

2301 Lancashire
Germantown, TN 38138
March 11, 1977

Dr. Hector Garcia, Founder
American G. I. Forum
1315 Bright
Corpus Christi, TX 78405

Dear Dr. Garcia:

Attached is a copy of the complaint I filed with Mr. James W. P. Conway, Senior Assistant Postmaster General, Employee and Labor Relations, U. S. Postal Service, Headquarters, Washington, DC.

It is discouraging, to say the least, that within the Equal Employment Opportunity Program one is faced with discrimination. How can we implement the Equal Employment Opportunity Program when equal employment opportunity is not practiced within the Program itself?

I have been subjected to acts of discrimination and reprisal since I was promoted to my present position of Appeals Coordinator, PES-21, EEO Branch, Southern Region, Memphis, TN. For the longest time I have prepared myself and patiently waited, thinking the merit principles for promotions would be applied. Three times since 1973, I was denied promotion although I was the best qualified. On all three occasions the successful applicants were pre-selected. The merit principles for promotions were not applied. Thinking of myself and other Hispanics in the Postal Service, I request your assistance in this matter. In doing so, I wish to focus on a problem that prevails in the U. S. Postal Service as it pertains to the Hispanic. Record evidence indicates that of the Hispanics employed in the Postal Service only a few are in management positions. The largest number of Hispanics in management positions are employed in areas that are heavily populated by Hispanics.

This is a reflection on the lack of sensitivity towards the Hispanic employees and the Hispanic Program by postal officials, both at Headquarters and Regional level.

My purpose in this correspondence is to inform you and others like yourself in order that something may be done to prevent pre-selection in employment and promotional opportunities. Not only will it help Hispanics but others who find themselves in the same acute situation.

Your efforts in this matter will be greatly appreciated.

Sincerely,


Robert R. Lerma