

LABOR RELATIONS
PACIFIC AREA OFFICE



RECEIVED
APWU
MAY 25 2006
WESTERN REGION
COORDINATOR

To: Pacific Area Local(s) *Oakland*
 Western Area Local(s) *San Jose*
 So. West Area Local(s)

May 23, 2006

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

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

Omar M. Gonzalez, Coordinator

Dear Omar:

This is to advise you that the Pacific Area has modified the withholding authorization given for the Bay Valley Performance Cluster from up to 278 residual assignments to up to 154 fulltime residual assignments in the clerk craft. This modification is based on impacts from Manual Incoming Secondary Decentralization, Auto Induct and ATHS. The impacts from the AFCS OCR at Oakland, the APPS at San Jose and the Incoming Secondary Decentralization at Salinas have been achieved.

Bay-Valley is authorized to withhold in the clerk craft in the impacted bid installations only for all impacts in those installations.

This withholding authority, unless extended and/or updated, will expire on September 2007 and replaces all previous withholding authority. At this time, the Bay-Valley Performance Cluster has a total of 60 withheld clerk assignments. These assignments will continue to be withheld based on the impacts detailed above. We will continue to provide you with a list of withheld assignments every month.

If and when it becomes necessary to excess from the craft or installation, you will receive a separate package detailing the operational impact identifying the number and names of the junior employees to be excessed and addressing specific PTF work hour reductions and casual and TE separations.

Please note, this authorization covers impacts in Function 1 only. A separate withholding authorization for impacts to clerks in selected post offices based on AWPS (Automated Workforce Planning) and CBOP review is being finalized and will be sent under separate cover.

Attached are copies of the impact statements that are currently being utilized nationally by the Postal Service. There is an impact statement for each identified impact for each impact installation.

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

Gary L. Connely
Manager, Labor Relations

Attachments

- cc: M. Botello
R. Fisher
K. Lucas
R. Ordonez
District Manager, Bay Valley
Manager Human Resources, Bay Valley

RECAP OF WITHHOLDING BY SITE AND IMPACT

PERFORMANCE CLUSTER	SITE	TYPE OF IMPACT	LDC'S	ESTIMATED DATE OF IMPACT	INITIAL FTE IMPACT	NUMBER AUTHORIZED TO WITHHOLD	FINAL NUMBER AUTHORIZED TO WITHHOLD
Bay Valley	OAKLAND	Incoming Secondary Decentralization	14	7/31/2007	70	60	
		APPS	11	7/31/2006	53	53	
		ATHS	11	7/31/2006	15	10	
TOTAL WITHHOLDING AUTHORIZATION						123	
LESS DEDUCTION FOR ATTRITION						-12	
						111	111
	SAN JOSE	APPS	11	8/31/2006	48	48	
LESS DEDUCTION FOR ATTRITION						-5	
						43	43
GRAND TOTAL							154

Impacted Installation SAN JOSE BID GROUP

Installation Address 1750 Lundy Avenue, San Jose, CA

Area Name PACIFIC

Impact Type Auto Induction System

Anticipate Date of Impact 08/31/2006

Period (Dates) of Review Performed 5/14/2005 Thru 5/12/2006

Report Prepared By Linda Shumate

Report Prepared Date 0/51/7200

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
SAN JOSE P&DC	15,831	13,083	-2,748	-10,992	-142,896	-89	1612
SAN JOSE PO	1,451	1,451	0	0	0	0	1664
SJC-ALMADEN VALLEY STA	326	326	0	0	0	0	1560
SJC-BAYSIDE STA	423	423	0	0	0	0	1664
SJC-BERRYESSA STA	306	306	0	0	0	0	1768
SJC-BLOSSOM HILL STA	584	584	0	0	0	0	1768
SJC-CAMBRIAN PARK STA	294	294	0	0	0	0	1716
SJC-FOOTHILL STA	111	111	0	0	0	0	1716
SJC-HILLVIEW STA	622	622	0	0	0	0	1716
SJC-PARKMOOR STA	542	542	0	0	0	0	1716
SJC-ROBERTSVILLE STA	449	449	0	0	0	0	1612
SJC-SAN JOSE STA D	268	268	0	0	0	0	1612
SJC-SEVEN TREES STA	196	196	0	0	0	0	1664
SJC-ST JAMES PARK STA	744	744	0	0	0	0	1612
SJC-WESTGATE STA	487	487	0	0	0	0	1716
SJC-WILLOW GLEN STA	646	646	0	0	0	0	1716
Total	23,280	20,532	-2,748	-10,992	-142,896	-89	1,677

