

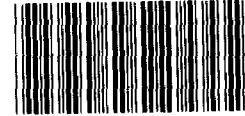
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GAO

United States
General Accounting Office
Washington, D.C. 20548

General Government Division

B-252924



150031

September 3, 1993

The Honorable Luis V. Gutierrez
House of Representatives

Dear Mr. Gutierrez:

At your request, we examined data on Hispanic employment at the U.S. Postal Service (USPS) since fiscal year 1990. The data, as requested, cover USPS employees nationwide and in the Chicago, Los Angeles, and New York areas and include information on USPS employee hires, separations, and grade structure. As requested, we also obtained data on the number of equal employment opportunity (EEO) discrimination complaints filed by USPS' Hispanic employees.

The USPS provided the employment and complaint data that we examined. We did not verify the accuracy of the data.

In examining the data, we found that Hispanics, women more so than men, were underrepresented in the USPS workforce in comparison to their number in the nation's civilian labor force (CLF). We computed a representation index that indicates the extent to which an EEO group is represented in a workforce as compared to that group's representation in the CLF. Using this index where less than 100 indicates underrepresentation, Hispanic men had an index of 96 and Hispanic women had an index of 55 as of April 1993.

As of that same date, Hispanic men were underrepresented in the Chicago and Los Angeles postal districts but not in the New York District. Hispanic women were underrepresented in all three districts. The three districts generally cover postal facilities in Chicago, Los Angeles, and New York, and we compared the number of Hispanics in each district with the number of Hispanics in the civilian labor force of the metropolitan statistical area.

GAO/GGD-93-58R Hispanic Employment at USPS

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Of the three districts, the Chicago District had the lowest representation of Hispanics. There, Hispanic men had an index of 44, and Hispanic women had an index of 21. Hispanic employees of the Los Angeles District had indexes of 51 (men) and 32 (women). For the New York District, the indexes for Hispanic employees were 135 (men) and 71 (women). Under a 1981 EEOC directive, representation indexes at 50 or below would have been considered severe underrepresentation.

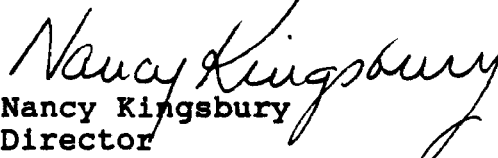
We also made certain analyses in which we compared various EEO groups with the predominant group in a USPS workforce. The predominant group for all of USPS was white male employees. In April 1993, after USPS underwent a major realignment and downsizing, all EEO groups except black males increased in number relative to white male employees.

More information about our scope and methodology is presented in enclosure I. Enclosures II through V provide further analyses and information about Hispanic employment across USPS and in the Chicago, Los Angeles, and New York districts. Enclosure VI provides data on the number of EEO discrimination complaints filed by Hispanic employees since fiscal year 1990. Enclosure VII provides the "raw" numbers used in our analyses.

As arranged with your staff, unless you publicly release its contents earlier, we plan no further distribution of this report until 30 days from the date of this letter. At that time, we will send copies to the Postmaster General and other interested parties. We will also make copies available to others upon request.

The major contributors to this correspondence were Steve Wozny, Assistant Director; Anthony Assia, Assignment Manager; and Clifton Douglas, Evaluator-in-Charge. If you have any questions, please call me on (202) 512-5074.

Sincerely yours,


Nancy Kingsbury
Director
Federal Human Resource Management
Issues

Enclosures - 7

SCOPE AND METHODOLOGY

We were asked to provide information about Hispanic employment at USPS. He asked us to review data for fiscal year 1990 through 1993 and to determine the number of Hispanics by grade level and the number who were hired by or separated from the USPS. He also asked for information on the number of EEO discrimination complaints filed by Hispanic employees. He asked us to review data for all of USPS and for postal facilities in Chicago, Los Angeles, and New York.

DATA OBTAINED

USPS provided data on the number, race, national origin, gender, and grade of persons employed near the end of fiscal years 1990, 1991, and 1992 and as of April of fiscal year 1993. USPS officials said that their computer system captures personnel data by pay period. The officials provided data as of the last pay period of fiscal years 1990 and 1991, which ended in late September of each of these years. The data for fiscal year 1992 was as of August rather than the last pay period. The USPS officials explained that USPS began an organizational realignment in September 1992, and they provided data as of August to keep the 1992 data consistent with the 1990 and 1991 data. For ease of presentation, we refer to the data for these 3 years as fiscal year data. The data for all 4 years gave us "snapshots" of the USPS career workforce at four points in time.

USPS also provided data on the number, race, and national origin of career employees who were hired by or who separated from USPS during fiscal years 1990, 1991, 1992, or 1993 (through April). Data on the gender of these employees, according to an USPS official, were not immediately available.

Finally, USPS provided data on the number of EEO discrimination complaints filed by employees during fiscal years 1990, 1991, and 1992 and through February of fiscal year 1993. The data identified the number of complaints filed by Hispanics.

The workforce data, including hiring and separation data, were of full-time and not full-time career employees. The workforce and complaint data were for all of USPS and for the Chicago, Los Angeles, and New York districts. USPS officials identified these districts as the districts that best captured the postal facilities we were asked to review.

The officials informed us that the USPS underwent an organizational realignment near the end of fiscal year 1992. Before the realignment, USPS was comprised of divisions rather than districts, and the number of divisions was fewer than the

current number of districts. We spoke with an official from each district and we were told in each case that the makeup of the district did not change. For presentation purposes, we refer to the three areas as districts regardless of the year.

ANALYTICAL APPROACHES USED

We used two approaches to analyze workforce data. The first approach required comparisons to benchmarks outside of USPS. The Equal Employment Opportunity Commission requires agencies to compare their workforce profiles with the profile of the nation's civilian labor force to see if race, ethnic, and gender groups are fully represented. The CLF data included white- and blue-collar workers. To determine representation levels, we computed representation indexes using USPS workforce data and national and primary metropolitan statistical area (PMSA) CLF data from the 1990 census. The indexes indicate the extent to which an EEO group is represented in a workforce as compared to that group's representation in the CLF. The index can range from 0 to 100 plus, with 100 indicating full representation and lower numbers indicating underrepresentation.

We recognize that the PMSA CLF data extends beyond the geographical boundaries of the Chicago, Los Angeles, and New York districts. According to USPS officials, CLF data that are readily available do not match the geographical area from which each district recruits its workforce. However, USPS is working with a contractor to configure CLF data by recruiting area.

We believe that the PMSA CLF data offer the best immediate comparison to the workforce of the three districts. However, it provides an indication rather than a precise chart of representation levels. For example, the CLF for the Chicago PMSA, which covers 10 counties, and for the Chicago District's recruiting area may be somewhat different. The CLF for one may include a larger percentage of minorities than the other. Thus, comparing the Chicago District workforce to the PMSA CLF or to the recruiting area CLF may produce different degrees of representation. Although, according to a USPS officials, the differences should be small.

The second approach involved the use of benchmarks and the computation of ratios to determine whether change occurred in representation between points in time. The benchmarks were internal to USPS. For example, we compared women and minority groups with the predominant EEO group in the workforce at USPS.

For USPS nationwide, the predominant group was white males. In the Chicago and Los Angeles districts, the predominant group was black males. Black female employees actually outnumbered black

male employees in the Chicago and Los Angeles districts. However, because black males were the prevailing group at the managerial levels, we categorized them as the predominant group. In the New York District, we categorized white males as the predominant group. Although black male and female employees outnumbered white male employees, white males were the prevailing group at the New York District's managerial levels.

To determine whether there was change over time, we divided the number of employees in a particular EEO group by the number of employees in the dominant group for each year examined. We expressed the resulting ratio as the number of Hispanic men or women, or other EEO group, per 1,000 white or black men. Throughout the text, the term "relative number" refers to how many employees there were per 1,000 white or black men. However, it should be recognized that these relative numbers do not imply that there were at least 1,000 white men or black men, or more than 1,000 white or black men, in all of the categories of employees we considered. For certain analyses, after computing the ratios we divided the ratio for the latest year (fiscal year 1993) by the ratio for the beginning year (fiscal year 1990) to express the amount of change that had occurred.

Use of the ratio-based approach enabled us to perform analyses that were more sensitive to changes in the relative numbers of women and minorities than traditional descriptive statistics. We provide more information on this approach in Affirmative Employment: Assessing Progress of EEO Groups in Key Federal Jobs Can Be Improved (GAO/GGD-93-65, Mar. 8, 1993).

HISPANIC EMPLOYMENT AT USPS NATIONWIDE

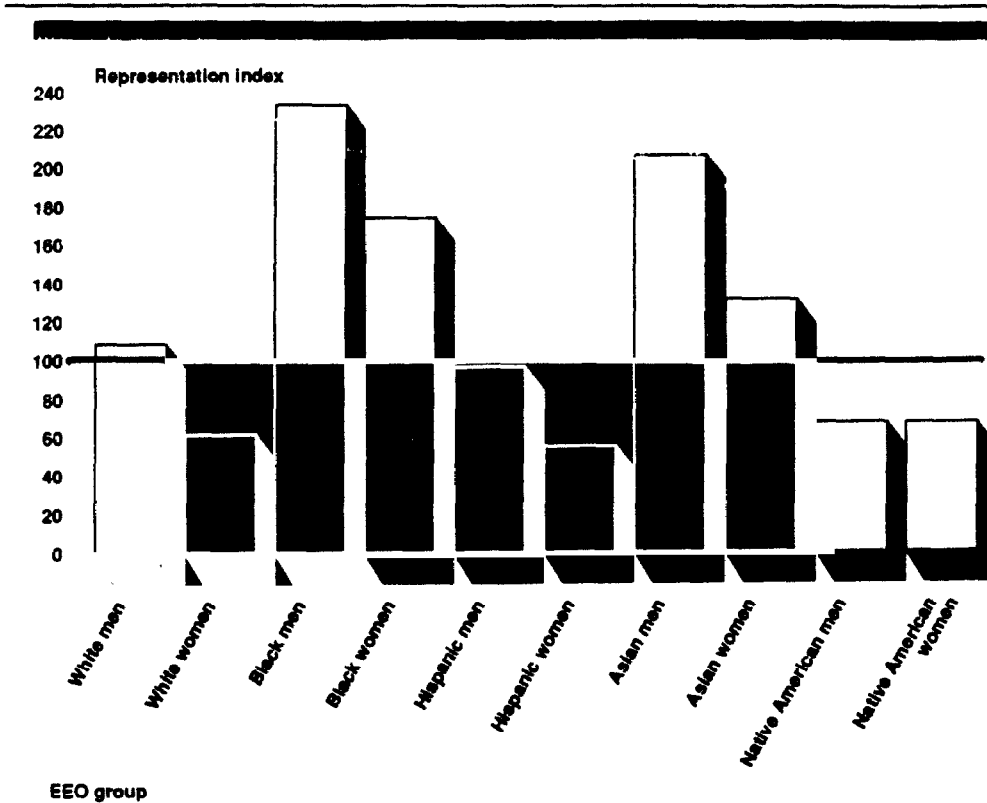
In this enclosure, we show how white women and minority men and women were represented at USPS in April 1993 compared to their representation in the 1990 civilian workforce. We then show how the relative numbers of white women and minority men and women changed at USPS from fiscal year 1990 through April 1993, including their relative numbers at various grade levels.

