

**UNITED STATES OF AMERICA
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
DENVER FIELD OFFICE**

John Cyncar)	EEOC Request No. 05200070348
Class Agent,)	EEOC Appeal No. 0720030111
v.)	EEOC Case No. 320-A1-8380X
Patrick R. Donahoe,)	Agency Case No. CC-809-0001-01
Postmaster General,)	4E-800-0333-00
United States Postal Service)	
Agency.)	Date: January 4, 2011

**POSTAL SERVICE'S NOTICE OF FINAL ACTION
ON FINAL APPROVAL OF GLOBAL SETTLEMENT AGREEMENT**

This is the United States Postal Service's (Postal Service) Notice of Final Action on the Global Settlement Agreement of Complainant John Cyncar's class complaint of discrimination, captioned above. This Notice of Final Action is issued in accordance with Title 29, Code of Federal Regulations, Parts 1614.110(a) and 1614.204(g)(4).

By this Notice of Final Action, the Postal Service has decided to implement the Global Settlement Agreement and Order Approving Settlement issued on December 28, 2010.

The Parties submitted the Global Settlement Agreement to U.S. Equal Employment Opportunity Commission (EEOC) Administrative Judge Ronald Taoka on July 30, 2010 for review and approval. On August 5, 2010, Judge Taoka issued an order granting preliminary approval of the Global Settlement Agreement. Following preliminary approval, the Parties, pursuant to EEOC regulations, notified Class Members in writing of the terms of the Global Settlement Agreement. Class Members were specifically notified of the terms of the proposed Global Settlement Agreement and of the requirement to submit objections within thirty (30) calendar days from the date of the Global Settlement Notice of Resolution.

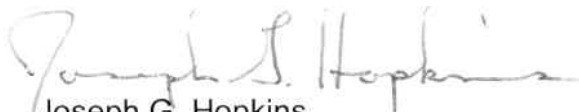
The Class Administrator mailed the Global Settlement Notice of Resolution to the Class Members on October 21, 2010. EEOC Administrative Judge Taoka accepted one (1) written objection as timely. Thereafter, Class Counsel and USPS Counsel filed supplemental briefs in support of the Global Settlement Agreement.

I have reviewed the entire record, including the Global Settlement Agreement and Final Approval of the Global Settlement Agreement issued by Administrative Judge Taoka on December 28, 2010, and have decided to implement the decision of the Administrative Judge.

You have the right to appeal the Postal Service's Final Action to the Director, Office of Federal Operations, EEOC, P. O. Box 77960, Washington, DC 20013-8960 within thirty (30) calendar days of the date of your receipt of the Postal Service's Final Action. You must submit any statement or brief in support of that appeal within thirty (30) days of the date of the appeal. You must use EEOC Form 573 in connection with your appeal. You may also deliver your appeal in person or by facsimile provided that briefs filed by facsimile are ten (10) or fewer pages in length. You must provide the Postal Service with a copy of your appeal and any supporting statement or brief to:

**National EEO Investigative Services Office
Post Office Box 21979
Tampa, FL 33622-1979**

You may have the right to file a civil action in an appropriate U.S. District Court within ninety (90) calendar days of the date of your receipt of the Postal Service's Final Action, within ninety (90) calendar days of the EEOC's final decision on any appeal, or after one-hundred-eighty (180) days from the date of filing of an appeal with the EEOC if no final decision has been rendered. If you do not have or cannot afford an attorney, you may request that the court appoint an attorney to represent you and that the court permit you to file the civil action without the payment of fees, costs, or other security. Whether these requests are granted or denied is within the sole discretion of the District Judge. These requests must also be filed within the same time period for filing the civil action.



Joseph G. Hopkins
EEO Services Analyst
National EEO Investigative Services Office
P.O. Box 21979
Tampa, FL 33622-1979

January 4, 2011

Attachment: EEOC Appeal Form 573

CERTIFICATE OF SERVICE

I hereby certify that a copy of the **NOTICE OF FINAL ACTION ON FINAL APPROVAL OF SETTLEMENT AGREEMENT** was sent via email and via first class mail on January 4, 2011, addressed as follows:

David B. Ellis, Esq.
Chief Counsel, NELU
United States Postal Service
475 L'Enfant Plaza SW #6238
Washington, DC 20260-1149

Tiffany L. Cummins, Esq.
Employment & Labor Law
United States Postal Service
475 L'Enfant Plaza SW #6344
Washington, DC 20260-1149

M. Terry Clark, Esq.
Senior Litigation Counsel
Denver Program Office
United States Postal Service
600 17th St, Dominion Towers
South, Suite 2705
Denver, CO 80202-5402

