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PARKING SPACE FOR PATRONS AND POSTAL EMPLOYEES AT POSTAL INSTALLATIONS



HEARING BEFORE THE COMMITTEE ON POSTAL FACILITIES AND MODERNIZATION OF THE COMMITTEE ON OFFICE AND CIVIL SERVICE HOUSE OF REPRESENTATIVES EIGHTY-NINTH CONGRESS

FIRST SESSION

ON

H.R. 5942

A BILL TO AMEND TITLE 39, UNITED STATES CODE, TO PROVIDE
PARKING SPACE FOR THE AUTOMOBILES OF PATRONS AND
POSTAL EMPLOYEES AT POSTAL INSTALLATIONS

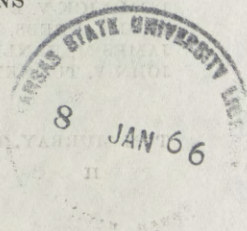
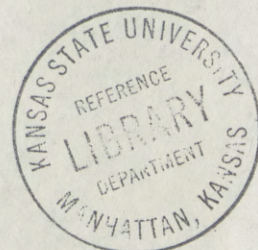
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EMPLOYEES AT POSTAL INSTALLATIONS

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PARKING SPACE FOR PATRONS AND POSTAL EMPLOYEES AT POSTAL INSTALLATIONS

WEDNESDAY, AUGUST 25, 1965

HOUSE OF REPRESENTATIVES,
SUBCOMMITTEE ON POSTAL FACILITIES AND
MODERNIZATION OF THE COMMITTEE ON
POST OFFICE AND CIVIL SERVICE,
Washington, D.C.

The subcommittee met, pursuant to notice, at 10 a.m., in room 215, Cannon House Office Building, Hon. Arnold Olsen of Montana (chairman of the subcommittee) presiding.

Mr. OLSEN. The subcommittee will come to order.

This morning the Subcommittee on Postal Facilities and Modernization will hold hearings on H.R. 5942, a bill I introduced to provide parking spaces for the automobiles of patrons and postal employees at postal installations. Somebody made a joke about it this morning and said, "Olsen is in space again—parking space, that is."

(H.R. 5942 follows:)

[H.R. 5942, 89th Cong., 1st sess.]

A BILL To amend title 39, United States Code, to provide parking space for the automobiles of patrons and postal employees at postal installations

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That chapter 7 of title 39, United States Code, is amended by adding at the end thereof the following new section:

"§ 713. Parking facilities at post offices

"(a) The Postmaster General shall provide adequate off the street automobile parking facilities for patrons of the postal service, and for postal field service employees, within a radius of two ordinary city blocks at each post office, post office annex, or other postal installation which requires a force of two hundred or more postal field service employees. Any contract for the construction, erection, purchase, or lease of any post office, post office annex, or other postal installation, which will require a force of two hundred or more postal field service employees, shall include provision for adequate off the street automobile parking facilities for patrons of the postal service and for postal field service employees.

"(b) As used in this section, the term 'adequate' means one automobile parking space for each two and five-tenths postal field service employees."

SEC. 2. The table of contents of chapter 7 of title 39, United States Code, is amended by adding

"713. Parking facilities at post offices."
immediately below

"712. Armed Forces postal clerks."

Mr. OLSEN. No post office can operate as a public service if the public is unable, because of inadequate parking space, to use the services offered. Nor does the post office meet its obligations as an employer unless it provides parking facilities for all employees. Many post offices in downtown areas are simply inaccessible when there is no convenient place to park an automobile for a few minutes while

the owner mails a package. Others become public nuisances when postal workers must park all day in spaces which should be reserved for shoppers. This problem can only worsen as the volume of mail and the number of postal employees increases.

The bill before us would guarantee that the post office meet its obligations, to the public and to postal workers, by requiring adequate offstreet parking facilities at all major postal installations. The formula outlined in the bill is 1 parking space for each 2.5 employees within 2 blocks of any postal installation with a force of 200 or more employees.

We would like to examine this formula today and explore all aspects of a problem which must be solved in some way if the Post Office Department is to fulfill its function as a real public service.

I would like to cite one particular example I have in mind. In my own hometown of Butte, Mont., we have a new post office facility which is located in a new shopping center. In the beginning the businessmen in the shopping center were pleased with the traffic the post office brings. But gradually, because there is a need for parking spaces for the businesses, there is arising some resentment over the fact that post office employees and post office patrons are using the parking spaces of the shopping center. The businessmen don't like it. They are wondering why the Post Office Department does not buy some nearby vacant land, put some black top on it, and provide parking spaces for its employees and patrons.

We have this morning as witnesses from the Post Office Department, Mr. Amos J. Coffman, Deputy Assistant Postmaster General, Bureau of Facilities; Mr. A. C. Hahn, Deputy Assistant Postmaster General, Bureau of Operations; and Mr. William F. Lawrence, Associate General Counsel, Office of the General Counsel. We are very glad to have you gentlemen here. We know you will present an authoritative point of view. I believe you are also speaking for the Bureau of the Budget. We are glad to have you with us and will be glad to receive your views on this proposed legislation.

STATEMENT OF AMOS J. COFFMAN, DEPUTY ASSISTANT POSTMASTER GENERAL, BUREAU OF FACILITIES; ACCOMPANIED BY A. C. HAHN, DEPUTY ASSISTANT POSTMASTER GENERAL, BUREAU OF OPERATIONS, AND WILLIAM F. LAWRENCE, ASSOCIATE COUNSEL, OFFICE OF THE GENERAL COUNSEL

Mr. COFFMAN. Thank you very much, Mr. Chairman. We would like to make a statement on this proposed legislation. Before doing that I would like to introduce myself. I am Amos J. Coffman, Deputy Assistant Postmaster General for the Bureau of Facilities. To my left is Chris Hahn, the Deputy Assistant Postmaster General for the Bureau of Operations, who carries the chief responsibility for actually carrying and handling the mail; and to my right is William F. Lawrence, our Associate General Counsel.

We do appreciate the chance to explore with you the ramifications of the bill which you have introduced, H.R. 5942.

As you have indicated, the provisions of H.R. 5942 would make it mandatory upon the Post Office Department to provide employee and patron offstreet automobile parking facilities at every postal

installation employing a force of 200 or more postal field service employees. This bill would require one parking space for each $2\frac{1}{2}$ postal field service employees. The bill would be equally applicable to all existing postal installations as well as all new contracts for lease quarters meeting the criteria specified in the bill, that is, having more than 200 field service employees.

The policy of the Post Office Department to provide parking space is to allow one parking space for each four employees on duty at the peak hour, not the total force but those on duty at the peak hour, plus an additional 20 percent for tour overlap, so that we can get our people in and out and enable more than one person to use one parking space, because we have various tours. H.R. 5942 is, of course, considerably more liberal than the current policy of the Post Office Department in determining parking requirements. The 1-for-4 ratio is a general rule. I want to emphasize that the 1-for-4 ratio now followed by the Post Office Department is a general rule. It is not a hard-and-fast rule, principally because the availability of public transportation at all hours when needed is not always there. We provide for more or less parking spaces depending upon local conditions or circumstances at the postal facility. For example, at airmail facilities, we generally provide for more parking spaces than the 1-for-4 ratio principally because of the unavailability of public transportation to airports during all tour hours.

I want to illustrate further the flexibility of the guideline we are now following, primarily because we think this is a problem for each installation and is hard to handle on a nationwide hard-and-fast rule. Let me point out what is happening in our new facilities now under construction or planning.

In Los Angeles, Calif., we have a large facility in the planning stage to handle airmail. It is an airmail facility. We have provided 571 parking spaces at that facility. The peak occupancy at that facility in terms of employees is 1,270 at one time. The total employees at that facility will be 2,612. Therefore, the ratio of parking spaces to people on duty at peak time is 2.2; that is, 1 parking space for each 2.2 people on duty at one time in Los Angeles.

Even more striking is the situation at San Jose where there are 240 parking spaces with peak occupancy of employees of 463. The total employees at that facility is 580. The ratio is 1.9; that is, we are providing 1 parking space for each 1.9 employees at San Jose. The reason is it is an outlying area where we do not have available public transportation and it is necessary to have that much parking space to handle the mail.

At Columbia, S.C., we are providing 144 parking spaces. The peak occupancy is 324 people. The total number of employees is 835, and the ratio is 2.3, the ratio based on peak occupancy.

At the Los Angeles, Calif., terminal annex downtown in Los Angeles we provide 697 parking spaces. The peak occupancy is 2,615 employees. The total number of employees is 5,888. The ratio is 3.7. This is a downtown operation where there is more public transportation available and therefore the ratio is not as low.

Mr. OLSEN. Could I interrupt you there?

Mr. COFFMAN. Yes, sir.

Mr. OLSEN. In a situation like the one at Los Angeles, I suppose there is priority given to certain people for parking spaces?

Mr. COFFMAN. Yes; the night shift or people who have to be in and out would have priority.

Mr. OLSEN. Some people in effect are required to use public transportation?

Mr. COFFMAN. That is right.

Mr. OLSEN. And if their work requires an automobile, they have priority in parking spaces?

Mr. COFFMAN. Yes.

Mr. HAHN. I do not think the employee would have to have official need for his automobile in order to have a parking space.

Mr. OLSEN. He has to be important?

Mr. HAHN. We do have certain criteria. We give priority to people who operate in car pools, as we do in Washington. We give priority to people who live a distance away from the installation who have problems with public transportation. Many people, of course, do not want to drive their own automobiles and they use public transportation. Let me go ahead with a few other illustrations because I think they are important in showing flexibility.

In Buffalo, N. Y., we do provide 366 parking spaces with a peak occupancy of 1,250. The total number of employees is 2,600. The ratio is 3.4.

