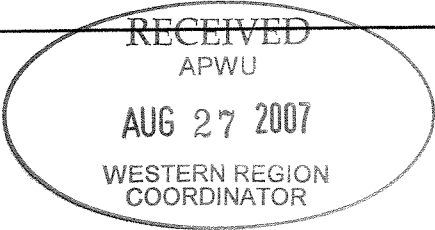


PACIFIC AREA OFFICE
HUMAN RESOURCES



August 24, 2007

Omar Gonzalez
APWU Western Regional Coordinator
500 Airport Blvd., 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 writing
- Comments

Omar M. Gonzalez, Coordinator

cc: Sally Davidson

Dear Omar

This is to advise you of the intent of the Sacramento Performance Cluster to utilize the provisions of Article 12.5.C.5 to involuntarily reassign one full-time electronic technician from the Citrus Heights Post Office and one full-time electronic technician from the Vacaville Post Office. This action is based on the removal of the CSBCS equipment from selected post offices serviced by these employees. The final placement date will be February 8, 2008.

Copies of the Automated Impact Statements are attached along with the machine removal schedule. The impacted employees will be notified by separate letter and provided with their retreat rights should the equipment and positions ever be restored. By copy of this letter and the attached impact statements, the Pacific Area will begin withholding up to two full-time Electronic Technician positions in other offices and/or plants within 100 miles.

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: Citrus Heights Bid Installation

Installation Address: Citrus Heights Bid Installation

Area Name: Pacific

Impact Type: Removal of CSBCS Equipment

Date of Impact: February 8, 2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: August 20, 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	143	106	-37	-148	-1,924	-1	1,716

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	13	9.1%	± -4	± 0	±	9	8.2%

WorkHour Impact Report

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Casuals

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)

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	4
b. Planned Number of Maintenance FTR Positions after Impact	3
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	1
e. Describe Withholding Area Within Miles Around your Installation	100
f. Provide Narrative Explaining need for Excessing: The CSBCS machine was removed and the mail that was formerly worked on the CSBCS is now being processed on automation at the plants. As a result, an ET is no longer justified or needed at the Citrus Heights Post Office. By copy of this notice, the Pacific Area will withhold one full-time Electronic Technician position at the Citrus Heights Post Office.	

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-132
b. Planned Reduction in Total OT Hours per Month	-16
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	388
f. Total FTE Savings	-1

LAST	FIRST	MIDDLE	JOB TITLE	EMP LEVEL	PAY LEVEL	D/A	FUNC	LDC	OCC CODE	SEN DATE	VET PREF	EMP P/L	GRP
RUSTIC	MICHAEL	A	ELECTRONIC TECHNICIAN	11	11	168	3B	36	8560006	3/20/2002	Y	4	1

Impacted Installation: Vacaville Bid Installation

Installation Address: Vacaville CA

Area Name: Pacific

Impact Type: CSBCS Removal – Work Load Reduction

Date of Impact: February 8, 2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: August 20, 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 1,716
Total	83	50	-33	-132	-1,716	-1	

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	0	0.0%	± 0	± 0	±	0	0.0%

WorkHour Impact Report

Casuals

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

Page 3 of 4

Part Time Regular (PTRs)

a. Current Number of Maintenance PTRs on Rolls	1
b. Planned Number of Maintenance PTR Positions after Impact	1
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	2
b. Planned Number of Maintenance FTR Positions after Impact	1
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	1
e. Describe Withholding Area Within Miles Around your Installation	0

f. Provide Narrative Explaining need for Excessing: The CSBCS machine was removed and the work transferred to the plants. As a result, an Electronic Technician is no longer warranted. By copy of this impact statement, the Pacific Area will withhold one residual Electronic Technician position in a part within 100 miles of the Vacaville Post Office.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-132
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	200
f. Total FTE Savings	-1