Mr. John Cyncar
PO Box 15192
Colorado Springs, CO 80935

Mr. Donald Dobyns
7425 Goldfield Drive
Colorado Springs, CO 80817
(Settlement Committee)

Ms. Angela Crafton
7855 S. 103rd St. W
Clearwater, KS 67026-9062
(Settlement Committee)

Ms. Connie Thomas
2805 Chicago Avenue
Des Moines, IA 50317-8362
(Settlement Committee)

Ms. Gloria Nelson
501 NE Timbercreek Drive
Lees Summit, MO 64086-6225
(Settlement Committee)

Mr. Henry Gonzales
PO Box 3043
Rancho Santa Fe, CA 92067
(Settlement Committee)

Mr. Steven Chase
11901 23rd Ave. N
Plymouth, MN 55441-4115
(Settlement Committee)

Todd J. McNamara, Esq.
McNamara, Roseman, Martinez &
Kazmierski
1640 East 18th Avenue
Denver, CO 80218

Mr. Bobby Lopez
5960 Glencoe Street
Denver, CO 80022
(Settlement Committee)

Elwyn Schaefer, Esq.
Elwyn F. Schaefer, P.C.
1801 Broadway, Suite 550
Denver, CO 80218

A handwritten signature in cursive script, appearing to read "Joseph S. Hopkins", written over a horizontal line.

**NOTICE OF APPEAL/PETITION
TO THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**OFFICE OF FEDERAL OPERATIONS
P.O. Box 77960
Washington, DC 20013-8960**

Complainant Information: (Please Print or Type)

Complainant's name (Last, First, M.I.):	
Home/mailling address:	
City, State, ZIP Code:	
Daytime Telephone # (with area code):	
E-mail address (if any):	

Attorney/Representative Information (if any):

Attorney name:	
Non-Attorney Representative name:	
Address:	
City, State, ZIP Code:	
Telephone number (if applicable):	
E-mail address (if any):	

General Information:

Name of the agency being charged with discrimination:	
Identify the Agency's complaint number:	
Location of the duty station or local facility in which the complaint arose:	
Has a final action been taken by the agency, an Arbitrator, FLRA, or MSPB on this complaint?	<input type="checkbox"/> Yes; Date Received _____ (Remember to attach a copy) <input type="checkbox"/> No <input type="checkbox"/> This appeal alleges a breach of settlement agreement
Has a complaint been filed on this same matter with the EEOC, <u>another</u> agency, or through any <u>other</u> administrative or collective bargaining procedures?	<input type="checkbox"/> No <input type="checkbox"/> Yes (Indicate the agency or procedure, complaint/docket number, and attach a copy, if appropriate)
Has a civil action (lawsuit) been filed in connection with this complaint?	<input type="checkbox"/> No <input type="checkbox"/> Yes (Attach a copy of the civil action filed)

NOTICE: Please **attach a copy of the final decision or order** from which you are appealing. If a hearing was requested, please attach a copy of the agency's final order and a copy of the EEOC Administrative Judge's decision. Any comments or brief in support of this appeal **MUST** be filed with the EEOC **and** with the agency **within 30 days** of the date this appeal is filed. The date the appeal is filed is the date on which it is postmarked, hand delivered, or faxed to the EEOC at the address above.

Signature of complainant or complainant's representative:	
Date:	

PRIVACY ACT STATEMENT

(This form is covered by the Privacy Act of 1974, Public Law 93-597. Authority for requesting the personal data and the use thereof are given below.)

1. **FORM NUMBER/TITLE/DATE:** EEOC Form 573, Notice of Appeal/Petition, January 2001
2. **AUTHORITY:** 42 U.S.C. § 2000e-16
3. **PRINCIPAL PURPOSE:** The purpose of this questionnaire is to solicit information to enable the Commission to properly and efficiently adjudicate appeals filed by Federal employees, former Federal employees, and applicants for Federal employment.
4. **ROUTINE USES:** Information provided on this form will be used by Commission employees to determine: (a) the appropriate agency from which to request relevant files; (b) whether the appeal is timely; (c) whether the Commission has jurisdiction over the issue(s) raised in the appeal, and (d) generally, to assist the Commission in properly processing and deciding appeals. Decisions of the Commission are final administrative decisions, and, as such, are available to the public under the provisions of the Freedom of Information Act. Some information may also be used in depersonalized form as a data base for statistical purposes.
5. **WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION:** Since your appeal is a voluntary action, you are not required to provide any personal information in connection with it. However, failure to supply the Commission with the requested information could hinder timely processing of your case, or even result in the rejection or dismissal of your appeal.

Send your appeal to:

**The Equal Employment Opportunity Commission
Office of Federal Operations
P.O. Box 77960
Washington, D.C. 20013-8960**
