

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

December 3, 2009

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


**Omar M. Gonzalez, Coordinator**

This is to advise you of the intent of the Santa Ana District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign four (4) Level 9 Maintenance Mechanics, MPE and four (4) Level 7 Maintenance Mechanics from the craft and or installation at the Long Beach bid installation. The basis for the impact is the removal and reduced utilization of selected pieces of automated equipment from the Long Beach plant due to the Long Beach AMP.

The impacted employees will be notified by separate letter. The final placement date would normally not occur before June 2010. However, based on the removal of equipment, it may be necessary to begin the placement process earlier than that date. It may also be necessary to utilize the provisions of Article 7.2.B of the National Agreement to detail some or all of the impacted employees during the notice period.

By copy of this letter, the Pacific Area is authorizing the withholding of up to eight residual assignments in the maintenance, clerk and carrier crafts in offices and plants within a 150 mile radius for placement of the impacted employees.

Attached are copies of the impact statement and the list of the equipment that was either removed or is not being utilized to process outgoing mail along with the names of the junior impacted employees. If you wish to meet on this matter, we will add it to our agenda for December 22, 2009.

  
Mike Thomas  
Manager, Labor Relations

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

cc: District Manager, Santa Ana  
District Manager, Human Resources, Santa Ana  
Area Complement Coordinator with attachments  
District Complement Coordinator with attachments  
M. Peralta – NALC with attachments  
R. Sui – NPMHU with attachments

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	LONG BEACH 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>	05/22/2010
<b>Period (Dates) of Review Performed</b>	11/08/2008 thru 11/20/2009
<b>Report Prepared By</b>	Joseph Badalewski
<b>Report Prepared Date</b>	12/02/2009
<b>Reviewed By</b>	Gerard Ahern
<b>Phone</b>	(714) 662-6300

# WorkHour Impact Report

## Craft = MAINTENANCE

	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	5719	5419	-300	-1200	-15600	-8	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	139	2.4%	-8	0		131	2.4%

# WorkHour Impact Report

## Casuals

a. Current Number of MAINTENANCE Casuals on Rolls	1
b. Current Total Non-OverTime MAINTENANCE Casuals Hours per Month	152
c. Planned Reduction in Total Non-OverTime MAINTENANCE Casuals Hours per Month	-48
d. Number of MAINTENANCE Casuals that will have Reduced Hours	1
e. Number of MAINTENANCE Casuals that will be Terminated	0
f. Number of MAINTENANCE Casuals Remaining After Impact	1
g. Provide Narrative Justifying need for Remaining MAINTENANCE Casuals	

The one casual is in

## Part Time Flexible (PTFs)

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

There are no PTF's in the maintenance craft in Long Beach

## Transitional Employees (TEs)

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

TE's are not authorized in the maintenance craft

# WorkHour Impact Report

## Part Time Regular (PTRs)

- |   |    |
|---|----|
| a. Current Number of MAINTENANCE PTRs on Rolls                            | 0  |
| b. Planned Number of MAINTENANCE PTR Positions after Impact               | 0  |
| c. Estimated Number of MAINTENANCE PTR Attrition                          | 0  |
| d. Will there be any MAINTENANCE PTRs Excessed from Craft or Installation | NO |
| MAINTENANCE PTRs  | 0  |
| e. Provide Narrative Explaining need for Excessing                        |    |
| There are no PTR's in the maintenance craft in Long Beach                 |    |

## Full Time Regular (FTRs)

- |  |     |
|--|-----|
| a. Current Number of MAINTENANCE FTRs on Rolls   | 159 |
| b. Planned Number of MAINTENANCE FTR Positions After Impact  | 151 |
| c. Estimated Number of MAINTENANCE FTR Attrition   | 0   |
| d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation  | YES |
| If Yes how Many MAINTENANCE FTRs   | 8   |
| e. Provide Narrative Explaining need for Excessing   |     |
| The Long Beach AMP has resulted in a need to excess 8s maintenance technical employees from the craft and/or installation. |     |

## WorkHour Impact Report-MAINTENANCE

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1152
b. Planned Reduction in Total OT Hours per Month	-32
c. Planned Reduction in Casual Non-OT Hours per Month	-48
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	21676
f. Total FTE Savings	-8