

Amy Jewell

From: Sarah Reeves
Sent: Monday, June 29, 2020 5:52 PM
To: rimagee@myfairpoint.net
Subject: RE: Re: CSWD - appeal information
Attachments: Personnel Policy 6.26.19- FINAL.pdf

Hello Bob,

Thank you for sending your responses directly to me by 5:00pm. I've received your information that Thursday, July 2nd will not work for you for your hearing. I will contact the Board Committee and request additional dates. Please let me know ASAP of any conflicts you have with specific dates and times for dates between July 6th –July 17th. Once the Committee has selected the hearing date, I will relay that date to you.

Additional items for confirmation and clarification:

- As you have refused to state whether you have any conflict with the named Committee members (Bryn Oakleaf, Alan Nye, Leslie Nulty, Lee Perry, and Logan Hegg) , I will understand that your answer is No, you have no conflict.
- Regarding your assumption that you would be heard before the full Board, I have attached the Personnel Policy again for your review, and have clipped the pertinent section (5.1-6) and highlighted the relevant phrase below:

5.1-6 Procedural Protections

Employees may be represented by counsel or another representative when meeting with the Executive Director and/or the Board of Commissioners. Any expenses incurred by an employee during the grievance process shall be borne by the employee. If any employee is required or requested to be present at any hearings on a grievance, the employee shall not lose any pay for work time lost.

*If the employee receives either an unpaid suspension or is discharged by the Executive Director (see sections above) and wishes to contest the decision, the employee must file an appeal with the Board. The employee's appeal is to be filed in writing and delivered to the Executive Director within 7 business days of the date of the Executive Director's decision. **The Board or a committee thereof** will hold a hearing on the appeal at its next regular board meeting or within 15 business days of the date of the appeal, whichever is longer. The Board or the committee shall it's a written decision within 10 business days of the close of the hearing and its decision shall be final.*

Managers/directors shall not retaliate or take any disciplinary action against an employee based on the filing of any grievance.

- I will reiterate that you certainly may read your statement to the Committee members at the hearing as is your right, and that because **the hearing will not be held in person due to COVID-19** if you want the Committee to be able to read the letter, or review any documents ahead of time, you need to send the letter and documents to me so that the Committee can read them before the hearing. Once a new

date is selected by the Committee I will notify you of the new date you need to submit the documents if you wish them to be given to the Committee members in advance.

- You state in your email below that “3. No documents I will be sending. I will present it when present.” Again, **the hearing will not be held in person due to COVID-19.** The opportunity to present your information will be via an online video conferencing service. The hearing will not take place in a common room where all are “present”. **Kindly confirm your acknowledgement of this fact.**

Thank you, Bob.

Sarah

Sarah Reeves

Executive Director

(802) 872-8100 x209



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From: rmagee@myfairpoint.net <rmagee@myfairpoint.net>

Sent: Monday, June 29, 2020 3:12 PM

To: Sarah Reeves <sreeves@cswd.net>

Subject: Fwd: Re: CSWD - appeal information

----- Original Message -----

Subject: Re: CSWD - appeal information

Date: Mon, 29 Jun 2020 14:32:41 -0400

From: rmagee@myfairpoint.net

To: ajewell@cswd.net

Ok, one more time.

1. No CSWD lawyer, 2. Open to public, 3. No documents I will be sending. I will present it when present. 4. Shane Morris to question, 5. I will not have a attorney.

AS I said again, Thursday cannot work. This is quite a game you two are playing. And again, I assumed the whole board to be present. Let me know.

On Mon, 29 Jun 2020 18:16:29 +0000, Amy Jewell <ajewell@cswd.net> wrote:

Bob, thank you for confirming receipt of my e-mail. **As the letter clearly stated you were asked to respond to Sarah with the following information by 5:00 p.m. today.** Please clearly answer these questions. Based on your answer's I'm interpreting the following, as shown in red, but want you to clearly answer these to Sarah as requested:

1. Whether any of the Committee members or Susan Gilfillan have a conflict of interest as to you: **No conflict with Sue Gilfillan; Please let us know if there is a conflict with any of the other Executive Board members?**
2. Whether you want the hearing in private or public session; **Yes, requesting this be in the open public session, not Executive Session, which means all documents will be in open meeting.**
3. All documents you want to present to the Committee; **you will type up your document**
4. Whether you want Bill Burgess, Shane Morris and/or Ryan Cota present so you can ask them questions; **Yes to Shane Morris. YES or NO to Ryan Cota and YES or NO to Bill Burgess?**
5. Whether you are going to have an attorney present to represent you at the hearing. **No, you will not be bringing an Attorney**

I've attached a sheet which outlines these five questions you will need to answer.

Please note that this appeal is your opportunity to speak. I've attached the e-mail correspondence you previously had with Sarah regarding your opportunity to speak during the meeting. The request for documentation is your opportunity to provide anything in writing that you would like the Committee to review ahead of time. CSWD will do the same.

As noted above, please respond to Sarah Reeves your desire to appeal and answer specifically the five questions that were listed in the memo by 5:00 p.m. I've added, what I believe were your responses but you will need to clarify.

Amy Jewell
Director, Administration
(802) 872-8100 x213



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"Be kinder to yourself. And then let your kindness flood the world." Pema Chodron