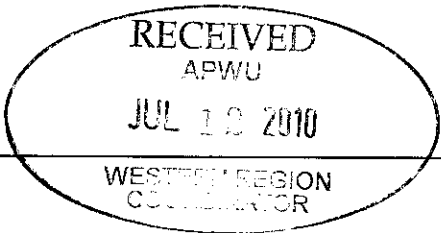


MANAGER, LABOR RELATIONS
PACIFIC AREA



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

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

DelCon# _____

July 7, 2010

Richard Siu
Western Regional Director NPMHU
8393 Capwell Drive, Ste 250
Oakland, CA 94621-2186

Omar M. Gonzalez, Coordinator

Subject: San Francisco District Mail Handler Impacts – Santa Rosa

This is to advise you of the intent of the San Francisco District to utilize the provisions of Article 12.6.C.5 of the National Agreement to involuntarily reassign four (4) Full-Time Mail Handlers from the Santa Rosa PO bid cluster. The basis for this action is a lack of eight continuous hours of mail handler work for these employees.

The impacted employees will be advised of their involuntary reassignments by separate letter. The final placement date would not normally occur before January 8, 2011; however, it may be necessary to effect the placement process earlier than that date based upon declines in workload. It may also be necessary to utilize the provisions of Article 7.2.B to detail the impacted Mail Handlers during the notice period in order to provide them with a work opportunity

By copy of this letter, the Pacific Area will begin withholding four (4) Full-Time Mail Handler and/or Custodial craft assignments in plants and post offices within a 250 mile radius of the impacted office. Attached is a listing of the offices within the radius of the impacted installation in which withholding is authorized for the impacted site.

A copy of the Automated Impact Statement and the operational data supporting the need to excess are attached along with a copy of the seniority list identifying the junior impacted Mail Handlers.

We are placing this impact on the agenda for our next meeting.

Mike Thomas

Attachments

- cc: Area Manager, Operations Support
- Area Manager, Human Resources
- Area manager, Finance
- District Manager, San Francisco
- Manager, Human Resources, San Francisco, with attachments
- Area Complement Coordinator, with attachments
- District Complement Coordinator, San Francisco, with attachments
- Omar Gonzales – APWU, with attachments
- File: 10925

11255 RANCHO CARMEL DR. RM. 2325
SAN DIEGO, CA 92197-4400
PHONE: 858-674-3180
FAX: 858-674-3131

WorkHour Impact Report

Impacted Bid Cluster	SANTA ROSA
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	09/21/2010
Period (Dates) of Review Performed	07/04/2009 thru 07/02/2010
Report Prepared By	Linda Shumate
Report Prepared Date	07/06/2010
Reviewed By	Rosemarie Fernandez
Phone	(415) 550-5591

WorkHour Impact Report

Craft = MAIL HANDLER

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	142	-1	-143	-572	-7436	-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	13	9.2%	-13	0		0	0%

WorkHour Impact Report

Casuals

a. Current Number of MAIL HANDLER Casuals on Rolls	0
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	0
f. Number of MAIL HANDLER Casuals Remaining After Impact	0

g. Provide Narrative Justifying need for Remaining MAIL HANDLER Casuals

There are no casuals in the Mail Handler craft in this office.

Part Time Flexible (PTFs)

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

There are no PTF MH in this office.

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

TEs are not authorized in the Mail Handler craft.

WorkHour Impact Report

Part Time Regular (PTRs)

- | | |
|--|----|
| a. Current Number of MAIL HANDLER PTRs on Rolls | 0 |
| b. Planned Number of MAIL HANDLER PTR Positions after Impact | 0 |
| 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 | 4 |
| b. Planned Number of MAIL HANDLER FTR Positions After Impact | 0 |
| 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 | 4 |
| e. Provide Narrative Explaining need for Excessing | |

A workload analysis at the offices shows that there is not 8 hours of continuous work for the four Mail Handlers. Therefore it is necessary to excess four FTR 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	-572
b. Planned Reduction in Total OT Hours per Month	-52
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	-4
f. Total FTE Savings	-4