



March 4, 2009

ALL POSTMASTERS/STATION MANAGERS
MPOOS/HOST POSTMASTER
SAN FRANCISCO DISTRICT

SUBJECT: Monday Zero OT

As we work to reduce workhours and overtime costs due to declining volumes, I'm concerned that our Monday use of both is extraordinarily high. With volumes what they are, every unit should be functioning at less than 8:00 hours per route (hpr) – and a few days every week should be less than 7:30 hpr.

On Saturday, February 28th, the average hpr in the San Francisco District was 7.69 hpr. On Monday, March 2nd, the average was 8.45 – almost an hour more per route. With over 2400 routes, that's an extraordinary increase in cost. In addition, carrier overtime on Saturday, February 28th was 3.62%. On Monday it jumped to 8.23%!

Keep in mind, customer mail drops on Friday and Saturday have significantly declined. In addition, two major mailers of full coverage sequence mailings have reduced their mailings in terms of drops and size. Volume does not support the hours utilized on Mondays.

In an effort to control carrier hours and overtime, we will begin a "Monday Zero OT" policy for carriers beginning Monday, March 9. **Every office will schedule and staff to achieve zero overtime on Monday – without a negative impact on service.** And, it goes without saying, we should be able to reduce hours and overtime as the week progresses due to the declining volumes.

If you think you cannot achieve zero overtime on a Monday without impacting service, you are to contact your MPOO or SF Postmaster for guidance.

Some of you will immediately say, "we can't do this." Some of you will say, "what do I need to do to make this happen?" It's the latter attitude that will help us save hours and keep the Postal Service strong during the challenging months ahead.

I'm counting on your continued support to reduce both hours and overtime.


Winifred G. Groux