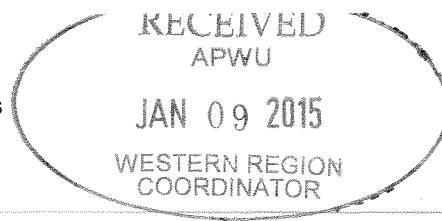


MANAGER, LABOR RELATIONS
Pacific Area



January 8, 2015

Tracking Number# EB667533507US

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 Santa Ana District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign thirty-eight (38) full-time clerks from the craft and/or installation at the Santa Ana bid installation (Event 49173). This impact is based on a 24 Hour Clock Function 1 baseline.

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

By copy of this notice, we will withhold thirty-eight (38) full-time assignments 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 names of the junior 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, Santa Ana District
Area Complement Coordinator with attachments
Manager, Human Resources – Santa Ana with attachments
District Complement Coordinator, Santa Ana 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


U. Gonzalez, Coordinator

WorkHour Impact Report

Impacted Bid Cluster	SANTA ANA POST OFFICE
Installation Address	Event 49173
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	07/11/2015
Period (Dates) of Review Performed	01/04/2014 thru 01/16/2015
Report Prepared By	Joseph Badalewski
Report Prepared Date	01/07/2015
Reviewed By	Abelardo Munoz
Phone	(714) 662-6300

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	22153	19972	-2181	-8724	-113412	-64	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	711	3.2%	-69.64	0		641	3.2%

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	

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	
There are no MHA's in the 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 PTFs in the clerk craft 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
- There are no CCA's in the clerk craft

Postal Support Employees (PSE)

- a. Current Number of CLERK PSE on Rolls 119
- b. Current Total Non-OverTime CLERK PSE Hours per Month 15076
- c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month -3404
- d. Number of CLERK PSE that will have Reduced Hours 17
- e. Number of CLERK PSE that will be Terminated -25
- f. Number of CLERK PSE Remaining After Impact 94
- g. Provide Narrative Justifying need for Remaining CLERK PSE
- PSE usage and workhours have been reduced

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 clerk craft.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	547
b. Planned Number of CLERK FTR Positions After Impact	509
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	38
e. Provide Narrative Explaining need for Excessing	
Event will result in the need to excess 38 FT clerks from the craft and/or bid installation.	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-5320
b. Planned Reduction in Total OT Hours per Month	-279
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	-3404
h. Total Planned Non-OT Hours per Month	79888
i. Total FTE Savings	-64

SA P&DC Baseline Staffing Model

File date: December 17, 2014

	WebCOINS On-Rolls (as of 06/5/2014)		Proposed Staffing		SDO Ratio (1:25)		MDO Ratio (1:22 - 1:25)	
	Clerk	MH	Clerk	MH	Current	Earned	Current	Earned
Tour 1 (ORNA subset ->)	194	111	120	83	12	8	2	1
	2	4	2	4				
Tour 2 (ORNA subset ->)	6	24	38	47	1	3	1	0
	0	2	0	2				
Tour 3 (ORNA subset ->)	146	123	144	112	10	10	1	1
	3	4	3	4				
Total	346	258	302	242	23	22	4	3
	5	10	5	10	2	2	0	0
Total F1	346	258	307	252	23	24	4	3
	14	2	14	2	0	0	0	0
Grand Total	360	260	321	254	23	24	4	3

Craft Ratios		On-Rolls		Proposed		
Clerk						
FT	317	90.6%	282	91.9%	Up to 50% of Career Clerks Up to 20% of Career Clerks*	D/A 110
NTFT	3	0.9%	0	0.0%		D/A 210
PSE	30	8.6%	25	8.9%		D/A 813
	350	100.0%	307		*PSEs Capped by District	
Mail Handler						
FT	222	85.7%	221	87.7%	Only 200 Man-Year Offices Up to 15% of Career Mail Handlers* Up to 5% of Career Mail Handlers	D/A 120
PTR	12	4.6%	12	4.8%		D/A 320
PTF	0	0.0%		0.0%		D/A 420
MHA	15	5.8%	12	4.8%		D/A 820
Casual	10	3.9%	7	2.8%		D/A 620
	259	100.0%	252	100.0%	*Up to 20% Ttl MHA & Casuals	

