



RECEIVED
APWU
JUL 16 2007
WESTERN REGION
COORDINATOR

To: Pacific Area Local(s)
So Cal.

July 12, 2007

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

- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration

Please review, take action and reduce issues to writing

Comments *There is a meeting scheduled 7/25/07 at City of Industry P&DC 10 AM*
Omar M. Gonzalez, Coordinator 2nd fl
cc NBAS

Impacts statements in Mail

Dear Omar:

This is to advise you of the intent of the Santa Ana Performance Cluster to involuntarily reassign in accordance with Article 12.5.C.5 of the National Agreement, 147 full-time regular clerks from selected post offices in the Cluster. The basis for this action is work load reduction. Specifically, the earned hours no longer supports the current level of staffing in these offices. A list of the impacted offices with the number of full-time clerks to be reassigned can be found below.


Office	Number of Impacted FT Clerks
Artesia	5
Bellflower	5
Buena Park	3
Chino Hills	3
Corona	11
Cypress	4
El Toro	2
Garden Grove	2
Glendora	3
La Verne	4
Lakewood	4
Pomona	3
Rosemead	3
San Clemente	3
San Dimas	3
Santa Fe Springs	4
Seal Beach	3

*So Cal locals
NBAS
Please note:
An Article 12 Meeting with
the Area is scheduled for
July 23, 2007 City of Industry
P&DC 10 AM 2nd fl
If you have agenda items
please forward to my office
as soon as you can.
Thanks!
J. [Signature]*

Torrance	3
Upland	3
Whittier	6
Wilmington	3
Brea	4
Costa Mesa	12
Fullerton	9
Huntington Beach	3
Irvine	6
Laguna Beach	8
Newport Beach	12
San Juan Capistrano	10
Temple City	3
TOTAL	147

The final placement date will be January 11, 2008. The impacted clerks will be advised by separate letter of their involuntary reassignments and their right at the time of reassignment to file a written request to be returned to the first vacancy in the craft and installation from which reassigned or to change to a PTR or PTF, as appropriate, in lieu of being reassigned to the gaining installation.

Copies of the Automated Impact Statements, seniority lists and CSV reports are enclosed. If you have any questions or wish to meet on this package, you may contact Linda Shumate at (626) 855-6446.



Manuel Botello
 Manager, Human Resources

Attachments

cc: Area Manager, Operations Support
 Area Manager, Finance

Impacted Installation: Artesia Bid Installation

Installation Address: Artesia, CA

Area Name Pacific

Impact Type Work Load Reduction - Earned Work Hours/Staffing

Date of Impact 01/08/2008

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

Report Prepared By Linda Shumate

Report Prepared Date 06/26/2007

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	1,135	943	-192	-768	-9,984	-6	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	105	9.3%	± 0	± 0	±	105	11.1%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	3
b. Current Total Non-OverTime Clerk PTFs Hours per Month	432
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)

Page 3 of 4

a. Current Number of Clerk PTRs on Rolls	1
b. Planned Number of Clerk PTR Positions after Impact	1
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	25
b. Planned Number of Clerk FTR Positions after Impact	19
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	5
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and assessment of the work load at the Artesia Post Office reveals that the earned work hours no longer support the current level of staffing. Therefore, it will be necessary to involuntarily reassign 6 full-time clerks from the craft and/or installation. At this time, we anticipate that at least one clerk will attrit during the notice period. Accordingly, the Pacific Area will withhold up to five full-time residual assignments in the clerk and mail handler craft in the impacted office and if needed, in offices within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-768
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	3,352
f. Total FTE Savings	-6

Impacted Installation: Bellflower Bid Installation

Installation Address Bellflower

Area Name: Pacific

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

Date of Impact: 01/11/2008

Period (Dates) of Review Performed 7/8/2006 Thru 7/6/2007

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	644	458	-186	-744	-9,672	-6	1,612

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	88	13.7%	± 0	± 0	±	88	19.2%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	4
b. Current Total Non-OverTime Clerk PTFs Hours per Month	512
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)

Page 3 of 4

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	15
b. Planned Number of Clerk FTR Positions after Impact	9
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	5
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload and staffing reveals that the earned work hours no longer support the current level of staffing. As a result, it will be necessary to involuntarily reassign 6 full-time clerks from the installation. At this time, we anticipate that at least one full-time clerk will attrit prior to the final placement date. Therefore, by copy of this impact statement, the Pacific Area will withhold up to 5 full-time residual clerk assignments in the Bellflower office and, if necessary, in offices within 100 miles.