At Lubbock, Tex., where there are wide-open spaces and they are not so much needed, we provide 67 parking spaces. The peak occupancy is 296, the total number of employees is 476, and the ratio is 4.4, that is one parking space for every 4.4 employees.

At the new post office in downtown Milwaukee, where public transportation is readily available to a substantial number of employees, we will provide 430 parking spaces. The peak occupancy is 1,332 employees. The total number of employees is 2,029. The ratio based on peak occupancy is 3.1; that is, one parking space for every 3.1 employees in the downtown Milwaukee station.

I think that illustrates the policy of the Department is not an arbitrary rule of 1 for 4, but it is an effort to adjust the number of parking spaces we provide to the needs of the particular facility, based on public transportation patterns, availability of public transportation, and so forth.

The bill does not take into consideration that at postal installations employing 200 or more postal employees, the scheduling of the employees for duty is in two or three shifts or tours, thus making the parking space based on the total work force excessive.

Let me illustrate how that works. Let us assume a postal facility employs 1,000 employees, and the employees are scheduled for duty in three tours. Then let us assume that 333 employees work each tour. H.R. 5942, which is based on the total work force, would require approximately 400 parking spaces, whereas the Post Office Department policy would provide for considerably less and would be based on duty during the peak occupancy of the facility. We think this is significant in applying a rule based on total employees.

There are approximately 275 post offices with complements of 200 or more postal field service employees, for a total of 344,000 such employees. Under present policy, we are providing about 20,600 actual parking spaces for these 344,000 employees. Since the employees perform their tours at various times, this means we are providing parking spaces for approximately 68,800 employees under our

present policy. H.R. 5942 would require the Post Office Department to obtain an additional 117,000 parking spaces. We believe it is significant to point out also that each additional parking space would require a significant increase in maneuvering area. You cannot just provide a space for the car. Naturally you have to provide some footage to get in and out. On this basis, we estimate that each parking space would cost us a minimum of about \$45 annually, or a total yearly cost increase for the Post Office Department of \$5.3 million. I have said this is the minimum increase in cost, because in computing this cost we considered it would cost us only 15 cents a square foot to control and maintain a parking lot. This is absolutely a minimum figure, because in most areas it would cost us more than 15 cents a square foot to even get the property, to lease it or to rent it, on any annual basis you work it out. If you take 300, which is the minimum square feet for each space, times 15 cents a square foot, you get \$45 a year.

We think it is reasonable to conclude that the \$45 annual cost per parking space would be greatly increased in such areas as New York City, Los Angeles, and Chicago. If H.R. 5942 is enacted, we would be required to provide these additional parking spaces within the radius of two ordinary city blocks from the postal installation. To locate parking facilities within the boundary called for by this legislation in cities such as those mentioned above would require the Postmaster General to seek lease space on maximum improved land in the highest cost areas.

Let me give you the worst illustration of that. In New York City we are building a new facility, the Franklin Delano Roosevelt facility on the Upper East Side near the United Nations area. We are providing no parking space for employees at that facility because they are taking the subway. They would not know how to get their car there if they had a space. In order to provide parking spaces for the employees at that facility under this proposed legislation, it would mean we would have to go within two blocks in that ultraexpensive area and get some land that would cost at least \$5 per square foot. The taxes alone are \$1 per square foot in that part of Manhattan. That illustrates the problem you run into in trying to handle the problem on a nationwide basis. That is probably the strongest illustration I can give you.

Mr. OLSEN. Are you building a new building in New York City without providing any parking facilities?

Mr. COFFMAN. We provide enough parking facilities for officials who must have it for their business, for higher officials and trucks and so on, but under the zoning requirements those are provided in the building. We are not providing parking spaces in the normal sense.

Mr. OLSEN. Do the zoning requirements require parking spaces in buildings?

Mr. COFFMAN. No. We do comply with local ordinances in all our facilities but they do not require any. They feel the subway system will provide adequate transportation.

Mr. OLSEN. We will suspend just for a moment at this point.

(Discussion off the record.)

Mr. OLSEN. Now we will get back on the record and back to our witness.

Mr. COFFMAN. Let me discuss the patron parking features of the bill that has been introduced.

Patron parking under Post Office Department policy is provided on the basis of actual need as determined by the number of lockboxes rented and the service counter transactions in the postal facility. We do not believe it appropriate to apply the parking ratio provided in this bill to both patron and employee parking, as there is likely to be no relationship between the two. It is not clear whether H.R. 5942 would apply to postal facilities located in federally owned buildings. Such postal facilities are all within the General Services Administration's areas of responsibility for planning and administration.

On the point of patron parking, as the chairman indicated in his introductory remarks, it is necessary to have places where people can stop and park and we try to provide that where needed. In some instances we fall short. In a medium sized office if you have 10 spaces and you have 4 or 5 windows open and a group of lockboxes of substantial quantity, we might feel that is adequate. That is the way we attack it.

Do you want to comment on this further, Mr. Hahn?

Mr. HAHN. I do not think so.

Mr. COFFMAN. Additionally, this bill does not take into consideration local conditions which might well negate the need for supplying vehicular parking. By that we mean sufficiency of curb parking within the general area, or the availability of municipal parking lots. This bill would require the Post Office Department to obtain the additional parking spaces despite the fact that ample parking spaces are otherwise available in the general area of the post office. We think it is also significant to point out that in the large metropolitan areas, postal employees may well prefer to utilize the public transportation system. I think there are a few large areas where this is true.

Finally, we think it appropriate to mention that the Post Office Department complies with all local laws and ordinances in its lease facilities, which comprise a very substantial number of our facilities, in regard to parking spaces. In effect, this bill could be construed as imposing the arm of Congress on a strictly local area of responsibility. Moreover, municipalities may well be concerned that compliance to this bill would affect the selection of sites for new post offices, and I think this is rather an important problem. As we all know, many municipalities are undergoing central city redevelopment programs geared essentially to economic betterment. In many instances we plan our new postal facility in keeping with the city's redevelopment program. We do this, if we can, consistent with the interests of the Department. However, oftentimes space is at a premium. To provide for the additional parking space required by this bill, and to keep within our strict budgetary requirements, might well mean that we would be required to locate outside the central city area, where otherwise we could be within that area. This would be so notwithstanding that the city would provide, as many cities do, for parking spaces at nominal cost. This bill would command the Post Office Department to provide additional parking spaces despite local conditions.

For the reasons outlined we feel required to oppose this legislation at this time.

That concludes our statement, Mr. Chairman.

Mr. OLSEN. Thank you very much, Mr. Coffman.

Mr. Hanley.

Mr. HANLEY. Thank you, Mr. Chairman. The one question in my mind has to do with present policy. This is not quite clear to me. Many postal facilities which are located in urban areas I know do not have parking facilities. Would you elaborate on your statement relative to present policy? What is the present policy?

Mr. COFFMAN. Presently we follow a guideline which calls for providing, in new facilities and where it is physically possible to provide it, one parking space for each four employees plus such patron parking as is needed considering the number of open windows and lockboxes in the post office lobby. Obviously we cannot follow that guideline in downtown stations where there is no opportunity for any parking, where it is physically impossible to provide it, and where most of the business is walk-in business, and where you have a combination of walk-in business plus inability to provide any parking. If we have an establishment where the main business is not walk-in business and we have no parking facility at all and it is physically possible to provide it, our present policy would call for us to provide it.

Mr. HANLEY. Do you actually make an effort to acquire property, for instance, in a metropolitan area where an old post office is located for the employees alone as opposed to the patrons? Do you try to acquire property for the purpose of providing parking spaces for the employees?

Mr. COFFMAN. Within the guidelines I have stated, the availability of public transportation and so forth, we make an effort to do so. We have done that at Providence, R.I., which is a new facility but we have acquired property there. But we do not try to acquire property, as provided in this bill, for one parking space for every 2.5 employees. We would relate the need to the number of employees at a particular time and consider all the factors surrounding it and then if we came up with a need we would fulfill that need if reasonably possible to do so.

Mr. HANLEY. Thank you, Mr. Coffman. I have no further questions.

Mr. OLSEN. In my hometown there are five banks and four of them have drive-in facilities and parking facilities. The new post office across the street from one of the banking facilities has no provision for parking. It seems we are turning business away from the post office while the banks are inviting business.

Mr. COFFMAN. Mr. Chairman, we do have 60 parking spaces in Butte, Mont.

Mr. OLSEN. I am talking about the downtown facility.

Mr. COFFMAN. That is a station.

Mr. OLSEN. Yes.

Mr. COFFMAN. That fits the situation I was talking to Congressman Hanley about where there is walk-in business. But if we could provide patron parking and it is not otherwise available, we would consider doing it.

Mr. OLSEN. There are a lot of places they could have selected where there was parking.

Mr. COFFMAN. That comes to the matter of site selection.

Mr. OLSEN. Yes, the banks do that well about site selection and driveways. By the way, that is another subject I wish you would allude to. What are we doing about drive-in facilities?

Mr. COFFMAN. We have recently established self-service facilities outside a station which could be served by machines and so on.

Mr. OLSEN. I am talking about drive-in facilities. Have we tried that anywhere, with clerks at windows?

Mr. COFFMAN. I do not believe so.

Mr. HAHN. We have tried this idea of drive-in postal windows at two places. One is at Providence. That facility was constructed with drive-in facilities. We found a lack of interest on the part of the public in using these facilities. We have tried it at another place; I am sorry I cannot remember the name of the place, but I know there was one other place. We just did not get a favorable response from the public in the use of it. We are getting a very favorable response in the use of these self-service facilities which Mr. Coffman referred to.

Mr. OLSEN. Yes. You are to be commended for that. I think the self-service centers are working very well.

