

Good morning Chairperson Gray, Directors, fellow employees, and guests. My name is Ellen Mackey; I am an ecologist and chair of the AFSCME Women's Caucus. We thank you for this public session opportunity and invite the public to download copies of **all** our comments in the MWD Board, **Document Archives** and now, the MWD Employee microsite. The Women's Caucus had to compile and send **our own** comments to management for inclusion in the microsite (**incorporated by reference, 91 pgs**). So much for having the information "housed in one place."

We wish to address item 6B. Let us be clear – this is not about the confused reasoning of one 'mean girl' manager; this is about management hypocrisy. About making up the rules and policies, as they are convenient to management.

This is about *Jeff Kightlinger's management style*; one that has allowed disfunctioning to fester for his entire tenure so we reject this clumsy attempt to instigate a cat-fight between an abusive mid manager and an employee group. We are laying this entire *dumpster fire* at his feet. We are calling out his management style – Exec Management empowers managers to be abusive as Kightlinger has their back . . . so the abuse continues . . . as with Don Nash.

1. MWD now justifies using government resources to **shame, intimidate, and silence** those who can finally speak up, and thinly veiling it as 1<sup>st</sup> amendment rights. This is shameful. This petition (**incorporated by reference, 2 pgs**) was sent to Velasco's ex-direct reports, but encouraged to pass along. She is a manager and she sent this petition to her recent, ex-direct reports. That makes this less a petition than a **loyalty statement** . . . for Kightlinger.
2. Since the petition was **not confidential**, her reports had to decide to sign to stay in management's good graces, or not sign and risk retaliation. The GM can state no retaliation should be associated with this loyalty statement but that admonition has never worked within the District – it's more like a suggestion.
3. This loyalty statement was initiated by a mid manager who does not **represent** her bargaining unit or any other group within MWD. This is management again justifying and making up rules and policies convenient for management. *We will be interested in the emails circulating now that floodgates of protected speech are opened.* We expect management will change their tune as soon as employees understand the implications.
4. Executive Management exposes their own hypocrisy with their awkward attempts to justify this petition when exec management couldn't extend the same 1<sup>st</sup> amendment right to Lee King who used a rainbow fist in their signature block to celebrate their first Pride Month (their/them is their preferred pronouns). Lee received a bullying, hate-filled email response, to not only them but also the entire desert. Management response was to state that MWD needed guidelines for *signature blocks* completely **missing** the *hate speech* aimed at Lee. (**incorporated by reference, 14 pgs**) *Where was the Lee's first amendment right then?* The GM's and legal's contortions now betray their bias.

As Kightlinger is leaving, we hope, we expect the Board to note his failures and lack of leadership while interviewing for the next GM.

This **board** has a choice before it – to allow abusive mid managers and executive management to continue in this hypocrisy or rise above it, and **stop it**. This petition exemplifies all that is going wrong within the District and I for one, will be waiting for leadership . . . for your response.

And please remember how many people across California and the nation are listening as well.

Thank you



Ellen Mackey/Women's Caucus

Comments

7-13-20

to

OP&T Committee

of MWD board



## **MWD OP&T Subcommittee Introduction**

Good morning Chairperson Murray, Directors, Executive Staff, fellow employees and guests. My name is Ellen Mackey and I am here this morning as a Metropolitan employee, and as Chair of AFSCME's Women's Caucus.

I am introducing The Women's Caucus, which became an official subcommittee of AFSCME Local 1902 on April 16, 2020.

**Our Mission** is to proactively address a culture of sexism, racism, misogyny, ageism, nepotism, favoritism, harassment, and sexual harassment that permeates much of Metropolitan, from our offices to our field facilities.

### **Our Goals are:**

- To Protect women/LGBTQ+ employees from workplace retaliation and discrimination for reporting sexual harassment or hostile work environments.
- To Document and report safety issues as they relate to office, field, or personal protection.
- To Advance fairness in job promotions and responsibilities.
- And to Advocate for issues unique to women/LGBTQ+ employees as they relate to health, family, and personal privacy.

You may be asking yourselves why AFSCME 1902 has formed a subcommittee specifically designed to address issues that sound like Employee Relations. It's because we've found that incidences of harassment and sexual harassment, once reported, are either dismissed or investigated with such limited scope as to be useless.

And so, the culture of whispers, and investigative misdirection to protect perpetrators, is not only ignored but perpetuated as outlined in the Ethics Office report.

This, by the way, is happening at all levels, and increasing at all levels.

Most often, complaints never find their way to Employee Relations, having been dismissed out-of-hand at the employee level, or the issues have been resolved through retaliation and threats of district separation as again outlined in the Ethics Office report.

This subcommittee will serve as an action committee for employees to come forward with their own first-hand testimony. Because,

Clearly, we need a change.

In a few moments you will hear a few of the many accounts of life on the front lines of Metropolitan of which I speak. I have been humbled by these stories, some so powerful and raw that they made my eyes well.

I look forward to working with all members of the board moving forward, but especially the women on the board, in making measurable, outcome-driven changes.

I will return to this committee intermittently with reports of progress . . or barriers . .in order to keep you informed.

And to the **AFSCME** women of Metropolitan listening to this at home or the office, know

that we are here,

we will listen and help, and

you are not alone.

Thank you



Gina Chavez

Comments

7-13-20

to

OP&T Committee

of MWD board



Good afternoon, board members and Chairman Murray,

My name is Gina Francisco Chavez. I'm your first female graduate from the mechanical side and the only journeywoman left in the desert region. To put it lightly, I'm speaking today about the trials and tribulations of being your first female mechanic.

I started with MWD when I was 19. I took a position as a GMA. My job duties were more along the lines of domestic work so my first few years of interactions with male co-workers was ok.

It wasn't until I got the job for the apprenticeship did I feel a real divide over my gender. Mind you, I grew up with parents that never hindered my aspirations due to me being female. I never once heard that's for boys not girls.

So it was a huge culture shock to be discriminated and sexually harassed. For almost 5 years I endured men who were mad I was there, men who wanted me sexually, men who straight up would not even make eye contact with me because they thought I was so low.

But through all the inappropriate and hostile behavior I carved my way through the apprenticeship and passed my journey test during my first trimester of pregnancy. I felt like I proved myself.

My joy of a new child on the way and passing a grueling apprenticeship with the infamous pump crew was quickly crushed when I notified my manager of my pregnancy. His reaction was hurtful, lecturing me about "how you just graduated!" And there's reasons why we have kids. It made me feel like I needed to cancel my pregnancy. As my pregnancy progressed so did the harassment over my pregnancy.

This same manager haunts my career til this day. I spoke up about the many examples of mistreatment but HR made me feel like I did something wrong. Victim shaming throughout the entire investigation. As result of me speaking my truth I have been sent to one of the most remote locations to work. And I've tried for years to get back to Gene so I can be with my family.

But after

- watching people being transferred over me on hardships when literally being told there wasn't such a thing.
- watching people get jobs over me,
- even though I have more years of experience, never been written up and
- I know I'm a damn good mechanic.

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I can no longer pretend this won't go away unless I bring this to the open.

I will never get to really see my kids til I say something to all of you. This manager that caused me so much mental anguish get to see his grandkids more then I see my own kids. I feel like I'm being made an example to other female workers that if you speak up, if you don't play our game, we will make sure your career is hindered and hellish.

My stories are too many for today. And

I don't even have enough time to talk about how horrible housing is.

Thank you for your time.



Lee King  
Comments  
7-13-20  
to  
OP&T Committee  
of MWD board





Good afternoon, board members and Chairwoman Murray,

Some of you may know me; a few may not. My name is Lee King, but not so long ago I was known as Lisa King.

I wrote to this board over a year ago to report on the harassment and discrimination I faced in my 14 years at Metropolitan: both as the first outside female apprentice and the first journeywoman in the desert history.

My desperate appeal for help went unanswered.

Over a year later, I stand before you. I am no longer afraid, nor will I sit silent in the shadows crying, wishing for my life to end so that I do not have to spend *another* 15 years fighting off bullies and oppressors.

I am now a raging phoenix, rising from the ashes for all the women who are stepping forward demanding that Metropolitan take responsibility for cultivating the culture of misogyny, racism, sexism, and favoritism that permeates the District.

Why is it historically, that innocent people have to die before those that can do something about it, listen? Why did I have to announce publicly to the entirety of my desert co-workers that I have faced abuse and discrimination my entire career before anyone wanted to take it seriously?

And why now, after 15 years, is MWD reaching out to me? Because they care? Or because they are scared senseless that the latinx, transgender, non-binary person might actually be screaming loud enough and can't be ignored.

I have found my voice and no one can tell you that I am a "difficult woman that's *being handled.*"

I am not difficult nor am I a woman. I am a human being who has faced so much trauma at the hands of Metropolitan's negligence that I will be on medication for the rest of my life to cope with the overwhelming and harrowing night terrors, depression, anxiety, and panic attacks I now suffer.

The sad truth is this is not *just my* story. This story belongs to the women of Metropolitan who have been demoralized, abused, neglected, and discriminated against for decades. These women share my story, and many have much worse. Stories that could have been avoided if anyone had stood up for us when we were at our weakest, like Ellen and Laura have.

I am only 36 years old, and I pledge you here and now, that I will spend the rest of my years at Metropolitan working to helping damaged women get their stories out so that there is not even

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a snowball's chance in hell that anyone here will ever have to go through what we have gone through.

Knowledge is power, and now you know. Now I challenge you to do something about it. This is about giving people back power who have had it stolen from them.

Those who have power have the responsibility to protect those who do not.

Thank you



Ellen Mackey/Women's Caucus  
Extended Comments  
With Attachments  
10-13-20  
to  
OP&T Committee  
of MWD board



Good morning Chairperson Murray, Directors, Executive Staff, fellow employees and guests. My name is Ellen Mackey and I am here this morning as a scientist, and as the Women's Caucus. We thank you for this public session opportunity.

As a reminder:

**Our Mission** is to proactively address a culture of sexism, racism, misogyny, ageism, nepotism, favoritism, harassment, and sexual harassment that permeates much of Metropolitan, from our offices to our field facilities.

We wish to comment on the Diversity, Equity, & Inclusion Council. First let me thank Chairwoman Gray for her leadership on this Council. However, as a 29 year MWD employee I've seen these councils before only to have them produce a document that is quietly shelved. No progress made.

The Council was created by Executive Management, the same chain of management that's retaliated against our employees for decades. The same chain of management that demands women sign non-disclosure agreements in order to settle charges of retaliation, harassment and discrimination. Keep in mind as with any complaint process that there should be a multiplier on the number of complaints as many women lack the confidence to come forward.

Initially, there was/is confusion as to whether or not the Women's Caucus has a position on the Council but I received an email in September from management requesting an alternate to the transgender representative who was individually invited to the DEI Council. They are one of the people who gave their testimony in July (they/their is their preferred pronoun). Due to their insistence and diligence that they represented the Women's Caucus not the LGBTQ+ community, we, apparently, have a seat on the Council.

However, management can't even cease harassing their own transgender show-pony (our term)! The one individual specifically invited!!

Following Council meetings they were thrown back into the same toxic work environment that they characterized in July. They are now on medical leave due to persistent harassment and abuse at their job. I'm incorporating their 2018 board letter by reference.

That shouldn't be a surprise to anyone. What should be a surprise, is that somehow management thought it would be a good idea . . . to examine internal discrimination and harassment with a Diversity Council . . . headed by this same chain of management has allowed this harassment to persist over the last fifteen years!

That is some serious cognitive dissonance.

As a result of these actions, we do not believe that management, HR or Legal will refrain from interfering in the scope or sanitizing results of the Council. We do not believe that current

MWD management has the moral courage to lead this process rather than simply reduce it to *Political Theater*.

SO, due to failures on the part of upper management, we, the Women's Caucus, are **boycotting** the DEI Council until the death-grip of management is removed from the Council. We invite other Employee Resource and Interest Groups, and Bargaining Units to join us but we understand that some may not feel comfortable with a boycott. The Women's Caucus will continue to support you.

Rather than putting the "fox in charge of the henhouse," we suggest:

1. Board members with MWD experience lead the DEI Council even if the process is more involved.
2. Upper management needs to step down from any leadership role in the DEI because despite assuaging concerns that the DEI members would drive the agenda and decisions of the Council, management has selected the facilitator, the culture assessment contractor, and the bias consultant.

This "speed" is all CYA to partially cover for the accusations brought forward by two Women's Caucus members who spoke in July. Management feels the need to show they are responsive.

3. All DEI Council consultant contracts including those for facilitation, cultural assessment, bias training, and investigations, should be held by these board members.
4. Open meetings so that all can at least listen as we lack confidence that upper management will accurately convey information and actions from the DEI Council but will attempt to control the message by filtering it. This lack of trust is underscored by the recent Ethics Office report.
5. Consultants reports should go to the board **first**, otherwise, management will attempt to massage or sanitize reports.

Metropolitan is a good place to work and can be a force for good but not with this culture. We want change but not with management in this process.

Do we really believe that the management that lead us into this quagmire and perpetuated it, can lead us out?

We think NOT!

**Boycott!**

Thank you

Good Morning Chairman \_\_\_\_\_,

Please allow me to introduce myself. My name is Lisa King and I have been working for the Metropolitan Water District for 14 years this coming April. I was chosen for the very first set of non-district apprentice classes and one of only three females to ever, in the 14 year life span of this program, go through and graduate the MWD apprenticeship. I was also the first journeywoman electrician to ever work in the desert plants. I'm sure you are aware of my colleague Gina Chavez, and it is because of her confidence in your concern for the wellbeing of the community in the desert that I am writing you.

Now as outside people are becoming painfully aware, there has always been a giant cultural rift between "Town" and "Desert". Perhaps due to the enormous growth that was constantly happening around it, the central "Town" portion of MWD diversified and became a more accepting and tolerant place to work, while the "Desert" location has been much more isolated and the mindset of "old ways are better" and "change is never good" prevail. Along with this antiquated way of thinking about doing business is also the allowed continuance of sexism, racism, and double standards in the workplace.

I want to tell you about my experience with MWD to better paint the picture of why, against my nature to avoid confrontation, I am reaching out to you to have my voice heard. I do this not only for myself, but for anyone who's been forced into a corner, made to feel uncomfortable, or taken advantage of because people still have not learned to treat everyone respectfully regardless of their color, race, gender, sexual orientation or any other detail that makes them different from the popular 'norm'.

I grew up with the district from a very young age. My father work for MWD for 27 years, my mother 14 years, and growing up at Parker Dam and Gene Camp was a much more pleasant experience. I have very fond memories of living in a community, a giant home, where I was safe to run around all day and play, where there were 5 or 6 other families with kids so we were never for a lack of friends, where the families of the community would get together to celebrate holidays in the Assembly Hall and the Swimming Hole or to help someone out who was going through a rough time. My father started for the district in 1988 when I was just three and my mother and Gina's mom ran the preschool, girl scouts, and swim lessons in the summer for all the camp kids. One of my friend's mom ran the small grocery store that also housed the town meeting hall and post office. I grew up seeing the racism and unjust work policies first hand, but I also grew up witnessing those around me come together and stand up to the issues and fight back. The problem is as time passed and as the years went on those that fought back against the injustice and kept those in power accountable for their actions are fewer and fewer. Now, the newer generation of MWD desert workers find themselves in a struggling environment where the ones in power nurtured the culture of quid pro quo, being pals or buddies meant more than the quality of work you produced, and making any waves about it is a sure way to kill your career.

As I grew into my teens, my uncomfortableness with MWD and life in the desert, became more real as I could now understand what my parents and friend's parents had been going through. I

insisted that I never could work for a place that treated people so unfairly, but my father always pushed the importance of standing my ground and that if I wanted something to change I had to be willing to help make that change. He would warn me that change did not happen overnight, that he himself had seen changes both good and bad in his time that he swore never would have happened. He stressed that I should never give up on the district because it is a good company and it was individuals making life so hard and by learning to be a hard worker and to not let others words or actions control what I choose to do.

A year after I graduated high school my parents told me about this new job position that had just been posted, Metropolitan's first ever apprenticeship program. I won't lie and say I didn't fight against it, fearing getting drawn into the problems I had seen growing up. In the end I put in my application, trusting that the good would out weight the bad, and that perhaps I could have a positive effect on the desert and bring new life into a place that had fallen so far behind the times. A year later, April 2005, I started my apprenticeship at Iron Mountain Pump Plant under Ed DeLaPaz, with my pump plant specialist Michael Williams, electricians Frank Striskovich and Lonnie Iley, mechanics Mike Jones and Mike Wieczorek, and operator Bob Melton.

On my first day on the job I drove 2-1/2 hours from Lake Havasu where I was residing to Iron Mountain to be there at 6am as instructed. At the end of the day I stayed in the Iron Mountain dorms as I was told to and in the morning I and the 5 other desert apprentices were told we were not allowed to stay in the dorms, thus following the negotiation/grievance for apprentice's rights to housing. What is not widely known is that when this happened all the apprentices in the remote locations were invited to stay with their journeyman in camp, including myself. Two of my crew offered to let me stay at their house since they were on separate shifts. This allowed me to not have to stay at the house at the same time that they were there, which in turn meant I would not have to make the 5 hour round trip every day.

I stayed in each of their houses once for my first shift. On the last day of my shift I was informed that I would not be allowed to continue to stay at my co-workers houses. When I asked why I was told that it had gotten back to "desert management" and they said it was highly inappropriate of me to be staying there and it 'looked bad'. Again I asked why? Neither Mike nor Frank would be there at the same time as I would and I was given the response that because I was a woman staying in a man's house it was too scandalous and the last thing they needed from their female apprentice was a scandal. I pushed back with the union asking why all the other 'male' apprentices were being allowed to stay with their journeymen and their families, some of who were wives and daughters, in district housing but I a female apprentice could not stay in an empty house. Again I was given the answer that because I was a female they could not allow it and was warned by the union and HR that if I continued to push the issue I would surely be let go because I had not met my 6 month probation. I made one last requested to drive a fleet car from Gene to Iron and was denied that as well.

So at the behest of HR and the Union I shut up. Defeated and fearing I'd lose my job one week in, made the drive every day in my own truck from 3:30am-6:00am to get to work on time, worked my 10 hour day, and drove back home from 4:30pm-7:00pm and this continued for the next 3 months. Once I graduated from the apprenticeship program I requested multiple times for a grievance to get

my mileage for the three months I was denied lodging on MWD property due to my gender, but I always came back denied.

A few years later, November 2007, another female came to work at the Iron Mountain Pump Plant, Theresa Cross. She was originally a recurrent worker, and she was there as new janitorial position that had been created, Operations & Maintenance Assistant. During her time there she was given special dispensations that made me very uncomfortable. Prior to working at Iron she was based out of Gene Camp and lived with her then boyfriend Alan Cross, an electrician at Intake Pump Plant, and was very adamant that she did not want a house at Iron and wanted to live at Gene even though her home location was now Iron. She was offered a house multiple times but continued to refuse it. Instead, she was given permission to take a company vehicle from Gene and would leave at 6:00am, travel the 1-1/2 hours to Iron and get to work usually between 8:00am-9:00am, and every day she was allowed to leave work at Iron between 1:00pm- 2:00pm so she could travel on company time to get home to Gene by 4:30pm. She refused to do stand-by because she did not have a house at Iron and did not stay at Iron, but yet she pushed to be allowed to not only enter the high voltage switching program but to eventually begin high voltage switching, something no one in any other janitorial position had been allowed to do. Considering my prior treatment when I first started the district I couldn't help but feel as if maybe the reason I was not allowed to stay with my journeymen, drive a company vehicle to work, or drive to work on company time was not only due to the fact that I was female, since clearly there was another female doing the very things I was denied, but that it had to have something to do with the color of my skin.

I come from a long line of Latin and Native American ancestry yet I have worked hard to try and never use my race to my advantage, and I was by now used to being put down, teased and underestimated because I was a female in a field of nothing but males, but now here was another woman being treated with exceptional favoritism and the only difference was the color of our skin and who our friends were. This was an issue that I could not help but to see discrimination in and brought up the issue with both my manager and the union, each time receiving no more than a brush off from either entity. In my time here at MWD I have gotten used to being brushed off and put down. "Now honey you just let one of those guys do the hard work" "is this a girl thing?" "well don't worry no one expects you to do what those guys can do, your just not as strong" "You women have no place here" "why don't you let us take care of it and you go clean." "You're just taking a job from a man."

Let me tell you about the incident that accompanied that last comment. It's a particular thorn in my side and really a great example of the tolerance of bigotry, racism, and sexism that has been bred in desert. Within my first year I came to find without a doubt that one of my journeyman electricians, whom I am supposed to mentor under and look up to for the next four years, had distaste for women in the workplace. I've always gotten along better with men than women because that's just me, I suppose I have more in common with guys, so I was not unprepared for the natural bit of trash talk and ribbing that came with the industrial territory. What I was unprepared for was for Frank, my journeyman, in the middle of a safety meeting in the supervisor's office, in front of the entire Iron Mountain Pump Plant staff, to turn to me and announce "I am sorry Lisa but I have to say that women have no business in the work place. I mean no offence, it's just that you should be at home, taking care of your husband and having babies. Not be here taking a job from a man, a job



that should go to a man so that he could provide for his family. I'm sorry no offence you're a woman and you don't belong here. You're wrong."

Most of the guys shook their heads and told Frank to shut up, one guy cupped him on the arm and told him he was old and crazy, all laughed it off, including me. Because, what else could I do at the time? Every time I have been put in a compromising or uncomfortable position that was always my first thought, what else could I possibly do, in an atmosphere where it's a district joke that if you get in trouble enough they make you a manager, or that as long as your white and a guy you can mess up to the moon and back and still come out smelling like roses and probably with a promotion. As women in the industrial field, if we take offense to anything that is said towards us we are labeled as "trouble makers", "sensitive", "emotional", "Bitches".

