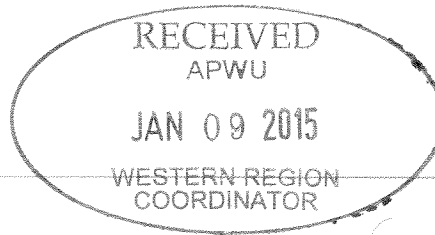


MANAGER, LABOR RELATIONS
Pacific Area



EB667533498US

January 8, 2015

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 Sierra Coastal District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign twenty-three(23) full-time clerks from the craft and/or installation at the Van Nuys bid installation (Event 49171). This impact is based on a Function 1 network rationalization 24 hour clock baseline.

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

By copy of this notice, we will withhold twenty-three (23) 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
Jay Roberts

Manager, Labor Relations

Attachments

cc: Area Manager Operations Support
Area Manager, Human Resources
Area Controller
Area Manager, In-Plant Support
District Manager, Sierra Coastal District
Area Complement Coordinator with attachments
Manager, Human Resources – Sierra Coastal with attachments
District Complement Coordinator, Sierra Coastal 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

M. Gonzalez, Coordinator

WorkHour Impact Report

Impacted Bid Cluster	VAN NUYS POST OFFICE
Installation Address	Event 49171
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	07/05/2015
Period (Dates) of Review Performed	01/04/2014 thru 01/16/2015
Report Prepared By	Elvira Belen
Report Prepared Date	01/07/2015
Reviewed By	Britton Soto
Phone	(661) 775-7800

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	19908	17456	-2452	-9808	-127504	-72	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	1197	6%	-181	0		1016	5.8%

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 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 PTF's in this 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	127
b. Current Total Non-OverTime CLERK PSE Hours per Month	16680
c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month	-6588
d. Number of CLERK PSE that will have Reduced Hours	52
e. Number of CLERK PSE that will be Terminated	-45
f. Number of CLERK PSE Remaining After Impact	82
g. Provide Narrative Justifying need for Remaining CLERK PSE	
A combination of holiday and non-holiday PSE's wil be separated and the hours of additonal PSE's 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	
PTR's are not authorized in the clerk craft	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	466
b. Planned Number of CLERK FTR Positions After Impact	443
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	23
e. Provide Narrative Explaining need for Excessing	

A F1 network trationalization 24 hour clock baseline review resulted in a need to excess 23 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	-3220
b. Planned Reduction in Total OT Hours per Month	-724
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	-6588
h. Total Planned Non-OT Hours per Month	69824
i. Total FTE Savings	-72

Santa Clarita P&DC (NO/Bakersfield) Baseline Staffing Model

File date: January 8, 2015

	WebCOINS		Proposed Staffing		SDO Ratio (1:25)		MDO Ratio (1:22 - 1:25)	
	On-Rolls (as of 10/21/2014)				Current	Earned	Current	Earned
Tour 1	198	104	102	84	10	7	2	1
(ORNA subset ->)	1	0	1	0				
Tour 2	20	92	141	118	5	10	1	1
(ORNA subset ->)	0	0	0	0				
Tour 3	180	151	133	138	13	11	0	1
(ORNA subset ->)	0	0	0	0				
Total	398	347	376	340	28	29	3	4
MPV (NOT LDC 87)	1	0	1	0	0	0	0	0
(ORNA subset only)								
Total F1	398	347	377	340	28	29	3	4
(Clerk, MH, EAS)	0	0	0	0	0	0	0	0
Grand Total	398	347	377	340	28	29	3	4

Craft Ratios	On-Rolls		Proposed		50% or more of Career Clerks Up to 50% of Career Clerks* Up to 20% of Total Clerks
Clerk					
FT	327	82.2%	306	81.2%	
NTFT	25	6.3%	25	6.6%	
PSE	46	11.6%	46	12.2%	
	398	100.0%	377	100.0%	
Mail Handler					
FT	294	84.7%	288	84.7%	
PTR	1	0.3%	1	0.3%	
PTF	0	0.0%	0	0.0%	
MHA	38	11.0%	38	11.2%	
Casual	14	4.0%	13	3.8%	
	347	100.0%	340	100.0%	

	Clerk	MH	Total Craft
Proposed Staffing	377	340	717
Current Staffing (WebCoins On-Rolls)	398	347	745
+/- Current	-21	-7	-28

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	Santa Clarita P&DC (NO/Bakersfield)-- File date: January 8, 2015	If workload is added from other facility converted to Earned Hours in the same weeks shown in Cell E46 and then added and subtracted from Cell D47.
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File date: January 8, 2015