	Clerk	MH	Total Craft
Proposed Staffing	307	252	559
Current Staffing (WebCoins On-Rolls)	346	258	604
+/- Current	-39	-6	-45

MPV Impacts:

Use last four non-holiday weeks data, if feasible; enter MPV % achievement, Work Hr Opportunity and # of weeks below.	Data Source: Variance WebSite/MPV	SA P&DC-- File date: December 17, 2014	If workload is added from other facilities, it must be converted to Earned Hours in the same multiple of weeks shown in Cell E46 and then added to Cell D46 and subtracted from Cell D47.
(enter value fm MPV rpt) (enter value fm MPV rpt)	MPV Week 28-31 FY14 Earned Hrs # of Wks Weekly Opportunity Hours FTE Opp (35 hrs @)	65.71% 52,285 4 6,821 195	Added Earned Hours
	70.31% 70.31% MPV Tgt	4.6%	1-Wk Increase in Earned Hrs 4-Wk Increase in Earned Hrs
	70.31% FTE(-) to 70.31%	40	
	75.00% 75% MPV Stretch	9.3%	Added Earned Hours
	75.00% FTE(-) to 75%	75	
	Current F1 Craft Complement	604	
	Proposed F1 Craft Complement	559	
	OT HRs for MPV Wk(s)/Rate	1,605	2.0%
	OT Tgt	2.0%	
	OT FTE	0	
	Diff	-45	
	MPV Impact	5.5%	
	New MPV	71.2%	

File date: December 17, 2014

Clerks - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with work center-specific replacement and BMG OT
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.
 - Number of Machines is the number of machines scheduled to be used to process mail that day/shift; not total number in the facility
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

