

September 26, 2005

Mr. Omar Gonzalez  
APWU Western Regional Coordinator  
1799 Old Bayshore Ste 240  
Burlingame, CA 94010-1312

Dear Omar:

This is in response to your letter dated September 21, 2005 regarding the San Diego Performance Cluster withholding authorization for the San Bernardino Remote Encoding Center closure. The answers to the issues you raised are set forth below.

Item 1: Attached is a list of the offices within the San Diego Performance at which withholding is being targeted.

Item 2: Initially the Cluster was authorized to withhold up to 31 full-time residual assignments. However, two of the full-time employees left the Postal Service, and we have been able to use existing withheld jobs in the Santa Ana Performance Cluster to place 11 of the 29 remaining full-time clerks. I will be amending the withholding to reduce the 31 residual assignments to a total of up to 18 in post offices in the San Diego Cluster. The revision should be completed by close of business on Friday 9/30/05 and out to you early the following week. As information, two full-time clerks selected residual assignments in the San Diego Cluster. The offices were Moreno Valley and Hisperia.

Item 3: Attached are the addresses of the impacted employees and offices within close proximity that we are targeting to withhold.

Item 4: You are correct, the attachment was inadvertently omitted from the copy of the September 14, 2005 update we sent to you. We apologize for the omission and are enclosing a complete copy with attachment with this transmission.

TO: CAL SANDIEGO JWCAL, TRI-COUNT  
DATE: 9/30/05

If you have any additional questions, you may contact Linda Shumate at

Gary L. Connely  
Manager, Labor Relations

Attachments

- For your information
- Please review & take action
- As Requested
- Reduce issues to writing and submit ASAP! If any.
- Comments: CC NBAS

OMAR M. GONZALEZ, COORDINATOR

## SAN DIEGO DISTRICT

The list of offices we anticipate having residual vacancies in (besides the CFS ones from the Southern part of the SD District are):

92220	Banning
92549	Idyllwild
92589	Temecula
92301	Adelanto
92307	Apple Valley
92311	Barstow/Ft Irwin
92335	Fontana
92345	Hesperia
92371	Phelan
92373	Redlands
92376	Rialto
92382	Running Springs
92392	Victorville
92399	Yucaipa

These offices could generate 20-23 residuals and we are still looking, but any additional should be in the 923 zip.



September 14, 2005

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

Dear Omar:


This is to advise you that we are expanding the area in which the San Diego Performance Cluster can withhold full-time clerk assignments for impacted clerks at the San Bernardino REC to post offices and plants within 125 miles of the Remote Encoding Center and/or 50 miles of their current residences.

The reason for this expansion of the withholding area is to allow the San Diego Cluster to better minimize dislocation and inconvenience by withholding residual assignments that are within close proximity to current residences of the impacted clerks.

This is the only modification to the withholding authorization that was issued on August 12, 2005 (copy attached) and is consistent with the MOU on REC Closures.

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

Sincerely,

  
Gary L. Connelly  
Manager, Labor Relations

Attachments

cc: Gerald S. Sanchez  
Kerry L. Wolny  
K. Lucas  
R. Ordonez  
District Manager, San Diego  
Manager, Human Resources, San Diego  
Senior Plant Manager  
L. Ramsey  
D. Holzhauser  
L. Shumate  
D. Buckley



August 12, 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 San Diego Performance Cluster authorization to withhold up to 146 residual assignments for clerks who will be impacted by APPS, ATHS, Auto Induction and Labor Scheduler and the San Bernardino Remote Encoding Center (REC) closure. San Diego is also authorized to withhold up to 6 residual Electronic Technician assignments in the maintenance craft at the San Bernardino and San Diego plants for impacted Electronic Technicians at the San Bernardino REC.

The San Diego Performance Cluster is authorized to withhold up to 115 residual assignments in the clerk craft in impacted plants and post offices and up to 31 residual assignments in the clerk craft in the San Bernardino installation and post offices within 50 miles of the San Bernardino Remote Encoding Center for impacted clerks at the San Bernardino Remote Encoding Center.


