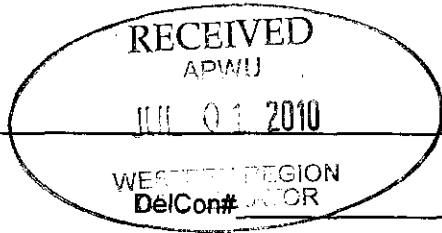


MANAGER, LABOR RELATIONS
PACIFIC AREA



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

June 29, 2010

Manuel Peralta
National Business Agent
NALC Region 1
13252 Garden Blvd #108
Garden Grove, CA 92843-2204

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administration

 Please review, take action and reduce issues to writing
 Comments

Omar M. Gonzalez, Coordinator

SUBJECT: Haleiwa PO, Carrier Craft Impact

This is to advise you of the intent of the Honolulu District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign one (1) full-time Carrier from the Haleiwa PO bid installation based on MIARAP route reductions.

The impacted carrier will be notified of his/her involuntary reassignment by separate letter. Although the final placement date would normally occur no earlier than December 31, 2010, it may be necessary to begin the placement process earlier than that date due to the loss of workload nationally and the current financials of the Postal Service. It may also be necessary to utilize the provisions of Article 7.B.2 of the National Agreement to detail the impacted carrier during some or all of the notice period in order to provide the employee with a work opportunity.

By copy of this notice, the Pacific Area will begin withholding one full-time residual assignment in the Carrier, Clerk, Mail Handler and/or Custodial crafts in post offices and plants within a 250 mile radius of the impacted office. Attached is a listing of the offices within the radius in which withholding is authorized for the impacted site.

A copy of the Automated Impact Statement and the operational data supporting the need to excess are attached along with the seniority list identifying the junior Q1 impacted Carrier.

We are placing this impact on the agenda for our next meeting.

Mike Thomas

Attachments

- cc: Area Manager, Operations Support
- Area Manager, Human Resources
- Area manager, Finance
- District Manager, Honolulu
- Manager, Human Resources, Honolulu, with attachments
- Area Complement Coordinator (A), with attachments
- District Complement Coordinator, Honolulu, with attachments
- Chris Jackson, NALC Business Agent (c/o NALC Region 1), with attachments
- Omar Gonzalez, APWU, with attachments
- Richard Siu, NPMHU, with attachments
- File: 9641

11255 RANCHO CARMEL DR. RM. 2325
SAN DIEGO, CA 92197-4400
PHONE: 858-674-3180
FAX: 858-674-3131

WorkHour Impact Report

Impacted Bid Cluster	HALEIWA POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	08/07/2010
Period (Dates) of Review Performed	01/31/2009 thru 01/29/2010
Report Prepared By	Linda Shumate
Report Prepared Date	06/15/2010
Reviewed By	Daryl Ishizaki
Phone	(808) 423-3700

WorkHour Impact Report

Craft = CARRIER

	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	72	36	-36	-144	-1872	-1	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	2	2.8%	-1.05	0		1	2.6%

WorkHour Impact Report

Casuals

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

Part Time Flexible (PTFs)

a. Current Number of CARRIER PTFs on Rolls	0
b. Current Total Non-OverTime CARRIER PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime CARRIER PTFs Hours per Month	0
d. Number of CARRIER PTFs that will have Reduced Hours	0
e. Will there be any CARRIER PTFs Excessed from Craft or Installation	NO
If Yes how Many CARRIER PTFs	0
f. Provide Narrative Explaining need for Excessing	
There are no PTF's in this office.	

Transitional Employees (TEs)

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

WorkHour Impact Report

Part Time Regular (PTRs)

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

Full Time Regular (FTRs)

- | | |
|---|-----|
| a. Current Number of CARRIER FTRs on Rolls | 2 |
| b. Planned Number of CARRIER FTR Positions After Impact | 1 |
| c. Estimated Number of CARRIER FTR Attrition | 0 |
| d. Will there be any CARRIER FTRs Excessed from Craft or Installation | YES |
| If Yes how Many CARRIER FTRs | 1 |
| e. Provide Narrative Explaining need for Excessing | |

The MIARAP process will result in a need to excess 1 FTR Carrier from the craft and/or installation once minors are implemented.