REPRESENTATION AT USPS
IN COMPARISON TO CLF

USPS had 678,382 career employees in April 1993. There were 43,365 Hispanic employees, which accounted for about 6.4 percent of all career employees.

We compared the EEO profile of USPS' national workforce as of April 1993 with the EEO profile of the nation's CLF in 1990 to determine if the agency's workforce was representative of the CLF. The CLF included white- and blue-collar workers. As figure II.1 shows, white women, Hispanic men and women, and Native American men and women were underrepresented in the USPS workforce. Using an index where less than 100 indicates underrepresentation, white women had an index of 61; Hispanic men, 96; Hispanic women, 55; Native American men, 67; and Native American women, 67. Table II.1 provides the data used to compute the representation index.

Figure II.1: Representation Index for USPS Workforce as of April 1993



EEO group
Note: Horizontal line at 100 indicates full representation

Source: USPS data.

Table II.1: Employment at USPS as of April 1993

| EEO group | Number of employees ^a | Percent | CLF percent ^b | Representation index ^c |
|-----------------------|----------------------------------|---------|--------------------------|-----------------------------------|
| White men | 313,619 | 46.2 | 42.6 | 108 |
| White women | 145,043 | 21.4 | 35.3 | 61 |
| Black men | 77,580 | 11.4 | 4.9 | 233 |
| Black women | 63,510 | 9.4 | 5.4 | 174 |
| Hispanic men | 31,099 | 4.6 | 4.8 | 96 |
| Hispanic women | 12,266 | 1.8 | 3.3 | 55 |
| Asian men | 21,012 | 3.1 | 1.5 | 207 |
| Asian women | 11,319 | 1.7 | 1.3 | 131 |
| Native American men | 1,657 | 0.2 | 0.3 | 67 |
| Native American women | 1,211 | 0.2 | 0.3 | 67 |

^aColumn adds to 678,316 employees. Sixty-six employees were not identified by EEO group and, therefore, were not included.

^b1990 national CLF data.

^cThe index was computed by dividing the workforce percentage by the CLF percentage and multiplying the result by 100.

Source: USPS data.

RELATIVE NUMBERS OF WOMEN AND MINORITY EMPLOYEES

USPS decreased in size between September 1990 and April 1993. The number of employees decreased from 760,129 to 678,382. The number of employees in all EEO groups decreased, with the number of Hispanic employees decreasing from 46,458 to 43,365.

Although all groups decreased, proportionally speaking, some groups decreased more than others. In table II.2 we show how the relative numbers of women and minority employees changed at USPS from September 1990 through April 1993. Our purpose was to determine whether the relative numbers of women and minority

employees were increasing or decreasing and to determine whether the relative progress made by some groups was greater than that made by others. We considered how the numbers of women and minorities changed relative to white men, who were the predominant employee group. Table II.2 does not include data on Native American employees because their numbers were too small for purposes of this analyses.

Table II.2: Number of White Women and Minority Men and Women per 1,000 White Men at USPS From September 1990 Through April 1993

| Fiscal year | EEO group | | | | | | |
|--|-------------|-----------|-------------|--------------|----------------|-----------|-------------|
| | White women | Black men | Black women | Hispanic men | Hispanic women | Asian men | Asian women |
| 1990 | 440 | 250 | 197 | 94 | 35 | 59 | 32 |
| 1991 | 447 | 249 | 200 | 96 | 36 | 62 | 33 |
| 1992 | 449 | 247 | 200 | 97 | 37 | 63 | 34 |
| 1993 | 462 | 247 | 203 | 99 | 39 | 67 | 36 |
| Ratio: 1993 to 1990 ^a | 1.05 | .99 | 1.03 | 1.05 | 1.11 | 1.14 | 1.13 |

Note 1: Data for 1993 are as of April. Data for 1992 are as of August. Data for other years are as of September.

Note 2: The numbers shown are relative rather than actual numbers of employees. For each category, the relative number was computed by dividing the actual number of employees in an EEO group by the actual number of white male employees and multiplying the result by 1,000. Enc. VII provides the actual numbers used in our computations.

^aThe ratio was obtained by dividing the relative number for 1993 by the relative number for 1990. For example, the change in the relative number of Hispanic men was calculated as $99/94 = 1.05$, which is interpreted to be a 5-percent increase. Changes in the relative numbers of the various EEO groups were similarly computed.

Source: USPS data.

The 1993 to 1990 ratio in table II.2 indicates that, except for black men, all EEO groups experienced relatively modest gains in number relative to white men over the period. Hispanic women and Asian men and women experienced the larger of those gains and white women, black women, and Hispanic men experienced the smaller of those gains. The relative number of black male employees declined slightly (about 1 percent) between September 1990 and April 1993.

The relative numbers in table II.2 also imply that white male employees were decreasing in number relative to the other EEO groups except black men. The fact that most groups increased in number relative to white men implies that white men decreased in number relative to that group.

RELATIVE NUMBERS OF HISPANIC EMPLOYEES BY GRADE

In addition to looking at changes in the relative numbers of women and minority employees at USPS, we also considered how these groups were distributed across various grade levels and whether increases in their relative numbers occurred at higher grades as well as lower grades. USPS officials provided workforce data arrayed by three grade groupings: 1 through 14; 15 through 18; and 19 and up. According to the officials, these are the standard grade groupings for USPS and are defined as follows: 1 through 14--clerical, craft, and initial level professional employees; 15 through 18--first line supervisors, middle managers, and higher technical jobs; and 19 and higher--upper-level managers and postal career executive service members.

Table II.3 shows the relative number of Hispanic employees by grade grouping. It indicates that the relative number of Hispanic women increased over this period at all grade levels and by a greater factor at each succeeding grade level. The same is true for Hispanic men but on a lower scale.

At grade 1 through 14, Hispanic men and women increased in relative numbers between 1990 and 1993. The rate of increase for Hispanic women was more than double that for Hispanic men. At grade 15 through 18, the relative numbers also increased. At grade 19 and higher, Hispanic men increased in relative number by a factor (1.11) slightly higher than at grade 1 through 14 and grade 15 through 18 (1.05 and 1.09, respectively). Hispanic women, at grade 19 and higher, increased in relative number by a factor (2.00) substantially higher than at grade 1 through 14 and grade 15 through 18 (1.11 and 1.52, respectively).

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In spite of these increases in relative numbers being greater at higher grade levels than at grade 1 through 14, both Hispanic men and women remained, in 1993 as in 1990, represented in greater relative numbers at lower grades than at higher grades. While there were 102 Hispanic men and 41 Hispanic women per 1,000 white men at grade 1 through 14 in 1993, there were only 61 Hispanic men and 14 Hispanic women per 1,000 white men at grade 19 and higher in that year.

Table II.3: Number of Hispanic Men and Women per 1,000 White Men at Different Grade Levels at USPS From September 1990 Through April 1993

| Fiscal year | Hispanic men | | | Hispanic women | | |
|---------------------------|--------------|-------------|---------------|----------------|-------------|---------------|
| | Grade 1-14 | Grade 15-18 | Grade 19 & up | Grade 1-14 | Grade 15-18 | Grade 19 & up |
| 1990 | 97 | 75 | 55 | 37 | 21 | 7 |
| 1991 | 99 | 76 | 57 | 38 | 24 | 9 |
| 1992 | 100 | 78 | 58 | 39 | 26 | 10 |
| 1993 | 102 | 82 | 61 | 41 | 32 | 14 |
| Ratio: 1993 to 1990 | 1.05 | 1.09 | 1.11 | 1.11 | 1.52 | 2.00 |

Note 1: Data for 1993 are as of April. Data for 1992 are as of August. Data for 1990 and 1991 are as of September.

Note 2: The numbers shown are relative rather than actual numbers of employees. For each category, the relative number was computed by dividing the actual number of white male employees and multiplying the result by 1,000. Enclosure VII provides the actual numbers used in our computations.

Source: USPS data.

We also computed the 1993 to 1990 ratio for the other women and minority groups by grade level. The ratio was computed in the same manner as the ratio for Hispanic employees. Table II.4 shows the ratio we computed.

Table II.4 indicates that, of all women and minority groups, Hispanic women experienced the largest relative increases at the

19 and higher grade grouping. At grade 15 through 18, Hispanic women had the second largest relative increases next to Asian women, and at grade 1 through 14 the increase for Hispanic women was only slightly less than the increase for Asian men and women. Relative increases for Hispanic men were generally smaller than those of other minority groups, with the exception of black men.