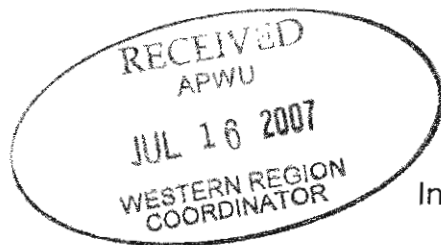
WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-744
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	1,480
f. Total FTE Savings	-6

Impacted Installation: Buena Park Bid Installation



Installation Address: Buena Park, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	834	1,065	231	924	12,012	7	1,612

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	131	15.7%	± 0	± 0	±	131	12.3%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	9
b. Current Total Non-OverTime Clerk PTFs Hours per Month	1368
c. Planned Reduction in Total Non-OverTime Clerk PTFs Hours per Month	1296
d. Number of Clerk PTFs that will have Reduced Hours	9
e. Number of Complement Change in Clerk PTFs	0

WorkHour Impact Report

Part Time Regular (PTRs)

Page 3 of 4

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	13
b. Planned Number of Clerk FTR Positions after Impact	10
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing An administrative review of the workload and staffing at the Buena Park bid installation revealed that the earned work hours no longer supports the current level of staffing. Specifically, the office will need to involuntarily reassign 3 full-time regular clerks and separate two casuals. By copy of this notice, the Pacific Area will withhold up to 3 full-time residual assignments in the clerk or mail handler craft in the impacted office or in offices within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-372
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	1,296
e. Total Planned Non-OT Hours per Month	3,736
f. Total FTE Savings	7

Impacted Installation: Chino Hills Bid Installation

Installation Address: Chino Hills, CA

Area Name: Pacific

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

Date of Impact : January 11, 2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By: Linda Shumate

Report Prepared Date: June 22, 2008

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	671	578	-93	-372	-4,836	-3	1,612

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	68	10.1%	± 0	± 0	±	68	11.8%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	9
b. Current Total Non-OverTime Clerk PTFs Hours per Month	1188
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)

Page 3 of 4

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	9
b. Planned Number of Clerk FTR Positions after Impact	6
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the work load requirements and current staffing denotes that the earned work hours no longer supports the current on rolls staffing. Specifically, it will be necessary to involuntarily reassign up to 3 full-time clerks from the bid installation. By copy of this impact statement, the Pacific Area will be initiating withholding of full-time residual assignments in the clerk craft in the Chino Hills Office and, as needed in the clerk craft in other offices within 100 miles/

WorkHour Impact Report

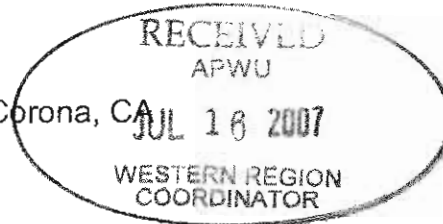
Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-372
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	2,040
f. Total FTE Savings	-3

Impacted Installation: Corona Bid Installation



Installation Address: Corona, CA



Area Name Pacific

Impact Type Work Load Reduction - Earned Work Hours/Staffing

Date of Impact 01/05/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By Linda Shumate

Report Prepared Date 06/26/2007

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	2,017	1,645	-372	-1,488	-19,344	-12	1,612

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	236	11.7%	± 0	± 0	±	236	14.3%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	22
b. Current Total Non-OverTime Clerk PTFs Hours per Month	3168
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)

Page 3 of 4

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 Exceeded 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	30
b. Planned Number of Clerk FTR Positions after Impact	18
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Exceeded from Craft or Installation	YES
If Yes how Many Clerk FTRs	11
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 12 full-time clerks from the installation. At this time, we project at least one full-time employee will attrit. Therefore by copy of this impact statement, we are initiating the withholding of up to 11 full-time residual clerk assignments in the Corona Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

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Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1,488
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	5,636
f. Total FTE Savings	-12



