

MANAGER, LABOR RELATIONS
Pacific Area



RECEIVED
APWU
AUG 21 2014
WESTERN REGION
COORDINATOR

To: Pacific Area Local
 Western Area Local
 So. West Area Local

Withholding Info
 Staffing Issue(s)
 Status Update
 Grievance Administratio
 Please review, take action
and reduce issues to writ
ing
 Comments
Omar M. Gonzalez, Coordinator

August 19, 2014

USPS TRACKING # & CUSTOMER RECEIPT 9114 9011 5981 8136 6426 87
For Tracking or inquiries go to USPS.com or call 1-800-222-1811.

Omar Gonzalez
Western Regional Coordinator, APWU
1350 Old Bayshore HWY. Suite 360
Burlingame, CA 94010

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 four (4) full-time clerks from the craft and/or installation at the Fresno bid installation (Event 47361). This impact is based on a Function 4 staffing and scheduling review and is separate and distinct from Event 46522 baseline staffing model which incorporates the impact of processing outgoing mail on Saturday at the Sacramento plant.

The impacted employees will be notified of their involuntary reassignment by separate letter.

By copy of this notice, we will withhold four (4) full-time residual assignments in the clerk, carrier, mail handler and/or custodial crafts in sites within a 50 mile radius of the impacted bid cluster for placement of the impacted employees.

Attached you will find copies of the automated impact statement, the operational data that supports the excessing, the list of sites at which withholding has been authorized and the names of the impacted employees.

Please include this impact on the agenda for our next meeting. If you have any questions you may contact me at (858) 674-3193 or Linda Shumate, Area Complement Coordinator at (858) 674-3183.

Jay Roberts
Manager, Labor Relations

Attachments

- cc: Area Manager Operations Support
- Area Manager, Human Resources
- Area Controller
- Area Manager, In-Plant Support
- District Manager, Sacramento District
- Area Complement Coordinator with attachments
- Manager, Human Resources – Sacramento District with attachments
- District Complement Coordinator, Sacramento District with attachments
- Chris Jackson, NALC with attachments
- David Ross, NPMHU with attachments

11255 RANCHO CARMEL DR. RM. 227
SAN DIEGO, CA 92197-4400
PHONE: 858-674-3180
FAX: 858-674-3131

TC's (2) with attachments

WorkHour Impact Report

Impacted Bid Cluster	FRESNO POST OFFICE
Installation Address	Event 47361
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/17/2015
Period (Dates) of Review Performed	07/20/2013 thru 08/01/2014
Report Prepared By	Yolanda Garcia-Martinez
Report Prepared Date	08/05/2014
Reviewed By	Barbara Plunkett
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	7613	7400	-213	-852	-11076	-6	1716

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	551	7.2%	-45	0		506	6.8%

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	
Casuals are not authorized in the clerk craft	

Mail Handler (MHAs)

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

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 thid office	

City Carrier Assistant (CCAs)

a. Current Number of CLERK CCAs on Rolls	0
b. Current Total Non-OverTime CLERK CCA Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK CCA Hours per Month	0
d. Number of CLERK CCAs that will have Reduced Hours	0
e. Number of CLERK CCAs that will be Terminated	0

- f. Number of CLERK CCAs Remaining After Impact 0
- g. Provide Narrative Justifying need for Remaining CLERK CCAs
CCA's are not authorized in the clerk craft

Postal Support Employees (PSE)

- a. Current Number of CLERK PSE on Rolls 34
- b. Current Total Non-OverTime CLERK PSE Hours per Month 4460
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -300
- d. Number of CLERK PSE that will have Reduced Hours 25
- e. Number of CLERK PSE that will be Terminated 0
- f. Number of CLERK PSE Remaining After Impact 34
- g. Provide Narrative Justifying need for Remaining CLERK PSE
PSE hours will be reduced based on this impact. A reduction was also taken based on event 46522

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	
PTR's are not authorized int he clerk craft.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	197
b. Planned Number of CLERK FTR Positions After Impact	193
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. Provide Narrative Explaining need for Excessing	
A staffing and scheduling review resulted in a need to excess 4 FT 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	-552
b. Planned Reduction in Total OT Hours per Month	-180
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in MHA Non-OT Hours per Month	0
e. Planned Reduction in PTF Non-OT Hours per Month	0
f. Planned Reduction in CCA Non-OT Hours per Month	0
g. Planned Reduction in PSE Non-OT Hours per Month	-300
h. Total Planned Non-OT Hours per Month	29600
i. Total FTE Savings	-6