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)

Tour 1 (100 Series P/Ls)		Fri for	Sat for	Sun for	Mon for	Tue for	Wed for	Thu for	Fri for	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Work Center	Ttl Tour Sched	1	21	6	1	1	1	1	1				
Incoming Primary Automation W/C 101C	Staff per day	12	5	12	14	14	14	14	14	18	30	(12)	2000-0530
	% staffing daily	14.1%	5.9%	14.1%	16.5%	16.5%	16.5%	16.5%	16.5%				
P/L = 133,135,136,137,138	Scheduler Profile	12	8	14	14	14	14	14	14				
DBCS = 50 MACHINES	Scheduler Excess	-	3	2	-	-	-	-	-				
DIOS = 5 MACHINES	People per day	10	4	10	12	12	12	12	12	May abolish all tour 1 automation bids upon implementation of the Network Rationalization. Right now, (30) will remain in the section. 64 tour 1 automation clerks have secured a new tour 2 automation bid. Reflected in the numbers.			
	% people daily	13.9%	5.6%	13.9%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement % 17%	Number of Machines	14	6	14	14	14	14	14	14				
	% daily TPH / NA-TPH	17.0%	5.0%	14.0%	14.0%	16.0%	17.0%	17.0%	17.0%				
AFSM-ai ATHS W/C 112C	Staff per day	8	4	8	8	8	8	8	8	11	10	1	2100-0630
	% staffing daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%	15.4%				
P/L = 153	Scheduler Profile	8	6	9	8	8	8	8	8				
3 AFSM AI-ATHS	Scheduler Excess	-	2	1	-	-	-	-	-	We have 3 AFSM ATSH/AI at 1 clerk per machine. One AFSM (Legacy) 4-5 clerks per machine. PSEs cover the staffing gap. Rotation to manual flats (074) Operation.			
1 AFSM LEGACY	People per day	7	4	7	7	7	7	7	7				
	% people daily	15.2%	8.7%	15.2%	15.2%	15.2%	15.2%	15.2%	15.2%				
Replacement % 12%	Number of Machines	3	2	3	3	3	3	3	3				
	% daily TPH / NA-TPH												
APBS/SPBS W/C 125C	Staff per day	18	9	18	18	18	18	18	18	24	8	16	2100-0500
	% staffing daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%	15.4%				
P/L = 126	Scheduler Profile	18	12	18	18	18	18	18	18				
	Scheduler Excess	-	3	-	-	-	-	-	-	Gap is covered by PSEs. 3rd APBS to be installed January 2015.			
	People per day	15	8	15	15	15	15	15	15				
	% people daily	15.3%	8.2%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%				
Replacement % 17%	Number of Machines	2	1	2	2	2	2	2	2				
	% daily TPH / NA-TPH												
Manual Ltrs INC W/C 127C	Staff per day										-	-	0100-0500
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	No clerk occupies a manual flats or letter bid. 044 is staffed at peak volumes periods (DOV) with automation clerks and rehabilitated duty personnel. Beefed up the automation staffing by 10 clerks to handle the added manual flats & letter volumes of Bakersfield.			
	Scheduler Profile												
	Scheduler Excess												
	People per day												
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement % 0%	Number of Machines												
	% daily TPH / NA-TPH												
Manual Flats INC W/C 129C	Staff per day										-	-	0100-0500
	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	No clerk occupies a manual flats or letter bid. 044 is staffed at peak volumes periods (DOV) with automation clerks and rehabilitated duty personnel. Beefed up the automation staffing by 10 clerks to handle the added manual flats & letter volumes of Bakersfield.			
	Scheduler Profile												
	Scheduler Excess												
	People per day												
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement % 0%	Number of Machines												
	% daily TPH / NA-TPH												
Priority Parcel Belt W/C 130C	Staff per day	22	7	20	20	22	22	22	22	29	18	11	2100-0530
	% staffing daily	16.3%	5.2%	14.8%	14.8%	16.3%	16.3%	16.3%	16.3%				
P/L = 139	Scheduler Profile	22	16	21	20	22	22	22	22				
	Scheduler Excess	-	9	1	-	-	-	-	-	3 LEAD MP CLERK BIDS TO BE POSTED TO HELP WITH THE THREE BAYS (913-916 / 910-912 / 932-933, 935). Also utilize PSE's (15) in this operation to cover staffing gap for OPN 324 needs. Large Manual Operation. 05/09/2014 - The SCDC received additional bid at Bakersfield from the LA P&DC and LA O&C, based on Sub E-300. The "Newest Best More" company's bid was not accepted as it did not utilize Automation. But continued to work these volumes. The volume without impact occupied bids for the moment. 05/14/2014 Due to summer volumes, these volumes are temporarily suspended.			
	People per day	20	6	18	18	20	20	20	20				
	% people daily	16.4%	4.9%	14.8%	14.8%	16.4%	16.4%	16.4%	16.4%				
Replacement % 12%	Number of Machines												
	% daily TPH / NA-TPH												
Expeditors W/C 134C	Staff per day	7	4	7	7	7	7	7	7	10	10	-	2100-0830
	% staffing daily	15.2%	8.7%	15.2%	15.2%	15.2%	15.2%	15.2%	15.2%				
P/L = 131	Scheduler Profile	7	6	9	7	7	7	7	7				
	Scheduler Excess	-	2	2	-	-	-	-	-	ALL BID OCCUPIED			
	People per day	6	4	6	6	6	6	6	6				
	% people daily	15.0%	10.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%				
Replacement % 12%	Number of Machines												
	% daily TPH / NA-TPH												
Registry W/C 137C	Staff per day	1	1	1	1	1	1	1	1	2	2	-	2200-0630
	% staffing daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
P/L = 182, 183	Scheduler Profile	2	1	1	2	1	1	1	2				
	Scheduler Excess	1	-	-	1	-	-	-	1	All bid occupied. One full-time Registry Bid (Feich). Have one relief registry clerk (Torres) w/primary duties in Automation.			
	People per day	1	1	1	1	1	1	1	1				
	% people daily	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%				
Replacement % 0%	Number of Machines												
	% daily TPH / NA-TPH												
Express W/C 138C	Staff per day	1	-	1	1	1	1	1	1	2	2	-	2200-0630
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	1	2	1	1	2	2	2	1				
	Scheduler Excess	-	2	-	-	1	1	1	-	Have one full-time Express Bid (Whitcomb), one PSE utilized for 910-912 volumes. Average 700 pieces a night.			
	People per day	1	0	1	1	1	1	1	1				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement % 0%	Number of Machines												
	% daily TPH / NA-TPH												
Label Room W/C 139C	Staff per day	1	-	1	2	2	2	2	2	2	2	-	2200-1225
	% staffing daily	10.0%	0.0%	10.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	1	-	1	2	2	2	2	2				
	Scheduler Excess	-	-	-	-	-	-	-	-	Have two Label Room Clerk on Tour 1 (Gaytan 2200-0630) and (Murga 03:55-12:25), covers tour 2 which is least staff tour.			
	People per day	1	0	1	2	2	2	2	2				
	% people daily	10.0%	0.0%	10.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement % 0%	Number of Machines												
	% daily TPH / NA-TPH												
General Clerk W/C 140C	Staff per day	-	-	1	1	1	1	1	1	1	1	-	2000-0430
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	-	1	1	1	1	1				
	Scheduler Excess	-	-	-	-	-	-	-	-	Have one bid with primary duties in Automation, relief Registry (I counted this person here. NOT in Automation, as he (Santiago) works here the majority of time. No grievance yet.			
	People per day	0	0	1	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement %	Number of Machines												

