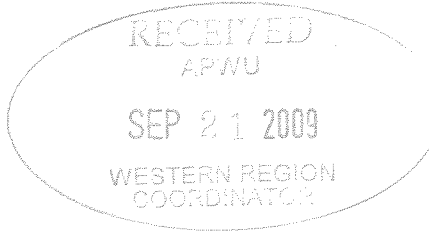




September 17, 2009



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

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

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

Omar M. Gonzalez, Coordinator

This is to advise you of the intent of the Sacramento District to utilize the provisions of Article 12.5.C.5 of the National agreement to involuntarily reassign 7 full-time Level 6 clerks from the craft and/or installation at the Redding bid installation. The basis for this action is the continued loss of work load. The current complement exceeds the staffing requirements as reflected in the function 1 baseline analysis.

The impacted junior clerks will be notified of their involuntary reassignments by separate letter. The final placement date would normally occur no sooner than March 16, 2010; however, based upon the available work load and the financials of the company, it may be necessary to initiate the placement process earlier than that date. It may also be necessary to utilize the provisions of Article 7.2.B of the National Agreement to detail some or all of the impacted clerks during the notice period in order to provide them with a work opportunity.

By copy of this notice, the Pacific Area will withhold up to 7 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in offices and plants within a 200 mile radius for placement of the impacted clerks.

Attached you will find a copy of the automated impact statement and the baseline analysis on which the excessing is based along with a copy of the seniority list identifying the 7 junior level 6 clerks who are impacted by this action.

If you wish to meet on this matter, please contact Carol Hunt at (858) 674-3180 on or before close of business on September 21, 2009 to make the necessary arrangements.

Mike Thomas
Manager, Labor Relations

Attachments

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

cc: District Manager, Sacramento District
Manager, Human Resources, Sacramento District with attachments
Area Complement Manager with attachments
District Complement Manager, with attachments
M. Peralta – NALC with attachments
R. Siu – NPMHU with attachments

WorkHour Impact Report

Impacted Bid Cluster	REDDING POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/10/2010
Period (Dates) of Review Performed	07/05/2008 thru 07/03/2009
Report Prepared By	Linda Shumate
Report Prepared Date	09/08/2009
Reviewed By	Rosemarie Fernandez
Phone	(916) 373-8001

WorkHour Impact Report

Craft = CLERK

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	2913	2669	-244	-976	-12688	-8	1560

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	96	3.3%	-26.7	0		69	2.6%

WorkHour Impact Report

Casuals

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	32
d. Number of CLERK Casuals that will have Reduced Hours	1
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	
Casual hours were reduced. The one remaining casual 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. Will there be any CLERK PTFs Excessed from Craft or Installation	NO
If Yes how Many CLERK PTFs	0
f. Provide Narrative Explaining need for Excessing	
There are no PTF's in Redding	

Transitional Employees (TEs)

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

WorkHour Impact Report

Part Time Regular (PTRs)

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 CLERK PTRs	NO 0
e. Provide Narrative Explaining need for Excessing There are no PTR's in the clerk craft in the Redding bid cluster	

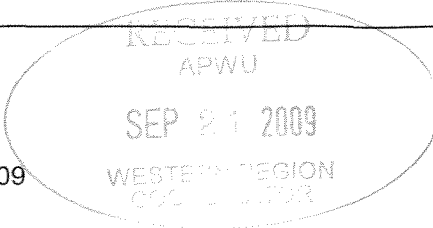
Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	96
b. Planned Number of CLERK FTR Positions After Impact	89
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Excessed from Craft or Installation If Yes how Many CLERK FTRs	YES 7
e. Provide Narrative Explaining need for Excessing A review and re-run of the baseline staffing for the Redding mail processing operation resulted in a need to excess up to 7 full-time Level 6 clerks from the craft and/or installation	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-944
b. Planned Reduction in Total OT Hours per Month	-107
c. Planned Reduction in Casual Non-OT Hours per Month	-32
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	10676
f. Total FTE Savings	-8



September 17, 2009

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

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 Redding 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. We will advise you if this becomes necessary.

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.

A handwritten signature in black ink, appearing to read "Mike Thomas".

Mike Thomas
Manager, Labor Relations

Attachments

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

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

WorkHour Impact Report

Impacted Bid Cluster

REDDING POST OFFICE

Installation Address

Area Name

PACIFIC

Impact Type

Reduction Other Than by Attrition

Date of Impact

03/10/2010

Period (Dates) of Review Performed

07/19/2008 thru 07/31/2009

Report Prepared By

Linda Shumate

Report Prepared Date

09/10/2009

Reviewed By

Rosemarie Fernandez

Phone

(916) 373-8001

WorkHour Impact Report

Craft = MAIL HANDLER

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	718	607	-111	-444	-5772	-3	1872

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	19	2.6%	-5.87	0		13	2.2%

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 in the mail handler craft	

Part Time Flexible (PTFs)

a. Current Number of MAIL HANDLER PTFs on Rolls	1
b. Current Total Non-OverTime MAIL HANDLER PTFs Hours per Month	136
c. Planned Reduction in Total Non-OverTime MAIL HANDLER PTFs Hours per Month	-16
d. Number of MAIL HANDLER PTFs that will have Reduced Hours	1
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 mail handler work 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 for use 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 mail handlers 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	16
c. Estimated Number of MAIL HANDLER FTR Attrition	1
d. Will there be any MAIL HANDLER FTRs Excessed from Craft or Installation	YES
If Yes how Many MAIL HANDLER FTRs	2
e. Provide Narrative Explaining need for Excessing	
An updated baseline revealed that the loss of work load was continuing and that there was a need to excess up to 2 full-time Level 4 mail handlers 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	-428
b. Planned Reduction in Total OT Hours per Month	-23
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-16
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	2428
f. Total FTE Savings	-3