Impacted Installation: Cypress Bid Installation

Installation Address: Cypress, CA

Area Name: Pacific

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

Date of Impact : 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	771	567	-204	-816	-10,608	-6	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	59	7.7%	± 0	± 0	±	59	10.4%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	2
b. Current Total Non-OverTime Clerk Casuals Hours per Month	304
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-304
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-2
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	6
b. Current Total Non-OverTime Clerk PTFs Hours per Month	840
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)

Page 3 of 4

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	14
b. Planned Number of Clerk FTR Positions after Impact	10
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	4
e. Describe Withholding Area Within Miles Around your Installation	100

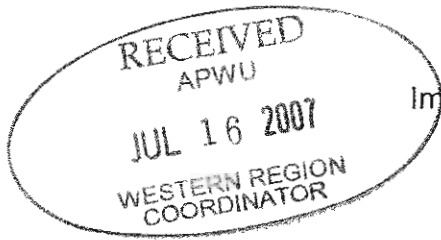
f. Provide Narrative Explaining need for Excessing: An administrative review of the workload and staffing at the Cypress bid installation revealed that the earned work hours no longer supports the current level of staffing. Specifically, the office will need to involuntarily reassign 4 full-time regular clerks and separate two casuals. By copy of this notice, the Pacific Area will withhold up to 4 full-time residual assignments in the clerk or mail handler craft in the impacted office or in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-512
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-304
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	2,032
f. Total FTE Savings	-6



Impacted Installation: El Toro Bid Installation

Installation Address: El Toro, CA

Area Name: Pacific

Impact Type: Workload Reduction – Earned Work Hours/Staffing

Date of Impact: 01/08/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	733	606	-127	-508	-6,604	-4	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	73	10.0%	± 0	± 0	±	73	12.0%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	112
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-112
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	5
b. Current Total Non-OverTime Clerk PTFs Hours per Month	660
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)

Page 3 of 4

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	14
b. Planned Number of Clerk FTR Positions after Impact	11
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	2
e. Describe Withholding Area Within Miles Around your Installation	100

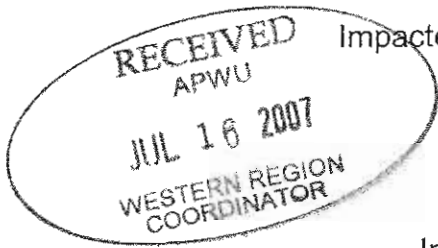
f. Provide Narrative Explaining need for Excessing: An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 3 full-time clerks from the installation. At this time, we project at least one full-time employee will attrit. Therefore by copy of this impact statement, we are initiating the withholding of up to 2 full-time residual clerk assignments in the El Toro Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-396
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-112
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	2,132
f. Total FTE Savings	-4



Impacted Installation: Garden Grove Bid Installation

Installation Address: Garden Grove, CA

Area Name: Pacific

Impact Type: Workload Reduction – Earned Work Hours/Staffing

Date of Impact: 01/08/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	1,296	1,165	-131	-524	-6,812	-5	1,638

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	186	14.4%	± 0	± 0	±	186	16.0%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	2
b. Current Total Non-OverTime Clerk Casuals Hours per Month	304
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-304
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-2
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	6
b. Current Total Non-OverTime Clerk PTFs Hours per Month	828
c. Planned Reduction in Total Non-OverTime Clerk PTFs Hours per Month	140
d. Number of Clerk PTFs that will have Reduced Hours	1
e. Number of Complement Change in Clerk PTFs	0

WorkHour Impact Report

Part Time Regular (PTRs)

Page 3 of 4

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	27
b. Planned Number of Clerk FTR Positions after Impact	24
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	2
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 2 full-time clerks from the installation. By copy of this impact statement, we are initiating the withholding of up to 2 full-time residual clerk assignments in the Garden Grove Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-360
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-304
d. Planned Reduction in PTF Non-OT Hours per Month	140
e. Total Planned Non-OT Hours per Month	3,916
f. Total FTE Savings	-5



Impacted Installation: Glendora Bid Installation

Installation Address: Glendora, CA

Area Name: Pacific

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

Date of Impact: 01/08/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2008

Phone: (626) 8556446

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	695	543	-152	-608	-7,904	-5	1,508

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	56	8.1%	± 0	± 0	±	56	10.3%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	144
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-144
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	6
b. Current Total Non-OverTime Clerk PTFs Hours per Month	816
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)

