

March 2, 2004

Mr. Steve LeNoir
President
National League of Postmasters
of the United States
1023 North Royal Street
Alexandria, VA 22314-1569

Mr. Wally Olihovik
President
National Association of Postmasters
of the United States
8 Herbert Street
Alexandria, VA 22305-2600

Mr. Vince Palladino
President
National Association of Postal
Supervisors
1727 King Street
Alexandria, VA 22314-2753

Gentlemen:

As you are aware, representatives of your associations in the Pacific Area have requested a workplace environment review of the Sacramento District. Issues involving alleged mistreatment, abuse, and intimidation on the part of senior management within the district have been raised in a recent letter to the Postmaster General. An ongoing effort to address these treatment issues involving your local representatives has been in place for approximately one year, focusing on building effective working relationships. Apparently these efforts have not yet resulted in any meaningful changes as viewed by the members of the team, and they are now asking for a formal intervention by Postal Service Headquarters.

Discussions about this request have been held with senior management here at Headquarters, as well as with the functional manager of these types of workplace intervention efforts for the field. A determination has been made to assess the work environment within the Sacramento District coordinated by Postal Service Headquarters utilizing resources from outside the Pacific Area. This assessment will most likely include confidential interviews of management employees, and the development of recommendations for addressing the concerns outlined in the letter that can be implemented right away, as well as sessions on improving leadership skills and communications that can set a benchmark for future interaction between postmasters, managers, supervisors, and senior management in the Sacramento District.

It is our intention to begin this effort shortly and to keep an open line of communications with you and your representatives during this assessment. We will provide periodic updates to you as we move forward, and will share the final recommendations for improving the working environment with you prior to implementation. Please let me know if you have any questions or concerns.

Sincerely,

Valerie E. Martin
Manager
Labor Relations
Policy Administration