I went home that night and cried and have continued to put up with 14 years of oppression and sexism. I know now what I should have done that day was go straight to my EEO, clearly not the union since there was a union rep present for the entire spiel that day, and reported work place harassment. I should have continued to report every time I was asked suggestive questions, rubbed up on, had a derogatory comment about my gender pushed at me, had a tool thrown at me, or told I couldn't do something because I was a woman. 75% of the time I was made to feel uncomfortable or harassed I was in the presence of other people, and at no time did anyone ever step in and say to my harasser, stop now or I am going to report this, even from those men I call friends, because this is just how things are out here. I lived in a constant state of depression and fear of being fired if I pushed back too much because the truth is the desert is not a safe place to be a woman unless you're willing to sacrifice your integrity or are strong enough to shoulder the hardship and accept that standing up for yourself might get you labeled as a trouble maker. And I, unknowingly, had painted a huge target on myself by having the audacity to be a female apprentice and then a Journeywoman Electrician. As a Latina female I have learned through painful experience that in the field just how ugly sexism and racism can be.

I stuck out my time with the apprenticeship and graduated. My hardships lessened a bit because by now I had been working as hard as I could to prove to these men that I could do what they could, I was as smart as them, and I could roll with the punches and not "whine". When I was removed from the Iron Pump Plant, I had even managed to get some of the more stubborn guys who had harassed me and gave me such a hard time to leave me be because I was known for always being ready and willing to help anyone with anything. Never once would I turn down a job that was technically violating a OSHA safety code, since I had brought up such issues in the past and always been turn down with "It's not a big deal just do it", or not do a job because it was too disgusting, or because I felt uncomfortable with it. The only time I put my foot down was during high voltage switching because I was not willing to be the next switch house incident.

I would like to say that I did not ask to be removed from the Pump Plant, nor did I think working in the office could ever have been harder than working in the field, but I was wrong. When I was pregnant with my first three children I was an electrician in the plant. Ed DeLaPaz was my supervisor for all three and he was one of the better managers I have worked for. I worked up to my 8<sup>th</sup> and even 9<sup>th</sup> months at the plant and Ed allowed me light duty electrical work once I got too far along to continue my regular operation such as making new schematics for the electrical and lube oil

plumbing for all the bays, helping the operator with his rounds, filing paperwork, handling the ordering for the plant, and many other jobs that made me continue to feel like I was providing a helpful service even when I couldn't see my toes.

My removal from the plant did not come from complaints about my work habits, lack of work, or poor attitude but rather from a limp. I have a congenital birth defect Genu Varum, knocked knees, coupled with no cartilage in one knee and 50% cartilage in the other due to this condition. It is something I have dealt with my whole life, have consulted top surgeons and orthopedic specialists about, and been assured my knees will continue to do what they are doing until the day I die or medical technology advances greatly. I'm optimistic for the latter. I only disclose this so that it is understood that this is something that I had worked around and dealt with my entire 10 years at the pump plant. Rather than let my disability stop me I fought through my hardships and focused on becoming the best journeywoman electrician I could and proving to myself and others that no one or nothing was going to hold me back just because they tell me I could not do whatever I put my mind to.

I had just found out a week before that I was unexpectedly 3 months pregnant with my fourth child. Although I had notified my past supervisor once I was sure I was pregnant, this time I had not. I was having a very rough pregnancy due to stress I was going through at work and home. I had already been warned by my doctor that I was in high risk for a miscarriage. I was carrying extra weight on me from my previous pregnancies and it was putting an extra strain on my knees. One day I came in with a limp, it had been a particularly painful morning. Someone at work saw me limping, reported it to HR and the next thing I know I'm being called into my then boss Scott McBride's office letting me know a complaint was lodged about my limping and MWD was requesting a medical release from my dr. before I could return to work. I was not thrilled but complied, up to this point I had not asked my dr. to write up medical restrictions we had discussed for my knees because from my past experiences I felt that if I showed weakness it would be their excuse to remove me from the plant.

And it went pretty much as I feared. I was given the restrictions of no kneeling, no squatting, limit time on feet and limit stairs and then I was told to fill out a questionnaire to better describe my issue. I protested not understanding why I needed to go to my doctor for an issue that I'd had from day one? After being continuously pressured that there was no other choice and that I would lose my job for sure if I did not, I finally turned in the release and filled out HR's questionnaire, was then informed that I could no longer work in the plant due to the restrictions and, asked to write up a justification on why I should be given a workplace accommodation. I did so under duress of being the sole provider for my family, pregnant, and facing a threatened possible termination.

After months, I was offered two choices, take one of two positions offered or go on "extended medical leave", which meant no pay for me since I lost most of my time on my last maternity leave. I questioned how that was fair since one of my white male coworkers who had had both knees replaced and was on very similar restrictions as I was had not been told his restrictions warranted his removal from the plant; he was allowed to continue at the plant until he retired a few years later. I was met with the broken record answer of "it's the districts prerogative to decide". Frustrated, I suggested being transferred to Hinds Pump Plant since it has an elevator and I was told no because

my then father in-law was Supervisor. I asked for an exception and to be put under a different supervisor but work for Hinds, an exception that had been made in the past for others including Kelly Raymond when her husband became Unit Manager, Mary Jackson who worked at the same pump plant as her husband (Intake/Gene) but under a different manager, and even Theresa Cross who worked at the Gene Pump Plant as an operator while her husband was a specialist. The list goes on far past what I can remember, but even after pointing this out I was still denied.

I continued my researched and found out that there were normally two planner schedulers in the desert and they had not filled the second, and Larry Gerbitz, who was the current planner scheduler, was set to retire in one year. Plenty of time for me to work under him as a planner scheduler since it was a job that would utilize the money and time MWD had invested in me as an apprentice and all the technical skills I had learned from working in the field, coupled with the extra opportunity I had had to do the purchasing, inventory, and job design while on light duty during my other three pregnancies. I brought this option to the table and was denied on the premises that "The minimum requirements include five years of journey level experience in a relevant trade or craft." I was 7 months shy so I asked that they consider the four years of my apprenticeship with MWD for the extra 7 months. I checked amongst other California licensing boards and apprenticeships programs and found most of them did allow 4 years to be counted as some portion of the required experience. Again I was denied saying no exception could possibly be allowed.

I found myself pregnant, distressed, in therapy, and facing being put out on extended no pay if I did not except one of the two positions they offered me. The first was O&M Tech III for Aqueduct Maintenance team. It had the same physical demands that my current job had with a \$15 pay cut. After bringing this up the union got involved it was explained to me that the job would involve patrolling the canals and escorting the chlorine tankers. I asked if there was a guarantee that I would not be asked to do the normal Aqueduct Maintenance work and was told I wouldn't yet HR refused to have it put in writing.

It continued like this for 6 more months. I held out as long as I could trying desperately to hold on to my position at the plant or at least find something that would let me still feel like I was using all the skills I had spent the past decade learning. In the end I was placed as a 6 month temp Administrative Assistant I, which I insisted was reviewed as an Administrative Assistant II due to my computer skills and already having some knowledge of the purchasing process and was finally granted.

The irony of the entire ordeal is never had I possibly imagined that I would one day look back on everything I went through out in the field and miss the days of just having to deal with off colored comments, derogatory remarks, or having to push myself to the limits to prove I was as good as the men in my field despite my gender. That I would actually find myself in a situation that made everything else look so much more acceptable never even crossed my mind. I can honestly say that working in the office has been one of the hardest experiences of my career. I was not prepared for the manipulation, games, and hostile working conditions I was walking into.

Since coming to work in the office in 2014 I have witnessed firsthand, the rapid deterioration of our Unit manager and the cover up by the people around him. A man with a well-known reputation for being uncouth and sexist, whom in his career has made many more women than just myself feel

uncomfortable, with his racist and sexist jokes or comments. I have witnessed him not only throwing fits and cussing at employees while at work, both before and after becoming unit manager, but also his inappropriate touching of his then girlfriend in the Gene office kitchen. Once, when I wanted to talk to him about an issue I had with my then manager Jackie, I was told to “Go ahead and file a grievance. No matter what I will back her and you better be prepared for that.” He then told me that if I did not start joining in all the “group activities” such as potlucks, MWD sponsored parties, and overall cheering up and hanging out with the office staff that I would never get anywhere but where I was in this company. On more than one occasion I was very uncomfortable with Don’s presence and he was not someone I feel safe being alone in a room with and have personally been a victim of him rubbing his shoulder against mine when making references to alcohol and partying or placing his hand over me on the wall and leaning down right in my face to talk. I have moved far away from him, made an excuse to leave the room, and ignored him fearing to confront him full on with how uncomfortable he made me because of his tendency to blow up and make a scene or make fun of how others feel.

On top of the Unit Manager inappropriate actions, I have had to deal with multiple managers now that have made comments about how pretty I would be and how much easier things would be for me in the office as woman if I would just “look more normal”, wore dressy clothes, did not cut my hair or have tattoo and piercings, been accused of being a Satanist by my manager, and told that I was going to make other people think I’m a Satanist. During my last evaluation it was expressed to me by my then intern manager Jeanne, when I questioned why I was given two low marks that I felt were unjustified since I was giving no verbal warning or made aware that there were any issues, that “Nothing I say, do, think, or feel matters” and that she “was going to be here for a long time so I better get used to it”. This came from a white woman who had been working for the company for less than two years at the time and had been my intern manager for 4 months.

Less than 2 weeks later I had a mental collapse at work in which I hurt myself and a co-worker found me and reported it to the EEO. I begged her not to involve our interim manager Jeanne or intern assistant manager Roy since they were a big part of what led to my breakdown and to please call a mutual friend of ours to come help me. Of course Roy was contacted by EEO and came into my office, closed my door and told me he heard something happened. I had just talked to my friend and calmed down and was trying to head home and I let Roy know I could not talk to him and to please go away because he was making it worse. He refused to leave, sitting in the chair that barred my front door so in a desperate attempt to get away from him before I fell apart again I begged him to please go away over and over and to please send someone else if he had to. When again he refused I went into a full panic and ran out the back door in an attempt to escape once more begging him to please leave me alone. He chased me down outside the parking lot and after numerous pleas to please stop because he was making things worse I snapped and began letting out the torrent of anger and frustration at all the micro-managing and interference from my interim manager that was causing it to be impossible for me to do my job correctly including giving incorrect information about training and housing to employees and managers due to her lack of knowledge in either subject, enrolling employees and setting up classes without my knowledge which caused many over booking and missed classes in an atmosphere of training that was already tense with town having their eye on the low desert training numbers and the lack of responsibility for it, replying to emails meant for me on which she is CC and giving the wrong information, and her abrasive and

denigrating attitude in talking down to all the women on the business service team. I also brought up my issues with Nash and some of the issues I have discussed above that I have been through in the past 14 years at MWD that fueled my final snapping point that day.

I was forced into a situation I never wanted to be caught in, crying and arguing in the parking lot of the office for all to see, a complete spectacle. The fall out of all this included handling the phone calls from my freaked out family in the middle of the night since my very public stand-off made the rumor mill and many people contacted my retired parents and sibling telling them that I was in the hospital because I had gotten into a parking lot fist fight with Roy. After all was said and done, not another word mentioned about the incident from either Roy or Jeanne, EEO called once to see if I was ok. To my knowledge, not a single manager involved called 911. It was as if everyone swept the fact that I had just had a mental breakdown and cut myself up under the rug.

Two weeks later I unexpectedly get called into Roy's office with another co-worker and one union rep at which time Roy proceeded to lay into us about being blatantly insubordinate, refusing work, and refusing to talk to our interim manager. I pointed out that I had never refused a job though I did speak up about being uncomfortable about doing certain jobs such as reviewing what seemed like doctored training reports, to which my interim manager Jeanne said that was too bad when I expressed my concern. The only meeting I had ever walked out on was my evaluation when I got emotional from Jeanne's attitude that nothing I did, said, thought, or felt mattered, at which time I asked for a few minutes to go to my office and compose myself and seek union representation to which she agreed. After I left her office she immediately sent my unsigned evaluation off to HR without giving me a chance to further talk to her, a move that Roy said he approved her making.

Four weeks later, at the insistence of my therapist, I went on medical leave for stress for 3 months. I'm still dealing with the emotional turmoil working for MWD, and particularly here in the office, has placed on me. I suffer from PTSD and extreme anxiety and have now been placed on medication just to help me get through my work week. In all honesty, I truly had no plans to return to MWD, but I do have four kids to look after and need the income and medical insurance this job affords me. My first day back was awkward as I did not get a single email, phone call, or text from my manager on what she wanted me to do or acknowledging that I was back since all my usual work responsibilities had been given to the two other BST members, one of whom I later found out was a temp I had never met before.

After doing what I could most of the day I finally contacted my union rep, Gina, and let her know what was going on and that I wanted to set up an official meeting with my manager and the union to go over my roles and responsibilities due to my long absence and having been stripped of most of my core duties before I left after informing my interim manager and interim assistant unit manager that I was overworked due to fixing the issues my manager created with her lack of knowledge for my job position. Gina suggested we talk to Roy and see if Jeanne left any directions with him and if not set up the meeting for tomorrow so I would not be in the dark the next day. My understanding is that Roy was very upset that I wanted this meeting and even angrier that I wanted union representation and threatened to call HR and union headquarters to stop it, which he did follow through on. Luckily the union did grant the release time and the meeting did happen the next day, at which time Roy poked his head in asked Jeanne if she wanted him to stay to which she said it was fine if he

wanted to but Roy said nothing else, closed the door, and left. It was my first day back, already I was feeling segregated and punished as my manager did not even take the time, already informed by Clara Masennet of the day of my return, to have me reinstated in the system so I could log into the computer or access any of MWD systems.

I wish I could close this letter with the same optimism for change and the betterment of the minority community in the desert that Gina preaches to me, or even with the reassurance that these are the only hardships that I have endured, but that would be far from the truth. I know every story has two sides, and it is hard for me to be in the position of speaking out against someone like Roy, who I have known and worked with for a long time, and have grown up hearing people I respect talk well of his commitment as both a union representative and a Pump Plant Manager. The state of disarray and dilapidation the desert's management has been allowed to collapse into is disheartening discouraging, and hearing that we in the desert may still yet be subject to Nash's racist and sexist domination brings a tight panic to my chest that makes it hard to breathe.

I have taken many weeks now to write out this letter, constantly rewriting and second guessing myself for stepping out of the shadows and taking a chance at being heard. I've been told for so long to not be a girl and not whine or complain that every sentence I write to you feels trivial, and I've had to tell myself over and over that if women like me, who have seen the underbelly of life here in the desert, don't at least make an attempt to stand up and be heard that I was failing the generations that will come behind me. That even if my story is never heard past this, even if this letter finds its way to the garbage, at least I tried, I stood up and spoke out for my daughters and Gina's daughters and every other female, every other person, that comes after me in hopes that no woman or man ever has to go through the hardships I have gone through.

I deeply thank you for the concern you have shown for the women of the desert. I hate to be so blunt and long winded but there is so much frustration and pain built up over the years that it is hard to contain it all in writing. My truest hope is that out of all this adversity and turmoil someone in a position of power will hear our calls for help and, with time, a new era of equality and acceptance will be ushered into the desert making it is safe fair place for all who work here. I appreciate you taking the time to read my letter.

Sincerely,



Miranda Grow  
Comments  
With Attachments  
10-13-20  
to  
OP&T Committee  
of MWD board



Good morning chairperson Murray, Directors, and any others who are listening.

My name is Miranda Grow. I'm a:

- Metropolitan employee
- member of the Women's Caucus
- Homosexual/Lesbian
- Eastern Municipal Water District's service area resident and paying customer.

We, the Women's Caucus, thank you for this public session opportunity; I am also submitting written comments as part of the record.

I began my public service at MWD 10 years ago in the Apprenticeship Program. I was very excited to be accepted, as I'd studied Water Technology in community college and was preparing to work in water and build upon my existing skilled trade experience. The apprenticeship program with MWD was nothing short of my dream job. I was so grateful to be a successful candidate and eager to take on the challenge.

However, within a month of my start date I was sexually assaulted by a fellow employee. He imposed himself on me, when I said no, and took advantage of my vulnerability. I was paralyzed – I didn't know what to do because I was still in my probationary period and could be fired for any/no reason. I was afraid that whatever happened next was going to cost me the program and my job.

Even though the odds were against me, I reported this incident to EEO who eventually found in my favor. HR asked me (underlined) to keep the investigation confidential. That request isolated me – I was intimidated into silence.

I requested a transfer due to the situation when I met with apprenticeship management at our introductory class and was denied. I was forced to remain on the same location as my assaulter for 3 years. I finally escaped to a different location by pursuing a different career with less income and guaranteed training– I left the apprenticeship program and reduced my potential lifetime earnings and opportunities for advancement.



For 6 years I avoided my assaulter at a new location. Then last year he just showed up in the lobby prior to my employee evaluation. The resulting panic I experienced caused me to cry embarrassingly during the evaluation, from start to finish, and after. During this time I did inform management of the problems created by his presence, however, no attempt was made to separate us. Additionally, he was transferred to my location as a permanent employee on a schedule which brought him into direct contact with me and in which he had access to me alone and unsupervised.

On July 13<sup>th</sup>, just hours before women caucus members addressed OPT, I crossed paths with this individual alone and I immediately informed my unit and team supervisor's, asking them for help but received NO response (email attached). The next day I asked what work duties they expected me to perform and they responded immediately that I should perform the outside operator duties (email attached). The alternative work duties, like I had performed the night previous, would've been the labs, **WHICH IS MORE WORK**. Regardless, the laboratory work was my strong preference because the plant operator would've been close by.

Curiously, management did not respond to my plea for help but they were quick to direct me to resume working in a position in which my assaulter had direct access to me alone. I heard from Ethics a day later and then Friday, and they some compassion. Upper management responded 2 days later **but the crisis was past** and the comments perfunctory. I shouldn't have to ask to be separated from an assaulter due to the nature of my compliant.

At this point, an apology from all those involved in making me feel menaced, unsafe, and isolated would feel like **insincere capitulation**, and **not a reasonable solution to an unreasonable problem** that has negatively affected one third of my life.

Parallel to my assaulter's presence, management is harassing me with other issues that employees within Metropolitan take for granted. Petty issues, such as, appropriate shared office equipment, that is legitimately assessed to determine the user's needs and accommodate **diversity**.

- I've grown exhausted of feeling alone in an environment where my personal safety, and the safety of others should be paramount.
- I've grown exhausted of feeling that it is permissible for sexual assaulters to continue to be accommodated and benefit from convenient, steady employment without retribution, while victims are made to feel like the threat.
- I've grown exhausted of the years of therapy and having to take medication just to function, as a human, in everyday aspects of life.
- I've grown exhausted of feeling that my sexual orientation is somehow an affront, or an unacceptable perversion, or a distraction to my male superiors.

Together with my Union steward, I've negotiated **another** transfer to escape the assaulter and my management abusers at the Mills plant. But I have to wonder why **I** need to keep evading my assaulter and abusers? Why is the onus on **me** to escape? We couldn't even get HR to approve advance notice to me if the assaulter shows up at my new location! We negotiated how to "restrict" his access but still no notice to me! Why should I trust management with my assaulter's access to me at a new location? Considering how they've treated me thus far, if they are not willing to earn my trust, they do not deserve it.

I don't feel as though I'm asking too much to have basic human respect, dignity, and safety in the modern workplace which ostensibly prides itself on equality, inclusion, and the right to be free of harassment, particularly, the violent sexual kind.

I need your help to ensure that the past 10 years of unnecessary suffering I've endured doesn't end up being for nothing. Don't sacrifice my potential for the sake of preserving management convenience and to protect the career of a sexual predator. I need you to hold all those responsible for this gross failure **accountable**, because I am not alone, and MWD'S unique brand of toxicity must be stopped.

I am not the enemy. I want my hope and satisfaction in my career to be restored, and you have the power to help with that. I hope you will see fit to do the right thing.

Thank you

## Mackey, Ellen M

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**From:** Salinas, Abel  
**Sent:** Friday, July 17, 2020 4:42 PM  
**To:** Grow, Miranda E  
**Cc:** Brown, Jonathan P; King, Alicia J; Alan Shanahan; Ellen Mackey; Mackey, Ellen M; gpantoja@afscme1902.org; jeffrey Froehlich; Upadhyay, Deven N; Sanchez, Olivia; Syfers, Gary L; Pitman, Diane; Chaudhuri, Mickey; Collins, Heather L; Yamasaki, Brent M  
**Subject:** RE: Management assistance for personal safety

Hi Miranda,

I am glad to see that you received a response on Wednesday from Metropolitan officials. Thank you for bringing your concern forward and for taking our call on Tuesday evening. As we discussed during our call, Kelli Shope and I called you to make sure you were going to be okay during your work shift since you indicated that you might be in harm's way and that no one had responded. The purpose of our call was to check on your well-being. There is no Ethics Office report of interview of our brief conversation. However, for future reference, records maintained by the Ethics Office are generally confidential.

After our call on Tuesday evening, I did send an email to the leadership team. My email informed them that we spoke to assess the concern, that you planned to complete your shift, would be off the next 7 days, and that we informed you that I would discuss the situation with them on Wednesday.

The Ethics Office likely will not be involved in this specific concern moving forward given that it is a confidential matter and it does not appear to raise issues within the Ethics Office's purview. I hope that you are well and satisfied with the attention given by Metropolitan in response to your email. My understanding is that management is working with you and I am hopeful for an appropriate resolution.