Office: FRE - Hughes
 Zip: 93705

Date: 6/2/2014

Current Complement:						
Full Time	NIFT	PSE	PTR/PTF	Clerks with NO Bids	Total Number of Clerks	New or Repeated bids including converted PTFs
10	4			4	14	
Proposed Complement:						
Full Time	NIFT	PSE	PTF	Clerks with NO Bids	Total Number of Clerks	New or Repeated bids including converted PTFs
5	6	0	0	0	11	

LDC	CSV Daily				Annual		
	CSV EARNED - 13WK	1994 Daily	DAY Variance	CSV Earned	1994 Year	Annual Variance	
	Annually	DAILY Projected	Plus or Minus (BID x Over)	Annual Budget (Annualized)	Yearly Hours	Plus or Minus (BID x Over)	
LDC 42	80	1.04	-0.29	314.81	227.25	-87.56	
LDC 43	1,706	22.16	-1.16	6713.22	5363.00	-350.22	
LDC 44	115	1.49	0.26	452.53	530.25	77.72	
LDC 45	945	12.27	0.73	3719.64	3939.00	219.36	
LDC 46	0	0.00	0.00	0.00	0.00	0.00	
LDC 48	1,323	17.18	3.96	5205.09	6110.50	904.41	
Total	4,169	54.14	2.52	16405.29	17170.00	764.71	

FY14 Qtr 3 (3/28/14 - 6/27/14)

77

OF DAYS

Complement Earned: 9.45

DAI Signature

Date:

[Handwritten Signature]

CURRENT		PROPOSED	
JOB ID	SKILLS	JOB ID	SKILLS
NAME	NAME	NAME	NAME
SCHED	SCHED	SCHED	SCHED
DAYS/OFF	DAYS/OFF	DAYS/OFF	DAYS/OFF
Class/Lvl	Class/Lvl	Class/Lvl	Class/Lvl
1	9858408 SSSA dis022&23 03331384 5/7/1977 Sat/Sun FTR 6	9858408 SSSA dis022&23 03331384 5/7/1977 Sat/Sun FTR 6	9858408 SSSA dis022&23 03331384 5/7/1977 Sat/Sun FTR 6
2	70146295 SSSA win/22&23 02098035 7/21/1984 Sun/Wed FTR 6	70146295 SSSA win/22&23 02098035 7/21/1984 Sun/Wed FTR 6	70146295 SSSA win/22&23 02098035 7/21/1984 Sun/Wed FTR 6
3	9584365 SSSA win/5 03148596 11/8/1986 Sun/Tu FTR 6	9584365 SSSA win/5 03148596 11/8/1986 Sun/Tu FTR 6	9584365 SSSA win/5 03148596 11/8/1986 Sun/Tu FTR 6
4	9584365 SSSA win/22&23 03300470 4/20/1991 Sat/Sun FTR 6	9584365 SSSA win/22&23 03300470 4/20/1991 Sat/Sun FTR 6	9584365 SSSA win/22&23 03300470 4/20/1991 Sat/Sun FTR 6
5	70185291 All station relief 03462198 9/12/1998 Sat/Sun FTR 6	70185291 All station relief 03462198 9/12/1998 Sat/Sun FTR 6	70185291 All station relief 03462198 9/12/1998 Sat/Sun FTR 6
6	70709379 Dist Win Lead SSA 03688888 16/0008 Sun/Tu NFT6 7	70709379 SSSA Dist Win 03688888 16/0008 Sun/Tu NFT6 7	70709379 SSSA Dist Win 03688888 16/0008 Sun/Tu NFT6 7
7	GARCIA, FELIPE 70660535 Thur 1000 - 1900 Sun/Tu NFT6 6	70660535 SSSA Dist Win 03688888 16/0008 Sun/Tu NFT6 7	70660535 SSSA Dist Win 03688888 16/0008 Sun/Tu NFT6 7
8	King, Sandra 70634949 SSSA window 03250951 5/18/2007 Sun NFT5 6	70634949 SSSA window 03250951 5/18/2007 Sun NFT5 6	70634949 SSSA window 03250951 5/18/2007 Sun NFT5 6
9	Lopez, Elvira 70659761 SSSA window 03331384 1/1/2008 Sun NFT7 6	70659761 SSSA window 03331384 1/1/2008 Sun NFT7 6	70659761 SSSA window 03331384 1/1/2008 Sun NFT7 6
10	JOHNSON, ANGIE 70635000 win/5 04057863 3/15/2008 Sun/Fri NFT1 6	70635000 SSSA win/5 04057863 3/15/2008 Sun/Fri NFT1 6	70635000 SSSA win/5 04057863 3/15/2008 Sun/Fri NFT1 6
11	Ferrari, Candice NEW NEW NFT5 NFT6	NEW SSSA NEW SSSA NFT5 NFT6	NEW SSSA NEW SSSA NFT5 NFT6
12	Jim Devoll UAE 03242944 5/9/1988 Sun/Thur FTR 6	ABOLISHED - EXCESS UAR FROM UNIT	ABOLISHED - EXCESS UAR FROM UNIT
13	95874362 UAE Sat/Mon/Thu/Fri 0500-1400 Sun/Wed-NS 31822	ABOLISHED - EXCESS UAR FROM UNIT	ABOLISHED - EXCESS UAR FROM UNIT
14	70185291 UAE Mo/Tu/Thu/Fri 0500-1400 33346	ABOLISHED - EXCESS UAR FROM UNIT	ABOLISHED - EXCESS UAR FROM UNIT
15	70146299 UAE Sat/Mon/Thu 0400-1300 Wed/Fri 0500-1400 36060	ABOLISHED - EXCESS UAR FROM UNIT	ABOLISHED - EXCESS UAR FROM UNIT

