



September 10, 2010

Certified # 7008 1140 0003 1877 6074

Omar Gonzales,
APWU Western Regional Coordinator
500 Airport Blvd. Suite 450
Burlingame, CA 94010

Omar,

Attached is the impact statement for the Rio Grande District that reflects the results of decreased mail volume, reduced workload at the Victoria Post Office. It is anticipated that attrition alone will not be sufficient to avoid excessing outside the craft and/or installation.

<u>Office</u>	<u>Number of Impacted Employees</u>
Victoria Post Office	3 FTR Level 4 Mailhandlers
Victoria Post Office	3 FTR Level 6 Clerks
Victoria Post Office	2 FTR Level 7 Clerks
Victoria Post Office	1 FTR Level 4 Mailandlers

Based on the attached, this is your notification that full-time residual vacancies in all crafts (level 7) and below within this installation and within the surrounding 100 miles will be withheld in accordance with Article 12 of the Collective Bargaining Agreement, up to the number indicated.

Any involuntary reassignments necessitated will be effected in accordance with Article 12 of the Collective Bargaining Agreement.

If you have any questions, please contact James Oliver at 504-589-1551.

Joseph A. Jenkins
Manager, Labor Relations

Attachments: Site Impact
Map of Withholding Area

cc: MHR, Rio Grande District
MHR, Dallas, District
Complement Coordinator Dallas District
Complement Coordinator Rio Grande District
File

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

WorkHour Impact Report

Impacted Bid Cluster	VICTORIA POST OFFICE
Installation Address	
Area Name	SOUTHWEST
Impact Type	Reduction Other Than by Attrition
Date of Impact	11/30/2010
Period (Dates) of Review Performed	08/29/2009 thru 08/27/2010
Report Prepared By	Rosemary Curiel
Report Prepared Date	09/09/2010
Reviewed By	Delphine Morales
Phone	(512) 342-1576

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	183	-142	-325	-1300	-16900	-9	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	7.1%	-15	0		0	0%

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	156
c. Planned Reduction in Total Non-OverTime MAIL HANDLER Casuals Hours per Month	-144
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	

All casuals will be separated prior to excessing.

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	

N/A

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	

N/A

WorkHour Impact Report-MAIL HANDLER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1156
b. Planned Reduction in Total OT Hours per Month	-60
c. Planned Reduction in Casual Non-OT Hours per Month	-144
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	-568
f. Total FTE Savings	-9

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	971	582	-389	-1556	-20228	-11	1820

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	45	4.6%	-22	0		23	4%

WorkHour Impact Report

Casuals

a. Current Number of CLERK Casuals on Rolls	1
b. Current Total Non-OverTime CLERK Casuals Hours per Month	116
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	-116
d. Number of CLERK Casuals that will have Reduced Hours	0
e. Number of CLERK Casuals that will be Terminated	-1
f. Number of CLERK Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK Casuals	

All casuals will be separated prior to excessing.

Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	3
b. Current Total Non-OverTime CLERK PTFs Hours per Month	384
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	0
d. Number of CLERK PTFs that will have Reduced Hours	0
e. Will there be any CLERK PTFs Excessed from Craft or Installation	NO
If Yes how Many CLERK PTFs	0

f. Provide Narrative Explaining need for Excessing

Will remain at 3.

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	

N/A

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	
N/A	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	24
b. Planned Number of CLERK FTR Positions After Impact	19
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	5
e. Provide Narrative Explaining need for Excessing	
Movement of SCF Operation to Corpus Christi PDC	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1440
b. Planned Reduction in Total OT Hours per Month	-88
c. Planned Reduction in Casual Non-OT Hours per Month	-116
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	2328
f. Total FTE Savings	-11

Victoria Tx



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