Abel Salinas  
Ethics Officer

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**From:** Grow, Miranda E <MGrow@mwdh2o.com>  
**Sent:** Wednesday, July 15, 2020 8:25 PM  
**To:** Yamasaki, Brent M <byamasaki@mwdh2o.com>; Collins, Heather L <HCollins@mwdh2o.com>; Chaudhuri, Mickey <MChaudhuri@mwdh2o.com>; Pitman, Diane <dpitman@mwdh2o.com>; Syfers, Gary L <gsyfers@mwdh2o.com>; Sanchez, Olivia <osanchez@mwdh2o.com>; Upadhyay, Deven N <DUpadhyay@mwdh2o.com>; Salinas, Abel <ASalinas@mwdh2o.com>  
**Cc:** Brown, Jonathan P <jpbrown@mwdh2o.com>; King, Alicia J <AKing@mwdh2o.com>; Alan Shanahan <ashanahan@afscme1902.org>; Ellen Mackey <emackey@afscme1902.org>; Mackey, Ellen M <emackey@mwdh2o.com>; gpantoja@afscme1902.org; jeffrey Froehlich <jfroehlich@afscme1902.org>; Grow, Miranda E <MGrow@mwdh2o.com>  
**Subject:** Re: Management assistance for personal safety

Hi Brent, Deven, Abel, and All,

Going forward, please include my Union rep, Ellen Mackey, and Jeff Froehlich from the Executive Office in all future emails and meetings. I want them present to represent my interests at this sensitive time.

Abel, I would appreciate a copy of anything recorded or written notes and attendees rom our conversation last evening.

Regards,

Miranda Grow  
Water Treatment Plant Operator II  
Office: (951) 776-2710  
[mgrow@mwdh2o.com](mailto:mgrow@mwdh2o.com)  
Mills Water Treatment Plant  
550 E. Alessandro Blvd.  
Riverside, CA 92508

On Jul 15, 2020, at 7:31 PM, Yamasaki,Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)> wrote:

Hi Miranda,

I've been in communication with your management team and Security to assist with assessing your personal security concerns at the Mills plant. We certainly take safety very seriously and I'm working with HR and Security regarding the concerns you've identified and will get back to you soon.

Please do not hesitate to contact me or your management to discuss any further developments or concerns, or if you have any additional information. Importantly, if your concern involves EEO matters, please notify Olivia Sanchez in HR immediately so your concerns can be addressed in a timely fashion.

Take care,

Brent

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**From:** Grow,Miranda E <[MGrow@mwdh2o.com](mailto:MGrow@mwdh2o.com)>

**Sent:** Tuesday, July 14, 2020 9:20 PM

**To:** Syfers,Gary L <[gsyfers@mwdh2o.com](mailto:gsyfers@mwdh2o.com)>; Brown,Jonathan P <[jpbrown@mwdh2o.com](mailto:jpbrown@mwdh2o.com)>

**Cc:** Collins,Heather L <[HCollins@mwdh2o.com](mailto:HCollins@mwdh2o.com)>; Chaudhuri,Mickey <[MChaudhuri@mwdh2o.com](mailto:MChaudhuri@mwdh2o.com)>;

Yamasaki,Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>; Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; King,Alicia J

<[AKing@mwdh2o.com](mailto:AKing@mwdh2o.com)>; Salinas,Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>; Alan Shanahan

<[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>;gpantoja@afscme1902.org; jeffrey Froehlich

<[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Mackey,Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>; Upadhyay,Deven N

<[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Grow,Miranda E <[MGrow@mwdh2o.com](mailto:MGrow@mwdh2o.com)>

**Subject:** RE: Management assistance for personal safety

Hi Gary,

Thanks for getting back to me about the message I sent tonight around 7:51 pm regarding my job duties for the evening . . . although your instructions put me in harm's way *given my email from yesterday*, July 13 at 10:59 pm (see below).

I'm still awaiting a response from my message yesterday about feeling unsafe around my 2010 sexual assaulter (see below).

I look forward to working out an arrangement for my safety.

Thank you

Miranda Grow  
Water Treatment Plant Operator II  
Office: (951) 776-2710  
[mgrow@mwdh2o.com](mailto:mgrow@mwdh2o.com)  
Mills Water Treatment Plant  
550 E. Alessandro Blvd.  
Riverside, CA 92508



---

**From:** Syfers,Gary L <[gsyfers@mwdh2o.com](mailto:gsyfers@mwdh2o.com)>  
**Sent:** Tuesday, July 14, 2020 7:51 PM  
**To:** Grow,Miranda E <[MGrow@mwdh2o.com](mailto:MGrow@mwdh2o.com)>  
**Cc:** Brown,Jonathan P <[jpbrown@mwdh2o.com](mailto:jpbrown@mwdh2o.com)>; Mantel,Russ <[rmantel@mwdh2o.com](mailto:rmantel@mwdh2o.com)>;  
Schultz,Edward J <[ESchultz@mwdh2o.com](mailto:ESchultz@mwdh2o.com)>  
**Subject:** RE: Job duties 7.14.20

Hi Miranda,

Please conduct your two plant checks and PM's as required. You will assist the ACC Operator with any issues that may come up in the treatment process with the exception of those in the PSM area until your training has been completed.

Thank you

Gary

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**From:** Grow,Miranda E  
**Sent:** Tuesday, July 14, 2020 7:34 PM  
**To:** Brown,Jonathan P  
**Cc:** Syfers,Gary L  
**Subject:** Job duties 7.14.20

What job duties would you like me to carry out this evening?

Miranda Grow  
Water Treatment Plant Operator II

Office: (951) 776-2710  
[mgrow@mwdh2o.com](mailto:mgrow@mwdh2o.com)  
Mills Water Treatment Plant

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**From:** Grow, Miranda E <[MGrow@mwdh2o.com](mailto:MGrow@mwdh2o.com)>  
**Sent:** Monday, July 13, 2020 10:59 PM  
**To:** Syfers, Gary L <[gsyfers@mwdh2o.com](mailto:gsyfers@mwdh2o.com)>; Brown, Jonathan P <[jpbrown@mwdh2o.com](mailto:jpbrown@mwdh2o.com)>  
**Subject:** Management assistance

Gary and Jon,

This morning when I was driving out of the plant I passed a fellow employee who sexually assaulted me when we were both at Diemer. This employee successfully transferred to Mills plant almost a year ago and I am not safe working at the same location as this individual. The Plant Operators granted my request to not be the outside operator tonight. I don't feel comfortable being alone outside at night after crossing paths with that employee.

I need assistance in finding a solution for this matter.  
Thank you,

Miranda Grow  
Water Treatment Plant Operator II  
Office: (951) 776-2710  
[mgrow@mwdh2o.com](mailto:mgrow@mwdh2o.com)  
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Ellen Mackey/Women's Caucus  
Extended Comments  
With Attachments  
10-27-20  
to  
OP&T Committee  
of MWD board



Good morning Chairperson Murray, Directors, Executive Staff, fellow employees and guests. My name is Ellen Mackey; I am an ecologist and chair of the AFSCME Women's Caucus. We thank you for this public session opportunity. We invite the public to download copies of our longer comments from Board, **Document Archives** since we are confined to a 3 minute comment period.

We'd like to **thank** the OPT for addressing the concerns we've raised, as well as the many employees and members of the public sending their support.

First, we encourage the board to hire an **independent outside** consultant to investigate the culture of MWD. We believe that investigation should follow the evidence *wherever it leads* to expose the abusive culture within Metropolitan.

## 1. DEI Council

But my first comments today are in response to the DEI Council, which the Women's Caucus is currently boycotting.

Quite frankly, the DEI Council takes time we don't have. Abusive management fails to do *their* jobs, so myself and others are busy cleaning up management wreckage. Since on average over the last 7 months I've averaged half my work day, frequently more, cleaning up this wreckage, I've had to inform my supervisor, and turn back work. This places an undue burden on others in our Section to take up the slack. (*Thank you again to my supervisor and the Environmental Planning Section (EPS) women who have stepped up.*)

*Woman-dominated EPS under attack by DEI Leader, Shane Chapman*

- o An example of poor decision making by AGM, Shane Chapman, EPS is under attack and is threatened with downgrading. EPS is here to follow Metropolitan mission statement to provide water in an *environmentally sensitive manner*. An **82% woman-dominated group**, EPS is in danger of being downgraded by the very AGM in charge of the DEI Council. And *this* AGM is leading the DEI? Three years ago, EPS was rightfully removed from Engineering (conflict of interest) and elevated to the appropriate level as a Section. In spite of a collaborative process that was vetted with HR, Legal, Ethics, and the bargaining units, the AGM capriciously decided several months ago to *downgrade* a women-dominated Section to a Unit. He cites budget as the reason but Y-rates the now ex Section manager to Unit manager (she retains her current higher salary). **Where's the budget savings?** She was a Team manager; was temporarily catapulted to Section manager so should have dropped to a Team manager (and salary) again, then promoted to a Unit manager (and salary). But our EPS manager was paid off to weakly protest but allow EPS to become a Unit.



She is also the daughter of Don Harriger, the ex GM of Western MWD. Coincidence or favoritism? (promotion policies and procedures?)

- o Following my October 13 OP&T comments, I received an email from Shane who took umbrage with the characterization of a Lee King as a *transgender show-pony*. First, Lee enjoys the term. Second, we think it's more offensive to trot out a transgender man to display inclusiveness only to throw them back in the 'stable' and abandon them to abusive managers. They (Lee's preferred pronoun) are now on medical leave due to this mismanagement.

Given the comments you've heard recently, and the people coming forward, it's clear the last thing we need is more work. We *prefer* to stay focused on women in crisis since there seems to be no shortage.

So when the GM announced the formation of the DEI Council, promising to work through employees, we were skeptical. No surprise, the Council leadership comprises management with a few token positions to represent rank & file.

After listening to the testimony of employees who have reported harassment, retaliation, favoritism, and assault, only to be further victimized by a broken system, why would we agree to participate in a Council governed by the same abusive management chain?

If/when the Women's Caucus returns to the DEI Council, as Executive Management is removed, we still wish to be clear that we will not be silent but continue to expose the hypocrisy, harassment, and retaliation prevalent within this agency. Our presence on the DEI should not be misconstrued to assume silence. We are well aware of the tactics taken by management to silence people in the past and *will refuse a seat if silence is the price*. We remain on the front lines of the crises while the DEI will examine policies and procedures but not specific cases.

## 2. General Manager October 20 memo

My second comments are in regards to a memo sent to all employees by the GM on October 20, 2020. He exposed Miranda's case to the entire District.

### *Gaslighting*

The GM dismissively stated in Sept OPT Committee meeting that the complaints were *just* from three "women" from the desert. First, one member of the three desert employees is a transgender man. Second, the GM directly contradicts the Ethics Office report that states that **22% of employees** won't report a problem for fear of retaliation while **30%** neither agree nor disagree (Ethics report 2-23-20), which means that potentially, half would complain but are silenced by fear. The GM's gaslighting again strains the limits of credibility.

In a district-wide October 20 memo, [which we incorporate by reference](#), our GM affirmed the sexual assault of Miranda Grow. He also included Metropolitan's Policy against Sexual Assault.

However, a **policy** did not stop someone from committing assault. It did not protect Miranda, or other employees who have come forward. We **denounce** the GM's attempt to victim-shame Miranda and gaslight Metropolitan employees because, in spite of his claim "appropriate actions were taken," Miranda languished at the same facility as her perpetrator for three years with the full knowledge of our General Manager, General Counsel, and HR.

When Gina and Lee first came forward a few months ago and told their stories, did General Council tell any of you that more women have filed complaints and that at least one woman had been assaulted, or did they let you believe these were isolated cases, hoping others wouldn't have the courage to come forward?

The employees coming forward to tell their stories are not telling them for the first time. They have all formerly reported being victimized, as have over 66% (6 of 9) of women in our apprenticeship program. Yet, executive management will pretend that these are either old accounts long since addressed, or brand new that nobody could have seen coming.

#### *Promotion policies and procedures?*

The GM October 20 memo statement that MWD has **promotion** policies and procedures typifies management hypocrisy. Saying that procedures exist means nothing if management continuously ignores them. *Sayin' ain't doin'.*

For example, we've seen an upper management mother ensure her daughter is hired and promoted over others; the child of a member agency GM is hired, favored, and promoted over others; managers hire and promote their children, nieces and nephews, godchildren, spouses, girlfriends, and friends. And we wonder why we have entitled, arrogant managers without leadership skills.

Where are these policies then?

#### **Summary**

We're very aware that in a short time, this board will grow tired of hearing women/employees 'complain' about the conditions within this public agency. But we serve and manage an irreplaceable public resource . . . water. We can live without electricity but not without water. We deserve management that respects employees who responsibly prioritize their jobs bringing high-quality drinking water to Southern California.

We're also aware that there are board members who feel we are too bold for speaking out this way and should work within the existing systems. Internal systems are broken and structured

**against** employees. We are seizing an opportunity to reset the process and bring fairness and a tolerable work environment for all.

But we won't do it at the direction of those who have championed a broken system for the past **15 years**.

The Women's Caucus *stands with all AFSCME 1902 employees* who continue their service to bring water to southern California, and advocates for fairness for all employees regardless of gender, race, or sexual orientation.

To all our AFSCME listeners within MWD and outside, we say this:

*Abusive management wins by making us feel we're alone.*

***You're not alone.***

Consider sharing your stories. We will keep them confidential.

Contact [askwomen@afscme1902.org](mailto:askwomen@afscme1902.org)

Thank you

**Mackey, Ellen M**

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**From:** Office of the General Manager  
**Sent:** Tuesday, October 20, 2020 12:19 PM  
**Subject:** Employee Public Comments at 10/13/20 OP&T and Board Meetings

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

**Date:** October 20, 2020  
**To:** All Metropolitan Employees  
**From:** Jeffrey Kightlinger, General Manager  
**Subject:** Employee Public Comments at 10/13/20 OP&T and Board Meetings

At the October 13, 2020, Organization Personnel & Technology committee and Board meetings, an employee provided public comments regarding a male coworker's conduct in 2010. The matter was reported to Metropolitan, investigated, and resolved in late 2010 to early 2011. The employee's EEO complaint was thoroughly investigated by Public Interest Investigations, Inc.(PII), a firm with extensive experience conducting civil and criminal investigations. PII found the coworker's conduct violated Metropolitan's policy prohibiting sexual harassment. Appropriate actions were taken with the involvement of the bargaining unit representing both employees.

The District does not tolerate inappropriate conduct of a sexual nature of any form in the workplace. The District's Operating Policy on Prohibition of Sexual Harassment is included as attachment 1. All employees share a responsibility to ensure a professional and respectful workplace, and employees are encouraged to come forward and report inappropriate behavior. All employees are also required to take mandatory sexual harassment prevention training every two years.

Additional comments were made regarding promotions. We take our responsibility seriously to support and help all employees develop, and we insist on a level playing field for all. Attachment 2 is the Semi-Annual Report on EEO Policy and Affirmative Action Plan. Table 1.4 on page 3 shows the female share of the workforce has ranged from 26 to 29 percent over the last five years. Table 1.8 on page 6 shows the female share of all promotions ranges from 24 percent to 29 percent over the last five years.

Management is committed to providing a diverse, equitable, and inclusive work environment. Please do not hesitate to contact me at [jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com) or Assistant General Manager/Chief Operating Officer Shane Chapman at [schapman@mwdh2o.com](mailto:schapman@mwdh2o.com) if you would like to meet and discuss Metropolitan's efforts to ensure a professional and respectful work environment.



2016-2017 Annual Report  
2016-2017 Annual Report

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## OPERATING POLICIES

O.P. NUMBER	TITLE	ISSUE DATE	REVISION DATE
<b>H-13</b>	<b>Sexual Harassment Prohibition Policy</b>	<b>5/8/08</b>	<b>5/3/13</b>

**SUMMARY**

The Metropolitan Water District of Southern California:

- Will not tolerate inappropriate conduct of a sexual nature in any form in the workplace or in any transaction of Metropolitan’s business;
- Will take action to prevent and eliminate such conduct, as required by law.

**SUPERSESSON**

This Operating Policy supersedes Operating Policy H-13 dated May 8, 2008 and November 5, 2012.

**AUTHORITY**

The Metropolitan Water District maintains a sexual harassment prohibition policy as authorized by federal and state laws, statutes, or regulations. The General Manager delegates authority for administering and enforcing Metropolitan’s Equal Employment Opportunity Program to the Chief Administrative Officer and the Human Resources Group Manager.

**DEFINITIONS**

**Sexual harassment** – for purposes of this policy, inappropriate conduct of a sexual nature toward an employee, applicant, or contractor, is referred to as “sexual harassment” and is prohibited by this policy.

Sexual harassment of an employee, applicant, or contractor is also prohibited by state and federal law. Sexual harassment is an unlawful employment practice which impacts morale, motivation and job performance.

Sexual harassment is defined by the Equal Employment Opportunity Commission (EEOC) as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either explicitly or implicitly a term or condition of an individual’s employment, or
- Submission to or rejection of the conduct by an individual is used as a basis for employment decisions affecting such individual, or
- The conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment



## OPERATING POLICIES

O.P. NUMBER	TITLE	ISSUE DATE	REVISION DATE
<b>H-13</b>	<b>Sexual Harassment Prohibition Policy</b>	<b>5/8/08</b>	<b>5/3/13</b>

**DEFINITIONS  
(continued).**

Types of behavior that can be considered sexual harassment include but are not limited to:

- Unwanted sexual advances
- Discussing or telling off-color jokes
- Offering employment benefits in exchange for sexual favors
- Engaging in hostile, unwelcome or unnecessary physical conduct
- Commenting on physical attributes
- Displaying sexually suggestive pictures or materials
- Using demeaning or inappropriate terms
- Using crude or offensive language
- Sending suggestive, crude or offensive language or materials through email or other communication media

State and federal law also prohibit retaliation against a person for filing a complaint, assisting or participating in an investigation or proceeding, or opposing sexual harassment.

**POLICIES**

1. Metropolitan does not and will not tolerate sexual harassment of any employee, applicant, or contractor. The prohibition against sexual harassment applies to all transactions of Metropolitan’s business, whether at a Metropolitan-operated facility or an external site.
  
2. If an employee, applicant, or contractor believes that he or she has been sexually harassed by any Metropolitan employee, consultant or other contractor, vendor, client, or other business contact, the individual should immediately report the incident directly to: (1) the EEO Investigations Staff or the Employee Relations Section Manager, who are responsible for receiving and processing such reports for Metropolitan; (2) the Ethics Office, who is responsible for receiving and processing reports regarding alleged director misconduct; or, (3) to another manager or supervisor, including but not limited to, the HR Group Manager, another Group Manager, or the Ethics Officer.
  
3. Engaging in sexual harassment is conduct subject to disciplinary action, up to and including discharge.
  
4. All complaints of sexual harassment are taken seriously, investigated promptly as appropriate, and appropriate action is taken against individuals found to have engaged



## OPERATING POLICIES

O.P. NUMBER	TITLE	ISSUE DATE	REVISION DATE
<b>H-13</b>	<b>Sexual Harassment Prohibition Policy</b>	<b>5/8/08</b>	<b>5/3/13</b>

**POLICIES  
(continued)**

in sexually harassing conduct. Metropolitan has established and maintains an internal complaint procedure for processing alleged violations of the policy.

5. Metropolitan does not retaliate, nor tolerate retaliation, against employees, applicants, or contractors who, in good faith, make a complaint of sexual harassment, assist or participate in a related investigation or proceeding, or oppose sexual harassment. Such retaliation is prohibited by this policy. Any act of such retaliation should be reported immediately to: (1) the EEO Investigations Staff or the Employee Relations Section Manager, who are responsible for receiving and processing such reports for Metropolitan; (2) the Ethics Office, who is responsible for receiving and processing reports regarding alleged director misconduct; or, (3) to another manager or supervisor, including but not limited to, the HR Group Manager, another Group Manager, or the Ethics Officer. Reports will be investigated as appropriate and, where appropriate, corrective action will be taken. Any person who engages in such retaliation is subject to disciplinary action, up to and including dismissal.
  
6. Complaints made frivolously, in bad faith, or without factual basis may be actionable by the respondent. Such complaints may result in disciplinary action, up to and including dismissal.
  
7. Metropolitan employees receive a copy of this policy during new employee orientation and review it as part of their mandatory sexual harassment prevention training.

**RESPONSIBILITIES**

Metropolitan **managers or supervisors** are responsible for:

- Enforcing the District’s Sexual Harassment Prohibition Policy and not engaging in, condoning or tolerating behavior that could reasonably be considered a violation of this policy.
- Creating an environment where employees, applicants, and contractors do not feel intimidated and/or prevented from reporting an incident in violation of this policy.
- Monitoring the work environment of their employees and other business contacts for signs of sexual harassment or inappropriate conduct that could violate this policy.
- Immediately reporting any conduct that may reasonably violate this policy, or any such allegation, to the EEO





## OPERATING POLICIES

O.P. NUMBER	TITLE	ISSUE DATE	REVISION DATE
<b>H-13</b>	<b>Sexual Harassment Prohibition Policy</b>	<b>5/8/08</b>	<b>5/3/13</b>

**RESPONSIBILITIES  
(continued)**

Investigations Staff. (If appropriate, such conduct may also be reported outside of the Human Resources Group, to the Legal Department and/or Ethics Officer.)

- Cooperating in an investigation related to any complaint of a violation of this policy. Managers and supervisors are prohibited from discussing the complaint outside of the investigative process, unless this is done in connection with performing the manager’s or supervisor’s job duties, required or permitted by law, or authorized by the Legal Department or other appropriate authority. Failure to cooperate or deliberately providing false or misleading information during an investigation, or discussing the complaint outside of the investigative process, may be grounds for disciplinary action, up to and including discharge.
- Not engaging in, condoning or tolerating behavior that could reasonably constitute retaliation of an employee, applicant, or contractor for alleging or opposing sexual harassment, or participating in a related investigation or proceeding.
- Successfully and timely completing sexual harassment prevention training as mandated and ensuring that employees under his or her direct supervision timely and successfully complete such training.

