

UNITED STATES POST OFFICE

U.S. MAIL
FIRST CLASS PERMIT NO. 1113

Alice, Texas 78332

April 17, 1968

Mr. Leonel R. Ibanez
1114 Dewey Avenue
Alice, Texas 78332

Subj: Notice of Decision to Remove
You From the Postal Service.

Dear Mr. Ibanez,

In the letter of proposed adverse action issued to you March 28, 1968 you were informed that a removal action or other disciplinary action as may be deemed necessary, would be taken against you. This letter is to inform you of my decision that you be removed from the Postal Service effective June 1, 1968.

You were charged with "being absent from duty without permission".

You failed to reply to this charge against you, and my decision is based on the fact that you indicated lack of interest and disrespect toward your job and the Postal Service. You intentionally took leave without permission after you were advised that you must get such permission, and you were also notified at the time that your craft was short of personnel.

You may appeal this decision to Mr. B. M. Meyers, Jr., Regional Director of the Dallas, Texas Postal Region. Your appeal may be made any time after the receipt of this letter, but not later than 15 days after its effective date. If you appeal within 10 days of receipt of this letter, the adverse action will not be imposed until a decision has been rendered by the Regional Director. Your appeal, should one be made, must be submitted in writing clearly identifying the basis for the appeal, and you must include a request for a hearing, or state that a hearing is not desired. If a hearing is requested, please furnish me with a signed copy of your request to the Regional Director.

Should you request a hearing, and your request is approved by the Director, you will have freedom from restraint, interference, coercion, discrimination, or reprisal, and have the right to be accompanied, represented and advised by a representative of your own choosing in the preparation and presentation of your appeal. You and your representative are assured of a reasonable amount of official time to prepare your presentation. Your representative is assured of freedom from restraint, interference, coercion, discrimination or reprisal.

If you have questions concerning your appeal, you may speak with Mr. J. E. Leggett, Ass't. Postmaster, or to me in my office.

Paul W. [Signature]
Postmaster