File date: January 8, 2015

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)

0%	% daily TPH / NA-TPH												
Nixie Clerk W/C 141C	Staff per day	1	-	1	2	2	2	2	2	2	2	2	2200-0630
	% staffing daily	10.0%	0.0%	10.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%		
	Scheduler Pro	1	-	1	2	2	2	2	2	2	2		
	Scheduler Exc	-	-	-	-	-	-	-	-	-	-		
	People per day	1	0	1	2	2	2	2	2	2	2		
	% people daily	10.0%	0.0%	10.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%		
Replacement %	Number of Machines												
0%	% daily TPH / NA-TPH												
PEDC Relief W/C 142C	Staff per day	1	-	-	1	1	1	1	1	1	1	1	0355-1225
	% staffing daily	20.0%	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%		
	Scheduler Pro	1	-	-	1	1	1	1	1	1	1		
	Scheduler Exc	-	-	-	-	-	-	-	-	-	-		
	People per day	1	0	0	1	1	1	1	1	1	1		
	% people daily	20.0%	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%		
Replacement %	Number of Machines												
0%	% daily TPH / NA-TPH												
Staffing per Tour - Total		60	25	58	60	62	62	62	62	102	86	16	
People per Tour - Total		52	22	50	52	54	54	54	54				
Difference +/- to base requirement		8	3	8	8	8	8	8	8				