Any questions, Mr. Krebs?

Mr. KREBS. I have just a couple questions. I want to preface them with a statement to our visitors from Syracuse.

(Discussion off the record.)

Mr. KREBS. I could not help but jot down the communities in my congressional district and visualize the locations of the post offices in those communities.

In Newark you have about 3,000 employees and back of the post office you have room for maybe 15 trucks to back up to the loading dock. Then you have parking spaces reserved for two judges and one for myself. By the time you take care of the brass I do not think there are more than 10 other parking spaces. The postmaster, of course, has a reserved space, as he should have, but even the second and third in command may not have parking spaces, and insofar as the poor patrons are concerned you can ride around that block where the Newark post office is located 15 times and there is no place to park. There is such an abysmal lack of parking space in Newark it is cheaper to drive to a suburb to mail a letter. At Irvington you have the same thing. At Maplewood you have a new facility and I think the parking spaces are adequate. At Milburn the parking facilities are not adequate; at Livingston, my hometown, you cannot even park on the street; at Roseland the facilities are not adequate for parking; at Caldwell you can find a parking space; at Cedar Grove, no parking; and at Essex Falls, a city of 11,000 people, no parking.

Montclair not only has parking space problems but in order to get the employees to work they had to lease a garage 2 miles away and every morning when the workers report for work they pile in a truck and are driven to an annex to do their day's work and at the end of the day they are driven back to the garage. The building is so antiquated the floor is warped like the witch's waves.

It seems to me, as bad as the problem is for the workers, it is infinitely worse for the patrons. I do not know whether the ratio of 2.5 to 1 or 4 to 1 is correct, but I do think we have a problem and we ought to do some serious thinking about solving it.

Mr. OLSEN. Thank you very much, gentlemen. We certainly do not want to lecture you. We are happy to have you here to spell out

the policy of the Post Office Department. We would like you to consider changing it.

Mr. COFFMAN. I think what Mr. Krebs is saying is that many of the problems are built around antiquated facilities, and the answer is to get rid of antiquated facilities and get new facilities. We simply cannot provide parking facilities where it is an old Federal building like in Newark where the mail traffic and automobile traffic has increased 10 or 20 times since the building was built. The answer is to try to build new facilities, and we are trying to do that.

Mr. KREBS. The post office at Montclair was built in 1926 when the volume of mail was much smaller.

Mr. OLSEN. What I would like to see in the Post Office Department is somebody as progressive as our Butte bankers. I think we ought to take a lesson from the shopping centers of the 20th century and invite business to the post offices instead of driving it away. We would be delivering the packages of department stores across the Nation if the post offices would invite the business.

I am also critical of my bill. There have to be some exceptions to it. But I think there has to be a more progressive policy on parking spaces than the current one of the Post Office Department, and I would like to have some suggestions from the Post Office Department on how progressive the policy should be. I think you should come up with suggestions for new facilities and then go to the Appropriations Committee for the money.

But I am happy to have your testimony. It affects my point of view a great deal, and I am sincerely appreciative of your being with us this morning.

Mr. COFFMAN. Thank you very much, Mr. Chairman and members of the committee.

Mr. KREBS. I join the chairman in his remarks.

Mr. OLSEN. Our next witness is Mr. Patrick Nilan, legislative director of the United Federation of Postal Clerks. We are very happy to have you with us this morning, Mr. Nilan.

You may proceed.

STATEMENT OF PATRICK NILAN, LEGISLATIVE DIRECTOR, UNITED FEDERATION OF POSTAL CLERKS

Mr. NILAN. Thank you very much, Mr. Chairman. I am very happy to be with you this morning, particularly following the Post Office Department's presentation. I might say I had hoped the Post Office Department in this case would support this legislation as our organization does.

I hope you and your committee will be indulgent with me while I speak on the subject of this legislation and state some of our views on it, and then subsequently I would like to submit a detailed statement for the consideration of the committee. I ask this because when we did receive notice of your scheduling a meeting last week I contacted our locals in many post offices throughout the country that we feel would be representative of the parking conditions, and I would like to submit our findings for the record together with a complete statement. We have not had a complete response as yet but should have it in a few days.

Mr. OLSEN. Without objection, your detailed statement will be inserted at this point in the record.

(The prepared statement follows:)

PREPARED STATEMENT OF PATRICK NILAN, LEGISLATIVE DIRECTOR, UNITED
FEDERATION OF POSTAL CLEKS

I would like to say we hear a great deal about comparability, and we feel in the area of parking facilities your bill would certainly take care of a large part of the problem, if enacted. We feel the principle of comparability should apply in that area. I say this because of the considerable increase in parking facilities provided by major industries today. As a matter of fact, it is considered so important that many union contracts are negotiated with this in mind. We are getting information from the AFL-CIO that should substantiate that this is a very important matter, and we hope to have this for the record when we submit our detailed statement.

Before I make a few remarks in my verbal testimony, I hope you will not object if I comment briefly on the testimony of the Post Office Department. It reminds me of the old cliché, "Do as I say and not as I do." We realize the Post Office Department and the administration in recent years have been more sympathetic than heretofore in providing parking facilities. However, I cannot help being impressed when they say efforts are being made to improve the situation, because the record does not substantiate that much is being accomplished in the way of patron and employee parking facilities.

I was very pleased to know that the policy of the Post Office Department is to provide one parking space for each four employees plus 20 percent for overlap.

Mr. OLSEN. Let me interject at this point in the record that they do not always pursue that policy. I pointed out that there are no parking facilities in my hometown post office keeping up with the banks in providing parking facilities.

Mr. NILAN. I share that feeling, and we are impressed to know that is the Post Office Department policy because to date this is the first time we have heard such policy enunciated. As a matter of fact, I suggest the committee, in considering that part of the Post Office Department's testimony, refer to part 612.22 of Postal Regulations which outlines, to the best of my knowledge, the Post Office Department's official policy on parking and it is completely contradictory to the policy outlined in the testimony this morning.

I do believe it is interesting to note—and certainly we are not questioning the policy as indicated in the testimony, other than to show there is a difference in the two.

Mr. OLSEN. Could you briefly state what that regulation is?

Mr. NILAN. I will be very happy to.

The present policy as enunciated in part 612.22 of Postal Regulations points out that parking spaces may be allotted to officials of the Post Office Department and other Federal agencies in the buildings who use their car on official business. This is after they provide space for vehicles such as trucks handling mail.

It has been our experience that if there is parking space available it is allotted to the top brass and the rank and file have very little space. The regulation states after these requirements have been satisfied the postmaster and other officials in charge may, at their discretion, assign parking areas for employee vehicles. However, if on Government property, sufficient space is available, it can be used for parking purposes provided the cost is borne by the employees and the General Services Administration's regional office approves and the work is done in accordance with the specifications of that office.

Again, it has been our experience—and I work on this very closely with officials, particularly in St. Paul and Minneapolis—it has been our experience it is almost impossible for employees to take advantage of the regulation because of cost and because of difficulty in finding available property, but this is the official policy to the best of my knowledge, and I will be glad to include this regulation in the record when we submit our detailed statement.

I was also very much impressed with the statement of the Post Office Department's testimony where they set out their policy of arranging for parking facilities and point out there may be two or three shifts or tours in each post office, and they point out that would be one space for each three employees under certain conditions.

Unfortunately, there are no three specific tours in post offices; each overlaps the other, so it is impossible to turn a parking facility three times a day. You are lucky if you turn it two times a day.

MR. OLSEN. So at least two-thirds of the employees are in need of parking spaces?

MR. NILAN. That is correct. There are three 8-hour tours and each tour actually runs 8½ hours with the lunch period. The tours have starting hours at practically every hour on the hour which increases the problem of assigning such parking spaces as may be available.

So I suggest the formula here is very attractive but in practice it leaves much to be desired.

I do not care to take up more of the committee's time on the testimony of the previous witnesses, but one thing I would like to point out is that while many communities are undergoing redevelopment, again in this area it has been our experience that the parking property that is being developed unfortunately is made available to commercial parking lot operators and the prices they charge can run from \$1.50 to \$2.50 a day and, again, it is impossible for us to compete with commercial parking lot operators in order to provide parking spaces for our people. We have tried this where possible but we are not in a position to be competitive.

The post office parking problem, as we have pointed out, is a 24-hour-a-day problem. Because of the reduced public transportation in most of the large communities in the country—when I say “reduced” I mean from midnight to 6 o'clock in the morning when 50 percent of our people are involved in night work—and because of the difficulty of using public transportation, it has been impossible for our employees to avail themselves of this type of transportation, and as a result they have had to increase the use of automobile transportation rather than decrease it. Also, in many of the large cities the police department is not too cooperative in permitting all-night parking on the street. They allow 2-hour parking on the street, so the on-street parking that might be available to our people is not available in practice.

We have the additional problem of not only our male but female employees where post offices are located in areas that are not the newer sections, and they have the problem of walking two or three or four blocks at 2 or 3 o'clock in the morning in order to reach their automobile, and it does create a problem for some of our employees because of the locality in which post offices are located today.

We agree with the Post Office Department that more consideration should be given to moving some of the major postal installations out of the heavily populated downtown cities of the country, and perhaps move them where they can secure adequate space for parking for patrons as well as all other interested people. As I recall, the installation at Providence, R.I., which was a new installation—I was there a few weeks back—it is my understanding the location of that facility has reduced considerably the patron use of that facility, and as a result the patrons do not have too great a problem because it is removed from the downtown area.

