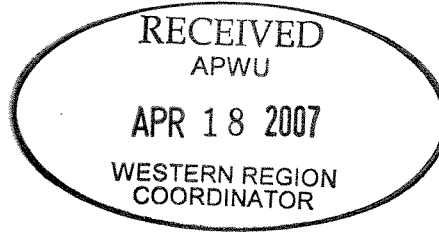


PACIFIC AREA OFFICE
HUMAN RESOURCES

Greater LA Area Local

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



April 16, 2007

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

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

Omar M. Gonzalez, Coordinator

Dear Omar:

As a follow up to your meeting with Area Complement Coordinator on Thursday, April 12, 2007, this will confirm that the Los Angeles Performance Cluster has completed a staffing and scheduling work load analysis using CSV (Customer Services Variance) earned hours in the offices identified below and has identified an initial need to involuntarily reassign/excess full-time clerks from a number of installations. The number of clerks that are impacted by office are set forth below. Copies of the automated impact statements (AIRs) and the CSV data relied upon are attached for your review.

OFFICE	NUMBER OF IMPACTED CLERKS	
	Original Impact	Net Impact
Inglewood	17	15
Santa Monica	16	15
Totals	33	30

The final placement date will be November 15, 2007. By copy of this letter, the Los Angeles Performance Cluster is being given authorization to withhold up to 30 full-time residual assignments in the clerk craft and/or in other crafts in the impacted offices identified above and/or in the clerk craft in non-impacted offices/plants within 100 miles of the impacted offices.

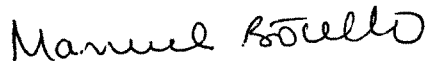
The impacted clerks in the offices identified above will be given a minimum of 60 days advance written notification of their status and will be provided with a list of available residual/withheld assignments from which to make a placement selection.

In addition, a staffing and scheduling work load analysis using CSV earned work hours was conducted on the Los Angeles stations. As a result of this review, it was determined that there was a need to excess to the needs of a section within

the installation a total of 64 full-time clerks. The final placement date for these employees will be July 16, 2007. By copy of this letter, the Los Angeles Cluster is being given authorization to withhold up to 64 full-time residual assignments in the clerk craft in non-impacted sections and/or the plant. A breakdown of the number of impacted clerks by section is set forth below.

STATION	NUMBER OF IMPACTED CLERKS
Barrington	9
Greenmead	8
Crenshaw	5
Alameda	7
Wagner	5
Bicentennial	8
Palms	4
Eagle Rock	3
West LA	5
Westchester	6
Nat King Cole	4
Total	64

If you have any additional questions, you may contact Linda Shumate at (626) 855-6446.



Manuel Botello
Manager, Human Resources

Attachments

cc: Area Directs
Mike Thomas
David Stowe
Glen Cournoyer
District Manager, Los Angeles
District Manager, Human Resources – LA
Linda Shumate
District Complement Coordinator
Mike McGee
Local Union – Yolanda Elder

Impacted Installation: Los Angeles Bid Installation

Installation Address: Los Angeles, CA

Area Name Pacific

Impact Type CSV Earned Work Hours Workload and Staffing

Date of Impact 07/16/2007

Period (Dates) of Review Performed 3/18/2006 Thru 3/16/2007

Report Prepared By Linda Shumate

Report Prepared Date 04/06/2007

Phone (626) 855-6446

Reviewed By Linda Shumate

WorkHour Impact Report

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings (C*4)	E Annual Work Hours Savings (C*52)	F Annual FTE Savings (E / G)	G Current FTE Yearly Hour Rate
Total	96,370	94,314	-2,056	-8,224	-106,912	-64	1,674

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	10,826	11.2%	± 0	± 0	±	10,826	11.5%

WorkHour Impact Report

Page 2 of 4

Casuals

a. Current Number of Clerk Casuals on Rolls	212
b. Current Total Non-OverTime Clerk Casuals Hours per Month	29524
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	212
g. Provide Narrative Justifying need for Remaining Clerk Casuals: This is a 200 man year office and there is no plan to excess from the craft or installation at this time.	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	96
b. Current Total Non-OverTime Clerk PTFs Hours per Month	12604
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. Number of Complement Change in Clerk PTFs	0

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of Clerk PTRs on Rolls	13
b. Planned Number of Clerk PTR Positions after Impact	13
c. Estimated Number of Clerk PTR Attrition	0
d. Will there be any Clerk PTRs Excessed from Craft or Installation	NO
If Yes how Many Clerk PTRs	0
e. Provide Narrative Explaining need for Excessing	

Full Time Regular (FTRs)

a. Current Number of Clerk FTRs on Rolls	2380
b. Planned Number of Clerk FTR Positions after Impact	2316
c. Estimated Number of Clerk FTR Attrition	64
d. Will there be any Clerk FTRs Excessed from Craft or Installation	NO
If Yes how Many Clerk FTRs	0
e. Describe Withholding Area Within Miles Around your Installation	0

f. Provide Narrative Explaining need for Excessing: A review of the work load and staffing requirements using the CSV Earned Work Hours revealed a need to reduce the FTR complement in selected stations by 64 full-time regular positions. There is no plan to excess from the craft or installation at this time. However, there will be a need to excess from sections to the LA plant and/or other stations in the LA bid installation. Therefore, by copy of this impact statement, the Los Angeles Cluster is being given authorization to withhold up to 64 full-time residual assignments in the clerk craft in the Los Angeles bid installation for placement of the impacted clerks.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-8,224
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	333,952
f. Total FTE Savings	-64

