



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

September 17, 2009

Richard Siu
Western Regional Director NPMHU
8400 Enterprise Way, Ste 120
Oakland, CA 94621

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

Omar M. Gonzalez, Coordinator

This is to advise you of the intent of the Sacramento District to utilize the provisions of Article 12.6.C.5 of the National Agreement to involuntarily reassign one full-time mail handler from the craft and/or installation at the Marysville bid installation. The basis for this action is the continued loss of work load as reflected on the attached Function 1 baseline analysis.

The impacted full-time Level 4 mail handler will be advised of his/her involuntary reassignment by separate letter. The final placement date would normally be no sooner than March 20, 2010; however, given the continual loss of work load and the financials of the company, it may be necessary to begin the placement earlier than that date, it may also be necessary to utilize the provisions of Article 7.2.B of the National Agreement to detail the impacted mail handler during some or all of the notice period in order to provide this employee with a work opportunity.

By copy of this notice the Pacific Area will withhold one full-time residual assignment in the mail handler and/or custodial crafts in offices and plants within a 150 mile radius for placement of the impacted mail handler.

Attached is a copy of the automated impact statement and the Function 1 baseline referenced above along with a seniority list identifying the impacted mail handler. If you wish to meet on this matter, please contact Carol Hunt at (858) 674-3180 on or before September 22, 2009 to make the necessary arrangements.

Mike Thomas
Manager, Labor Relations

Attachments

cc: Area Manger, Human Resources
Area Manager, Operations Support
Area Manager, Finance

cc: District Manager, Sacramento
Manager, Human Resources, Sacramento District with attachments
Area Complement Coordinator with attachments
District Complement Coordinator, Sacramento District with attachments
O. Gonzalez – APWU with attachments

WorkHour Impact Report

Impacted Bid Cluster	MARYSVILLE POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	03/27/2010
Period (Dates) of Review Performed	08/30/2008 thru 09/11/2009
Report Prepared By	Linda Shumate
Report Prepared Date	09/11/2009
Reviewed By	Rosemarie Fernandez
Phone	(916) 373-8001

WorkHour Impact Report

Craft = MAIL HANDLER

	A	B	C	D	E	F	G
	Current Average Weekly Hrs	Planned Weekly Hrs	Weekly Hrs Savings	Monthly Savings	Annual Work Hours Savings	Annual FTE Savings	Current FTE Yearly Hr Rate
Total	770	733	-37	-148	-1924	-1	1820

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	44	5.7%	-2.84	0		41	5.6%

WorkHour Impact Report

Casuals

a. Current Number of MAIL HANDLER Casuals on Rolls	0
b. Current Total Non-OverTime MAIL HANDLER Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAIL HANDLER Casuals Hours per Month	0
d. Number of MAIL HANDLER Casuals that will have Reduced Hours	0
e. Number of MAIL HANDLER Casuals that will be Terminated	0
f. Number of MAIL HANDLER Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAIL HANDLER Casuals	
There are no casuals in this office.	

Part Time Flexible (PTFs)

a. Current Number of MAIL HANDLER PTFs on Rolls	3
b. Current Total Non-OverTime MAIL HANDLER PTFs Hours per Month	420
c. Planned Reduction in Total Non-OverTime MAIL HANDLER PTFs Hours per Month	-8
d. Number of MAIL HANDLER PTFs that will have Reduced Hours	2
e. Will there be any MAIL HANDLER PTFs Excessed from Craft or Installation	NO
If Yes how Many MAIL HANDLER PTFs	0
f. Provide Narrative Explaining need for Excessing	
PTF hours were reduced.	

Transitional Employees (TEs)

a. Current Number of MAIL HANDLER TEs on Rolls	0
b. Current Total Non-OverTime MAIL HANDLER TE Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAIL HANDLER TE Hours per Month	0
d. Number of MAIL HANDLER TEs that will have Reduced Hours	0
e. Number of MAIL HANDLER TEs that will be Terminated	0
f. Number of MAIL HANDLER TEs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAIL HANDLER TEs	
TE's are not authorized in the mail handler craft.	

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of MAIL HANDLER PTRs on Rolls	0
b. Planned Number of MAIL HANDLER PTR Positions after Impact	0
c. Estimated Number of MAIL HANDLER PTR Attrition	0
d. Will there be any MAIL HANDLER PTRs Excessed from Craft or Installation	NO
MAIL HANDLER PTRs	0
e. Provide Narrative Explaining need for Excessing	
There are no PTR's in this office	

Full Time Regular (FTRs)

a. Current Number of MAIL HANDLER FTRs on Rolls	19
b. Planned Number of MAIL HANDLER FTR Positions After Impact	18
c. Estimated Number of MAIL HANDLER FTR Attrition	0
d. Will there be any MAIL HANDLER FTRs Excessed from Craft or Installation	YES
If Yes how Many MAIL HANDLER FTRs	1
e. Provide Narrative Explaining need for Excessing	
The ongoing loss of work load has resulted in a need to excess one full-time mail handler from the craft and/or installation.	

WorkHour Impact Report-MAIL HANDLER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-140
b. Planned Reduction in Total OT Hours per Month	-11
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-8
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	2932
f. Total FTE Savings	-1