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 -
Incoming Primary Automation	W/C 101C	12	5	12	14	14	14	14	18	30	12
Inc Sec & OG Letters	W/C 102C	0	0	0	0	0	0	0	0	0	0
DPS A	W/C 103C	0	0	0	0	0	0	0	0	0	0
DPS B	W/C 104C	0	0	0	0	0	0	0	0	0	0
DPS C	W/C 105C	0	0	0	0	0	0	0	0	0	0
Automation 6	W/C 106C	0	0	0	0	0	0	0	0	0	0
Automation 7	W/C 107C	0	0	0	0	0	0	0	0	0	0
Automation 8	W/C 108C	0	0	0	0	0	0	0	0	0	0
Automation 9	W/C 109C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS Inc Pri Flats	W/C 110C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 111C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 112C	8	4	8	8	8	8	8	11	10	-1
AFSM-ai ATHS	W/C 113C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 114C	0	0	0	0	0	0	0	0	0	0
AFSM-ai ATHS	W/C 115C	0	0	0	0	0	0	0	0	0	0
FSS Clerk	W/C 116C	0	0	0	0	0	0	0	0	0	0
FSS Clerk	W/C 117C	0	0	0	0	0	0	0	0	0	0
FSS Clerk	W/C 118C	0	0	0	0	0	0	0	0	0	0
FSS Clerk	W/C 119C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 120C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 121C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 122C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 123C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 124C	0	0	0	0	0	0	0	0	0	0
APBS/SPBS	W/C 125C	18	9	18	18	18	18	18	24	8	-16
Manual Ltrs OG	W/C 126C	0	0	0	0	0	0	0	0	0	0
Manual Ltrs INC	W/C 127C	0	0	0	0	0	0	0	0	0	0
Manual Flats OG	W/C 128C	0	0	0	0	0	0	0	0	0	0
Manual Flats INC	W/C 129C	0	0	0	0	0	0	0	0	0	0
Priority Parcel Belt	W/C 130C	22	7	20	20	22	22	22	29	18	-11
Priority/SWYB	W/C 131C	0	0	0	0	0	0	0	0	0	0
Priority/SWYB	W/C 132C	0	0	0	0	0	0	0	0	0	0
Priority/SWYB	W/C 133C	0	0	0	0	0	0	0	0	0	0
Expeditors	W/C 134C	7	4	7	7	7	7	7	10	10	0
Expeditors	W/C 135C	0	0	0	0	0	0	0	0	0	0
Expeditors	W/C 136C	0	0	0	0	0	0	0	0	0	0
Registry	W/C 137C	1	1	1	1	1	1	1	2	2	0
Express	W/C 138C	1	0	1	1	1	1	1	2	2	0
Label Room	W/C 139C	1	0	1	2	2	2	2	2	2	0
General Clerk	W/C 140C	0	0	1	1	1	1	1	1	1	0
Nixie Clerk	W/C 141C	1	0	1	2	2	2	2	2	2	0
PEDC Relief	W/C 142C	1	0	0	1	1	1	1	1	1	0
43	W/C 143C	0	0	0	0	0	0	0	0	0	0
44	W/C 144C	0	0	0	0	0	0	0	0	0	0
45	W/C 145C	0	0	0	0	0	0	0	0	0	0
46	W/C 146C	0	0	0	0	0	0	0	0	0	0
47	W/C 147C	0	0	0	0	0	0	0	0	0	0
48	W/C 148C	0	0	0	0	0	0	0	0	0	0
49	W/C 149C	0	0	0	0	0	0	0	0	0	0
50	W/C 150C	0	0	0	0	0	0	0	0	0	0
51	W/C 151C	0	0	0	0	0	0	0	0	0	0
52	W/C 152C	0	0	0	0	0	0	0	0	0	0
53	W/C 153C	0	0	0	0	0	0	0	0	0	0
54	W/C 154C	0	0	0	0	0	0	0	0	0	0
55	W/C 155C	0	0	0	0	0	0	0	0	0	0
56	W/C 156C	0	0	0	0	0	0	0	0	0	0
57	W/C 157C	0	0	0	0	0	0	0	0	0	0
58	W/C 158C	0	0	0	0	0	0	0	0	0	0
59	W/C 159C	0	0	0	0	0	0	0	0	0	0
60	W/C 160C	0	0	0	0	0	0	0	0	0	0
Staffing per day - Total		72	30	70	75	77	77	77	102	86	-16
People per day - Total		52	22	50	52	54	54	54			
Difference +/- to base requirement (including over/under)		21	29	26	24	24	24	24			

