Contains Protected Communications

5. Needs to understand who his supervisor

NAVFAC
Naval Facilities Engineering Command
NAVFAC MID-ATLANTIC

(b) (6) [redacted] PE
Community Plans and Liaison Officer
WPNSTA Yorktown

Building 1959
Yorktown, VA 23691
www.navfac.navy.mil

Suggested Questions for the rest

1. **Please state your full name.** (b) (6) [redacted]
2. **Position/Series and Grade.** (b) (6) [redacted]
3. **Please state your Command.** Station Commant
4. **Please state your organization and division (PWD Yorktown, FMS Division)**
   AC & N.C. Command
5. **Who is your immediate supervisor?**
   (b) (6) [redacted] and (b) (6) [redacted] and (b) (6) [redacted]
6. **Please describe in your own words the overall working environment within the Facilities Management Division.**
   Does work in FMD.
7. **Describe your working relationship with your supervisor?** No. Issue w/ FMD
8. **What concerning behavior on the part of supervisor/manager within FMD have you witnessed?**

9. If so, who were the supervisors/managers and what was the behavior that concerned you?

10. What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?

11. Pf 2 investigation 2

Additional Comments

Additional Comments

Didn't File

Fact Finding in Yorktown

17 May 2017 Conducted May 31 and June 1 2017 by (b) (6) [redacted]

Subject: Fact Finding Investigation Hostile Work Environment Claim

Encls:

(1) PWD Yorktown ORG chart
(2) Email subject: "REQUESTING A MEETING CONCERNING LETTER (b) (6) [redacted] GAVE OUT YESTERDAY"
(3) Email, subject: "projects for SWIB"
(4) Email, subject: "ABUSE OF POWER"
(5) Email, subject: "agee FW: Book1"

Background:

What: Complainant, (b) (6) [redacted] (b) (6) [redacted], Facilities Management Division, PWD Yorktown alleges that his 2nd level Supervisor, (b) (6) [redacted] has created a hostile work environment/abused power.

When:

- The issue first arose around 23 February 2017, when (b) (6) [redacted] acting as the union steward for AFGE 53, sent an email subject: "REQUESTING A MEETING CONCERNING LETTER (b) (6) [redacted] GAVE OUT YESTERDAY" expressing concerns about an office memo (enclosure 2), that (b) (6) [redacted] provided to her staff during a staff meeting.
- The next issue arose on 10 April 2017, when (b) (6) [redacted] sent out another email, subject: "projects for SWIB" (enclosure 3), requesting to meet with Executive Officer, (b) (6) [redacted] with concerns of a hostile work environment from (b) (6) [redacted]
- On 17 April 2017, another email was sent, subject: "ABUSE OF POWER" (enclosure 4), to (b) [redacted] (b) (6) [redacted] explaining that she is the cause of a hostile work environment.
- On 19 April 2017, an email, subject: "agee FW: Book1" (enclosure 5) was sent with concerns about insufficient training on a special project.

Where: PWD Yorktown, FMD Division

out was meant to review for comments. However it was put out to the staff, which causes internal issues.

I interviewed (b) (6) [redacted] the DPWO, and he stated that (b) (6) [redacted] s performing a great job for PWD Yorktown. She is trying to bring her branch up to a higher level in the FMD. She has provided Maximo training to the FMD' staff. Creating new processes and provide's reports on the work for the SWIB, and PW shop work. (b) (6) [redacted] feel's she is the right person for PWD Yorktown.

I interview (b) (6) [redacted] The (b) (6) [redacted] feels that (b) (6) [redacted] is the right person for this job. She is trying to work with the staff on making PWD Yorktown a better work site. (b) [redacted] (b) (6) [redacted] and other that I interviewed indicated that some of the male staff dislikes working for a woman. There is some resentment with (b) (6) [redacted] because he filled in for this job for a good period time. When the job came out and (b) (6) [redacted] got the job, he felt he was a better candidate for this job. Now (b) (6) [redacted] is (b) (6) [redacted] supervisor. There are issues with these two because (b) (6) [redacted] works for the Yorktown's Station Captain. But (b) (6) [redacted] has to grade his Performance Appraisal. That is still not done. HR or some higher level need to address this issue.

Lason

(b) (6) [redacted] Recommendation:

1. (b) (5) [redacted]

2. (b) (5) [redacted]

- (b) (5) [redacted]

Suggested Questions for (b) (6) [redacted] and (b) (6) [redacted]

1. Please state your full name. (b) (6) [redacted]

2. Please state your Command. PWD yorktown

3. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

4. Who is your immediate supervisor?
(b) (6) [redacted]

5. What Management/Leadership training have you attended?
Civ Supervisors Course Air Force side.
Air Force Officer School Commend and Staff
War College

6. What latitude do you give your supervisors and managers to address work product issues or tasks?
Great deal of latitude. Draw from People
by Example, use tool he uses before.

7. What discussions have you had with your staff regarding (b) (6) [redacted] letter, "My priorities" she handed out in the staff meeting on or about February 22, 2017?
(b) (6) [redacted] review letter before issues. his
Priority of her goals. It needed a few
adjustments.

8. Are you familiar or have knowledge of the email from (b) (6) [redacted] dated April 10, 2017 regarding projects for SWIB?

yes. Had this issue be address.

9. Are you familiar or have knowledge of the email from (b) (6) [redacted] dated April 17, 2017 regarding Abuse of Power?

yes.

What?

10. Are you familiar or have knowledge of the email from (b) (6) [redacted] dated Arpil 19, 2017 regarding training on how to input stuff on the "L Drive"?

yes.. Issue with L Drive fixed. Train the employee.