		Fri for Sat	Sat for Sun	Sun for Mon	Mon for Tue	Tue for Wed	Wed for Thu	Thu for Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Tour 1 (100 Series PLs)												
Work Center	Ttl Tour Scheduler Excess	-	40	4	-	1	-	-				
AFSM-AI/ATHS	Staff per day	5	2	5	5	5	5	5	7	8	(1)	XXXX to XXXX
W/C 101C	% staffing daily	15.6%	6.3%	15.6%	15.6%	15.6%	15.6%	15.6%				
PL 153	Scheduler Profile	5	4	6	5	5	5	5				
	Scheduler Excess	-	2	1	-	-	-	-				
	People per day	4	2	4	4	4	4	4				
	% people daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%				
	Number of Machines											
	% daily TPH / NA-TPH											
Automation Des-Act 110	Staff per day	46	-	46	46	46	46	46	62	101	(39)	XXXX to XXXX
W/C 102C	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
PL 133, 134	Scheduler Profile	46	32	48	46	46	46	46	The "Current Filled Bids" formula has been edited to show only DA110 DA210 is mapped to W/C 110C			
	Scheduler Excess	-	32	2	-	-	-	-				
	People per day	40	0	40	40	40	40	40				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	15.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Box Section / Callers	Staff per day	6	4	6	6	6	6	6	8	8	-	XXXX to XXXX
W/C 103C	% staffing daily	15.0%	10.0%	15.0%	15.0%	15.0%	15.0%	15.0%				
PL 186	Scheduler Profile	6	4	6	6	6	6	6				
6 from PL 193	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	5	3	5	5	5	5	5				
	% people daily	15.2%	9.1%	15.2%	15.2%	15.2%	15.2%	15.2%				
	Number of Machines											
	% daily TPH / NA-TPH											
Expeditors	Staff per day	5	3	5	5	5	5	5	7	8	(1)	XXXX to XXXX
W/C 104C	% staffing daily	15.2%	9.1%	15.2%	15.2%	15.2%	15.2%	15.2%				
PL 110	Scheduler Profile	5	4	6	5	5	5	5				
	Scheduler Excess	-	1	1	-	-	-	-				
	People per day	4	3	4	4	4	4	4				
	% people daily	14.8%	11.1%	14.8%	14.8%	14.8%	14.8%	14.8%				
	Number of Machines											
	% daily TPH / NA-TPH											
Registry/Express	Staff per day	8	4	4	8	8	9	9	10	10	-	XXXX to XXXX
W/C 105C	% staffing daily	16.0%	8.0%	8.0%	16.0%	16.0%	18.0%	18.0%				
PL 184	Scheduler Profile	8	4	4	8	8	9	9				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	7	4	4	7	7	8	8				
	% people daily	15.6%	8.9%	8.9%	15.6%	15.6%	17.8%	17.8%				
	Number of Machines											
	% daily TPH / NA-TPH											
Manual (Ltrs / Fits/Nixie)	Staff per day	16	7	18	17	17	17	17	23	32	(9)	XXXX to XXXX
W/C 106C	% staffing daily	14.7%	6.4%	16.5%	15.6%	15.6%	15.6%	15.6%				
PL 143, 158	Scheduler Profile	16	12	18	17	18	17	17				
	Scheduler Excess	-	5	-	-	1	-	-				
	People per day	14	6	16	15	15	15	15				
	% people daily	14.6%	6.3%	16.7%	15.6%	15.6%	15.6%	15.6%				
	Number of Machines											
	% daily TPH / NA-TPH											
Misc Ind	Staff per day	1	-	2	3	3	3	3	3	8	(5)	XXXX to XXXX
W/C 107C	% staffing daily	6.7%	0.0%	13.3%	20.0%	20.0%	20.0%	20.0%				
PL 193	Scheduler Profile	1	-	2	3	3	3	3				
Gen 0/0/1/1/1/1/1	Scheduler Excess	-	-	-	-	-	-	-				
Ramp 1/0/0/1/1/1/1	People per day	1	0	2	3	3	3	3				
Label Room 0/0/1/1/1/1/1 Rehab	% people daily	6.7%	0.0%	13.3%	20.0%	20.0%	20.0%	20.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Metered Mail Prep	Staff per day											
W 108c	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily											
	Number of Machines											
	% daily TPH / NA-TPH											
Automation PSEs	Staff per day									24	(24)	XXXX to XXXX
W/C 109C	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
PL 136	Scheduler Profile											
6 Day	Scheduler Excess											
LCREM, Mail Runners	People per day	0	0	0	0	0	0	0				
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
Automation NTFT	Staff per day									3	(3)	XXXX to XXXX
W/C 110C	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
PL 133, 134	Scheduler Profile											
	Scheduler Excess											
SUN/WED/THU position	People per day		0									
4 Day	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
	Number of Machines											
	% daily TPH / NA-TPH											
UARS	Staff per day									7	(7)	XXXX to XXXX
W/C 111C	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
PL 135	Scheduler Profile											
1 to PL 193 label room	Scheduler Excess											
	People per day											
	% people daily											
	Number of Machines											
	% daily TPH / NA-TPH											
Staffing per Tour - Total		87	20	86	90	90	91	91	120	209	-89	
People per Tour - Total		75	18	75	78	78	79	79				
Difference +/- to base requirement		12	2	11	12	12	12	12				

