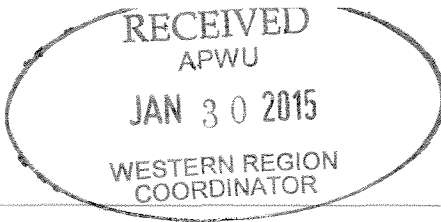


MANAGER, LABOR RELATIONS
Pacific Area



January 28, 2015

EB66753361208

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 San Diego District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign one (1) full-time clerk from the craft and/or installation at the San Marcos bid installation (Event 49209). This impact is based on a Function 4 earned hours review.

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

By copy of this notice, we will withhold one (1) full-time assignment in the clerk, carrier, mail handler and/or custodial crafts in sites within a 50 mile radius of the impacted bid cluster.

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 name of the junior impacted employee.

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, San Diego District
Area Complement Coordinator with attachments
Manager, Human Resources – San Diego with attachments
District Complement Coordinator, San Diego District with attachments
Chris Jackson, NALC with attachments
David Ross, NPMHU with attachments
TC's (2) with attachments

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 writing
☒ Comments


Omar Gonzalez, Coordinator

WorkHour Impact Report

Impacted Bid Cluster	SAN MARCOS POST OFFICE
Installation Address	Event 49209
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	07/08/2015
Period (Dates) of Review Performed	01/04/2014 thru 01/16/2015
Report Prepared By	Sharon Devega
Report Prepared Date	01/22/2015
Reviewed By	James Olson
Phone	(858) 674-0301

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	507	472	-35	-140	-1820	-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	32	6.3%	-9.5	0		23	4.8%

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 per the CBA.

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	

MHAs are not authorized per the CBA.

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 PTFs in the bid installation.

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 | |
| CCAs are not authorized per the CBA. | |

Postal Support Employees (PSE)

- | | |
|---|-----|
| a. Current Number of CLERK PSE on Rolls | 2 |
| b. Current Total Non-OverTime CLERK PSE Hours per Month | 208 |
| c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month | 0 |
| d. Number of CLERK PSE that will have Reduced Hours | 0 |
| e. Number of CLERK PSE that will be Terminated | 0 |
| f. Number of CLERK PSE Remaining After Impact | 2 |
| g. Provide Narrative Justifying need for Remaining CLERK PSE | |
| PSE are already low and a further reduction will not result in a need to create a FT assignment | |

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 PTRs in the bid installation. | |

Full Time Regular (FTRs)

- | | |
|---|-----|
| a. Current Number of CLERK FTRs on Rolls | 13 |
| b. Planned Number of CLERK FTR Positions After Impact | 12 |
| 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 | 1 |
| e. Provide Narrative Explaining need for Excessing | |

Based upon review of the F4 CSV and 1994, the current workload does not support the current staffing and it will be necessary to excess (1) FT clerk from the craft/bid installation.

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-140
b. Planned Reduction in Total OT Hours per Month	-38
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	0
h. Total Planned Non-OT Hours per Month	1888
i. Total FTE Savings	-1

MPOO AREA (4) Customer Service Variance Summary 73 Customer Service Days 10/04/2014 to 01/02/2015													
Tot Auto/Mech Var Hrs: 0			Tot Manual Var Hrs: 312			Tot Retail Var Hrs: 493			Tot Admin Var Hrs: 476				
Tot Auto/Mech Var Vol: 0			Tot Manual Var Vol: 190			Tot Retail Trans: 2,545			Tot Fun 4 Var Hrs: 1,281				
FTES CLERKS/MAILHANDLERS ACTUAL: 14				FTES CLERKS/MAILHANDLERS EARNED: 11				FTES Variance: 2.6					
		Auto Mech		Retail Admin		Auto		Total F4		Total F4		FTES	
		Hours	Manual	Hours	Hours	Mech	Manual	Retail	Hours	Hours	FTES	FTES	Variance
Unit Name		%	Hours	%	%	Volume	Volume	Trans	%	Hours	Actual	Earned	↓
		Achd	% Achd	Achd	Achd	% Var	% Var	% Var	Achd	Var			
SAN MARCOS PO (LA)		0.00	88.91	78.10	72.78	0.00	5.32	4.23	81.20	1,280.67	14.09	11.44	2.65
END OF CELL													