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
SAN JOSE P&DC	1,484	9.4%	± -1668	± 0	± 0.0	-184	-1.4%
SAN JOSE PO	37	2.5%	0	0	0.0	37	2.5%
SJC-ALMADEN VALLEY STA	52	16.0%	0	0	0.0	52	16.0%
SJC-BAYSIDE STA	43	10.2%	0	0	0.0	43	10.2%
SJC-BERRYESSA STA	31	10.1%	0	0	0.0	31	10.1%
SJC-BLOSSOM HILL STA	69	11.8%	0	0	0.0	69	11.8%
SJC-CAMBRIAN PARK STA	44	15.0%	0	0	0.0	44	15.0%
SJC-FOOTHILL STA	8	7.2%	0	0	0.0	8	7.2%
SJC-HILLVIEW STA	86	13.8%	0	0	0.0	86	13.8%
SJC-PARKMOOR STA	96	17.7%	0	0	0.0	96	17.7%
SJC-ROBERTSVILLE STA	80	17.8%	0	0	0.0	80	17.8%
SJC-SAN JOSE STA D	26	9.7%	0	0	0.0	26	9.7%
SJC-SEVEN TREES STA	31	15.8%	0	0	0.0	31	15.8%
SJC-ST JAMES PARK STA	76	10.2%	0	0	0.0	76	10.2%
SJC-WESTGATE STA	39	8.0%	0	0	0.0	39	8.0%

WorkHour Impact Report

SJC-WILLOW GLEN STA	70	10.8%	0	0	0.0	70	10.8%
Total	2,272	9.8%	-1,668	0		604	2.9%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	66
b. Current Total Non-OverTime Clerk Casuals Hours per Month	148
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	-30
f. Number of Clerk Casuals Remaining After Impact	36
g. Provide Narrative Justifying need for Remaining Clerk Casuals: A total of 30 casuals will be reduced due to this impact. There is no need to excess from the craft or installation.	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	69
b. Current Total Non-OverTime Clerk PTFs Hours per Month	136
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	16
b. Planned Number of Clerk PTR Positions after Impact	16
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:N/A	

Full Time Regular (FTRs)

a. Current Number of Clerk FTRs on Rolls	501
b. Planned Number of Clerk FTR Positions after Impact	501
c. Estimated Number of Clerk FTR Attrition	0
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: The auto induction system is a modification to the AFSM-100 machines that reduces the staffing for the clerk craft to one clerk per machine. It also impacts clerk craft staffing if any of the prepping was done by the clerk craft. There will be no excessing from the craft or installation but it will be necessary to abolish bids and to excess from the impacted section. Therefore, the Oakland Cluster is being given authority to withhold up to 48 full-time residual assignments in the clerk craft in the San Jose bid installation.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	0
b. Planned Reduction in Total OT Hours per Month	-6,672
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	79,712
f. Total FTE Savings	-89

Impacted Installation OAKLAND BID GROUP

Installation Address 1675 7th Street, Oakland, CA

Area Name Pacific

Impact Type Automated Tray Handling System

Anticipate Date of Impact 07/31/2006

Period (Dates) of Review Performed 4/16/2005 Thru 4/14/2006

Report Prepared By Linda Shumate

Report Prepared Date 05/17/2006

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
OAK-AIRPORT STA	824	824	0	0	0	0	1612
OAK-CIVIC CENTER STA	734	734	0	0	0	0	1664
OAK-EASTMONT STA	226	226	0	0	0	0	1508
OAK-EMERYVILLE STA	265	265	0	0	0	0	1560
OAKLAND AMF	2,369	2,369	0	0	0	0	1612
OAKLAND CS DISTRICT	768	768	0	0	0	0	1664
OAKLAND INTL SVC FAC	2,481	2,481	0	0	0	0	1612
OAKLAND P&DC	43,138	42,378	-760	-3,040	-39,520	-24	1664
OAKLAND POST OFFICE	2,967	2,967	0	0	0	0	1664
OAK-LAUREL STA	209	209	0	0	0	0	1820
OAK-NORTH OAKLAND STA	448	448	0	0	0	0	1664
OAK-PIEDMONT STA	441	441	0	0	0	0	1664
OAK-WEST GRAND CARRIER	367	367	0	0	0	0	1716
Total	55,237	54,477	-760	-3,040	-39,520	-24	1,648

