

Gwen Marshall/AWP/FAA  
AWP-010, Human Resource  
Management

06/14/2007 04:09 PM

EMAIL #1

To Dick Fossier/AWP/FAA@FAA  
cc  
bcc  
Subject J Lewis

I forgot to ask, was Mr. Lewis getting some sort of discipline, e.g., a written admonishment for his N word usage?

Gwen

Dick Fossier/AWP/FAA  
AWP-010, Human Resource  
Management

07/14/2007 12:18 PM

EMAIL #2

To Jennifer J Johnson/ANM/FAA@FAA, Jason  
Ralph/AWP/FAA@FAA, Dennis Sullivan/AWP/FAA@FAA,  
Barry J Davis/ANM/FAA@FAA  
cc Gwen Marshall/AWP/FAA@FAA, Vicki  
Hendrickson/ANM/FAA@FAA  
bcc  
Subject Re: Any word on Jeff Lewis' feedback? (who/when)

JASON/DENNIS/BARRY - PLEASE note the message from Jennifer Johnson below. Per AB Order 1110.125A, Section 15g (1) & (3), Jason you are required to provide feedback to Jeffrey throughout the process. Gwen & I have both talked to you throughout the process about this. Now, I realize that you have tried to talk to Jeff and have found him "rebellious" and/or "uncooperative;" unfortunately, that does not relieve you of the responsibility. This feedback has to come from the LOB, and if you cannot talk to him for whatever his behavior may be, maybe Dennis and/or Barry need to step in and provide the feedback. If this cannot be accomplished, you may need to put it in writing and send him a letter. Anyway you do it, we can see that Jennifer has a deadline and it must be done it quickly (NLT Monday).

From my perspective, the feedback should be something to the effect that based on the ROI and other evidence you have that it is more likely true than not true that he in fact did use the "n" word in some context - (This is the AB piece of the situation). To close this AB piece, I would suggest that Lewis be counseled, admonished, and/or reprimanded re his behavior and the use of the "n" word.

Now as we all know, the case goes way beyond the AB piece. We are not medical staff (AWP - 300) and if he has any concerns about his medical being pulled, he needs to talk/communicate with them, probably Dr. Roberts or Goodman. Do not get into a discussion with him about this.

He may want to talk about his "enforced leave" being put on S/L, etc. This is something we can address, but I would advise against it. I received a letter and an e-mail from Lewis and owe him an answer. If I reply, I will BCC all of you (Jason, Dennis, & Barry). Now, I will be out starting Monday (7/16) and not be back until 7/31. Jason - I will call you on Monday, and we can talk about this. I hope this helps everyone, and again, PLEASE provide feedback to Jennifer NLT this Monday (7/16).

THANKS - dick (X - 7827)

SOURCE: MSPB DISCOVERY, rev'd 2-18-09

Lewis-FAA Case  
8/2012 FLRA filing  
Ex. # 17