I would like to briefly refer to the situation in my home city of Minneapolis, where I had quite a fight to get adequate parking spaces for our people. Today we have approximately 2,000 postal employees that work in the main post office during one 24-hour period, and even after a battle of 20 years we ended up with a lot that will take care of about 120 cars on each tour or 240 out of 2,000 people. Again, since this area is being redeveloped there was an opportunity to purchase adequate property for patron as well as employee parking but, unfortunately, the Post Office Department was unable to acquire the property so we still do not have parking facilities there. Most of our people have to walk from four to six blocks. And many of them have to cross the Mississippi River over the bridge and certainly during our 30° and 35° weather during the winter months it creates considerable problems. At any rate, the parking facilities are inadequate.

In private industry I do not think anybody would argue the point. As new businesses go up, by and large private industry does provide parking facilities for both the people they are doing business with as well as their employees. And that, again, is very helpful in recruiting employees and holding them, to provide them with this very important fringe benefit.

It is interesting to note also that many progressive communities when they are developing areas make a requirement that apartment buildings, high rise apartments, new business firms and buildings must provide a certain amount of off-street parking. It is unusual to note, however, that in our experience when a new post office or Federal building goes up, that this same requirement is not applied equally to Government as it is to private industry.

The public patron parking, and we share the concern of the chairman and other members of the subcommittee about this, I would like to point out that this problem has not decreased. Rather it is on the increase.

Top level decisions by the Post Office Department to substantially reduce window service by using fewer employees on windows, requires many patrons to spend anywhere from 15 minutes to a half hour in a post office now to get service where formerly when our people were permitted to provide the type of service we feel is essential, they could park, even double park, and come in for 5 minutes and take care of their business and get out again. Unfortunately this is not true any longer.

I am sure those of us who have been in post offices every day can see not one or two patrons standing by a window but dozens. We in the organization have been told by postal officials that you see them standing in bank lobbies, see them lined up in supermarkets, so certainly there is no objection to postal patrons standing up at

windows. I submit when a patron goes back and finds a parking ticket for double parking 25 minutes in a 10-minute zone, he is not enthused about this Department policy.

We do suggest again that it is a problem both for patrons and employees as you point out in your bill. As far as our postal clerks, we have seen many instances where our people, particularly senior employees, rather than bucking the continual problem of trying to find a parking place or walk five or six blocks to a post office from a place that is available, that they will bid off a senior preferred assignment at the main office and move out to a suburban station with the main idea in mind of having parking space closer to the place where they work. Particularly in a man's declining years, particularly in a severe winter in the North and the extremely warm weather in the South, as a man gets along in years he thinks more of this question in his work than he does in some of the other preferred assignments that he might be interested in.

Certainly the Members of Congress are well aware of the fact that postal employees and patrons are not satisfied with the existing policies of the Department as far as providing space.

I know many of you have received correspondence from letter carriers, postal clerks, patrons, raising the roof because of inadequate parking. Certainly we do not feel that this is a problem that the Members of Congress should constantly and consistently be plagued with. We do feel it is a question that should be resolved.

I was very much impressed by the statement of the Chair that the Post Office Department should bring a progressive or realistic policy to the attention of Congress and request funds to put this policy into practice. I am confident that the Congress in its wisdom would be sympathetic in this area.

Again it gets back to my opening statement, that it is in our opinion at least a question or policy of doing as I say and not as I do. While we were hopeful that the Post Office Department would support your bills, support the bill introduced, H.R. 5942, it might take a progressive stand, might make recommendations which would be helpful to the committee and in coming up with a formula why apparently this is not the position of the postal administration.

In conclusion, Mr. Chairman, we would like to suggest for the attention of yourself and the members of the committee, at least one recommended change or amendment to the bill when you consider it in executive session.

We would like to suggest that the present formula that is proposed, based on 200 or more postal field service employees might more realistically be changed to 25. We say this because when you get into post offices of 25, 50, and 75 employees, the post office under these conditions is normally also located in a downtown business area. The problem is there just as acutely in some of the smaller post offices as it is particularly peculiar to the larger post offices. We would suggest that consideration be given to this change. We certainly feel that the formula which has been suggested in the legislation of one employee parking space for each 2½ employees as a formula is realistic.

We do feel that with this type of a formula, and even with the different tours and hours of employment, that our people could live with this. We do feel also that consideration should be and must

be given to patron parking. Our people very frequently on the windows say that one of the most irate complaints is from the patron who must drive around the post office for 15 to 20 minutes or a half hour trying to get into the post office to do business.

Unfortunately it is not postal management that gets this. It is the first clerk that they meet at the window who must explain to them and try to placate them and try to be cooperative. Then you get to a lot of other questions. So I do submit the question of patron parking is very important also.

We are confident in the considerations of this committee that legislation will result which will be helpful to both the employee and to the the patron.

Thank you, Mr. Chairman, for the opportunity to present these statements orally. As I mentioned, we will present a very detailed statement which will provide you with some specific examples of what we consider inadequate parking throughout the country and we will do this for the record.

In closing I cannot help but recall the statements by the previous witnesses. He cited Milwaukee, Wis., I believe. I am sure that Congressmen Reuss and Zablocki would not necessarily agree. I am not trying to speak for them. But I do know that starting in 1959, our local 3 in Milwaukee has waged a continuing campaign to try to make certain that somewhere near adequate parking space would be available to the employees at the main Milwaukee post office. Both Congressmen were most cooperative in the correspondence and in personal contacts our people served on a community committee down there in an effort to protect our people.

The Post Office Department—and I say this without fear of contradiction because I have the files back in the office—did not appear overly concerned or disturbed about the need for parking spaces. It is true that they have ended up with something over 400 spaces for employees. I suggest that the figure of approximately 2,200 employees in the Milwaukee main office would be a realistic figure and would certainly be in excess of 1 space for 5 at a minimum.

We also would challenge there is adequate public parking space because we understand that this was a continuing problem down there not only for the employees but also for municipal parking purposes. I have been advised by our officers and members in Milwaukee that as of right today they are thoroughly dissatisfied with the parking arrangements made for the new Milwaukee post office; again, basically because of the number of tours involved and the lack of what they consider adequate facilities. Again we will try to present this in detail in the statement which you may give consideration to.

With that, Mr. Chairman and members of the subcommittee, I thank you very much for the opportunity to be with you this morning. If I can respond to any questions or inquiries I will be very pleased to do so.

Mr. OLSEN. Thank you very much, Mr. Nilan. We are very happy to have your testimony and we are more than glad you presented a progressive point of view.

Mr. Daniels?

Mr. DANIELS. I welcome you here this morning, Mr. Nilan. It is always a pleasure to listen to your presentations. I wonder what you would do in some of these cities which are very old where post

offices have been established and where there is no question about traffic congestion and there is no available space?

Take, for example, my own city of Jersey City. The merchants are continuously complaining of the lack of parking facilities and bringing great pressure to bear upon the mayor and the local government authorities to provide these facilities. It would be quite a problem I imagine in a city like Jersey City for the Post Office Department to get the required parking facilities. I know that in one establishment there—I am trying to think of the proper name of the facility there—in a truckline the Post Office Department has leased space to accommodate the many employees of the Department who do work in that truck facility.

Mr. NILAN. We made this suggestion in a number of postal installations where the physical area permitted it. I am not familiar with your situation but I think of a number of post offices, including again my home office of Minneapolis. We had encouraged the Post Office Department, submitted rough drafts, to have the Department extend the ramp area at the back end of the post office out over the railroad tracks, make an arrangement with the railroad company to extend the ramp out and build up and have drive-in parking out there for the Government vehicles, particularly Government vehicles, which in turn would take them off this one parking space and would create an additional number of parking facilities.

Many post offices have a post office garage which may be adjacent to the building or within a block or so of it. We have suggested in some areas that perhaps an additional couple of floors or three floors, whatever the building could stand, could be added to it. We have suggested these two proposals in various cities where the facilities would permit. I might add, also, it has been our experience again that more often than not when you start checking to find out about Government-owned land within an immediate area of a postal facility or Government building, it is really amazing how much Government land is around in the various different cities.

I can think of one officer of the organization from Los Angeles, former officer, who did a marvelous job out there when he was able to find out and research the land the Government actually owned. In turn he was able to persuade them to make it available for parking facilities. I think this again is an area which could be explored.

I do submit that the question of whether it is GSA or the Post Office is a moot question. If Government property is available, certainly if it is a Federal building or postal building, whichever is involved, if it is available there is no reason it should not be made available for parking facilities. We feel if the Post Office Department would avail themselves of the property which is available, whether Government or post office property, if they would progressively build or establish parking facilities in the space and property available to them, they would make tremendous strides toward alleviating these conditions.

As I say, we have to speak only from experience, and it has been our experience, that even though the Department indicates interest it is always a question of budgetary considerations. While I know this is important, it seems any area we get into the Department is unable to realistically recommend the necessary budgetary arrangements to handle such facilities.

Again we suggest this is an area which certainly could be improved on through administrative action.

Mr. DANIELS. What is the policy of the Department, as far as you know, with respect to the leasing of new facilities for post office operations?

Mr. NILAN. Congressman, just before you came in I mentioned to the chairman that I was very pleased for the first time to see the Department's policy enunciated in a statement, as they did this morning, which is one. They say they tried to arrange one parking space for each four employees plus 20 percent additional as the need may be demonstrated. They said we had not understood this as policy before. We did understand there was some general yardstick they would use but again when they apply even this yardstick, assuming this is their policy and I have no reason to question the previous witnesses, even if this is true we find in many, many instances where this type of parking space is not made available.

I think Grand Forks, Minn., is the most recent instance where they got a new facility up there and the members of the organization finally had to go to their colleagues in the Senate as well as I believe the Congressmen from the area up there in order to get even the 1 and 4, and the 1 and 5, whatever the formula is in any area available. They did not want to lease the space immediately adjacent to the space in which the facility was being built. It was a good example of not doing as I do, but do as I say.

