



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
- Please review, take action and reduce issues to writing
- Comments



December 16, 2010

Richard Siu
Western Regional Director, NPMHU
8393 Capwell Drive # 250
Oakland, CA 94621

DELCON

Omar M. Gonzalez, Coordinator


This is to advise you of the intent of the Santa Ana District to utilize the provisions of Article 12.6.C.5 of the National Agreement to involuntarily reassign five (5) full-time Level 4 mail handlers and one (1) part-time flexible mail handler from the craft and installation at the Santa Ana bid cluster based on the results of a Function 1 baseline review. Specifically, the review showed that the workload did not support the current full-time complement.

The impacted mail handlers will be advised of their involuntary reassignments by separate letter. The reassignment process would normally not occur prior to June 7, 2011; however, given the loss of workload and the financials of the Postal Service nationwide, it may be necessary to reassign some or all of the impacted mail handlers prior to that date. It may also be necessary to utilize the provisions of Article 7 to detail some or all of the impacted employees during the notice period to provide them with a work opportunity.

By copy of this notice, the Pacific Area will withhold up to five (5) full-time residual assignments and one (1) part-time flexible opportunity in the mail handler and custodial crafts within a 900 mile radius of the impacted site. A copy of the sites in which withholding may occur is attached.

Also attached you will find a copy of the Automated Impact Statement, a copy of the Function 1 baseline and a list of the impacted junior mail handlers.

We would like to schedule this impact (Event 16241) for discussion with you. Please contact Linda Shumate at (858) 674-3183 to arrange a date to meet on this impact.


Mike Thomas
Manager, Labor Relations

Attachments

- Cc: Area Manager, Human Resources
- Area Manager, Operations Support
- Area Manager, Finance
- District Manager, Santa Ana District with attachments
- 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
- Omar Gonzalez, APWU with attachments

WorkHour Impact Report

Impacted Bid Cluster

SANTA ANA POST OFFICE

Installation Address

Area Name

PACIFIC

Impact Type

Reduction Other Than by Attrition

Date of Impact

06/23/2011

Period (Dates) of Review Performed

10/24/2009 thru 11/05/2010

Report Prepared By

Joseph Badalewski

Report Prepared Date

12/16/2010

Reviewed By

Gerard Ahern

Phone

(714) 662-6300

WorkHour Impact Report

Craft = MAIL HANDLER

	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	10075	9842	-233	-932	-12116	-7	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	564	5.6%	-37.44	0		527	5.4%

WorkHour Impact Report

Casuals

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

The one casual showing on the rolls is an HRSSC processing error. This is being corrected, there are no casual mail handlers in the bid installation.

Part Time Flexible (PTFs)

a. Current Number of MAIL HANDLER PTFs on Rolls	26
b. Current Total Non-OverTime MAIL HANDLER PTFs Hours per Month	3744
c. Planned Reduction in Total Non-OverTime MAIL HANDLER PTFs Hours per Month	-252
d. Number of MAIL HANDLER PTFs that will have Reduced Hours	27
e. Will there be any MAIL HANDLER PTFs Excessed from Craft or Installation	YES
If Yes how Many MAIL HANDLER PTFs	1
f. Provide Narrative Explaining need for Excessing	

One PTF will be excessed from the craft and/or installation to maintain 90/10 compliance. In addition, the hours of the remaining PTFs were reduced.

Transitional Employees (TEs)

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

TE's are not authorized in the MH craft.

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of MAIL HANDLER PTRs on Rolls	15
b. Planned Number of MAIL HANDLER PTR Positions after Impact	15
c. Estimated Number of MAIL HANDLER PTR Attrition	0
d. Will there be any MAIL HANDLER PTRs Excessed from Craft or Installation.	NO
MAIL HANDLER PTRs	0
e. Provide Narrative Explaining need for Excessing	
There are no PTR MH in this office	

Full Time Regular (FTRs)

a. Current Number of MAIL HANDLER FTRs on Rolls	256
b. Planned Number of MAIL HANDLER FTR Positions After Impact	251
c. Estimated Number of MAIL HANDLER FTR Attrition	0
d. Will there be any MAIL HANDLER FTRs Excessed from Craft or Installation	YES
If Yes how Many MAIL HANDLER FTRs	5
e. Provide Narrative Explaining need for Excessing	
An updated f1 baseline showed a need to excess up to 5 FT L-4 mail handlers from the craft and/or installation.	

