

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

September 10, 2009

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

- Withholding Info
- Staffing Issues
- Status Update
- Grievance Administration
- Please review, take action and reduce issues to writing
- Comments

Omar M. Gonzalez, Coordinator

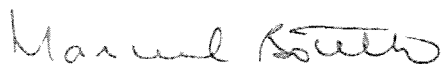
This is to advise you of the intent of the Sacramento District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign 17 full-time clerks from the craft and/or installation at the Stockton Bid Installation. The basis for this action is the continued loss of work load.

The impacted clerks will be notified of their involuntary reassignments by separate letter. Although the final placement date would normally be no earlier than March 15, 2010, it may be necessary to begin the placement process earlier than that date due to the loss of work load and the financials of the company. 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 letter, the Pacific Area will withhold up to 17 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in offices and plants within 200 miles of the impacted site for placement of the impacted clerks.

Attached you will find a copy of the automated impact statement and the operational data supporting the need to excess along with a seniority list identifying the impacted junior full-time level 6 clerks.

If you wish to meet on this matter, please contact Carol Hunt at (858)674-3180 on or before September 18, 2009 to arrange the details.


Mike Thomas
Manager, Labor Relations

Attachments

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

cc: District Manager, Sacramento District
Manager, Human Resources – Sacramento District
Area Complement Coordinator with attachments
District Complement Coordinator with attachments
Manuel Peralta – NALC with attachments
Richard Siu – NPMHU with attachments

not for distribution

not for distribution
-file in your personal file

not for distribution

WorkHour Impact Report

Impacted Bid Cluster	STOCKTON POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	03/15/2010
Period (Dates) of Review Performed	08/02/2008 thru 07/31/2009
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	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	6868	6293	-575	-2300	-29900	-17	1768

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	202	2.9%	-118.75	0		83	1.3%

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	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	
There are no casuals in this office	

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. This is a 200 man year office	

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 for use in field offices in the clerk craft.	

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	NO
CLERK PTRs	0
e. Provide Narrative Explaining need for Excessing	
There are no PTR's	

Full Time Regular (FTRs)

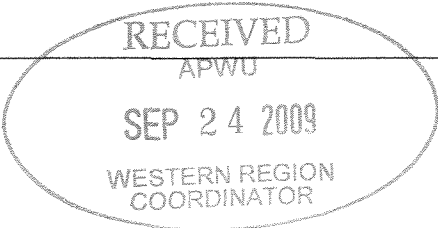
a. Current Number of CLERK FTRs on Rolls	202
b. Planned Number of CLERK FTR Positions After Impact	185
c. Estimated Number of CLERK FTR Attrition	0
d. Will there be any CLERK FTRs Excessed from Craft or Installation	YES
If Yes how Many CLERK FTRs	17
e. Provide Narrative Explaining need for Excessing	

An updated baseline showed that the loss of work load was continuing and that as a result it would be necessary to excess up to 17 more 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	-2300
b. Planned Reduction in Total OT Hours per Month	-475
c. Planned Reduction in Casual Non-OT Hours per Month	0
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	25172
f. Total FTE Savings	-17



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

September 21, 2009

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- Status Update
- Grievance Administration
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Omar Gonzalez
APWU Western Regional Coordinator
500 Airport Blvd., Ste. 450
Burlingame, CA 94010

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 27 full-time level 6 clerks at the Stockton bid installation from the craft and/or installation.

This package supersedes the package dated September 10, 2009 in which we advised you of the intent of the Sacramento District to involuntarily reassign 17 full-time Level 6 clerks from the craft and/or installation at Stockton. The basis for this change is the continuing loss of work load as reflected in the updated Function 1 baseline.

The impacted clerks will be advised of their involuntary reassignments by separate letter. The final placement date would normally be no earlier than March 15, 2010; however, due to the ongoing loss of work load it may be necessary to start 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 temporarily 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 we will withhold 27 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in post offices and plants within a 200 mile radius for the placement of the impacted Stockton clerks.

Attached you will find a copy of the new automated impact statement along with a copy of the previous one along with the Function 1 baseline data that supports the need to excess and a seniority list identifying the impacted junior 27 full-time level 6 clerks being impacted.

If you wish to meet on this matter, please contact Carol Hunt on or before close of business on September 29, 2009 to arrange the details.

Mike Thomas
Manager, Labor Relations

Attachments

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

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

WorkHour Impact Report

Impacted Bid Cluster	STOCKTON POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	03/25/2010
Period (Dates) of Review Performed	09/13/2008 thru 09/11/2009
Report Prepared By	Linda Shumate
Report Prepared Date	09/21/2009
Reviewed By	Rosemarie Fernandez
Phone	(916) 373-8001

WorkHour Impact Report

Craft = CLERK

	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	6868	5853	-1015	-4060	-52780	-30	1768

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	202	2.9%	-63.254	0		139	2.4%

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	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	
There are no casuals in the clerk craft in this office	

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; this is a 200 man year office	

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 in the clerk craft in field offices.	

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	NO
CLERK 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 CLERK FTRs on Rolls	202
b. Planned Number of CLERK FTR Positions After Impact	173
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	27
e. Provide Narrative Explaining need for Excessing	
The ongoing loss of work load has resulted in a need to excess 27 full-time clerks from the craft and/or installation as reflected in the Function 1 baseline.	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-4060
b. Planned Reduction in Total OT Hours per Month	-253
c. Planned Reduction in Casual Non-OT Hours per Month	0
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	23412
f. Total FTE Savings	-30



September 10, 2009

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The impacted clerks will be notified of their involuntary reassignments by separate letter. Although the final placement date would normally be no earlier than March 15, 2010, it may be necessary to begin the placement process earlier than that date due to the loss of work load and the financials of the company. 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 letter, the Pacific Area will withhold up to 17 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in offices and plants within 200 miles of the impacted site for placement of the impacted clerks.

Attached you will find a copy of the automated impact statement and the operational data supporting the need to excess along with a seniority list identifying the impacted junior full-time level 6 clerks.

If you wish to meet on this matter, please contact Carol Hunt at (858)674-3180 on or before September 18, 2009 to arrange the details.


Mike Thomas

Manager, Labor Relations

Attachments

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

cc: District Manager, Sacramento District
Manager, Human Resources – Sacramento District
Area Complement Coordinator with attachments
District Complement Coordinator with attachments
Manuel Peralta – NALC with attachments
Richard Siu – NPMHU with attachments

WorkHour Impact Report

Impacted Bid Cluster	STOCKTON POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	03/15/2010
Period (Dates) of Review Performed	08/02/2008 thru 07/31/2009
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	6868	6293	-575	-2300	-29900	-17	1768

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	202	2.9%	-118.75	0		83	1.3%

WorkHour Impact Report

Casuals

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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	
There are no casuals in this office	

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
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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. This is a 200 man year office	

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
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TE's are not authorized for use in field offices in the clerk craft.	

WorkHour Impact Report

Part Time Regular (PTRs)

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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
CLERK PTRs	0
e. Provide Narrative Explaining need for Excessing	
There are no PTR's	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	202
b. Planned Number of CLERK FTR Positions After Impact	185
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	17
e. Provide Narrative Explaining need for Excessing	

An updated baseline showed that the loss of work load was continuing and that as a result it would be necessary to excess up to 17 more 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	-2300
b. Planned Reduction in Total OT Hours per Month	-475
c. Planned Reduction in Casual Non-OT Hours per Month	0
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	25172
f. Total FTE Savings	-17