Metropolitan **employees**, including managers and supervisors, are responsible for:

- Not engaging in behavior that could reasonably be considered a violation of this policy.
- Understanding that a violation of this policy can result in disciplinary action, up to and including dismissal; and that California law allows an employee to sue another employee for sexual harassment.
- Cooperating in an investigation related to any complaint of a violation of this policy. Employees are prohibited from discussing the complaint outside of the investigative process, unless required or permitted by law, or authorized by the Legal Department or other appropriate authority. Failure to cooperate or deliberately providing false or misleading information during an investigation, or discussing the complaint outside of the investigative process, may be grounds for disciplinary action, up to and including discharge.
- Not engaging in behavior that could reasonably constitute retaliation of an employee, applicant, or contractor for



## OPERATING POLICIES

O.P. NUMBER	TITLE	ISSUE DATE	REVISION DATE
<b>H-13</b>	<b>Sexual Harassment Prohibition Policy</b>	<b>5/8/08</b>	<b>5/3/13</b>

**RESPONSIBILITIES  
(continued)**

alleging or opposing sexual harassment, or participating in a related investigation or proceeding.

- Successfully and timely completing sexual harassment prevention training as mandated.

The **Employee Relations Section Manager** is responsible for:

- Supervising the activities of the EEO Investigations Staff.
- Enforcing a policy prohibiting sexual harassment.
- Maintaining internal complaint procedures for investigating complaints related to violations of this policy.
- Receiving and processing internal complaints alleging a violation of this policy, and ensuring that complaints are investigated as appropriate, promptly, thoroughly and impartially.
- Ensuring that Metropolitan takes immediate and appropriate corrective action when it is determined that a violation of this policy has occurred.

The **Ethics Office** is responsible for:

- Coordinating with the EEO Investigations Staff or the Employee Relations Section Manager concerning allegations and complaints of discrimination or harassment received by the Ethics Office, including immediately reporting any conduct that may reasonably violate this policy to the EEO Investigations Staff or Employee Relations Section Manager. (If appropriate, such conduct may be reported outside of the Human Resources Group to the Legal Department.)

The **Equal Employment Opportunity Manager** is responsible for:

- Establishing and maintaining a policy which prohibits sexual harassment.
- Providing sexual harassment prevention training to all employees.
- With the Legal Department and in compliance with the Administrative Code, receiving and responding to EEO related charges filed with state or federal agencies.
- Establish and maintain an affirmative action plan and nondiscrimination program in accordance with applicable law.



### OPERATING POLICIES

O.P. NUMBER	TITLE	ISSUE DATE	REVISION DATE
H-13	Sexual Harassment Prohibition Policy	5/8/08	5/3/13

#### REFERENCES

- [Administrative Code, Sections 6219, 6300, 7111](#)
- [Operating Policy H-03 and H-07](#)
- Applicable executive orders, federal, state and local laws, statutes and regulations
- [Discrimination Complaint Procedures](#)
- Memoranda of Understanding
- [Department of Fair Employment and Housing pamphlet on Sexual Harassment \(DFEH-185\)](#)

#### APPROVAL

Original signed by Jeffrey Kightlinger                      5/3/13  
 Jeffrey Kightlinger, General Manager                      Date



Ellen Mackey/Women's Caucus

Extended Comments

11-9-20

to

OP&T Committee

of MWD board



Good afternoon Chairperson Murray, Directors, fellow employees, and guests. My name is Ellen Mackey; I am an ecologist and chair of the AFSCME Women's Caucus. We thank you for this public session opportunity and invite the public to download copies of [all](#) our extended comments in the MWD Board **Document Archives**, since we are usually confined to 3 minutes.

We are concerned that the public was denied Miranda Grow's Oct 13 comments *until today*. Why? If there was a problem, Miranda should have been informed.

There is much to say but we concerned here with 5 issues:

1. Executive management including Legal, is not forthcoming with information:
  - o They didn't tell Board the extent of MWD harassment and assault, such as, Miranda Grow, Lee King, or Gina Chavez's situations.
  - o Legal didn't tell the Board that they had hired an external law firm to investigate the desert culture.
  - o Legal didn't report that the scope of work was constrained to desert (until asked).
  - o Legal didn't "remember" the total contract amount.
  - o Management and Legal didn't report unlitigated NDA agreements. Two weeks ago General Counsel corrected the GM by stating that the 9 NDAs signed in the last 25 years were *litigated*. How many were *unlitigated* NDAs but employees settled?

Conclusion: Management, Legal, and HR have not earned trust from employees.

2. Conflict of interest:
  - o Henry Torres in Legal and Alicia King in HR represent the District in claims of sexual harassment, retaliation, and assault. Now, Henry Torres has informed the board that he found a legal firm to investigate? . . . with limited scope and he couldn't remember the contract amount? No trust here. Legal hired Van Dermyden Maddux Law Corp for \$75,000 to conduct a Climate Review/Investigation (?); this contract was effective 9/20 and the consultant is already invoicing (?) - meeting with Henry Torres and Diane Pitman? This contract should be terminated and any results, notes, and interviews shared so the depth of the bias is revealed.
  - o In cases of sexual harassment and assault, no one allows a management chain to investigate themselves. We are allowing Legal to determine the external investigators and scope of work? Given, that all women/people coming forward, claim Legal is part of the problem, this is a clear conflict of interest.
  - o We are outraged that Legal hired this consultant as a blatant and craven attempt to marginalize and revictimize the people who have come forward. This action was attempted to undermine the accusations of the people who came forward; to diminish their testimony as outliers, and is not even thinly veiled **retaliation** against these people. And, even though at each meeting the Board cautioned management and Legal that no retaliation should occur, Legal quickly shoved this contract through the hiring process. No trust here.

- We understand that General Counsel is invoking confidentiality and attorney/client privilege for the independent outside investigation. We find this a spurious argument. But if General Counsel presses we can ask the District Attorney or better yet, the CA Attorney General. We find this a blatant cover up attempt and distraction from the serious nature of our allegations. No trust here.
- We do support Option #1, Directors Ballin, Ortega, Trevino's action item. The contract amount will undoubtedly need more than \$200,000 for investigation as that is only about 4 months. This constrains the investigation from the beginning. We respectfully request that agenda item 8-2 should read 'at least' *not* 'not to exceed \$200,000.'

3. Statistics

- We are gratified that Olivia Sanchez affirmed 66% (6 of 9) of women in the *apprenticeship program* have filed official sexual harassment complaints. According to Inc. magazine [April, 2018], 60% of women say they have experienced sexual harassment in the workplace. 90% never file official complaints due to retaliation. Most speak of the retaliation they received from a corrupt system structured against women/LGBTQ+ people.  
<https://www.inc.com/magazine/201804/minda-zetlin/sexual-harassment-workplace-policy-metoo.html>

Sanchez table:

Women in Trades	Total
Total number of Females in a Trade Classification	18
Continued in Trade Classification until Separated Released during Probation (1) Resigned (2) Retired (6)	9
Still Employed - No longer in Trade Classification	2
Still Employed in Trade Classification	7
Filed EEO Complaint	6

- Slide 8 of Olivia Sanchez's presentation Item 6b doesn't disclose how many women/people filed an EEO report before *retiring*. It doesn't tell us the numbers in yearly increments, or even five year increments. We know of at least three women/people of the current seven

who have filed complaints. How many EEO complaints have been filed District-wide in the same time period?

- Now pose the question, how many more don't we know about because they are afraid to come forward? How many more does Legal know about and are not reporting?
- Although Olivia Sanchez reported consistent improvements in employment of minorities over the last 5 years, it's pretty clear this had no effect reducing harassment or retaliation.

4. DEI

- The scope of the Council is, in the words of our GM, "to begin a conversation". We're *having* a conversation, right here. Now we want something done. No more presentations or "microphone moments."
- Policy issues will be enforced by the new GM, and the Council should be tabled until the new GM can assume ownership, authority, and accountability. The independent outside investigator's report would ideally precede the hiring of a new GM but in the meantime, the DEI should be tabled as the groups representing the **overwhelming majority of employees** are absent from the table.

5. GM Selection:

- The new GM is a critical decision for the future of this work place that *says* it prides itself on diversity but *consistently, reliably* falls short. We deserve a GM who is not just interested in his 'legacy' or his resume.
- We, the Women's Caucus, want to be included in the selection process/panel for the new GM. We are invested, and as *victims of the present GM* for the past 15 years, are intimately familiar with and have strong ideas about the qualities we want in the new GM.
- On a related issue, we the Women's Caucus respectfully request Ethics to investigate the Oct 20 memo sent by the GM, and General Council, as Legal undoubtedly reviewed the memo. The intent of this email is obvious - a chilling one to discourage any other possible future complainants from coming forward. **This is also retaliation.**

Finally, we remind all the AFSCME women/LGBTQ+ people within the sound of my voice,

*you are not alone.*

Email us at [askwomen@afscme1902.org](mailto:askwomen@afscme1902.org).

Thank you for this extra time.



Gina Chavez

Comments

11-9-20

to

OP&T Committee

of MWD board





Gina Chavez's comments to OP&T Committee 11-9-20

Archived Meeting: Organization, Personnel and Technology Committee – STREAMING PAGE

Date: Monday, November 9, 2020

Speaker: Gina Chavez

Time Stamp: 0:34:13 – 0:36:15

Good afternoon Chairman and board. My name is Gina Chavez. I'm the first female graduate from the mechanical side of the Apprenticeship Program, the *only female* Journey left in the desert region, and I am one of the few Native Americans and Latina workers out in the desert.

Just in the last few weeks I've experienced an increase of retaliation; partly due to my public comment to this board. In my comments from last month, I talked about an employee who made degrading comments about another woman. This person has been the lead person over me for the past several months . . . and up until a few weeks ago. Individuals like this should not be managing and its clear upper management is not sharing the message from the board that we should not be retaliated against for speaking up about our truths.

For the fear of retaliation and the fear of physical harm for myself, I am now on admin leave. Being home, I feel safer now that I am within minutes of emergency services compared to an *hour* at Eagle Mountain. MWD is bringing an outside consultant to address my situation, but anyone who was hired by HR or upper management is *tainted by their influence*.

I know this, first hand, from an outside attorney that was hired by upper management to handle one of my investigations. She didn't interview my main witness and was to limit her investigation to certain things per her instructions from MWD. HR and upper management have *not earned my trust*.

Today, Lee, Miranda, and myself are on admin leave due to retaliation at work than speaking publicly in July. This is *not* a coincidence; this is an attempt from upper management and HR to silence us. I wonder how many women feel like HR was there to invalidate them rather than hear them out. I wonder how many women were *victim shamed* or made to feel alone because of who leads this company.

My truth *will* be spoken and the Women's Caucus is here to stand with you.

Email us at [askwomen@afscme1902.org](mailto:askwomen@afscme1902.org).

Thank You.



Ellen Mackey/Women's Caucus

Extended Comments

With Attachments

11-10-20

to

to MWD board



Good afternoon Chairperson Gray, Directors, fellow employees, and guests. My name is Ellen Mackey; I am an ecologist and chair of the AFSCME Women's Caucus. We thank you for this public session opportunity and invite the public to download copies of *all* our extended comments in the MWD Board, **Document Archives**, since we are usually confined to 3 minutes.

You'll be relieved to know I have fewer statements today.

We are pleased that the three downtown women *managers* who spoke yesterday were able to resolve their harassment issues so quickly and satisfactorily. But for those *without* very close ties with HR and the head of HR (as roommates), it remains difficult to feel equally satisfied with EEO investigations. Within these manager's groups, we've had to comfort too many employees who leave work and weep in relief daily then have to put themselves back together each morning to come to work. *Yet* all three women managers underscored they *personally had to address sexual harassment at MWD*.

These are divisive times and we need change beyond hand-wringing to address long festering issues. Over the *next* few months we would like to *problem-solve issues* that have become obvious to us over the *past* six months.

1. **Desert culture and desert housing** - A divide exists between the cultures Downtown and the Field, especially the desert. This is allowed to survive and thrive. It's time to end that. People living in these remote locations endure tremendous isolation, nearly tribal conditions. We need to embrace and value all employees as *fellow employees*. We have ideas to begin changing the culture of the desert so it doesn't feel like a colonial possession.
2. Which brings me to the **DEI**. We have serious problems with race, gender, and sexual orientation that have been allowed to fester. The Women's Caucus is ready to begin discussion but the DEI must be structured under **board** leadership that is committed and understands the issues in a deeply personal way. The Women's Caucus needs to be at the table as we have a unique perspective that should be present. We are willing to participate but not to waste our time with political theater.
3. The **Apprenticeship program** needs revamping. Women/people need to *be* supported during their 5-yr apprenticeship. Male managers need "sensitivity training" before women/people are just dropped into their midst. Women bleed and Hazing should never be acceptable.
4. **Teleworking** is a sore issue for AFSCME members who spent months in meetings every other week, March to September 2018 *only to have HR walk away*, inches from agreement. So 1 ½ yr. later, when Covid emerged (a perfectly predictable crisis), we were underprepared – by **choice** not by accident. Even though we authored draft Teleworking Guidelines 2 years ago, HR is still dithering and teleworking issues remain unresolved. So when we heard Deven Upadhyay and Executive Management during Innovations Hour on September 16, 2020, management admitted they did not think that teleworking would work and were surprised that employees did their jobs! This disparages employees, and is definitely not innovative.

5. **Women's "assault" team to assist women/people in crisis.** This concept is in its infancy but became obvious over the past 6 months. There is no centralized immediate assistance for women/people who are assaulted, harassed, or threatened. We currently stumble through with little to no assistance from HR, Legal, or Security.

As an example, *Gina has a recording* of an attorney who contacted Gina as a witness for an EEO complaint. Both participants gave consent to be recorded. During the 2<sup>nd</sup> part of the interview, when Gina asked about her previous EEO complaint, after some fumbling, the attorney admitted she was told by MWD that Gina's **only** witness did **not** need to be interviewed. Gina's complaint came back unsubstantiated. No surprises here.

Gina felt threatened and expressed safety concerns from an incident on Thurs, Oct 29. After a week of emails ([incorporated by reference](#)), HR *finally* offered Gina paid admin leave on Friday, Nov 6, eight days later?! We tried all week to persuade HR and Security that she needs an **interim safety plan**. HR wants to conduct a threat assessment 2 weeks later but in the meantime she needed an interim safety plan. The District wants to interview her again to assess the threat to her but given her previous experience, *why should she trust HR or the interview process?*

She accepted paid admin leave; now she is home and feels better, not safer.

We need plans *already in place* to assist women/people in crisis.

Our pressing concern is safety and retaliation against these women/people. All three women/people who came forward with their stories since July are on leave.

We look forward to working with the board, bargaining units and managers and others to begin addressing these issues.

Finally, remember

*you are not alone.*

Email us at [askwomen@afscme1902.org](mailto:askwomen@afscme1902.org).

Have a happy blessed Thanksgiving, everyone.

Thank you

## Mackey, Ellen M

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**From:** Lem, Stephen V  
**Sent:** Sunday, November 08, 2020 12:23 PM  
**To:** Chavez, Gina F  
**Cc:** Alan Shanahan; Mackey, Ellen M; Jeffrey Froehlich; Pitman, Diane  
**Subject:** RE: Threat Assessment - woman still in danger

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Understood Gina. HR will make sure you're transitioned onto paid admin leave, and coordinate with Dr. Tau based on your availability.

Thanks,  
Steve

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

**From:** "Chavez, Gina F" <GChavez@mwdh2o.com>  
**Date:** 11/7/20 16:46 (GMT-08:00)  
**To:** "Lem, Stephen V" <slem@mwdh2o.com>  
**Cc:** "Yamasaki, Brent M" <byamasaki@mwdh2o.com>, "Tiegs, Ryan S" <RTiegs@mwdh2o.com>, "Patricio, Gene A" <gpatricio@mwdh2o.com>, "Davis, Justin W" <JDavis@mwdh2o.com>, "Pitman, Diane" <dpitman@mwdh2o.com>, "Sanchez, Olivia" <osanchez@mwdh2o.com>, "Salinas, Abel" <ASalinas@mwdh2o.com>, "Kightlinger, Jeffrey" <jkightlinger@mwdh2o.com>, "Upadhyay, Deven N" <DUpadhyay@mwdh2o.com>, "Garcia, Laura M" <LGarcia@mwdh2o.com>, "Benito, Tomer" <TBenito@mwdh2o.com>, "Acda, Ericson G" <EAcda@mwdh2o.com>, "Cole, David J" <DCole@mwdh2o.com>, Alan Shanahan <ashanahan@afscme1902.org>, Gonzalo Pantoja <gpantoja@afscme1902.org>, Jeffrey Froehlich <jfroehlich@afscme1902.org>, "King, Alicia J" <AKing@mwdh2o.com>, "Rutzen, Dean L" <DRutzen@mwdh2o.com>, "Torres Jr., Henry" <htorres@mwdh2o.com>, "Chapman, Shane O" <SChapman@mwdh2o.com>, emackey@afscme1902.org  
**Subject:** Re: Threat Assessment - woman still in danger

Steve et al,

In spite of Metropolitan's dithering over my safety concerns, **I've decided to take Paid Administrative Leave immediately.** Although Dane is now scheduled for another location for his next shift and I still feel unsafe as I'm unaware of his current location and feel at risk even while driving home to Lake Havasu, I'll feel better at home.

To be clear, Metropolitan only responded with a shift schedule change for Dane when we sent a follow-up email on Monday, Nov 2, making my request very clear. Metropolitan did nothing without pressure.

Dr Tau's expertise, or Kevin Harris', would have been very useful last week while I felt/continue to feel at significant risk. Next Tuesday, thirteen days after the initial email requesting assistance with a woman's safety concern, is significantly late. As suggested earlier, I could have been assaulted numerous times in between Thurs, Oct 29 and Tues, Nov 10(?!). Metropolitan is showing its usual concern for its female employees.

Now, you are attempting to schedule this interview when my Union stewards are not available. I suspect you will attempt to use this delay to construct an argument that you "tried to schedule a meeting and we couldn't meet." We will all be available the week of Nov. 16 unless Metropolitan is willing to pay all interviewees overtime as Wed, Nov 11 is a Holiday and Friday, Nov 13 is an alternate Friday off.

I've summarized my arguments for and against Paid Admin Leave below.

### **Why I hesitant to leave Eagle:**

1. Eagle Mountain is a close-knit working community. These people are not just our co-workers they are our friends and family. So, I feel a sense of personal responsibility to my Eagle Mtn. team being the senior employee onsite.
2. My electrical co-worker would have to cover extra 15 min response standby.
3. One mechanic has to cover all the preventive and corrective maintenance now. And our system is in heavy demand.
4. Loss of knowledge. Like I said in the beginning, I'm the most senior employee at the pump plant. Most of my team are just getting past their 1<sup>st</sup> year. I'm frequently consulted when there are questions to be answered on safety, water quality and daily operations in general (even from the manager and Pump Plant Specialist).
5. Justin is great to have here but he's not permanent. I want to ensure Dane is not put back on shift, and that my apprentice is not put on Ryan's shift due to his aggressive/retaliatory behavior toward my apprentice (email Oct 29, 2020).
6. As the Chairwoman of the JATC I want to ensure that the 1<sup>st</sup> year apprentices at Eagle Mtn. will still be receiving safe and knowledgeable training while I'm away.

### **Why I need to leave:**

1. I fear retaliation.
2. I fear physical harm.
3. Dane is an obsessive gun owner.
4. On pump crew, most of Dane's conversations revolve around guns and hunting.
5. My family fears for my safety on site; my father has worked with Dane before and has issues with him as well.
6. Dane and I have a history on the pump crew, such as, when he called my mom and sister hot.

7. Dane admitted to speaking about my mom in inappropriate and disrespectful manner.
8. I exposed his inappropriate comments about my mom in the MWD board meeting.
9. Dane is a heavy drinker and has come to work hungover and smelling of alcohol, now and while I was his apprentice. I sometimes need to call him and wake him one hour into his shift.
10. The more the crew rejected his outside political ideals in the work place, which happened mostly at safety meetings, he became more agitated and reclusive as his shift at Eagle Mtn. progressed.
11. Dane did not want to engage the crew in safety meetings towards the end, particularly Covid-19 safety meetings. He was very vocal in his opposition to wearing masks as an infringement on his "rights as an American."
12. Dane yells aggressively and talks down to me at most of our safety meetings.
13. I witnessed Dane getting in employees faces and chest-butted people in the past.
14. I fear that he will become more agitated because I have pointed out his multiple infractions, which in turn has removed him from the shift and the plant.
15. I fear this will make him even more agitated because he was my equal at Hinds before he took the large temporary promotion, but now, due to his own actions, he is taking a pay loss that affects his retirement.
16. Dane is a radical Trump supporter; wears Trump propaganda on a daily basis; drives his truck with a trump flag on it to work; carries around a cup that says *Make liberals cry again*.
17. I fear due to today's Biden win will make Dane even more agitated than before since he is an ardent Trump supporter.
18. Don Nash who committed suicide a year ago and no one followed up with us on the suicide so we have no closure. But Don was abusive to me (and I filed an EEO complaint - to no avail) and Dane's personality to me seems similar to Don's.
19. Currently, my house at Eagle Mtn. is immediately adjacent to the back unsecured site entrance. I feel vulnerable and no security plan has been offered by MWD Security other than call 911.
20. At my Lake Havasu home, I am minutes from emergency services compared to Eagle Mtn. Police response time and hospital emergency services is minutes rather than an hour. This is the calculation I must make for myself.

As you can see my reasons for leaving out weigh my reasons for staying. **I will take Paid Admin Leave effective today 11/7/20 20.**

I would like to be involved in the selection of the new Team (Ryan's old job) and the new interim Pump plant Specialist. I am uniquely positioned as the most senior employee and senior mechanic on site to help select replacements with the necessary leadership skills, knowledge, and experience.

I look forward to hearing from you.