PRINT EXCEL

CUSTOMER SERVICE VARIANCE - [920]-SAN DIEGO PFC					
SAN MARCOS PO - SAN MARCOS PO 056882 SSK/APC Sun			MPOO 4 Date: 01/09/2015		
Analysis Period: 10/04/2014 to 01/02/2015 - Customer Service Days: 73			Unit Level: 22 Man Yr: 0 CAG: D		
Benchmark Dates: FY 2014 WK 1 - FY 2014 WK 52		POS	[SAN MARCOS PO] SAN MARCOS PO		
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk			12		
Part Time Flexible Clerk			0		
Part Time Regular Clerk			0		
Postal Support Employee			3		
Non-Traditional Full-Time			0		
Flex Non-Traditional FT			1		
Full Time MH			0		
Part Time Flexible MH			0		
Part Time Regular MH			0		
MailHandler Assistant			0		
Full Time Equivalent Emp	12	13	16		
Full Time Equivalent Hrs	1792	1795	1762		
WORKHOUR ANALYSIS					
Automation/Mechanized (LDC41L-41F)					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	0	0	0	0	0%
LDC 41 Flts Hours	0	0	0	0	0%
Total Auto/Mech Hours	0	0	0	0	0%
Manual (LDC43-44)					
LDC 43L Hours	153	149	179	30	83.03%
LDC 43F Hours	135	160	160	0	100.27%
LDC 43P Hours	1121	1317	1326	9	99.33%
LDC 43A Hours	685	693	737	44	94.00%
LDC 43 Total	2095	2319	2402	83	96.54%
LDC 44 Hours	232	185	414	229	44.69%
Total Manual Hours	2327	2504	2816	312	88.91%
Retail/Admin (LDC 42,45,48)					
LDC 42 Hours	209	56	56	0	100.00%
LDC 45LA Hours		68	211	143	32.18%
LDC 45 SSA Hours		1689	2039	350	82.85%
LDC 45 Total	1610	1757	2250	493	78.10%
LDC 48 Hours	1184	1226	1691	465	72.52%
Total Retail/Admin Hours	3003	3040	3997	957	76.05%
Total Function Four	5330	5532	6813	1281	81.20%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	0		0	0	0%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	0		0	0	0%
LDC 43 Dist Vol Ltrs (Ft)	1,109		1,077	-31	- 2.82%
LDC 43 Dist Vol Flts (Ft)	1,227		1,454	226	18.45%
LDC 43 Dist Vol PP/Sprs	302718		355554	52,836	17.45%
LDC 44 Box Ltrs (Ft)	734		755	21	2.85%
LDC 44 Box Flts (Ft)	504		478	-26	- 5.18%
Manual Vol (w/o PP/Sprs)	3,574		3,764	190	5.32%
LDC 45 Transactions	60176		62721	2,545	4.23%
Retail Transaction Volume	60,176		62,721	2,545	4.23%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	0	0	0	0	0%
LDC 41 Flt PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs FPH	7.25	7.25	6.02	- 1.23	83.03%

LDC 43 Dist Vol Flts FPH	9.06	9.06	9.09	0.02	100.27%
LDC 43 Dist PP/Sprs PPH	270	270	268	-2	99.26%
LDC 43 Allied Hrs per day	9.38	9.49	10.10	0.61	94.00%
LDC 44 Box L&F FPH	5.33	6.68	2.98	- 3.70	44.59%
LDC 45 Min. per Trans	1.60	1.62	2.15	0.54	75.08%
LDC 45 Trans per 1412	165.30	186.87	183.93	2.94	98.43%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	34		34	0	0.00%
Rural Routes	14		15	1	7.14%
CDS Routes	0		0	0	0%
POB Equivalent Routes	15		15	0	0.00%
City Deliveries	24644		24993	349	6.23%
Rural Deliveries	10194		10216	22	0.52%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	1818		1741	-77	- 4.24%
Drop Deliveries			1217		
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	11.00	11.42	14.09	2.66	

Staffing and Scheduling Tool (SST)

Webcoins Updated - 11/03/14 | Summary Updated - 01/20/15 23:01 | Blue Home

Flowcharts | Actions | Reports F4 | Reports F2 | References | Problems | 24 Hrs | Scanning | WCPP

Welcome Sharon

LDCs XX 41 42 43L 43F 43P 43A 44 45 48 48 TUE WED THU FRI MON SAT SUN

(MF Unit Opn 00:00) (MF WIN Opn 00:00) (MF WIN Clos 00:00) (MF Unit Clos 00:00)
(SAT Unit Opn 00:00) (SAT WIN Opn 00:00) (SAT WIN Clos 00:00) (SAT Unit Clos 00:00)

Export to PDF (to Print Page)

(TUE) SAN MARCOS PO - 056882

REF	FTR/PTF	Hours	0 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8
1	FTR	8.00																				
2	FTR	8.00																				
3	FTR	0.00																				
4	FTR	8.00																				
5	FTR	8.00																				
6	FTR	8.00																				
7	PSE	0.00																				
8	FTR	0.00																				
9	FTR	8.00																				
10	FTR	8.00																				
11	FTR	8.00																				
12	FTR	8.00																				
13	ENFI	0.00																				