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)

		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Tour 2												
Work Center Name is linked to 11 tab. Do not edit here.												
Tti Tour Scheduler Excess		36	3	4	-	-	-	-				
Incoming Primary Automation W/C 201C	Staff per day	16	76	76	76	76	76	76	102	79	23	0800 to 1630
	% staffing daily	3.4%	16.1%	16.1%	16.1%	16.1%	16.1%	16.1%				
	Scheduler Profile	52	76	78	76	76	76	76				
29 machines on prime @ 05:00-08:00	Scheduler Excess	36	-	2	-	-	-	-				
DPS up beginning at 09:00-10:00	People per day	14	66	66	66	66	66	66				
MODEL TO REMOVE 10 DBCS 01/2015 - 49 DBCS / 5 DIOSS	% people daily	3.4%	16.1%	16.1%	16.1%	16.1%	16.1%	16.1%				
Replacement %	Number of Machines	2	54	54	54	54	54	54				
15%	% daily TPH / NA-TPH	12.0%	6.0%	15.0%	15.0%	17.0%	17.0%	18.0%				
AFSM-ai ATHS W/C 215C	Staff per day	9	5	9	9	9	9	9	12	4	8	0600-1530
P/L = 253	% staffing daily	15.3%	8.5%	15.3%	15.3%	15.3%	15.3%	15.3%				
	Scheduler Profile	9	6	9	9	9	9	9				
	Scheduler Excess	-	1	-	-	-	-	-				
	People per day	8	4	8	8	8	8	8				
	% people daily	15.4%	7.7%	15.4%	15.4%	15.4%	15.4%	15.4%				
Replacement %	Number of Machines	3	1	3	3	3	3	3				
17%	% daily TPH / NA-TPH											
APBS/SPBS W/C 220C	Staff per day	13	-	-	13	13	13	13	13	4	9	0830-1700
P/L = 226	% staffing daily	20.0%	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	13	-	-	13	13	13	13				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	12	0	0	12	12	12	12				
	% people daily	20.0%	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%				
Replacement %	Number of Machines	1	0	0	1	1	1	1				
12%	% daily TPH / NA-TPH											
Expeditor W/C 255C	Staff per day	8	5	7	7	8	8	8	11	6	5	0700-1700
	% staffing daily	15.7%	9.8%	13.7%	13.7%	15.7%	15.7%	15.7%				
	Scheduler Profile	8	7	9	7	8	8	8				
	Scheduler Excess	-	2	2	-	-	-	-				
	People per day	7	4	6	6	7	7	7				
	% people daily	15.9%	9.1%	13.6%	13.6%	15.9%	15.9%	15.9%				
Replacement %	Number of Machines											
15%	% daily TPH / NA-TPH											
REGISTRY W/C 256C	Staff per day	1	-	1	2	2	2	2	2	2	-	0630-1500
	% staffing daily	10.0%	0.0%	10.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	1	-	1	2	2	2	2				
	Scheduler 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											
0%	% daily TPH / NA-TPH											
Label Room W/C 257C	Staff per day											
	% 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	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement %	Number of Machines											
0%	% daily TPH / NA-TPH											
Manual - Nixie W/C 258C	Staff per day	-	-	1	1	1	1	1	1	1	-	0630-1500
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	1	1	1	1	1				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement %	Number of Machines											
0%	% daily TPH / NA-TPH											
Staffing per Tour - Total		38	81	85	98	98	98	98	141	96	45	
People per Tour - Total		34	70	74	86	86	86	86				
Difference +/- to base requirement		4	11	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)

