PACIFIC AREA OFFICE
HUMAN RESOURCES

UNITED STATES
POSTAL SERVICE

RECEIVED
APWU
AUG 27 2007
WESTERN REGION
COORDINATOR

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

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

Omar M. Gonzalez, Coordinato

cc: Communications Dept

August 23, 2007

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

Dear Omar:

This refers to the letter dated April 16, 2007 advising you of the intent of the Los Angeles Performance Cluster to utilize the provisions of Article 12 of the National Agreement to involuntarily reassign 30 full-time clerks from two post offices in the Los Angeles Performance Cluster and 64 full-time clerks from the stations to the LA plant in the Los Angeles bid installation. Based upon a review of the workload, earned work hours, attrition and current staffing at these sites, the Los Angeles District leadership has requested modifications to their impact statement. The modifications are set forth below:

Office	Original Impact	Revised Impact	Difference
Inglewood	15	10	-5
Santa Monica	15	15	No Change
Totals	30	25	-5
LA Stations			
Barrington	9	3	-6
Greenmead	8	6	-2
Crenshaw	5	3	-2
Alameda	7	5	-2
Wagner	5	2	-3
Bicentennial	8	1	-7
Eagle Rock	3	2	-1
Palms	4	0	-4
West LA	5	5	0*
Westchester	6	6	0*
Nat King Cole	4	4	0*
Totals	64	37	-27

(* Review not completed at this time)

Attached are copies of the relevant impact statements. If you have any questions, you may contact Linda Shumate at (626) 855-6446.

Manuel Botello

Manuel Botello
Manager, Human Resources

Attachments

cc: Area Manager, Operations Support
Area Manager, Finance

11255 RANCHO CARMEL DR. RM 227
SAN DIEGO, CA 92197-4400
PHONE: 858-674-3180
FAX: 858-674-3181

Impacted Installation: Inglewood Bid Installation

Installation Address: Inglewood, CA

Area Name: Pacific

Impact Type: Work Load Reduction – Earned Work Hours/Staffing

Date of Impact: November 15, 2007

Period (Dates) of Review Performed 8/19/2006 Thru 8/17/2007

Report Prepared By: Linda Shumate

Report Prepared Date: Updated August 22, 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	1,839	2,159	320	1,280	16,640	10	1,634

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	72	3.9%	± 0	± 0	±	72	3.3%

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	
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	1
b. Current Total Non-OverTime Clerk PTFs Hours per Month	140
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	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	54
b. Planned Number of Clerk FTR Positions after Impact	44
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	-10
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative reassessment of the work load, earned work hours, overtime and current staffing has resulted in a reduction of the number of full-time clerks to be excessed from the installation from 15 to 10 full-time clerks. By copy of this impact statement, the Pacific Area will begin withholding full-time residual vacancies in the clerk craft in the impacted installation and, if necessary, in the clerk and mail handler crafts within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1,280
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	5,788
f. Total FTE Savings	-10

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

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	See below

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

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