

Weingarten Investigation

Investigation with: [REDACTED]

Date/Time: 4/25/2011 1325

In attendance (name/title): Charles Allaman

Representative: Bill Gentry Ken Erwin

Declined: _____

➤ Read the following statements and record the employee's, representatives, and other participants' response(s):

Human Resource Policy Manual (HRPM) ER-4.1, Standards of Conduct states, "It is the duty and requirement of every employee to give, orally and/or in writing as directed, to any supervisor or DOT official conducting an investigation, inquiry, or hearing in the interest of the agency, complete and truthful information and testimony pertaining to all matters in which queried." Additionally, failure to cooperate in an investigation itself is grounds for disciplinary action, as is giving false testimony.

General Questions

1. Did you understand that statement?

Response: Yes

Spatial Relations Questions

2. What shift were you assigned on the morning April 20/21, 2011?

Response:

10:30 PM 6:30 AM

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3. What position were you working on April 20/21, 2011?

Response:

Peck Gamble Flint/Lansing

Litchfield/Jackson

4. What are your responsibilities while working this position?

Response:

Provide safe orderly and expeditious flow of traffic

5. In relation to the whole facility, where is your position located?

Response:

Area 1

Leaving Position Questions

6. Who did you work with on April 20/21, 2011?

Response:

[REDACTED]

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7. Did OMIC [REDACTED] offer any expectations to you for the shift?

Response:

NO, I got a briefing from the previous supervisor on duty.

8. What were they?

Response:

No reading watching DVDs. if you get tired get up walk around and shake it off. Never told we had to sit in front of the scope until we were relieved. We were told we should get up and walk around the area.

9. Did he mention having two controllers in the area at all times?

Response:

The previous supervisor gave me that direction.

10. Were you on position throughout the entire shift?

Response:

No, I had breaks.

11. When did you leave your position?

Response:

Sitting for 45 minutes staring at the blank screen was told to walk around, got up went to the desk to read the MBI's , I had speaker phone on, no airplanes in URET or departure list. Never was I told you had to sit at the sector if you get tired get up and walk around your area.

12. How many times did you leave your position?

Response:

First time I walked to the OMIC desk and asked what do we do if we have to go to the bathroom? They didn't answer their phone. Gave position freqs to the other controller. They didn't tell me you weren't allowed to get up and walk around the area.

Second time I was tired it was 2:30 am so I got up to walk around went to the area desk and read MBI's

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13. Did [REDACTED] address not being on position with you?

Response:

Yes, at the time of event.

14. What did he say?

Response:

He ordered me to go back and sit at my position.

15. What time was this at?

2:30 AM

Response:

16. What was your reaction to this?

Response:

I was shocked because he was rude and disrespectful as I thought I was doing what I was told earlier.

17. What did you say?

Response:

I am reading the MBI's he repeated to sit back at your position, you're not allowed to do that.

18. Who were your comments directed at?

Response:

[REDACTED]

19. Did you react in a physical way?

Response:

NO

20. Did you throw the R&I binders?

Response:

No, I tossed them onto the sector.

21. After your reaction, what happened?

Response:

I sat down and [REDACTED] left.

22. Could you communicate to aircraft during your reaction?

Response:

Yes, I could have if I had any aircraft to talk to.

Extra Questions

23. Did you notice any abnormal equipment issues that evening?

Response:

ERIDs touch screen disabled or broken. The LFD/JAX side.

24. Did you discuss the incident with the Frontline Manager? When?

Response:

NO

25. Did you discuss this with the Operations Manager? When?

Response:

NO

26. Please add any other statement that may have not been asked regarding what happened that evening?

Response:

MBI's are not on the ERIDs It is normal and common for controllers to leave their position. It is normal and common for controllers to leave their position to combine sectors when no supervisor is available. This happens on a daily basis.

In the meantime you are reminded that you are expected to: **It is my expectation that you comply with all FAA directives, orders and initiatives. Maintain focus on the safe and efficient operation of ATC services. This is an ongoing investigation; you are asked to maintain the confidentiality of this matter. I am offering you an EAP referral should you feel the need to utilize this service.**

Interviewee: _____ Date: _____
