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# Federal Aviation Administration

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## Memorandum

Date: February 20, 2007  
From: Operations Supervisor, CCR ATCT  
To: Jason Ralph, Manager CCR ATCT  
Subject: Statement on Jeffrey Lewis

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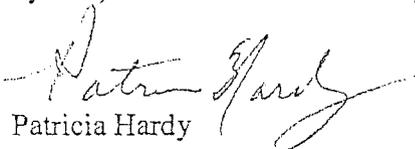
This memorandum is to recount my encounter with employee, Jeffrey Lewis, February 6, 2007. I called Jeffrey Lewis into a meeting to issue a Letter of Warning for unprofessional transmissions previously made by him over the landline to Travis Approach and on the Concord Ground Control Frequency. In addition, I issued a Notice to Respondent for the allegations of his use of racially, derogatory language in the work place and advised him that we were officially investigating the incident.

Mr. Lewis signed the statements commenting that he was not a racist and that this was all a waste of time, etcetera. I gave him a copy and advised him to call the HR point of Contact, Gwen Marshall, indicated on the form, if he had any questions. He left the building. I locked the memos in the file cabinet and heard Mr. Lewis returning, coming up the stairwell. His demeanor was aggressive and agitated. He said he wanted me to return the signed Notice to Respondent stating he was not aware of any known specifics reference the allegations.

I calmly restated that **allegations** had been made that he used racial slurs in the work place. I repeated several times that **no conclusion had been made**, that the notice was just to advise him that we were investigating the issue. Mr. Lewis lunged at me and shouted, "Give me that paper right now". I told him I was not returning the paper and that we could not continue without union representation.

I quickly called the tower cab for FACREP, William Marks to come to assist me. Mr. Marks tried to explain that management was required to notify him of the investigation. Mr. Lewis continued to stomp about the office, ranting and raving how he was not being treated fairly, and not listening to anything that I or Mr. Marks had to say.

I have previously witnessed Mr. Lewis' irrational mood swings and **I am not comfortable performing routine supervisory duties as it relates to him**. I have observed, on several occasions, how he disrupts the work environment and distracts everyone from their safety related duties. Due to personal safety concerns, I have rescheduled all my shifts to avoid being confronted by him, while alone at the facility.

  
Patricia Hardy

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Exhibit 22

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