Impacted Installation: Inglewood Bid Installation

Installation Address: Inglewood, CA

Area Name Pacific

Impact Type CSV Earned Workload Staffing Analysis

Date of Impact 11/16/2007

Period (Dates) of Review Performed 3/18/2006 Thru 3/16/2007

Report Prepared By Linda Shumate

Report Prepared Date 04/06/2007

Phone (626) 855-6446

Reviewed By Linda Shumate

WorkHour Impact Report

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings (C*4)	E Annual Work Hours Savings (C*52)	F Annual FTE Savings (E / G)	G Current FTE Yearly Hour Rate
Total	1,993	1,442	-551	-2,204	-28,652	-17	1,649

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	120	6.0%	± 0	± 0	±	120	8.3%

WorkHour Impact Report

Page 2 of 4

Casuals

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	132
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	1
g. Provide Narrative Justifying need for Remaining Clerk Casuals: The one remaining casual will be utilized to cover temporary unavailability in accordance with the Das Arbitration Award.	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	3
b. Current Total Non-OverTime Clerk PTFs Hours per Month	412
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. Number of Complement Change in Clerk PTFs	0

WorkHour Impact Report

Page 3 of 4

Part Time Regular (PTRs)

a. Current Number of Clerk PTRs on Rolls	4
b. Planned Number of Clerk PTR Positions after Impact	4
c. Estimated Number of Clerk PTR Attrition	0
d. Will there be any Clerk PTRs Excessed from Craft or Installation	NO
If Yes how Many Clerk PTRs	0
e. Provide Narrative Explaining need for Excessing	

Full Time Regular (FTRs)

a. Current Number of Clerk FTRs on Rolls	52
b. Planned Number of Clerk FTR Positions after Impact	35
c. Estimated Number of Clerk FTR Attrition	2
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	15
e. Describe Withholding Area Within Miles Around your Installation	100
f. Provide Narrative Explaining need for Excessing: A workload analysis and staffing requirements administrative review based on CSV earned work hours revealed a need to reduce the current full-time staffing in the clerk craft in this office by 16 full-time regular positions and to excess 15 full-time clerks from the craft and/or installation. Allowing for projected attrition, by copy of this impact statement, the Los Angeles Performance Cluster is being given authorization to withhold up to 15 full-time residual assignments in the clerk craft in the impacted office and in non-impacted offices within 100 miles.	

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-2,204
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	5,288
f. Total FTE Savings	-17

Impacted Installation: Santa Monica Bid installation

Installation Address: Santa Monica

Area Name Pacific

Impact Type CSV Earned Work Hours Workload & Staffing

Date of Impact 11/05/2007

Period (Dates) of Review Performed 3/18/2006 Thru 3/16/2007

Report Prepared By Linda Shumate

Report Prepared Date 04/04/2007

Phone (626) 855-6446

Reviewed By Linda Shumate

WorkHour Impact Report

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings (C*4)	E Annual Work Hours Savings (C*52)	F Annual FTE Savings (E / G)	G Current FTE Yearly Hour Rate
Total	2,784	2,149	-635	-2,540	-33,020	-19	1,737

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	287	10.3%	± -78	± 0	±	209	9.7%

WorkHour Impact Report

Page 2 of 4

Casuals

a. Current Number of Clerk Casuals on Rolls	4
b. Current Total Non-OverTime Clerk Casuals Hours per Month	556
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-280
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-2
f. Number of Clerk Casuals Remaining After Impact	2
g. Provide Narrative Justifying need for Remaining Clerk Casuals: The two remaining casuals will be used to cover temporary unavailability in accordance with the Das Arbitration Award.	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	8
b. Current Total Non-OverTime Clerk PTFs Hours per Month	1028
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. Number of Complement Change in Clerk PTFs	0

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
If Yes how Many Clerk PTRs	0
e. Provide Narrative Explaining need for Excessing	

Full Time Regular (FTRs)

a. Current Number of Clerk FTRs on Rolls	64
b. Planned Number of Clerk FTR Positions after Impact	49
c. Estimated Number of Clerk FTR Attrition	2
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	13
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of staffing requirements and workload at the Santa Monica Post Office based on CSV Earned Work Hours reveals a need to reduce the full-time staffing in the clerk craft by 15 FTE's. Based on this review it will be necessary to involuntarily reassign 13 junior full-time clerks from the Santa Monica Post Office. By copy of this impact statement, the Los Angeles Cluster is being given authority to withhold up to 13 full-time residual clerk vacancies in the clerk craft at the Santa Monica Post Office and in non-impacted plants and post offices within 100 miles.