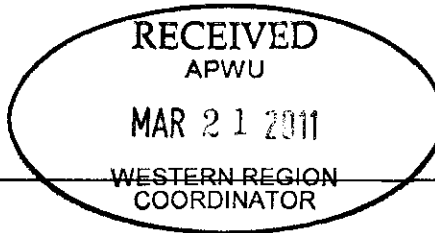


MANAGER, HUMAN RESOURCES  
PACIFIC AREA



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

March 17, 2011

DEL CON: \_\_\_\_\_

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

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

**Omar M. Gonzalez, Coordinator**

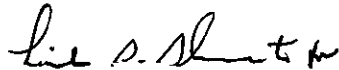
This is to advise you of the intent of the Santa Ana District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign four (4) Level 10 Electronic Technicians from the Santa Ana bid installation (Event 24005). The basis of this action is a workload analysis and review utilizing the WHEP.

The impacted employees will be notified of their involuntary reassignments by separate letter. The placement process would normally not begin before September 20, 2011; however, the loss of workload nationally and the financials of the Postal Service may make it necessary to begin the placement process 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 the impacted employees during the notice period in order to provide them with a work opportunity.

By copy of this notice, we are authorizing the withholding of four (4) full-time residual assignments in the clerk, carrier, maintenance and mail handler crafts in plants and post offices within a 900 mile radius of the impacted site.

Attached for your review are copies of the automated impact statement (AIR), the operational data supporting the need to excess, a list of the sites within the 900 mile radius at which withholding has been authorized and a list identifying the junior impacted Electronic Technicians.

Please add this impact to the agenda for the next meeting.

  
Bridget Reinhold  
Manager, Labor Relations/A

Attachments

cc: Area Manager, Operations Support  
Area Manager, Finance  
Area, Manager, Human Resources  
District Manager, Santa Ana  
Area Complement Coordinator with attachments  
Manager, Human Resources, Santa Ana with attachments  
District Complement Coordinator with attachments  
C. Jackson – NALC with attachments  
R. Siu – NPMHU with attachments  
HRA 1 with attachments  
HRA 2 with attachments

11255 RANCHO CARMEL DR. RM. 227  
SAN DIEGO, CA 92197-4400  
PHONE: 858-674-3180  
FAX: 858-674-3131



March 17, 2011

DEL CON: \_\_\_\_\_

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

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A handwritten signature in cursive script, appearing to read "Bridget Reinhold".

Bridget Reinhold  
Manager, Labor Relations/A

Attachments

cc: Area Manager, Operations Support  
Area Manager, Finance  
Area, Manager, Human Resources  
District Manager, Santa Ana  
Area Complement Coordinator with attachments  
Manager, Human Resources, Santa Ana with attachments  
District Complement Coordinator with attachments  
C. Jackson – NALC with attachments  
R. Siu – NPMHU with attachments  
HRA 1 with attachments  
HRA 2 with attachments

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	SANTA ANA 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>	08/13/2011
<b>Period (Dates) of Review Performed</b>	01/30/2010 thru 02/04/2011
<b>Report Prepared By</b>	Joseph Badalewski
<b>Report Prepared Date</b>	03/16/2011
<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	5652	5504	-148	-592	-7696	-4	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	157	2.8%	-7.06	0		150	2.7%

## WorkHour Impact Report

### Casuals

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

There are no casuals in the craft.

### 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 craft.

### 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

There are no TE's in the 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 craft	

## Full Time Regular (FTRs)

a. Current Number of MAINTENANCE FTRs on Rolls	157
b. Planned Number of MAINTENANCE FTR Positions After Impact	153
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	4
e. Provide Narrative Explaining need for Excessing	
It will be necessary to excess 4 level 10 Electronic Technicians from the installation.	