Table II.4: Ratio of Change for Women and Minorities per 1,000 White Men at Different Grade Levels at USPS From September 1990 to April 1993

| EEO group | Ratio: 1993 to 1990 | | |
|----------------|------------------------|-------------|---------------|
| | Grade 1-14 | Grade 15-18 | Grade 19 & up |
| White women | 1.03 | 1.27 | 1.42 |
| Black men | .99 | .98 | 1.07 |
| Black women | 1.01 | 1.15 | 1.38 |
| Hispanic men | 1.05 | 1.09 | 1.11 |
| Hispanic women | 1.11 | 1.52 | 2.00 |
| Asian men | 1.13 | 1.26 | 1.15 |
| Asian women | 1.12 | 1.54 | 1.22 |

Note: Data for 1993 are as of April. Data for 1990 are as of September.

Source: USPS data.

RELATIVE NUMBERS OF MINORITY EMPLOYEES
HIRED INTO AND SEPARATED FROM USPS

Table II.5 shows the relative numbers of black, Hispanic, and other persons who were employed at USPS in each year for which we had data.¹ Table II.5 also shows the relative numbers in each

²USPS provided hiring and separation data by four EEO groupings: whites, blacks, Hispanics, and other. Other includes all those employees not counted as white, black, or Hispanic. Gender data were not provided. USPS officials stated that those were the EEO groupings used to collect the information. We combined employment data into the same four groupings for the purposes of this analysis.

minority group that USPS hired in each of those years and the relative numbers that separated from that workforce.

We computed the relative numbers by dividing the number of minorities hired, employed, and separated by the number of whites hired, employed, and separated. Hiring and separation data were for all of fiscal year 1990 through 1992 and through April of fiscal year 1993. USPS officials told us that the agency's organizational realignment impacted its number of hires and separations in 1992 and 1993.

Table II.5: Number of Minorities per 1,000 Whites Who Were Hired, Employed in, and Separated From USPS From Fiscal Year 1990 Through 1993

| EEO group | Fiscal year | Hired | Employed | Separated |
|-----------|-------------|-------|----------|-----------|
| Black | 1990 | 302 | 311 | 352 |
| | 1991 | 320 | 310 | 336 |
| | 1992 | 147 | 309 | 333 |
| | 1993 | 478 | 308 | 358 |
| Hispanic | 1990 | 121 | 90 | 82 |
| | 1991 | 118 | 92 | 80 |
| | 1992 | 51 | 92 | 121 |
| | 1993 | 76 | 95 | 68 |
| Other | 1990 | 183 | 69 | 72 |
| | 1991 | 158 | 72 | 71 |
| | 1992 | 69 | 73 | 45 |
| | 1993 | 89 | 77 | 30 |

Note: Shaded areas indicate where the relative numbers that entered the workforce at USPS were less than the relative numbers employed or where the relative numbers that separated from the workforce at USPS were greater than the relative numbers employed. Data for 1993 are as of April.

Source: USPS data.

Table II.5 shows that Hispanics in 1990 and 1991 were hired into USPS in higher relative numbers than those at which they were

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already employed at the agency. In other words, USPS' hiring rate for Hispanics in those 2 years was at levels sufficient to increase Hispanic representation, all other events being equal. Conversely, USPS' hiring rate for Hispanics in 1992 and 1993 were below the level needed to increase representation.

In 1992, blacks and others were also hired in relative numbers below the rate at which they were already employed. However, both of these groups were hired in 1993 at relative numbers above their relative employment numbers, while the relative number of Hispanics hired remained below their relative employment number.

In 3 out of the 4 years shown, the relative numbers of Hispanics separating from USPS were below their relative employment numbers. This suggests that hiring more than separations affected the representation levels of Hispanics.

HISPANIC EMPLOYMENT AT THE USPS CHICAGO DISTRICT

In analyzing data for the Chicago District, we did the same types of analyses and followed the same procedures as we did in analyzing data for all of USPS (see encl. II). These analyses are presented in the following sections.

REPRESENTATION OF WOMEN AND MINORITY EMPLOYEES
AT CHICAGO DISTRICT IN COMPARISON TO CLF

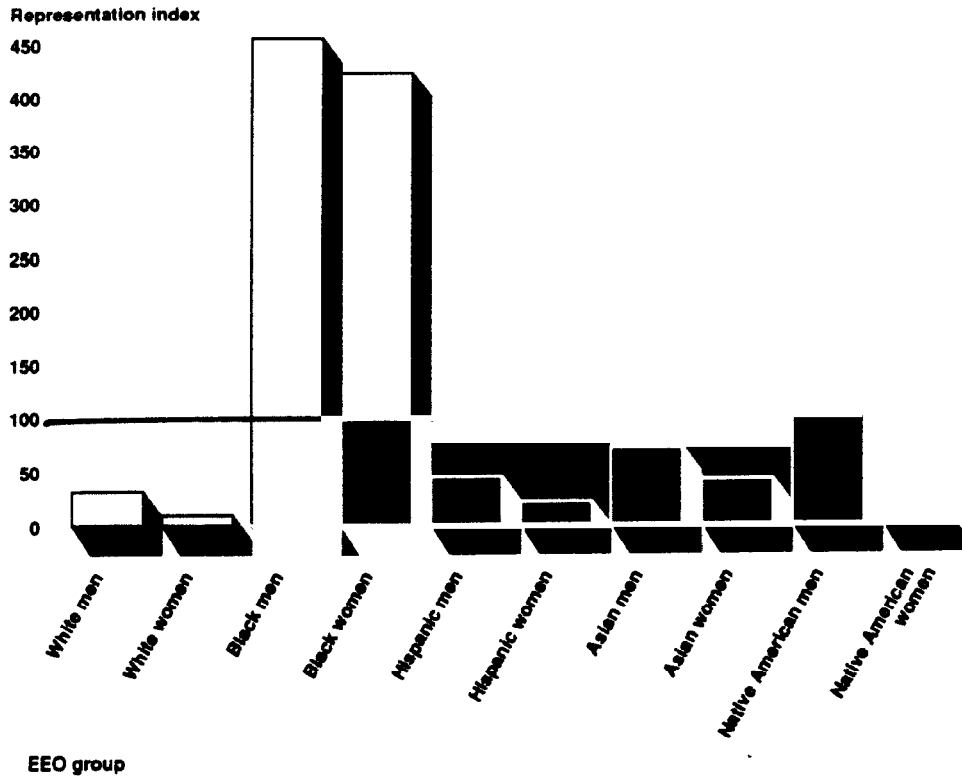
USPS' Chicago District had 13,158 career employees in April 1993. Of this number, 508 employees (about 4 percent) were Hispanic.

We compared the EEO profile of the Chicago District workforce as of April 1993 with the EEO profile of the 1990 Chicago PMSA CLF data to determine if the District's workforce was representative of the CLF.¹ As figure III.1 shows, white men and women, Hispanic men and women, Asian men and women, and Native American women were underrepresented in the Chicago District as of April 1993. Using an index where less than 100 indicates underrepresentation, Hispanic men and women had indexes of 44 and 21, respectively. Table III.1 provides the data used to compute the index.

In analyzing workforce data for underrepresentation, EEOC has formerly used the term "severe underrepresentation," which exists when representation is 50 percent or less of the CLF. The EEOC applied this definition for several years through December 1987.

¹The Chicago PMSA consists of the following counties and central cities: Cook County, Dekalb County, DuPage County, Grundy County, Kane County, Kendall County, Lake County, McHenry County, Will County, Chicago, Joliet, Evanston, North Chicago, and Dekalb. We recognize that these counties and cities expand beyond the Chicago District, however, this PMSA data is the best immediately available.

Figure III.1: Representation Index for the Chicago District as of April 1993



Note: Horizontal line at 100 indicates full representation

Source: USPS data.

Table III.1: Employment at the Chicago District as of April 1993

| EEO group | Number of employees | Percent | CLF ^a percent | Representation index ^b |
|-----------------------|---------------------|---------|--------------------------|-----------------------------------|
| White men | 1,501 | 11.4 | 36.4 | 31 |
| White women | 359 | 2.7 | 30.4 | 9 |
| Black men | 5,145 | 39.1 | 8.6 | 455 |
| Black women | 5,347 | 40.6 | 9.6 | 423 |
| Hispanic men | 396 | 3.0 | 6.8 | 44 |
| Hispanic women | 112 | .9 | 4.2 | 21 |
| Asian men | 198 | 1.5 | 2.1 | 71 |
| Asian women | 91 | .7 | 1.7 | 41 |
| Native American men | 7 | .1 | 0.1 | 100 |
| Native American women | 2 | .0 | 0.1 | 0 |

^a1990 Chicago PMSA Census Data.

^bThe index was computed by dividing the workforce percentage by the CLF percentage and multiplying the result by 100.

Source: USPS data.

RELATIVE NUMBERS OF WOMEN AND MINORITY EMPLOYEES

USPS' Chicago District decreased in size between September 1990 and April 1993, decreasing from 16,092 employees to 13,158 employees. The number of employees in all EEO groups decreased over this period with the number of Hispanic employees decreasing from 574 to 508.

Although all groups decreased, proportionately speaking, some groups decreased more than others. Table III.2 shows how the numbers of employees changed since September 1990 relative to black male employees, who were the predominant group in the Chicago District. Table III.2 does not include data on Native American employees because their numbers were too small for

purposes of this analysis. There were 10 Native American employees in September 1990 and 9 in April 1993.

Table III.2: Number of White Men and Women and Minority Men and Women per 1,000 Black Men at the Chicago District From September 1990 Through April 1993

| Fiscal year | EEO group | | | | | | |
|---------------------------|-------------|-----------|-------------|--------------|----------------|-----------|-------------|
| | Black women | White men | White women | Hispanic men | Hispanic women | Asian men | Asian women |
| 1990 | 997 | 288 | 66 | 69 | 20 | 32 | 15 |
| 1991 | 1014 | 290 | 68 | 70 | 20 | 34 | 15 |
| 1992 | 1034 | 291 | 68 | 71 | 20 | 35 | 16 |
| 1993 | 1039 | 292 | 70 | 77 | 22 | 38 | 18 |
| Ratio: 1993 to 1990 | 1.04 | 1.01 | 1.06 | 1.12 | 1.10 | 1.19 | 1.20 |

Note 1: Data for 1993 are as of April. Data for 1992 are as of August. Data for 1990 and 1991 are as of September.