11. What is contributing to the low morale, disruption and tension in the workplace?

(b) (6) [redacted] is aware of his ~~Concern~~ Concerns Work flow was higher/different. New Standard

12. How do you characterize (b) (6) [redacted] performance and contribution to FMD?

Big Benefit to Org. taken control of FMD. Did not put ~~other~~ employees down. trying to raise FMD to better standard.

13. How do you characterize (b) (6) [redacted] performance and contribution to the Requirement Branch?

a lot of knowledge to Org. Does Not understand New goals as well as understanding of Chain of Command (b) (6) [redacted] could talk to his employees with No issues

14. Have you had any discussions with anyone regarding this alleged hostile work environment from (b) (6) [redacted]?

Talk to PWO + HR to do Fact Finding. Management would look into issue

15. Regarding question (12), who are the individuals that you discussed the allegations?

PWO + HR.

16. How many times have you spoken with (b) (6) [redacted] regarding this current allegation?

Not More Than 3 or 4 Times

What was the Conversation?

17. What is your definition of a hostile work environment between employees and supervisor?

Discrimation, present hostile work

18. When employees have questions or issues with your 2nd Supervisor work guidance how do you address them?

Follow Chain of Command

~~26. When employees have questions or issues with your 2nd Supervisor work guidance how do you address them?~~

SAME as 25

Additional Comments

its important [redacted] (b) (6) issues w/ other Sup.. [redacted] (b) (6) excellent in him trade Management has to Negotiate as union leader and his work. [redacted] (b) (6) has problems emails. Later Personal skill w/ working women has issues. WHO?

Suggested Questions for (b) (6) [redacted] First line

1. Please state your full name. (b) (6) [redacted]

2. Please state your Command. PWD Yorktown

3. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

4. Who is your immediate supervisor? (b) (6) [redacted]

5. What supervisory or management training have you attended.
2010 First line in Norfolk by HRO

6. How frequently do you ask for employee's feedback when you are assigning tasks?
Open door policy. Come to you for any issues look for feedback.

7. What latitude to you give your work leads to address work product issues or tasks?
No work leader ~~you~~ (b) (6) [redacted] address all issue w/ the jobs

~~Why Larry addresses All issues, ...~~

8. Who is your most disruptive employee (s)?
Not disruptive. (b) (6) [redacted] address issues that might be a union concern. (b) (6) [redacted] women are in office when address issues (b) (6) [redacted] has Address issue w/ employees

not understanding

9. Regarding question (8) why do you think they are disruptive?

Not disruptive. Address issues

10. Who is the most productive employee?

3 employees is outstanding (b) (6) [redacted], (b) (6) [redacted] (b) (6) [redacted] All staff

11. Regarding question (10), why are they your most productive employees?

All perform Above and Beyond. Employees do there work.

12. Which employee (s) present the most challenges for you as a supervisor?

(b) (6) [redacted] because of union.

13. What have you done to improve the working relationship with your most challenging employee?

Listen to his issues. Weekly Meeting, Safety, and Process

14. How would you characterize your working relationship between you and your employees?

Very good, will question leadership address issues as need.

15. Who directly delegates the work assignments out in the Requirements Branch?

(b) (6) [redacted]

16. What discussions have you had with your employees regarding (b) (6) [redacted] letter, "My priorities" she handed out in the staff meeting on or about February 22, 2017?

(b) (6) [redacted] was Not ~~after~~ there. Had issues about Superv. she is Not First line Sup. Reporting to her and leave.

17. Regarding (b) (6) [redacted] email, addressed to you, on April 3, 2017, subject: "projects for SWIB", she addressed disappointment with the SWIB project. Was that email for you or all employees in the division?

Do not Know, No notes on that

(b) (6) [redacted] will look into issue

18. Regarding question (17), why did you forward her email to your division?

Do Not Know

19. What latitude do you give your work leads to address work product issues or tasks?

No work lead All work addressed by Sup.

20. What kind of training do you provide your employees when they encounter new assignments or performance issues?

Weekly Meeting white board and relay to employees. address issues

21. What is contributing to the low morale, disruption and tension in the workplace, regarding her letter?

after letter by (b) (6) [redacted] promoted this issues.

22. What are the underlying issues or reasons why FMS Division is tense, on edge and unhappy?

Due to letter and understanding 2nd level Sup.... trying to supervisor employees.

23. What do you feel constitutes disrespect on the part of the supervisor towards their employees?

(b) (6) [redacted] respect his employees
[redacted] want to direct talk w/ employees
2nd does not follow chain of command

24. What would you describe as your management style?

allows working to do job ~~[illegible]~~ fixable
to accountability of staff

25. What is your definition of a hostile work environment between employees and supervisor?

When you can't trust Sup. to watch there back
employees feel like out to get them.

Additional Comments

Were you told to write up (b) (6) [redacted]
for Not doing a task (b) (6) [redacted] want done

Did you ask employee to do the Job.
See (b) (6) [redacted] Notes.

(b) (5)

(b) (5)

> I feel if this is made public I will be chastised and will suffer retribution from my supervisor ([redacted]).

> 2/17- While I was on leave. [redacted] called out FMS's in meeting inferring that the "New" Female employee does better work than the men who had been there longer. I feel "calling out employees should be done in private not in a public venue. This was perceived by workers as an action against males.