Tour 1 Clerks Staffing per day	Secondary W/C Field	S	S	M	T	W	T	F	Proposed Total Positions	Current Filled Bids	Diff: Over Plan +, Under Plan -
AFSM-AI/ATHS	W/C 101C	5	2	5	5	5	5	5	7	8	1
Automation Des-Act 110	W/C 102C	46	0	46	46	46	46	46	62	101	39
Box Section / Callers	W/C 103C	6	4	6	6	6	6	6	8	8	0
Expeditors	W/C 104C	5	3	5	5	5	5	5	7	8	1
Registry/Express	W/C 105C	8	4	4	8	8	9	9	10	10	0
Manual (Ltrs / Fits/Nixie)	W/C 106C	16	7	18	17	17	17	17	23	32	9
Misc Ind	W/C 107C	1	0	2	3	3	3	3	3	8	5
Metered Mail Prep	W 108c	0	0	0	0	0	0	0	0	0	0
Automation PSEs	W/C 109C	0	0	0	0	0	0	0	0	24	24
Automation NTFT	W/C 110C	0	0	0	0	0	0	0	0	3	3
UARS	W/C 111C	0	0	0	0	0	0	0	0	7	7
Automation 1630	W/C 112C	0	0	0	0	0	0	0	0	0	0
Staffing per day - Total		87	20	86	90	90	91	91	120	209	89
People per day - Total		75	18	75	78	78	79	79			
Difference +/- to base requirement (including coverage)		12	2	11	12	12	12	12			

Clerks - Proposed Baseline

- **Staffing per day** is the result of using Days Off Scheduler with work center specific replacement and BMG OT
 - **People per day** is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.
 - **Number of Machines** is the number of machines scheduled to be used to process mail that day/shift, not total number in the facility
 - **% Daily TPH / NA-TPH** is the workload associated with the work group (column A)

[illegible]

File date: December 17, 2014

Clerks - Proposed Baseline

- Staffing per day is the result of using Days Off Scheduler with work center-specific replacement and BMG OT
 - People per day is the minimum required staffing for the work group on that day - before leave replacement / OT / days off coverage / etc.
 - Number of Machines is the number of machines scheduled to be used to process mail that dayshift, not total number in the facility
 - % Daily TPH / NA-TPH is the workload associated with the work group (column A)