This withholding authority supersedes all previous authorizations to withhold. No further withholding is authorized for the Marina AMP. By copy of this letter, the San Diego Performance Cluster is being advised that once the posting of the withheld and residual assignments at sites which received employees as a result of the Marina AMP is complete and unencumbered employees are placed, any remaining withheld assignments in the clerk and maintenance craft which cannot be supported under this new withholding authorization must be released. The disposition of the released assignments must be discussed with the union at the local level.

This withholding authority, unless extended and/or updated will expire at the end of calendar year 2006. The San Diego Performance Cluster had a total of 85 assignments withheld in the clerk craft all of which were in the two sites that received employees as a result of the Marina AMP. They are in the process of finalizing posting and filling these assignments and placing unencumbered employees at the sites that received full-time clerks as a result of the Marina AMP.

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. These impact forms have been shared with the union at the national level.

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: G. Sanchez  
K. Wolny  
K. Lucas  
R. Ordonez  
District Manager, San Diego  
Manager Human Resources, San Diego  
L. Shumate

**AUTOMATION/OPERATIONAL IMPACTS AND ESTIMATED SAVINGS CAPTURE - UPDATED 7/23/05**

PERFORMANCE CLUSTER	SITE	EQUIPMENT/EVENT	LDC	ESTIMATED DEPLOYMENT /ACCEPTANCE DATE	WORKHOUR SAVINGS	FTE IMPACT	NUMBER AUTHORIZED TO WITHHOLD	
SAN DIEGO	M.L. Sellers	APPS ATHS/Auto Induction	11	1-Feb-06 Jul-06	99,360 14,720	54 8	54 8	
	San Bernardino	Labor Scheduler ATHS/Auto Induction	11	1-Aug-06 Mar-06	73,600 27,600	40 15	38 15	
	San Bernardino REC	REC Closure	11	August 2005 to February 2006	57,040	31	31	
<b>TOTAL IMPACTS FOR PERFORMANCE CLUSTER</b>							<b>148</b>	<b>146</b>

# Mech / Tech Site Impact Report

**Office**  
San Diego Bid Group

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Site Impact Cover Page Mech and Tech

Employee Count and hour data as of date periods 7/10/2004 thru 7/8/2005

### Program Name

Auto Induction System/Automated Tray Handling System

### Brief Description of program

The auto induction system and the automated tray handling systems are modifications to the AFM-100's that will eliminate the need to manually feed mail and handle trays. They will result in a reduction in staffing on the AFM-100's.

# Mech / Tech Site Impact Report

**Office**  
San Diego Bid Group

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Overtime

a. Current overtime rate per Accounting Period *:	6.9
b. Current overtime hours per Accounting Period *:	5315
c. Planned reduction in overtime hours per Accounting Period *:	695
d. Proposed overtime hours after installation:	4620
e. Proposed overtime rate per Accounting Period *:	6.0

## Casuals

a. Current number of Casuals on rolls:	57
b. Average hours worked by Casuals per Accounting Period *:	82
c. Planned reduction in Casual hours per Accounting Period *:	0
d. Number of Casuals impacted by reduced hours:	0
e. Number of Casual positions to be eliminated:	5
f. Number of Casual positions remaining:	52
g. Justify the need for these remaining Casuals:	

There is no planned excessing from the craft or installation and reductions in casuals are being taken due to loss of volume. All remaining casuals will be utilized in accordance with the Das award.

## PTF

a. Current number of PTFs on rolls:	132
b. Average hours worked by PTFs per Accounting Period *:	82
c. Planned reduction in PTF hours per Accounting Period *:	0
d. Number of individual PTFs impacted by reduced hours:	0

