



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

March 17, 2011

DEL CON _____

Please review, take action
and reduce issues to writ-
ing _____
 Comments

Christopher Jackson
National Business Agent
NALC Region 1
13252 Garden Grove Blvd. # 108
Garden Grove, CA 92843-2204

Omar M. Gonzalez, Coordinator

This is to advise you of the intent of the Santa Ana District to utilize the provisions of Articles 12.5.C.5 and 12.5.C.8 of the National Agreement to involuntarily reassign up to three (3) full-time carriers and one (1) PTF carrier from the craft and/or installation at the Trabuco Canyon Post Office based on JARAP adjustments (Event 20177).


The impacted carriers will be notified of their involuntary reassignments by separate letter. The placement process would normally not begin before September 15, 2011; however, based on the loss of workload and the financials of the Postal Service, it may be necessary to reassign some or all of the impacted carriers in advance of 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 carriers during the notice period in order to provide them with a work opportunity.

By copy of this letter, the Pacific Area will withhold up to three full time residual assignments in the carrier, clerk, mail handler, motor vehicle and custodial crafts and one (1) part-time flexible opportunity in offices and plants within a 900 mile radius of the impacted sites. A listing of those offices is attached.

Copies of the automated impact statement, the staffing analysis and the list of impacted carriers are also attached.

We would like to schedule this package for discussion at our next meeting.


Bridget Reinhold
Manager, Labor Relations/A

Attachments

cc: Area Manager, Operations Support
Area Manager, Finance
Area Manager, Human Resources
Area Manager, Delivery Programs
District Manager, Santa Ana
Manager, Human Resources, Santa Ana District with attachments
Area Complement Coordinator with attachments
District Complement Coordinator with attachments
HRA #1 with attachments
HRA #2 with attachments
Linda Shumate with attachments
Omar Gonzalez, APWU with attachments
Richard Siu, NPMHU with attachments
File 20174

WorkHour Impact Report

Impacted Bid Cluster	TRABUCO CANYON POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/13/2011
Period (Dates) of Review Performed	09/12/2009 thru 09/10/2010
Report Prepared By	Joseph Badalewski
Report Prepared Date	03/15/2011
Reviewed By	Gerard Ahern
Phone	(714) 662-6300

WorkHour Impact Report

Craft = CARRIER

	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	2550	2408	-142	-568	-7384	-4	1768

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	86	3.4%	-11.1	0		75	3.1%

WorkHour Impact Report

Casuals

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

There are no casuals in the carrier craft.

Part Time Flexible (PTFs)

a. Current Number of CARRIER PTFs on Rolls	11
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	1496
c. Planned Reduction in Total Non-OverTime CARRIER PTFs Hours per Month	-156
d. Number of CARRIER PTFs that will have Reduced Hours	5
e. Will there be any CARRIER PTFs Excessed from Craft or Installation	YES
If Yes how Many CARRIER PTFs	1

f. Provide Narrative Explaining need for Excessing

A review and analysis of the JARAPdata resulted in a need to excess 1 PTF carrier from the craft and/or installation. The earned workhours do not support the current career staffing.

Transitional Employees (TEs)

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

There are no TE carriers in the bid installation.

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 PTR carriers in the bid installation.

Full Time Regular (FTRs)

- | | |
|---|-----|
| a. Current Number of CARRIER FTRs on Rolls | 64 |
| b. Planned Number of CARRIER FTR Positions After Impact | 61 |
| 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 | 3 |
| e. Provide Narrative Explaining need for Excessing | |

A review and analysis of the JARAPdata resulted in a need to excess 3 FT carriers from the craft and/or installation. The earned workhours do not support the current career staffing.

WorkHour Impact Report-CARRIER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-412
b. Planned Reduction in Total OT Hours per Month	-44
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-156
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	9632
f. Total FTE Savings	-4