Mr. OLSEN. Let me interrupt you there. The largest post office building in the world is planned for New York City. It is going to be 5 stories underground and 10 above ground. No consideration whatsoever is being given to parking for employees or patrons. I cited, while representatives from the Post Office were here, an up-town facility in Butte, Mont., which is not a large city, where all five banks are providing parking for their employees and providing parking and drive-in facilities for patrons. Even these bankers are more progressive than we are.

Mr. NILAN. May I say this, Mr. Chairman, so there is no misunderstanding for the record: I did also state in the last 4 to 5 years I do believe the Post Office Department has made a greater effort in leasing arrangements or others to provide facilities. I say a greater effort comparatively because they were practically doing nothing before. By comparison there has been some improvement.

Again, I suggest there is an awfully long way they could go if they wanted to go out and put up a show.

Mr. OLSEN. I would think they would want some authorization so that they could go to the Appropriations Committee and get some money for parking facilities for employees and patrons.

Mr. KREBS. Thank you, Mr. Chairman.

I want to say that I certainly agree with Mr. Nilan regarding the question of garages. I think the future solution to this problem totally will require that you have garages either underground or on the roof of these new buildings they are putting up. There is little hope in most cities. In some cities I think there is room to knock down some slums and it would be a godsend in disguise to provide motivation for knocking down rat-infested slums. I think of the post offices around Newark and New York City, around the 34th Street main post

office. Unless they come to the stage—and I would like to see this committee recommend as a matter of policy for future postal facilities—that a garage be considered as important as the work area.

We have got to grow vertically. We cannot grow horizontally. I would like to get some more information. You referred to the use of commercial parking lots by some employees of the post office system. I would like very much to see where this is occurring and how much it costs them.

In any city, if you go to Chicago, Dallas, New York City, if you park for a day it costs you \$2.50, if you are lucky enough to get into a lot. This comes to \$12.50 a week, or \$50 a month, or \$600 a year for a workman to park his car so he can go to work? This will become increasingly so as our population expands and the facilities expand and the need for employees expands.

I would like very much to have something for the record that indicates this is being done today, that employees of the Post Office Department are required to spend out of their own pockets up to \$2.50 to \$3 a day to park their cars.

Do not forget a car is not the luxury it used to be. It is a question with the highways we have of people needing a car to get to work. This is as essential as the skills he has, particularly in New Jersey. I think in most States—I am sure in Montana it is the same thing—workers travel 25 to 35 to 40 miles a day to and from work. I would like, if it is possible, for you to get some statistics on this.

Mr. NILAN. Yes, sir, I will try to.

Mr. KREBS. I am also pleased that you in your testimony raised the question of our old friend comparability. Another survey that I think would be most important, and I can just by closing my eyes think of New Jersey, say that if you go by the Ford plant they have parking lots probably occupying four and five times as much area in square feet as the plant itself does. If you go through the area of the Ford plant, it is the same thing.

Any large corporation, such as RCA, Western Electric, which is the manufacturing arm of the telephone company, all of these companies have parking lots which are a matter of right. The working people are not expected to pay out of their own pocket a couple dollars a day to rent parking space. Here again comparability gives us another lever, too, to find out if we really mean comparability as we have written it in Public Law 793 or if we did it to put verbiage in there.

It is my judgment at this point, in view of the attitude of the Civil Service Commission, it was for verbiage sake and nothing else. They made no real effort, and I do not believe they are genuinely concerned with accomplishing comparability in the full sense of the word.

In my judgment this would comprehend also the question of providing needed facilities such as parking areas. I do say that I think the answer over the long pull in the future is for garages to be built like the one across the street here. You are going to need them.

Insofar as New York City is concerned, God bless anybody who works in New York City. They may be doing a humanitarian service not to provide parking facilities in New York City. It now takes you an hour to go from the east to the west side and I think from 8 o'clock in the morning to 8 o'clock at night, any person has to have a hole in his head to take a car into New York City. I mean it.

I think by and large the garage is the answer to all of our future post office building problems. I think if you could get a study on the number of square feet set aside for parking in the typical city by private industry as compared to postal employees, it would tell a very compelling story.

Mr. NILAN. I will certainly try to cooperate.

Mr. Chairman, I say again in just referring to the two development authorities in Milwaukee and Minneapolis, there was no question there was an opportunity there for the Post Office Department to actually purchase space there because it was all knocked down and cleared out.

In the final analysis, to the best of my knowledge, they did not pick up a parcel of land there. Again if they were really sincere these were opportunities to do it. I am really confident these are not isolated examples but true in most cases throughout the country. Say it is budgetary considerations. Unfortunately they will not face up to the facts and come to you people in Congress and make legitimate, realistic requests for necessary funds. I might add we have always found the Congress sympathetic to our requests even though they have not always been able to go as far as we would like to see them do.

Nevertheless, the sympathetic understanding is there and we find in instances such as this the Congress would be equally considerate with the patron and employee involved.

Mr. OLSEN. Thank you, Mr. Nilan.

Mr. NILAN. Thank you, Mr. Chairman and members of the committee.

Mr. OLSEN. Our next witness is Mr. James Rademacher, vice president of the National Association of Letter Carriers.

Mr. Rademacher, we are very happy to have you with us.

STATEMENT OF JAMES RADEMACHER, VICE PRESIDENT, NATIONAL ASSOCIATION OF LETTER CARRIERS

Mr. RADEMACHER. Thank you, Mr. Chairman. My name is James H. Rademacher. I am vice president of the National Association of Letter Carriers, with headquarters at 100 Indiana Avenue NW., Washington, D.C. In more than 6,000 local branches throughout all 50 of our States and Puerto Rico, we have 170,000 members—whom approximately 30,000 are authorized to drive their personal vehicles on their assignments, and who are therefore vitally and professionally involved in the fortunes of H.R. 5942.

The bill should be amended to have parking provided in areas adjacent to all post offices, not just in offices of 200 or more employees. Mr. Chairman, once again, the Post Office Department officials have proven their major interest is economy. The Post Office Department has an obligation. A member of the President's Cabinet has an obligation to perform service to the people of this country. We have never seen of late any representative of that Cabinet position, or of that Post Office Department, ever come before this Congress and recommend service to the people. Every statement that they have made in recent years has been in opposition to any movement which has been recommended by a Member of Congress and which would mean service to the American people. We are a little tired of it. We are a little tired of being the lobbyists for the American people to

preserve the service with no help from Post Office officials. Certainly this is one instance when the Post Office Department officials should have come before this committee and said certainly they favor a position whereby the patron would be able to park his vehicle instead of opposing the position. So long as the Congress provided the funds, what difference would it make?

They come before you with such statements that said in effect this bill could be construed as imposing the arm of Congress on a strictly local area of responsibility. I think whether it is the arm of Congress or the leg of Congress, it is the responsibility of the Congress to see to it that the people that are using the services of the Post Office Department have every service available.

They have accused you or inferred at least that you are dealing in an area which ought to be strictly local responsibility. We take issue with that statement, Mr. Chairman.

MR. OLSEN. The Congress is sponsoring urban renewal and many local programs, and we are not supposed to do it with the post offices?

MR. RADEMACHER. Apparently not.

MR. OLSEN. But this has always been a constitutional area of responsibility of the Federal Government.

MR. RADEMACHER. Right.

MR. OLSEN. And now they tell us, "Congress is not supposed to look after local affairs."

MR. RADEMACHER. Before beginning my testimony, I want to thank you, Mr. Chairman, for having introduced this bill, which the National Association of Letter Carriers strongly favors. I also want to thank you and the members of this committee for permitting me to come before you and express the views of our organization on this subject.

It seems to us, Mr. Chairman, that in the area of providing off-the-street parking for patrons and employees, the Post Office Department is once again dragging its feet and almost purposely falling behind in a parade it should be leading. The Post Office is not only the largest service institution in the world, it is just about the largest business as well. As a Government agency, it should be showing the way to other major business enterprises in the country. Already, in this particular field, it is far behind the industrial parade and seems intent upon falling even further behind.

It is almost inconceivable that any large, national business enterprise would think—in this year of 1965—of building new sales outlets without providing off-the-street parking facilities. You can take Sears, Roebuck, Safeway, A. & P., or any other comparable corporation and you will find that the provision of adequate parking is considered essential to the success of their new outlets.

More and more, older outlets and older stores have found it necessary to follow suit, if they are to survive. In this day of the universal use of the automobile, the provision of off-the-street parking is no longer a luxury, it is an essential element for success. The public demands such facilities.

Post offices are essentially stores, selling essential goods and services to the public at a price. Just because a post office is a Government monopoly, it should not be exempt from the same consideration for its customers that competitive enterprises in the private sector must show if they are to continue to live.

In most cities of the United States the ratio of automobiles to available parking spaces is so out of proportion that it threatens to strangle the downtown areas. In almost all these cities, it is mandatory to provide off-the-street parking if one intends to erect a new building in a congested area.

This is certainly true of Washington, D.C. When the National Association of Letter Carriers built the annex to its headquarters here a few years ago, it was mandatory for us to provide a certain amount of off-the-street parking in order to get our building permit. This, of course, we were delighted to do.

I might point out that this is a Federal ordinance, since it affects the District of Columbia. It is a sorry state of affairs, Mr. Chairman, when the Federal Government imposes upon its private citizens certain necessary restrictions of this sort and then refuses to abide by them itself.

The National Association of Letter Carriers has always been intensely interested in the improvement and the maintenance of the postal service. We have expressed our great dissatisfaction—before Congress and elsewhere—about the alarming deterioration of the service. We feel that this bill, Mr. Chairman, is necessary for the maintenance of even a semblance of modern service.

