

RECEIVED
APWU
OCT 18 2010
WESTERN REGION
COORDINATOR

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

October 14, 2010

DEL CON ing
 Comments

Christoper 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 Los Angeles District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign three (3) full-time carriers from the craft and/or installation at the South Gate Post Office based on a staffing and scheduling review. The earned work hours do not support the current full-time complement.

The impacted carriers will be notified of their involuntary reassignments by separate letter. The placement process would normally not begin until April 15, 2010; 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 and custodial crafts in offices and plants within a 250 mile radius of the impacted sites.

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

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

Mike Thomas
Mike Thomas

Attachments

Subject: [Faint text]

cc: **Area Manager, Operations Support**
Area Manager, Finance
Area Manager, Human Resources
Area Manager, Delivery Programs
District Manager, Los Angeles
Manager, Human Resources, Los Angeles District with attachments
Area Complement Coordinator with attachments
District 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

On-Rolls (CCM) 8/19/2010						(IMAQ)	9/8/2010					Web CCM			
Total Carriers	T-6	PTF	PTR	TE	Full-Time Carriers	Full Time Routes	Req'd T-6	T-6 diff	FullTime Compl Impact	ORNA not returning	Collectors	Net FT Compl Impact	Future Staff & Sched Impact	FTE Workhour Reduction	WebCCM Staffing Impact
South Gate	59	9	4	3	43	40	8	-1	4		1	3	3	1	2

WorkHour Impact Report

Impacted Bid Cluster	SOUTH GATE POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	03/12/2011
Period (Dates) of Review Performed	08/29/2009 thru 09/10/2010
Report Prepared By	Joannie Wilson
Report Prepared Date	10/07/2010
Reviewed By	Daryl West
Phone	(323) 586-1400

WorkHour Impact Report

Craft = CARRIER

	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	2004	1928	-76	-304	-3952	-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	171	8.5%	-40.48	0		131	6.8%

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	

No casuals in Function 2B

Part Time Flexible (PTFs)

a. Current Number of CARRIER PTFs on Rolls	4
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	560
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 Work Hours were reduced

Transitional Employees (TEs)

a. Current Number of CARRIER TEs on Rolls	3
b. Current Total Non-OverTime CARRIER TE Hours per Month	384
c. Planned Reduction in Total Non-OverTime CARRIER TE Hours per Month	-12
d. Number of CARRIER TEs that will have Reduced Hours	3
e. Number of CARRIER TEs that will be Terminated	0
f. Number of CARRIER TEs Remaining After Impact	3
g. Provide Narrative Justifying need for Remaining CARRIER TEs	

TE Work Hours were reduced/ The 3 remaining TE's will be used to cover temporary unavailability

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	
No PTR's in this office	

Full Time Regular (FTRs)

a. Current Number of CARRIER FTRs on Rolls	52
b. Planned Number of CARRIER FTR Positions After Impact	50
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 Staffing & Scheduling Review using CCM resulted in a need to excess 2 Full Time Carriers	

WorkHour Impact Report-CARRIER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-276
b. Planned Reduction in Total OT Hours per Month	-162
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	-12
e. Total Planned Non-OT Hours per Month	7712
f. Total FTE Savings	-2

Withholding Request- Locations

Event ID: Staffing & Scheduling - South Gate PO

Event Type: Reduction Other Than by Attrition

Losing Bid Cluster: SOUTH GATE POST OFFICE

Area	Bid Cluster	Office
PACIFIC	YUCCA VALLEY POST OFFICE (CA)	YUCCA VALLEY PO