WorkHour Impact Report-CARRIER

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-144
b. Planned Reduction in Total OT Hours per Month	-4
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	144
f. Total FTE Savings	-1

Adjustment Analysis Report

RESTRICTED INFORMATION

ZIP Code: 96712
Adjustment ID: 70525

Inspection Adjustment Type: MINOR ADJUSTMENT
Inspection Start Date: 10/08/2009
Implementation Date: 11/13/2009

Route #		PDs	Letters	Flats	DPS %	FSS %	Parcel Post	Office Time	Street Time	Router Time	Total Time	% to Std	FOT	OEI	SEI
12001	Base	548	0	0	0	0	23	2:47	5:20	0:00	8:07	92	0:43	196.88	102.75
	Evaluated	696	0	0	0	0	23	1:21	5:37	0:00	6:58	92	0:43	515.56	123.92
	Adjusted	842	0	0	0	0	23	1:46	6:11	0:00	7:57	92	0:43	477.38	136.25
	Difference (+/-)	294	0	0	0	0	0	-1:01	0:50	0:00	-0:10	0	0:00	280.49	33.50
12002	Base	695	0	0	0	0	32	2:10	4:14	0:00	6:24	93	0:43	320.76	164.17
	Evaluated	549	0	0	0	0	32	1:31	4:23	0:00	5:54	93	0:43	361.97	125.25
	Adjusted	403	0	0	0	0	32	1:06	3:49	0:00	4:55	93	0:43	365.40	105.49
	Difference (+/-)	-292	0	0	0	0	0	-1:04	-0:25	0:00	-1:28	0	0:00	44.64	-58.68

Adjustment Summary

	PDs	Letters	Flats	Parcel Post	Office Time	Street Time	Router Time	Total Time	FOT	OEI	SEI
Base	1243	0	0	55	4:57	9:34	0:00	14:31	1:26	251.11	129.93
Evaluated	1245	0	0	55	2:52	10:00	0:00	12:52	1:26	434.29	124.50
Adjusted	1245	0	0	55	2:52	10:00	0:00	12:52	1:26	434.29	124.50
Difference (+/-)	2	0	0	0	-2:05	0:26	0:00	-1:38	0:00	183.18	-5.43

