

LABOR RELATIONS
PACIFIC AREA OFFICE



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JUL 03 2006

WESTERN REGION
COORDINATOR

June 28, 2006

Mr. Omar Gonzalez
Western Regional Coordinator
American Postal Workers Union, ALF-CIO
500 Airport Blvd., Suite 450
Burlingame, CA 94010

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

*Calif Area
Tri-County
San Diego*

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

Omar M. Gonzalez, Coordinator

Dear Omar:

This is to advise you that the impacts for which withholding was authorized at the San Diego bid installation (M.L. Sellers/San Diego AMF/Midway/Stations) have been realized and that by copy of this letter, the San Diego Performance Cluster is being advised to release any residuals that have been withheld in the bid installation.

The San Diego Performance Cluster is being authorized to withhold up to 84 full-time residual assignments in the clerk craft in the San Bernardino bid installation based on impacts that have not been realized from the Auto Induction modification to the AFSM-100 and the APPS. Attached you will find copies of the Automated Impact Statements for these impacts and a recap sheet showing the total current authorized withholding.

At this time, there is no intent to excess from the craft or installation.

San Bernardino bid installation currently has 14 withheld residual assignments. We will continue to provide you with cumulative lists of the withheld assignments.

If you have any questions, 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, San Diego
- HR Manager, San Diego
- L. Shumate

RECAP OF CURRENT WITHHOLDING AUTHORIZATION

PERFORMANCE CLUSTER	SITE	EQUIPMENT/EVENT	LDC	ESTIMATED DEPLOYMENT/ACCEPTANCE DATE	FTE IMPACT	NUMBER AUTHORIZED TO WITHHOLD
SAN DIEGO	San Bernardino P&DC	APPS	11 & 12	5/1/2007	56	56
		AUTO INDUCT	11	8/17/2006	37	37
				Sub Total		93
				Less deduction for voluntary placement		-9
				Final authorized number		84

F-200

T-317 P.002

626-585-0091

From-APWU Southern Calif

Jul-11-2006 11:17am

Impacted Installation SAN BERNARDINO BID INSTALLATION

Installation Address San Bernardino Bid Group

Area Name Pacific

Impact Type APPS

Anticipate Date of Impact 05/01/2007

Period (Dates) of Review Performed 1/22/2005 Thru 1/20/2006

Report Prepared By Linda Shumate

Report Prepared Date 02/01/2006

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
SAN BERNARDINO	1,648	1,648	0	0	0	0	1612
SAN BERNARDINO P&DC	20,412	20,763	351	1,404	18,252	11	1664
SBC-DEL ROSA STA	310	310	0	0	0	0	1664
SBC-NORTHPARK STA	310	310	0	0	0	0	1664
SBC-UPTOWN STA	252	252	0	0	0	0	1716
SBC-WESTSIDE STA	157	157	0	0	0	0	1612
Total	23,089	23,440	351	1,404	18,252	11	1,655

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 BERNARDINO	93	5.6%	± 0	± 0	± 0.0	93	5.6%
SAN BERNARDINO P&DC	2,023	9.9%	27	0	0.0	2,050	9.9%
SBC-DEL ROSA STA	34	11.0%	0	0	0.0	34	11.0%
SBC-NORTHPARK STA	31	10.0%	0	0	0.0	31	10.0%
SBC-UPTOWN STA	26	10.3%	0	0	0.0	26	10.3%
SBC-WESTSIDE STA	12	7.6%	0	0	0.0	12	7.6%
Total	2,219	9.8%	27	0		2,246	9.6%

WorkHour Impact Report

Casuals

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a. Current Number of Clerk Casuals on Rolls	41
b. Current Total Non-OverTime Clerk Casuals Hours per Month	144
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	9
f. Number of Clerk Casuals Remaining After Impact	50

g. Provide Narrative Justifying need for Remaining Clerk Casuals: There is no anticipated need to excess from the craft or installation. Any casuals hired based on withheld assignments will be released or supported by another Das trigger as career employees are placed.

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	79
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	5
b. Planned Number of Clerk PTR Positions after Impact	5
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	518
b. Planned Number of Clerk FTR Positions after Impact	518
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: There is no plan at this time to excess from the craft or installation. However, it will be necessary to realign bids and excess from the impacted sections once the SPBS machines are removed. A total of 56 clerks will be impacted. The APPS will process bundles and flats in an automated mode. The APPS will replace the SPBS machines at a rate of one APPS for every two SPBS machines. Due to its ability to process off size flats and bundles and its improved read and processing capability, it is expected to pick up some of the packages and bundles that now have to be processed manually. The Pacific Area is giving the San Diego Cluster authority to withhold up to 56 full-time residual assignment at the San Bernardino 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	0
b. Planned Reduction in Total OT Hours per Month	-7,024
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	85,208
f. Total FTE Savings	-41