Note 2: The numbers shown are relative than actual numbers of employees. For each category, the relative number was computed by dividing the actual number of employees in an EEO group by the actual number of black male employees and multiplying the result by 1,000. Enclosure VII provides the actual numbers used in our computations.

Source: USPS data.

Table III.2 indicates that black women, white men and women, Hispanic men and women, and Asian men and women all increased somewhat over the period relative to black men. The increase varied by group, and ranged from 1 percent (white men) to 20 percent (Asian women). The relative increases for Hispanic men and women were 12 and 10 percent, respectively.

Table III.2 indicates that for many of the groups, their relative numbers often changed little or not at all from one year to the next. It also indicates that the groups increased relative to the predominate group, black men, even though they were decreasing in actual number. These increases imply that black

men were decreasing in number relative to each of the other groups.

RELATIVE NUMBERS OF HISPANIC EMPLOYEES
BY GRADE LEVEL

In addition to looking at changes in the relative numbers of women and minority employees at the Chicago District, we also considered how these EEO groups were distributed across various grade levels and whether increases in relative numbers occurred at higher grades as well as lower grades.

Table III.3 provides the results of our grade-level analysis for Hispanic employees. It indicates that the relative numbers of Hispanic men and women increased over the 1990 through 1993 period at grade 1 through 14 and grade 15 through 18 but not at grade 19 and higher. The greatest relative gains were made at the grade 15 through 18 level.

At grade 1 through 14, the relative numbers of Hispanic men and women increased by a factor of 1.10, or 10 percent, between September 1990 and April 1993. Although both experienced the same relative increase, the relative number of Hispanic men was much greater than the relative number of Hispanic women.

At grade 15 through 18, the relative numbers of Hispanic men and women increased substantially between September 1990 and April 1993. The relative increase was 34 percent for Hispanic men and 55 percent for Hispanic women. Much of the relative increase for Hispanic men came between 1992 and 1993. For Hispanic women, the relative increases came between 1990 and 1991 and 1992 and 1993.

However, at grade 19 and higher, the relative number of Hispanic men and women declined. Hispanic men experienced a relative decrease of 7 percent while Hispanic women experienced a relative decrease of 100 percent. The decrease of 100 percent requires further explanation. In September 1990, there were 2 female Hispanic employees at grades 19 and higher. There were also 73 black men employees at grades 19 and higher. Under our ratio-based approach, the 2 is divided by the 73 to obtain a relative number of 27 Hispanic female employees per 1,000 black men employees. In April 1993, there were no Hispanic women at grade 19 and higher.

Table III.3: Number of Hispanic Men and Women per 1,000 Black Men at Different Grade Levels at the Chicago District From September 1990 Through April 1993

| Fiscal year | Hispanic men | | | Hispanic women | | |
|---------------------------|--------------|-------------|---------------|----------------|-------------|---------------|
| | Grade 1-14 | Grade 15-18 | Grade 19 & up | Grade 1-14 | Grade 15-18 | Grade 19 & up |
| 1990 | 71 | 41 | 68 | 20 | 11 | 27 |
| 1991 | 72 | 46 | 71 | 20 | 14 | 29 |
| 1992 | 73 | 43 | 75 | 21 | 14 | 30 |
| 1993 | 78 | 55 | 63 | 22 | 17 | 0 |
| Ratio: 1993 to 1990 | 1.10 | 1.34 | .93 | 1.10 | 1.55 | 0.00 |

Note 1: Data for 1993 are as of April. Data for 1992 are as of August. Data for 1990 and 1991 are as of September.

Note 2: The numbers shown are relative rather than actual numbers of employees. For each category, the relative number was computed by dividing the actual number of employees in an EEO group by the actual number of black male employees and multiplying the result by 1,000. Enclosure VII provides the actual numbers used in our computations.

Source: USPS data.

Table III.4 shows the 1993 to 1990 ratio for the other EEO groups and also includes the ratio for Hispanic employees. Table III.4 also indicates that at grade 1 through 14, Hispanic men and women experienced higher relative increases than all other EEO groups except Asian men and women. At grade 15 through 18 only Asian women had larger relative increases than Hispanic men and women. However, at grade 19 and higher, Hispanics and Asians experienced relative decreases.

Table III.4: Ratio of Change per 1,000 Black Men at Different Grade Levels at the Chicago District From September 1990 to April 1993

| EEO group | Ratio: 1993 to 1990 | | |
|----------------|------------------------|-------------|---------------|
| | Grade 1-14 | Grade 15-18 | Grade 19 & up |
| Black women | 1.03 | 1.23 | 1.23 |
| White men | 1.00 | .94 | 1.48 |
| White women | 1.01 | 1.22 | 8.93 |
| Hispanic men | 1.10 | 1.34 | .93 |
| Hispanic women | 1.10 | 1.55 | 0.00 |
| Asian men | 1.21 | .71 | .76 |
| Asian women | 1.20 | 5.00 | .59 |

Note: Data for 1993 are as of April. Data for 1990 are as of September.

Source: USPS data.

RELATIVE NUMBERS OF MINORITY
EMPLOYEES HIRED INTO AND SEPARATED
FROM THE CHICAGO DISTRICT

Table III.5 shows the relative numbers of white, Hispanic, and other persons who were employed at the Chicago District in each year for which we had comparable data. We also show the relative numbers in each EEO group that the Chicago District hired in each of those years and the relative numbers that separated from that workforce.

Table III.5: Number of Whites, Hispanics, and Other Minorities per 1,000 Blacks Who Were Hired, Employed in, and Separated From the Chicago District From Fiscal Year 1990 Through 1993

| EEO group | Fiscal year | Hired | Employed | Separated |
|-----------|-------------|--------------|----------|-----------|
| White | 1990 | 188 | 177 | 215 |
| | 1991 | 229 | 177 | 176 |
| | 1992 | ^a | 177 | 159 |
| | 1993 | 280 | 177 | 249 |
| Hispanic | 1990 | 63 | 44 | 32 |
| | 1991 | 62 | 45 | 40 |
| | 1992 | ^a | 45 | 34 |
| | 1993 | 54 | 48 | 17 |
| Other | 1990 | 105 | 24 | 25 |
| | 1991 | 71 | 25 | 20 |
| | 1992 | ^a | 26 | 8 |
| | 1993 | 22 | 28 | 7 |

Note: Shaded areas indicate where the relative numbers that entered the workforce at the Chicago District were less than the relative numbers employed or where the relative numbers that separated from the workforce at Chicago were greater than the relative numbers employed. Data for 1993 are as of April.

^aThe number of persons hired by the Chicago District in 1992 were too small for analysis purposes (13 persons hired).

Source: USPS data.

Table III.5 shows that the relative numbers employed from each of the three EEO groups have remained relatively steady over the 4-year period. There appears to be no similar pattern with respect to the relative numbers entering or separating from the Chicago District. For Hispanics, the relative numbers hired were greater than the number employed and the relative numbers who left employment were less than the number employed. Both conditions would increase the representation of Hispanics at the Chicago District.

HISPANIC EMPLOYMENT AT THE USPS LOS ANGELES DISTRICT

In analyzing data for the Los Angeles District, we did the same types of analyses and followed the same procedures as we did in analyzing data for all of USPS (see enc. II). These analyses are presented in the following sections.

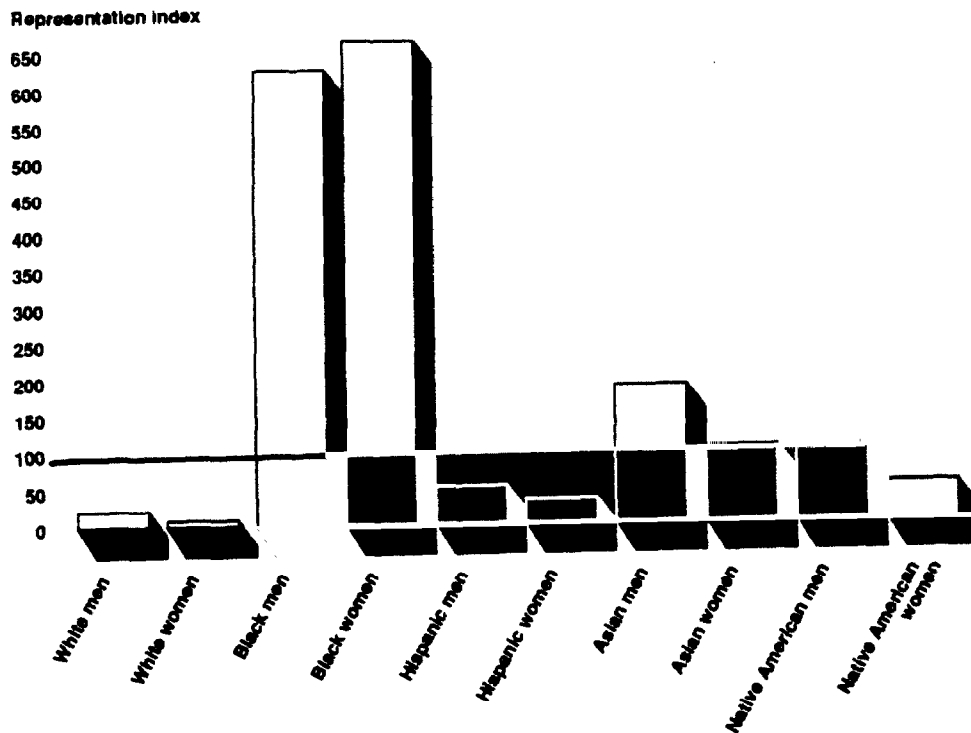
REPRESENTATION AT LOS ANGELES DISTRICT IN COMPARISON TO CLF

USPS' Los Angeles District had 9,507 career employees in April 1993. Of this number, 1,428 were Hispanic employees, accounting for about 15 percent of all employees.

