

Oakland Local



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JUL 09 2007
WESTERN REGION
COORDINATOR

July 5, 2007

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

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 writ-
ing
 Comments

Omar M. Gonzalez, Coordinator

*cc: Communications Dept.
NBA*

Dear Omar:

This is to advise you of the intent of the Oakland Performance Cluster to excess a total of 43 full-time clerks from the Oakland ISF based on the decision of the USPS to discontinue accepting mail at the discounted "Surface" rate for export mail to foreign destinations. This has caused a 50% reduction in mail volume at the Oakland ISF. There is no plan to excess from installation or craft at this time. All excessing will be from sections only with targeted placement at the Oakland P&DC.

By copy of this letter, the Pacific Area will be withholding up to 43 full-time residual clerk assignments in the Oakland bid installation for placement of the impacted clerks.

A copy of the automated impact statement supporting the withholding along with a detailed analysis of the loss of workload can be found as attachments to this letter. If you have any questions or wish additional information, 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

Impacted Installation: Oakland Bid Installation

Installation Address: Oakland, CA

Area Name: Pacific

Impact Type: Work Load Reduction

Date of Impact: 8/31/2007

Period (Dates) of Review Performed 6/24/2006 Thru 6/22/2007

Report Prepared By: Linda Shumate

Report Prepared Date: 6/25/2007

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	45,377	46,817	1,440	5,760	74,880	45	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	4,332	9.5%	± 0	± 0	±	4,332	9.3%

WorkHour Impact Report

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Casuals

a. Current Number of Clerk Casuals on Rolls	104
b. Current Total Non-OverTime Clerk Casuals Hours per Month	14976
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	5760
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	40
f. Number of Clerk Casuals Remaining After Impact	144
g. Provide Narrative Justifying need for Remaining Clerk Casuals: There is no intent to excess from the craft or installation. All remaining casuals will be utilized to provide flexibility. Oakland is a 2300 man year office.	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	32
b. Current Total Non-OverTime Clerk PTFs Hours per Month	4736
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 | 1141 |
| b. Planned Number of Clerk FTR Positions after Impact | 1141 |
| 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: A reduction of 50% of the volume at the Oakland ISF has occurred based on the decision of the USPS to discontinue accepting all mail at the discounted "Surface" rate for export mail to foreign destinations. This decision comports with the current rate case structure. As a result it will be necessary to abolish and excess a total of 43 full-time clerks from the Oakland ISF. These clerks will need to be placed in withheld/residual assignments in the plant and/or stations of the Oakland bid installation. By copy of this notice, the Pacific Area is authorizing the withholding of up to 43 full-time residual assignments in the clerk craft in the Oakland bid installation for placement of the impacted clerks from the ISF. There is no intent to excess from the craft or installation

WorkHour Impact Report

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Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	0
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	5,760
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	169,940
f. Total FTE Savings	45