Add Row

Weekly Summary				TUE Summary				W-F Summary				MON Summary				SAT-SUN	
LDCs	1994 Hours	CSV Hours	VAR Hours	LDCs	1994 Hours	CSV Hours	VAR Hours	LDCs	1994 Hours	CSV Hours	VAR Hours	LDCs	1994 Hours	CSV Hours	VAR Hours	LDCs	1994 Hours
LDC 41	0.00	0.00	0.00	LDC 41	0.00	0.00	0.00	LDC 41	0.00	0.00	0.00	LDC 41	0.00	0.00	0.00	LDC 41	0.0
LDC 42	7.00	6.70	0.30	LDC 42	1.25	1.12	0.13	LDC 42	3.00	3.35	-0.35	LDC 42	1.75	1.12	0.63	LDC 42	1.0
LDC 43	112.75	106.83	5.92	LDC 43	19.00	17.80	1.20	LDC 43	55.00	53.41	1.59	LDC 43	22.50	17.80	4.70	LDC 43	16.3
LDC 43 (Allied)	42.50	53.39	-10.89	LDC 43 (Allied)	6.50	8.90	-2.40	LDC 43 (Allied)	21.50	26.70	-5.20	LDC 43 (Allied)	5.50	8.90	-3.40	LDC 43 (Allied)	9.0
LDC 44	15.25	15.45	-0.20	LDC 44	2.00	2.58	-0.58	LDC 44	8.75	7.73	1.02	LDC 44	1.50	2.58	-1.08	LDC 44	3.0
LDC 45	153.25	132.04	21.21	LDC 45	22.75	22.01	0.74	LDC 45	85.25	66.02	19.23	LDC 45	30.00	22.01	7.99	LDC 45	15.3
LDC 48	109.25	98.16	11.09	LDC 48	20.50	16.36	4.14	LDC 48	50.50	49.08	1.42	LDC 48	18.75	16.36	2.39	LDC 48	19.5
LDC 48 (Soft)	0.00	0.00	0.00	LDC 48 (Soft)	0.00	0.00	0.00	LDC 48 (Soft)	0.00	0.00	0.00	LDC 48 (Soft)	0.00	0.00	0.00	LDC 48 (Soft)	0.0

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
56882	SAN MARCOS PO	MORSE	SUSAN	J	3209750	95814417	SALES,SVCS/DIST RIBUTION ASSOC	6	110	4	48	12/2/1978	1
56882	SAN MARCOS PO	SCHONES	JAMES	C	2964414	70925805	MAIL PROCESSING CLERK	6	110	4	43	12/24/1983	1
56882	SAN MARCOS PO	COX	SUSAN	M	2970658	95797681	SALES,SVCS/DIST RIBUTION ASSOC	6	110	4	45	9/15/1984	1
56882	SAN MARCOS PO	KOCHERHANS	ALICE	A	3077357	70925457	SALES AND SERVICES ASSOCIATE	6	110	4	45	5/10/1986	1
56882	SAN MARCOS PO	GODINEZ	DIANNE		3140900	70925458	MAIL PROCESSING CLERK	6	110	4	43	12/5/1987	1
56882	SAN MARCOS PO	ZILLIOX	AURA	L	3307049	95774825	DIST WINDOW CLK	6	110	4	43	10/7/1989	1
56882	SAN MARCOS PO	LEAK	WILLIAM	F	3126556	70648200	MAIL PROCESSING CLERK	6	110	4	43	4/12/1997	1
56882	SAN MARCOS PO	PANGANIBAN	CARLITO	C	3204173	70925809	SALES AND SERVICES ASSOCIATE	6	110	4	45	1/31/1998	1
56882	SAN MARCOS PO	JOUBERT	SCOTT	P	3486492	95541770	LEAD SALES & SERVICES ASSOCIATE	7	110	4	48	1/10/2004	1
56882	SAN MARCOS PO	BARBOSA	DELIA	A	3157462	70647447	SALES,SVCS/DIST RIBUTION ASSOC	6	110	4	45	5/29/2004	1
56882	SAN MARCOS PO	MACASA	CATHRINE	Z	3651463	95551524	SALES,SVCS/DIST RIBUTION ASSOC	6	110	4	43	3/4/2006	1

56882	SAN MARCOS PO	PHAM	PAUL	D	3444456	70925811	SALES,SVCS/DIST RIBUTION ASSOC	6	215	4	45	3/15/2008	1
56882	SAN MARCOS PO	SALVATIERRA	YOLANDA		3153528	70232424	SALES,SVCS/DIST RIBUTION ASSOC	6	110	4	45	9/27/2008	1

Impacted