Tour 3		Sat	Sun	Mon	Tue	Wed	Thu	Fri	Proposed Total Staffing	Current Filled Bids	Diff +/- Proposed to Current	Crew BT - ET
Work Center Name is linked to T1 tab. Do not edit here.												
Ttl Tour Scheduler Excess		1	12	4	5	-	-	1				
OTG Automation	Staff per day	28	21	28	28	28	28	28	38	103	(65)	1330-2300
W/C 301C	% staffing daily	14.8%	11.1%	14.8%	14.8%	14.8%	14.8%	14.8%				
AUTOMATION TOUR 3	Scheduler Profile	28	21	29	28	28	28	28				
29 DBCS 891-894	Scheduler Excess	-	-	1	-	-	-	-				
5 DIOSS	People per day	24	18	24	24	24	24	24				
8 AFCS 200	% people daily	14.8%	11.1%	14.8%	14.8%	14.8%	14.8%	14.8%				
Replacement % 17%	Number of Machines	16	4	16	16	16	16	16				
	% daily TPH / NA-TPH											
Inc Sec & OG Letters W/C 302C	Staff per day											XXXX to XXXX
CFS / Netflix / PARS	% staffing daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Manual Processing	Scheduler Profile											
	Scheduler Excess											
	People per day											
	% people daily	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement % 17%	Number of Machines											
	% daily TPH / NA-TPH											
AFSM-ai ATHS W/C 313C	Staff per day	9	3	9	9	9	9	9	12	11		1600-0130
	% staffing daily	15.8%	5.3%	15.8%	15.8%	15.8%	15.8%	15.8%				
AI/AFSM	Scheduler Profile	9	6	9	9	9	9	9				
3 ATHS-AI MACHINES	Scheduler Excess	-	3	-	-	-	-	-				
1 AFSM LEGACY	People per day	8	3	8	8	8	8	8				
	% people daily	15.7%	5.9%	15.7%	15.7%	15.7%	15.7%	15.7%				
Replacement % 12%	Number of Machines	3	1	3	3	3	3	3				
	% daily TPH / NA-TPH	13.0%	11.0%	14.0%	15.0%	16.0%	15.0%	16.0%				
Manual Letters OTG W/C 327C	Staff per day											2200-2400
Manual OTG (030) Letter	% 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	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement % 0%	Number of Machines											
	% daily TPH / NA-TPH											
Manual Flats OG W/C 328C	Staff per day											2200-2400
MANUAL FLAT	% 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	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Replacement % 0%	Number of Machines											
	% daily TPH / NA-TPH											
Priority Parcel Belt W/C 330C	Staff per day	18	18	23	23	23	23	23	31	19		1600-0030
	% staffing daily	11.9%	11.9%	15.2%	15.2%	15.2%	15.2%	15.2%				
	Scheduler Profile	18	18	25	25	23	23	23				
	Scheduler Excess	-	-	2	2	-	-	-				
	People per day	16	16	20	20	20	20	20				
	% people daily	12.1%	12.1%	15.2%	15.2%	15.2%	15.2%	15.2%				
Replacement % 15%	Number of Machines											
	% daily TPH / NA-TPH											
Expeditors W/C 334C	Staff per day	7	6	12	12	12	12	12	15	12		1430-0200
	% staffing daily	9.6%	8.2%	16.4%	16.4%	16.4%	16.4%	16.4%				
	Scheduler Profile	7	6	12	14	12	12	12				
	Scheduler Excess	-	-	-	2	-	-	-				
	People per day	6	5	10	10	10	10	10				
	% people daily	9.8%	8.2%	16.4%	16.4%	16.4%	16.4%	16.4%				
Replacement % 17%	Number of Machines											
	% daily TPH / NA-TPH											
Registry W/C 337C	Staff per day	1	1	2	2	2	2	2	3	4	(1)	1500-0130
	% staffing daily	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	2	1	2	3	2	2	3				
	Scheduler Excess	1	-	-	1	-	-	1				
	People per day	1	1	2	2	2	2	2				
	% people daily	8.3%	8.3%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement % 12%	Number of Machines											
	% daily TPH / NA-TPH											
Express W/C 338C	Staff per day	3	-	3	3	3	3	3	4	4	-	1600-0030
	% staffing daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
	Scheduler Profile	3	2	3	3	3	3	3				
	Scheduler Excess	-	2	-	-	-	-	-				
	People per day	3	0	3	3	3	3	3				
	% people daily	16.7%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%				
Replacement % 12%	Number of Machines											
	% daily TPH / NA-TPH											
General Clerk W/C 340C	Staff per day	-	-	1	1	1	1	1	1	1	-	1400-2230
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
	Scheduler Profile	-	-	1	1	1	1	1				
	Scheduler Excess	-	-	-	-	-	-	-				
	People per day	0	0	1	1	1	1	1				
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%				
Replacement %	Number of Machines											

The AFCS 200 is staffed with automation clerks (1 per AFCS). Also, we have zero bids in our manual flats or manual letters operations. PSEs cover any gaps.

We have 3 AFSM ATHS-AI machines (1 Clerk per machine) and 1 AFSM Legacy (4-5 clerks). LEGACY TO BE REMOVED JAN 2015! No bid in our manual Flats (060 OPN); clerks rotate from AFSM to Flats. PSEs cover gap.

NO BIDS IN THIS OPERATION, BUT (8) hour operation. Staffed with Automation Bid Personnel.