We compared the EEO profile of the Los Angeles District workforce as of April 1993 with the EEO profile of the 1990 Los Angeles-Long Beach PMSA CLF data to determine if the District's workforce was representative of the CLF¹. As figure IV.1 shows, white males and females, Hispanic males and females, and Native American females were underrepresented in the Los Angeles District workforce. Using an index where less than 100 indicates underrepresentation, Hispanic males had an index of 51 and Hispanic females had an index of 32. Table IV.1 provides the data we used to compute the representation indexes.

¹The Los Angeles-Long Beach PMSA consists of Los Angeles County and includes the following central cities: Los Angeles, Long Beach, Pasadena, and Lancaster.

Figure IV.1: Representation Index for the Los Angeles District as of April 1993



EEO group

Note: Horizontal line at 100 indicates full representation

Source: USPS data.

Table IV.1: Employment at the Los Angeles District as of April 1993

| EEO group | Number of employees | Percent | CLF ^a Percent | Representation index ^b |
|-----------------------|---------------------|---------|--------------------------|-----------------------------------|
| White men | 532 | 5.6 | 24.9 | 22 |
| White women | 163 | 1.7 | 19.8 | 9 |
| Black men | 2,798 | 29.4 | 4.7 | 626 |
| Black women | 3,095 | 32.6 | 4.9 | 665 |
| Hispanic men | 1,018 | 10.7 | 21.1 | 51 |
| Hispanic women | 410 | 4.3 | 13.6 | 32 |
| Asian men | 995 | 10.5 | 5.6 | 188 |
| Asian women | 465 | 4.9 | 4.8 | 102 |
| Native American men | 19 | .2 | .2 | 100 |
| Native American women | 12 | .1 | .2 | 50 |

^a1990 Los Angeles-Long Beach PMSA Census Data.

^bThe index was computed by dividing the workforce percentage by the CLF percentage and multiplying the result by 100.

Source: USPS data.

RELATIVE NUMBERS OF WOMEN AND MINORITY EMPLOYEES

USPS' Los Angeles District decreased in size between September 1990 and April 1993. The number of employees decreased from 10,815 in 1990 to 9,507 in 1993. The number of employees in all but one EEO group decreased. The number of American Indian females increased from 9 to 12. The number of Hispanic employees decreased from 1,569 to 1,428.

Although nearly all groups decreased, proportionately speaking, some groups decreased more than others. Table IV.2 shows how the relative numbers of women and minority employees changed from September 1990 through April 1993. We considered how the numbers of white men and women and minorities changed relative to black

men, who were the predominant employee group. Table IV.2 does not include data on Native American employees because their numbers were too small for purposes of this analysis. There were 30 Native American employees in September 1990 and 31 in April 1993.

Table IV.2: Number of White Men and Women and Minority Men and Women per 1,000 Black Men at the Los Angeles District From September 1990 Through April 1993

| Fiscal year | EEO group | | | | | | |
|---------------------------|-------------|-----------|-------------|--------------|----------------|-----------|-------------|
| | Black women | White men | White women | Hispanic men | Hispanic women | Asian men | Asian women |
| 1990 | 1030 | 206 | 60 | 336 | 132 | 309 | 146 |
| 1991 | 1061 | 200 | 58 | 347 | 137 | 326 | 151 |
| 1992 | 1076 | 200 | 58 | 349 | 140 | 331 | 153 |
| 1993 | 1106 | 190 | 58 | 364 | 147 | 356 | 166 |
| Ratio: 1993 to 1990 | 1.07 | .92 | .97 | 1.08 | 1.11 | 1.15 | 1.14 |

Note 1: Data for 1993 are as of April. Data for 1992 are as of August. Data for 1990 and 1991 are as of September.

Note 2: The numbers shown are relative rather than actual numbers of employees. For each category, the relative number was computed by dividing the actual number of employees in an EEO group by the actual number of black male employees and multiplying the result by 1,000. Enclosure VII provides the actual numbers used in our computations.

Source: USPS data.

The 1993 to 1990 ratio in table IV.2 indicates that except for white men and women, all EEO groups experienced relative gains over the period with Hispanic women and Asian men and women experiencing the larger of those gains and black women and Hispanic men experiencing the smaller of those gains. The relative numbers of white men and women declined by 8 and 3 percent, respectively, between September 1990 and April 1993.

Table IV.2 also implies that black men employees were decreasing in greater number relative to the other EEO groups except white men and white women.

RELATIVE NUMBERS OF HISPANIC
EMPLOYEES BY GRADE LEVEL

In addition to looking at changes in the relative numbers of women and minority employees at the Los Angeles District, we also considered how these EEO groups were distributed across various grade levels and whether increases in their relative numbers occurred at higher grades as well as lower grades.

Table IV.3 shows the relative numbers of Hispanic employees by grade level. It indicates that the relative numbers of Hispanic men and women increased over the 1990 to 1993 period at all grade levels; however, the change was not steady nor consistent. For example, the relative numbers of Hispanic men and women at grade 15 through 18 declined from 1990 to 1991, but increased from 1991 to 1992.

The increases in relative numbers for Hispanic men and women were somewhat greater at grade 15 through 18 than at grades 1 through 14 and much greater at grade 19 and up than at grade 15 through 18. In spite of these increases, Hispanic men and women were represented in 1993 in greater numbers at lower grades than at higher grades, the degree of which varies by gender and grade level.

Table IV.3: Number of Hispanic Men and Women per 1,000 Black Men at Different Grade Levels at the Los Angeles District From September 1990 Through April 1993

| Fiscal year | Hispanic men | | | Hispanic women | | |
|---------------------------|--------------|-------------|---------------|----------------|-------------|---------------|
| | Grade 1-14 | Grade 15-18 | Grade 19 & up | Grade 1-14 | Grade 15-18 | Grade 19 & up |
| 1990 | 356 | 138 | 83 | 139 | 67 | 42 |
| 1991 | 368 | 125 | 200 | 145 | 63 | 44 |
| 1992 | 370 | 152 | 160 | 145 | 86 | 80 |
| 1993 | 383 | 153 | 225 | 153 | 84 | 75 |
| Ratio: 1993 to 1990 | 1.08 | 1.11 | 2.71 | 1.10 | 1.25 | 1.79 |

Note 1: Data for 1993 are as of April. Data for 1992 are as of August. Data for 1990 and 1991 are as of September.

Note 2: The numbers shown are relative rather than actual numbers of employees. For each category, the relative number was computed by dividing the actual number of employees in an EEO group by the actual number of black male employees and multiplying the result by 1,000. Enclosure VII provides the actual numbers used in our computations.

Source: USPS data.

Table IV.4 shows the 1993 to 1990 ratio for the women and minority groups, including those for Hispanic employees. Table IV.4 also shows that at grade 1 through 14 Hispanics experienced greater relative gains than black women and white men and women, but not quite at the rate of Asian men and women. The same was true at grade 15 through 18 with the exception being that black women increased in relative number more than Hispanic men. At grade 19 and above, Hispanic men made greater relative gains than all other groups except white women.

Table IV.4: Ratio of Change for White Men and Women and Minorities per 1,000 Black Men at Different Grade Levels at the Los Angeles District From September 1990 to April 1993

| EEO group | Ratio: 1993 to 1990 | | |
|----------------|------------------------|-------------|---------------|
| | Grade 1-14 | Grade 15-18 | Grade 19 & up |
| Black women | 1.06 | 1.24 | 1.54 |
| White men | .92 | .88 | 1.01 |
| White women | .95 | .95 | 8.33 |
| Hispanic men | 1.08 | 1.11 | 2.71 |
| Hispanic women | 1.10 | 1.25 | 1.79 |
| Asian men | 1.14 | 1.59 | 1.20 |
| Asian women | 1.14 | 1.35 | 2.38 |

Note: 1993 data are as of April. Data for 1990 are as of September.

Source: USPS data.

RELATIVE NUMBERS OF MINORITY
EMPLOYEES HIRED INTO AND SEPARATED
FROM THE LOS ANGELES DISTRICT

Table IV.5 shows the relative numbers of white, Hispanic, and other persons who were employed at the Los Angeles District in each year for which we had data. Table IV.5 also shows the relative numbers in each minority group that the Los Angeles District hired in each of those years and the relative numbers that separated from that workforce.

Table IV.5: Number of Whites, Hispanics, and Other Minorities per 1,000 Blacks Who Were Hired, Employed in, and Separated From the Los Angeles District From Fiscal Year 1990 Through 1993

| EEO group | Fiscal year | Hired | Employed | Separated |
|-----------|-------------|-------|----------|-----------|
| White | 1990 | 134 | 131 | 217 |
| | 1991 | 92 | 125 | 182 |
| | 1992 | a | 124 | 195 |
| | 1993 | a | 118 | 181 |
| Hispanic | 1990 | 575 | 231 | 217 |
| | 1991 | 402 | 235 | 242 |
| | 1992 | a | 236 | 164 |
| | 1993 | a | 242 | 154 |
| Other | 1990 | 883 | 228 | 186 |
| | 1991 | 362 | 236 | 182 |
| | 1992 | a | 238 | 164 |
| | 1993 | a | 253 | 69 |

Note: Shaded areas indicate where the relative numbers that entered the workforce at the Los Angeles District were less than the relative numbers employed or where the relative numbers that separated from the Los Angeles District's workforce were greater than the relative numbers employed. Data for 1993 are as of April.

^aThe Los Angeles District hired relatively few employees in fiscal years 1992 and 1993. For example, the data shows 33 hires in 1992 and 11 hires through April 1993. Because of these small numbers, we eliminated these years from our analysis.

Source: USPS data.

The employment numbers show only slight changes in the relative numbers of the three EEO groups employed at the Los Angeles District. The relative numbers of Hispanics hired in 1991 were above the relative numbers of Hispanics already employed. Except for 1991, Hispanics were leaving the Los Angeles District in lower relative numbers than they were employed.

HISPANIC EMPLOYMENT AT THE USPS NEW YORK DISTRICT

In analyzing data for the New York District, we did the same types of analyses and followed the same procedures as we did in analyzing data for all of USPS (see enc. II). These analyses are presented in the following sections.