What was said exactly

> March 2017- [redacted] came to me concerned about my stand-in while on leave. I told her I was going to ask [redacted] as he had not been offered the opportunity. She stated she did not trust the FMS's (Males) as she felt the FMS's "stabbed her in the back" as her memo from the 2/17 meeting was used against her in a grievance. She stated she wanted [redacted] to stand in. As [redacted] is a female this leads me to perceive that she ([redacted]) does not trust the men in my group. I had a conversation with [redacted] and asked her to stand in. I explained why [redacted] asked for her to do this. She is the newest of the FMS's. [redacted] declined stating she felt uncomfortable due to the atmosphere of tension and hostility. [redacted] accepted the duty as stand in supervisor.

What did you say [redacted]

>[redacted] demanded I write up [redacted] for not obeying direction. This happened again while I was on leave. I was on leave and did not witness the actual offense. She asked [redacted] to write [redacted] up at the time of the offense however he declined saying he was only the stand in supervisor and did not wish to get involved personnel issues with his co-worker. Why couldn't She perform this.

What direction what happened

> I did write [redacted] up later for refusal of an assignment. After training [redacted] has been performing affected duties well.

Same reason as above

> 3/22/17 [redacted] came into meeting with [redacted] and made the comment "[redacted] is in jail" (Laughingly). She said "do not ask [redacted] for assistance he has other work to be done. His workload was changed as a punishment" (no details). Making light of worker chastisement to others is unprofessional and degrading. The fact that he is a male makes me feel uncomfortable as other "Male" issues have arisen.

did you ask her about this statement

> (b) (6) [redacted] interrupted SWIB meeting to question FMS's about work issues, took about 5 minutes of meeting time, distracted the meeting and disrupted the flow of progress and information. I consider this a flippant disrespect of my attempt to perform my duties. I cannot trust her for support if I can't trust her for common respect. This created a hostile work environment for me as I feel totally disrespected in front of my peers.

> (b) (6) [redacted] came into my office, shut the door I could tell she was upset as she was swinging her arms and said she wanted to punch something. She said she was angry because (b) (6) [redacted] had filed a complaint against her over her memo of 2/17. I find her lack of control threatening and unprofessional.

ask her about this

> 1MAY17 Just before I was to speak at a Building Monitor training meeting (b) (6) [redacted] remarked to me that the turnout was poor due to lack of participant notification. All personnel were invited that were on the respective list. Reason for the poor turnout was apathy on behalf of the personnel assigned. I consider this badgering.

Not sure what this is about

> The attached email was sent to me from (b) (6) [redacted] on 27 April It mentions her being upset with the fact that some employees did not attend a mandatory training event. Prior to this event it had been scheduled, however the person to present the training did not make the meeting. It was rescheduled. Two employees were absent due to extenuating circumstances. One ((b) (6) [redacted]) was required to address an emergent situation involving a life/safety (safe tree removal) issue. The other ((b) (6) [redacted]) was already in Norfolk attending a Union Training meeting. I had discussed this with (b) (6) [redacted] prior to the training. She had said she understood. Then immediately after the meeting she sent me this intentionally derogatory and mean-spirited email. The fact that we had discussed this previously led me to believe their absence was understood and accepted. I find this very ambiguous. If I explain a situation to my supervisor, get a perceived acceptance, then I am chastised for the exact thing I explained, I find that as a considerable issue in communicating with my supervisor. If I tell my co-workers that I explained to my supervisor about their absence and everything is OK, then get chastised I really am at a loss. I consider this as badgering or maybe she is flaunting her power. If so this I consider as hostile. One line in the message that says "Or everybody on the table or on the floor" I don't know what to say about that, just a little disturbing maybe.

who? was (b) (6) [redacted] to present anything

Why does he feel this derogatory

?

> I feel if this is made public I will be chastised and will suffer retribution from my supervisor ((b) (6) [redacted]).

2

(b) (6) [redacted] **NAVFAC MIDLANT, PWD Yorktown**

From: (b) (6) [redacted] NAVFAC MIDLANT, PWD Yorktown
Sent: Thursday, April 27, 2017 13:00
To: (b) (6) [redacted] NAVFAC MIDLANT, PWD Yorktown
Subject: GRX and general observation
Signed By: (b) (6) [redacted]

(b) (6) [redacted],

What happen yesterday was not good, I know things problems schedules etc, but this training was schedule with at least a week before and no excuse that the FMS make appointment with the customer the same day at the same time. That is why the importance of the "invitation" , so the employees or person has the opportunity to do Not make appointment with somebody else or other customer,

One of the main issues is the complain that no training and now that we provide the training they do not come. (b) (6) [redacted] was not there and (b) (6) [redacted] was not there.

Please you as a Requirement Branch Supervisor needs to make that this kind of situations do not happened again. And recommend you to your team to use the calendar and accommodate their schedules better. Training is important for NAVFAC and that is our job to provide them to the employees. So later there is not complain that they take or expend too much time in the computer, when one program can do many functions and save a lot of time.

One of the main reasons that we were postpone this training was to have you and the entire team participating in this training and see the advantages for the FMS using this program, it is another tool to improve our product and quality.

"Or everybody on the table or everybody on the floor" — Whats This?

Let me know if you have any comment , we can discuss as needed.

Thank you

v/r
(b) (6) [redacted]

(b) (6) [redacted], Architect, MBA
(b) (6) [redacted]
WPNSTA Yorktown - Cheathan Annex
P.O. Box 210 Building 16
Yorktown, VA 23691-0210
Phone: (b) (6) [redacted]
(b) (6) [redacted]

(b) (6) [redacted] was on an Emergent Situation. Spoke to you about This.

