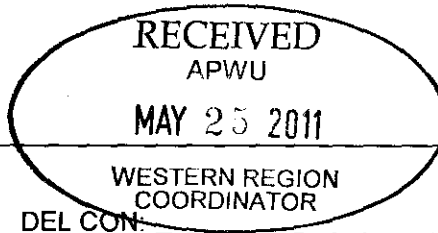


MANAGER, LABOR RELATIONS
Pacific Area



May 23, 2011

Omar Gonzalez
Western Regional Coordinator, APWU
1350 Old Bayshore HWY. Suite 360
Burlingame, CA 94010



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

Omar M. Gonzalez, Coordinator

This is to advise you of the intent of the San Francisco District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign ten (10) full-time and two (2) part-time flexible clerks from the craft and/or installation at the South San Francisco bid installation based on a staffing and scheduling review and the transfer of workload to the San Bruno Post Office.

The impacted employees will be notified of their involuntary reassignments by separate letter. The placement process would not normally begin before November 25, 2011; however, given the loss of workload and the financials of the Postal Service, it may be necessary to begin the placement process earlier than that date. It may also be necessary to utilize the provisions of Article 7.B.2 of the National Agreement to provide them with a work opportunity during the notice period.

By copy of this notice, we are authorizing the withholding of ten (10) full-time residual assignments and two (2) part-time flexible opportunities in the clerk, carrier, custodial and mail handler crafts in offices and plants within a 50 mile radius of the impacted site.

Attached for your review are copies of the automated impact statement (AIR) for Event 25364, the operational data showing the need to excess, a list of sites where withholding is authorized, a list of the ten (10) junior impacted full-time clerks and the junior two impacted part-time flexible clerks..

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

Jay Roberts
Manager, Labor Relations/A

Attachments

- cc: Area Manager, Operations Support
- Area Manager, Finance
- Area, Manager, Human Resources
- District Manager, San Diego
- Area Complement Coordinator with attachments
- Manager, Human Resources, San Diego District with attachments
- District Complement Coordinator with attachments
- C. Jackson – NALC with attachments
- R. Siu – NPMHU with attachments
- HRA 1 with attachments
- File Copy with attachments

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

WorkHour Impact Report

Impacted Bid Cluster	SO SAN FRANCISCO POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	11/28/2011
Period (Dates) of Review Performed	03/27/2010 thru 04/01/2011
Report Prepared By	Jose Nuno
Report Prepared Date	05/23/2011
Reviewed By	Rosemarie Fernandez
Phone	(415) 550-5591

WorkHour Impact Report

Craft = CLERK

	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	654	264	-390	-1560	-20280	-12	1664

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	26	4%	-15.3	0		11	4.1%

WorkHour Impact Report

Casuals

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

There are no casuals in this office.

Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	5
b. Current Total Non-OverTime CLERK PTFs Hours per Month	600
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	- 240
d. Number of CLERK PTFs that will have Reduced Hours	0
e. Will there be any CLERK PTFs Excessed from Craft or Installation	YES
If Yes how Many CLERK PTFs	2

f. Provide Narrative Explaining need for Excessing

The consolidation of carrier operations under the DUO process resulted in a reduction in the workload for the clerks at the South San Francisco Post Office. As a result it will be necessary to excess 2 part-time flexible clerks from the installation.

Transitional Employees (TEs)

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

TE's are not authorized in field offices in the clerk craft.

WorkHour Impact Report

Part Time Regular (PTRs)

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

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	16
b. Planned Number of CLERK FTR Positions After Impact	6
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	10
e. Provide Narrative Explaining need for Excessing	

The consolidation of carrier operations under the DUO process resulted in a reduction in the workload for the clerks at the South San Francisco Post Office. As a result it will be necessary to excess ten (10) full-time clerks from the installation.

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1320
b. Planned Reduction in Total OT Hours per Month	-61
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-240
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1056
f. Total FTE Savings	-12

SOUTH SAN FRANCISCO

RESULTS

- Abolish 10 FTR Clerk Bids
- Excess 2 PTF Clerk Bids

Other Impacts or Savings:

Office: SOUTH SAN FRANCISCO

Date: **Current Complement:**

Full Time	PTR	PTF		Casuals	Clerks with NO Bids	Number of Clerks	Bids with Consecutive Days S/S or S/M	Unchanged bids	New or Reposted bids Including converted PTFs
16		5				21	10		

Proposed Complement :

Full Time	PTR	PTF		Casuals	Clerks with NO Bids	Number of Clerks	Bids with Consecutive Days S/S or S/M	Unchanged bids	New or Reposted bids Including converted PTFs
6		3				9	6		1

Budget:

LDC	2010	2011	2011	CSV	1994 Day	DAY Schedule	ANNUAL CSV	1994 Year	Annual Schedule
	Ytd Actual	YEARLY Budget	DAILY Budget	Annualized CSV Avg Daily Hours	Daily Hours	Plus or Minus RED = Over	Annual CSV Earned (Annualized)	Yearly Hours	Plus or Minus RED = Over
LDC 42			0.00	2.29	#REF!	#REF!	693.87	#REF!	#REF!
LDC 43			0.00	1.75	#REF!	#REF!	530.25	#REF!	#REF!
LDC 44			0.00	3.41	#REF!	#REF!	1033.23	#REF!	#REF!
LDC 45			0.00	31.68	#REF!	#REF!	9599.04	#REF!	#REF!
LDC 46			0.00	0.00	#REF!	#REF!	0.00	#REF!	#REF!
LDC 48			0.00	6.63	#REF!	#REF!	2008.89	#REF!	#REF!
Sub-Total	0.00	0.00	0.00	45.76	#REF!	#REF!	13865.28	#REF!	#REF!
LDC 33									
LDC 79									
Sub-Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				DAILY	DAILY	DAILY	YEARLY	YEARLY	
Total	0.00	0.00	0.00	45.76	#REF!	#REF!	13865.28	#REF!	#REF!

ENTER # DAYS OF 13 WEEK PERIOD

77

DM Signature: _____

Date: _____

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	LDC	SEN DATE	SEN #
57416	SO SAN FRANCISCO PO	BRILL	TIMOTHY	D	3073444	95497648	MAIL PROCESSING CLERK	110	4	43	5/16/1973	1
57416	SO SAN FRANCISCO PO	ABARA JR	LEANDRO	C	3229826	95613363	WINDOW SVC TECH	110	4	45	11/15/1976	1
57416	SO SAN FRANCISCO PO	LA GUARDIA	LINDA	P	3211667	95791773	WINDOW CLK	110	4	45	11/10/1977	1
57416	SO SAN FRANCISCO PO	MANDAC	REYNALDO	C	3426823	95799663	DIST WINDOW CLK	110	4	48	1/12/1980	1
57416	SO SAN FRANCISCO PO	LUMAGUI JR	CRIS	P	3028444	95742345	SALES, SVCS/DISTRIBUTION ASSOC	110	4	45	11/14/1981	1
57417	SSF-LINDEN STA	SUAREZ	LUCY	M	3234964	95668032	WINDOW CLK	110	4	45	6/25/1984	1
57416	SO SAN FRANCISCO PO	BYRNES	TERRENCE	D	3279766	95777406	MAIL PROCESSING CLERK	110	4	48	9/27/1985	1
57416	SO SAN FRANCISCO PO	ORR	WALTER	E	3176916	95606431	MAIL PROCESSING CLERK	110	4	48	11/9/1985	1
57416	SO SAN FRANCISCO PO	TONG	KOONPING		2955564	95648531	MAIL PROCESSING CLERK	110	4	43	11/22/1986	2
57416	SO SAN FRANCISCO PO	MA	YAT	H	2983141	95687474	SALES, SVCS/DISTRIBUTION ASSOC	110	4	45	10/22/1988	1
57416	SO SAN FRANCISCO PO	NAZARENO	CRISELDA	S	3411772	95682355	MAIL PROCESSING CLERK	110	4	48	10/22/1988	2
57416	SO SAN FRANCISCO PO	JIMENEZ	SOCORRO	D	3007566	95856617	SALES, SVCS/DISTRIBUTION ASSOC	110	4	45	9/24/1990	1
57416	SO SAN FRANCISCO PO	LAM	SHIRLEY		3086500	95666145	LEAD SALES & SERVICES ASSOCIATE	110	4	45	1/8/1994	1
57416	SO SAN FRANCISCO PO	TANG	TRAVIS		3121410	95840134	MAIL PROCESSING CLERK	110	4	48	6/20/1998	1
57417	SSF-LINDEN STA	YIM	DONNA	L	3347203	95634992	SALES, SVCS/DISTRIBUTION ASSOC	110	4	45	8/1/1998	1
57416	SO SAN FRANCISCO PO	ESPIRITU	PUBLIO	D	3188283	95730111	MAIL PROCESSING CLERK	110	4	43	8/29/1998	1

Impacted FJ

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	LDC	SEN DATE	SEN #
57416	SO SAN FRANCISCO PO	LOUIE	THOMAS	W	3372371	95731603	MAIL PROCESSING CLERK	410	4	43	1/29/2000	1
57416	SO SAN FRANCISCO PO	LACAYANGA	HOSPICIO	B	3180458	95761021	SALES, SVCS/DISTRIBUTION ASSOC	410	4	43	11/18/2000	1
57416	SO SAN FRANCISCO PO	YEE	RICHARD		2987653	95797675	SALES, SVCS/DISTRIBUTION ASSOC	410	4	43	6/26/2006	1
57416	SO SAN FRANCISCO PO	ZHAO	KATHY		3062928	95866406	SALES, SVCS/DISTRIBUTION ASSOC	410	4	43	12/2/2000	1
57416	SO SAN FRANCISCO PO	DU DINH	NHI	Y	2949347	95740866	SALES, SVCS/DISTRIBUTION ASSOC	410	4	43	10/7/2000	1

PTF Impacted Checks