No clerk occupies a manual flats or letter bid. 030 is staffed at peak volumes periods (DOV) with automation clerks and rehab/light duty personnel. One Manual bid (states = Tran)

No clerk occupies a manual flats or letter bid. 060 is staffed at peak volumes periods (DOV) with automation clerks and rehab/light duty personnel.

PSEs utilized to cover staffing gap.

Will have 50 zones (910-916) that will have PM Dispatches between 1600-1815. Six Tour 2 automation bids (0930-1800) have relief expeditor duties in order to staff during the PM Dispatches! As we will have Collection volumes arriving and DPS dispatches going out. YIKES!

(3) Primary Duty Automation bids, with relief registry. Some of the full-time registry bid personnel do not perform regular duties in registry cage (Williams drive).

Several Primary Duty Automation bids with relief express mail duties. Work during peak volume periods in express (2500-3000 pc nightly average). Some relief bids are developing into full-time bids.

Delia Taylor occupies a full-time automation bid but performs relief duties for tour 3 general clerk. Counted here NOT in automation.

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)

12%	% daily TPH / NA-TPH												
Nixie Clerk W/C 341C	Staff per day	-	-	1	1	1	1	1	1	1	1	1	1530-2400
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	
	Scheduler Profile	-	-	1	1	1	1	1	1	1	1	1	
	Scheduler Excess	-	-	-	-	-	-	-	-	-	-	-	Alex Cisneros
	People per day	0	0	1	1	1	1	1	1	1	1	1	
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	
Replacement % 12%	Number of Machines												
	% daily TPH / NA-TPH												
PEDC Relief W/C 342C	Staff per day	-	-	1	1	1	1	1	1	1	1	1	1600-0030
	% staffing daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	
	Scheduler Profile	-	-	1	1	1	1	1	1	1	1	1	
	Scheduler Excess	-	-	-	-	-	-	-	-	-	-	-	
	People per day	0	0	1	1	1	1	1	1	1	1	1	
	% people daily	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	
Replacement % 12%	Number of Machines												
	% daily TPH / NA-TPH												
APBS/SPBS W/C 343C	Staff per day	20	7	20	20	20	20	20	20	20	20	20	27 6 21 XXXX to XXXX
	% staffing daily	15.7%	5.5%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	6 Bids occupied - 10 were originally posted. Two are currently
	Scheduler Profile	20	14	21	20	20	20	20	20	20	20	20	withhield at Area Level and may be reverted upon Area Parties
	Scheduler Excess	-	7	1	-	-	-	-	-	-	-	-	agreement. All bids have SPBS dexterity (keying); PSEs utilized
	People per day	18	6	18	18	18	18	18	18	18	18	18	for gaps. 3rd APBS to be installed January 2015
	% people daily	15.8%	5.3%	15.8%	15.8%	15.8%	15.8%	15.8%	15.8%	15.8%	15.8%	15.8%	
	Number of Machines	2	0	2	2	2	2	2	2	2	2	2	
Replacement % 12%	% daily TPH / NA-TPH												
Staffing per Tour - Total		55	42	60	60	60	60	60	60	60	60	60	133 162 -29
People per Tour - Total		48	37	52	52	52	52	52	52	52	52	52	
Difference +/- to base requirement		7	5	8	8	8	8	8	8	8	8	8	

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
58101	SANTA CLARITA CA P&DC	BUTLER	JANIECE	L	4182287	71223172	MAIL PROCESSING CLERK	6	110	1	11	<i>Delayed</i> 9/6/2014	32
58101	SANTA CLARITA CA P&DC	GARCIA	SALOMON		4182355	71223162	MAIL PROCESSING CLERK	6	110	1	11	9/6/2014	33
58114	VAN-ENCINO BR	TEJANO	JOAN		3573985	70832686	SALES, SVCS/ DISTRIBUTIO N ASSOC	6	110	4	45	10/18/2014	1
58100	VAN NUYS PO	ACOSTA	DIANNE	M	4210873	71113995	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	10/18/2014	1
58100	VAN NUYS PO	POTASI	LARRY	M	3651272	71099519	SALES, SVCS/ DISTRIBUTIO N ASSOC	6	110	4	45	10/18/2014	2
58100	VAN NUYS PO	ALVARADO	JOSE	G	4047530	71098484	MAIL PROCESSING CLERK	6	110	4	43	11/15/2014	1
58100	VAN NUYS PO	RICHMOND	TIMOTHY	S	4160453	70709278	LEAD SALES & SERVICES ASSOCIATE	7	110	4	45	11/15/2014	2
58100	VAN NUYS PO	MORGANFIELD	KEISHA		4156115	95689973	SALES AND SERVICES ASSOCIATE	6	110	4	45	11/15/2014	15
58101	SANTA CLARITA CA P&DC	ADAM	IBRAHIM	A	3137856	71130398	MAIL PROCESSING CLERK	6	110	1	14	<i>Not Reported</i> 9/20/1993	