Tour 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Do not edit here.												
TH Tour Scheduler Excess		27	6	2	4	1	-	2				
AFSM-AI/ATHS												
W/C 301C												
PL 354												
Expeditor to 373												
Staff per day		2	3	3	3	3	3	3		4	8	(4) 1700 to 0130
% staffing daily		10.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%				
Schedular Profile		2	3	3	3	3	3	3				
Schedular Excess		-	-	-	-	-	-	-				
People per day		2	3	3	3	3	3	3				
% people daily		10.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Automation Des-Act 110												
W/C 302C										55	24	XXXX to XXXX
PL 333, 334, 335												
DBCS, DIOSS												
1230												
Staff per day		0	41	41	41	41	41	41				
% staffing daily		0.0%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%				
Schedular Profile		27	41	42	42	41	41	41				
Schedular Excess		27	-	1	1	-	-	-				
People per day		0	36	36	36	36	36	36				
% people daily		0.0%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Box Section / Callers												
W/C 303C												XXXX to XXXX
Staff per day												
% staffing daily		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Schedular Profile												
Schedular Excess												
People per day												
% people daily		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Expeditors												
W/C 304C												
PL 310, 373												
4MH to 349												
Staff per day		7	5	8	8	8	8	8		11	8	XXXX to XXXX
% staffing daily		13.5%	9.6%	15.4%	15.4%	15.4%	15.4%	15.4%				
Schedular Profile		7	5	9	9	9	8	8				
Schedular Excess		-	-	1	1	1	-	-				
People per day		6	4	7	7	7	7	7				
% people daily		13.3%	8.9%	15.6%	15.6%	15.6%	15.6%	15.6%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Registry/Express												
W/C 305C										13	13	XXXX to XXXX
PL 382, 384												
Staff per day		5	3	11	12	11	11	12				
% staffing daily		7.7%	4.6%	16.9%	18.5%	16.9%	16.9%	18.5%				
Schedular Profile		5	3	11	12	11	11	12				
Schedular Excess		-	-	-	-	-	-	-				
People per day		4	3	10	11	10	10	11				
% people daily		6.8%	5.1%	16.9%	18.6%	16.9%	16.9%	18.6%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Manual (Ltrs / Flts/Nixie)												
W/C 306C										9	7	XXXX to XXXX
PL 358												
Staff per day		8	5	6	6	6	6	8				
% staffing daily		14.6%	12.2%	14.6%	14.6%	14.6%	14.6%	14.6%				
Schedular Profile		6	5	6	6	6	6	8				
Schedular Excess		-	-	-	-	-	-	-				
People per day		5	4	5	5	5	5	5				
% people daily		14.7%	11.8%	14.7%	14.7%	14.7%	14.7%	14.7%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Misc Ind												
W/C 307C										2	2	XXXX to XXXX
PL 393												
Gen 001/1/1/1/1												
Ramp 100/0/1/1/1/1												
1 to PL 334												
Staff per day		1	-	1	2	2	2	2				
% staffing daily		10.0%	0.0%	10.0%	20.0%	20.0%	20.0%	20.0%				
Schedular Profile		1	-	1	2	2	2	2				
Schedular Excess		-	-	-	-	-	-	-				
People per day		1	0	1	2	2	2	2				
% people daily		10.0%	0.0%	10.0%	20.0%	20.0%	20.0%	20.0%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Metered Mail Prep												
W/C 308C										2	6	(4) XXXX to XXXX
PL 308												
4 MH to PL 308												
Contractually locked in												
Staff per day		0	0	2	2	2	2	2				
% staffing daily		0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Schedular Profile		-	-	2	2	2	2	2				
Schedular Excess		-	-	-	-	-	-	-				
People per day		0	0	2	2	2	2	2				
% people daily		0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Automation PSES												
W/C 309C										6	(6)	XXXX to XXXX
PL 336												
DCBS Lunch relief, AFCS,												
LCREM, Mail Runners												
6 Day												
Staff per day		0	0	0	0	0	0	0				
% staffing daily		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Schedular Profile		0	0	0	0	0	0	0				
Schedular Excess		-	-	-	-	-	-	-				
People per day		0	0	0	0	0	0	0				
% people daily		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Automation NTFT												
W/C 310C												XXXX to XXXX
Staff per day		0	0	0	0	0	0	0				
% staffing daily		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Schedular Profile		0	0	0	0	0	0	0				
Schedular Excess		-	-	-	-	-	-	-				
People per day		0	0	0	0	0	0	0				
% people daily		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
UARs												
W/C 311C												XXXX to XXXX
Staff per day		0	0	0	0	0	0	0				
% staffing daily		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Schedular Profile		0	0	0	0	0	0	0				
Schedular Excess		-	-	-	-	-	-	-				
People per day		0	0	0	0	0	0	0				
% people daily		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH												
Automation 1630												
W/C 312C										48	65	(17) XXXX to XXXX
Staff per day		9	0	45	45	45	45	45				
% staffing daily		3.8%	0.0%	19.2%	19.2%	19.2%	19.2%	19.2%				
Schedular Profile		9	0	45	45	45	45	45				
Schedular Excess		-	6	-	-	-	-	-				
People per day		8	0	39	39	39	39	39				
% people daily		3.9%	0.0%	19.2%	19.2%	19.2%	19.2%	19.2%				
Replacement %												
Number of Machines												
% daily TPH / NA-TPH		13.0%	11.0%	14.0%	15.0%	16.0%	15.0%	16.0%				
Staffing per Tour - Total		30	57	117	119	118	118	119		144	139	5
People per Tour - Total		28	50	103	105	104	104	105				
Difference +/- to base requirement		4	7	14	14	14	14	14				

