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Date: Tuesday, February 13, 2007
From: Jeffrey Lewis, ATCS, CCR ATCT
To: Patricia Hardy, Supervisor, CCR ATCT
Subj: My written statement for the Report of Investigation

Patricia:

As a follow-up to our Accountability Board interview, I submit this statement. Please forward this as my preliminary statement for the Investigative Document.

I feel I am in a hostile work environment, and have felt that way since my arrival in October. I have been previously certified in four comparable towers, and I have had familiarity with the workforce dynamics in a number of other comparable ATC facilities. I have never seen a facility as dysfunctional and hostile for all involved. I repeat, for all involved; not just me, but for everyone.

At the start of the interview, you gave me a copy of a Hotline printout you had received 2/7/07 which claims that an unnamed Caucasian "constantly makes racial comments concerning African-Americans" and had entered the control room and said aloud "are you keeping the nigger down." These two statements do not apply to me. You also advised you have interviewed four of my coworkers who have claimed I have used the n-word racial slur. I have made no disparaging remarks.

This matter is extremely sensitive to me as, evidently, it is to the rest of the facility. As evidence, if you look at the Hotline printout, you will note there is a larger issue of "desperate work conditions" and management ineptitude which has nothing to do with the unnamed Caucasian but is endemic to the facility. Please see the Hotline printout excerpt below, with emphasis added.

"Caller said that it is evident that there is discrimination at the facility because management is aware of past comments and has done nothing. Caller said that the African-American employee was denied Article Seventeen duties after he prepared on his own time to learn duties. Caller said that co-workers are disgusted at the desperate treatment at the facility. Caller requested the Hotline's assistance in this matter."

I now have absolutely no trust that you and Jason Ralph are capable of fairly handling the role of "Investigator" of this Accountability Board process. I will gladly answer any and all questions to aid an outside investigator, but I feel it is imperative that this investigation be conducted by someone from outside CCR ATCT, as per para 15f(3) of Order 1110.125A.

Again, please include this as my written statement for the Investigative Document, and please seek an outside investigator for whom I will gladly answer any and all questions.

Thank you.

Jeff



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Exhibit 12

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