Office: FRE - DOWNTOWN
 Zip: 93706

Date: 6/2/2014

Current Complement:									
Full Time	NTFT	PSE	PT/PTF	Clerks with NO Bids	Total Number of Clerks	Bids with Consecutive Days S/S or SIM	Unchanged bids	New or Repeated bids including converted PTFs	
5	0	1			6	0			
Proposed Complement:									
Full Time	NTFT	PSE	PTF	Clerks with NO Bids	Total Number of Clerks	Bids with Consecutive Days S/S or SIM	Unchanged bids	New or Repeated bids including converted PTFs	
6	0	1	0		7	0			

LDC	CSV DAILY					Annual			Annual Variance
	CSV EARNED - 13WK	DAILY Projected	1994 Daily	1994 Year	Annual Budget (Annualized)	Yearly Hours	Plus or Minus (Annualized)	Plus or Minus (REP. Over)	
LDC 42	101	1.31	0.53	189.38	397.44	189.38	-208.07		
LDC 43	332	4.31	2.00	606.00	1306.44	606.00	-700.44		
LDC 44	184	2.39	3.04	921.63	724.05	921.63	197.57		
LDC 45	1,378	17.90	27.96	8471.38	5422.52	8471.38	3048.86		
LDC 46	0	0.00	0.00	0.00	0.00	0.00	0.00		
LDC 48	669	8.69	7.17	2171.50	2832.56	2171.50	-661.06		
Total	2,664	34.60	40.79	12,659.89	10,493.01	12,659.89	1,676.88		

FY14 Clr 3 (3/29/14 - 6/27/14)

77

OF DAYS

Complement Elected

DM Signature

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Date:

[Handwritten Date]

Office: FRE - Clinter
 Zip: 93701

Date: 6/2/2014

Current Complement:									
Full Time	NTFT	PSE	PT/PTF	Clerks with NO Bids	Total Number of Clerks	Bids with Consecutive Days S/S or S/M	Unchanged bids	New or Repeated bids including converted PTFs	
9	2	0		1	11	0			
Proposed Complement:									
Full Time	NTFT	PSE	PTF	Clerks with NO Bids	Total Number of Clerks	Bids with Consecutive Days S/S or S/M	Unchanged bids	New or Repeated bids including converted PTFs	
7	4	0	0	0	11	0			

LDC	CSV Daily					Annual		
	CSV EARNED - 13WK	1994 Daily	DAY Variance	Plus or Minus RED = Over	Annual Budget (Annualized)	1994 Year	Yearly Hours	Plus or Minus RED = Over
LDC 42	98	1.27	1.33	0.06	385.64	404.00	404.00	18.36
LDC 43	1,584	20.57	20.38	-0.20	6233.14	6173.83	6173.83	-59.52
LDC 44	100	1.30	1.29	-0.01	393.51	391.38	391.38	-2.13
LDC 45	1,310	17.01	16.79	-0.22	5154.94	5087.88	5087.88	-67.06
LDC 46	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LDC 48	1,904	24.73	22.21	-2.52	7492.36	6729.13	6729.13	-763.24
Total	4,996	64.88	62.00	-2.88	19659.98	18788.00	18788.00	-873.58

