excess 2 Ft carriers from the craft and/or installation.

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	LDC	SEN DATE	SEN #
57056	SAUSALITO PO	FEENEY	BERNARD	P	3390494	95490158	CARRIER (CITY)	134	2B	21	2/23/1972	1
57056	SAUSALITO PO	YEE	KENNETH		3119960	95733922	CARRIER TECHNICIAN	134	2B	21	8/9/1980	1
57056	SAUSALITO PO	FRONDA	JULIO	S	3021618	70359834	CARRIER TECHNICIAN	134	2B	21	11/1/1980	1
57056	SAUSALITO PO	FONG	WILLIAM		3236783	95864326	CARRIER (CITY)	134	2B	21	2/7/1981	1
57056	SAUSALITO PO	AQUINO JR	SEGUNDINO	C	3063174	95717245	CARRIER (CITY)	134	2B	21	6/21/1986	1
57056	SAUSALITO PO	PALLERA	VIRGILIO	C	3110130	95805792	CARRIER (CITY)	134	2B	21	11/22/1986	1
57056	SAUSALITO PO	MC CARTHY	KIAN	R	3320317	95517554	CARRIER (CITY)	134	2B	21	12/20/1986	1
57056	SAUSALITO PO	KIM	CHONG	K	3211246	95515510	CARRIER (CITY)	134	2B	21	12/11/1993	1
57056	SAUSALITO PO	CHEW	HTWE	K	2938197	95881216	CARRIER (CITY)	134	2B	21	10/1/1994	1
57056	SAUSALITO PO	PEREIRA	WAGNER	R	3005001	95717771	CARRIER (CITY)	134	2B	21	10/10/1998	1
57056	SAUSALITO PO	SOLIS	MARCELA	V	2985985	95733468	CARRIER (CITY)	134	2B	21	1/1/2000	1
57056	SAUSALITO PO	THURMAN	ROBERT	W	3109359	95649701	CARRIER (CITY)	134	2B	21	2/10/2001	1
57056	SAUSALITO PO	YANG	XUE NING	B	3069039	95747338	CARRIER (CITY)	134	2B	21	7/14/2001	1
57056	SAUSALITO PO	BARLAAN	ALEX	C	3236372	95834695	CARRIER (CITY)	134	2B	21	8/24/2002	1
57056	SAUSALITO PO	TRAN	HUNG	T	3268182	95762960	CARRIER (CITY)	134	2B	21	9/7/2002	1
57056	SAUSALITO PO	ENCARNACION	ROBERT	B	3271428	70359832	CARRIER (CITY)	134	2B	21	2/8/2003	1
57056	SAUSALITO PO	EUSTAQUIO	JOCELYN	V	3023075	70359833	CARRIER (CITY)	134	2B	21	3/5/2005	1

Impacted

WorkHour Impact Report

Craft = CARRIER

	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	5918	5777	-141	-564	-7332	-4	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	323	5.5%	-13.88	0		309	5.4%

WorkHour Impact Report

Part Time Regular (PTRs)

- | | |
|---|----|
| a. Current Number of CARRIER PTRs on Rolls | 1 |
| b. Planned Number of CARRIER PTR Positions after Impact | 1 |
| 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 PTRs in this office. | |

Full Time Regular (FTRs)

- | | |
|--|-----|
| a. Current Number of CARRIER FTRs on Rolls | 154 |
| b. Planned Number of CARRIER FTR Positions After Impact | 150 |
| 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 | 4 |
| e. Provide Narrative Explaining need for Excessing | |
| A staffing and scheduling review resulted in a need to excess up to 4 FT carriers from the craft and/or installation. FT carrier complement exceeds staffing requirements. | |

57620	SUNNYVALE PO	AZARIAS SR	CRESENCIANO	A	3153070	95751053	CARRIER TECHNICIAN	2	134	2B	21	6/30/2001	1
57620	SUNNYVALE PO	LIAO	WILLIAM	H	3336295	95818932	CARRIER (CITY)	1	134	2B	21	6/30/2001	137
57620	SUNNYVALE PO	CHING	EDDIE	U	3062038	95548148	CARRIER (CITY)	1	134	2B	21	7/28/2001	1
57620	SUNNYVALE PO	CARUNGAY	ERWIN	Z	3039543	95631123	CARRIER (CITY)	1	134	2B	21	7/28/2001	2
57620	SUNNYVALE PO	YAN	ANDY		3359024	95662477	CARRIER (CITY)	1	134	2B	21	8/11/2001	1
57620	SUNNYVALE PO	CHHAY	LEN	Q	3062868	95601550	CARRIER (CITY)	1	134	2B	21	8/11/2001	141
57620	SUNNYVALE PO	YUAN	LI CHAO		3296535	70414289	CARRIER (CITY)	1	134	2B	21	11/17/2001	1
57620	SUNNYVALE PO	WONG	MICHAEL	R	3131360	70369363	CARRIER (CITY)	1	134	2B	21	1/12/2002	2
57620	SUNNYVALE PO	FUN	MIMI	Z	3417655	70514393	CARRIER (CITY)	1	134	2B	21	1/12/2002	140
57620	SUNNYVALE PO	FRANCO	JOSE	D	3181917	95807530	CARRIER TECHNICIAN	2	134	2B	21	2/23/2002	1
57620	SUNNYVALE PO	CALVILLO	ILDEFONSO		3129763	95645928	CARRIER TECHNICIAN	2	134	2B	21	3/23/2002	1
57620	SUNNYVALE PO	KWAN	EDWARD	H	3331508	95701079	CARRIER TECHNICIAN	2	134	2B	21	6/15/2002	1
57620	SUNNYVALE PO	TAN	SUIXIN		3334438	95635566	CARRIER TECHNICIAN	2	134	2B	21	8/10/2002	1
57620	SUNNYVALE PO	LEE	MAN KEONG		3271547	95826612	CARRIER TECHNICIAN	2	134	2B	21	8/10/2002	2
57620	SUNNYVALE PO	ZHAO	NONG	Z	3275877	70347105	CARRIER (CITY)	1	134	2B	21	8/24/2002	1
57620	SUNNYVALE PO	LE	CHI	P	3066245	70374373	CARRIER TECHNICIAN	2	134	2B	21	3/8/2003	1
57620	SUNNYVALE PO	LEE	BRIAN	K	3079243	70347103	CARRIER (CITY)	1	134	2B	21	3/25/2003	1
57620	SUNNYVALE PO	JONES	DONALD	D	3439980	70374375	CARRIER TECHNICIAN	2	134	2B	21	5/31/2003	1
57620	SUNNYVALE PO	LEE	ANNETTA	I	3459319	70374377	CARRIER (CITY)	1	134	2B	21	10/4/2003	1

Impacted