Page 3 of 4

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	14
b. Planned Number of Clerk FTR Positions after Impact	10
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 4 full-time clerks from the installation. At this time, we project at least one full-time employee will attrit. Therefore by copy of this impact statement, we are initiating the withholding of up to 3 full-time residual clerk assignments in the Glendora Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-464
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-144
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1,948
f. Total FTE Savings	-5

Impacted Installation: La Verne Bid Installation



Installation Address: La Verne Post Office

Area Name: Pacific

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

Date of Impact: 1/08/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	772	539	-233	-932	-12,116	-8	1,612

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	114	14.8%	± 0	± 0	±	114	21.2%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	2
b. Current Total Non-OverTime Clerk Casuals Hours per Month	312
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-312
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-2
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	5
b. Current Total Non-OverTime Clerk PTFs Hours per Month	680
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)

Page 3 of 4

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	18
b. Planned Number of Clerk FTR Positions after Impact	13
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	4
e. Describe Withholding Area Within Miles Around your Installation	0

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 5 full-time clerks from the installation. At this time, we project at least one full-time employee will attrit. Therefore by copy of this impact statement, we are initiating the withholding of up to 4 full-time residual clerk assignments in the La Verne Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-620
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-312
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1,700
f. Total FTE Savings	-8

Impacted Installation: Lakewood Bid Installation



Installation Address: Lakewood, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	880	756	-124	-496	-6,448	-4	1,612

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	87	9.9%	± 0	± 0	±	87	11.5%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	4
b. Current Total Non-OverTime Clerk PTFs Hours per Month	576
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)

Page 3 of 4

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	21
b. Planned Number of Clerk FTR Positions after Impact	17
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	4
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload and staffing at the Lakewood Park bid installation revealed that the earned work hours no longer supports the current level of staffing. Specifically, the office will need to involuntarily reassign 3 full-time regular clerks and separate two casuals. By copy of this notice, the Pacific Area will withhold up to 4 full-time residual assignments in the clerk or mail handler craft in the impacted office or in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-496
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	2,676
f. Total FTE Savings	-4



Impacted Installation: Pomona Bid Installation

Installation Address: Pomona, CA

Area Name: Pacific

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

Date of Impact: 01/08/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By Linda Shumate

Report Prepared Date: 06/26/2007

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	1,479	1,318	-161	-644	-8,372	-5	1,638

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	199	13.5%	± 0	± 0	±	199	15.1%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	148
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-148
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	2
b. Current Total Non-OverTime Clerk PTFs Hours per Month	296
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)

Page 3 of 4

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	39
b. Planned Number of Clerk FTR Positions after Impact	35
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 4 full-time clerks from the installation. At this time, we project at least one full-time employee will attrit. Therefore by copy of this impact statement, we are initiating the withholding of up to 3 full-time residual clerk assignments in the Pomona Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-496
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-148
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	4,476
f. Total FTE Savings	-5

Impacted Installation: Rosemead Bid Installation



Installation Address: Rosemead, CA

Area Name: Pacific

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

Date of Impact: 01/08/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	561	471	-90	-360	-4,680	-3	1,638

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	39	7.0%	± 0	± 0	±	39	8.3%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	3
b. Current Total Non-OverTime Clerk PTFs Hours per Month	420
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)

Page 3 of 4

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	14
b. Planned Number of Clerk FTR Positions after Impact	11
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 3 full-time clerks from the installation. By copy of this impact statement, we are initiating the withholding of up to 3 full-time residual clerk assignments in the Rosemead Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-360
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	1,728
f. Total FTE Savings	-3



Impacted Installation: San Clemente Bid Installation

Installation Address: San Clemente CA

Area Name: Pacific

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

Date of Impact: 01/08/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

Phone: (626) 855-6446

Reviewed By: Linda Shumate

WorkHour Impact Report

Page 1 of 4

	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	1,113	948	-165	-660	-8,580	-5	1,690

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	195	17.5%	± 0	± 0	±	195	20.6%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	2
b. Current Total Non-OverTime Clerk Casuals Hours per Month	284
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-132
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	1
g. Provide Narrative Justifying need for Remaining Clerk Casuals: The one remaining casual will be utilized to cover temporary unavailability in accordance with the Das Arbitration Award.	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	2
b. Current Total Non-OverTime Clerk PTFs Hours per Month	248
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)