56928	SNA-CFS	TUIOLOSEGA	CHRIS	M	3026205	70821533	MARKUP CLERK - AUTOMATED	6	110	4	49	10/1/1998	1
56928	SNA-CFS	DUONG	THAO	P	3279512	95039915	MARKUP CLERK - AUTOMATED	6	110	4	49	10/1/1998	3
56928	SNA-CFS	CHANG	LIANG	C	3328084	95058981	MARKUP CLERK - AUTOMATED	6	110	4	49	10/8/1998	1
56928	SNA-CFS	NEAL	KELLY	L	3380852	95059795	MARKUP CLERK - AUTOMATED	6	110	4	49	10/29/1998	2
56936	SANTA ANA PO	CANALES	PAULA	C	3368619	70708753	MAIL PROCESSING CLERK	6	110	4	43	11/7/1998	1
56928	SNA-CFS	MARTINEZ	MARIA	D	3306726	95059796	MARKUP CLERK - AUTOMATED	6	110	4	49	1/30/1999	1
56928	SNA-CFS	CHANG	EMILY		3040633	95032933	MARKUP CLERK - AUTOMATED	6	110	4	49	6/17/1999	1
56936	SANTA ANA PO	SEO	KAY	S	3383012	95033839	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	8/16/1999	1
56928	SNA-CFS	BAUTISTA	VIVIAN	V	3022549	95034530	MARKUP CLERK - AUTOMATED	6	110	4	49	10/21/1999	1
56933	SNA-SOUTH MAIN STA	GERMAN	SANDRA	M	3017431	70822723	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	3/11/2000	1
56928	SNA-CFS	MARTINEZ	ANA	R	3080171	70821534	MARKUP CLERK - AUTOMATED	6	110	4	49	7/28/2001	1
56928	SNA-CFS	LABASTIDA	GINA	D	3279956	70945820	MARKUP CLERK - AUTOMATED	6	110	4	49	9/8/2001	1
56928	SNA-CFS	LAM	MAI	D	2865749	70821535	MARKUP CLERK - AUTOMATED	6	110	4	49	11/1/2003	1
56928	SNA-CFS	TRIPP	REGINA	E	3574015	95040739	MARKUP CLERK - AUTOMATED	6	110	4	49	3/31/2005	2
56937	SANTA ANA CA P&DC	WILLIAMS	HERBERT	D	3458127	70592423	MAIL PROCESSING CLERK	6	210	1	11	4/2/2005	1
56928	SNA-CFS	CALDERON	CARMEN	A	3430864	95030098	MARKUP CLERK - AUTOMATED	6	110	4	49	4/2/2005	2
56937	SANTA ANA CA P&DC	TANIGAWA	RHONDA	E	3588890	70819964	MAIL PROCESSING CLERK	6	210	1	11	6/9/2005	1
56937	SANTA ANA CA P&DC	SANTOSO	TJITRAWATI		3545776	70145243	GENERAL EXPEDITOR	7	110	1	17	6/11/2005	1
56936	SANTA ANA PO	MARTINEZ	FRANK		3543520	95044371	SALES,SVCS/DISTRIBUTION ASSOC	6	110	4	45	4/3/2006	1
56928	SNA-CFS	HO	QUYEN	K	3658305	95043965	MARKUP CLERK - AUTOMATED	6	110	4	49	4/24/2006	1
56928	SNA-CFS	KIM	JOHN	R	3181615	70821539	MARKUP CLERK - AUTOMATED	6	110	4	49	4/24/2006	2
56937	SANTA ANA CA P&DC	PEREZ	ALEJANDRA		3450392	71079716	DATA COLL TECH	7	110	0	2	6/19/2006	1
56937	SANTA ANA CA P&DC	PARK	HYUN	J	3521197	95038233	MAIL PROCESSING CLERK	6	110	1	11	6/24/2006	1