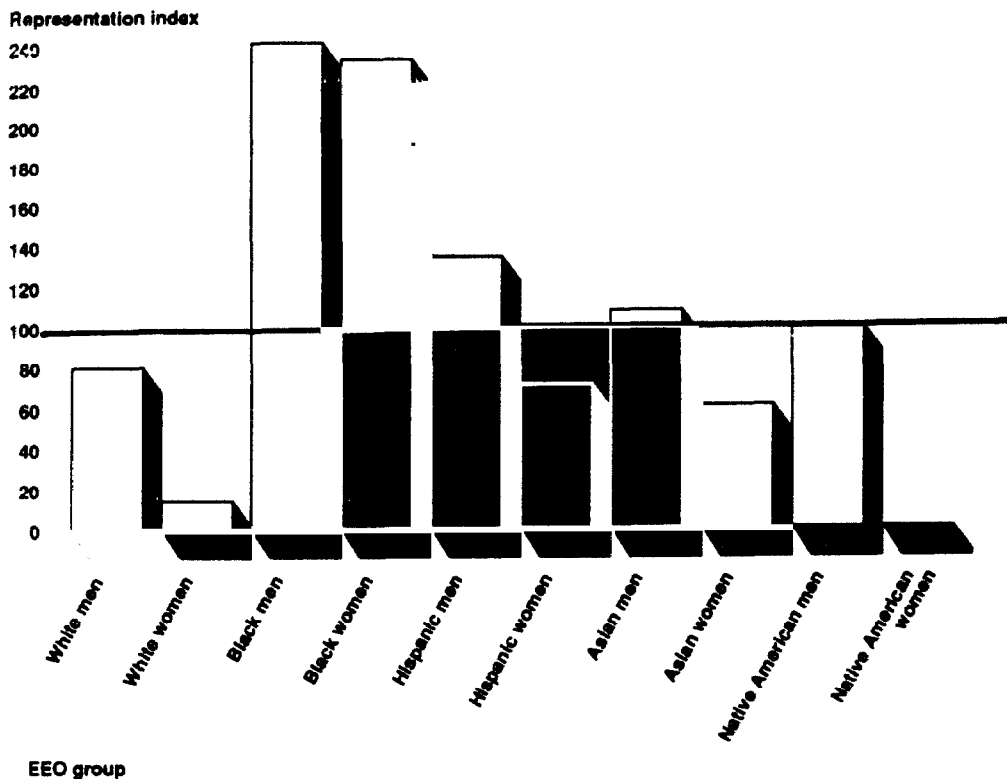
REPRESENTATION AT NEW YORK
DISTRICT IN COMPARISON TO THE CLF

USPS' New York District had 18,312 career employees in April 1993. Of this number, 3,682 were Hispanic employees, accounting for about 20 percent of all employees.

We compared the EEO profile of USPS' New York District workforce as of April 1993 with the EEO profile of the 1990 New York-Newark PMSA data to determine if the District's workforce was representative of the CLF.¹ As figure V.1 shows, white males and females, Hispanic females, Asian females, and Native American females were underrepresented in the New York District workforce. Using an index where less than 100 indicates underrepresentation, Hispanic males had an index of 135 and Hispanic females, 71. Table V.1 provides the data we used to compute the representation index.

¹The New York-Newark, NY-NJ-PA PMSA includes 10 counties in New York; 13 counties in New Jersey; Pike County, PA.; and the following principal cities: New York, Newark (NJ), Jersey City (NJ), Dover Township (NJ), Bayonne (NJ), and White Plains (NY). We recognize that these counties and cities extend beyond the New York District, however, this PMSA CLF data is the best data immediately available.

Figure V.1: Representation Index for the New York District as of April 1993



Note: Horizontal line at 100 indicates full representation

Source: USPS data.

Table V.1: Employment at the New York District as of April 1993

| EEO group | Number of employees | Percent | CLF ^a percent | Representation index ^b |
|-----------------------|---------------------|---------|--------------------------|-----------------------------------|
| White men | 4,077 | 22.3 | 27.9 | 80 |
| White women | 582 | 3.2 | 23.6 | 14 |
| Black men | 4,517 | 24.7 | 10.2 | 242 |
| Black women | 4,322 | 28.6 | 12.2 | 234 |
| Hispanic men | 2,615 | 14.3 | 10.6 | 135 |
| Hispanic women | 1,067 | 5.8 | 8.2 | 71 |
| Asian men | 765 | 4.2 | 3.9 | 108 |
| Asian female | 345 | 1.9 | 3.1 | 61 |
| Native American men | 13 | .1 | 0.1 | 100 |
| Native American women | 9 | .0 | 0.1 | 0 |

^a1990 New York PMSA Census Data.

^bThe index was computed by dividing the workforce percentage by the CLF percentage and multiplying the result by 100.

Source: USPS data.

RELATIVE NUMBERS OF WOMEN AND MINORITY EMPLOYEES

USPS' New York District decreased in size between September 1990 and April 1993. The number of employees decreased from 23,015 in 1990 to 18,312 in 1993. The number of employees in all but one EEO group decreased. The number of American Indian males remained constant. The number of Hispanic employees decreased from 4,449 to 3,672.

Although nearly all groups decreased, proportionally speaking, some groups decreased more than others. Table V.2 shows how the relative numbers of women and minority employees changed at the New York District from September 1990 through April 1993. We considered how the numbers of women and minorities changed relative to white men, who were the predominant group at the

managerial levels. Table V.2 does not include data on Native American employees because their numbers were too small for purposes of this analysis. There were 25 Native American employees in September 1990 and 22 in April 1993.

Table V.2: Number of White Women and Minority Men and Women per 1,000 White Men at the New York District From September 1990 Through April 1993

| Fiscal year | EEO group | | | | | | |
|---------------------------|-------------|-----------|-------------|--------------|----------------|-----------|-------------|
| | White women | Black men | Black women | Hispanic men | Hispanic women | Asian men | Asian women |
| 1990 | 139 | 1078 | 999 | 595 | 228 | 148 | 67 |
| 1991 | 137 | 1082 | 1029 | 598 | 233 | 155 | 71 |
| 1992 | 137 | 1072 | 1032 | 590 | 232 | 162 | 73 |
| 1993 | 143 | 1108 | 1060 | 641 | 262 | 188 | 85 |
| Ratio: 1993 to 1990 | 1.03 | 1.03 | 1.06 | 1.08 | 1.15 | 1.27 | 1.27 |

Note 1: Data for 1993 are as of April. Data for 1992 are as of August. Data for 1990 and 1991 are as of September.

Note 2: The numbers shown are relative rather than actual numbers of employees. For each category, the relative number was computed by dividing the actual number of employees in an EEO group by the actual number of white male employees and multiplying the result by 1,000. Enclosure VII provides the actual numbers used in our computations.

Source: USPS data.

Table V.2 indicates that the number of Hispanic males, relative to the numbers of white men, increased from 1990 to 1993. The relative number of Hispanic women also increased over this period. The relative number of Hispanic men increased from 595 per 1,000 white men in 1990 to 641 per 1,000 white men in 1993. The relative number of Hispanic women increased from 228 per 1,000 white men to 262 per 1,000 white men. These increases were less than those experienced by Asian men and women, but greater

than the increases experienced by white women and black men and women.

RELATIVE NUMBERS OF HISPANIC
EMPLOYEES BY GRADE LEVEL

In addition to looking at changes in the relative numbers of women and minority employees at the New York District, we also considered how these EEO groups were distributed across various grade levels and whether increases in relative numbers occurred at higher grades as well as lower grades.

Table V.3 shows the relative number of Hispanic employees by grade grouping. It indicates that the relative number of Hispanic men increased over the 1990 to 1993 period at all grade levels and by a greater factor at each succeeding grade level. The relative numbers of Hispanic women increased at each grade level over the period.

Table V.3: Number of Hispanic Men and Women per 1,000 White Men at Different Grades at the New York District From September 1990 Through April 1993

| Fiscal year | Hispanic men | | | Hispanic women | | |
|---------------------------|--------------|-------------|---------------|----------------|-------------|-------------------|
| | Grade 1-14 | Grade 15-18 | Grade 19 & up | Grade 1-14 | Grade 15-18 | Grade 19 & up |
| 1990 | 635 | 301 | 173 | 245 | 105 | 0 |
| 1991 | 636 | 330 | 178 | 250 | 118 | 28 |
| 1992 | 628 | 338 | 157 | 249 | 121 | 19 |
| 1993 | 678 | 353 | 225 | 280 | 118 | 50 |
| Ratio: 1993 to 1990 | 1.07 | 1.17 | 1.30 | 1.14 | 1.12 | 1.79 ^a |

Note 1: Data for 1993 are as of April. Data for 1992 are as of August. Data for 1990 and 1991 are as of September.

Note 2: The numbers shown are relative rather than actual numbers of employees. For each category, the relative number was computed by dividing the actual number of employees in an EEO group by the actual number of white male employees and multiplying the result by 1,000. Enclosure VII provides the actual numbers used in our computations.

^aRatio is 1993 to 1991.

Source: USPS data.

We also computed the 1993 to 1990 ratio for the other women and minority groups. Table V.4 shows the ratios we computed, including those for Hispanic employees. Table V.4 also indicates that Hispanic women and men at grade 1 through 14 had the second and third largest relative increases, respectively, among the groups examined. At grade 15 through 18, Hispanics experienced the third and fifth largest relative increases among the groups examined. At grade 19 and higher, Hispanic women had the second largest relative increases next to black women, while relative increases for Hispanic men exceeded the relative rates of increase made by Asian men. The relative number of black men decreased.

Table V.4: Ratio of Change for Women and Minorities per 1,000 White Men at Different Grade Levels at the New York District From September 1990 to April 1993

| EEO group | Ratio: 1993 to 1990 | | |
|----------------|------------------------|-----------------|-------------------|
| | Grades 1-14 | Grades 15-18 | Grades 19 & up |
| White women | 1.03 | .99 | 1.30 |
| Black men | 1.03 | .99 | .88 |
| Black women | 1.05 | 1.13 | 1.95 |
| Hispanic men | 1.07 | 1.17 | 1.30 |
| Hispanic women | 1.14 | 1.12 | 1.79 ^a |
| Asian men | 1.26 | 1.46 | 1.01 |
| Asian women | 1.25 | 1.63 | 1.32 |

Note: Data for 1993 are as of April. Data for 1990 are as of September.