WorkHour Impact Report-MAIL HANDLER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-680
b. Planned Reduction in Total OT Hours per Month	-150
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-252
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	39368
f. Total FTE Savings	-7

	WebCOINS		Proposed People		EAS Ratio 1:25	
	On-Rolls (as of 10/1/10)	MH	Clerk	MH	Current	Proposed
Tour 1	248	111	260	102	13	14
Tour 2	20	44	20	38	5	2
Tour 3	174	146	140	154	13	12
Total	442	301	420	294	31	29

1:22

34

Craft Ratios	On-Rolls		Proposed	
Clerk				
FT	436	98.6%	419	97.4%
PTR	6	1.4%	6	1.4%
PTF		0.0%		0.0%
Casual		0.0%	5	1.2%
	442	100.0%	430	100.0%
Mail Handler				
FT	258	85.7%	250	85.3%
PTR	15	5.0%	15	5.1%
PTF	28	9.3%	28	9.6%
Casual		0.0%	0	0.0%
	301	100.0%	293	100.0%

	Clerk	MH	Total FTEs - Lv Rate	
Proposed People	420	294	714	593
Current People (WebCoins On-Rolls)	442	301	743	
+/- Current	-22	-7	-29	

BMG (dated) affords craft staffing of:	718 (AP07, Mid-Year level)
Difference of Proposed to BMG: =	-4

Wk 5 FY11 YTD BPI = 68.50%
 Earned Annual Base FTEs (MPSON) = 426
 Earned FTEs @75% = 592 1 FTEs over Earned

Pacific Area IPS Review/Notes:

- *PIV Staffing Target from CTG is 38; Model proposed 41. All parcel processing has since been reallocated to other plants within the District. Anaheim FSS will further reduce PIV requirements.
- *Registry Staffing Target from CTG is 3.2; recent use is 5.6; Registry/Express bids total 22. Unable to determine how many are Registry.
- *All 4 AFSMs are staffed on Tour 1 and Tour 3; the Anaheim FSS impact is not assessed; Dock transfer will move some of the mail directly to Anaheim similarly reducing LDC17 requirements.
- *As noted in numbers above, the Proposed staffing level is within the BMG budget; however, if the budget allocation was SPLY-based there would be no adjustment for the Parcel workload reassignment to other plants.
- *The Proposed FTEs (taking out the 17% leave rate) yields a BPI achievement of approximately 72.9%. With only Letters and Flats processing left, the target could be higher.
- *Recommend annotating MH5 bids (Dock Tech/Group Leaders) in Notes section in MH Work Centers/Pay Locations that include MH4 bids.
- *The DBCSs are staffed at 2@ machine with a 17% leave replacement. That equates to 117 bids per day for 50 DBCSs. The Manual cases seem to be adequately staffed, too. The DBCSs do not typically run 8 hrs per shift and there is little else for the Clerks to do there anymore.
- *On Tour 2, PL 210 and 233 (which includes LMLM and Expeditors) should be reviewed for possible downward adjustment.
- *The EAS proposed staffing is not normally a part of this model, however, since it was included, it should be noted that the original computation for Proposed EAS was based on the current WebCOINS Craft staffing, not the Proposed Craft Staffing. That computation error has been corrected. Ratios indicate the Plant is overstaffed by 1 MDO and 2 SDOs.