The patrons of the postal service today are disgusted and disenchanted to a point somewhere beyond irritation, and somewhere short of mutiny. Their anger grows when they find that even on those days and in those hours when the post office condescends to accept their parcel post packages, they cannot even park their cars close enough to the office so as to make their mission practical.

And if the answer to this is: "Let them use public transit," I would suggest that those who make such answers try the experiment of traveling the subway in New York City, let us say, during the rush hour, with a large and heavy package in his hands. Such an experiment would make a true believer of the most hardened departmental skeptic.

When the Deputy Postmaster General, Mr. Belen, testified before the Appropriations Subcommittee of the House of Representatives last spring, he said:

One of the big programs we try to emphasize is firm delivery; to have business firms come and get their mail.

As you know, we disapprove of this helpy-selfy cafeteria-style, come-and-get-it, approach to the postal service. But we can predict with complete confidence that it will be an absolute failure if the business firms can find no place to park their vehicles when they arrive to pick up their mail.

Surely it would be somewhat unreasonable—even in this decade of decaying standards—to expect the mailroom employees of business firms to lug their own mail sacks back to their offices in crowded buses or subways.

I have spoken only about the postal patrons. I would like to add something about the postal employees. Most postal employees, clerks and letter carriers alike report for their employment early in the morning when in most areas there is no transportation involved. It is absolutely necessary that a vehicle be used.

Mr. OLSEN. I was going to make the observation that many cities of under 100,000 population do not have public transportation.

Mr. RADEMACHER. This is correct. It is worsening.

Mr. OLSEN. I am sure it is worsening.

Mr. RADEMACHER. They are in many areas eliminating transportation service entirely.

About one-fifth of the active letter carriers in the service must use their own cars. They operate under drive-out agreements, which means they must (upon payment of a fixed fee) transport themselves, and anywhere from 5 to 10 "relays"—large bundles of mail—out to their routes which may be a considerable distance away.

When there are no parking facilities at the post office, or station, this means they must find a parking place where—where on a side street, within what is often laughingly called walking distance from the office. This is not only inconvenient to the men, but it causes unnecessary inconvenience to the residents on those streets who want those parking places for their own use. When the time comes for them to drive out with their relays, they must walk back to their cars, drive them back to the post office, and then set out on their journey. This results in a considerable loss of efficiency.

If proper parking space were made available at the post office, or nearby, the problem would not only be solved, but the places which the drive-out carriers would vacate early in the morning would then become available for patrons during the rest of the day.

There has been much said, Mr. Chairman and members of the committee, about making the Post Office a truly modern employer and a model to the rest of the industrial community. There has also been a great deal said about comparability.

I suggest, sir, that the provision of parking for employees enters into the realm of comparability. More and more, private enterprise is finding it necessary to provide some sort of parking space for its employees if it hopes to attract or to retain them. This is hardly in the area of "fringe benefits" any more; it has become a way of life in our wheel-dependent society.

I remember an incident when I was president of the National Association of Letter Carriers, branch 1, in Detroit, some years ago. Representing my members, I asked our postmaster, Mr. Edward L. Baker, if something could be done about the parking problem. Mr. Baker—then as now, an excellent postmaster—was very sympathetic and sought the assistance of the inspection service in finding a remedy. The inspectors' refusal was both cold and emphatic. They let the postmaster know that they had no interest whatsoever in the convenience of the postal employees, or in how difficult it was for them to get to work, just as long as they got there on time and did the job they were paid for.

When the postmaster wrote our complaint to the inspection service, his letter came back with a marginal comment:

We are not interested in how the employees get to work or where they park. We just want them to report to work on time.

I am sure the same situation applies elsewhere. Postal employees have every right to expect their employer to be just as modern and just as considerate as any employer in the private sector should be.

The postal patron has every right to expect that the post office should be just as modern and considerate as any store or place of business in private enterprise must be.

The provision of adequate parking facilities is necessary if the post office is ever going to meet these requirements.

Once again, Mr. Chairman, thank you for introducing this excellent bill, and thank you for permitting us to express our wholehearted endorsement of its provisions.

Mr. OLSEN. Thank you very much, Mr. Rademacher.

I find that you agree with me. I am very happy.

Mr. RADEMACHER. Except that we feel there ought to be proper parking facilities in every post office.

Mr. OLSEN. I am glad for that reflection. I was, of course, thinking of budgetary considerations and thought it might be unrealistic to write a bill that would provide parking space for every post office.

Mr. Krebs.

Mr. KREBS. I do not have any questions. I want to commend Mr. Rademacher for a very comprehensive statement and forcefully delivered, including the ad libbing he did.

Mr. OLSEN. Thank you very much.

We will now call on Mr. Dan Jaspan, legislative representative, National Association of Postal Supervisors.

STATEMENT OF DAN JASPAN, LEGISLATIVE REPRESENTATIVE, NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

Mr. JASPAN. My name is Daniel Jaspan. I am the legislative representative of the National Association of Postal Supervisors, composed of more than 28,000 postal supervisors, including those in the motor vehicle and maintenance services. We have members in all 50 States, as well as Puerto Rico and the Virgin Islands.

We are very grateful to Chairman Olsen for scheduling H.R. 5942, a bill to provide parking space for automobiles of patrons and employees at postal installations.

At the beginning of your statement, you outline the problems and how they would be resolved, as well as Mr. Krebs on the procedures. I would like to add a little bit more to it.

The enactment of H.R. 5942 into law would solve a problem that is becoming more and more serious with the passage of each year. Resolutions on this subject have been adopted by our conventions for many years, the latest one at our most recent national convention in Miami, Fla., 1 year ago.

It is becoming increasingly more difficult to find adequate parking facilities near most post offices located in metropolitan areas, and even in smaller offices. Public transportation is poor and often nonexistent at the odd times of the day that many post office tours begin or end. This condition makes it almost mandatory for employees to use their own automobiles.

In the relatively few instances where public parking facilities are available, the parking fees are often prohibitive. In a constantly increasing number of instances, local governments require adequate parking space for patrons of an enterprise before permitting the construction of certain buildings. The number of private employers providing parking spaces for their employees as well as for patrons is growing rapidly.

With the trend to the suburban way of living, automobile transportation is becoming even more of a necessity.

As the members of the Subcommittee on Postal Facilities and Modernization know, there is little or no transportation available during the early hours of the morning when it is most needed by postal employees, including supervisors. Many hours are wasted going to and from work if the employee is not able to use his automobile. H.R. 5942 is the long-sought answer to this continually worsening condition.

We are also interested in having adequate street, or off-the-street automobile parking facilities for patrons of the postal service as well as employees. Many of our patrons become frustrated at not finding adequate parking facilities near the post offices where they want to do their mailing. This does not engender a good relationship. Since, in our opinion, the postal service should be a public service, it follows naturally that adequate parking facilities for the public are only the natural answer to a vexing problem.

We hope that this committee will take quick action, and that H.R. 5942 will be enacted into law at the earliest possible time. We strongly support the section requiring provisions for adequate off-the-street parking in any contracts for the construction, erection, purchase, or lease of any post office with 200 or more postal field service employees. We also are hopeful that parking facilities will be made available to employees in offices already constructed.

We thank you very much for the opportunity of presenting our views.

Mr. Chairman, when Mr. Coffman was speaking he mentioned an office with 1,000 employees, that would have 333 employees working each tour. I do not think we will find an office like that where we have 333 employees working in the day tour when they have most of the work done at night from 5 or 6 p.m. and all through the night rather than the daytime. This is one of these nonexistent post offices he is talking about.

Thank you for the opportunity of presenting our views and we hope for favorable action in the very near future.

Mr. OLSEN. You are to be commended. What do you think about the smaller communities, about their needs?

Mr. JASPAN. This is true to a certain degree, Mr. Chairman. In some of these smaller communities the distance to the post office from the home is small enough for the employees to walk. Parking problems very often are not as severe as they are in the larger communities. I think that you will find most of the smaller communities have some kind of municipal parking which is very reasonable. I have seen that in many of the smaller towns where there is a municipal parking lot near the post office. The charge for 2 or 3 hours is only 10 cents. So we do have more of a problem as the office becomes larger in the bigger cities.

Of course, we would have no objection to cutting that figure down from 200 to whatever figure you believe would be the necessary minimum.

Mr. OLSEN. Thank you very much.

Mr. JASPAN. Thank you, Mr. Chairman.

Mr. OLSEN. I see we have both Mr. Sidney Goodman and Mr. David Silvergleid. We will hear from Mr. Goodman.

STATEMENT OF SIDNEY A. GOODMAN, PRESIDENT, NATIONAL POSTAL UNION, ACCOMPANIED BY DAVID SILVERGLEID, SECRETARY, NATIONAL POSTAL UNION

Mr. GOODMAN. Mr. Chairman, I will comment briefly beyond my formal statement.

Mr. OLSEN. At this point we will insert your statement in the record.

(Mr. Goodman's prepared statement follows:)

PREPARED STATEMENT OF SIDNEY A. GOODMAN, PRESIDENT, NATIONAL POSTAL UNION

Mr. Chairman and members of the subcommittee, my name is Sidney A. Goodman, and I am privileged to serve as president of National Postal Union, located at 509 14th Street N.W., Washington, D.C. I am accompanied here by our secretary-treasurer, David Silvergleid. We represent over 53,000 postal employees, organized in excess of 500 local affiliates in 50 States, including Alaska, Hawaii, Puerto Rico, and the District of Columbia.

We are grateful, Mr. Chairman, for your action in scheduling these hearings on H.R. 5942, a measure to provide parking space for the automobiles of patrons and postal employees at postal installations. The situation with regard to such parking facilities, particularly for postal employees, has steadily worsened during the past decade. As a result, convention after convention of our national union has mandated us to seek the type of relief provided in H.R. 5942.