Thanks,

Gina Chavez

**Ellen Mackey** (she/her)

**AFSCME Women's Caucus**  
**AFSCME Local 1902 Group 7 President**  
ChairWoman JATC  
Council of Elders (NAANEA)  
JourneyWoman Mechanic (MWD)/O&M Tech IV  
Eagle Mountain Pumping Plant  
Ext. 33204

**Group 12 Vice-President/Secretary**  
**Chair AFSCME 1902 Women's Caucus**  
AFSCME Chair Telecommuting Committee  
700 N. Alameda St.  
Los Angeles, CA 90012  
(213) 217-6127 office  
(213) 595-2159 cell

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**From:** Lem,Stephen V  
**Sent:** Friday, November 6, 2020 8:00:52 PM  
**To:** Mackey,Ellen M  
**Cc:** Pitman,Diane; Yamasaki,Brent M; Patricio,Gene A; Torres Jr.,Henry; Zepeda,Tony; King,Alicia J; Chavez,Gina F; ashanahan@afscme1902.org; Jeffrey Froehlich  
**Subject:** RE: Threat Assessment - woman still in danger

Ellen, we appreciate you following up. With respect to contacting law enforcement, Ms. Chavez may certainly wish to do so if at any point she feels in imminent danger. However, with regard to your comment about Metropolitan's "*lack of movement on this issue*," we would note that on October 30<sup>th</sup>, Security Specialist Acda interviewed Ms. Chavez, and was informed that she had not been physically nor verbally threatened by Mr. Crawford. As you note, Mr. Acda also advised Ms. Chavez to contact law enforcement if necessary.

In addition to Security's involvement, we would reiterate that Metropolitan has taken other timely actions, first and foremost by temporarily reassigning Mr. Crawford to a different location from Ms. Chavez. Additionally, we have offered Ms. Chavez the opportunity, if she so chooses, to be away from the workplace via paid administrative leave. This is in contrast to your claim that Ms. Chavez may be "*forced*" to take paid administrative leave.

We have also retained Dr. Tau whose professional expertise will allow him to assess this situation, and recommend an appropriate course of action, which is precisely what you have asked for. Dr. Tau is prepared to do this very quickly, and as noted, can make himself available as early as next Tuesday (11/10).

We respect, though regret, your decision not to meet with Dr. Tau, particularly since Ms. Chavez' lack of participation could impact his ability to thoroughly assess the situation. However, Dr. Tau will begin his assessment anyway, interviewing any and all relevant parties, and making his recommendations accordingly. Should Ms. Chavez change her mind and elect to meet with Dr. Tau, we will arrange a meeting time as quickly as possible.

Thank you,  
Steve

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**From:** Mackey,Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>  
**Sent:** Friday, November 6, 2020 3:23 PM  
**To:** Lem,Stephen V <[slem@mwdh2o.com](mailto:slem@mwdh2o.com)>  
**Cc:** Chavez,Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; Yamasaki,Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>; Tiegs,Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>; Patricio,Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>; Davis,Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Sanchez,Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>; Salinas,Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>; Kightlinger,Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>; Upadhyay,Deven N <[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Garcia,Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Benito,Tomer <[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>; Acda,Ericson G <[EAcda@mwdh2o.com](mailto:EAcda@mwdh2o.com)>; Cole,David J <[DCole@mwdh2o.com](mailto:DCole@mwdh2o.com)>; King,Alicia J <[AKing@mwdh2o.com](mailto:AKing@mwdh2o.com)>; Rutzen,Dean L <[DRutzen@mwdh2o.com](mailto:DRutzen@mwdh2o.com)>; Alan Shanahan ([ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org))



<[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Gonzalo Pantoja ([gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)) <[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Jeffrey Froehlich ([jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)) <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>;

[lori.bennett@riversidesheriff.org](mailto:lori.bennett@riversidesheriff.org)

**Subject:** RE: Threat Assessment - woman still in danger

Stephen,

**WE NEED A SAFETY PLAN NOW . . .  
NOT A THREAT CONSULTANT.**

**Until we have an *interim safety plan for Gina*, the answer to the Manny interview is no.**

I hope that was clear.

Gina lives on site at Eagle Mountain. If she is forced to take paid administrative leave she is still on site!

***Is this retaliation because she's speaking out? It certainly looks that way.***

Eric Acda called Gina on Oct. 30 telling her if she feels unsafe to call the Sheriff's Dept. at 911.

Eric again left Gina an voicemail on Nov. 2 *asking her what she wants for her safety?*

Should we, untrained individuals, produce our own plan? If so, we will be charging all the plans and products to the District.

It has been 8 days since we first reported that Gina feels unsafe. Since then she is looking over her shoulders, and her apprentices have to take time from their day to assess danger around her. The desert is and has been a place of violence, including just last year when there was a suicide.

Due to your lack of movement on this issue, we are cc'ing the Riverside Sheriff Department so they are apprised of Gina's situation.

Respectfully

*Ellen*

**Ellen Mackey** (she/her)

Group 12 Vice-President/Secretary

Chair AFSCME 1902 Women's Caucus

AFSCME Chair Telecommuting Committee

700 N. Alameda St.

Los Angeles, CA 90012

(213) 217-6127 office

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**From:** Lem, Stephen V <[slem@mwdh2o.com](mailto:slem@mwdh2o.com)>

**Sent:** Friday, November 06, 2020 10:05 AM

**To:** Mackey, Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>

**Cc:** Pitman, Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Yamasaki, Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>; Patricio, Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>; Torres Jr., Henry <[htorres@mwdh2o.com](mailto:htorres@mwdh2o.com)>; King, Alicia J

<[AKing@mwdh2o.com](mailto:AKing@mwdh2o.com)>; Chavez, Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; [ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org); Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>

**Subject:** RE: Threat Assessment

Hello Ellen, and thank you for your response. Please be assured that we take Ms. Chavez' concerns quite seriously, which is precisely why we have called upon Dr. Tau, who is highly experienced in evaluating threats of violence. Should Ms. Chavez remain unsatisfied with the accommodation made to allow her to work without interacting with Dane Crawford, she may instead chose to elect to be placed on paid administrative leave pending Dr. Tau's assessment.

With regard to your request for copies of any recordings, notes, or report generated by Dr. Tau, we cannot accommodate such a request. There are confidentiality concerns for all parties concerned, including Ms. Chavez, as well as Mr. Crawford, against whom the allegations have been made. That said, we are confident that Dr. Tau will share as much information as he can, and respond as best he can to any questions you may have.

Ms. Chavez has raised serious concerns, and we would strongly encourage her participation (with representation) in this interview. Please let us know how you would like to proceed, as we are making arrangements with Dr. Tau to conduct the interviews for his assessment on November 10 and 11, which reflect his earliest availability.

Thanks very much,  
Steve

---

**From:** Mackey, Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>  
**Sent:** Thursday, November 5, 2020 8:17 PM  
**To:** Lem, Stephen V <[slem@mwdh2o.com](mailto:slem@mwdh2o.com)>  
**Cc:** Chavez, Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; Yamasaki, Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>; Tiegs, Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>; Patricio, Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>; Davis, Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Pitman, Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Sanchez, Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>; Salinas, Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>; Kightlinger, Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>; Upadhyay, Deven N <[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Alan Shanahan ([ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)) <[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Gonzalo Pantoja ([gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)) <[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Garcia, Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Benito, Tomer <[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>; Acda, Ericson G <[EAcda@mwdh2o.com](mailto:EAcda@mwdh2o.com)>; Cole, David J <[DCole@mwdh2o.com](mailto:DCole@mwdh2o.com)>; King, Alicia J <[AKing@mwdh2o.com](mailto:AKing@mwdh2o.com)>; Jeffrey Froehlich ([jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)) <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>  
**Subject:** RE: Threat Assessment

Stephen,

I'm sure Gina is gratified by your response . . . a week later. One wonders how many times she could have been assaulted between last Thursday and today. Gina has still not heard from Security other than Eric's contact on October 30, and his advice was call 911? The email chain memorializes the 'concern' for Gina's safety. How is this taking Gina's situation seriously? Currently, there appears to be an ad hoc approach to security - 'check on Gina' by Justin.

Why is management waiting for Manny Tau to conduct his assessment to produce a safety plan; HR and Security should have an *interim short term security solution* in case an incident occurs. Dane Crawford has had several complaints filed against him already; you're ignoring Gina as much as Miranda Grow. Is Dane allowed on site? Can he still swipe through the security gate? If he can or can't swipe through, has anyone informed Gina, the victim? How long does she have to keep looking over her shoulder (she shared with me)?

Again, *men don't get to decide when a woman feels unsafe or her threat reaches some level you have chosen*. Right now, all management and legal on this cc list are responsible and culpable should anything happen to Gina.

My point with EEO manager, Olivia Sanchez is an analogy; we don't trust her or the investigators she would choose. But thanks for the clarification.

No *team* of people (?!?) was *ever* going to attend the interview with Manny Tau; just Jeff Froehlich and myself, her steward.

***Before we agree*** to the additional, unrequested step of a threat assessment by a consultant, rather than an interview with Special Agent Kevin Harris, **we are requesting a copy of the recording, notes, and any report generated by this investigation**. If this is not possible, due to our distrust with HR, legal, and management in general, *and your poor track record over the past 15 years, we will respectfully decline - while still holding you responsible for Gina's safety*.

This investigation looks like another CYA exercise or an attempt to show you're doing something while failing to actually generate a security plan for Gina. You seem more concerned about appearances than in the employee. You can keep repeating that you "have timely and proactively responded as we do in every instance when such a concern is brought forward" while utterly failing to do so. *Sayin' ain't doin'*.

In short, we requested but still do not have a **plan** for Gina's safety a week later. If necessary, I'm sure I can research options (may involve Kevlar) since I am already doing your jobs.

Respectfully,

*Ellen*

**Ellen Mackey** (she/her)

Group 12 Vice-President/Secretary  
Chair AFSCME 1902 Women's Caucus  
AFSCME Chair Telecommuting Committee  
700 N. Alameda St.  
Los Angeles, CA 90012  
(213) 217-6127 office  
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**From:** Lem, Stephen V <[slem@mwdh2o.com](mailto:slem@mwdh2o.com)>

**Sent:** Wednesday, November 04, 2020 5:37 PM

**To:** Mackey, Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>

**Cc:** Pitman, Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Yamasaki, Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>; Patricio, Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>; Torres Jr., Henry <[htorres@mwdh2o.com](mailto:htorres@mwdh2o.com)>; King, Alicia J <[AKing@mwdh2o.com](mailto:AKing@mwdh2o.com)>; Chavez, Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; [ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org); Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>

**Subject:** Threat Assessment

Ellen, your November 3<sup>rd</sup> email to Brent Yamasaki has been forwarded to me for response. In regards to the workplace violence concerns raised by Ms. Chavez, we have timely and proactively responded as we do in

every instance when such a concern is brought forward. To ensure Ms. Chavez' concerns are fully looked into, we have taken the additional step of retaining Manny Tau, Psy.D., CTM, a recognized expert in threat assessments.

You had asked about Dr. Tau's qualifications, so we are providing the following summary of his qualifications and experience, as provided by Dr. Tau himself:

- Who: Manny Tau, Psy.D., CTM
- What: Clinical & Forensic Psychologist specialized in threat assessments & threat management. Also a Certified Threat Manager from the Association of Threat Assessment Professionals.
- How long: TA professional since 1996 with 1,000+ cases
- With whom: Servicing both private and public sectors. Public sector clients include local, county and federal law enforcement, District Attorneys, City of/County of, County Counsels, Water Districts, Electrical Engineers, Food Banks, social/family services, and related Unions. Have worked with many Unions in various professional and trade arenas.
- Service to be performed: Threat assessment interviews, executive briefings
- Questions in TA interview: investigative questions, data gathering, goal is clarity, no HR recommendation to be made; recommendations made only if there's a physical safety issue.
- 2016 TED Talk on threat assessments, "Bark vs. Bite: When is a Threat a Threat" (accessible on YouTube)

Dr. Tau's experience includes two prior threat assessments at Metropolitan. For one, AFSCME Local 1902 provided representation to both the subject employee and some of the employees raising personal safety concerns. The other threat assessment involved union representation of the involved individual (but not by AFSCME Local 1902).

We have spoken to Dr. Tau about your request to have a team of AFSCME representatives present, and Dr. Tau professionally advises against that approach as such an environment may be counter-productive to conducting his threat assessment. So his request is that you limit the representation to preferably one or at most two individuals. As with all threat assessments, Metropolitan has no objection to accommodating an employee's request to be accompanied by an AFSCME representative or AFSCME attorney.

With regard to the specific questions that he will ask, we are not at liberty to provide that information in advance of the interview.

Finally, Dr. Tau's work is unrelated to the investigatory work performed by Ms. Olivia Sanchez. Ms. Sanchez is the EEO Manager, and her assignment does not involve threat assessments, nor was she involved in Metropolitan's selection of Dr. Tau.

HR staff will contact you shortly to coordinate the scheduling of the threat assessment interviews.

Thank you,  
Steve Lem

---

**From:** Davis,Justin W <[JDavis@mw dh2o.com](mailto:JDavis@mw dh2o.com)>

**Sent:** Wednesday, November 4, 2020 4:14:19 AM

**To:** Gina F Chavez <[GChavez@mw dh2o.com](mailto:GChavez@mw dh2o.com)>

**Cc:** Pitman,Diane <[dpitman@mw dh2o.com](mailto:dpitman@mw dh2o.com)>; Sanchez,Olivia <[osanchez@mw dh2o.com](mailto:osanchez@mw dh2o.com)>; Salinas,Abel <[ASalinas@mw dh2o.com](mailto:ASalinas@mw dh2o.com)>; Kightlinger,Jeffrey <[jkightlinger@mw dh2o.com](mailto:jkightlinger@mw dh2o.com)>; Upadhyay,Deven N <[DUpadhyay@mw dh2o.com](mailto:DUpadhyay@mw dh2o.com)>; Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan <[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Laura M Garcia <[LGarcia@mw dh2o.com](mailto:LGarcia@mw dh2o.com)>; Gonzalo Pantoja

<[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Dane C Crawford <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>; Benito, Tomer <[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>; Acda, Ericson G <[EAcda@mwdh2o.com](mailto:EAcda@mwdh2o.com)>; Cole, David J <[DCole@mwdh2o.com](mailto:DCole@mwdh2o.com)>; Ryan C Tiegs <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>  
**Subject:** RE: FYI

Gina,

I am sending you this e-mail based on Ellen Mackey's question. The answer to the main question is I am the individual you will be working with for your shift. If you have any questions please let me know.

Thanks,

***Justin Davis***

Metropolitan Water District of Southern California  
[jdavis@mwdh2o.com](mailto:jdavis@mwdh2o.com)  
(442) 262-2600  
Ext: 33600

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**From:** "Mackey, Ellen M" <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>  
**Date:** November 3, 2020 at 6:45:35 PM PST  
**To:** "Yamasaki, Brent M" <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>, "Chavez, Gina F" <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>, "Tiegs, Ryan S" <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>, "Patricio, Gene A" <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>  
**Cc:** "Davis, Justin W" <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>, "Pitman, Diane" <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>, "Sanchez, Olivia" <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>, "Salinas, Abel" <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>, "Kightlinger, Jeffrey" <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>, "Upadhyay, Deven N" <[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>, Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>, Alan Shanahan <[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>, "Garcia, Laura M" <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>, Gonzalo Pantoja <[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>, "Crawford, Dane C" <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>, "Benito, Tomer" <[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>, "Acda, Ericson G" <[EAcda@mwdh2o.com](mailto:EAcda@mwdh2o.com)>, "Cole, David J" <[DCole@mwdh2o.com](mailto:DCole@mwdh2o.com)>  
**Subject:** RE: FYI

All,

Thank you for your delayed response. It looks as if Gina's concerns were not taken seriously on Friday.

However, we need information on Manny Tau – what is his background; what other investigations has he done; what is the question he's asking?

How is this different from investigations performed by Olivia Sanchez's consultants, which we also don't trust. There is a wide trust gap.

Any interactions between the consultant and Gina will include her steward, myself, and Jeff Froehlich from the Executive Office.

Who is replacing Dane as Interim Pump Plant Specialist?

We don't want to go from the frying pan into the fire. Please inform us of the replacement. Gina starts tomorrow at 5 am.

Thank you

*Ellen*

**Ellen Mackey** (she/her)

Group 12 Vice-President/Secretary  
Chair AFSCME 1902 Women's Caucus  
AFSCME Chair Telecommuting Committee  
700 N. Alameda St.  
Los Angeles, CA 90012  
(213) 217-6127 office  
(213) 595-2159 cell

---

**From:** Yamasaki,Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>

**Sent:** Tuesday, November 03, 2020 4:15 PM

**To:** Chavez,Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; Mackey,Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>;

Tiegs,Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>; Patricio,Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>

**Cc:** Davis,Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>;

Sanchez,Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>; Salinas,Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>;

Kightlinger,Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>; Upadhyay,Deven N

<[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan

<[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Garcia,Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Gonzalo Pantoja

<[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Crawford,Dane C <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>; Benito,Tomer

<[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>; Acda,Ericson G <[EAcda@mwdh2o.com](mailto:EAcda@mwdh2o.com)>; Cole,David J

<[DCole@mwdh2o.com](mailto:DCole@mwdh2o.com)>

**Subject:** RE: FYI

Hi Gina,

An initial assessment of your concerns for your personal safety was conducted on Friday, October 30, 2020, by Metropolitan's Security staff in response to your communication to management the previous day. You have since cited additional concerns in an email that was forwarded by your union representative Ellen Mackey yesterday, November 2, 2020. Based on the information you have provided, a further threat assessment will be conducted by Dr. Manny Tau, a District consultant who specializes in workplace threat assessments.

Additionally, the Interim Pump Plant Specialist will not be at Eagle Mt. Pumping Plant when you return for your scheduled shift beginning tomorrow and into the next week.

Brent

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**From:** Yamasaki,Brent M

**Sent:** Tuesday, November 3, 2020 9:58 AM

**To:** Chavez,Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; Mackey,Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>;

Tiegs,Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>; Patricio,Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>

**Cc:** Davis,Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>;

Sanchez,Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>; Salinas,Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>;

Kightlinger,Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>; Upadhyay,Deven N

<[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan

<[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Garcia,Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Gonzalo Pantoja



<[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Crawford,Dane C <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>; Benito,Tomer <[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>; Acda,Ericson G <[EAcda@mwdh2o.com](mailto:EAcda@mwdh2o.com)>; Cole,David J <[DCole@mwdh2o.com](mailto:DCole@mwdh2o.com)>

**Subject:** RE: FYI

Hi Gina,

Thanks for your e-mail. We are taking your concerns seriously and will get back to you later today.

Brent

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**From:** Chavez,Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>  
**Sent:** Monday, November 2, 2020 6:37 PM  
**To:** Mackey,Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>; Tiegs,Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>; Patricio,Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>  
**Cc:** Davis,Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Yamasaki,Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>; Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Sanchez,Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>; Salinas,Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>; Kightlinger,Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>; Upadhyay,Deven N <[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan <[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Garcia,Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Gonzalo Pantoja <[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Crawford,Dane C <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>; Benito,Tomer <[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>; Acda,Ericson G <[EAcda@mwdh2o.com](mailto:EAcda@mwdh2o.com)>; Cole,David J <[DCole@mwdh2o.com](mailto:DCole@mwdh2o.com)>  
**Subject:** Re: FYI

I agree with what Ellen has sent.

Gina Chavez  
**AFSCME Women's Caucus**  
**AFSCME Local 1902 Group 7 President**  
ChairWoman JATC  
JourneyWoman Mechanic (MWD)/O&M Tech IV  
Eagle Mountain Pumping Plant  
Ext. 33204

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**From:** Mackey,Ellen M  
**Sent:** Monday, November 2, 2020 6:32:20 PM  
**To:** Tiegs,Ryan S; Chavez,Gina F; Patricio,Gene A  
**Cc:** Davis,Justin W; Yamasaki,Brent M; Pitman,Diane; Sanchez,Olivia; Salinas,Abel; Kightlinger,Jeffrey; Upadhyay,Deven N; Jeffrey Froehlich; Alan Shanahan; Garcia,Laura M; Gonzalo Pantoja; Crawford,Dane C; Benito,Tomer; Acda,Ericson G; Cole,David J  
**Subject:** RE: FYI

All,

I'm sending this email for Gina Chavez as she is having difficulties with her new computer and email and she needs to respond.

Ellen

**Ellen Mackey** (she/her)  
Group 12 Vice-President/Secretary  
Chair AFSCME 1902 Women's Caucus  
AFSCME Chair Telecommuting Committee  
700 N. Alameda St.  
Los Angeles, CA 90012  
(213) 217-6127 office  
(213) 595-2159 cell

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Ryan,

Thank you for leaving your position at Eagle Mountain. We are glad that you are able to see the writing on the wall – we will no longer tolerate abuse from supervisors. We are trained professionals that have spent time, energy, and intellect on our careers at Metropolitan and demand respect in return.

### **Change Request**

To Gene, Justin, and management cc'ed on my list,

I request that Dane Crawford and I be separated beginning Wednesday, November 4, the day after elections. Dane has verbally assaulted me numerous times in the past in front of my coworkers, a situation no one should have to tolerate. He spends inordinate amounts of time in front of his computer viewing who knows what but . . . he is increasingly agitated.

With tensions high due to a contentious national election, **I am requesting that Dane and I be separated.** I AM CONCERNED ABOUT MY PERSONAL SAFETY. I will not endure shifts with an unhinged individual who feels free to vent to all within the sound of his voice. But I am not interested in being chased out by bad management – **I WANT TO WORK MY SHIFT.** If anyone is asked to remain home, it should be Dane not me. I am the senior mechanic onsite.

In my experience, Dane has not demonstrated the skill set to lead a crew or control his emotions enough to work with others whose political beliefs differ from his. He has used his position to bully others who are more vulnerable, such as the apprentices and myself.

What does this say about Metropolitan that such behavior is tolerated, or winked at, or dismissed as merely, “that’s the desert.” It is only the desert because Metropolitan allowed the “desert culture” to deteriorate into an abusive, retaliative one. We think it is time to change it.

As an example, Dane’s coffee cup says *Make liberals cry again* but Lee King can’t include a Pride logo on their signature block for June Pride month? Which says more about diversity in Metropolitan culture: Dane’s coffee cup slogan or Lee’s temporary Pride logo?

