

Exhibit 1:

The following 3 pages are submitted as an Exhibit for 'Plaintiff's Memo, Presenting Details of his Complaint'.

Description of Exhibit Contents:

Plaintiff sent this June 11, 2007 letter to his manager at Concord Tower, Mr. Jason Ralph. It accurately summarizes the impossible situation created by Mr. Ralph, during the first four months after Plaintiff was inexplicably locked out from work on February 16, 2007.

28242 S. Salo Rd., Mulino, OR 97042

tel. (503) 710-1515

Monday, June 11, 2007



Jason Ralph, ATM
Concord FAA ATCT
201 John Glenn Drive
Concord, CA 94520

Mr. Ralph:

On Saturday I received and reviewed a copy of the psychological evaluation report you required. Frankly, I am disappointed that you declined to speak with Dr. Haldeman as your doing so would have helped us to resolve this matter.

In more than twenty years as an FAA air traffic controller, I have worked at seven different ATC facilities. I have learned that one of the key requirements for a healthy and effective work organization is that the facility manager must ensure fully open communications. You have refused to do this; rather, you seem intent on selectively controlling communications. Thus, while you have never replied to any of my correspondence and have refused all of my past attempts to open a dialogue, you appear to communicate freely (albeit inaccurately) with others in FAA management. In a particularly damaging example of this selective communication, in the telecon you initiated on 16 February, you apparently made slanderous allegations to the Regional Flight Surgeon and others, which precipitated our present situation.

As a more general problem, your management communications style has created a hostile work environment in which under worked ATC personnel alleviate their boredom by attacking the characters of selected co-workers. When I arrived at your facility last October I was stunned by the intensity with which nearly all the controllers tried to sway me toward a negative opinion of many of their coworkers, including you. In the most conspicuous case, I endured hours of malicious commentary against Andy Papageorge during a process to compel him toward an early retirement. True to my independent character, I refused to flatly accept any of these perspectives but instead chose to let time help me draw my own conclusions. I want to emphasize here that, in all honesty and given the closed communications at your facility, I do not know if Andy Papageorge deserved the discipline you dealt him, but I do know that no FAA employee deserves to be the subject of a defamation campaign. For the record, I have increasingly come to realize that the hostile work environment pattern you wrongly condoned against Andy Papageorge has since been redirected at me. This needs to end.

F7-7547WS
Rcvd 10/31/07

In your letter to me dated 12 March, you stated: *"I very concerned about your physical and emotional well-being (sic)"*. I genuinely have this concern but, even more, I am baffled about how you, as an FAA manager, are demonstrating the falseness of your stated concern, and what you have been doing in this matter. You effectively locked me out of my workplace on 16 February. You placed me under a gag order to not communicate with any of my coworkers. You directed me to submit to an Accountability Board interview by an outside investigator, yet you have failed to provide me with any periodic feedback, and you even disregarded advice you received from the HR POC at the Regional Office (Gwen Marshall) to provide feedback. You required me to obtain an expensive psychological evaluation, yet you refused to discuss your concerns with the PhD psychologist when he called you. You refused my repeated requests to discuss and clarify your concerns about my alleged behavior. You wrongly placed me on sick leave, against my will, based on an alleged "condition" for which no medical evaluation had been conducted. You did so many things for which I am baffled, as any reasonable and sane person should be. If your conduct is representative of accepted FAA management practice, it is an outrageous public disservice and we (the FAA, yes, you and I) are sadly needing reform. Again, this needs to end.

In order that I may fully and accurately comprehend my present work situation and the basis for the perplexing actions you have taken, I request you send the following to my home address in Oregon:

- First, a written explanation of the following:
 - why did you refuse to talk to Dr. Haldeman?
 - why did your 12 March letter offer me to direct medical questions to Dr. Roberts, yet the entire Flight Surgeon office refuses to talk to me and directs me to "LR"?
 - why have you not given me any periodic feedback on the Accountability Board process, per FAA Order 1110.125A para. 15g?
 - what do you envision doing once you have exhausted my sick leave, and where are you going with your actions? (please understand, the uncertainty you have placed me under these past four months has been quite stressful)
- Second, copies of all notes you and Patricia Hardy (CCR ATCT supervisor) have created regarding my alleged behavior, especially Ms. Hardy's notes from the first interview/discussion she had with me regarding the alleged use of a racial slur (23 January?) and notes from our meetings on 13 February and 16 February
- also, a copy of the letter I submitted defending Andy Papageorge when you wrongly accused him of becoming loud and angry during vacuuming
- and, a copy of the Accountability Board Report of Investigation for which I was interviewed by James Austen, Special Agent, on 23 March

- and lastly, copies of all disclosable notes and investigative summary reports related to the 7 February anonymous complaint filed with the FAA Administrator's Hotline

As you have compelled me to involuntarily burn my limited sick leave (which problem still needs to be corrected), I request these documents as soon as possible. If you are unable to provide them by 25 June 2007, please provide all that is available and advise with a letter or email the date you expect to completely fulfill my request.

In closing, I feel I need to remind you that we are all legally bound to hold medical matters in the strictest confidence. At the point in time that you became aware I was declared "medically incapacitated" (whether unofficially by you or officially by Dr. Goodman is still not clear, as I have received no letter from Aerospace Medicine), this became a matter to be handled solely between me and the Flight Surgeon. As such, please do not defame me by further discussing with anyone my medical matters or the medical "condition" you alone have alleged.

I thank you in advance for a prompt and complete reply.

Sincerely,



Jeff Lewis
FAA ATCS