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
OAK-AIRPORT STA	46	5.6%	± 0	± 0	± 0.0	46	5.6%
OAK-CIVIC CENTER STA	57	7.8%	0	0	0.0	57	7.8%
OAK-EASTMONT STA	20	8.8%	0	0	0.0	20	8.8%
OAK-EMERYVILLE STA	33	12.5%	0	0	0.0	33	12.5%
OAKLAND AMF	248	10.5%	0	0	0.0	248	10.5%
OAKLAND CS DISTRICT	16	2.1%	0	0	0.0	16	2.1%
OAKLAND INTL SVC FAC	195	7.9%	0	0	0.0	195	7.9%
OAKLAND P&DC	5,716	13.3%	-400	0	0.0	5,316	12.5%
OAKLAND POST OFFICE	102	3.4%	0	0	0.0	102	3.4%
OAK-LAUREL STA	20	9.6%	0	0	0.0	20	9.6%
OAK-NORTH OAKLAND STA	59	13.2%	0	0	0.0	59	13.2%
OAK-PIEDMONT STA	51	11.6%	0	0	0.0	51	11.6%
OAK-WEST GRAND CARRIER	14	3.8%	0	0	0.0	14	3.8%
Total	6,577	11.9%	-400	0		6,177	11.3%

WorkHour Impact Report

Casuals

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a. Current Number of Clerk Casuals on Rolls	277
b. Current Total Non-OverTime Clerk Casuals Hours per Month	136
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	-10
f. Number of Clerk Casuals Remaining After Impact	267

g. Provide Narrative Justifying need for Remaining Clerk Casuals: A total of 10 casuals will be reduced due to this impact. Additional casual reductions are tied to other impacts. There will be no need to excess from the craft or installation.

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	0
b. Current Total Non-OverTime Clerk PTFs Hours per Month	
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)

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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: N/A	

Full Time Regular (FTRs)

a. Current Number of Clerk FTRs on Rolls	1245
b. Planned Number of Clerk FTR Positions after Impact	1245
c. Estimated Number of Clerk FTR Attrition	0
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: The AHS is a modification to the AFSM-100's that impacts the clerk staffing on the AFSM-100's. This modification in conjunction with the AI modification reduces the clerk craft staffing to one clerk per AFSM-100. There will be no need to excess from the craft or installation. However, there will be a need to abolish bids and excess from impacted sections. Therefore, the Oakland Cluster is being given authorization to withhold up to 10 residual bid assignments in the clerk craft in the Oakland bid installation for placement of the impacted clerks.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	
b. Planned Reduction in Total OT Hours per Month	-1,600
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	193,200
f. Total FTE Savings	-24

Impacted Installation OAKLAND BID GROUP

Installation Address 1675 7th Street, Oakland, CA

Area Name Pacific

Impact Type Auto Induction System

Anticipate Date of Impact 07/31/2006

Period (Dates) of Review Performed 4/16/2005 Thru 4/14/2006

Report Prepared By Linda Shumate

Report Prepared Date 05/15/2006

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
OAK-AIRPORT STA	824	824	0	0	0	0	1612
OAK-CIVIC CENTER STA	734	734	0	0	0	0	1664
OAK-EASTMONT STA	226	226	0	0	0	0	1508
OAK-EMERYVILLE STA	265	265	0	0	0	0	1560
OAKLAND AMF	2,369	2,369	0	0	0	0	1612
OAKLAND CS DISTRICT	768	768	0	0	0	0	1664
OAKLAND P&DC	43,138	38,674	-4,464	-17,856	-232,128	-140	1664
OAKLAND POST OFFICE	2,967	2,967	0	0	0	0	1664
OAK-LAUREL STA	209	209	0	0	0	0	1820
OAK-NORTH OAKLAND STA	448	448	0	0	0	0	1664
OAK-PIEDMONT STA	441	441	0	0	0	0	1664
OAK-WEST GRAND CARRIER	367	367	0	0	0	0	1716
Total	52,756	48,292	-4,464	-17,856	-232,128	-140	1,651