BPI Impacts:

BPI Week 5 FY11	89.0%	Current F1 Complement	744
BPI Opportunity	31.0%	Proposed Complement	714
Work Hour Opp	8,296	Diff	-30
FTE Opp	237	BPI Impact	3.9%
Hrs/BPI pt	268	New BPI	72.9%
FTEs/BPI pt	7.8		
75% BPI Stretch	6.0%		
FTE(-) to 75%	-46		
80% BPI Stretch	11.0%		
FTE(-) to 80%	-64		

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	LDC	SEN DATE	SEN #
56937	SANTA ANA P&DC	NUGARA	VILAREE	N	3673693	95057991	MAIL HANDLER	120	1	17	12/9/2006	3
56937	SANTA ANA P&DC	WILLIAMS	ULARA	D	3205467	70276399	MAIL HANDLER	120	1	17	12/9/2006	4
56937	SANTA ANA P&DC	BESAS	IGNATIUS	S	3606482	95059813	MAIL HANDLER	120	1	17	12/9/2006	5
56937	SANTA ANA P&DC	SANCHEZ JR	JUVENAL	U	3610076	70439743	MAIL HANDLER	120	1	17	12/9/2006	6
56937	SANTA ANA P&DC	SHAW	PATRICIA	A	2936602	70276405	MAIL HANDLER	120	1	17	12/9/2006	7
56937	SANTA ANA P&DC	HUANG	ELIZA		3579862	95058000	MAIL HANDLER	120	1	17	12/9/2006	9
56937	SANTA ANA P&DC	VAZQUEZ	JOSE	A	3548612	95059751	MAIL HANDLER	120	1	17	12/9/2006	10
56937	SANTA ANA P&DC	GONZALEZ	NATASHA	Y	3519181	95036061	MAIL HANDLER	120	1	17	12/9/2006	12
56937	SANTA ANA P&DC	LEMUS	DYANGO		3521186	95041837	MAIL HANDLER	120	1	13	12/9/2006	14
56937	SANTA ANA P&DC	NWOBODO	ANTHONY	C	3499431	95060066	MAIL HANDLER	120	1	17	12/9/2006	15
56937	SANTA ANA P&DC	TIAN	YING		3582608	95039795	MAIL HANDLER	120	1	17	12/9/2006	17
56937	SANTA ANA P&DC	TRUONG	CHI	V	3536004	70276401	MAIL HANDLER	120	1	17	12/9/2006	21
56937	SANTA ANA P&DC	TRAN	BRIAN	T	3628227	95060064	MAIL HANDLER	120	1	17	12/9/2006	23
56937	SANTA ANA P&DC	BUI	LONG	D	3651811	95060065	MAIL HANDLER	120	1	17	12/9/2006	32
56937	SANTA ANA P&DC	BUI	CAMVAN	T	3615996	95043545	MAIL HANDLER	120	1	13	12/11/2006	1
56937	SANTA ANA P&DC	WILLIAMS	RAYNARD	A	3719162	70440452	MAIL HANDLER	120	1	17	12/18/2006	1
56937	SANTA ANA P&DC	PEREIRA	MARK	L	2966185	95057981	MAIL HANDLER	120	1	17	12/18/2006	3
56937	SANTA ANA P&DC	BAUTISTA-CORTES	ALVARO		3476328	95042567	MAIL HANDLER	120	1	17	12/18/2006	4
56937	SANTA ANA P&DC	GIFFORD	VERONICA	F	3161922	70003078	MAIL HANDLER	120	67	67	12/18/2006	7
56937	SANTA ANA P&DC	HARRELL	PAUL	E	3134355	70290418	MAIL HANDLER	120	1	17	1/2/2007	2

Impacted FT

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	LDC	SEN DATE	SEN #
56937	SANTA ANA P&DC	SAVALA	JOHN	R	3100006	95058344	MAIL HANDLER	420	1	13	3/17/2007	2
56937	SANTA ANA P&DC	BIST	LAXMAN	S	3476388	70004950	MAIL HANDLER	420	1	17	4/14/2007	1
56937	SANTA ANA P&DC	JOHNSON	DAVID	B	3489195	70397585	MAIL HANDLER	420	1	13	4/15/2007	1

*Inspected
PSK*