3/30 - 6/28/2013

77

60 DAYS

Complement Earned: 00

DM Signature

Date

FRE - Ceder
 Zip: 93725

Date: 6/2/2014

Current Complement:						
Full Time	NTFT	PSE	PT/PTF	Clerks with NO Bids	Total Number of Clerks	New or Repeated bids including converted PTFs
14	3			2	17	
Proposed Complement:						
Full Time	NTFT	PSE	PTF	Clerks with NO Bids	Total Number of Clerks	New or Repeated bids including converted PTFs
13	3				16	

LDC	CSV Daily				Annual		
	CSV EARNED - 13WK	1994 Daily	DAY Variance	1994 Year	Annual Variance	Plus or Minus	RED or OVERT
	Annually	DAILY Projected	Daily AVG Hours	Plus or Minus RED or OVERT	Annual Budget (Annualized)	Yearly Hours	RED or OVERT
LDC 42	527	6.84	6.58	-0.26	2073.78	1994.75	-79.03
LDC 43	2,774	36.03	40.25	4.22	16915.87	12195.75	4720.12
LDC 44	290	2.60	2.50	-0.10	767.01	757.50	-9.51
LDC 45	1,377	17.88	8.50	-9.38	5418.58	2575.50	-2843.08
LDC 46	0	0.00	0.00	0.00	0.00	0.00	0.00
LDC 48	2,395	31.10	39.38	8.27	8424.48	11930.63	3506.15
Total	7,273	84.45	87.21	-2.76	28619.73	20454.13	-8165.60

FY14 Qtr 3 (3/25/14 - 6/27/14)

77

OF DAYS

Complement Earned: 15.86

DM Signature

Date:

[Handwritten Signature]

Office: FRE - Cardwell
 Zip: 93704

Date: 6/2/2014

Current Complement:							Proposed Complement:		
Full Time	NTFT	PSE	PT/PTF	Clerks with NO Bids	Total Number of Clerks	Bids with Consecutive Days SIS or S/M	Unchanged bids	New or Reposted bids including converted PTEs	
7	4				11	0			
3	7	0	0		10	0			

LDC	CSV Daily				Annual		
	CSV EARNED - 13WK	1994 Daily	DAY Variance	Annual Budget (Annualized)	1994 Year	Annual Variance	Plus or Minus BBD = OMB
	Annually	DAILY Projected	Daily AVG Hours	Plus or Minus BBD = Over	Yearly Hours		
LDC 42	335	4.35	1.00	-3.35	303.00	-1318.25	-1015.25
LDC 43	1840	23.90	24.17	0.27	7322.50	8155	8155
LDC 44	120	1.56	1.83	0.27	555.50	83.29	83.29
LDC 45	967	12.43	16.50	4.07	4899.50	1203.64	1203.64
LDC 46	0	0.00	0.00	0.00	0.00	0.00	0.00
LDC 48	1,121	14.56	9.83	-4.73	2978.50	-1431.71	-1431.71
Total	4,373	56.79	53.33	-3.46	16160.00	-1045.04	-1045.04

FY14 Qtr 3 (3/29/14 - 6/27/14)