# Mech / Tech Site Impact Report

**Office**  
San Diego Bid Group

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

Regular

- |                                                                                                            |     |
|------------------------------------------------------------------------------------------------------------|-----|
| a. How many full-time positions are to be abolished / reverted:                                            | 54  |
| b. Will there be any employee excess:                                                                      | Yes |
| c. Of employees to be excess out of their sections, remaining within their installation, how many will be: |     |
| Excess from manual operations:                                                                             | 0   |
| Excess into manual operations:                                                                             | 10  |
| Excess into machine operations:                                                                            | 40  |
| d. Will excess out of installation be required:                                                            | No  |
| e. How many positions out of installation (Employees):                                                     | 0   |
| j. List the anticipated post offices and vacancies to which assignment will be made:                       |     |
| Not applicable.                                                                                            |     |

g. Provide a narrative explaining the need for excessing: Excessing will be limited to sections. There is no anticipated excessing from the craft and installation. The need to excess from sections is due to the reduction in required staffing on the AFSM-100's.

h. Provide a narrative of your current and future plan and any adjustments made as a result of deployment :

# Mech / Tech Site Impact Report

## Office

San Diego Bid Group

## PayLocation

ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Site Impact Cover Page Mech and Tech

Employee Count and hour data as of date periods 7/10/2004 thru 7/8/2005

### Program Name

APPS

### Brief Description of program

The Automated Package Processing System (APPS) replaces the SPBS at the rate of one APPS for every two SPBS machines. It is staffed with Mail Handlers and processes off size parcel and flats.

# Mech / Tech Site Impact Report

**Office**  
San Diego Bid Group

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Overtime

a. Current overtime rate per Accounting Period *:	6.9
b. Current overtime hours per Accounting Period *:	5315
c. Planned reduction in overtime hours per Accounting Period *:	77
d. Proposed overtime hours after installation:	5237
e. Proposed overtime rate per Accounting Period *:	6.8

## Casuals

a. Current number of Casuals on rolls:	57
b. Average hours worked by Casuals per Accounting Period *:	82
c. Planned reduction in Casual hours per Accounting Period *:	6
d. Number of Casuals impacted by reduced hours:	50
e. Number of Casual positions to be eliminated:	7
f. Number of Casual positions remaining:	50
g. Justify the need for these remaining Casuals:	

## PTF

a. Current number of PTFs on rolls:	132
b. Average hours worked by PTFs per Accounting Period *:	82
c. Planned reduction in PTF hours per Accounting Period *:	0
d. Number of individual PTFs impacted by reduced hours:	0

# Mech / Tech Site Impact Report

**Office**  
San Diego Bid Group

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Regular

- |                                                                                                            |     |
|------------------------------------------------------------------------------------------------------------|-----|
| a. How many full-time positions are to be abolished / reverted:                                            | 31  |
| b. Will there be any employee excess:                                                                      | Yes |
| c. Of employees to be excess out of their sections, remaining within their installation, how many will be: |     |
| Excess from manual operations:                                                                             | 11  |
| Excess into manual operations:                                                                             | 0   |
| Excess into machine operations:                                                                            | 20  |
| d. Will excess out of installation be required:                                                            | No  |
| e. How many positions out of installation (Employees):                                                     | 0   |
| j. List the anticipated post offices and vacancies to which assignment will be made:                       |     |
| Not Applicable                                                                                             |     |

g. Provide a narrative explaining the need for excessing: The APPS eliminates the need for SPBS clerks. Bids will be abolished and clerks will be excessed from the section and will need to be placed in other sections.

h. Provide a narrative of your current and future plan and any adjustments made as a result of deployment : Additional impacts may be forthcoming based on the fact that the APPS is capable of processing off size parcels and flats that now need to be done manually.

# Mech / Tech Site Impact Report

**Office**  
San Diego Bid Group

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Site Impact Cover Page Mech and Tech

Employee Count and hour data as of date periods 7/10/2004 thru 7/8/2005

**Program Name**  
APPS

### Brief Description of program

The Automated Package Parcel Sorter replaces the APPS at the rate on one APPS for every two SPBS machines. It is capable of processing off size parcels/bundles and flats and is staffed with mail handlers. It will reduce and/or eliminate the need for SPBS clerks at the bid installation and will necessitate the abolishment of bids. SPBS clerks will be excessed and placed into withheld assignments in the impacted installation.