(b) (6) [redacted] was on Union Business,

*1ST Class Chris did not make it.

Training not postponed due to FMS not Being. There,

Suggested Questions for (b) (6) [redacted]

9. Please state your full name. (b) (6) [redacted]

10. Please state your Command. PWD. Yorktown

11. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

12. Who is your immediate supervisor? (b) (6) [redacted] (b) (6) [redacted].

13. What supervisory or management training have you attended?
HR Manage Time Steady, Conflict Resolution Two week ago and on going. Come up to in DC. Did Rotation.

14. How frequently do you ask for employee feedback when you are assigning tasks?
Continuous. CK Status and Deadline con. CK Status

15. Who is your most disruptive employee(s)?
~~[illegible]~~ ~~[illegible]~~ (b) (6) [redacted]
learning all employees

16. Regarding question (15) why do you think they are disruptive?
His wants Training, guidance. One on one training was provided at a later date.

one on one w all employee.

17. Who is the most productive employee?
great group includ (b) (6) [redacted]

10. Regarding question (17), why are they your most productive employees?
Employee Know the job.

11. What discussions have you had with your employees regarding your letter, "My priorities" you handed out in the staff meeting on or about February 22, 2017?

Try to correct issues w the ~~write~~ letter something needed to be changed.

12. How did you communicate the project for SWIBs to your team?

Ask (b) (6) [redacted] about SWIB's and he stated on issues. No project from other FMS:

13. What was the issue with the SWIB project, referenced in your email to (b) (6) [redacted] dated April 3, 2017?

No one, Turn anything in (b) (6) [redacted]

14. You have addressed disappointment with the FMS support to the SWIB project, what specific instructions have you given or made clear to ensure the SWIB was imputed on time?

No. Trying to go through 1st line.

15. What was your business rationale for the SWIB project?

Project come to First line, (b) (6) [redacted] provide to Staff

16. Did you want your email addressed to [redacted] regarding the SWIBs, forwarded to the whole FMS team?

To First to provide Feedback to [redacted] Send to Staff.

17. What is contributing to the low morale, disruption and tension in the workplace, regarding your letter to them on or about February 22 and your expectation of the SWIB project?

Present work load for ~~Shop~~ department

18. Do you think there is a morale problem?

Trying to get work out on time and work load

19. How would you characterize your working relationship between you and your employees?

feel positive it great issues w/ employess

20. What latitude do you give your 1st line supervisors, and leads to address work product issues or tasks?

Being a challege, no one had guidance ~~guident~~ Recomm. meeting to fix process, before training, weekly input.

21. Which employee(s) present the most challenges for you as a supervisor?

No One.

22. Regarding question (21), what are the challenges the employee presents to you as a supervisor?

Reminder on Timeline and issues with Completion of work

23. What have you done to improve the working relationship with your most challenging employee? Meeting. Has a breakfast staff to broke ice

24. What flexibility do you extend to your employees when they are working or encounter a problem to resolve at the lowest possible level?

Sat down use old Resin & what will do to Fix 1st line. lead the Project

25. What has been your response or reaction when employees take offense to when you are talking or presenting something to them?

Try to understand.

26. What kind of training do you provide your employees when they encounter new assignments or performance issues? Example(s)

both Bins Front Panel until we find Some.

27. What are the underlying issues or reasons why FMS Division is tense, on edge and unhappy?

I Don't Know

28. What do you feel constitutes disrespect on the part of the supervisor towards their employees?

No disrespect intended

29. What would you describe as your management style?

Do know not ~~eg~~ mimo manage
give employees time to compete misson

30. How would you characterize (b) (6) [redacted] performance FMS Division?

Is great person

31. How is work assigned in FMD?

Customer Service RWO - DRWO
induction

32. Who directly delegates the work out to the Requirements Branch?

(b) (6) [redacted]

33. **How many times have your supervisor talked to you regarding your leadership and management behavior?**

Continous. all the time

34. **What is your definition of a hostile work environment between employees and supervisor?**

Not a hostile environment

35. **When employees have questions or issues with your work guidance how do you address it?**

Provide sample and instruction
Other Sites

Additional Comments

Comny has address all concerns
Monthly meeting all Employees
Try to Change the email put out

Additional Comments

Suggested Questions for (b) (6) [redacted] and (b) (6) [redacted]:

1. Please state your full name. (b) (6) [redacted]

2. Please state your Command. (b) (6) [redacted]

3. Please state your organization and division (PWD Yorktown, FMS Division)

PWD. of YorkTown

4. Who is your immediate supervisor?

Ops.

5. What Management/Leadership training have you attended?

Supervisor 3 here and Mil. training

6. What latitude do you give your supervisors and managers to address work product issues or tasks?

Push down to lowest level.
Training Staff to do without me

7. What discussions have you had with your staff regarding (b) (6) [redacted] letter, "My priorities" she handed out in the staff meeting on or about February 22, 2017?

Sent w (b) (6) [redacted] about the letter. Call
PWD staff on rule, as command PWD had dicassion to talk about goals
Clean goal and Adjected of rule. talk about
leave not 2nd line duties, and direct reporting

8. Are you familiar or have knowledge of the email from (b) (6) [redacted] dated April 10, 2017 regarding projects for SWIB?

(b) (6) [redacted] Change SWIB reports (b) (6) [redacted] was no longer (b) (6) [redacted] was going to run that for swib Standard the way they are doing thing are Changing. New reporting

9. Are you familiar or have knowledge of the email from (b) (6) [redacted] dated April 17, 2017 regarding Abuse of Power?

yes. forward up chain

10. Are you familiar or have knowledge of the email from (b) (6) [redacted] dated Arpil 19, 2017 regarding training on how to input stuff on the "L Drive"?