^aRatio is 1993 to 1991.

Source: USPS data.

RELATIVE NUMBERS OF MINORITY
EMPLOYEES HIRED INTO AND
SEPARATED FROM THE NEW YORK DISTRICT

Table V.5 shows the relative numbers of black, Hispanic, and other persons who were employed at USPS in each year for which we had complete data. Table V.5 also shows the relative numbers in each EEO group that the New York District hired in each of those years and the relative numbers that separated from that workforce.

Table V.5: Number of Minorities per 1,000 Whites Who Were Hired, Employed in, and Separated From the New York District From Fiscal Year 1990 Through 1993

| EEO group | Fiscal year | Hired | Employed | Separated |
|-----------|-------------|--------------|----------|-----------|
| Black | 1990 | 3064 | 1824 | 1673 |
| | 1991 | 1974 | 1858 | 1574 |
| | 1992 | 443 | 1852 | 1621 |
| | 1993 | ^a | 1897 | 1621 |
| Hispanic | 1990 | 1817 | 723 | 552 |
| | 1991 | 810 | 731 | 609 |
| | 1992 | 143 | 723 | 583 |
| | 1993 | ^a | 790 | 357 |
| Other | 1990 | 514 | 192 | 81 |
| | 1991 | 328 | 203 | 87 |
| | 1992 | 257 | 210 | 60 |
| | 1993 | ^a | 243 | 30 |

Note: Shaded areas indicate where the relative numbers that entered the workforce at the New York District were less than the relative numbers employed or where the relative numbers that separated from the workforce at New York were greater than the relative numbers employed. Data for 1993 are as of April.

^aThe New York District hired relatively few employees in 1993. The data show only 13 hires as of April 1993. As a result of this small number, we have eliminated this year from our analysis.

Source: USPS data.

Table V.5 indicates that even though the relative numbers who separated from the New York District appeared large at times, the numbers were less than the number employed. And for most years, the relative numbers hired were greater than the number employed.

ENCLOSURE V

ENCLOSURE V

However, blacks and Hispanics in 1992 were hired in significantly lower relative numbers (per 1,000 whites) than in 1991. They also both were hired in lower relative numbers in 1992 than they were employed.

DATA ON EEO COMPLAINTS AT USPSTable VI.1: EEO Complaints Filed by Hispanics at USPS From Fiscal Years 1990 Through 1993

| Fiscal year | Total number of EEO complaints filed | Number of EEO complaints filed by Hispanics | Percent of all EEO complaints filed by Hispanics | Percent of Hispanics in the workforce |
|-------------|--------------------------------------|---|--|---------------------------------------|
| 1990 | 7,089 | 510 | 7.2 | 6.1 |
| 1991 | 7,772 | 635 | 8.2 | 6.2 |
| 1992 | 8,469 | 968 | 11.4 | 6.3 |
| 1993 | 3,277 | 112 | 3.4 | 6.4 |

Note: Data are for all of fiscal years 1990 to 1992 and through February of fiscal year 1993.

Source: USPS data.

Table VI.2: EEO Complaints Filed by Hispanics at the Chicago District From Fiscal Years 1990 Through 1993

| Fiscal year | Total number of EEO complaints filed | Number of EEO complaints filed by Hispanics | Percent of all EEO complaints filed by Hispanics | Percent of Hispanics in the workforce |
|-------------|--------------------------------------|---|--|---------------------------------------|
| 1990 | 76 | 3 | 3.9 | 3.6 |
| 1991 | 92 | 7 | 7.6 | 3.6 |
| 1992 | 107 | 3 | 2.8 | 3.6 |
| 1993 | 44 | 11 | 25.0 | 3.9 |

Note: Data are for all of fiscal years 1990 to 1992 and through February of fiscal year 1993.

Source: USPS data.

Table VI.3: EEO Complaints Filed by Hispanics at the Los Angeles District From Fiscal Years 1990 Through 1993

| Fiscal year | Total number of EEO complaints filed | Number of EEO complaints filed by Hispanics | Percent of all EEO complaints filed by Hispanics | Percent of Hispanics in the workforce |
|-------------|--------------------------------------|---|--|---------------------------------------|
| 1990 | 181 | 11 | 6.1 | 14.7 |
| 1991 | 182 | 31 | 17.0 | 14.7 |
| 1992 | 165 | 30 | 18.2 | 14.7 |
| 1993 | 16 | 2 | 12.5 | 15.0 |

Note: Data are for all of fiscal years 1990 to 1992 and through February of fiscal year 1993.

Source: USPS data.

Table VI.4: EEO Complaints Filed by Hispanics at the New York District From Fiscal Years 1990 Through 1993

| Fiscal year | Total number of EEO complaints filed | Number of EEO complaints filed by Hispanics | Percent of all EEO complaints filed by Hispanics | Percent of Hispanics in the workforce |
|-------------|--------------------------------------|---|--|---------------------------------------|
| 1990 | 39 | 5 | 12.8 | 19.3 |
| 1991 | 56 | 5 | 8.9 | 19.3 |
| 1992 | 84 | 33 | 39.3 | 19.1 |
| 1993 | 9 | 1 | 11.1 | 20.1 |

Note: Data are for all of fiscal years 1990 to 1992 and through February of fiscal year 1993.

Source: USPS data.

DATA TABLES

Table VII.1: Numbers of White and Minority Men and Women at USPS From Fiscal Year 1990 Through 1993 and at Various Grade Levels

| Fiscal year | Grade | White men | White women | Black men | Black women | Hispanic men | Hispanic women | Asian men | Asian women |
|--------------|---------|----------------|----------------|---------------|---------------|---------------|----------------|---------------|---------------|
| 1990 | 1-14 | 320,958 | 146,856 | 82,088 | 64,863 | 31,255 | 11,941 | 20,250 | 10,930 |
| | 15-18 | 26,597 | 9,450 | 6,159 | 5,253 | 1,989 | 555 | 731 | 342 |
| | 19 & up | 11,583 | 1,744 | 1,588 | 788 | 632 | 86 | 312 | 100 |
| Total | | 359,138 | 158,050 | 89,835 | 70,904 | 33,876 | 12,582 | 21,293 | 11,372 |
| 1991 | 1-14 | 312,742 | 144,855 | 79,817 | 63,714 | 31,071 | 12,040 | 20,694 | 11,160 |
| | 15-18 | 26,319 | 10,041 | 6,040 | 5,531 | 2,001 | 627 | 770 | 381 |
| | 19 & up | 11,692 | 1,957 | 1,595 | 848 | 668 | 107 | 327 | 114 |
| Total | | 350,753 | 156,853 | 87,452 | 70,093 | 33,740 | 12,774 | 21,791 | 11,655 |
| 1992 | 1-14 | 304,041 | 141,073 | 76,884 | 61,954 | 30,365 | 11,769 | 20,360 | 10,917 |
| | 15-18 | 26,193 | 10,330 | 6,007 | 5,622 | 2,054 | 693 | 811 | 430 |
| | 19 & up | 11,802 | 2,082 | 1,610 | 901 | 686 | 121 | 340 | 117 |
| Total | | 342,036 | 153,485 | 84,501 | 68,477 | 33,105 | 12,583 | 21,511 | 11,464 |
| 1993 | 1-14 | 281,605 | 133,178 | 71,190 | 57,661 | 28,701 | 11,443 | 19,944 | 10,762 |
| | 15-18 | 21,129 | 9,523 | 4,798 | 4,821 | 1,734 | 674 | 727 | 432 |
| | 19 & up | 10,885 | 2,342 | 1,592 | 1,028 | 664 | 149 | 341 | 125 |
| Total | | 313,619 | 145,043 | 77,580 | 63,510 | 31,099 | 12,266 | 21,012 | 11,319 |

Note: Numbers for 1993 are as of April. Numbers for 1992 are as of August. Numbers for 1990 and 1991 are as of September.

Source: USPS data.

Table VII.2: Numbers of White and Minority Men and Women at USPS Chicago District From Fiscal Year 1990 Through 1993 and at Various Grade Levels

| Fiscal year | Grade | White men | White women | Black men | Black women | Hispanic men | Hispanic women | Asian men | Asian women |
|--------------|---------|--------------|-------------|--------------|--------------|--------------|----------------|------------|-------------|
| 1990 | 1-14 | 1,707 | 403 | 5,951 | 5,940 | 423 | 121 | 198 | 91 |
| | 15-18 | 119 | 24 | 443 | 470 | 18 | 5 | 6 | 1 |
| | 19 & up | 37 | 1 | 73 | 39 | 5 | 2 | 3 | 2 |
| Total | | 1,863 | 428 | 6,467 | 6,449 | 446 | 128 | 207 | 94 |
| 1991 | 1-14 | 1,628 | 389 | 5,645 | 5,705 | 407 | 114 | 202 | 91 |
| | 15-18 | 111 | 25 | 416 | 470 | 19 | 6 | 4 | 2 |
| | 19 & up | 37 | 1 | 70 | 43 | 5 | 2 | 2 | 2 |
| Total | | 1,776 | 415 | 6,131 | 6,218 | 431 | 122 | 208 | 95 |
| 1992 | 1-14 | 1,551 | 366 | 5,331 | 5,503 | 390 | 111 | 196 | 89 |
| | 15-18 | 102 | 27 | 415 | 468 | 18 | 6 | 4 | 3 |
| | 19 & up | 41 | 2 | 67 | 42 | 5 | 2 | 2 | 2 |
| Total | | 1,694 | 395 | 5,813 | 6,013 | 413 | 119 | 202 | 94 |
| 1993 | 1-14 | 1,380 | 332 | 4,791 | 4,927 | 376 | 107 | 193 | 87 |
| | 15-18 | 73 | 19 | 290 | 378 | 16 | 5 | 3 | 3 |
| | 19 & up | 48 | 8 | 64 | 42 | 4 | 0 | 2 | 1 |
| Total | | 1,501 | 359 | 5,145 | 5,347 | 396 | 112 | 198 | 91 |

Note: Numbers for 1993 are as of April. Numbers for 1992 are as of August. Numbers for 1990 and 1991 are as of September.