# WorkHour Impact Report-MAINTENANCE

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-592
b. Planned Reduction in Total OT Hours per Month	-28
c. Planned Reduction in Casual Non-OT Hours per Month	0
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	22016
f. Total FTE Savings	-4

**STANDARD & ADDITIONAL CRAFT POSITION -  
WORKHOUR ESTIMATOR**

02/16/2011

**SANTA ANA PDC**

eWHEP Version 1.0

Page 1

**STANDARD CRAFT POSITION**

Description	Current	Estimated	Proposed	Difference	Salary Estimate	Prop. Sal. Est
Electronic Technician Level 10	53	27.5	53.0	0.0	\$2,735,029.44	\$5,274,984.00
Area Maintenance Technician Level 9	4	0.0	4.0	0.0	\$0.00	\$366,572.80
Building Equipment Mechanic Level 9	3	0.0	5.0	2.0	\$0.00	\$458,216.00
Mail Processing Equipment Mechanic Level 9	28	24.3	28.0	0.0	\$2,223,264.03	\$2,566,009.60
Area Maintenance Specialist Level 8	4	0.0	4.0	0.0	\$0.00	\$357,209.60
Maintenance Support Clerk Level 7	1	0.0	0.0	-1.0	\$0.00	\$0.00
Maintenance Support Clerk Level 6	8	9.0			\$749,707.20	
Maintenance Mechanic Level 7	27	29.3	27.0	0.0	\$2,508,770.88	\$2,309,472.00
Building Maintenance Custodian Level 5	0	0.0	0.0	0.0	\$0.00	\$0.00
Maintenance Mechanic Level 5/6	0	32.2	0.0	0.0	\$2,684,784.78	\$0.00
Group Leader Level 5	0	0.0	0.0	0.0	\$0.00	\$0.00
Custodian Level 4	33	0.0	33.0	0.0	\$0.00	\$2,553,777.60
Custodian Level 3	0	42.2	0.0	0.0	\$3,205,628.62	\$0.00

**ADDITIONAL CRAFT POSITION**

POSTAL MACHINE MECH	0	0	1	1		
Painter	1	0	1	0		
Carpenter	1	0	1	0		
MAINT. ELEC.	2	0	2	0		
Letter Box Mech	1	0	1	0		
Area Electronics Technican	1	0	1	0		
<b>Total:</b>	<b>167</b>	<b>164.53</b>	<b>161</b>	<b>2</b>	<b>\$14,107,184.96</b>	<b>\$13,886,241.60</b>

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**SANTA ANA PDC**

<b>Mail Processing</b>	<b>Total</b>	<b>MM5/MM6</b>	<b>MM-7</b>	<b>MPE-9</b>	<b>ET-10</b>
Total WorkHours Requested	138,732.50	15,145.75	50,285.19	37,985.18	35,316.38
Total Staffing Hours	158,155.04	15,467.40	51,628.33	42,702.08	48,357.23
Total Years	89.86	8.79	29.33	24.26	27.48

<b>MS-1</b>	<b>Total</b>	<b>MM5/MM6</b>	<b>MM-7</b>	<b>BEM-9</b>
BLDG and BLDG Equip Hours (Main Office)	10,024.59	10,024.59	0.00	0.00
BLDG and BLDG Equip Years (Main Office)	5.70	5.70	0.00	0.00
BLDG and BLDG Equip Hours (Sta/Branch)	8797.88	8797.88	0.00	0.00
BLDG and BLDG Equip Years (Sta/Branch)	5.00	5.00	0.00	0.00

<b>FMO</b>	<b>Total</b>	<b>MM5/MM6</b>	<b>MM-7</b>	<b>AMS-8</b>	<b>AMT-9</b>
Field Maintenance ( Hours )	22,424.60	22,424.60	0.00	0.00	0.00
Field Maintenance ( Years )	12.74	12.74	0.00	0.00	0.00

<b>MOS</b>	<b>Total</b>	<b>MSC-6</b>	<b>MSC-7</b>
Maintenance Operations Support	9.00	9.00	0.00

<b>MS-47</b>	<b>Total</b>	<b>CUST-3</b>	<b>CUST-4</b>	<b>BMC-5</b>	<b>GRPLDR-5</b>
Cust Hours (Main Office)	45,505.95	45,505.95	0.00	0.00	0.00
Cust Years (Main Office)	25.86	25.86	0.00	0.00	0.00
Cust Hours (Sta/Branch)	28818.07	28818.07	0.00	0.00	0.00
Cust Years (Sta/Branch)	16.37	16.37	0.00	0.00	0.00

whe600.rdf --- whe\_workhoursummary.rdf