

February 16, 2007*

SUBJECT: Workplace Violence Committee Meeting (RE: Jeffrey Lewis, Concord ATCT)

A meeting was convened this a.m. regarding recent behaviors demonstrated by the above named employee. In attendance were: Dick Fossier, Monroe Balton, Dr. Stephen Goodman, Rich Giles, Bobby White, and Barry J. Davis, ANM. The ATM, Jason Ralph also participated during the teleconference.

The employee was called into the Manager's office as a result of a recent accountability board issue surrounding the use of inappropriate language. This was the employee's first day from RDOs. The ATM attempted to present a letter informing him that his use of language was inappropriate and that he (ATM) had received notice from employees that he (employee) had received feedback from other employees that they felt intimidated by his behavior of contacting them about the alleged incident and Administrator's Hotline. The meeting was terminated due to the employee's behavior – he was clearly agitated, pointing his finger in his supervisor's face, and the manager felt that the employee appeared to be threatening and would actually strike him. The employee, I believe, requested sick leave, and the manager concurred and asked him to go home, that the meeting was over, and escorted him out the door. The manager then returned to his office and closed the door. The employee proceeded to bang and kick the door and then go upstairs to the cab area. The manager called the cab and asked that they lock the door to restrict entry. He then looked for the employee to direct him to leave. It appeared that the employee left and re-entered the building several times. The ATM called the local police department and they conducted a walk-thru with the ATM to ensure the employee had vacated the premises.

The employee refused to sign the letter that was presented to him. The ATM felt as though the employee would be a threat to others at the facility and had received a request from a supervisor to not work alone with this employee. The facility is open from 6:00 a.m. until 9:00 a.m. Given a situation a few weeks past when the employee actually hit a fellow employee in the chest, the ATM was concerned that the employee had elevated the situation, demonstrated a predisposition to hit another person, and was aggressive, confrontational, and belligerent.

Dr. Goodman suspended the employee's medical. The manager was waiting for correspondence to direct the employee to return his ID and keys and not to report to the facility and to inform him that he will be placed on administrative leave pending the outcome of an ROI. The ATM will carry the employee on sick leave for today as a result of the employee's inability to perform safety-related work. He believed he was clearly physically upset, and his behavior demonstrated he was not in a condition to work position. The employee was scheduled to return to shift work tomorrow, Saturday, February 17, 2006, at 10:00 a.m.

Notes and the letter that was drafted are attached. The Contra/Costa Sheriff's Department is to be contacted and provided a copy of the employee's picture and physical description. The facility members are aware of what type of vehicle the employee drives and they will ask for additional surveillance of the tower after hours.

Employee recently reassigned to Concord ATCT because of training failure at ZOA ARTCC. He was been w/the Agency 7 – 8 years. I will confirm this with his personnel history and provide a briefing to Gwen Marshall on Tuesday.

Cindy A. López-Hickson
EAP Manager

Lewis-FAA Case
8/2012 FLRA filing
Ex. # 1

* LEWIS OBTAINED 3-15-10
VIA FOIA APPEAL

EXHIBIT: 2/16/07 (Memo for the Record)