Training (b) (6) [redacted] was not there. day of training PWD do provide training on a late date Training was provided.

11. What is contributing to the low morale, disruption and tension in the workplace?

New FMD leadership - raise to New Standard. Trying to bring Staff up. Some employees have a hard time working a woman. New procedures be Hard Idels

12. How do you characterize (b) (6) [redacted] performance and contribution to FMD?

(b) (6) [redacted] has Move the Organization Forward to [redacted] goals. Great for PWD yorktown "B" plus. with her plans to move PWD yorktown to new standard.

13. How do you characterize (b) (6) [redacted] performance and contribution to the Requirement Branch?

* Feilling before New standard last. He efforts has improved with Org. I need him to work w/ his group. (b) (6) [redacted] is on board w/ New standard ~~and~~ his group.

14. Have you had any discussions with anyone regarding this alleged hostile work environment from (b) (6) [redacted]?

Hostile Came from (b) (6) [redacted]. Not hostile because of New processor. Employees has nothing to do w/ PWO Manager just duties, and new procedures

15. Regarding question (12), who are the individuals that you discussed the allegations?

Turn over to Chain of Commend and notify HR. for assitant.

16. How many times have you spoken with (b) (6) [redacted] regarding this current allegation?

just general discussion. Weekly meeting w/ All. Sup. thursday w. (b) (6) [redacted] + (b) (6) [redacted] on any issues and (b) (6) [redacted] during.

17. What is your definition of a hostile work environment between employees and supervisor?

All would be coming to PWO. ~~Sup.~~ do one on one w. employees to. No Issues just trying to lead Team. How to lead Mult. meeting. Employees Not understand New way we are doing business

18. When employees have questions or issues with your 2nd Supervisor work guidance how do you address them?

See (b) (6) [redacted] or PWD. open door policy they have seem PWD and DPWD on issues before.

26. When employees have questions or issues with your 2nd Supervisor work guidance how do you address them?

Same question as 25.

Additional Comments

(b) (6) [redacted] want to alignment him Over New Changes

(b) (6) [redacted] wants to Realign the work Flow. He has New FMD product Manager trying move to his goals to Staff.

Maximo training was provided and Staff that was absent, Was trained at a later date.

(b) (6) [redacted] feels That some Staff has issues working for a woman. Slow on Supporting the mission & goals.

Have one employee who Seat in for the FMD Product Director. When to job came out. He was Not Selected for the job. They/He feels he should have the job, and Now works for (b) (6) [redacted]. Employee feels resentment Now.

Suggested Questions for the rest

1. Please state your full name. (b) (6) [redacted]
2. Position/Series and Grade. (b) (6) [redacted]
3. Please state your Command. PWD yorktown
4. Please state your organization and division (PWD Yorktown, FMS Division) (b) (6) [redacted]
5. Who is your immediate supervisor? (b) (6) [redacted]
6. Please describe in your own words the overall working environment within the Facilities Management Division.
   Good working Environment
7. Describe your working relationship with your supervisor? No issues with his Sup.
8. What concerning behavior on the part of supervisor/manager within FMD have you witnessed?
   No issues w/ his Sup. working issues w/ FMS side. Has Communication issues

9. **If so, who were the supervisors/managers and what was the behavior that concerned you?**

No issues.

10. **What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?**

N/O ISSUES

11. **Pf 2 investigation 2**

Additional Comments

Trying to grow into place. Changes within FMS side.

Additional Comments

Suggested Questions for the rest

1. **Please state your full name.** (b) (6) [redacted]
2. **Position/Series and Grade** (b) (6) [redacted]
3. **Please state your Command.** PWD Yorktown
4. **Please state your organization and division (PWD Yorktown, FMS Division)** (b) (6) [redacted]
5. **Who is your immediate supervisor?** (b) (6) [redacted]
6. **Please describe in your own words the overall working environment within the Facilities Management Division.**
   New Changes w/ New Sup. Re Org the Dept. New Process. More Efficient S
7. **Describe your working relationship with your supervisor?** N/A W
8. **What concerning behavior on the part of supervisor/manager within FMD have you witnessed?**
   No issues. New Sup trying to Make improvement in her Dept.

9. **If so, who were the supervisors/managers and what was the behavior that concerned you?**

No issue

10. **What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?**

No issue

11. **Pf 2 investigation 2**

Additional Comments

(b) (6) [redacted] Stated that the roles for here are better. Now (b) (6) [redacted] has made a different to Organization.

Additional Comments

Suggested Questions for (b) (6) [redacted] (Complainant):

1. Please state your full name (b) (6) [redacted]

2. Please state your Command PWD Yorktown

3. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

4. Who is your immediate supervisor?

5. Describe in your own words the incident which occurred for you to allege a hostile work environment? address issues in front of all staff
Three Employees (b) (6) [redacted] Instructor. Other
We shouldn't be doing that work. No new work
Try to Negot. Over 2 yrs. Get in Employee Space
Saver. 2 level set work directly to Employees

(b) (6) [redacted] ask (b) (6) [redacted] to write (b) (6) [redacted]
ASK (b) (6) [redacted] write up You Not Follow directions
Acts as First line Sup. But is Second Sup.
New process Need Set New guidelines on New processor

6. What was the date of the incident and time of day? 1-29-17

7. Where did the incident occur? In Training Class — Maximo

8. Who specifically did or said what related to the incident?
3 Employees didn't Know what they
doing need to work like (b) (6) [redacted]

Additional Comments

Additional Comments

1-29-17 We Have training and she got up and yell you 3 need do Job right. (b) (6) [redacted] was instractor, you do what Earth willing was doing doing.
She come in office yelling and Jump in your face. Cut in front people without and any care.