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
OAK-AIRPORT STA	46	5.6%	± 0	± 0	± 0.0	46	5.6%
OAK-CIVIC CENTER STA	57	7.8%	0	0	0.0	57	7.8%
OAK-EASTMONT STA	20	8.8%	0	0	0.0	20	8.8%
OAK-EMERYVILLE STA	33	12.5%	0	0	0.0	33	12.5%
OAKLAND AMF	248	10.5%	0	0	0.0	248	10.5%
OAKLAND CS DISTRICT	16	2.1%	0	0	0.0	16	2.1%
OAKLAND P&DC	5,716	13.3%	-1984	0	0.0	3,732	9.6%
OAKLAND POST OFFICE	102	3.4%	0	0	0.0	102	3.4%
OAK-LAUREL STA	20	9.6%	0	0	0.0	20	9.6%
OAK-NORTH OAKLAND STA	59	13.2%	0	0	0.0	59	13.2%
OAK-PIEDMONT STA	51	11.6%	0	0	0.0	51	11.6%
OAK-WEST GRAND CARRIER	14	3.8%	0	0	0.0	14	3.8%
Total	6,382	12.1%	-1,984	0		4,398	9.1%

WorkHour Impact Report

Casuals

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a. Current Number of Clerk Casuals on Rolls	272
b. Current Total Non-OverTime Clerk Casuals Hours per Month	136
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	-60
f. Number of Clerk Casuals Remaining After Impact	212
g. Provide Narrative Justifying need for Remaining Clerk Casuals: A total of 60 casuals will be reduced as a result of this impact. There is no anticipated need to excess from the craft or installation.	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	0
b. Current Total Non-OverTime Clerk PTFs Hours per Month	
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: NA	

Full Time Regular (FTRs)

a. Current Number of Clerk FTRs on Rolls	1179
b. Planned Number of Clerk FTR Positions after Impact	1169
c. Estimated Number of Clerk FTR Attrition	10
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: The auto induction system is a modification to the AFSM-100's that reduces clerk craft staffing on the machines to one clerk per machine. While there is no anticipated need for excessing from the craft or installation, there will be a need to abolish bids and excess from sections. Therefore, Bay Valley is being given authorization to withhold up to 57 full-time residual assignments in the clerk craft at the Oakland Bid installation.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	
b. Planned Reduction in Total OT Hours per Month	-7,936
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	175,576
f. Total FTE Savings	-140

Impacted Installation OAKLAND BID GROUP

Installation Address 1675 7th Street, Oakland, CA

Area Name Pacific

Impact Type Incoming Secondary Decentralization

Anticipate Date of Impact 07/31/2007

Period (Dates) of Review Performed 4/16/2005 Thru 4/14/2006

Report Prepared By Linda Shumate

Report Prepared Date 05/17/2006

Phone

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
OAK-AIRPORT STA	824	824	0	0	0	0	1612
OAK-CIVIC CENTER STA	734	734	0	0	0	0	1664
OAK-EASTMONT STA	226	226	0	0	0	0	1508
OAK-EMERYVILLE STA	265	265	0	0	0	0	1560
OAKLAND AMF	2,369	2,369	0	0	0	0	1612
OAKLAND CS DISTRICT	768	768	0	0	0	0	1664
OAKLAND INTL SVC FAC	2,481	2,481	0	0	0	0	1612
OAKLAND P&DC	43,138	39,898	-3,240	-12,960	-168,480	-101	1664
OAKLAND POST OFFICE	2,967	2,967	0	0	0	0	1664
OAK-LAUREL STA	209	209	0	0	0	0	1820
OAK-NORTH OAKLAND STA	448	448	0	0	0	0	1664
OAK-PIEDMONT STA	441	441	0	0	0	0	1664
OAK-WEST GRAND CARRIER	367	367	0	0	0	0	1716
Total	55,237	51,997	-3,240	-12,960	-168,480	-101	1,648

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
			±	±	±		
OAK-AIRPORT STA	46	5.6%	0	0	0.0	46	5.6%
OAK-CIVIC CENTER STA	57	7.8%	0	0	0.0	57	7.8%
OAK-EASTMONT STA	20	8.8%	0	0	0.0	20	8.8%
OAK-EMERYVILLE STA	33	12.5%	0	0	0.0	33	12.5%
OAKLAND AMF	248	10.5%	0	0	0.0	248	10.5%
OAKLAND CS DISTRICT	16	2.1%	0	0	0.0	16	2.1%
OAKLAND INTL SVC FAC	195	7.9%	0	0	0.0	195	7.9%
OAKLAND P&DC	5,716	13.3%	-1200	0	0.0	4,516	11.3%
OAKLAND POST OFFICE	102	3.4%	0	0	0.0	102	3.4%
OAK-LAUREL STA	20	9.6%	0	0	0.0	20	9.6%
OAK-NORTH OAKLAND STA	59	13.2%	0	0	0.0	59	13.2%
OAK-PIEDMONT STA	51	11.6%	0	0	0.0	51	11.6%
OAK-WEST GRAND CARRIER	14	3.8%	0	0	0.0	14	3.8%
Total	6,577	11.9%	-1,200	0		5,377	10.3%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	277
b. Current Total Non-OverTime Clerk Casuals Hours per Month	136
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	-30
f. Number of Clerk Casuals Remaining After Impact	247

