

August 15, 1903

Dr. Hector P. Garcia, Founder  
American G.I. Forum of U.S.A.  
3024 Morgan Avenue,  
Corpus Christi, Texas

Dear Sir:

Yesterday a Mr. Walter Olesky, Special Ass't. to the Regional Director for Employee Relations, from the Denver Regional Office met with our group to discuss the complaint you filed in our behalf.

The following is a summary of the discrepancies or issues we presented to him and which he agrees existed:

1. Mr. J.M. Alarid was not evaluated by his immediate supervisor.

2. Mr. Alarid was the only Dispatcher bidding for the position, and he has held positions that are more closely related to the position in question for a longer period of time.

3. On March 27 we formally appealed to the Postmaster and the Ass't. Postmaster to send an official to train and to evaluate the performance of Mr. Sutton on the job. Although they agreed, they later ignored our plea and promoted Mr. Sutton without evaluating his performance on the job.

4. The Postmaster told Mr. Alarid that he had something better in mind for him--a promise! A promise of this nature is in direct violation of promotion procedural.

5. The Postmaster had told us that one of the decisive reasons was his concern for Mr. Alarid's age and health. Mr. Alarid has approximately 1900 hours of accumulated Sick Leave to his credit--almost twice as many as Mr. Sutton.

6. Mr. Olesky claims that the Postmaster related to him that another decisive reason was that Mr. Sutton was a more stern person than Mr. Alarid. Mr. Olesky had just lectured us against being too stern with the employees. He again advised Mr. Alarid not to change his policy.

7. We pointed out that 18 supervisors had signed the letter of protest. Most of the 18 supervisors have filled the position in question or have performed the same type of duties on another tour; yet, the decision of four members of the Promotion Board is considered more reliable. One of the members in the Promotion Board voted for Mr. Alarid. Two of the members of the Promotion Board had never worked this position, and none have been on Tour #3 for years.

Mr. Olesky informed us that the discrimination charge is "out" because the Spanish-Americans are in the majority in this office. The charge, in this case, is not considered in rendering this decision. The decision is rendered on the basis only that the Spanish-Americans are in the majority.

He, therefore, advises me to write him a letter dropping the discrimination charge. In view of what transpired the group expressed a desire to drop the racial discrimination charge and pursue the case on prejudice.

He admits that there were errors committed in this promotion, but he maintains that we have failed to prove prejudice because we cannot show concrete evidence that the Promotion Board was instructed how to vote. To prove this charge, he advises, we must get one of the members of the Board to admit he was instructed how to vote--an obvious impossibility.

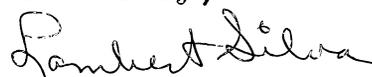
He also advises us not to go to the politicians or to Washington, for that matter, because it just comes back to him anyway. He is paid to handle our cases.

He, further, states that the Postmaster must hear our complaints, but he does not even have to answer our correspondence because we do not belong to the Supervisors' Union. and the case was not processed through the Supervisors' Union. The G.I. Forum is not qualified to file our complaints, he claims, because the Supervisors Union has the official formal recognition to act in behalf of all Postal Supervisors. I believe this makes us second rate citizens unless we join the Supervisors's Union.

I am enclosing a copy of an agreement he proposes. I intend to sign it because he states this does not constitute closing of the case.

We will await your advice. You can call me collect if you wish. Di 4-5936.

Sincerely,



Lambert Silva

August 15, 1963

Postmaster  
Albuquerque, New Mexico 87101

JPMcF:sb

1st

Mr. Walter J. Olesky  
Special Assistant for  
Employee Relations  
Denver Regional Office, POD  
P. O. Box 1979  
Denver, Colorado 80201

Reference is made to your thorough investigation of the allegations made in a petition to the Department regarding a recent promotion to the position of Tour Superintendent of Mails, IP 9-14, in the Albuquerque Post Office. It is believed in the interest of clarity that the following items of interest should be enumerated so that all parties concerned are in agreement regarding future promotions.

1. It is agreed that on all promotion boards in this installation at least two of the members be of Spanish-American origin.
2. We agree that Mr. Sutton, the successful applicant on the recent promotion, be given the necessary training and assistance until he is firmly cognizant in the performance of his duties.
3. That in any future promotions the successful applicant, if necessary, be given like training and assistance if it is believed or felt that this assistance is necessary.
4. That on future promotions there will be no deviation from proper and stipulated procedure and that all facets such as the immediate supervisor's evaluation will be adhered to.
5. That any promotions made in the Albuquerque Post Office will be with the understanding that the Merit Promotion and Equal Employment Opportunity clauses are strictly adhered to.

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Petitioner

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Postmaster