2-28-17 She did something that we did not do Job right. She said (b) (6) [redacted], (b) (6) [redacted] and (b) (6) [redacted] is not doing there Job correct.

(b) (6) [redacted] said he was told by (b) (6) [redacted] to right me up for not doing my Job that I never was trained in.

She has been causing a hostile work environment. I have took off lot sick days because of her.

(b) (6) NAVFAC MIDLANT, PWD Yorktown

From: (b) (6) NAVFAC MIDLANT, PWD Yorktown
Sent: Wednesday, March 29, 2017 11:47
To: (b) (6) CIV NAVFAC MIDLANT, PWD Portsmouth
Subject: FW: Issues & concerns
Signed By: (b) (6)

Send this to (b) (6). Tell her we have been talking about this for long time and he put it in writing what we have to do on . Then on 3/15/17 he change way do our job.

-----Original Message-----
From: (b) (6) NAVFAC MIDLANT, PWD Yorktown
Sent: Wednesday, February 01, 2017 11:46 AM
To: (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown
Cc: (b) (6) NAVFAC MIDLANT, PWD Portsmouth; (b) (6)
Subject: RE: Issues & concerns

First thing is (b) (6) is causing a hostile work environment for the male FMS. You act like we have a lot time to do ICAP and CBMM. (b) (6) and I have most of the building. Some FMS has very little work compare to other. (b) and I building are old and out date need work on them every day. Our customers calls us and need our assistance in getting shop, contractor or credit card contractor. We put majority of the projects in. (b) (6) has new building and Marine that have many issue going on since they are new. (b) (6), (b) (6) and I keep infrastructure on the roads, pier and fences. We are wasting more time in project now because we have to created folders and assist (b) (6) n scope writing. ICAP and CBMM is not in our job description. If you want to change our job description you need to bargain with Union. (b) (6) said other place are not doing anything. HRO already told (b) (6) that all base has to be doing same thing and need to be bargain with the Union. All FMS and (b) (6) need to make sure they have been trained in new fall protection and are up to date in safety. Safety manager needs to give to (b) (6) all safety requirement. We need hearing, confined space, fall protection, lockout / tag out and foot protection training. Since we are working around contractors and going in building that has a safety requirement.

Thanks
(b) (6)
FMS
(b) (6)

-----Original Message-----
From: (b) (6) NAVFAC MIDLANT, PWD Yorktown
Sent: Wednesday, February 01, 2017 11:04 AM
To: (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown (b) (6) NAVFAC MIDLANT, PWD Yorktown

Subject: Issues & concerns
Importance: High

Hi Folks,

Please take a few minutes today and send me a list (as brief or long as you wish) regarding any concerns and/or complaints with regard to your duties, working conditions, safety concerns etc.

I have been asked to request this by and for the PWO. This info is needed for a meeting tomorrow morning with myself, (b) (6) (b) (6) (as Union Steward) and (b) (6)

Sorry about the short fuse, but I was just asked for this myself. If you could send me something by end of day I'd appreciate it very much. Again as brief or long as you wish.

Thanks!

V/r
(b) (6)
(b) (6)
FMD Division, PWD Yorktown
(b) (6)

(b) (6) [redacted] **NAVFAC MIDLANT, CI**

From: (b) (6) [redacted] NAVFAC MIDLANT, PWD Yorktown
Sent: Wednesday, May 31, 2017 8:55
To: (b) (6) [redacted] NAVFAC MIDLANT, CI
Subject: FW: FMS DUTIES YORKTOWN HOSTILE WORK ENVIRNOMENT
Signed By: (b) (6) [redacted]

I DO ALL GROUNDING PAPERWORK , FILING, AND MAKE SURE THEY ARE UP TO DATE, PUT SERVICE CALL IN FOR BROKEN GROUNDING WIRE AND EQUIPMENT
ENTER MAXIMO TICKET, PUT PR TICKETS, ORDER MATERIAL, HIRED CONTRACTOR THROUGH PR
WORK WITH CONTRACTOR ON BIG JOB, CONSTRUCTION MEETING,
WORK WITH CONTRACTOR AND VENDOR,
CONVERT EMERGENCY AND URGENT TICKET INTO ROUTINE TICKETS
CREATED COMP-OS TO PROJECT,
CREATED PROJECT,
CREATE BSVE, RIGGERS SHOP AND TRANSPORTATION TICKETS,
ORDER FUEL FOR BOILERS AND GENERATORS,
TAKE CARE OF 95 % ALL MAGAZINE,
PIERS ,
ALL NMC BUILDING,
INDIAN HEAD BUILDING
NAVSUBTORPFAC,
WORK WITH MY CUSTOMER
CHECK MY MAGAZINE AND FACILITIES
WORK WITH SHOPS
DO ALL UTILITIES OUTAGE NOTICE AT YORKTOWN,
WORK WITH BLUEPRINT FOR SHOPS, CONTRACTOR AND CUSTOMERS
I HAVE MAJORITY ALL CONTRUCTION WORK
WORK WITH SCOPE WRITER
WORK WITH SHOP PLANNER
TAKE CARE ALL ESI INSPECTION
WORK WITH ENERGY AUDIT TEAM
HELP SET UP GENERATOR AND GET GENERATOR AT YORKTOWN
COMMUNICATES WITH HIGHER OFFICIAL
INVOLVED GETTING MAGAZINE REPAIR
BSVE TICKETS FOR ADDING DIRT, REMOVING TREE VEGETATION FROM MAGAZINE AND ROADS
KEEP ALL MAGAZINE UP TO BASE SAFETY RECOMMENDATION
WORK WITH ENVIRNOMENT
ORDER DUMPSTER
ORDER PORTA POTTY, FREEZER TRUCK
DO ICAP AND DYAMITE EQUIPMENT IN MY SHARE TIME LITTLE
CALL ENVIRNOMENT FOR ABESTOS, LEAD AND PEST CONTROLL,
HIRE CONTRACTOR THAT SHOP DON'T DO ANYMORE LIKE ROOFING, TILE AND CONCRETE

