

UNITED STATES POST OFFICE

Alice, Texas 78332

March 28, 1968

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

Subject: Notice of proposed
adverse action.

Dear Mr. Ibanez,

This is advance notice that it is proposed to remove you from the Postal Service or to take such other disciplinary action as may be determined to be appropriate. The proposed action is considered to be for such cause as will promote the efficiency of the service and will be effected not sooner than 35 calendar days from issuance date of this letter.

The charge against you and the reason supporting the charge are:

You are charged with being absent from duty without permission. Tuesday morning, March 26, 1968, you told Mr. Louis Olsovsky that you were going to Mexico as soon as you were through relieving routes 8 and 9. Mr. Olsovsky asked you if you had permission to take off and you said, "no". Mr. Olsovsky advised you to talk to Mr. Serna and get his permission to go since we were short a man due to the death of sub carrier Bigg's mother Monday night. You did not get Mr. Serna's permission and you have been AWOL since that time. Your absence has caused the use of unnecessary overtime. Since you knowingly left without permission after being told by a supervisor that you must obtain such, I feel these charges are just.

You have the right to answer the charge in person or in writing, or both, and to be accompanied by a representative of your own choosing. Your reply is to be made within 15 days (calendar) of receipt of this letter. You may also submit affidavits in support of your answer. Any written reply should be directed to the postmaster.

If you reply in person, you may make such reply to either the postmaster or Mr. Leggett, Assistant Postmaster.

After the expiration of the 15 day limit for reply, all the facts in your case, including any reply you may submit, will be given full consideration before a decision is rendered. A decision in writing will be issued to you. If the decision is adverse, the letter of decision will advise you of the reason, or reasons, relied upon in making the decision.

Paul D. Cauley, Jr.
Postmaster