Impacted Installation SAN BERNARDINO BID INSTALLATION

Installation Address San Bernardino Bid Group

Area Name Pacific

Impact Type Auto Induction System

Anticipate Date of Impact 08/17/2006

Period (Dates) of Review Performed 1/22/2005 Thru 1/20/2006

Report Prepared By Linda Shumate

Report Prepared Date 02/01/2006

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
SAN BERNARDINO	1,653	1,653	0	0	0	0	1664
SAN BERNARDINO P&DC	20,417	18,963	-1,454	-5,816	-75,608	-44	1716
SBC-DEL ROSA STA	272	272	0	0	0	0	1664
SBC-NORTHPARK STA	316	316	0	0	0	0	1716
SBC-UPTOWN STA	253	253	0	0	0	0	1716
Total	22,911	21,457	-1,454	-5,816	-75,608	-44	1,695

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 BERNARDINO	92	5.6%	± 0	± 0	± 0.0	92	5.6%
SAN BERNARDINO P&DC	2,033	10.0%	-20	0	0.0	2,013	10.6%
SBC-DEL ROSA STA	30	11.0%	0	0	0.0	30	11.0%
SBC-NORTHPARK STA	30	9.5%	0	0	0.0	30	9.5%
SBC-UPTOWN STA	23	9.1%	0	0	0.0	23	9.1%
Total	2,208	9.6%	-20	0		2,188	10.2%

WorkHour Impact Report

Casuals

a. Current Number of Clerk Casuals on Rolls	58
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	0
f. Number of Clerk Casuals Remaining After Impact	58
g. Provide Narrative Justifying need for Remaining Clerk Casuals: The on rolls casual number shown above includes some seasonal casuals. This number should reduce in January 2006 due to normal volume fluctuations. The reduction is not tied to this impact. All remaining casuals will be supported by Das triggers. 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	80
b. Current Total Non-OverTime Clerk PTFs Hours per Month	144
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 5
- b. Planned Number of Clerk PTR Positions after Impact 5
- 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 520
- b. Planned Number of Clerk FTR Positions after Impact 520
- 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: There is no plan to excess from the craft or installation at this time. There will be a need to abolish bids and excess from impacted sections based on the fact that the Auto Induction System will eliminate the need to manually feed the equipment. The San Diego Cluster is being given authorization to withhold up to 37 full-time equivalent positions based on this impact.

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	-4,964
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	82,092
f. Total FTE Savings	-43

LABOR RELATIONS
PACIFIC AREA OFFICE



February 2, 2006

Mr. Omar Gonzalez
Western Regional Coordinator
American Postal Workers Union, ALF-CIO
500 Airport Blvd., Suite 450
Burlingame, CA 94010

Dear Omar:

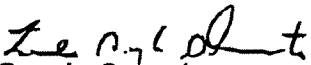
This is to advise you that we have revised the withholding authorization for the San Diego Performance Cluster from 116 residual assignments to 156 residual assignments based upon the APPS, the AHS and the Auto Induction Systems. Specifically, the San Diego Cluster is authorized to withhold up to 70 fulltime residual assignments in the clerk craft in the San Diego installation and 86 fulltime residual assignments in the clerk craft in the San Bernardino installation.

This withholding authority unless extended and/or updated will expire at the end of Calendar Year 2007 and supercedes all previous authorization. As of November, 2005, the San Diego Performance Cluster had a total of 77 assignments withheld in the clerk craft.

At this time, there is no plan to excess from the craft or installation. We will continue to provide you with cumulative lists of the withheld assignments.

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
R. Fisher
K. Lucas
J. Brouillard
District Manager, San Diego
HR Manager, San Diego
L. Shumate

AUTROMATION/NON AUTOMATION IMPACTS AND SAVINGS CAPTURE RECAP

CLUSTER	SITE	EQUIPMENT/EVENT	LDC	ESTIMATED DEPLOY/ACCEPT/VENT DATE	FTE IMPACT	AUTHORIZATION TO WITHHOLD
SAN DIEGO	M.L. Sellers P&DC	APPS	11 & 12	6/1/2006	34	34
		Automated Tray Handling	11	6/1/2006	15	15
		AFSM-100	11	9/1/2006	35	35
		Sub Total			84	
		Adjustment for Voluntary Placement				-14
Total San Diego Bid Group						70
SAN BERNARDINO	San Bernardino P&DC	Automated Tray Handling System	11	5/3/2006	8	8
		AFSM-100 Auto Induction	11	8/17/2006	37	37
		APPS	11 & 12	5/1/2007	38	56
		Sub Total			83	
		Adjustment for Voluntary Placement				-15
Total San Bernardino Bid Group						86
Total for San Diego Cluster						156

Jul-11-2006 11:18am From-APWU Southern Calif 626-585-0081 T-317 P.014/014 F-200