

H-122

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Melvin Y  
Shibuya/HCM/USDAFS  
01/11/2008 10:05 AM

To Karlene K Hale/HCM/USDAFS@FSNOTES, Alexandro  
Montano/HCM/USDAFS@FSNOTES  
cc Ronald Banegas/WO/USDAFS@FSNOTES  
bcc

Subject Fw: Glen Ith

Dear Gang:

Ronald says to hold off because of outstanding issues that need resolution. We may participate in mediation with the employee via OSC. If so, it may obviate our proceeding with adverse action.

Melvin Y. Shibuya  
Chief, Labor/Employee Relations Branch  
Phone # (505) 563-9500  
Cell # (505) 331-2848  
Email: mshibuya@fs.fed.us

— Forwarded by Melvin Y Shibuya/HCM/USDAFS on 01/11/2008 12:03 PM —

Ronald  
Banegas/WO/USDAFS  
01/11/2008 07:27 AM

To Melvin Y Shibuya/HCM/USDAFS@FSNOTES  
cc Sherry Hooper/WO/USDAFS@FSNOTES

Subject Re: Glen Ith

Melvin, hold off. Don't do anything on this. We need to talk. So call Karlene and let her know that we'll get back to her. I don't want this to get away from us cause we are checking on some other matters not to mention the OSC request to mediate. Also, please create another e-mail versus sending this one on to anyone else. Thanks.

Ronald J. Banegas  
Deputy Director, Human Resources Management  
Washington Office, HRM  
Phone: (703) 605-0878  
Fax: (703) 605-5105

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Melvin Y Shibuya/HCM/USDAFS



Melvin Y  
Shibuya/HCM/USDAFS  
01/11/2008 09:04 AM

To Ronald Banegas/WO/USDAFS@FSNOTES  
cc Alexandro Montano/HCM/USDAFS@FSNOTES, Karlene K  
Hale/HCM/USDAFS@FSNOTES  
Subject Glen Ith

Ronald, a little update.

In the 2nd week of December, I asked Karlene for an update on where we are on the Ith case. I had earlier voiced my sense that we had everything Forrest needed to make decision, without having to

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consider the statements of the 2 contractors. Neither could speak to the misconduct, only to what Glen said about working on a matter on which he was directed not to do and that doing so could possibly cost him his job.

Nevertheless, I said if Forrest insisted on considering the new information, we'd give the employee the new information and an opportunity to respond to it. We need not have to rescind the original proposal notice.

Karlene reminds me she sent me an email on 12/20 telling me she got caught up in other matters and was unable to do the notice to GI with the new information. She asked Regional OGC to review and comment on the statements. She writes that OGC voiced concern over the lack of specificity in the statements (i.e., specifically, the statements don't say what work).

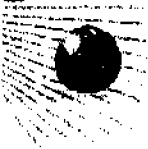
Karlene wondered if the deficiency could be rectified by asking Carol Kittson to get the affiants to specify what work GI was referring to.

I thought it was a simple matter for Karlene to go back to Carol and have her do a supplemental interview (you know, a one-line question). Did not think she was asking me whether to go for a supplemental interview.


So she was waiting for me. My fault. We're now proceeding. I'm also addressing the fundraising issue.

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----- Forwarded by Melvin Y Shibuya/HCM/USDAFS on 01/11/2008 05:55 AM -----



Karlene K  
Hale/HCM/USDAFS  
01/10/2008 10:08 AM

To: Melvin Y Shibuya/HCM/USDAFS@FSNOTES  
cc: Alexandro Montano/HCM/USDAFS@FSNOTES, Duane Z Padilla/HCM/USDAFS@FSNOTES, Forrest Cole/R10/USDAFS@FSNOTES, Ollie E Rappe-Daniels/R10/USDAFS@FSNOTES  
Subject: Re: Glen Ith 

Hi Melvin - Sorry about any confusion. I did draft this after last we spoke. I also shared the information, including the sworn testimonies, with OGC in R10 and he raised concerns about the lack of specifics in the testimonies. At that time I sent you an email to share the concern and ask your advice before proceeding. I figured it must have got caught up in Christmas confusion because I didn't hear anything more.

So, after conferring with Forrest Cole, he decided that he would rather argue in court than leave Glen any longer in admin. leave so I am introducing this draft for review and hope to issue asap.

Thanks for your help. Karlene

Karlene K. Hale  
HR Specialist (Employee/Labor Relations)  
Workforce Effectiveness Unit, HRSC  
(907)228-6249

Melvin Y Shibuya/HCM/USDAFS