Complement Earned 5.35

OF DAYS

77

CM Signature: *[Handwritten Signature]*

Date: *[Handwritten Date]*

CURRENT				PROPOSED							
JOB ID	SKILLS	SCHED	DAYSOFF	Class/Lvl	JOB ID	SKILLS	SCHED	DAYSOFF	Class/Lvl		
Name	Name	Name	Name	Name	Name	Name	Name	Name	Name		
94677512	SSA/Dist	Z11	0400-1330	Sat/Sun	110	1	ABOLISH and CREATE NT5				
Manchester	03004167		08-07-1980								
Osborn				Sun/Thu	110	2	SSA/Dist	WIN	0845-1745	Sun/Thu	40 Hrs
70709376	SSA/Dist	3960784	0845-1745								
70709376	SSA/Dist	11	0500-1400	Sun/Thu	110	3	SSA/Dist	Z11	0600-1500	Sun/Fri	40 Hrs
95838615	SSA/Dist	02983858	0706-1965								
Brost				Sun/Thu	110	5	ABOLISH and CREATE NT6				
70350037	SSA/Dist	Z4	0200-1100	Sun/Thu	110						
Bell	03008193		03/11/2000								
70350036	SSA/Dist		Sun/Wed	110	6	ABOLISH and CREATE NT7					
Garrison	3872048	0500-1400									
95890095	SSA/Dist		0800-1800	Sun/Sat	110	7	SSA/DIST	1000-1900	Sat/Sun	40 Hrs	
Galvan	03107670		11/25/2006								
???					110	8	ABOLISH				
Vanessa Archie											
70634940	SSA/Dist	Z11	0300-1030	Sat/Sun	210	NT1	SSA/DIST	Z4	M 0300-1030 T-W 0400-0800 Th-Sat 0300-0900	Sun	30 Hrs
Chalk	02956116		04/20/1991								
70634941	SSA/Dist	Z4	0330-1100	Sun/Fri	215	FNT2	LEAVE REPLACEMENT (NOT reflected on 1994)				
Begum	03518056		03/01/2008								
70610261	SSA/Dist	Z11	1430-1900	Sun	210	NT3	SSA/DIST	M 1300-1800 T-Sat 1400-1900	Sun	30 Hrs	
Nutt	03690006	Sat 1000-1900	03/01/2008								
70634938	SSA/Dist	Z4	1200-1730	Sun	210	NT4	SSA/DIST	M 0400-1000 TH 0845-1745 F 0600-1500 Sat 0900-1730	Sun/TW	30 Hrs	
Espinoza	04057963		03/18/2008								
						NT5	SSA/Dist	Z11	0400-1000	Sun	30 Hrs
						NT6	SSA/DIST	M 0330-1030 T-F 0300-0900 Sat 0300-0630	Sun	30 Hrs	
						NT7	SSA/DIST	Z4	M-W 0300-0900 TH-Sat 0400-0800	Sun	30 Hrs

Office: FRE - Woodward Park Date: 6/2/2014
 Zip: 93710

Current Complement:						
Full Time	NTFT	PSE	PT/PTF	Clerks with NO Bids	Total Number of Clerks	New or Repeated bids including converted PTFs
16	0	0	0	3	16	
Proposed Complement:						
Full Time	NTFT	PSE	PTF	Clerks with NO Bids	Total Number of Clerks	New or Repeated bids including converted PTFs
13	3	1	0	0	17	

LDC	CSV Daily				Annual	
	13 WK Total	DAILY Projected	1994 Daily	1994 Year	Annual Variance	Plus or Minus PTF's Over
LDC 42	140	1.82	1.75	530.25	-20.65	
LDC 43	2,274	29.53	30.50	9241.50	233.10	
LDC 44	391	5.08	5.21	1578.13	39.51	
LDC 45	2,364	30.70	33.33	10100.00	737.51	
LDC 46	0	0.00	0.00	0.00	0.00	
LDC 48	2,049	26.61	27.25	8265.36	265.43	
Total	13,378	93.74	98.06	29719.25	1336.91	

TIME PERIOD USED:
 FY14 Qtr 3 (3/29/14 - 6/27/14)

OF DATE: 17

OWP Budget Number: 1654111

OWP Budget Number: 1654111

Earned Complement: 16.03

WWP Complement Earned: 13.83

Pinelake Complement Earned: 2.20

Pinelake is combined with WWP

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	SEN DATE	SEN #
52888	FRESNO P&DC	BELL	AARON	J	4059399	95699013	MAIL PROCESSING CLERK	6	110	1	3/29/2008	6
52888	FRESNO P&DC	MARKLE	ANDREAS	C	3150674	70718743	MAIL PROCESSING CLERK	6	210	67	5/10/2008	2
52894	FRE-CEDAR STA	THAO	HOUAWA		4063732	70634943	SALES,SVCS/DIST RIBUTION ASSOC	6	215	4	5/10/2008	3
52888	FRESNO P&DC	PONCE	MARGARITO	V	3247871	70936346	MAIL PROCESSING CLERK	6	210	1	5/10/2008	3
52888	FRESNO P&DC	LIU	WEIXING		3481479	70718740	MAIL PROCESSING CLERK	6	210	1	5/10/2008	4
52888	FRESNO P&DC	SINGYEE	MARTIN		3530895	95650935	MAIL PROCESSING CLERK	6	110	1	6/7/2008	2
52888	FRESNO P&DC	CASTANON	CORRINE	M	3168689	71138429	MAIL PROCESSING CLERK	6	110	1	4/15/2014	1

Requested