Page 3 of 4

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	23
b. Planned Number of Clerk FTR Positions after Impact	19
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 4 full-time clerks from the installation. At this time, we project at least one full-time employee will attrit. Therefore by copy of this impact statement, we are initiating the withholding of up to 3 full-time residual clerk assignments in the San Clemente Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-528
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-132
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	3,012
f. Total FTE Savings	-5

Impacted Installation: San Dimas Bid Installation



Installation Address: San Dimas, CA

Area Name: Pacific

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

Date of Impact: 01/08/2008

Period (Dates) of Review Performed 6/10/2006 Thru 6/8/2007

Report Prepared By: Linda Shumate

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	564	440	-124	-496	-6,448	-4	1,612

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	67	11.9%	± 0	± 0	±	67	15.2%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	4
b. Current Total Non-OverTime Clerk PTFs Hours per Month	544
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)

Page 3 of 4

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	12
b. Planned Number of Clerk FTR Positions after Impact	8
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload based on the earned work hours revealed a need to involuntarily reassign up to 4 full-time clerks from the installation. At this time, we project at least one full-time employee will attrit. Therefore by copy of this impact statement, we are initiating the withholding of up to 3 full-time residual clerk assignments in the San Dimas Office and, if necessary, in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-496
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	1,492
f. Total FTE Savings	-4



Impacted Installation: Santa Fe Springs Bid Installation

Installation Address: Santa Fe Springs, CA

Area Name: Pacific

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

Date of Impact: 01/12/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	498	311	-187	-748	-9,724	-6	1,560

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	54	10.8%	± 0	± 0	±	54	17.4%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	148
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-148
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	4
b. Current Total Non-OverTime Clerk PTFs Hours per Month	576
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)

Page 3 of 4

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	9
b. Planned Number of Clerk FTR Positions after Impact	4
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	4
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review of the workload and staffing at the Santa Fe Springs bid installation revealed that the earned work hours no longer supports the current level of staffing. Specifically, the office will need to involuntarily reassign 5 full-time regular clerks and separate two casuals. At this time, it is estimated that at least one full-time regular clerk will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will withhold up to 4 full-time residual assignments in the clerk or mail handler craft in the impacted office or in offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-600
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-148
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1,028
f. Total FTE Savings	-6



Impacted Installation: Seal Beach Bid Installation

Installation Address: Seal Beach, Ca

Area Name: Pacific

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

Date of Impact: 01/11/08

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	568	472	-96	-384	-4,992	-3	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	25	4.4%	± 0	± 0	±	25	5.3%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	7
b. Current Total Non-OverTime Clerk PTFs Hours per Month	1008
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)

Page 3 of 4

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 Exceeded 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	10
b. Planned Number of Clerk FTR Positions after Impact	7
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Exceeded from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 3 full-time clerks from the craft and/or installation. By copy of this notice, the Pacific Area will begin withholding up to 3 full-time residual assignments in the clerk craft in the Seal Beach office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-384
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	1,788
f. Total FTE Savings	-3



Impacted Installation: Torrance Bid Installation

Installation Address: Torrance, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: Linda Shumate

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	2,916	2,392	-524	-2,096	-27,248	-16	1,690

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	269	9.2%	± 0	± 0	±	269	11.2%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	2
b. Current Total Non-OverTime Clerk Casuals Hours per Month	304
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-304
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-2
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	14
b. Current Total Non-OverTime Clerk PTFs Hours per Month	1904
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)

Page 3 of 4

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	64
b. Planned Number of Clerk FTR Positions after Impact	50
c. Estimated Number of Clerk FTR Attrition	2
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	12
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 14 full-time clerks from the craft and/or installation. At this time, we anticipate that at least 2 full-time clerks will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 3 full-time residual assignments in the clerk craft in the Torrance office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1,792
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-304
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	8,492
f. Total FTE Savings	-16



Impacted Installation: Upland Bid Installation

Installation Address: Upland, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

Phone: (626) 855-6446

Reviewed By: Linda Shumate

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	132
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-132
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	5
b. Current Total Non-OverTime Clerk PTFs Hours per Month	700
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)

