

Dr Jeto P. Gann

THE U. S. POSTAL SERVICE

Presents . . .

AN AFFIRMATIVE ACTION CRUSADE

September 7, 1978
Beginning 7:30 am
Holiday Inn Rivermont
200 West Georgia
Memphis, Tn



"Perceptions Of Affirmative Action"



"Perceptions of Affirmative Action"

Purpose

One of the most important goals in the Postal Service is achieving equal opportunity and equity of rewards among all employees.

The purpose of this Affirmative Action Crusade is to provide those persons involved in promoting and implementing Affirmative Action Programs with information that can be used to compensate for past or present actions which have hindered strong positive programs, and to meet the challenges of future changes.

Some of the areas that will be discussed and examined are:

- Why have an Affirmative Action Program?
- An analysis of past and present Affirmative Action efforts and results
- The commitment to Affirmative Action that should be demonstrated by management
- Rededication and new directions to take for future achievement
- The commitment to Affirmative Action that should be demonstrated by employees

ELIGIBILITY

This Crusade is open to all Postal, federal, state, county, city and large private organizations.

REGISTRATION FEE - \$10.00:

CONTINENTAL BREAKFAST

LUNCHEON MENU - BAKED SPRING CHICKEN
BROCCOLI, PARSLEY BUTTERED POTATOES, SALAD, CHOCOLATE
MOUSSEE, COFFEE, TEA OR MILK

CONFERENCE SCHEDULE

REGISTRATION - CONTINENTAL BREAKFAST
7:30 a.m. - 8:00 a.m.

OPENING CEREMONIES (DUNLEITH ROOM)

8:00a.m. to 9:00a.m. - INTRODUCTION: Ms. Mae Smith
Manager, EEO Branch

COMMENTS: Mr. James J. Symbol
Regional Postmaster General

INTRODUCTION: Mr. Charly Amos
EEO Program Administrator

COMMENTS: Mr. John L. Buckley
Director, Office of EEO
Washington, DC

INTRODUCTION: Mr. Buford R. Tyler
Program Manager, Del. & Collections

COMMENTS: Mr. Larry Moore
U. S. Civil Service Commission
Atlanta Regional Office

WORKSHOP SESSIONS

9:00a.m. to 9:40a.m. - MODERATOR: Ms. Margaret F. Roberts
Realty Mgmt. & Acq. Prog. Mgr.

LECTURER: Reverend Kenneth T.
Whalum, General Manager, Employee
Relations Division

9:40a.m. to 9:50a.m. - REGROUP - SEAT PRIZE(S)
MODERATOR: Mr. Horace C. Grant
Regional Labor Relations Specialist

9:50a.m. to 10:20a.m. - INTRODUCTION: Ms. Mae Smith
Manager, EEO Branch
COMMENTS: Mr. Bobby D. Doctor
Regional Drtr. Southern Rgn. Office
U.S. Commission on Civil Rights

10:20a.m. to 11:00a.m. - MODERATOR: Ms. Joyce Springfield
Postmaster Selection Officer

LECTURER: Dr. Hector Garcia
Founder - G.I. Forum
Corpus Christi, TX

11:00a.m. to 11:10a.m. - REGROUP - SEAT PRIZE(S)
MODERATOR: Mr. Horace C. Grant
Regional Labor Relations Specialist

11:10a.m. to 11:40a.m. - MODERATOR: Mr. C. E. Pool
Regional Counsel, Law Division

LECTURER: Mrs. Maxine Smith
Executive Secretary, Memphis
Chapter, NAACP

11:40a.m. to 1:30p.m. - REGROUP - LUNCHEON - CEDARHURST
ROOM: Mr. Horace C. Grant
Regional Labor Relations Specialist

OVERVIEW OF ESSAY CONTEST: Mr.
Charly Amos, EEO Program Administr.

PRESENTATION OF ESSAY AWARD:
Mr. Martin Caine, General Manager,
Public & Employee Comm. Div.

INTRODUCTION: Ms. Vernell Harris
Manpower Dev. & Trng. Analyst

KEYNOTE SPEAKER: Congressman
Harold Ford, House of Representa-
tives, 8th District

1:30p.m. to 2:00p.m. - REGROUP - (DUNLEITH ROOM)
MODERATOR: Mr. Horace C. Grant
Regional Labor Relations Specialist

MODERATOR: Ms. Dorothy Sharpe
Regional Women's Program Coordinator

LECTURER: Mr. Lewis J. Carter
Director, National NAACP Labor
Relations Division

2:00p.m. to 2:30p.m. - REGROUP - SEAT PRIZE(S)
MODERATOR: Ms. Janice Benjamin
EEO Technician

LECTURER: Dr. Charles Taylor
President, Wilberforce University

2:30p.m. to 3:00p.m. - MODERATOR: Mr. Robert R. Lerma
EEO Appeals Coordinator

LECTURER: Ms. Kay Harris, Writer-
Researcher, U. S. Commission on
Civil Rights - Atlanta, GA

3:30p.m. to 4:30p.m. - MODERATOR: Ms. Mae Smith
Manager, EEO Branch

SYMPOSIUM: Mr. James J. Symbol
Regional Postmaster General

Mr. R. B. Gould
Regional Director, E&LR

Mr. J. C. Curtis
Regional Director, Mail Processing

Mr. B. W. Wright
Regional Director, Real Estate &
Building

Mr. J. K. Lee, Sr.
Regional Director, Finance

Mr. W. A. Shaw
Acting Regional Director, Customer
Services

CLOSING REMARKS: Mr. James J.
Symbol, Regional Postmaster General

REGROUP - (EVERGREEN ROOM)
MODERATOR: Mr. Horace C. Grant
Regional Labor Relations Specialist

4:30p.m. to 7:00p.m. - HOSPITALITY-COCKTAILS

OFFICIAL CONFERENCE HOST

EEO Staff
EEO Advisory Committee

Regional Headquarters Organization

The United States Postal Service is divided into five regions - Southern, Central, Western, Eastern and Northeast. Southern Region Headquarters is located in Memphis, Tennessee 38166.

