

September 29, 2006

To: James J. Slack, Deputy Regional Director

From:

Subject: Informal Grievance Response

The purpose of this letter is to correct an error in your response to our informal grievance concerning the hostile work environment at the National Bison Range. Your response states, "Your grievance identifies the members of the Confederated Salish and Kootenai Tribes (CSKT) as the ones creating this environment." Our grievance is not against members of the Confederated Salish and Kootenai Tribes. Our grievance is specifically addressed to you. We are grieving that the Fish and Wildlife Service enabled the creation of a hostile work environment here at the NBR through implementation of the Annual Funding Agreement. We specifically refute the notion our grievance is against the Confederated Salish and Kootenai Tribe or their members.

Your response indicates that you have called for an investigation of the situation by an outside contracted agency. We concur with the need for an investigation, but we are concerned that an outside contracted investigative agency may not have the legal authority to properly probe our grievance.

We ask that this clarification be forwarded to any party that received or will receive your original response to the informal grievance, dated September 29, 2006.