Page 3 of 4

- | | |
|---|----|
| 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 | 20 |
| b. Planned Number of Clerk FTR Positions after Impact | 15 |
| c. Estimated Number of Clerk FTR Attrition | 1 |
| d. Will there be any Clerk FTRs Excessed from Craft or Installation | YES |
| If Yes how Many Clerk FTRs | 4 |
| e. Describe Withholding Area Within Miles Around your Installation | 100 |

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 5 full-time clerks from the craft and/or installation. At this time, we anticipate at least one full-time clerk will attrit. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 3 full-time residual assignments in the clerk craft in the Upland office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-640
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-132
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	2,588
f. Total FTE Savings	-6



Impacted Installation: Whittier Bid Installation

Installation Address: Whittier, Ca

Area Name: Pacific

Impact Type: Work Load Reduction – Earned Work Hours

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	1,832	1,534	-298	-1,192	-15,496	-9	1,638

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	229	12.5%	± 0	± 0	±	229	14.9%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	2
b. Current Total Non-OverTime Clerk Casuals Hours per Month	296
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-296
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-2
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	4
b. Current Total Non-OverTime Clerk PTFs Hours per Month	448
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)

Page 3 of 4

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 Exceeded from Craft or Installation	NO
If Yes how Many Clerk PTRs	0
e. Provide Narrative Explaining need for Excessing	

Full Time Regular (FTRs)

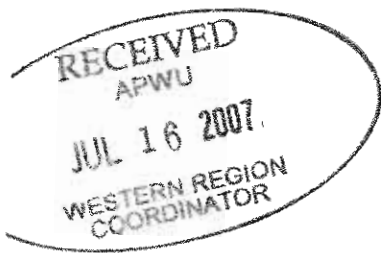
a. Current Number of Clerk FTRs on Rolls	44
b. Planned Number of Clerk FTR Positions after Impact	37
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Exceeded from Craft or Installation	YES
If Yes how Many Clerk FTRs	6
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 7 full-time clerks from the craft and/or installation. At this time, we anticipate at least one full-time clerk will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 6 full-time residual assignments in the clerk craft in the Whittier office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-896
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-296
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	5,220
f. Total FTE Savings	-9



Impacted Installation: Wilmington Bid Installation

Installation Address: Wilmington, CA

Area Name: Pacific Area

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	406	300	-106	-424	-5,512	-4	1,404

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	26	6.4%	± 0	± 0	±	26	8.7%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	100
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-100
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	4
b. Current Total Non-OverTime Clerk PTFs Hours per Month	560
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)

Page 3 of 4

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	8
b. Planned Number of Clerk FTR Positions after Impact	5
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	3
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 3 full-time clerks from the craft and/or installation. By copy of this notice, the Pacific Area will begin withholding up to 3 full-time residual assignments in the clerk craft in the Wilmington office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-324
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-100
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1,096
f. Total FTE Savings	-4



Impacted Installation: Brea Bid Installation

Installation Address: Brea Post Office

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	787	626	-161	-644	-8,372	-5	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	77	9.8%	± 0	± 0	±	77	12.3%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	132
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-132
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	4
b. Current Total Non-OverTime Clerk PTFs Hours per Month	528
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)

Page 3 of 4

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	17
b. Planned Number of Clerk FTR Positions after Impact	13
c. Estimated Number of Clerk FTR Attrition	0
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	4
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 4 full-time clerks from the craft and/or installation. By copy of this notice, the Pacific Area will begin withholding up to 4 full-time residual assignments in the clerk craft in the Brea office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-512
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-132
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	2,196
f. Total FTE Savings	-5



Impacted Installation: Costa Mesa Bid Installation

Installation Address: Costa Mesa, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	1,538	1,109	-429	-1,716	-22,308	-13	1,690

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	223	14.5%	± 0	± 0	±	223	20.1%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
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	152
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)

Page 3 of 4

a. Current Number of Clerk PTRs on Rolls	1
b. Planned Number of Clerk PTR Positions after Impact	1
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	34
b. Planned Number of Clerk FTR Positions after Impact	21
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	12
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 13 full-time clerks from the craft and/or installation. At this time, it is estimated that at least one full-time clerk will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 12 full-time residual assignments in the clerk craft in the Costa Mesa office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1,716
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	3,544
f. Total FTE Savings	-13