g. Provide Narrative Justifying need for Remaining Clerk Casuals: A total of 30 casuals will be reduced due to this impact. Additional reductions will occur prior to this date based on other impacts. However, there is no anticipated need to excess from the craft or installation.

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	0
b. Current Total Non-OverTime Clerk PTFs Hours per Month	
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)

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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: N/A	

Full Time Regular (FTRs)

a. Current Number of Clerk FTRs on Rolls	1245
b. Planned Number of Clerk FTR Positions after Impact	1215
c. Estimated Number of Clerk FTR Attrition	30
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: There is no anticipated need to excess from the craft or installation. However, based on the transfer of incoming secondary processing from the plant to the stations and post offices, there will be a need to abolish bids and excess from the impacted sections. Based on this fact, the Oakland Cluster is being given authorization to withhold up to 60 full-time residual assignments in the clerk craft in the Oakland bid installation.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	
b. Planned Reduction in Total OT Hours per Month	-4,800
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	186,480
f. Total FTE Savings	-101



August 2, 2005

Mr. Omar Gonzalez
Western Regional Coordinator
American Postal Workers Union, ALF-CIO
1799 Old Bayshore Blvd., Suite 240
Burlingame, CA 94010-1312

Dear Omar:

This is to advise you that the Pacific Area has given the Bay-Valley Performance Cluster authorization to withhold up to 278 residual assignments for clerks who will be impacted by Manual Incoming Decentralization, APPS, Labor Scheduler, AFSM 100 auto induction and ATHS.

Bay-Valley is authorized to withhold in the clerk craft in the impacted installation only for all impacts other than the incoming manual secondary and APPS in the Oakland installation. Bay Valley is authorized to withhold in the clerk craft in both the Oakland installation and in other non impacted post offices and plants within a 50 mile radius of the Oakland plant for the incoming manual secondary decentralization and the APPS.

This withholding authority, unless extended and/or updated, will expire on March 2006 and replaces all previous withholding authority. At this time, the Bay-Valley Performance Cluster has a total of 195 withheld clerk assignments. These assignments will continue to be withheld based on the impacts detailed above. We will continue to provide you with a list of withheld assignments every month.

If and when it becomes necessary to excess from the craft or installation, you will receive a separate package detailing the operational impact identifying the number and names of the junior employees to be excessed and addressing specific PTF work hour reductions and casual and TE separations.

Attached are copies of the impact statements that are currently being utilized nationally by the Postal Service. There is an impact statement for each identified impact for each impact installation.

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

A handwritten signature in black ink, appearing to read "Gary L. Connely".

Gary L. Connely
Manager, Labor Relations

Attachments

cc: G. Sanchez
K. Wolny
K. Lucas
R. Ordonez
District Manager, Bay Valley
Manager Human Resources, Bay Valley
L. Shumate

AUTOMATION/OPERATIONAL IMPACTS AND ESTIMATED SAVINGS CAPTURE - UPDATED 7/30/05

PERFORMANCE CLUSTER	SITE	EQUIPMENT/EVENT	LDC	ESTIMATED DEPLOYMENT /ACCEPTANCE DATE	WORKHOUR SAVINGS	FTE IMPACT	NUMBER AUTHORIZED TO WITHHOLD
BAY VALLEY	OAKLAND	Manual Incoming Secondary Decentralization	14	1-Jan-06	107,580	78	60
		Labor Scheduler	14	1-Nov-05	218,960	119	80
		APPS	11	Mar-06	139,840	76	76
		ATHS	11	Mar-06	18,400	10	0
		AFCS-OCR	11	Jan-06	9,200	5	0
	SAN JOSE	Manual Incoming Secondary Decentralization	14	1-Jan-06	46,000	25	25
		AFSM Auto Induction	11	1-Mar-06	34,960	19	19
		ATHS	11	1-Mar-06	14,720	6	0
	SALINAS	Manual Incoming Secondary Decentralization	14	1-Jan-06	27,600	18	18
PC TOTAL IMPACT						356	278

OAKLAND