Delayed

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
58101	SANTA CLARITA CA P&DC	JANSEN	AUBREY	E	3625489	71223502	MAIL PROCESSING CLERK	6	110	1	13	9/6/2014	23
58101	SANTA CLARITA CA P&DC	TOVAR	MARIA	G	3307377	71223168	MAIL PROCESSING CLERK	6	110	1	11	9/6/2014	24
58114	VAN-ENCINO BR	HILLIARD JR	JEFFREY	D	4181636	70970057	SALES,SVCS/ DISTRIBUTIO N ASSOC	6	110	4	45	9/6/2014	25
58115	VAN- PANORAMA CITY BR	PETRAVIC OBADIC	MAJA		4195761	71223512	MAIL PROCESSING CLERK	6	110	4	45	9/6/2014	25
58100	VAN NUYS PO	CABRERA	JESUS	A	4200452	71223514	MAIL PROCESSING CLERK	6	110	4	48	9/6/2014	26
58100	VAN NUYS PO	ARNOLD	TIERNEY	C	4181610	71095923	SALES,SVCS/ DISTRIBUTIO N ASSOC	6	110	4	45	9/6/2014	26
58100	VAN NUYS PO	MCGEE JR	EDWARD		4201665	71223511	MAIL PROCESSING CLERK	6	110	4	48	9/6/2014	27
58101	SANTA CLARITA CA P&DC	PATIN	ANTHONY	P	4030631	71223504	MAIL PROCESSING CLERK	6	110	1	14	9/6/2014	28
58101	SANTA CLARITA CA P&DC	CHUNJANG	SURAPOL		3707201	71223171	MAIL PROCESSING CLERK	6	110	1	11	9/6/2014	29
58101	SANTA CLARITA CA P&DC	SANCHEZ	YOLANDA	T	4182396	71223501	MAIL PROCESSING CLERK	6	110	1	14	9/6/2014	30
58101	SANTA CLARITA CA P&DC	ARGHAWAN	RUHULLAH	R	3578767	71223503	MAIL PROCESSING CLERK	6	110	1	14	9/6/2014	31

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FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	LDC	SEN DATE	SEN #
58100	VAN NUYS PO	TALPLACIDO	BARRY	M	4181589	70673035	SALES,SVCS/ DISTRIBUTIO N ASSOC	6	210	4	48	9/6/2014	17
58115	VAN- PANORAMA CITY BR	MEDINA	ANA	Y	4172216	71190582	SALES,SVCS/ DISTRIBUTIO N ASSOC	6	110	4	45	9/6/2014	17
58105	VAN NUYS FSS MAIL PRO	GUARDADO	LAURA		3706426	71223522	MAIL PROCESSING CLERK	6	110	1	12	9/6/2014	18
58100	VAN NUYS PO	BERNARD	VON		4176294	71096449	MAIL PROCESSING CLERK	6	210	4	43	9/6/2014	19
58105	VAN NUYS FSS MAIL PRO	PEREZ LIMON	MARIO	A	4166348	71223519	MAIL PROCESSING CLERK	6	110	1	12	9/6/2014	19
58100	VAN NUYS PO	DURAN	SANTOS		4063864	71223516	MAIL PROCESSING CLERK	6	110	4	43	9/6/2014	20
58100	VAN NUYS PO	MOREL	MICHAEL		4181664	70986677	SALES,SVCS/ DISTRIBUTIO N ASSOC	6	110	4	45	9/6/2014	20
58100	VAN NUYS PO	VARGAS	DANIEL		3436496	71223510	MAIL PROCESSING CLERK	6	110	4	48	9/6/2014	21
58111	VAN- SHERMAN OAKS BR	HENDERSON	MICHAEL	L	4181628	70832694	SALES,SVCS/ DISTRIBUTIO N ASSOC	6	110	4	45	9/6/2014	21
58101	SANTA CLARITA CA P&DC	GREWAL	HARPAL	G	3412340	71223523	MAIL PROCESSING CLERK	6	110	1	13	9/6/2014	22
58100	VAN NUYS PO	BATUGO	JORDAN	Q	4181615	70673031	SALES,SVCS/ DISTRIBUTIO N ASSOC	6	210	4	48	9/6/2014	23

4 accepted

accepted