The Southern Region encompasses the eleven southern states of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee and Texas.

The region is headed by Regional Postmaster General James J. Symbol who reports to the Senior Assistant Postmaster General, Operations, at Postal Service Headquarters in Washington, DC.

The Regional Postmaster General's headquarters includes five departments - Mail Processing, Customer Services, Finance, Employee and Labor Relations, and Real Estate and Buildings - and two special staff offices - Regional Counsel and Public and Employee Communications Division.

Each department is headed by a Regional Director who reports to the Regional Postmaster General and is responsible for providing direction of postal operations within the functional area of the department.

The Regional Counsel and General Manager, Public and Employee Communications Division, also report directly to the Regional Postmaster General.

The Regional Postmaster General is responsible for postal operations of all postal installations - over 7,200 post offices and 124,000 employees - within the region utilizing an annual budget of approximately \$2.8 billion.

Fact Sheet

SOUTHERN REGION, USPS, AS OF JUNE 1, 1978

STATES	11
POST OFFICES (May 19, 1978)	7,241
BULK MAIL CENTERS	5
MANAGEMENT SECTIONAL CENTERS	65
DISTRICTS	8
POPULATION SERVED (March 24, 1978)	59,021,285
ORIGINATING MAIL VOLUME (FY ending 10/7/77).17,378,803,000 pcs.	
DESIGNATING MAIL VOLUME (FY ending 10/7/77).19,564,245,000 pcs.	
TOTAL OPERATING EXPENSE (FY ending 10/7/77). \$2,642,052,000	
TOTAL REVENUE/INCOME (FY ending 10/7/77) . .	\$2,357,403,000
TOTAL OPERATING BUDGET (FY 1978 ending 10/6/78)	\$2,774,817,620
NUMBER OF EMPLOYEES (May 19, 1978)	124,117
NUMBER OF MINORITIES	27,782
NUMBER OF WOMEN	25,304
NUMBER OF HANDICAPPED	1,858
POSTMASTERS	6,693
SUPERVISORS	7,058
CLERK AND MAILHANDLERS	55,110
CITY LETTER CARRIERS	36,355
RURAL LETTER CARRIERS	10,897
NUMBER OF CITY DELIVERY ROUTES (May 19, 1978) . . .	26,027
NUMBER OF RURAL DELIVERY ROUTES (May 19, 1978) . . .	10,617
NUMBER OF MAIL DELIVERY POINTS: (May 19, 1978) . .	19,573,402
POSSIBLE CITY DELIVERY POINTS	15,003,115
RURAL BOXES SERVED	4,570,287
TOTAL LOCK BOXES IN USE (March 24, 1978)	2,745,177
NUMBER OF POSTAL OWNED VEHICLES (May 19, 1978) . . .	28,203
NUMBER OF POSTAL LEASED VEHICLES (May 19, 1978) . .	2,473

Field Organization

The field organization of the Southern Region consists of eight geographic districts and 65 management sectional center areas for the coordination and direction of postal operations in over 7,200 post offices throughout the region.

DISTRICTS

Each district is headed by a manager who reports directly to the Regional Postmaster General. Each District Manager has a staff of four directors - Mail Processing, Customer Services, Finance, and Employee and Labor Relations - who are responsible to the District Manager for all postal operations within the district.

The eight districts are headquartered at the following locations:

Atlanta	Atlanta, GA
Carolina	Charlotte, NC
Delta	Jackson, MS
East Texas	Dallas, TX
Florida	Tampa, FL
Mid South	Memphis, TN
Oklahoma	Oklahoma City, OK
West Texas	San Antonio, TX

MANAGEMENT SECTIONAL CENTERS

There are five to twelve Management Sectional Centers within each district headed by a manager/postmaster who reports directly to the District Manager. Most Sectional Center Manager/Postmasters have a staff of four directors - Mail Processing, Customer Services, Finance, and Employee and Labor Relations - who are responsible to the Sectional Center Manager for all postal operations within the sectional center. In some small management sectional centers, the functional areas of Finance and Employee and Labor Relations have been consolidated under a Director, Support. They have a staff of three directors. The postmasters of all post offices within the sectional center area report directly to the Sectional Center Manager/Postmaster.

Field Organization Cont'd.

BULK MAIL CENTERS

There are five Bulk Mail Centers in the Southern Region processing fourth class parcel post and other fourth class matter, sacks or pallets of third class advertising mail or circulars, and sacks or pallets of non-priority second class mail. Each Bulk Mail Center is headed by a General Manager who reports directly to the District Manager in whose district the Bulk Mail Center is located.

Notes

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