# Mech / Tech Site Impact Report

**Office**  
San Diego Bid Group

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Overtime

a. Current overtime rate per Accounting Period *:	6.9
b. Current overtime hours per Accounting Period *:	5315
c. Planned reduction in overtime hours per Accounting Period *:	695
d. Proposed overtime hours after installation:	4620
e. Proposed overtime rate per Accounting Period *:	6.0

## Casuals

a. Current number of Casuals on rolls:	57
b. Average hours worked by Casuals per Accounting Period *:	82
c. Planned reduction in Casual hours per Accounting Period *:	0
d. Number of Casuals impacted by reduced hours:	0
e. Number of Casual positions to be eliminated:	5
f. Number of Casual positions remaining:	52
g. Justify the need for these remaining Casuals:	

There will be no excessing from the craft or installation. Casual reductions will be taken with other impacts and the casuals that remain will be utilized in accordance with the Das Award.

## PTF

a. Current number of PTFs on rolls:	132
b. Average hours worked by PTFs per Accounting Period *:	82
c. Planned reduction in PTF hours per Accounting Period *:	0
d. Number of individual PTFs impacted by reduced hours:	0

# Mech / Tech Site Impact Report

	<b>Office</b>	<b>PayLocation</b>
	San Diego Bid Group	ALL
<b>Craft</b>	<b>LDC</b>	<b>Function</b>
Clerk	ALL	ALL

Regular

- |                                                                                                            |     |
|------------------------------------------------------------------------------------------------------------|-----|
| a. How many full-time positions are to be abolished / reverted:                                            | 54  |
| b. Will there be any employee excess:                                                                      | Yes |
| c. Of employees to be excess out of their sections, remaining within their installation, how many will be: | —   |
| Excess from manual operations:                                                                             | 0   |
| Excess into manual operations:                                                                             | 10  |
| Excess into machine operations:                                                                            | 40  |
| d. Will excess out of installation be required:                                                            | No  |
| e. How many positions out of installation (Employees):                                                     | 0   |
| j. List the anticipated post offices and vacancies to which assignment will be made:                       |     |
| Not applicable. There is no anticipated excessing from the craft or installation.                          |     |

g. Provide a narrative explaining the need for excessing: As noted above, the APPS replaces the SPBS and will result in a need for fewer SPBS clerks. Bids will need to be abolished and impacted clerks will need to be excessed from the affected sections and placed into withheld assignments in other sections.

h. Provide a narrative of your current and future plan and any adjustments made as a result of deployment : The initial impact is to the SPBS clerks. There may be an additional impact to the manual parcel/flats distribution operations.

# Mech / Tech Site Impact Report

## Office

San Bernardino Bid Group

## PayLocation

ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Site Impact Cover Page Mech and Tech

Employee Count and hour data as of date periods 7/10/2004 thru 7/8/2005

**Program Name**  
LABOR SCHEDULER

### Brief Description of program

Labor Scheduler is a staffing and scheduling program that is designed to staff the plant at the optimal level needed to meet the operating plan. It reconfigures staffing and bid alignment and results in a need to abolish and excess employees from sections as well as results in total staffing.

# Mech / Tech Site Impact Report

**Office**  
San Bernardino Bid Group

**PayLocation**

ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**

ALL

## Overtime

a. Current overtime rate per Accounting Period *:	9.2
b. Current overtime hours per Accounting Period *:	4037
c. Planned reduction in overtime hours per Accounting Period *:	44
d. Proposed overtime hours after installation:	3993
e. Proposed overtime rate per Accounting Period *:	9.1

## Casuals

a. Current number of Casuals on rolls:	19
b. Average hours worked by Casuals per Accounting Period *:	81
c. Planned reduction in Casual hours per Accounting Period *:	0
d. Number of Casuals impacted by reduced hours:	0
e. Number of Casual positions to be eliminated:	5
f. Number of Casual positions remaining:	14
g. Justify the need for these remaining Casuals:	

There is no anticipated need to excess from the craft or installation at this time. Casual reductions are being taken as a result of other impacts. Remaining casuals will be utilized in accordance with the Das Award.