As an example of his hypocrisy, Dane is frequently late, and was severely late last Tuesday. When I called him out of concern for his well-being (as an anti-masker) and woke him, he said that he slept through his alarm. I wonder how he would have responded if anyone under him had



been in a similar situation. He would not have tolerated that, and berated them. Due to frequency and severity of his lateness the crew has concerns about Dane's lack discipline, and lack of oversight by Dane's management.

Dane has spoken openly about his disdain for masks. People on site are worried about the risk he presents to their families due to the additional risk of contagion from an anti-masker from off site.

Dane is skirting the 15 minute call back response time as he still lives at Hinds. Dane is hitting his six month limit for Interim Plant Specialist. Wouldn't it be easier to simply replace him with someone who actually has leadership qualities, job knowledge, discipline, and lives on site?

### **Security "Solutions?"**

On October 31, Eric Acda contacted me by email. I appreciate that a security specialist contacted me; at least he did not victim shame me. He hadn't been informed of the situation but asked if I'm in immediate danger. Why wasn't he given the information he needed to assess the situation?

However, he sounds as if he wants *me* to develop a plan for my protection. He suggested calling 911; the sheriff is an hour away! I do not feel security management took my concerns seriously. No other manager reached out to me about my safety concerns.

*Men don't get to decide when a woman feels unsafe.* Violence against women was on the rise before Covid, now it's through the roof. **I FEEL UNSAFE.** You do not get to dismiss this because you feel it does not rise to a critical level *you've* chosen. Danger seldom rises to a critical level until the crisis is occurring . . . and too late.

What is the Plan? Am I supposed to develop my own safety plan?????

The GM has now cemented the safety concern for employees at Union Station (email, 11-2-20) – those concerns should include *all* locations throughout the District.

But let's begin with my concern, and separate Dane from me.

Thank you

Gina Chavez  
**AFSCME Women's Caucus**  
**AFSCME Local 1902 Group 7 President**  
ChairWoman JATC  
Council of Elders (NAANEA)  
JourneyWoman Mechanic (MWD)/O&M Tech IV  
Eagle Mountain Pumping Plant  
Ext. 33204

**Ellen Mackey** (she/her)  
**Group 12 Vice-President/Secretary**  
**Chair AFSCME 1902 Women's Caucus**  
AFSCME Chair Telecommuting Committee  
700 N. Alameda St.  
Los Angeles, CA 90012  
(213) 217-6127 office  
(213) 595-2159 cell

---

**From:** Tiegs,Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>  
**Sent:** Saturday, October 31, 2020 3:45 AM  
**To:** Chavez,Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; Mackey,Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>;  
Patricio,Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>  
**Cc:** Davis,Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Yamasaki,Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>;  
Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Sanchez,Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>;  
Salinas,Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>; Kightlinger,Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>;  
Upadhyay,Deven N <[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Jeffrey Froehlich  
<[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan <[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Garcia,Laura M  
<[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Gonzalo Pantoja <[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Crawford,Dane C  
<[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>  
**Subject:** Re: FYI

Gina,

I would like to thank you for your email. You have done me a favor to the likes of which you will never know. I considered bidding on the manager position at Eagle Mountain but you have cemented in my mind exactly why I would like to have no part in working in this Desert.

I wish you the best of luck in your endeavors and I will have no part in discussing this matter with you nor the Union.

Sincerely,  
Ryan Tiegs

---

**From:** Acda,Ericson G  
**Sent:** Friday, October 30, 2020 10:10 AM  
**To:** Chavez,Gina F  
**Cc:** Benito,Tomer; Cole,David J; Patricio,Gene A  
**Subject:** CONFIDENTIAL

Good morning Gina,

I received information today that you had expressed a concern for your personal safety. I would like to speak to you as soon as possible, but I understand you are on days off and won't be back until Wednesday, November 4th. If you feel the need to contact me immediately, you can call me on my cell phone below. Otherwise, I would like to make an appointment to speak with you personally upon your return to Eagle Mountain.

If you believe this threat to your personal safety is a criminal act, you do not need to wait for me to address your concerns. You can call the Riverside Sheriff's Department directly at 760-921-7900 to report the criminal activity.

Again, please do not hesitate to call me on my cell below.

Respectfully,

*Eric Acda, CPP*

Special Agent  
Metropolitan Water District of Southern California  
(Coverage: Desert Region)  
Cell: 619-244-7777  
Desk: 442-262-2590  
MetNet: 33790

SATphone: 8816-5240-2478  
Security Watch Center (24/7): 800-555-5911  
Email: [EAacda@mwdh2o.com](mailto:EAacda@mwdh2o.com)  
<http://intramet/SecurityTips/Security.asp>



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

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**From:** Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>  
**Sent:** Friday, October 30, 2020 8:47 AM  
**To:** Mackey,Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>; Chavez,Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>;  
Patricio,Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>  
**Cc:** Davis,Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Yamasaki,Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>;  
Sanchez,Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>; Salinas,Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>;  
Kightlinger,Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>; Upadhyay,Deven N  
<[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan  
<[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Garcia,Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Gonzalo Pantoja  
<[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; TiegS,Ryan S <[RTiegS@mwdh2o.com](mailto:RTiegS@mwdh2o.com)>; Crawford,Dane C  
<[drcrawford@mwdh2o.com](mailto:drcrawford@mwdh2o.com)>; Benito,Tomer <[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>  
**Subject:** RE: FYI - personal safety concern?????

Ellen,

As an FYI, Justin Davis contacted Security staff and asked them to follow-up with Gina. That should be happening this morning. Thank you for the follow-up.

Diane Pitman  
Human Resources Group Manager  
Work: (213) 217-7028 | Mobile: (562) 810-0529  
Metropolitan Water District of Southern California  
700 N. Alameda St. Los Angeles, CA 90012



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

---

**From:** Mackey,Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>  
**Sent:** Friday, October 30, 2020 8:44 AM  
**To:** Chavez,Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; Patricio,Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>  
**Cc:** Davis,Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Yamasaki,Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>;  
Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Sanchez,Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>;  
Salinas,Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>; Kightlinger,Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>;  
Upadhyay,Deven N <[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Jeffrey Froehlich

<[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan <[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Garcia,Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Gonzalo Pantoja <[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Tiegs,Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>; Crawford,Dane C <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>; Benito,Tomer <[TBenito@mwdh2o.com](mailto:TBenito@mwdh2o.com)>

**Subject:** FW: FYI - personal safety concern??????

Good morning,

I'm just ensuring this email is not buried. We haven't heard anything.

Please let Gina know someone has heard her concern.

Thank you,

*Ellen*

**Ellen Mackey** (she/her)

Group 12 Vice-President/Secretary

Chair AFSCME 1902 Women's Caucus

AFSCME Chair Telecommuting Committee

700 N. Alameda St.

Los Angeles, CA 90012

(213) 217-6127 office

(213) 595-2159 cell

---

**From:** Chavez,Gina F

**Sent:** Thursday, October 29, 2020 9:47:14 PM

**To:** Mackey,Ellen M; Patricio,Gene A

**Cc:** Davis,Justin W; Yamasaki,Brent M; Pitman,Diane; Sanchez,Olivia; Salinas,Abel; Kightlinger,Jeffrey; Upadhyay,Deven N; Jeffrey Froehlich; Alan Shanahan; Garcia,Laura M; Gonzalo Pantoja; Tiegs,Ryan S; Crawford,Dane C

**Subject:** Re: FYI

I agree with what Ellen has stated about my safety.

---

**From:** Mackey,Ellen M

**Sent:** Thursday, October 29, 2020 9:37:23 PM

**To:** Patricio,Gene A; Chavez,Gina F

**Cc:** Davis,Justin W; Yamasaki,Brent M; Pitman,Diane; Sanchez,Olivia; Salinas,Abel; Kightlinger,Jeffrey; Upadhyay,Deven N; Jeffrey Froehlich; Alan Shanahan; Garcia,Laura M; Gonzalo Pantoja; Tiegs,Ryan S; Crawford,Dane C

**Subject:** RE: FYI

Gene,

Thanks for getting back to Gina so quickly. We hope to resolve this matter quickly.

I do need to disclose that Gina shared with me at 7:25 this evening while we were discussing your response, that she is concerned for her personal safety at Eagle due to this issue. Tempers on site are running high because of national politics, and she feels vulnerable.

Let me know if you have any questions.

Ellen

**Ellen Mackey** (she/her)  
Group 12 Vice-President/Secretary  
Chair AFSCME 1902 Women's Caucus  
AFSCME Chair Telecommuting Committee  
700 N. Alameda St.  
Los Angeles, CA 90012  
(213) 217-6127 office  
(213) 595-2159 cell

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**From:** Patricio, Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>  
**Sent:** Thursday, October 29, 2020 7:06 PM  
**To:** Chavez, Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>  
**Cc:** Totten, Ethan C <[ETotten@mwdh2o.com](mailto:ETotten@mwdh2o.com)>; McGuire, Charles R <[CMcGuire@mwdh2o.com](mailto:CMcGuire@mwdh2o.com)>; Carazas, Edgar A <[ECarazas@mwdh2o.com](mailto:ECarazas@mwdh2o.com)>; Davis, Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Yamasaki, Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>; Pitman, Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Sanchez, Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>; Salinas, Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>; Kightlinger, Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>; Upadhyay, Deven N <[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Mackey, Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>; Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan <[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Garcia, Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Gonzalo Pantoja <[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>; Tiegs, Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>; Crawford, Dane C <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>  
**Subject:** RE: FYI

Gina,

I wanted to let you know that I have received your email and thank you for including me. I will work with staff to schedule a meeting to discuss the concerns.  
Thank you!

Gene

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**From:** Chavez, Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>  
**Sent:** Thursday, October 29, 2020 5:08 PM  
**To:** Tiegs, Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>; Crawford, Dane C <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>  
**Cc:** Totten, Ethan C <[ETotten@mwdh2o.com](mailto:ETotten@mwdh2o.com)>; McGuire, Charles R <[CMcGuire@mwdh2o.com](mailto:CMcGuire@mwdh2o.com)>; Carazas, Edgar A <[ECarazas@mwdh2o.com](mailto:ECarazas@mwdh2o.com)>; Davis, Justin W <[JDavis@mwdh2o.com](mailto:JDavis@mwdh2o.com)>; Patricio, Gene A <[gpatricio@mwdh2o.com](mailto:gpatricio@mwdh2o.com)>; Yamasaki, Brent M <[byamasaki@mwdh2o.com](mailto:byamasaki@mwdh2o.com)>; Pitman, Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; Sanchez, Olivia <[osanchez@mwdh2o.com](mailto:osanchez@mwdh2o.com)>; Salinas, Abel <[ASalinas@mwdh2o.com](mailto:ASalinas@mwdh2o.com)>; Kightlinger, Jeffrey <[jkightlinger@mwdh2o.com](mailto:jkightlinger@mwdh2o.com)>; Upadhyay, Deven N <[DUpadhyay@mwdh2o.com](mailto:DUpadhyay@mwdh2o.com)>; Mackey, Ellen M <[emackey@mwdh2o.com](mailto:emackey@mwdh2o.com)>; Jeffrey Froehlich <[jfroehlich@afscme1902.org](mailto:jfroehlich@afscme1902.org)>; Alan Shanahan <[ashanahan@afscme1902.org](mailto:ashanahan@afscme1902.org)>; Garcia, Laura M <[LGarcia@mwdh2o.com](mailto:LGarcia@mwdh2o.com)>; Gonzalo Pantoja <[gpantoja@afscme1902.org](mailto:gpantoja@afscme1902.org)>  
**Subject:** Re: FYI

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**From:** Chavez,Gina F  
**Sent:** Thursday, October 29, 2020 5:05 PM  
**To:** Tiegs,Ryan S; Crawford,Dane C  
**Cc:** Totten,Ethan C; McGuire,Charles R; Carazas,Edgar A; Davis,Justin W; Patricio,Gene A; Yamasaki,Brent M; Pitman,Diane; Sanchez,Olivia; Salinas,Abel; Kightlinger,Jeffrey; Upadhyay,Deven N; Mackey,Ellen M; Jeffrey Froehlich; Alan Shanahan; Garcia,Laura M; Gonzalo Pantoja  
**Subject:** Re: FYI

Hello Ryan

Ethan Totten and Chuck McGuire will adding an additional hour of overtime to assist with my response to the alleged incident brought up by Dane. The expectation that apprentices need to respond on their days off is overreach and should be discussed during *Their Working Hours*.

Please note there is a severe lack of oversight on Dane's behalf as the interim Pump Plant Specialist.

It should further be noted that your email to Ethan expressing an alleged lack of performance is beyond overreach given that these tasks should not have been performed without the supervision of a journeyperson.

Much of this seems to be retaliation for not only my comments at the OPT Oct 13 and 27th, but also stemming from other worksite concerns that were brought up in August.

Most notably, your actions and directives are targeted at harming myself by taking away my apprentice.

I will to continue to expose the injustice and lack of decorum from yourself and Dane brought toward myself and the rest of the team. These microaggressions continue to deteriorate the culture of Metropolitan.

We would like to set up a time to meet and discuss this matter, as soon as possible, with Justin Davis and Gene Patricio.

Gina Chavez  
**AFSCME Women's Caucus**  
**AFSCME Local 1902 Group 7 President**  
ChairWoman JATC  
Council of Elders (NAANEA)  
JourneyWoman Mechanic (MWD)/O&M Tech IV  
Eagle Mountain Pumping Plant  
Ext. 33204

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Totten,Ethan C

Reply all |

Today, 4:27 PM

Chavez,Gina F;

Mackey,Ellen M

Inbox

Label: Inbox-60 Days (2 months) Expires: 12/28/2020 4:27 PM

Hello Team,

Shift (10/21/20 - 10/27/20)

Duties while Gina was away on leave. Gina left me instructions in what I should be doing while she was gone, which include the following:

- Continue cleaning drain baskets for SV pits sumps,
- Clean and perform mechanical rounds,
- Go to asbestos training,

I relayed this information to Dane at the beginning of my shift. Dane did not give me any jobs or instruction during my shift. I did notify him of an issue with the bypass valve for the sand strainer that me and Ed Carazas worked on together to troubleshoot.

Dane does not interact with me at all on a daily basis. Gina has let Dane know when she has duties pertaining to union. During those times, he has not checked or given instruction to me are all since being on this shift. Dane has not been communicating with me or given me any instructions since I started working on this shift. All of my instruction have been given to me through my Journeywoman Gina.

Thank you,  
Ethan

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**From:** Tiegs,Ryan S

**Sent:** Thursday, October 29, 2020 3:15 PM

**To:** Totten,Ethan C

**Cc:** Chavez,Gina F; Crawford,Dane C

**Subject:** RE: FYI

Ethan,

Two months ago, you and I had a conversation in the pump plant office where you requested to be moved to Dane's shift so you could obtain more plant experience working with Gina because of her tenure with the District. Even though I felt you were receiving excellent training with Josh, I agreed on the condition that if Dane expressed to me issues with your performance that I would be moving you back to my shift. You told me that your primary motivation at the

workplace was to earn a living to provide for your family and that all you cared about was learning the plant so you could be a successful mechanic. You told me that transferring to the other shift with Dane and Gina would be more beneficial for you to progress in the apprenticeship program.

From what I am seeing and hearing, your performance is not satisfactory. Simple tasks that Dane is asking you to do are not being completed. This is not acceptable and if improvement is not made with regards to your performance, I will be moving you back to my shift.

*Ryan Tiegs*

Metropolitan Water District of Southern California  
Eagle Mtn. Pump Plant  
15500 Kaiser Truck Rd.  
Desert Center, CA 92239  
(760) 305-6574  
X33104

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**From:** Crawford,Dane C  
**Sent:** Thursday, October 29, 2020 1:36 PM  
**To:** Totten,Ethan C <[ETotten@mwdh2o.com](mailto:ETotten@mwdh2o.com)>  
**Cc:** Chavez,Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; Tiegs,Ryan S <[RTiegs@mwdh2o.com](mailto:RTiegs@mwdh2o.com)>  
**Subject:** FYI

<< File: Plant Drainage.docx >>

:Dane

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All,

Three shifts ago while doing my rounds I found several DV and SV pits with issues that we should address as soon as possible.

I have asked staff to remove saturated oil absorbents and find the leaks so we do not block our drainage system with oil absorbents. The drainage system is extremely important throughout the Eagle Pump Plant facility. Also so we can minimize the oil that migrates to the concrete floor.

The PMs each month that deal with this issue are the DV monthly and the other is the SV monthly.

Due to the fact that the pigs in these areas are completely saturated and the oil on the concrete is puddling we should address this ASAP. If we did have water leaking and the oil migrated into our reservoir that will cause a massive cleanup and W/Q issues that we do not want.

I have asked one individual to take this task on.

I also asked for the removal of the sand bags near the flag poles that also has not been completed.

I have also asked for the Hydraulic jack kit that is on the Machine shop bench to be put away multiple times this is still not complete. This task was from around 6 or 7 weeks ago.

Now, I am aware that we are busy and we deal with the micro team situation but in my opinion these two tasks are simple and can be completed in a relatively short amount of time with little effort.

Drainage within the Pump Plant is critical and if it cannot drain properly it will sink like a ship.

Help me understand how we can work together as a team to complete any and all tasks required to keep this ship afloat.

Thanks: Dane









**CAUTION**  
THIS EQUIPMENT  
STARTS AND STOPS  
AUTOMATICALLY

DE LAV







Ellen Mackey/Women's Caucus

Comments

12-7-20

to

OP&T Committee

of MWD board



Ellen Mackey's OPT Committee comments 12-7-20

Good afternoon Chairperson Murray, Directors, fellow employees, and guests. My name is Ellen Mackey; I am an ecologist and chair of the AFSCME Women's Caucus. We thank you for this public session opportunity and invite the public to download copies of [all](#) our comments in the MWD Board, **Document Archives**, since we are confined to 3 minutes.

The Women's Caucus again wishes to stress the importance of the search for *external candidates* for the new GM. We've given comments in the recent survey and at the meetings held by the Hawkins Company. We feel it is imperative that the search for a new GM include characteristics, such as:

- a **demonstrated track record** of equitable leadership that would stand out from the rest; and
- an unbiased performance history with women, minorities, and LGBTQ+ employees without the taint of harassment or retaliation.

Quite frankly, we don't see any eligible internal candidates.

Yes, the new GM should have a history within the water world, but just as important at this critical time, is a GM who has proven her/his ability to work with a diverse work force. Digging deep into the backgrounds of prospective applicants to search for NDAs or settled lawsuits will take time but we feel the search would be worthwhile, especially with the information we've recently exposed.

Finally, we've all had a trying, tough year and eagerly await the end of 2020. As we anticipate the new year with hope, the Women's Caucus remains committed to a changed culture at MWD. Regardless of events in the next few weeks and months, our vision for the MWD work force is one where anyone could bring their daughter, wife, sister of any race or sexual orientation with confidence and the knowledge they will be treated with dignity, and without fear of retaliation.

Again, we remind all the AFSCME women/LGBTQ+ people within the sound of my voice,

*you are not alone.*

Email us at [askwomen@afscme1902.org](mailto:askwomen@afscme1902.org).

Thank you





Ellen Mackey/Women's Caucus

Comments

2-9-21

to

OP&T Committee

of MWD board



Good morning Chairperson Murray, Directors, fellow employees, and guests. My name is Ellen Mackey; I am an ecologist and chair of the AFSCME Women's Caucus. We thank you for this public session opportunity and invite the public to download copies of [all](#) our comments in the MWD Board, **Document Archives**.

We are expressing our concerns of events in the last 2 weeks, specifically:

- First, the ouster of two Latino board members who have expressed support for our employees and the Women's Caucus, by unfairly characterizing them to their board and council as disrespectful, disruptive, and
- Second, a swarm of emails from last Wed opening an investigation against Gina Chavez as a result of her threat assessment investigation. The intent is obvious. This email swarm has 2 purposes:
  - 1) To intimidate and retaliate against a woman who is speaking her truth to power as a whistleblower, and,
  - 2) To find a path to begin a parallel investigation as a result of her threat assessment investigation. This OP&T Committee in Oct specifically stated no parallel investigations should occur as the results **will color** the report of the independent outside investigation.

So, as a whistleblower or employee expressing my 1<sup>st</sup> amendment rights, am I also at risk? Am I the next target? I already know my actions are being watched; my timesheets and work are examined and questioned.

With the MWD chairwoman retaliating against the board members who have spoken up, and MWD management finding a way to conduct a parallel investigation against one of the women who is speaking out – Who is safe?

If board members aren't safe, what chance do employees have? Will I be the last person standing?

Will I have a job next week?

Thank you



Lee King  
9-page Letter to Board  
2018  
to  
Gloria Gray  
of MWD board



Good Morning Chairman \_\_\_\_\_,

Please allow me to introduce myself. My name is Lisa King and I have been working for the Metropolitan Water District for 14 years this coming April. I was chosen for the very first set of non-district apprentice classes and one of only three females to ever, in the 14 year life span of this program, go through and graduate the MWD apprenticeship. I was also the first journeywoman electrician to ever work in the desert plants. I'm sure you are aware of my colleague Gina Chavez, and it is because of her confidence in your concern for the wellbeing of the community in the desert that I am writing you.

Now as outside people are becoming painfully aware, there has always been a giant cultural rift between "Town" and "Desert". Perhaps due to the enormous growth that was constantly happening around it, the central "Town" portion of MWD diversified and became a more accepting and tolerant place to work, while the "Desert" location has been much more isolated and the mindset of "old ways are better" and "change is never good" prevail. Along with this antiquated way of thinking about doing business is also the allowed continuance of sexism, racism, and double standards in the workplace.

I want to tell you about my experience with MWD to better paint the picture of why, against my nature to avoid confrontation, I am reaching out to you to have my voice heard. I do this not only for myself, but for anyone who's been forced into a corner, made to feel uncomfortable, or taken advantage of because people still have not learned to treat everyone respectfully regardless of their color, race, gender, sexual orientation or any other detail that makes them different from the popular 'norm'.