Federal, State, and municipal traffic managers are unanimous in recognizing that the unprecedented use of the automobile has created serious crises with respect to traffic maneuverability and parking. There is general agreement that the situation must tend to worsen rather than improve, and there must be much more reliance on off-the-street parking in future construction.

Inevitably, conditions in larger urban areas have reached a point where some form of legislative relief is a necessity. In many instances, postal employees who are compelled to use automobiles as the most expedient or only means of transportation, find parking within reasonable distance of the postal installation where they are employed, almost impossible. Frequently, local postal unions are compelled to run their own parking lots in self-defense. Patrons generally are required to spend excessive fees, or lose considerable time, when endeavoring to engage in postal business. This has created an unfortunate atmosphere of hostility and ill will, directed principally against the Post Office Department and postal employees.

We appreciate the fact that blueprints for new facilities being built, invariably make good provision for cafeterias. The same is true initially, of parking space for employees, but this is usually excluded in new facilities built in metropolitan centers. In both instances, however, we have seen a repeated tendency to modify plans at the last minute, to reduce space allocated for both cafeterias and parking for employees, in favor of expansion of space for "operations." We feel strongly that employee needs with respect to parking facilities in particular, should be given greater consideration, and that this is an important factor in terms of morale, and, therefore, ultimate real efficiency. We suggest that standards be set, not just in theory but in fact, which would make it mandatory to allocate a minimum percentage of space for employee parking needs, to preclude last minute changes in plans, made at the expense of employee needs.

We sincerely believe that H.R. 5942 will ease the more critical conditions resulting from the current lack of parking facilities. We urge its prompt approval by this subcommittee.

We wish to thank the subcommittee for the opportunity of presenting our views on this subject.

Mr. GOODMAN. Mr. Chairman, I want to join you in emphasizing that although the Department has shown a great deal of vigor and imagination in "operations" they have been woefully backward in this particular area.

I might point out that the new facility in New York City, the Franklin D. Roosevelt project in which the Department is investing

something in excess of \$50 million to my knowledge, makes no provision whatsoever for parking.

I might point out for the enlightenment of the distinguished Member from the State of New Jersey, that we have many employees of the New York Post Office who are necessarily compelled to commute from New Jersey in their own areas on the midnight tour. They work from 12 midnight to 8:30 in the morning. They cannot get trains or at least they would have to spend hours in transportation.

We have even been unsuccessful in attempting to get the police department to permit parking up until 8:30 in the morning. We tried in vain to get this extended from 8:30 in the morning to prevent them from getting tickets. To my knowledge—and this goes back 2 years ago—I would say there were at least 200 or 300 employees compelled to pay a dollar and a half a day for parking. They get it that cheap only because they take it 5 days a week. This is the type of situation we have.

Granted that the prohibitive cost of real estate in metropolitan areas makes it a difficult problem, what we must criticize the Department for is the lack of initiative in this area. There is no legislation on the books but all the Department has ever issued is an administrative guide which provides, I think, nominally one parking space for each four employees with a 20-percent tolerance.

The availability of parking facility tends to be a very decisive factor in selection of tours and units within post offices. I think it was previously pointed out there are many postal employees who consider this decisive. They are literally forced to take less desirable tours or less desirable working assignments solely because they are thinking in terms of parking facilities.

In New York City, I might add at that both Idlewild and the Postal Concentration Center, we have had an acute problem for years, partially solved because fortunately the welfare fund in New York City, to my recollection again going back 2 years ago, had \$400,000, and partially subsidized it. Beyond that we have not only poor morale and resentment but we have grievances.

I have in mind a problem which required two visits from national officers from California where the postmaster, despite the fact he was instructed in writing to negotiate the use of limited facilities in a local contract under H.R. 10988, flatly refused to do so.

I have in mind a situation in Texas. I will read part of a letter dated December 23, 1964:

Our Corsicana Post Office is in line for some extensive remodeling and enlarging starting early in 1966. Additional land has been purchased, and the plans call for a 40-foot by one-half block of lawn at the rear of the building.

I might add this took place prior to the Department's program for beautifying post offices.

What we employees need is parking space for our automobiles while we are working. Each year the parking situation gets worse. The 40-foot by one-half block of space, to be used for a lawn, would be very useful to us as a parking space. What use is a lawn at the rear of the building? Consider the expense of starting, watering, and maintaining a lawn.

I might add, Mr. Chairman, that we took this up with the appropriate officials of the Department and were assured that this would be corrected in July of this year. It is not yet done but we are hopeful we will achieve some measure of success. I merely cite this example

of the type of thing that may not be brought to your attention but it is constantly going on over the country.

Mr. Chairman, I want to suggest and urge strongly that the bill be amended liberally to provide for parking space at facilities having 25 or more employees, as was indicated by an earlier organization spokesman.

That substantially concludes my statement, Mr. Chairman. Thank you very much for the opportunity of commenting.

Mr. OLSEN. Thank you very much, Mr. Goodman.

As usual, you have a very progressive outlook, as do all the organizations. They know the Post Office would do a lot more business if they gave more service. I mean service to patrons and employees. I wish all of the employee organization people would give some thought to what kind of a yardstick we should use for patron parking space. We have not had any suggestions along those lines except from the Post Office Department, which says it should be in proportion to rented lockboxes.

I wonder if we could not have a yardstick on the amount of business the Post Office does?

Mr. GOODMAN. Mr. Chairman, if I may, I think it was pointed out by a member of the committee there are well-known criteria, well known calibrated standards for providing x amount of feet for x number of cars and people that expect to use a given area. I think they are available. I would be glad to volunteer, Mr. Chairman, to elicit that and provide it for the committee.

Mr. OLSEN. Give us whatever idea you can. We will hold the record open. We might ask the other organizations to do the same thing.

Thank you very much, Mr. Goodman.

Now we have our friend, Mr. John McCart, operations director, Government Employees' Council.

You may proceed, Mr. McCart.

STATEMENT OF JOHN A. McCART, OPERATIONS DIRECTOR, GOVERNMENT EMPLOYEES' COUNCIL, AFL-CIO

Mr. McCart. Mr. Chairman, we have supplied the subcommittee with our statement. I would like to ask your permission to have it included as part of the record.

Mr. OLSEN. Without objection, it will be made a part of the record at this point.

(The statement follows:)

PREPARED STATEMENT OF THE GOVERNMENT EMPLOYEES' COUNCIL, AFL-CIO

Mr. Chairman and members of the subcommittee, the Government Employees' Council recommends approval of H.R. 5942. AFL-CIO unions representing postal, wage board, and classified employees throughout the Federal service comprise the council. They join in endorsing the pending proposal.

We desire to express our appreciation to you for offering H.R. 5942 and to you and your associates on the subcommittee for arranging this hearing. The bill will improve the service of the Post Office Department to the public, and will afford employees of the numerous post offices a desirable innovation in making the Department a more attractive place to work.

The purpose of Representative Olsen's proposal is to provide offstreet parking facilities for patrons and employees within two blocks of post offices with 200 or more employees.

At a time when the Congress and the Department are properly concerned about improving the postal service, H.R. 5942 offers a unique opportunity for achieving that objective. Particularly in large urban communities, the limited availability of public parking space for patrons to conduct their business at their local post offices poses a serious problem. Most users must search for long periods for space on the streets or must utilize privately owned parking lots. In the latter instance, suitable parking may be located several blocks away from the postal facility. And in many cases, the patron must pay the minimum fee for hourly parking, even though he expects to spend no more than 5 or 10 minutes completing his postal business. Thus, the users' experience in mailing or receiving letters and packages can be somewhat exasperating.

One of the basic aims of the Postmaster General is to speed the transmission of mail so that the Department will serve the function for which it was founded. Provision of parking space for users adjacent to the various post offices will aid in the attainment of this objective by insuring a speedier flow of users as they conduct their post office business.

H.R. 5942 will be beneficial to post office employees also. Those who find it necessary to use their automobiles to travel to and from work must pay, in many cases, large daily parking fees. In large urban communities where a post office is located in the center of the city, the daily parking rate can amount to \$2 or more. On a weekly basis in these larger municipalities, this can represent as much as \$10, which must be subtracted from the individual's take-home salary.

The practice of companies providing parking facilities for employees is growing steadily. Employers recognize that one of the most important considerations in recruiting applicants and making jobs more attractive is the availability of parking space.

I am confident that some subcommittee members have had the experience of an applicant inquiring about the availability of parking during a preemployment interview. Thus, there is a growing interest on the part of job applicants in parking as one of the available "fringe benefits."

Beyond this, however, there is the consideration of whether the automobile has become a sufficiently important mode of transportation for postal employees to warrant the acquisition of parking space to accommodate their cars. We believe that it has. Moreover, removal of their cars from on-street parking during working hours will provide more space for the public to use, including those who wish to transact business at the post office.

Adoption of this proposal by Congress will establish the Post Office Department as an enlightened employer. It will serve as an incentive for other employers. In addition to joining the ranks of those companies now supplying such facilities, the Department will be setting a desirable example for other Federal agencies.

Mr. Chairman, the council urges favorable action on H.R. 5942.

We appreciate the opportunity to offer our reactions to your important proposal.

Mr. McCART. The unions associated with the Government Employees' Council endorse H.R. 5942. I do not intend to reiterate the splendid case that has been made for this legislation by the other witnesses. I would simply like to emphasize one or two additional points. In addition to consideration of parking as a determining factor on the employee side on tours of duty and preferred assignments, it could very well be that this is one of the controlling factors in recruitment. Individuals, all other things being equal, may be interested or disinterested in postal service on the basis of availability of parking space and the financial considerations attendant thereto. When we think of the outlay that must be made by employees who must use privately owned parking areas, I think we can also consider it in terms of a reduction of their take-home pay.