## PTF

a. Current number of PTFs on rolls:	81
b. Average hours worked by PTFs per Accounting Period *:	76
c. Planned reduction in PTF hours per Accounting Period *:	0
d. Number of individual PTFs impacted by reduced hours:	0

# Mech / Tech Site Impact Report

**Office**  
San Bernardino Bid Group

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Regular

- a. How many full-time positions are to be abolished / reverted:  
b. Will there be any employee excess:  
c. Of employees to be excess out of their sections, remaining within their installation, how many will be:

40  
Yes

Excess from manual operations:

10

Excess into manual operations:

12

Excess into machine operations:

13

- d. Will excess out of installation be required:

No

- e. How many positions out of installation (Employees):

0

- j. List the anticipated post offices and vacancies to which assignment will be made:

Not applicable. There is no projected excessing from craft or installation at this time.

g. Provide a narrative explaining the need for excessing: As noted above, there is no anticipated excessing from craft or installation. There will be a need to abolish and realign bids and excess from sections to get the workforce into jobs where they are needed.

- h. Provide a narrative of your current and future plan and any adjustments made as a result of deployment :

# Site Impact Report

**Office**  
San Diego bid Cluster

**PayLocation**  
ALL

**Craft**  
Clerk

**LDC**  
ALL

**Function**  
ALL

## Site Impact Cover Page

Employee Count and hour data as of date periods 7/10/2004 thru 7/8/2005

### MANUAL INCOMING SECONDARY DECENTRALIZATION

Current number of Casuals on rolls:	57	Number of Casual positions remaining:	50
Current number of PTFs on rolls:	132	Number of PTF positions remaining:	132
Current number of PTRs on rolls:	17	Number of PTR positions remaining:	17
Current number of Regulars on rolls:	795	Number of Regular positions remaining:	795

Reason for Impact: The Labor Scheduler is a staffing and scheduling model that is designed to set plant staffing at an optimal level. It identifies the right number of bids with the right skills with the right schedules to meet the operating plan. It will result in a realignment of the current bids and will result in a need to excess from sections.

# MANUAL INCOMING SECONDARY DECENTRALIZATION

Employee data as of date periods 7/10/2004 thru 7/8/2005

Hour Savings a Year	Function	LDC	Craft
125120	ALL	ALL	Clerk
Office			PL
ALL			ALL

## Overtime

a. Current Overtime Rate per PP:	6.9%
b. Current Overtime Hours per PP:	5315
c. Planned Reduction in Overtime Hours per PP:	0
or Plan Percent Rate:	-0.2
d. Proposed Overtime Hours after Installation per PP :	5160
e. Proposed Overtime Rate per PP after Installation:	6.7%

## Casual

a. Current number of Casuals on rolls:	57
b. Average hours worked by Casuals per PP:	82
c. Planned reduction in average Casual hours per PP:	0
d. Number of Casuals impacted by reduced hours:	0
e. Number of Casuals positions to be eliminated:	7
f. Number of Casuals remaining:	50

## PTF

a. Current number of PTFs on rolls:	132
b. Average hours worked by PTF's per PP:	82
c. Planned reduction in average PTFs hours per PP:	0
d. Number of PTFs impacted by reduced hours:	0
e. Number of PTFs remaining:	132

## PTR

a. Current number of PTRs on rolls:	17
b. Number of PTRs remaining:	17

Employee data as of date periods 7/10/2004 thru 7/8/2005

Hour Savings a Year	Function	LDC	Craft
125120	ALL	ALL	Clerk
Office			PL
ALL			ALL

**TE**

a. Current number of TEs on rolls:	62
b. Average hours worked by TE's per PP:	74
c. Planned reduction in average TEs hours per PP:	0
d. Number of TEs impacted by reduced hours:	0
e. Number of TEs remaining:	0

**Regular Current OnRolls 795 Average PP WrkHrs 67**

a. How many full-time positions to be abolished and or reverted:	68
b. Will there be any employee excessing (Yes/No):	No
c. Of employees to be excessed out of their sections, but remaining within their installation, how many will be:	
- Excessed from manual operations:	0
- Excessed into manual operations:	0
- Excessed into machine operations:	0
- Estimated number through Attrition:	0
d. Will excessing out of installation be required (Yes/No):	No
e. How many employees excessed out of installation or craft:	0