Source: USPS data.

Table VII.3: Numbers of White and Minority Men and Women at USPS Los Angeles District From Fiscal Year 1990 Through 1993 and at Various Grade Levels

| Fiscal year | Grade | White men | White women | Black men | Black women | Hispanic men | Hispanic women | Asian men | Asian women |
|--------------|---------|------------|-------------|--------------|--------------|--------------|----------------|--------------|-------------|
| 1990 | 1-14 | 646 | 175 | 3,050 | 3,180 | 1,087 | 424 | 1,005 | 474 |
| | 15-18 | 30 | 24 | 254 | 250 | 35 | 17 | 24 | 13 |
| | 19 & up | 13 | 1 | 48 | 21 | 4 | 2 | 7 | 1 |
| Total | | 689 | 200 | 3,352 | 3,451 | 1,126 | 443 | 1,036 | 488 |
| 1991 | 1-14 | 604 | 160 | 2916 | 3126 | 1074 | 422 | 1,015 | 471 |
| | 15-18 | 29 | 24 | 255 | 266 | 32 | 16 | 27 | 13 |
| | 19 & up | 10 | 1 | 45 | 21 | 9 | 2 | 7 | 1 |
| Total | | 643 | 185 | 3,216 | 3,413 | 1,115 | 440 | 1,049 | 485 |
| 1992 | 1-14 | 579 | 154 | 2,799 | 3,036 | 1,035 | 407 | 986 | 457 |
| | 15-18 | 29 | 23 | 244 | 270 | 37 | 21 | 31 | 15 |
| | 19 & up | 10 | 1 | 50 | 21 | 8 | 4 | 7 | 1 |
| Total | | 618 | 178 | 3,093 | 3,327 | 1,080 | 432 | 1,024 | 473 |
| 1993 | 1-14 | 500 | 138 | 2,556 | 2,821 | 978 | 390 | 958 | 449 |
| | 15-18 | 21 | 18 | 202 | 247 | 31 | 17 | 30 | 14 |
| | 19 & up | 11 | 7 | 40 | 27 | 9 | 3 | 7 | 2 |
| Total | | 532 | 163 | 2,798 | 3,095 | 1,018 | 410 | 995 | 465 |

Note: Numbers for 1993 are as of April. Numbers for 1992 are as of August. Numbers for other 1990 and 1991 are as of September.

Source: USPS data.

Table VII.4: Numbers of White and Minority Men and Women at USPS New York District From Fiscal Year 1990 Through May 1993 and at Various Grade Levels

| Fiscal year | Grade | White men | White women | Black men | Black women | Hispanic men | Hispanic women | Asian men | Asian women |
|--------------|---------|--------------|-------------|--------------|--------------|--------------|----------------|------------|-------------|
| 1990 | 1-14 | 4,806 | 671 | 5,431 | 4,936 | 3,051 | 1,179 | 755 | 342 |
| | 15-18 | 495 | 71 | 366 | 439 | 149 | 52 | 35 | 16 |
| | 19 & up | 104 | 8 | 31 | 24 | 18 | 0 | 9 | 2 |
| Total | | 5,405 | 750 | 5,828 | 5,399 | 3,218 | 1,231 | 799 | 360 |
| 1991 | 1-14 | 4,478 | 614 | 5,094 | 4,694 | 2,847 | 1,118 | 737 | 338 |
| | 15-18 | 466 | 68 | 348 | 474 | 154 | 55 | 38 | 19 |
| | 19 & up | 107 | 9 | 25 | 32 | 19 | 3 | 10 | 4 |
| Total | | 5,051 | 691 | 5,467 | 5,200 | 3,020 | 1,176 | 785 | 361 |
| 1992 | 1-14 | 4,296 | 591 | 4,852 | 4,514 | 2,697 | 1,071 | 737 | 332 |
| | 15-18 | 462 | 65 | 340 | 474 | 156 | 56 | 39 | 19 |
| | 19 & up | 108 | 9 | 26 | 36 | 17 | 2 | 10 | 4 |
| Total | | 4,866 | 665 | 5,218 | 5,024 | 2,870 | 1,129 | 786 | 355 |
| 1993 | 1-14 | 3,651 | 525 | 4,243 | 3,938 | 2,475 | 1,022 | 722 | 325 |
| | 15-18 | 346 | 49 | 253 | 348 | 122 | 41 | 36 | 18 |
| | 19 & up | 80 | 8 | 21 | 36 | 18 | 4 | 7 | 2 |
| Total | | 4,077 | 582 | 4,517 | 4,322 | 2,615 | 1,067 | 765 | 345 |

Note: Numbers for 1993 are as of April. Numbers for 1992 are as of August. Numbers for 1990 and 1991 are as of September.

Source: USPS data.

Table VII.5: Numbers of White and Minority Men and Women Hired at USPS From Fiscal Year 1990 Through 1993

| Fiscal year | White | Black | Hispanic | Other |
|-------------|--------|--------|----------|-------|
| 1990 | 16,561 | 5,005 | 2,000 | 3,035 |
| 1991 | 15,560 | 4,976 | 1,841 | 2,460 |
| 1992 | 3,082 | 453 | 156 | 212 |
| 1993 | 3,253 | 1,555 | 246 | 290 |
| Total | 38,456 | 11,989 | 4,243 | 5,997 |

Note: Numbers for 1993 are as of April. Numbers for other years are as of September.

Source: USPS data.

Table VII.6: Numbers of White and Minority Men and Women Hired at the Chicago District From Fiscal Year 1990 Through 1993

| Fiscal year | White | Black | Hispanic | Other |
|-------------|-------|-------|----------|-------|
| 1990 | 66 | 352 | 22 | 37 |
| 1991 | 48 | 210 | 13 | 15 |
| 1992 | 1 | 9 | 1 | 2 |
| 1993 | 26 | 93 | 5 | 2 |
| Total | 141 | 654 | 41 | 56 |

Note: Numbers for 1993 are as of April. Numbers for other years are as of September.

Source: USPS data.

Table VII.7: Numbers of White and Minority Men and Women Hired at the Los Angeles District From Fiscal Year 1990 Through May 1993

| Fiscal year | White | Black | Hispanic | Other |
|-------------|-------|-------|----------|-------|
| 1990 | 24 | 179 | 103 | 158 |
| 1991 | 16 | 174 | 70 | 63 |
| 1992 | 10 | 11 | 2 | 10 |
| 1993 | 0 | 10 | 1 | 0 |
| Total | 50 | 374 | 176 | 231 |

Note: Numbers for 1993 are as of April. Numbers for other years are as of September.

Source: USPS data.

Table VII.8: Numbers of White and Minority Men and Women Hired at the New York District From Fiscal Year 1990 Through 1993

| Fiscal year | White | Black | Hispanic | Other |
|-------------|-------|-------|----------|-------|
| 1990 | 109 | 334 | 198 | 56 |
| 1991 | 116 | 229 | 94 | 38 |
| 1992 | 70 | 31 | 10 | 18 |
| 1993 | 4 | 6 | 3 | 0 |
| Total | 299 | 600 | 305 | 112 |

Note: Numbers for 1993 are as of April. Numbers for other years are as of September.

Source: USPS data.

Table VII.9: Numbers of White and Minority Men and Women Separated at USPS From Fiscal Year 1990 Through 1993

| Fiscal year | White | Black | Hispanic | Other |
|-------------|---------|--------|----------|-------|
| 1990 | 29,905 | 10,521 | 2,453 | 2,158 |
| 1991 | 25,723 | 8,651 | 2,064 | 1,832 |
| 1992 | 20,661 | 6,873 | 2,504 | 933 |
| 1993 | 36,769 | 13,150 | 2,504 | 1,096 |
| Total | 113,058 | 39,200 | 9,525 | 6,019 |

Note: Numbers for 1993 are as of April. Number for other years are as of September.

Source: USPS data.

Table VII.10: Numbers of White and Minority Men and Women Separated at the Chicago District From Fiscal Year 1990 Through 1993

| Fiscal year | White | Black | Hispanic | Other |
|-------------|-------|-------|----------|-------|
| 1990 | 208 | 966 | 31 | 24 |
| 1991 | 147 | 834 | 33 | 17 |
| 1992 | 120 | 754 | 26 | 6 |
| 1993 | 376 | 1510 | 26 | 11 |
| Total | 851 | 4064 | 116 | 58 |

Note: Numbers for 1993 are as of April. Number for other years are as of September.

Source: USPS data.

Table VII.11: Numbers of White and Minority Men and Women Separated at the Los Angeles District From Fiscal Year 1990 Through 1993

| Fiscal year | White | Black | Hispanic | Other |
|-------------|-------|-------|----------|-------|
| 1990 | 96 | 442 | 96 | 82 |
| 1991 | 61 | 335 | 81 | 61 |
| 1992 | 51 | 262 | 43 | 43 |
| 1993 | 89 | 492 | 76 | 34 |
| Total | 297 | 1531 | 296 | 220 |

Note: Numbers for 1993 are as of April. Numbers for other years are as of September.

Source: USPS data.

Table VII.12: Numbers of White and Minority Men and Women Separated at the New York District From Fiscal Year 1990 Through 1993

| Fiscal year | White | Black | Hispanic | Other |
|-------------|-------|-------|----------|-------|
| 1990 | 571 | 955 | 315 | 46 |
| 1991 | 481 | 757 | 293 | 42 |
| 1992 | 319 | 517 | 186 | 19 |
| 1993 | 820 | 1329 | 293 | 25 |
| Total | 2,191 | 3,558 | 1,087 | 132 |

Note: Numbers for 1993 are as of April. Numbers for other years are as of September.

Source: USPS data.

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