I grew up with the district from a very young age. My father work for MWD for 27 years, my mother 14 years, and growing up at Parker Dam and Gene Camp was a much more pleasant experience. I have very fond memories of living in a community, a giant home, where I was safe to run around all day and play, where there were 5 or 6 other families with kids so we were never for a lack of friends, where the families of the community would get together to celebrate holidays in the Assembly Hall and the Swimming Hole or to help someone out who was going through a rough time. My father started for the district in 1988 when I was just three and my mother and Gina's mom ran the preschool, girl scouts, and swim lessons in the summer for all the camp kids. One of my friend's mom ran the small grocery store that also housed the town meeting hall and post office. I grew up seeing the racism and unjust work policies first hand, but I also grew up witnessing those around me come together and stand up to the issues and fight back. The problem is as time passed and as the years went on those that fought back against the injustice and kept those in power accountable for their actions are fewer and fewer. Now, the newer generation of MWD desert workers find themselves in a struggling environment where the ones in power nurtured the culture of quid pro quo, being pals or buddies meant more than the quality of work you produced, and making any waves about it is a sure way to kill your career.

As I grew into my teens, my uncomfortableness with MWD and life in the desert, became more real as I could now understand what my parents and friend's parents had been going through. I

insisted that I never could work for a place that treated people so unfairly, but my father always pushed the importance of standing my ground and that if I wanted something to change I had to be willing to help make that change. He would warn me that change did not happen overnight, that he himself had seen changes both good and bad in his time that he swore never would have happened. He stressed that I should never give up on the district because it is a good company and it was individuals making life so hard and by learning to be a hard worker and to not let others words or actions control what I choose to do.

A year after I graduated high school my parents told me about this new job position that had just been posted, Metropolitan's first ever apprenticeship program. I won't lie and say I didn't fight against it, fearing getting drawn into the problems I had seen growing up. In the end I put in my application, trusting that the good would out weight the bad, and that perhaps I could have a positive effect on the desert and bring new life into a place that had fallen so far behind the times. A year later, April 2005, I started my apprenticeship at Iron Mountain Pump Plant under Ed DeLaPaz, with my pump plant specialist Michael Williams, electricians Frank Striskovich and Lonnie Iley, mechanics Mike Jones and Mike Wieczorek, and operator Bob Melton.

On my first day on the job I drove 2-1/2 hours from Lake Havasu where I was residing to Iron Mountain to be there at 6am as instructed. At the end of the day I stayed in the Iron Mountain dorms as I was told to and in the morning I and the 5 other desert apprentices were told we were not allowed to stay in the dorms, thus following the negotiation/grievance for apprentice's rights to housing. What is not widely known is that when this happened all the apprentices in the remote locations were invited to stay with their journeyman in camp, including myself. Two of my crew offered to let me stay at their house since they were on separate shifts. This allowed me to not have to stay at the house at the same time that they were there, which in turn meant I would not have to make the 5 hour round trip every day.

I stayed in each of their houses once for my first shift. On the last day of my shift I was informed that I would not be allowed to continue to stay at my co-workers houses. When I asked why I was told that it had gotten back to "desert management" and they said it was highly inappropriate of me to be staying there and it 'looked bad'. Again I asked why? Neither Mike nor Frank would be there at the same time as I would and I was given the response that because I was a woman staying in a man's house it was too scandalous and the last thing they needed from their female apprentice was a scandal. I pushed back with the union asking why all the other 'male' apprentices were being allowed to stay with their journeymen and their families, some of who were wives and daughters, in district housing but I a female apprentice could not stay in an empty house. Again I was given the answer that because I was a female they could not allow it and was warned by the union and HR that if I continued to push the issue I would surely be let go because I had not met my 6 month probation. I made one last requested to drive a fleet car from Gene to Iron and was denied that as well.

So at the behest of HR and the Union I shut up. Defeated and fearing I'd lose my job one week in, made the drive every day in my own truck from 3:30am-6:00am to get to work on time, worked my 10 hour day, and drove back home from 4:30pm-7:00pm and this continued for the next 3 months. Once I graduated from the apprenticeship program I requested multiple times for a grievance to get

my mileage for the three months I was denied lodging on MWD property due to my gender, but I always came back denied.

A few years later, November 2007, another female came to work at the Iron Mountain Pump Plant, Theresa Cross. She was originally a recurrent worker, and she was there as new janitorial position that had been created, Operations & Maintenance Assistant. During her time there she was given special dispensations that made me very uncomfortable. Prior to working at Iron she was based out of Gene Camp and lived with her then boyfriend Alan Cross, an electrician at Intake Pump Plant, and was very adamant that she did not want a house at Iron and wanted to live at Gene even though her home location was now Iron. She was offered a house multiple times but continued to refuse it. Instead, she was given permission to take a company vehicle from Gene and would leave at 6:00am, travel the 1-1/2 hours to Iron and get to work usually between 8:00am-9:00am, and every day she was allowed to leave work at Iron between 1:00pm- 2:00pm so she could travel on company time to get home to Gene by 4:30pm. She refused to do stand-by because she did not have a house at Iron and did not stay at Iron, but yet she pushed to be allowed to not only enter the high voltage switching program but to eventually begin high voltage switching, something no one in any other janitorial position had been allowed to do. Considering my prior treatment when I first started the district I couldn't help but feel as if maybe the reason I was not allowed to stay with my journeymen, drive a company vehicle to work, or drive to work on company time was not only due to the fact that I was female, since clearly there was another female doing the very things I was denied, but that it had to have something to do with the color of my skin.

I come from a long line of Latin and Native American ancestry yet I have worked hard to try and never use my race to my advantage, and I was by now used to being put down, teased and underestimated because I was a female in a field of nothing but males, but now here was another woman being treated with exceptional favoritism and the only difference was the color of our skin and who our friends were. This was an issue that I could not help but to see discrimination in and brought up the issue with both my manager and the union, each time receiving no more than a brush off from either entity. In my time here at MWD I have gotten used to being brushed off and put down. "Now honey you just let one of those guys do the hard work" "is this a girl thing?" "well don't worry no one expects you to do what those guys can do, your just not as strong" "You women have no place here" "why don't you let us take care of it and you go clean." "You're just taking a job from a man."

Let me tell you about the incident that accompanied that last comment. It's a particular thorn in my side and really a great example of the tolerance of bigotry, racism, and sexism that has been bred in desert. Within my first year I came to find without a doubt that one of my journeyman electricians, whom I am supposed to mentor under and look up to for the next four years, had distaste for women in the workplace. I've always gotten along better with men than women because that's just me, I suppose I have more in common with guys, so I was not unprepared for the natural bit of trash talk and ribbing that came with the industrial territory. What I was unprepared for was for Frank, my journeyman, in the middle of a safety meeting in the supervisor's office, in front of the entire Iron Mountain Pump Plant staff, to turn to me and announce "I am sorry Lisa but I have to say that women have no business in the work place. I mean no offence, it's just that you should be at home, taking care of your husband and having babies. Not be here taking a job from a man, a job

that should go to a man so that he could provide for his family. I'm sorry no offence you're a woman and you don't belong here. You're wrong."

Most of the guys shook their heads and told Frank to shut up, one guy cupped him on the arm and told him he was old and crazy, all laughed it off, including me. Because, what else could I do at the time? Every time I have been put in a compromising or uncomfortable position that was always my first thought, what else could I possibly do, in an atmosphere where it's a district joke that if you get in trouble enough they make you a manager, or that as long as your white and a guy you can mess up to the moon and back and still come out smelling like roses and probably with a promotion. As women in the industrial field, if we take offense to anything that is said towards us we are labeled as "trouble makers", "sensitive", "emotional", "Bitches".

I went home that night and cried and have continued to put up with 14 years of oppression and sexism. I know now what I should have done that day was go straight to my EEO, clearly not the union since there was a union rep present for the entire spiel that day, and reported work place harassment. I should have continued to report every time I was asked suggestive questions, rubbed up on, had a derogatory comment about my gender pushed at me, had a tool thrown at me, or told I couldn't do something because I was a woman. 75% of the time I was made to feel uncomfortable or harassed I was in the presence of other people, and at no time did anyone ever step in and say to my harasser, stop now or I am going to report this, even from those men I call friends, because this is just how things are out here. I lived in a constant state of depression and fear of being fired if I pushed back too much because the truth is the desert is not a safe place to be a woman unless you're willing to sacrifice your integrity or are strong enough to shoulder the hardship and accept that standing up for yourself might get you labeled as a trouble maker. And I, unknowingly, had painted a huge target on myself by having the audacity to be a female apprentice and then a Journeywoman Electrician. As a Latina female I have learned through painful experience that in the field just how ugly sexism and racism can be.

I stuck out my time with the apprenticeship and graduated. My hardships lessened a bit because by now I had been working as hard as I could to prove to these men that I could do what they could, I was as smart as them, and I could roll with the punches and not "whine". When I was removed from the Iron Pump Plant, I had even managed to get some of the more stubborn guys who had harassed me and gave me such a hard time to leave me be because I was known for always being ready and willing to help anyone with anything. Never once would I turn down a job that was technically violating a OSHA safety code, since I had brought up such issues in the past and always been turn down with "It's not a big deal just do it", or not do a job because it was too disgusting, or because I felt uncomfortable with it. The only time I put my foot down was during high voltage switching because I was not willing to be the next switch house incident.

I would like to say that I did not ask to be removed from the Pump Plant, nor did I think working in the office could ever have been harder than working in the field, but I was wrong. When I was pregnant with my first three children I was an electrician in the plant. Ed DeLaPaz was my supervisor for all three and he was one of the better managers I have worked for. I worked up to my 8<sup>th</sup> and even 9<sup>th</sup> months at the plant and Ed allowed me light duty electrical work once I got too far along to continue my regular operation such as making new schematics for the electrical and lube oil

plumbing for all the bays, helping the operator with his rounds, filing paperwork, handling the ordering for the plant, and many other jobs that made me continue to feel like I was providing a helpful service even when I couldn't see my toes.

My removal from the plant did not come from complaints about my work habits, lack of work, or poor attitude but rather from a limp. I have a congenital birth defect Genu Varum, knocked knees, coupled with no cartilage in one knee and 50% cartilage in the other due to this condition. It is something I have dealt with my whole life, have consulted top surgeons and orthopedic specialists about, and been assured my knees will continue to do what they are doing until the day I die or medical technology advances greatly. I'm optimistic for the latter. I only disclose this so that it is understood that this is something that I had worked around and dealt with my entire 10 years at the pump plant. Rather than let my disability stop me I fought through my hardships and focused on becoming the best journeywoman electrician I could and proving to myself and others that no one or nothing was going to hold me back just because they tell me I could not do whatever I put my mind to.

I had just found out a week before that I was unexpectedly 3 months pregnant with my fourth child. Although I had notified my past supervisor once I was sure I was pregnant, this time I had not. I was having a very rough pregnancy due to stress I was going through at work and home. I had already been warned by my doctor that I was in high risk for a miscarriage. I was carrying extra weight on me from my previous pregnancies and it was putting an extra strain on my knees. One day I came in with a limp, it had been a particularly painful morning. Someone at work saw me limping, reported it to HR and the next thing I know I'm being called into my then boss Scott McBride's office letting me know a complaint was lodged about my limping and MWD was requesting a medical release from my dr. before I could return to work. I was not thrilled but complied, up to this point I had not asked my dr. to write up medical restrictions we had discussed for my knees because from my past experiences I felt that if I showed weakness it would be their excuse to remove me from the plant.

And it went pretty much as I feared. I was given the restrictions of no kneeling, no squatting, limit time on feet and limit stairs and then I was told to fill out a questionnaire to better describe my issue. I protested not understanding why I needed to go to my doctor for an issue that I'd had from day one? After being continuously pressured that there was no other choice and that I would lose my job for sure if I did not, I finally turned in the release and filled out HR's questionnaire, was then informed that I could no longer work in the plant due to the restrictions and, asked to write up a justification on why I should be given a workplace accommodation. I did so under duress of being the sole provider for my family, pregnant, and facing a threatened possible termination.

After months, I was offered two choices, take one of two positions offered or go on "extended medical leave", which meant no pay for me since I lost most of my time on my last maternity leave. I questioned how that was fair since one of my white male coworkers who had had both knees replaced and was on very similar restrictions as I was had not been told his restrictions warranted his removal from the plant; he was allowed to continue at the plant until he retired a few years later. I was met with the broken record answer of "it's the districts prerogative to decide". Frustrated, I suggested being transferred to Hinds Pump Plant since it has an elevator and I was told no because



my then father in-law was Supervisor. I asked for an exception and to be put under a different supervisor but work for Hinds, an exception that had been made in the past for others including Kelly Raymond when her husband became Unit Manager, Mary Jackson who worked at the same pump plant as her husband (Intake/Gene) but under a different manager, and even Theresa Cross who worked at the Gene Pump Plant as an operator while her husband was a specialist. The list goes on far past what I can remember, but even after pointing this out I was still denied.

I continued my researched and found out that there were normally two planner schedulers in the desert and they had not filled the second, and Larry Gerbitz, who was the current planner scheduler, was set to retire in one year. Plenty of time for me to work under him as a planner scheduler since it was a job that would utilize the money and time MWD had invested in me as an apprentice and all the technical skills I had learned from working in the field, coupled with the extra opportunity I had had to do the purchasing, inventory, and job design while on light duty during my other three pregnancies. I brought this option to the table and was denied on the premises that "The minimum requirements include five years of journey level experience in a relevant trade or craft." I was 7 months shy so I asked that they consider the four years of my apprenticeship with MWD for the extra 7 months. I checked amongst other California licensing boards and apprenticeships programs and found most of them did allow 4 years to be counted as some portion of the required experience. Again I was denied saying no exception could possibly be allowed.

I found myself pregnant, distressed, in therapy, and facing being put out on extended no pay if I did not except one of the two positions they offered me. The first was O&M Tech III for Aqueduct Maintenance team. It had the same physical demands that my current job had with a \$15 pay cut. After bringing this up the union got involved it was explained to me that the job would involve patrolling the canals and escorting the chlorine tankers. I asked if there was a guarantee that I would not be asked to do the normal Aqueduct Maintenance work and was told I wouldn't yet HR refused to have it put in writing.

It continued like this for 6 more months. I held out as long as I could trying desperately to hold on to my position at the plant or at least find something that would let me still feel like I was using all the skills I had spent the past decade learning. In the end I was placed as a 6 month temp Administrative Assistant I, which I insisted was reviewed as an Administrative Assistant II due to my computer skills and already having some knowledge of the purchasing process and was finally granted.

The irony of the entire ordeal is never had I possibly imagined that I would one day look back on everything I went through out in the field and miss the days of just having to deal with off colored comments, derogatory remarks, or having to push myself to the limits to prove I was as good as the men in my field despite my gender. That I would actually find myself in a situation that made everything else look so much more acceptable never even crossed my mind. I can honestly say that working in the office has been one of the hardest experiences of my career. I was not prepared for the manipulation, games, and hostile working conditions I was walking into.

Since coming to work in the office in 2014 I have witnessed firsthand, the rapid deterioration of our Unit manager and the cover up by the people around him. A man with a well-known reputation for being uncouth and sexist, whom in his career has made many more women than just myself feel

uncomfortable, with his racist and sexist jokes or comments. I have witnessed him not only throwing fits and cussing at employees while at work, both before and after becoming unit manager, but also his inappropriate touching of his then girlfriend in the Gene office kitchen. Once, when I wanted to talk to him about an issue I had with my then manager Jackie, I was told to “Go ahead and file a grievance. No matter what I will back her and you better be prepared for that.” He then told me that if I did not start joining in all the “group activities” such as potlucks, MWD sponsored parties, and overall cheering up and hanging out with the office staff that I would never get anywhere but where I was in this company. On more than one occasion I was very uncomfortable with Don’s presence and he was not someone I feel safe being alone in a room with and have personally been a victim of him rubbing his shoulder against mine when making references to alcohol and partying or placing his hand over me on the wall and leaning down right in my face to talk. I have moved far away from him, made an excuse to leave the room, and ignored him fearing to confront him full on with how uncomfortable he made me because of his tendency to blow up and make a scene or make fun of how others feel.

On top of the Unit Manager inappropriate actions, I have had to deal with multiple managers now that have made comments about how pretty I would be and how much easier things would be for me in the office as woman if I would just “look more normal”, wore dressy clothes, did not cut my hair or have tattoo and piercings, been accused of being a Satanist by my manager, and told that I was going to make other people think I’m a Satanist. During my last evaluation it was expressed to me by my then intern manager Jeanne, when I questioned why I was given two low marks that I felt were unjustified since I was giving no verbal warning or made aware that there were any issues, that “Nothing I say, do, think, or feel matters” and that she “was going to be here for a long time so I better get used to it”. This came from a white woman who had been working for the company for less than two years at the time and had been my intern manager for 4 months.

Less than 2 weeks later I had a mental collapse at work in which I hurt myself and a co-worker found me and reported it to the EEO. I begged her not to involve our interim manager Jeanne or intern assistant manager Roy since they were a big part of what led to my breakdown and to please call a mutual friend of ours to come help me. Of course Roy was contacted by EEO and came into my office, closed my door and told me he heard something happened. I had just talked to my friend and calmed down and was trying to head home and I let Roy know I could not talk to him and to please go away because he was making it worse. He refused to leave, sitting in the chair that barred my front door so in a desperate attempt to get away from him before I fell apart again I begged him to please go away over and over and to please send someone else if he had to. When again he refused I went into a full panic and ran out the back door in an attempt to escape once more begging him to please leave me alone. He chased me down outside the parking lot and after numerous pleas to please stop because he was making things worse I snapped and began letting out the torrent of anger and frustration at all the micro-managing and interference from my interim manager that was causing it to be impossible for me to do my job correctly including giving incorrect information about training and housing to employees and managers due to her lack of knowledge in either subject, enrolling employees and setting up classes without my knowledge which caused many over booking and missed classes in an atmosphere of training that was already tense with town having their eye on the low desert training numbers and the lack of responsibility for it, replying to emails meant for me on which she is CC and giving the wrong information, and her abrasive and

denigrating attitude in talking down to all the women on the business service team. I also brought up my issues with Nash and some of the issues I have discussed above that I have been through in the past 14 years at MWD that fueled my final snapping point that day.

I was forced into a situation I never wanted to be caught in, crying and arguing in the parking lot of the office for all to see, a complete spectacle. The fall out of all this included handling the phone calls from my freaked out family in the middle of the night since my very public stand-off made the rumor mill and many people contacted my retired parents and sibling telling them that I was in the hospital because I had gotten into a parking lot fist fight with Roy. After all was said and done, not another word mentioned about the incident from either Roy or Jeanne, EEO called once to see if I was ok. To my knowledge, not a single manager involved called 911. It was as if everyone swept the fact that I had just had a mental breakdown and cut myself up under the rug.

Two weeks later I unexpectedly get called into Roy's office with another co-worker and one union rep at which time Roy proceeded to lay into us about being blatantly insubordinate, refusing work, and refusing to talk to our interim manager. I pointed out that I had never refused a job though I did speak up about being uncomfortable about doing certain jobs such as reviewing what seemed like doctored training reports, to which my interim manager Jeanne said that was too bad when I expressed my concern. The only meeting I had ever walked out on was my evaluation when I got emotional from Jeanne's attitude that nothing I did, said, thought, or felt mattered, at which time I asked for a few minutes to go to my office and compose myself and seek union representation to which she agreed. After I left her office she immediately sent my unsigned evaluation off to HR without giving me a chance to further talk to her, a move that Roy said he approved her making.

Four weeks later, at the insistence of my therapist, I went on medical leave for stress for 3 months. I'm still dealing with the emotional turmoil working for MWD, and particularly here in the office, has placed on me. I suffer from PTSD and extreme anxiety and have now been placed on medication just to help me get through my work week. In all honesty, I truly had no plans to return to MWD, but I do have four kids to look after and need the income and medical insurance this job affords me. My first day back was awkward as I did not get a single email, phone call, or text from my manager on what she wanted me to do or acknowledging that I was back since all my usual work responsibilities had been given to the two other BST members, one of whom I later found out was a temp I had never met before.

After doing what I could most of the day I finally contacted my union rep, Gina, and let her know what was going on and that I wanted to set up an official meeting with my manager and the union to go over my roles and responsibilities due to my long absence and having been stripped of most of my core duties before I left after informing my interim manager and interim assistant unit manager that I was overworked due to fixing the issues my manager created with her lack of knowledge for my job position. Gina suggested we talk to Roy and see if Jeanne left any directions with him and if not set up the meeting for tomorrow so I would not be in the dark the next day. My understanding is that Roy was very upset that I wanted this meeting and even angrier that I wanted union representation and threatened to call HR and union headquarters to stop it, which he did follow through on. Luckily the union did grant the release time and the meeting did happen the next day, at which time Roy poked his head in asked Jeanne if she wanted him to stay to which she said it was fine if he

wanted to but Roy said nothing else, closed the door, and left. It was my first day back, already I was feeling segregated and punished as my manager did not even take the time, already informed by Clara Masennet of the day of my return, to have me reinstated in the system so I could log into the computer or access any of MWD systems.

I wish I could close this letter with the same optimism for change and the betterment of the minority community in the desert that Gina preaches to me, or even with the reassurance that these are the only hardships that I have endured, but that would be far from the truth. I know every story has two sides, and it is hard for me to be in the position of speaking out against someone like Roy, who I have known and worked with for a long time, and have grown up hearing people I respect talk well of his commitment as both a union representative and a Pump Plant Manager. The state of disarray and dilapidation the desert's management has been allowed to collapse into is disheartening discouraging, and hearing that we in the desert may still yet be subject to Nash's racist and sexist domination brings a tight panic to my chest that makes it hard to breathe.

I have taken many weeks now to write out this letter, constantly rewriting and second guessing myself for stepping out of the shadows and taking a chance at being heard. I've been told for so long to not be a girl and not whine or complain that every sentence I write to you feels trivial, and I've had to tell myself over and over that if women like me, who have seen the underbelly of life here in the desert, don't at least make an attempt to stand up and be heard that I was failing the generations that will come behind me. That even if my story is never heard past this, even if this letter finds its way to the garbage, at least I tried, I stood up and spoke out for my daughters and Gina's daughters and every other female, every other person, that comes after me in hopes that no woman or man ever has to go through the hardships I have gone through.