What they must invest in parking is that much less they can bring home for their normal living expenses. On the positive side, I think it is encouraging that in the early part of the hearing there was an agreement by the Post Office Department that something needs to be done about parking. Your bill proposes that.

The Post Office Department says that it has a policy on parking. There seems to be a problem of reconciling these two points of view and

coming up with an acceptable policy for parking. So I think we start off with that positive, constructive point.

One other aside, it seems to me that once you determine the policy, that it would be well to make the availability of these spaces negotiable under the contract arrangements that exist in the Post Office Department under Executive Order 10988.

One final point, Mr. Chairman. The council desires to commend you and your colleagues very highly not only because of what this legislation will mean to employees of the Post Office Department but also for its significance to employees of other departments because the problem is not confined to the Post Office Department by any means.

I think that the Post Office situation can serve as a very fine pilot study so that when a solution is reached there it can be applicable to the other Federal agencies. The situation is difficult there as well for the employees and the patrons.

Mr. OLSEN. I think you would include the patrons of other departments as well?

Mr. McCART. By all means.

Mr. OLSEN. Internal Revenue Service?

Mr. McCART. Yes, sir; it must be an exasperating experience for their patrons also.

Mr. OLSEN. In Helena, Mont., with a population of 26,000, people have a very difficult time getting into the Internal Revenue Service. They want to bring their money in, and they have a hard time getting there.

Thank you very much.

Mr. McCART. Thank you, Mr. Chairman.

Mr. OLSEN. The next witness is Mr. Ross A. Messer.

Mr. Messer.

**STATEMENT OF ROSS A. MESSER, LEGISLATIVE REPRESENTATIVE,
NATIONAL ASSOCIATION OF POST OFFICE AND GENERAL SERVICES
MAINTENANCE EMPLOYEES**

Mr. MESSER. Thank you, Mr. Chairman and members of the subcommittee, for the opportunity to appear before you today. I am Ross A. Messer, legislative representative of the National Association of Post Office and General Services Maintenance Employees, with headquarters at 724 Ninth Street, NW., Washington, D.C.

This association is the national exclusive bargaining representative with the Post Office Department for the 17,000 postal field service maintenance employees, as a result of a nationwide election in 1962. This association has locals in the 50 States, Puerto Rico, the Virgin Islands, and the District of Columbia.

We would like to take this opportunity to thank you, Mr. Chairman, for the introduction of H.R. 5942, to provide parking space for the automobiles of patrons and postal employees at postal installations. This is a situation that has been neglected far too long.

H.R. 5942 will improve the service of the Post Office Department to the public, and will afford the employees of the numerous post offices a desirable innovation in making the post office a more attractive place of employment.

The purpose of H.R. 5942 is to provide off-street parking facilities for patrons and employees within two blocks of post offices with 200 or more employees. Mr. Chairman, this would be a wonderful fringe benefit for the many employees who are required to drive to and from work. This proposal will benefit many postal employees; however, I am thinking of the many post offices with less than 200 employees in cities where there is no public transportation. They should also be provided with adequate facilities for the parking of their cars, as well as facilities for patrons of the post office.

With this thought in mind, Mr. Chairman, I would like to suggest an amendment on page 2 of H.R. 5942, on lines 1 and 4, by striking out "two hundred" in both lines and inserting in lieu thereof "twenty-five". This would benefit thousands of employees and patrons of the smaller post offices who have the same difficulty finding parking spaces as employees and patrons in larger cities.

The Post Office Department is building many new facilities in the suburban areas that are not served by public transportation. This necessitates the employees to drive to and from work; therefore they must have parking facilities for their cars or pay parking fees ranging from \$1 to \$2.50 per day. This is an added expense or you might call it a hidden expense that the employee did not know about when he first accepted employment in the main post office in the center of the city.

Many of the large industries today furnish parking facilities for their employees. It is our belief that the Post Office Department or the Federal Government should follow the practice of private industry and furnish ample parking facilities for their employees as well as the public using these Government facilities to transact business.

"Comparability" is a good word. We hear much about Government salaries and comparability. However, we have not as yet reached this comparability in salary and from all indications this may be many years in the future. Why not apply comparability in another direction. Place postal and Government employees on a comparable basis with employees in private industry by furnishing adequate parking facilities for them.

Mr. Chairman, it is the belief and hope of this association that this subcommittee will take favorable action on H.R. 5942, with due consideration to the amendment that I have proposed on page 2 to make the bill apply to post offices with 25 or more employees.

I wish to again thank you, Mr. Chairman and members of the subcommittee, for the opportunity to appear before you today and express the views of this association on H.R. 5942.

Mr. OLSEN. Thank you, Mr. Messer.

The next witness is Mr. Everett G. Gibson.

Mr. Gibson.

STATEMENT OF EVERETT G. GIBSON, PRESIDENT, NATIONAL FEDERATION OF POST OFFICE MOTOR VEHICLE EMPLOYEES, AFL-CIO

Mr. GIBSON. Mr. Chairman and members of the subcommittee, my name is Everett G. Gibson. I am president of the National Federation of Post Office Motor Vehicle Employees. We are affiliated with the American Federation of Labor and Congress of Industrial

Organizations, and the Government Employees' Council, AFL-CIO, with offices at 412 Fifth Street NW., Washington, D.C.

We have national exclusive recognition under Executive Order 10988, and are the sole bargaining representatives for all motor vehicle employees under the terms of the national agreement with the Post Office Department. Our membership consists of garagemen, automotive mechanics, vehicle and tractor-trailer operators, technical mechanics of the rank-and-file employees. We also have locals with formal recognition for all of our supervisors of both the maintenance and operations divisions of our service. Our personnel maintain the maintenance of all Government-owned vehicles used by the Post Office Department and haul all bulk mails from terminals, airports, and post offices.

Mr. Chairman and members of the subcommittee, we appreciate this opportunity to express our views on H.R. 5942, introduced by the chairman, Congressman Olsen. Our organization has adopted resolutions that would provide parking facilities for our members, at each national convention since 1952. Therefore, we wholeheartedly endorse H.R. 5942.

Today, some of our facilities do provide parking for our employees, and also for carriers who operate our vehicles. We have one facility that permits the employee to park his vehicle in the space used for the vehicle he is assigned to operate during his regular work hours and when he returns to the facility, he parks the Government-owned vehicle in the space where he had parked his own private vehicle. This has relieved the employee of having to pay for parking and at no inconvenience to the Department. It is our opinion that if this same system was permitted at all facilities, it would relieve some of the problems.

The Motor Vehicle Service employees work around the clock, and in many cases not on a three-tour basis. Transportation during certain hours is not available for our employees and they must use their own private cars. However, there are facilities, for example New York City where the facility has been since 1928 when we had 1-ton Fords, and yet today, we have added tractor-trailers and larger equipment which makes it impossible to even park the Government-owned vehicles, and it is necessary to park most of these vehicles in the street, which prevents the employees from parking in these spaces near the facility because the facility is not adequate to house its own vehicles. In fact, this situation has become so serious that the Post Office Department now parks the vehicles assigned to specific post offices at these post offices. We would recommend in the future that facilities be obtained that could house all Government-owned vehicles and the spaces now used to park these vehicles could be available to the employees and patrons at these post offices, and also, that employees operating Government-owned vehicles be permitted to park within the facility, which would relieve a part of the present condition until main post offices were constructed that would include sufficient platform space and parking areas for the employees and patrons.

We thank you, Mr. Chairman and members of this subcommittee, for the opportunity to express our views on the pending H.R. 5942, and sincerely hope that this committee will approve H.R. 5942, that

will provide adequate parking facilities for both the employees and patrons at post offices with 200 or more employees.

Mr. OLSEN. Thank you, Mr. Gibson.

Our next witness is Mr. Harold McAvoy.

STATEMENT OF HAROLD McAVOY, NATIONAL PRESIDENT, POST OFFICE MAIL HANDLERS, WATCHMEN, MESSENGERS & GROUP LEADERS

Mr. McAVOY. Mr. Chairman and members of this subcommittee. For the record my name is Harold McAvoy. I am national president of the above-named organization. We are part of the American Federation of Labor and Congress of Industrial Organizations and the Government Employees' Council.

We fully endorse the principles as outlined in H.R. 5942. Legislation along said lines is long overdue and we, as a national organization, urge you and the committee members to give speedy and favorable consideration to this worthy piece of legislation, and that said legislation becomes the law of the land in this session of Congress.

Thank you for the privilege of appearing before your subcommittee.

Mr. OLSEN. Thank you, Mr. McAvoy.

Are there any other witnesses?

Being none, the subcommittee is adjourned.

(Whereupon, at 12 noon, the subcommittee adjourned.)



will provide adequate working facilities for both the employees and patrons at post offices with 300 or more employees.
 Mr. Oakes: Thank you, Mr. Chairman.
 Our next witness is Mr. Harold Mayoy.

STATEMENT OF HAROLD MAYOY, NATIONAL PRESIDENT, POST OFFICE MAIL HANDLERS, WATCHMEN, MESSENGERS & GROUP LEADERS

Mr. Mayo: Mr. Chairman and members of this subcommittee, for the record my name is Harold Mayo. I am national president of the above named organization. We are part of the American Federation of Labor and Congress of Industrial Organizations and the Government Employees' Council.
 We fully endorse the principle as outlined in H.R. 5912. Legislation along this line is long overdue and we as a national organization urge you and the committee members to give speedy and favorable consideration to this worthy piece of legislation and that legislation become the law of the land in this session of Congress.
 Thank you for the privilege of appearing before your subcommittee.
 Mr. Oakes: Thank you, Mr. Mayo.
 Are there any other witnesses?
 Being none, the subcommittee is adjourned.
 (Whereupon, at 12 noon, the subcommittee adjourned.)