

*San Diego*



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

RECEIVED  
APWU  
NOV - 9 2009  
WESTERN REGION  
COORDINATOR  
EMAIL 4PM

November 9, 2009

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

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

*Please review reports & advise of issues*  
*Omar*  
Omar M. Gonzalez, Coordinator  
cc NBA's

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 up to 120 full-time Level 6 clerks from the San Diego Bid Cluster based on ongoing loss of workload and the financials of the company. The earned work hours do not support the current level of full-time complement.

The impacted employees will be notified by separate letter of their involuntary reassignments. The final placement date would normally occur no earlier than May 7, 2010; however, due to the continual loss of work load, it may be necessary to utilize the provisions of Article 7.2.B of the National Agreement to detail some or all of the impacted clerks during the notice period.

By copy of this letter, the Pacific Area will be withholding up to 120 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in post offices and plants within a 200 mile radius for placement of the impacted clerks.

Attached you will find a copy of the automated impact statement and the relevant operational documents that support the need to excess along with a list of the junior 120 Level 6 clerks.

Since we will be meeting on this package on Thursday, please advise me of any additional information you will need for the meeting.

Mike Thomas  
Manager, Labor Relations

Attachments

cc: Manager, Operations Support  
Manager, Human Resources  
Manager, Finance  
Manager, Labor Relations

11255 RANCHO CARMEL DR. RM 227  
SAN DIEGO, CA 92197-4400  
PHONE: 858-674-3180  
FAX: 858-674-3181

TO: *San Diego Local*  
DATE: *11/13/09*

- For your information *Telecom held with Area Local Mtg to follow.*
- Please review & take action *Attrition may ensue following analysis of incentive retirement.*
- As Requested
- Reduce issues to writing and submit ASAP! if any.

Comments: *Note - WOS, CSV & 1994's, Flats ORPES Complement w/ Copr/Plans mailed directly to Local for each station*

OMAR M. GONZALEZ, COORDINATOR

*If Regional participation at Local Session desired please notify Coordinator*

# WorkHour Impact Report

Impacted Bid Cluster	SAN DIEGO POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	04/30/2010
Period (Dates) of Review Performed	10/25/2008 thru 10/23/2009
Report Prepared By	Linda Shumate
Report Prepared Date	11/05/2009
Reviewed By	Dallas Keck
Phone	(858) 674-0301



# 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	33372	29082	-4290	-17160	-223080	-123	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	520	1.6%	-211.15	0		309	1.1%

# WorkHour Impact Report

## Casuals

a. Current Number of CLERK Casuals on Rolls	1
b. Current Total Non-OverTime CLERK Casuals Hours per Month	136
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	-136
d. Number of CLERK Casuals that will have Reduced Hours	0
e. Number of CLERK Casuals that will be Terminated	-1
f. Number of CLERK Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK Casuals	

The one remaining casual will be separated.

## 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	

There are no PTF's

## 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 in field offices.

# WorkHour Impact Report

## Part Time Regular (PTRs)

a. Current Number of CLERK PTRs on Rolls	69
b. Planned Number of CLERK PTR Positions after Impact	69
c. Estimated Number of CLERK PTR Attrition	0
d. Will there be any CLERK PTRs Excessed from Craft or Installation CLERK PTRs	NO 0
e. Provide Narrative Explaining need for Excessing PTR's work a set schedule within a set time frame	

## Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	911
b. Planned Number of CLERK FTR Positions After Impact	786
c. Estimated Number of CLERK FTR Attrition	5
d. Will there be any CLERK FTRs Excessed from Craft or Installation If Yes how Many CLERK FTRs	YES 120
e. Provide Narrative Explaining need for Excessing	

The ongoing loss of volume as reflected in the CSV has resulted in a need to excess up to 120 full-time clerks from the San Diego bid installation.

# WorkHour Impact Report-CLERK

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-17024
b. Planned Reduction in Total OT Hours per Month	-845
c. Planned Reduction in Casual Non-OT Hours per Month	-136
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	116328
f. Total FTE Savings	-123

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	SAN DIEGO 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>	04/30/2010
<b>Period (Dates) of Review Performed</b>	10/25/2008 thru 10/23/2009
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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	
There are no PTF's	

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a. Current Number of CLERK TEs on Rolls	0
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a. Current Number of CLERK FTRs on Rolls	911
b. Planned Number of CLERK FTR Positions After Impact	786
c. Estimated Number of CLERK FTR Attrition	5
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	120
e. Provide Narrative Explaining need for Excessing	

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