



PATRICK R. DONAHOE  
CHIEF OPERATING OFFICER  
AND EXECUTIVE VICE PRESIDENT



March 20, 2002

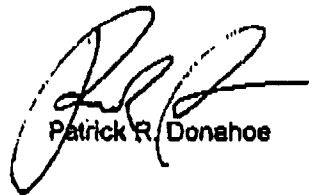
VICE PRESIDENTS, AREA OPERATIONS  
MANAGER, CAPITAL METRO OPERATIONS

SUBJECT: Reasonable Accommodation for  
Deaf and Hard of Hearing Employees

At a recent Mail Security Task Force meeting, concern was raised about providing interpreters for deaf and hard of hearing employees at safety talks. The requirement that the Postal Service provide interpreters to employees with hearing impairments at safety talks has been well articulated for many years.

In addition to the Postal Service's responsibility to provide reasonable accommodation as a matter of law, the collective bargaining agreements of the various postal unions also provide guidance. The labor agreements affirm management's obligation to provide assistance to deaf and hard of hearing employees during investigatory interviews, discussions on job performance or conduct, presenting grievances, training, EAP programs, EEO counseling, during tests, interviews and employee orientation, safety talks, CFC and savings bond drive kickoff meetings, and to provide assistance filing or during meetings concerning an employee's OWCP claim. The labor agreements identify certified interpreters, interpreters obtained through state vocational rehabilitation centers, or volunteer interpreters with appropriate skill level as being appropriate resources for assistance.

Please be vigilant in ensuring we meet our legal and contractual responsibilities in this important area.

  
Patrick R. Donahoe

Matthew Rose, NALC  
National Business Agent  
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Region 8