

From: Jeff Lewis <reformfaanow@gmail.com>  
Date: [Thu, Feb 9, 2012 at 6:44 PM]  
**Subject: Fwd: The Quest for true Servant Leadership**  
To: Hamid Ghaffari <hghaffari@natca.com>

*Ham: you were RVP through all of this, and I want to ensure you are aware of these details. If you see an opportunity to work with David, Andy, Teri or any of the others to help them to speak up and clean up, well that would be great.*

*I have not forwarded this to the arbitration team, but you are more than welcome to share this with them yourself.*

*Jeff Lewis  
tel. 971-295-7669*

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----- Forwarded message -----

From: Jeff Lewis <reformfaanow@gmail.com>  
Date: [Thu, Feb 9, 2012 at 6:41 PM]  
**Subject: The Quest for true Servant Leadership**  
To: David Grizzle <David.Grizzle@faa.gov>  
Cc: Clay Foushee <Clay.Foushee@faa.gov>, Teri Bristol <teri.bristol@faa.gov>, Barry Davis <barry.j.davis@faa.gov>, Kathryn Vernon <kathryn.vernon@faa.gov>, "Dr. Stephen Goodman" <Stephen.GoodmanMD@faa.gov>, Ros Marable <Clemortee.R.Marable@faa.gov>, Richard Giles <Richard.Giles@faa.gov>, Andrew Robinson <andrew.robinson@faa.gov>

Hello Mr. Grizzle,

I am hoping you can help.

This matter is nearly wrapped up, insofar as the evidence is collected and the case is proven. All that is needed is Leadership, to guide those who have chosen silence for too many years, so that they may speak and cooperate and repair. I have compiled the attached 6-page PDF presenting the key Agency records that clearly illustrate what people like Naomi Tsuda, Kathryn Vernon, Tim Kubik, Dr. Goodman and Andy Richards, want to just ignore. Problem is, they made this mess, and they need to help us clean it up. The Public we serve deserves much better from us.

**Page One of the attachment** shows an email sent by Dick Fossier (an AWP LR Specialist, retired Sept-09) on 4/5/08, with one key sentence redacted. From context, it is quite clear that the sentence indicates the actions that the San Francisco District Manager, Andy Richards, wanted Dick Fossier to complete. As indicated, Dick confesses that he was "*very negligent*" and did not get these disciplinary actions done. This disciplinary

case had begun 14-months earlier, when I was locked out on 2/16/07. In April 2008, LR Specialist Ros Marable was taking over; so with this email, Dick was apprising her of the Andy Richards' request. You will notice that Dick slanders me as a "slimeball" and makes the very inaccurate claim that I never certified in twenty years. I trust you will agree that, the redacted line on this email needs to be fully disclosed.

So, what is hidden under that redaction? Most likely, based on other records, a 14-day suspension. The attached PDF includes the following series of Agency records:

Please see **Page Two of the attachment**. This is a 12/3/07 email from WSA-ATO-Terminal Senior Advisor Barry Davis to Acting Terminal Ops Director Teri Bristol. Barry is essentially prepping Teri for her meeting with Ham Ghaffari, the AWP NATCA VP. Barry states: *"...Andy wants to propose discipline for the previous conduct issue that led to this, and to send him over to Santa Rosa ATCT. I told Andy that we may have an issue with the timeliness..."*

Please see **Page Three of the attachment**. This is a 4/17/08 email to Andy Richards, from Glen Rotella. Glen had recently called me to settle a ULP I had filed the previous November, related to the illegal Constructive Suspension I was placed into from 4/17/07 through September 2007. As you can readily see, Glen is advising Andy on what he needs to do to conform with the settlement, which included the need for Andy to send me a letter confirming my administrative leave status.

Please see **Page Four of the attachment**. This is a 4/17/08 letter sent certified by Andy Richards, responsive to Glen Rotella's email advice. It states: *"...a return to work plan will be discussed with you..."* This discussion never happened.

Please see **Page Five of the attachment**. This is a 4/17/08 email to Andy Richards, from Ros Marable, who was responsible for drafting the disciplinary letter Andy had requested. It states: *"...this is a draft in progress..."* Please note the icon for attachment, "Lewis 14-day Proposal".

Please see **Page Six of the attachment**. This is a 4/28/08 email to Andy Richards, from Ros Marable. She is sending again the copy of her draft 14-day suspension proposal.

As it turns out, the 14-day suspension was never issued. Instead, it was re-drafted as a removal in early May. And what did I do during this time, to justify this removal? Well, there wasn't much I could do; after all, I had been locked out from my tower for more than a year, and spent all of this time at my home in Oregon. So, what did I do? I filed a grievance on 5/1/08, to be made whole for Agency's illegal Constructive Suspension, as part of the ULP Settlement Glen Rotella had offered.

Anyway, Mr. Grizzle, the assistance I request from you is simply this: would you (or Clay or Rick or someone) please spend just one or two minutes and investigate the facts

of this case as presented by the PDF of Agency records? Or maybe Teri should do it; she was the Accountable Official for my case the first year, before it spun out of control. Whoever does this objective assessment, can we guarantee that our Agency is accountable, that all looks "OK" here, and that there was no retaliation? Please let me know if there are any other records you need to make an accurate determination...



Hoping to help, I have cc'd this email to the involved FAA officials; so, you can easily just reply onward to them and request their explanation. Or, perhaps they will simply email you with their explanations. Alternatively, here are phone numbers for the four most qualified to speak about these six pages:

Andy Richards (tel. 650-826-0158)  
Ros Marable (tel. 310-725-7865)  
Barry Davis (tel. 425-231-8991)  
Teri Bristol (tel. 202-267-3366)

Thanks in advance for helping improve our Agency.

Jeff Lewis  
tel. 971-295-7669

2 attachments —

-  20120209.. attachment to Grizzle et al, re.pdf  
297K
-  20080823.. attached to Richards letter, Priorities for Service in ATC.doc  
13K