(b) (6) **NAVFAC MIDLANT, PWD Yorktown**

From: (b) (6) NAVFAC MIDLANT, (b) (6)
Sent: Wednesday, May 31, 2017 8:53
To: (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown
Cc: (b) (6) NAVFAC MIDLANT, PWD Yorktown; (b) (6) NAVFAC MIDLANT, PWD Yorktown
Subject: Interview request
Signed By: (b) (6)

All,
(b) (6) from ML is currently here conducting interviews about our workplace environment in bldg 16.

Your time slot with the interviewer is below. Pls note they are tentative and pls check with (b) (6)

All times are for tomorrow , 1 June:
Location is Bldg 406: first office to the left

0745: (b) (6)
0830:
0915:
1000:

V/R,

(b) (6)

(b) (6) NWS Yorktown
(b) (6)

Suggested Questions for the rest

1. **Please state your full name.** (b) (6) [redacted]
2. **Position/Series and Grade.** (b) (6) [redacted]
3. **Please state your Command.** PWD Yorktown
4. **Please state your organization and division (PWD Yorktown, FMS Division)**
   PWD Yorktown
5. **Who is your immediate supervisor?** (b) (6) [redacted]
6. **Please describe in your own words the overall working environment within the Facilities Management Division.**
   Un Org. Regired with FMD
7. **Describe your working relationship with your supervisor?** Good Working Relationship
8. **What concerning behavior on the part of supervisor/manager within FMD have you witnessed?**
   (b) (6) [redacted] issues. Weak leadship
   1st line. Have ~~Counto~~ Council to (b) (6) [redacted] before.
   Some employees don't want to work for woman.

9. **If so, who were the supervisors/managers and what was the behavior that concerned you?**

(b) (6) [redacted] (b) (6) [redacted] (b) (6) [redacted] (b) (6) [redacted]

new Supervisor does not want Disciplinary Actions to Employees. No leadership.

Woman issues.

10. **What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?**

No able to Estimate or Score work to get her group to working as a team. Employee not follow rules

11. **Pf 2 investigation 2**

Additional Comments

1st need a Step up.

Additional Comments

Suggested Questions for the rest

1. **Please state your full name.** (b) (6) [redacted]

2. **Position/Series and Grade.** (b) (6) [redacted]

3. **Please state your Command.** PWD Yorktown

4. **Please state your organization and division (PWD Yorktown, FMS Division)**
   (b) (6) [redacted]

5. **Who is your immediate supervisor?** (b) (6) [redacted]

6. **Please describe in your own words the overall working environment within the Facilities Management Division.**
   Poor!!! Low Morale.

7. **Describe your working relationship with your supervisor?** (b) (6) [redacted] is Fair, listen, understand work on [redacted] Mission

8. **What concerning behavior on the part of supervisor/manager within FMD have you witnessed?**
   (b) (6) [redacted] — Poor leadership. Don't understand way things are ran. her way or No way. She don't think employee know how to do There job Poor Molas position go's to her head.

9. If so, who were the supervisors/managers and what was the behavior that concerned you?

See Question 8.

10. What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?

Stress, Employees don't want to be at work if (b) (6) [redacted] is work that day.

11. Pf 2 investigation 2

Additional Comments

Additional Comments

Email to all when it should have been sent to 1st line. Product Controller tried to Expl issues that address product issues. Don't Know job. That Well Employees try to stay to ~~themself~~ themselves Hard to work in [redacted] (b) (6)

Low Morale

Suggested Questions for the rest

1. Please state your full name. (b) (6) [redacted]

2. Position/Series and Grade. (b) (6) [redacted]

3. Please state your Command. PWD YorkTown

4. Please state your organization and division (PWD Yorktown, FMS Division)

(b) (6) [redacted]

5. Who is your immediate supervisor?

(b) (6) [redacted]

6. Please describe in your own words the overall working environment within the Facilities Management Division.

Since New product director arrive been and came in on five, knowing everything it. Said that FMS did not know what they doing. ~~was going on.~~

7. Describe your working relationship with your supervisor? (b) (6) [redacted] No Issues, or Concern (b) (6) [redacted] has pressure from new leadership

8. What concerning behavior on the part of ~~supervisor/manager~~ director within FMD have you witnessed?

fast to make desidion most of time is wrong. She doing 1st line supervior without talk to 1 line supervior. Mention before

9. If so, who were the supervisors/managers and what was the behavior that concerned you?

Issue with (b) (6) [redacted] order employees to do work. Not her supervisor

10. What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?

No Con. Issues

11. Pf 2 investigation 2

Additional Comments

Additional Comments

Suggested Questions for the rest

1. Please state your full name. (b) (6) [redacted]

2. Position/Series and Grade. (b) (6) [redacted]

3. Please state your Command. PWO Yorktown

4. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

5. Who is your immediate supervisor?
(b) (6) [redacted]

6. Please describe in your own words the overall working environment within the Facilities Management Division.

Stressed... Have to watch your back. talk. Notes on all of my work to ~~protect~~ the correct way of doing business prove

7. Describe your working relationship with your supervisor? personal not bad working New in position but don't know the job.