Impacted Installation: Fullerton Bid Installation



Installation Address: Fullerton, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	2,115	1,795	-320	-1,280	-16,640	-10	1,690

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	132	6.2%	± 0	± 0	±	132	7.4%

WorkHour Impact Report

Casuals

Page 2 of 4

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	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	7
b. Current Total Non-OverTime Clerk PTFs Hours per Month	980
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)

Page 3 of 4

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	49
b. Planned Number of Clerk FTR Positions after Impact	39
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	9
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 10 full-time clerks from the craft and/or installation. At this time, it is estimated that at least one full-time clerk will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 9 full-time residual assignments in the clerk craft in the Fullerton office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

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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	6,652
f. Total FTE Savings	-10



Impacted Installation: Huntington Beach Bid Installation

Installation Address: Huntington Beach, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	2,567	2,223	-344	-1,376	-17,888	-10	1,699

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	460	17.9%	± 0	± 0	±	460	20.7%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	3
b. Current Total Non-OverTime Clerk Casuals Hours per Month	432
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-432
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-3
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	5
b. Current Total Non-OverTime Clerk PTFs Hours per Month	724
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)

Page 3 of 4

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 Exceeded 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	56
b. Planned Number of Clerk FTR Positions after Impact	49
c. Estimated Number of Clerk FTR Attrition	2
d. Will there be any Clerk FTRs Exceeded from Craft or Installation	YES
If Yes how Many Clerk FTRs	5
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 7 full-time clerks from the craft and/or installation. At this time, it is estimated that at least two full-time clerks will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 3 full-time residual assignments in the clerk craft in the Huntington Beach office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-944
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-432
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	7,052
f. Total FTE Savings	-10



Impacted Installation: Irvine Bid Installation

Installation Address: Irvine, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	3,613	3,164	-449	-1,796	-23,348	-14	1,699

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	495	13.7%	± 0	± 0	±	495	15.6%

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WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	8
b. Current Total Non-OverTime Clerk Casuals Hours per Month	1200
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-900
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-6
f. Number of Clerk Casuals Remaining After Impact	2
g. Provide Narrative Justifying need for Remaining Clerk Casuals: The two remaining casuals will be utilized to provide flexibility and to provide coverage for temporary unavailability	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	12
b. Current Total Non-OverTime Clerk PTFs Hours per Month	1748
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)

Page 3 of 4

a. Current Number of Clerk PTRs on Rolls	1
b. Planned Number of Clerk PTR Positions after Impact	1
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	71
b. Planned Number of Clerk FTR Positions after Impact	64
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	6
e. Describe Withholding Area Within Miles Around your Installation	0

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 7 full-time clerks from the craft and/or installation. At this time, it is estimated that at least one full-time clerk will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 6 full-time residual assignments in the clerk craft in the Irvine office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-896
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-900
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	10,676
f. Total FTE Savings	-14



Impacted Installation: Laguna Beach Bid Installation

Installation Address: Laguna Beach, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	3,334	2,863	-471	-1,884	-24,492	-15	1,651

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	327	9.8%	± 0	± 0	±	327	11.4%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	7
b. Current Total Non-OverTime Clerk Casuals Hours per Month	1036
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-740
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-5
f. Number of Clerk Casuals Remaining After Impact	2

g. Provide Narrative Justifying need for Remaining Clerk Casuals: The two remaining casuals if still on the rolls at the time of the final placement date will be utilized to provide flexibility and to cover temporary unavailability.

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	11
b. Current Total Non-OverTime Clerk PTFs Hours per Month	1604
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)

Page 3 of 4

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	74
b. Planned Number of Clerk FTR Positions after Impact	65
c. Estimated Number of Clerk FTR Attrition	1
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	8
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 9 full-time clerks from the craft and/or installation. At this time, it is estimated that at least one full-time clerk will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 8 full-time residual assignments in the clerk craft in the Laguna Beach office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1,144
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-740
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	10,144
f. Total FTE Savings	-15



Impacted Installation: Newport Beach Bid Installation

Installation Address: Newport Beach, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	2,621	2,074	-547	-2,188	-28,444	-18	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	163	6.2%	± 0	± 0	±	163	7.9%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	5
b. Current Total Non-OverTime Clerk Casuals Hours per Month	736
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-576
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-4
f. Number of Clerk Casuals Remaining After Impact	1

g. Provide Narrative Justifying need for Remaining Clerk Casuals: The one remaining casual if still on the rolls at the time of the final placement date will be utilized to provide flexibility and cover temporary unavailability.

