



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

Manager, Labor Relations
Pacific Area



Withholding Info
 Staffing issue(s)
 Status Update
 Grievance Administration

November 2, 2010

DEL CON ing
 Comments

Christopher Jackson
National Business Agent
NALC Region 1
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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 excess up to thirty-two (32) full-time carriers and two (2) part-time flexibles from the craft and/or installation at eight(8) separate offices based on the results of the JARAP adjustments. The specifics as to the number of impacted carriers in each can be found below:

EVENT	OFFICE	FT IMPACT	PTF IMPACT	TOTAL
20141	Anheim	2	0	2
20162	Fullerton	4	0	4
20163	Irvine	8	0	8
20164	Laguna Beach	12	0	12
20166	Newport Beach	2	1	3
20168	Rancho Cucamonga	1	1	2
20170	San Gabriel	1	0	1
20171	Santa Ana	2	0	2
TOTALS		32	2	34

The impacted employees will be notified by separate letter of their involuntary reassignments. The placement process would not normally start before May 2, 2011; however, given the loss of workload and the financials of the Postal Service, it may be necessary to begin the 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 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 thirty-two (32) full-time residual assignments and two (2) part-time flexible opportunities in the carrier, clerk, mail handler and custodial crafts for the impacted carriers in offices and plants within a 900 mile radius of the impacted sites. A list of the offices within the 900 mile radius in which withholding may occur is attached.

Also attached are copies of the Automated Impact Statements for each office, along with the JARAP operational data supporting the excessing and lists of the impacted carriers at each bid installation. We would like to add this package to the agenda for our next meeting.


Mike Thomas

Attachments

cc: Area Manager, Operations Support
Area Manager, Finance
Area Manager, Human Resources
District Manager, Santa Ana
District Manager, Human Resources – Santa Ana with attachments
Area Complement Coordinator with attachments
Callie Grett with attachments
Janet Barrientos with attachments
Linda Shumate with attachments
Omar Gonzalez – APWU with attachments
Richard Siu – NPMHU with attachments

WorkHour Impact Report

Impacted Bid Cluster	ANAHEIM POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	04/27/2011
Period (Dates) of Review Performed	08/29/2009 thru 09/10/2010
Report Prepared By	Joseph Badalewski
Report Prepared Date	10/27/2010
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	9843	9771	-72	-288	-3744	-2	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	644	6.5%	-18.4	0		626	6.4%

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	28
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	3604
c. Planned Reduction in Total Non-OverTime CARRIER PTFs Hours per Month	-16
d. Number of CARRIER PTFs that will have Reduced Hours	4
e. Will there be any CARRIER PTFs Excessed from Craft or Installation	NO
If Yes how Many CARRIER PTFs	0

f. Provide Narrative Explaining need for Excessing

PTF hours have been reduced.

Transitional Employees (TEs)

a. Current Number of CARRIER TEs on Rolls	4
b. Current Total Non-OverTime CARRIER TE Hours per Month	452
c. Planned Reduction in Total Non-OverTime CARRIER TE Hours per Month	-8
d. Number of CARRIER TEs that will have Reduced Hours	2
e. Number of CARRIER TEs that will be Terminated	0
f. Number of CARRIER TEs Remaining After Impact	4

g. Provide Narrative Justifying need for Remaining CARRIER TEs

TE hours have been reduced.

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	260
b. Planned Number of CARRIER FTR Positions After Impact	258
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 review and analysis of the data resulted in a need to excess 2 FT carrier 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	-264
b. Planned Reduction in Total OT Hours per Month	-74
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-16
e. Planned Reduction in TE Non-OT Hours per Month	-8
e. Total Planned Non-OT Hours per Month	39084
f. Total FTE Savings	-2