56937	SANTA ANA CA P&DC	ACOSTA	ARLENE	N	3673697	70154404	MAIL PROCESSING CLERK	6	110	1	11	7/3/2006	2
56928	SNA-CFS	HOLMES	MYRLA	G	3675609	70821537	MARKUP CLERK - AUTOMATED	6	110	4	49	7/10/2006	3
56937	SANTA ANA CA P&DC	HER	JOU	L	3688156	95059038	MAIL PROCESSING CLERK	6	110	1	11	9/11/2006	1
56936	SANTA ANA PO	RIVERA	ORTENZIA		3695123	70616487	SALES,SVCS/DISTRIBUTION ASSOC	6	215	4	45	10/10/2006	1
56928	SNA-CFS	TRUMP	WILLIAM		3256106	70821538	MARKUP CLERK - AUTOMATED	6	110	4	49	10/16/2006	1
56928	SNA-CFS	YANG	JUDY		3698055	70868434	MARKUP CLERK - AUTOMATED	6	110	4	49	10/24/2006	1
56928	SNA-CFS	OLMOS	NUNZIA	S	3409892	95030551	MARKUP CLERK - AUTOMATED	6	110	4	49	10/24/2006	2
56928	SNA-CFS	GARCIA	MONICA		3320580	70967922	MARKUP CLERK - AUTOMATED	6	110	4	49	10/30/2006	1
56937	SANTA ANA CA P&DC	RACELIS	CLAROCONDE	A	3302142	70296724	MAIL PROCESSING CLERK	6	110	1	11	11/6/2006	1
56928	SNA-CFS	NGO	DENNY		3716680	70868429	MARKUP CLERK - AUTOMATED	6	110	4	49	12/4/2006	1
56928	SNA-CFS	VU	CATHERINE	O	3550558	70967923	MARKUP CLERK - AUTOMATED	6	110	4	49	12/4/2006	2
56937	SANTA ANA CA P&DC	CORTES	JONATHAN	N	3527150	70296779	MAIL PROCESSING CLERK	6	110	1	11	12/11/2006	2
56928	SNA-CFS	CHANG	JASMINE	M	3156915	70968102	MARKUP CLERK - AUTOMATED	6	110	4	49	12/18/2006	1
56928	SNA-CFS	NGUYEN	LIEN	T	3719636	70968103	MARKUP CLERK - AUTOMATED	6	110	4	49	12/18/2006	3
56928	SNA-CFS	CHANG	YU LUN		3652838	70968104	MARKUP CLERK - AUTOMATED	6	110	4	49	12/18/2006	4
56928	SNA-CFS	DUONG	TONY	T	3722508	71118780	MARKUP CLERK - AUTOMATED	6	110	4	49	1/29/2007	6
56928	SNA-CFS	TRAN	KHUAN		3334144	70759084	MARKUP CLERK - AUTOMATED	6	210	4	49	2/17/2007	1
56928	SNA-CFS	NGUYEN	LAN	H	3141685	70968100	MARKUP CLERK - AUTOMATED	6	110	4	49	7/21/2007	1
56928	SNA-CFS	TRIEU	KHUE	M	3663796	70968101	MARKUP CLERK - AUTOMATED	6	110	4	49	7/21/2007	2
56928	SNA-CFS	SUN	KATHERINE	F	3435356	70759080	MARKUP CLERK - AUTOMATED	6	210	4	49	8/18/2007	1
56937	SANTA ANA CA P&DC	MENDOZA	ESTER	S	2986078	70181743	MAIL PROCESSING CLERK	6	110	1	11	9/15/2007	1
56937	SANTA ANA CA P&DC	VUONG	TONY		3341507	70275794	MAIL PROCESSING CLERK	6	110	1	11	9/29/2007	3
56937	SANTA ANA CA P&DC	CHEN MAN	SHARRON	X	3591005	70707546	LEAD MAIL PROCESSING CLERK	7	110	1	11	10/13/2007	3

Approved 38