

PACIFIC AREA OFFICE
HUMAN RESOURCES



April 23, 2007

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



*Sacramento
Stockton
Fresno
Modesto
Merced
Marysville
Tulare
Eastbay*

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

*cc: S. Davidson
W. Williams, Jr., NBA*

Dear Omar:

This is to advise you of the intent of the Postal service to close the Modesto Remote Encoding Center no later than November 9, 2007. This action is being taken due to the reduction in image workload. Enhancements to automation and advances in technology have increased the amount of mail that can be finalized on automated equipment at the plants.

In order to facilitate placement, we are authorizing the Sacramento Performance Cluster to withhold up to 58 full-time and one (1) part-time regular residual assignments in the clerk craft in non-impacted post offices and plants within 100 miles of the Modesto REC or farther if needed. We are also authorizing the Sacramento Performance Cluster to withhold up to thirty (30) part-time flexible opportunities and up to six full-time residual electronic technician assignments in non-impacted post offices and plants within 100 miles of the Modesto REC or farther if needed.

The impacted employees will be advised by separate letter of their involuntary reassignments. As volume is relocated to the receiving RECs and withheld assignments become available, they will be offered to the impacted employees in order of seniority within their category, occupation code (if appropriate) and craft. If none of the assignments are selected, we will excess the appropriate number of employees by juniority within their craft, occupation code (if appropriate) and category.

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

Manuel Botello

Manuel Botello
Manager, Human Resources

Attachments

- cc: Area Directs
- David Buckley
District Manager, Sacramento
- District Manager, Human Resources – Sacramento District
- Area Complement Coordinator
- District Complement Coordinator
- Area Manager, Labor Relations

Impacted Installation: Modesto REC Bid Installation

Installation Address: Modesto, Ca

Area Name Pacific

Impact Type REC Closure

Date of Impact 11/09/2007

Period (Dates) of Review Performed 4/15/2006 Thru 4/13/2007

Report Prepared By Linda Shumate

Report Prepared Date 04/23/2007

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	197	5	-192	-768	-9,984	-6	1,664

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	7	3.6%	± 0	± 0	±	7	140.0%

WorkHour Impact Report

Casuals

Page 2 of 4

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

Part Time Flexible (PTFs)

a. Current Number of Maintenance PTFs on Rolls	0
b. Current Total Non-OverTime Maintenance PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime Maintenance PTFs Hours per Month	0
d. Number of Maintenance PTFs that will have Reduced Hours	0
e. Number of Complement Change in Maintenance PTFs	0

WorkHour Impact Report

Part Time Regular (PTRs)

Page 3 of 4

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

Full Time Regular (FTRs)

- | | |
|---|-----|
| a. Current Number of Maintenance FTRs on Rolls | 6 |
| b. Planned Number of Maintenance FTR Positions after Impact | 0 |
| c. Estimated Number of Maintenance FTR Attrition | 0 |
| d. Will there be any Maintenance FTRs Excessed from Craft or Installation | YES |
| If Yes how Many Maintenance FTRs | 6 |
| e. Describe Withholding Area Within Miles Around your Installation | 100 |

f. Provide Narrative Explaining need for Excessing: The enhanced ability to process images on line at the plants has reduced the image workload to the extent that it is possible to consolidate operations and to close the Modesto REC and to involuntarily reassign the six electronic technicians. By copy of this impact statement, the Sacramento Performance Cluster is being given authorization to withhold up to 6 full-time Electronic Technician residual assignments in non-impacted plants and post offices within 100 miles or farther if necessary.

WorkHour Impact Report

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Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-768
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	-8
f. Total FTE Savings	-6

Impacted Installation: Modesto REC Bid Installation

Installation Address: Modesto REC

Area Name Pacific

Impact Type Closure of Modesto REC

Date of Impact 11/30/2007

Period (Dates) of Review Performed 4/15/2006 Thru 4/13/2007

Report Prepared By Linda Shumate

Report Prepared Date 04/23/2007

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	7,513	4,608	-2,905	-11,620	-151,060	-94	1,612

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	29	0.4%	± 0	± 0	±	29	0.6%

WorkHour Impact Report

Casuals

Page 2 of 4

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	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	30
b. Current Total Non-OverTime Clerk PTFs Hours per Month	4320
c. Planned Reduction in Total Non-OverTime Clerk PTFs Hours per Month	-4320
d. Number of Clerk PTFs that will have Reduced Hours	0
e. Number of Complement Change in Clerk PTFs	-30

WorkHour Impact Report

Part Time Regular (PTRs)

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a. Current Number of Clerk PTRs on Rolls	1
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	YES
If Yes how Many Clerk PTRs	1
e. Provide Narrative Explaining need for Excessing: The closure of the Modesto REC will result in a need to excess the one PTR from the installation along with the full-time and PTF clerks.	

Full Time Regular (FTRs)

a. Current Number of Clerk FTRs on Rolls	58
b. Planned Number of Clerk FTR Positions after Impact	0
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	58
e. Describe Withholding Area Within Miles Around your Installation	100
f. Provide Narrative Explaining need for Excessing: The closure of the Modesto REC will result in a need to excess all 58 full-time clerks from the installation and to place them in withheld clerk assignments in non-impacted offices within 100 miles or farther as needed. By copy of this notice, we are authorizing the Sacramento Performance Cluster to begin withholding up to fifty eight (58) full-time, one part-time regular residual assignments and thirty (30) part-time flexible opportunities in the clerk craft in non-impacted offices and plants within 100 miles or farther as needed.	

WorkHour Impact Report

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Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-7,300
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	-4,320
e. Total Planned Non-OT Hours per Month	18,316
f. Total FTE Savings	-94