Withholding Request- Locations

Event ID: MIARAP - F2B Haleiwa Post Office 96712

Event Type: Reduction Other Than by Attrition

Losing Bid Cluster: HALEIWA POST OFFICE

Area	Bid Cluster	Office
PACIFIC	AIEA POST OFFICE (HI)	AIEA PO
PACIFIC	ANAHOLA POST OFFICE (HI)	ANAHOLA PO
PACIFIC	BARRIGADA POST OFFICE (GU)	GUM-GUAM NAVAL STA
PACIFIC	CAPTAIN COOK POST OFFICE (HI)	CAPTAIN COOK PO
PACIFIC	ELEELE POST OFFICE (HI)	ELEELE PO
PACIFIC	EWA BEACH POST OFFICE (HI)	EWA BEACH PO
PACIFIC	HAIKU POST OFFICE (HI)	HAIKU PO
PACIFIC	HAKALAU POST OFFICE (HI)	HAKALAU PO
PACIFIC	HALEIWA POST OFFICE (HI)	HALEIWA PO
PACIFIC	HANA POST OFFICE (HI)	HANA PO
PACIFIC	HANALEI POST OFFICE (HI)	HANALEI PO
PACIFIC	HANAPEPE POST OFFICE (HI)	HANAPEPE PO
PACIFIC	HAUULA POST OFFICE (HI)	HAUULA PO
PACIFIC	HAWAII NAT PK POST OFFICE (HI)	HAWAII NAT PK PO
PACIFIC	HAWI POST OFFICE (HI)	HAWI PO
PACIFIC	HILO POST OFFICE (HI)	HILO PO
PACIFIC	HOLUALOA POST OFFICE (HI)	HOLUALOA PO
PACIFIC	HONAUNAU POST OFFICE (HI)	HONAUNAU PO
PACIFIC	HONOKAA POST OFFICE (HI)	HONOKAA PO
PACIFIC	HONOLULU CUST SVC DISTRICT (HI)	HONOLULU CS DISTRICT
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-DOWNTOWN STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-HAWAII KAI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-KAPALAMA STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-MAIN OFFICE STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-MAKIKI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-SAND ISLAND CARRI
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-WAIALAE-KAHALA ST
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-WAIKIKI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU P&DC
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU PO
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU VMF
PACIFIC	HONOMU POST OFFICE (HI)	HONOMU PO
PACIFIC	HOOLEHUA POST OFFICE (HI)	HOOLEHUA PO
PACIFIC	KAAAWA POST OFFICE (HI)	KAAAWA PO
PACIFIC	KAHUKU POST OFFICE (HI)	KAHUKU PO
PACIFIC	KAHULUI POST OFFICE (HI)	KAHULUI PO
PACIFIC	KAILUA KONA POST OFFICE (HI)	KAILUA KONA PO
PACIFIC	KAILUA POST OFFICE (HI)	KAILUA PO
PACIFIC	KALAHEO POST OFFICE (HI)	KALAHEO PO
PACIFIC	KALAUPAPA POST OFFICE (HI)	KALAUPAPA PO
PACIFIC	KAMUELA POST OFFICE (HI)	KAMUELA PO
PACIFIC	KANEOHE POST OFFICE (HI)	KANEOHE PO
PACIFIC	KAPAA POST OFFICE (HI)	KAPAA PO
PACIFIC	KAPAAU POST OFFICE (HI)	KAPAAU PO
PACIFIC	KAUMAKANI POST OFFICE (HI)	KAUMAKANI PO
PACIFIC	KAUNAKAKAI POST OFFICE (HI)	KAUNAKAKAI PO
PACIFIC	KEAAU POST OFFICE (HI)	KEAAU PO
PACIFIC	KEALAKEKUA POST OFFICE (HI)	KEALAKEKUA PO
PACIFIC	KEKAHA POST OFFICE (HI)	KEKAHA PO
PACIFIC	KIHEI POST OFFICE (HI)	KIHEI PO
PACIFIC	KILAUEA POST OFFICE (HI)	KILAUEA PO
PACIFIC	KOLOA POST OFFICE (HI)	KOLOA PO
PACIFIC	KUALAPUU POST OFFICE (HI)	KUALAPUU PO
PACIFIC	KULA POST OFFICE (HI)	KULA PO
PACIFIC	KUNIA POST OFFICE (HI)	KUNIA PO
PACIFIC	KURTISTOWN POST OFFICE (HI)	KURTISTOWN PO
PACIFIC	LAHAINA POST OFFICE (HI)	LAHAINA PO
PACIFIC	LAIE POST OFFICE (HI)	LAIE PO
PACIFIC	LANAI CITY POST OFFICE (HI)	LANAI CITY PO
PACIFIC	LAUPAHOEHOE POST OFFICE (HI)	LAUPAHOEHOE PO
PACIFIC	LAWAI POST OFFICE (HI)	LAWAI PO
PACIFIC	LIHUE POST OFFICE (HI)	LIHUE PO
PACIFIC	MAKAWAO POST OFFICE (HI)	MAKAWAO PO
PACIFIC	MAKAWELI POST OFFICE (HI)	MAKAWELI PO
PACIFIC	MAUNALOA POST OFFICE (HI)	MAUNALOA PO

Withholding Request- Locations

Event ID: MIARAP - F2B Haleiwa Post Office 96712

Event Type: Reduction Other Than by Attrition

Losing Bid Cluster: HALEIWA POST OFFICE

Area	Bid Cluster	Office
PACIFIC	MOUNTAINVIEW POST OFFICE (HI)	MOUNTAINVIEW PO
PACIFIC	NAALEHU POST OFFICE (HI)	NAALEHU PO
PACIFIC	PAAUILO POST OFFICE (HI)	PAAUILO PO
PACIFIC	PAHALA POST OFFICE (HI)	PAHALA PO
PACIFIC	PAHOA POST OFFICE (HI)	PAHOA PO
PACIFIC	PAIA POST OFFICE (HI)	PAIA PO
PACIFIC	PAPAALOA POST OFFICE (HI)	PAPAALOA PO
PACIFIC	PAPAIKOU POST OFFICE (HI)	PAPAIKOU PO
PACIFIC	PEARL CITY POST OFFICE (HI)	PEARL CITY PO
PACIFIC	PEPEEKEO POST OFFICE (HI)	PEPEEKEO PO
PACIFIC	PUUNENE POST OFFICE (HI)	PUUNENE PO
PACIFIC	VOLCANO POST OFFICE (HI)	VOLCANO PO
PACIFIC	WAHIAWA POST OFFICE (HI)	WAH-MILILANI STA
PACIFIC	WAHIAWA POST OFFICE (HI)	WAHIAWA PO
PACIFIC	WAIALUA POST OFFICE (HI)	WAIALUA PO
PACIFIC	WAIANAE POST OFFICE (HI)	WAIANAE PO
PACIFIC	WAILUKU POST OFFICE (HI)	WAILUKU PO
PACIFIC	WAIMANALO POST OFFICE (HI)	WAIMANALO PO
PACIFIC	WAIMEA POST OFFICE (HI)	WAIMEA PO
PACIFIC	WAIPAHU POST OFFICE (HI)	WAIPAHU PO