8. What concerning behavior on the part of supervisor/manager within FMD have you witnessed?

When everyone doing wrong w/ no guidance All processor were wrong set with the changing organization.

9. If so, who were the supervisors/managers and what was the behavior that concerned you?

Changing the work process

10. What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?

Changes the Department Operations of Department Lowing the morls of Staff. He believe this is coming from her Chain of Command.

11. Pf 2 investigation 2

Additional Comments

Additional Comments

(b) (6) [redacted] stated that he has a disablement. He had a medical issue that made him 30 Min. late. She brough him in The Office and stated when to are late you need to call her Only. Employee also States that he a kid that disable too. And he has to take off for that also

(b) (6) [redacted] goes to Gym and come's back late and leave on Time to go home.

Suggested Questions for the rest

1. Please state your full name (b) (6) [redacted]

2. Position/Series and Grade (b) (6) [redacted]

3. Please state your Command. PWD Yorktown

4. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

5. Who is your immediate supervisor?
(b) (6) [redacted]

6. Please describe in your own words the overall working environment within the Facilities Management Division.
Stressful... undue Pressure in Office Changes to work. Structal. (b) (6) [redacted] does not understand work process.. Move toward paperless Tracking. New work. coming in.

7. Describe your working relationship with your supervisor? Very good (b) (6) [redacted] work with him Since 1991

8. What concerning behavior on the part of supervisor/manager within FMD have you witnessed?
2rd line go's to 1st to go over, reports 2rd does Not trust 1st line.

9. If so, who were the supervisors/managers and what was the behavior that concerned you?

trust? Meeting (b) (6) [redacted] perform Meeting. 2nd line. ~~X~~ break in work without all ~~Findings~~. Facts.

10. What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?

Medical issues w staff. Employees are taken leave because of Stress.

11. Pf 2 investigation 2

Additional Comments

presenting issue to 1st level supervisor

Additional Comments

Suggested Questions for the rest

1. Please state your full name. (b) (6) [redacted]

2. Position/Series and Grade. (b) (6) [redacted]

3. Please state your Command. PWD Yorktown

4. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

5. Who is your immediate supervisor?
(b) (6) [redacted]

6. Please describe in your own words the overall working environment within the Facilities Management Division.
Busy, a lot of work. Quick turnaround.

7. Describe your working relationship with your supervisor? Good working relation w/ Sup. New Supervisor, so trying to support.

8. What concerning behavior on the part of supervisor/manager within FMD have you witnessed?
First is Distrust of Employees. Employees Knows what to do.

9. If so, who were the supervisors/managers and what was the behavior that concerned you?

(b) (6) [redacted] Did not trust her Staff,

10. What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?

will affect their Employees Morale was Low. ~~[illegible]~~ thinking her Action Performance Appraisal ~~[illegible]~~ they are Keeping Notes ~~from~~ on (b) (6) [redacted] Comments/Actions

11. Pf 2 investigation 2

Additional Comments

She ~~was~~ is A go getter. Working to fast Employees are starting ~~to~~ accepting her, New to PWD yorktown.

Additional Comments

Suggested Questions for the rest

1. Please state your full name. (b) (6) [redacted]

2. Position/Series and Grade. (b) (6) [redacted]

3. Please state your Command. PWO York Town

4. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

5. Who is your immediate supervisor?
(b) (6) [redacted]

6. Please describe in your own words the overall working environment within the Facilities Management Division.
After (b) (6) [redacted] came to Division. there are issues. The way she conduct Business. assign work to low employee over season employees.

7. Describe your working relationship with your supervisor? NO with his supervisor. but 2nd level address problem in front all staff strong willed. Sherway only.

8. What concerning behavior on the part of supervisor/production manager within FMD have you witnessed?
does not know chain of command ask fillin to do task. than have other CK behind

9. If so, who were the supervisors/managers and what was the behavior that concerned you?

See other Page

10. What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?

all staff meeting discuss isses that were add ress by 2rd level sup. Employees have problem w/ 2rd level sup.

11. Pf 2 investigation 2

Additional Comments

Additional Comments

Suggested Questions for the rest

1. Please state your full name. (b) (6) [redacted]

2. Position/Series and Grade. (b) (6) [redacted]

3. Please state your Command. PWD YORKTOWN

4. Please state your organization and division (PWD Yorktown, FMS Division)
(b) (6) [redacted]

5. Who is your immediate supervisor?
(b) (6) [redacted]

6. Please describe in your own words the overall working environment within the Facilities Management Division.
Tension in the Dept. Not sure why.

7. Describe your working relationship with your supervisor? Very good

8. What concerning behavior on the part of supervisor/manager within FMD have you witnessed?
~~Nothing~~. Have not seen anything work in another Building.

9. If so, who were the supervisors/managers and what was the behavior that concerned you?

Nothing

10. What concerning behavior on the part of employees within FMD have you witnessed? IF so, who were the employees and what was the behavior that concerned you?

Don't work in that Dept

11. Pf 2 investigation 2

Additional Comments

No Comments

Additional Comments