



United States Department of the Interior

FISH AND WILDLIFE SERVICE Mountain-Prairie Region



IN REPLY REFER TO:

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SEP 29 2006

Memorandum

To:

From: James J. Slack, Deputy Regional Director

Subject: Response to Informal Grievance

The purpose of this letter is to provide you a response to the informal grievance each of you filed dated September 19, 2006. In accordance with 227 FW 3, Grievance Procedures, you are entitled to a written decision within 7 calendar days of the date of receipt. Although this grievance was received in the Regional Office on September 20, 2006, I was not available to receive it until Monday, September 25, 2006. Therefore, in accordance with procedures, my response is due to you by October 2, 2006.

Your combined grievance covers a wide range of disturbing issues that you have categorized as a "hostile work environment". You specifically identify safety and ethical violations, harassment, intimidation, and personal slander. Your grievance identifies the members of the Confederated Salish and Kootenai Tribes (CSKT) as the ones creating this environment. For some of you, you have identified a paid permanent change of station reassignment or a retraction of the current Annual Funding Agreement (AFA) between the U.S. Fish and Wildlife Service and the CSKT. For others, the only personal relief being requested is a retraction of the AFA.

Due to the serious nature of your complaint, I have called for an investigation of your situation. This investigation will be conducted by an outside agency that we have contracted with. It will be conducted at the earliest possible opportunity and will require participation by all. The

investigator, once assigned, will be dispatched to the National Bison Range to gather information and to ask questions. The investigator must be given your full cooperation.

In light of the need for a thorough investigation of your situation, I cannot make any determinations on your requested personal relief. Upon receipt of the results of the investigation, I will make the determination on how to proceed, and you will be so informed. At that point, if I am still unable to grant your relief, or an acceptable alternative, you will be allowed 5 calendar days to file a formal grievance over this matter with Regional Director Mitch King.