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	0
b. Current Total Non-OverTime Clerk PTFs Hours per Month	0
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)

Page 3 of 4

a. Current Number of Clerk PTRs on Rolls	1
b. Planned Number of Clerk PTR Positions after Impact	1
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	66
b. Planned Number of Clerk FTR Positions after Impact	53
c. Estimated Number of Clerk FTR Attrition	2
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	11
e. Describe Withholding Area Within Miles Around your Installation	100

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 13 full-time clerks from the craft and/or installation. At this time, it is estimated that at least two full-time clerk will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 11 full-time residual assignments in the clerk craft in the Newport Beach office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1,612
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-576
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	7,644
f. Total FTE Savings	-18



Impacted Installation: San Juan Capistrano Bid Installation

Installation Address: San Juan Capistrano, CA

Area Name: Pacific

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

Date of Impact: 01/11/2008

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	1,974	1,555	-419	-1,676	-21,788	-13	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	206	10.4%	± 0	± 0	±	206	13.2%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	140
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-140
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	6
b. Current Total Non-OverTime Clerk PTFs Hours per Month	888
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)

Page 3 of 4

a. Current Number of Clerk PTRs on Rolls	2
b. Planned Number of Clerk PTR Positions after Impact	2
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	42
b. Planned Number of Clerk FTR Positions after Impact	30
c. Estimated Number of Clerk FTR Attrition	2
d. Will there be any Clerk FTRs Excessed from Craft or Installation	YES
If Yes how Many Clerk FTRs	10
e. Describe Withholding Area Within Miles Around your Installation	0

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 12 full-time clerks from the craft and/or installation. At this time, it is estimated that at least two full-time clerks will attrit by the final placement date. Therefore, by copy of this notice, the Pacific Area will begin withholding up to 10 full-time residual assignments in the clerk craft in the San Juan Capistrano office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-1,536
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-140
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	5,396
f. Total FTE Savings	-13



Impacted Installation: Temple City Bid Installation

Installation Address: Temple City, CA

Area Name: Pacific

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

Date of Impact: 06/26/2007

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

Report Prepared By: Linda Shumate

Report Prepared Date: 06/26/2007

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	465	333	-132	-528	-6,864	-4	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	46	9.9%	± 0	± 0	±	46	13.8%

WorkHour Impact Report

Casuals

Page 2 of 4

a. Current Number of Clerk Casuals on Rolls	1
b. Current Total Non-OverTime Clerk Casuals Hours per Month	132
c. Planned Reduction in Total Non-OverTime Clerk Casuals Hours per Month	-132
d. Number of Clerk Casuals that will have Reduced Hours	0
e. Number of Clerk Casuals that will be Terminated	-1
f. Number of Clerk Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining Clerk Casuals	

Part Time Flexible (PTFs)

a. Current Number of Clerk PTFs on Rolls	4
b. Current Total Non-OverTime Clerk PTFs Hours per Month	528
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)

Page 3 of 4

- | | |
|---|----|
| 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 Exceeded 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 | 7 |
| b. Planned Number of Clerk FTR Positions after Impact | 4 |
| c. Estimated Number of Clerk FTR Attrition | 0 |
| d. Will there be any Clerk FTRs Exceeded from Craft or Installation | YES |
| If Yes how Many Clerk FTRs | 3 |
| e. Describe Withholding Area Within Miles Around your Installation | 0 |

f. Provide Narrative Explaining need for Excessing: An administrative review and analysis of the workload and staffing revealed that the earned work hours no longer supported the current level of staffing. Specifically, it will be necessary to involuntarily reassign up to 3 full-time clerks from the craft and/or installation. By copy of this notice, the Pacific Area will begin withholding up to 3 full-time residual assignments in the clerk craft in the Temple City office or if necessary, in the clerk craft in other offices within 100 miles.

WorkHour Impact Report

Page 4 of 4

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-396
b. Planned Reduction in Total OT Hours per Month	0
c. Planned Reduction in Casual Non-OT Hours per Month	-132
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1,148
f. Total FTE Savings	-4