I deeply thank you for the concern you have shown for the women of the desert. I hate to be so blunt and long winded but there is so much frustration and pain built up over the years that it is hard to contain it all in writing. My truest hope is that out of all this adversity and turmoil someone in a position of power will hear our calls for help and, with time, a new era of equality and acceptance will be ushered into the desert making it is safe fair place for all who work here. I appreciate you taking the time to read my letter.

Sincerely,

## Petition from Metropolitan Water District Employees Focused on Solutions for a Better Future

As a current employee of the Metropolitan Water District of Southern California, I am saddened and distressed by media coverage that reflects the current climate created by a handful of employees that is now impacting the morale of the other 99 percent of employees.

If you are a current, former, or retired Metropolitan employee and agree with the majority of the following statements, please sign this petition and share with others that may be interested. FORM WILL CLOSE on Sunday, March 21, 2021.

1. I am sympathetic to the pain, suffering, and seriousness that those individuals who have been harassed or mistreated may have experienced. My dedication and support of Metropolitan in no way invalidates the feelings of those who may be suffering.
2. It is my understanding that there are laws and policies in place to investigate harassment at Metropolitan and cases have been handled within those laws and policies.
3. My Metropolitan experience has been positive and does not match what was portrayed in the Los Angeles Times article on February 12, 2021; on an interview with KUCI on February 23, 2021; and an AFSCME Local 1902 News Release dated March 5, 2021.
4. A small group of women that identify themselves as the AFSCME Women's Caucus (Caucus) does not represent me or my views.
5. Ellen Mackey and other representatives of the Caucus have created a toxic and disruptive environment that has now permeated several programs Metropolitan has launched, including the Diversity, Equity, and Inclusion council, the monthly General Managers Townhall Meetings, and other Metropolitan and union meetings.
6. Our General Manager, Jeffrey Kightlinger, as well as the executive management team have stood up and supported employees at Metropolitan, especially during the pandemic.
7. The Metropolitan Board of Directors has tasked the Ethics Office to conduct a climate assessment of Metropolitan. That process is underway and will be presented to the Board.
8. We are aware there is always room for continuous improvement within an organization and accepting change in a positive manner is important for all parties involved. It is time to accept change in a positive manner.
9. I am asking ASFCME, Local 1902 President Alan Shanahan, to please consider the careers, rights, feelings, and emotions of other Metropolitan employees like myself that are or have been happy and proud to be Metropolitan employees.
10. The continual focus on one small group of Metropolitan employees does NOT encourage progress in the DE&I sector or increase employee morale.

\* Required

I identify as: \*

- Female
- Male
- Other
- I prefer not to say

I agree with the statement above: \*

- Yes, all 10 statements
- Yes, with most statements

Your answer

Your answer

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**Mackey, Ellen M**

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**From:** Office of the General Manager  
**Sent:** Monday, July 06, 2020 5:01 PM  
**Subject:** Correspondence Standards and Use of Electronic Signature Standard



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

**Date:** July 6, 2020  
**To:** All Metropolitan Employees  
**From:** Jeffrey Kightlinger, General Manager  
**Subject:** Correspondence Standards and Use of Electronic Signature Standard

As the nation continues to face unprecedented times that naturally increase the public's interest in current events, I want to take a moment to remind everyone that one of our goals at Metropolitan is to foster a welcoming and productive work environment for all employees. An important part of our effort to achieve this goal includes existing operating policies that require communication on Metropolitan's e-mail system to be courteous, professional, and business-like at all times. We all understand that Metropolitan e-mail is to be used for business messaging and personal e-mail should be used for non-work-related activity. I want to make it clear that this same standard should be used for signature blocks and anything related to business e-mails.

Our operating policies recognize that our e-mail system may not be the most appropriate medium for every form of communication and clarify that Metropolitan's computer resources, including our e-mail system, are provided for authorized business-related use. At the same time, we encourage free expression of viewpoints in appropriate venues and on personal time. When employees wish to engage in discussion about Metropolitan's practices related to fairness, inclusion, and other issues, that dialogue should take place in a forum designed for that discussion. This matter will be brought up to the Employee Council on [DE&I] to ensure that we do establish the appropriate venues for this dialogue at Metropolitan. In addition, Chairwoman Gray and I will soon be meeting with the leadership from each of the employee resource groups and bargaining units to discuss the initial elements of a work plan focused on diversity, equity, and inclusion.

With this background in mind, I am placing the following parameters on the use of employee e-mail signature blocks. Going forward, employee e-mail signature blocks may only contain the following information: the employee's name, title, and Metropolitan organization and/or contact information, and any applicable disclaimers. There is an example attached to this memo that includes the Metropolitan logo. No other signature block messages or images will be permitted in e-mails sent while performing your assigned Metropolitan job duties. These parameters are content-neutral, apply to all employees, and are in no way intended to target any particular viewpoint. My aim is simply to make sure that Metropolitan's operating policies, which limit

Metropolitan's e-mail system to business use related to the performance of job duties, are adhered to by all employees.



I want to thank everyone for working together to ensure our official e-mail communication remains focused as an organization on our important duties as the largest public water wholesaler agency in the nation. If you have a question about this direction, or how to implement it, please feel free to contact your manager or Human Resources.

Instructions for setting up a standard signature:

- Highlight and copy the example provided below
- Go to Outlook click on File
- Click on Options on the left side of the screen
- Click on Mail in the Outlook Options screen
- Click on Signatures
- Click on New and type Official then click OK
- Right-click in the text box and click Paste
- Edit the example with your name, title, phone numbers, and e-mail address
- Click Save
- Change your default signature to Official in the upper right corner of the box
- Click Ok

## Sample

**Diana Pitman**  
**Human Resources Group Manager**  
**Work: (213) 217-7028 | Mobile: (562) 810-0529**  
**[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)**  
**Metropolitan Water District of Southern California**  
**700 N. Alameda St. Los Angeles, CA 90012**



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

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**To:** King, Lee  
**Subject:** RE: Attention: New Training Laptop Kits Available, Acknowledgement and Response to Disproportionately Negative Email

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**From:** King, Lee <LKing@mwdh2o.com>

**Sent:** Thursday, June 25, 2020 9:28 AM

**To:** Carazas, Edgar A <ECarazas@mwdh2o.com>; Chavez, Gina F <GChavez@mwdh2o.com>; Crawford, Dane C <dcrawford@mwdh2o.com>; Cross, Cory A <CCross@mwdh2o.com>; Foley, Kenith D <KFoley@mwdh2o.com>; Fowlie, Jason J <JFowlie@mwdh2o.com>; Grunnet, Casey S <CGrunnet@mwdh2o.com>; Imhoff, Jacob A <JImhoff@mwdh2o.com>; Marth, Jason A <JMarth@mwdh2o.com>; McDaniel, Tiffany L <TMcDaniel@mwdh2o.com>; McGuire, Charles R <CMcGuire@mwdh2o.com>; Reese, Darren A <DReese@mwdh2o.com>; Stubblefield, Joshua <JStubblefield@mwdh2o.com>; Tiegs, Ryan S <RTiegs@mwdh2o.com>; Totten, Ethan C <ETotten@mwdh2o.com>; Wilbourn, Ariel <AWilbourn@mwdh2o.com>; Acda, Ericson G <EAcda@mwdh2o.com>; Avila, Joseph <JAvila@mwdh2o.com>; Baldwin, Lawrence M <LBaldwin@mwdh2o.com>; Beckwith, Daniel M <DMBeckwith@mwdh2o.com>; Berry, Scott D <SBerry@mwdh2o.com>; Bills, Bobby J <bbills@mwdh2o.com>; Bills, Gregory T <GBills@mwdh2o.com>; Bogan, Adam J <ABogan@mwdh2o.com>; Brown, Greg S <GSBrown@mwdh2o.com>; Buzan, Duane N <DBuzan@mwdh2o.com>; Cade, Susan P <scade@mwdh2o.com>; Chastang, Jazmine <JChastang@mwdh2o.com>; Chischilly, Jason <jchischilly@mwdh2o.com>; Corey, Jason E <JCorey@mwdh2o.com>; Corona Jr., David J <DCoronaJr@mwdh2o.com>; Coseboom, Deborah L <dcoseboom@mwdh2o.com>; Cross, Theresa A <TCross@mwdh2o.com>; Curran, Jason N <JCurran@mwdh2o.com>; Diaz, Mariah C <MCDiaz@mwdh2o.com>; Duran, Jose L <JDuran@mwdh2o.com>; Durocher, Joe P <JDurocher@mwdh2o.com>; Enriquez, Connie D <cenriquez@mwdh2o.com>; Enriquez, Hector <henriquez@mwdh2o.com>; Faulk, Frank R <FFaulk@mwdh2o.com>; Faulkner, Nathan B <NFaulkner@mwdh2o.com>; Fernandes, Heather L <hfernandes@mwdh2o.com>; Figgins, Daniel P <DFiggins@mwdh2o.com>; Flores, Robert A <RAFlores@mwdh2o.com>; Ford, James E <JFord@mwdh2o.com>; Foster, Deborah A <DFoster@mwdh2o.com>; Foster, Evan R <EFoster@mwdh2o.com>; Fragoso, Noe <Nfragoso@mwdh2o.com>; French, Anthony S <AFrench@mwdh2o.com>; Golding, Chris L <CGolding@mwdh2o.com>; Gonzales, Christopher D <CGonzales@mwdh2o.com>; Griffin, Erik J <EGriffin@mwdh2o.com>; Harper, John K <JHarper@mwdh2o.com>; Hart, Jeremy J <JHart@mwdh2o.com>; Herzog, Brian E <bherzog@mwdh2o.com>; Hofstetter, Kevin <khofstetter@mwdh2o.com>; Hofstetter, Rebecca S <RHofstetter@mwdh2o.com>; Hottinga, Michael N <MHottinga@mwdh2o.com>; Hughes, Brian K <BHughes@mwdh2o.com>; Hyde, Debbie <DHyde@mwdh2o.com>; Ingram, William R <wingram@mwdh2o.com>; Jackson, Charley <CJackson@mwdh2o.com>; Johnson, Randal J <RJJohnson@mwdh2o.com>; Jones, Mike <mjones@mwdh2o.com>; King, John D <jking@mwdh2o.com>; King, Lee <LKing@mwdh2o.com>; Lee, Derek A <DLee@mwdh2o.com>; Lockman, Dustin A <DLockman@mwdh2o.com>; Lowe, Trenton J <TLowe@mwdh2o.com>; Lynch, Robert S <RLynch@mwdh2o.com>; Malave, Albert <amalave@mwdh2o.com>; McDonald, Bryan P <BMcDonald@mwdh2o.com>; Mesler, Tanner M <TMesler@mwdh2o.com>; Miller, Susan M <SMiller@mwdh2o.com>; Miller, Thomas N <TNMiller@mwdh2o.com>; Mills, Garry R <GMills@mwdh2o.com>; Mizia, Joseph F <JMizia@mwdh2o.com>; Monasmith, Erin E <EMonasmith@mwdh2o.com>; Morgan, Danny E <DMorgan@mwdh2o.com>; Nelson, John D <JNelson@mwdh2o.com>; Nelson, Raquel L <RNelson@mwdh2o.com>; Newman, Theodore J <TNewman@mwdh2o.com>; Newton, Deegan J <DNewton@mwdh2o.com>; Nordgren, Douglas R <DNordgren@mwdh2o.com>; Ocampo, Roman G <ROcampo@mwdh2o.com>; Padilla, Michael R <MPadilla@mwdh2o.com>; Panuco, Eduardo M <EPanuco@mwdh2o.com>; Pollock, Matthew J <MPollock@mwdh2o.com>; Quinn, Elizabeth A <EQuinn@mwdh2o.com>; Rathert, Justin <JRathert@mwdh2o.com>; Reed Jr., Robert G <RGr Reed@mwdh2o.com>; Reed, Anne R

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**Cc:** Davis,Justin W <JDavis@mwdh2o.com>; Patricio,Gene A <gpatricio@mwdh2o.com>; Pitman,Diane <dpitman@mwdh2o.com>; King,Alicia J <AKing@mwdh2o.com>; Yamasaki,Brent M <byamasaki@mwdh2o.com>; Upadhyay,Deven N <DUpadhyay@mwdh2o.com>; 'Alan Shanahan' <ashanahan@afscme1902.org>; gpantoja@afscme1902.org; Mackey,Ellen M <emackey@mwdh2o.com>; Jeffrey Froehlich (jfroehlich@afscme1902.org) <jfroehlich@afscme1902.org>; Kightlinger,Jeffrey <jkightlinger@mwdh2o.com>; Hightower,Adrian <AHightower@mwdh2o.com>; Garcia,Laura M <LGarcia@mwdh2o.com>; Grow,Miranda E <MGrow@mwdh2o.com>; Chapman,Shane O <SChapman@mwdh2o.com>

**Subject:** FW: Attention: New Training Laptop Kits Available, Acknowledgement and Response to Disproportionately Negative Email

All,

I took a few days to process the emails from last week. I allowed myself the time to overcome my initial reactions and look at the situation from every angle. I feel I can now address the elephant in the room.

It is never my intention to make anyone feel uncomfortable, especially since I have felt uncomfortable all my professional life at Metropolitan. I do not feel safe being who I am. The symbol in my signature block is a joyous expression of my ability to finally claim my gender role.

Nevertheless, in appreciation for the sensitivities of others I will reduce the size of my logo, but not entirely remove it as it represents my courage and the courage of countless others that have come before and will continue to come after me in the fight for equality and overcoming adversity.

I deserve the same respect other employees, and indeed, all human beings deserve. However, following a *long train of abuses and usurpations* in an attempt to demean me, I also wish to address the harassment, hypocrisy, bullying, oppression, homophobia, sexism, and racism that is embedded on the 5-17-20 email response to my innocuous email announcing the arrival of eight laptops *for the desert community*.

This email response was a microcosm of the culture that exists in the desert, and throughout the District.

- I have worked for the District 15 years, first as an apprentice and following as a journeyman electrician then, during my pregnancy, my supervisor dropped me to an Administrative Assistant II. Following my pregnancy, my supervisor *did not return* me to my classification, O&M TechIV journeyman electrician. My salary, the years I invested in the apprenticeship, and my career as a journeyman were never recovered.
- I have withstood years of sexual harassment as a colleague felt free to put their hands on me.
- I was belittled and humiliated as I was seen as a woman in a “man’s job.”

Going forward, I hope I can rely on my colleagues in the desert to support me and that this unfortunate interaction spurs constructive discussions.

I, along with the AFSCME Women’s Caucus, remain committed to changing the harassing culture at the District and to replacing it with an inclusive, safe, retaliation-free working environment.

“No matter what anybody tells you, words and idea can change the world ... you must strive to find your own voice because the longer you wait to begin, the less likely you are going to find it at all.” -Robin Williams, *Dead Poet Society*

Therefore, I invite everyone to take a moment today and remember those in our own lives going through difficult times. The best thing I can do for myself and others is to continue to help make the desert a better place for all by standing strong for those that haven’t found their voice yet, practicing compassion, and setting a precedence for finding solutions in the face of adversity.

My door is always open to those who need it.

Thank you and stay safe. 😊

**Lee King**

*Training Coordinator, Purchaser Desert Region*

*Journeyman Electrician (MWD) ceased*

*Gene Camp*

*442-262-2581*



“There’s nothing wrong with you. There’s a lot wrong with the world you live in.”- Chris Colfer

“Never be bullied into silence. Never allow yourself to be made a victim. Accept no one’s definition of your life; define yourself.”- Harvey Fierstein

“There will not be a magic day when we wake up and it’s now ok to express ourselves publicly. We make that day by doing things publicly until it’s simply the way things are.” -Tammy Baldwin

**From:** Mackey, Ellen M  
**Sent:** Thursday, June 18, 2020 10:47 AM  
**To:** King, Lee <LKing@mwdh2o.com>; jasonsonlywoman@gmail.com; 'tigersbloodmagik@hotmail.com' <tigersbloodmagik@hotmail.com>  
**Subject:** RE: Thinking of you

I agree. I think we are at a tipping point for change.  
Great to see his statement, “you are not alone.”

Rest today, my friend.

Ellen

**From:** King, Lee <LKing@mwdh2o.com>  
**Sent:** Thursday, June 18, 2020 9:42 AM  
**To:** jasonsonlywoman@gmail.com; 'tigersbloodmagik@hotmail.com' <tigersbloodmagik@hotmail.com>; Mackey, Ellen M <emackey@mwdh2o.com>  
**Subject:** FW: Thinking of you

From Adrian. I can’t read it without happy tears.

**Lee King**

*Training Coordinator, Purchaser Desert Region  
Journey person Electrician (MWD) ceased  
Gene Camp  
442-262-2581*



“There’s nothing wrong with you. There’s a lot wrong with the world you live in.”- Chris Colfer

“Never be bullied into silence. Never allow yourself to be made a victim. Accept no one’s definition of your life; define yourself.”- Harvey Fierstein

“There will not be a magic day when we wake up and it’s now ok to express ourselves publicly. We make that day by doing things publicly until it’s simply the way things are.” -Tammy Baldwin

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**From:** Hightower,Adrian <[AHightower@mwdh2o.com](mailto:AHightower@mwdh2o.com)>

**Sent:** Thursday, June 18, 2020 8:48 AM

**To:** King, Lee <[LKing@mwdh2o.com](mailto:LKing@mwdh2o.com)>

**Subject:** Thinking of you

Hello Lee

I don’t believe we’ve met. Yesterday I received a copy of your email correspondence regarding New Training Laptop Kits and the inappropriate email reply it inspired. I’m sorry you had to experience that. I’m sure it is not the first time you’ve experienced intolerance.

I want you to know that **you are not alone** and that I have corresponded with the Group Manager of Human Resources regarding this incident (see below). I’m available if you would like to talk (though that’s not my strength) or strategize.

Best Regards

Adrian

Cell: 213-447-3363

Adrian Hightower, Ph.D.

Education Unit Manager

Metropolitan Water District of Southern California

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**From:** Hightower,Adrian

**Sent:** Thursday, June 18, 2020 8:36 AM

**To:** Pitman,Diane <[dpitman@mwdh2o.com](mailto:dpitman@mwdh2o.com)>; King,Alicia J <[AKing@mwdh2o.com](mailto:AKing@mwdh2o.com)>

**Subject:** FW: Attention: New Training Laptop Kits Available, Now at ALL Locations!

Hello Diane

I was approached by a Metropolitan staff member yesterday who was disturbed and upset about the email from Metropolitan employee John Harper to our colleague Lee King (see below). In his email, John references “Political/Activist symbols, quotes”, “personal ideals and beliefs” which I believe refer to the quotes and symbol in Lee’s signature line. John attests to asking Lee “nicely” to reframe from utilizing these quotes and symbols. John email is not nice. John could have corresponded directly to Lee but instead chose to reply to everyone. John could have chosen more respectful language or tone to his email. I believe John’s email was a disproportionately negative response to Lee based on John’s feelings toward Lee’s gender identity.

The email correspondence cannot be evaluated independent of the Metropolitan culture, particularly the Metropolitan desert culture. This is not the first incident against women and LGBTQ staff reported to Human Resources (HR) that emanates from Metropolitan’s desert culture. We have numerous colleagues who use their signature lines to

promote positive messages using famous quote and sometimes using religious scripture. Some of our colleagues wear symbols, some of which are aligned with their faith. The import thing to discern his is the disproportionate negative response that some members of our community, in this case LGBQ and women, receive for actions equivalent to their colleagues.

I am brining this to your attention because as a manager it is my job to do so. I am bringing this to your attention because, as a Metropolitan staff member, I am offended by John Harper's email. I am brining this to your attention because I am concerned for Lee's wellbeing, as well as the wellbeing of Metropolitan's women and LGBQ staff and for John Harper himself.

I encourage HR to address this issue with John and Lee in the spirit of reconciliation, dialogue and education. I recommend HR clearly communicate to everyone who received the email chain, that the correspondence was inappropriate and intolerant. There is the temptation to make false equivalences and assign blame in these situations. I reiterate my recommendation for Metropolitan to hire professional Diversity, Equity and Inclusion (DEI) consultants to develop a Theory of Change to address inequities in recruitment, hiring, and promotion. DEI consultants can help Metropolitan build internal capacity (expertise and resources) to increase tolerance within Metropolitan's culture through staff accountability and SMARTIE goals (Strategic, Measurable, Ambitious, Realistic, Time-bound, Inclusive, Equitable).

Best Regards

Adrian  
Cell: 213-447-3363

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**From:** Patricio, Gene A  
**Sent:** Wednesday, June 17, 2020 5:50:59 PM  
**Subject:** Email Communication

You are receiving this email because you were included this morning as a recipient in an email communication between John Harper and Lee King at approximately 7:14 a.m. with the subject identified as "RE: Attention: New Training Laptop Kits Available, Now at ALL Locations!" As this communication discussed one employee's personal reaction to another employee's personalization of an email signature, you should not have been a recipient of this email and I request that you delete and remove this email from your inbox.

I want to take this opportunity to remind everyone of the importance of acting professionally, working cooperatively with others and avoiding behavior that may be construed as hostile or inappropriate for the workplace. We strive to create a professional and productive work environment for all employees. We also encourage and consider multiple approaches and points of view amongst our staff, but workplace concerns must be appropriately brought forward.

Finally, I am working with Human Resources and Management to address the use of email signature block personalization by Metropolitan employees during the course of business.

I would appreciate your patience and understanding on this matter.



**From:** Harper,John K <[JHarper@mwdh2o.com](mailto:JHarper@mwdh2o.com)>

**Sent:** Wednesday, June 17, 2020 7:14 AM

**To:** King, Lee <[LKing@mwdh2o.com](mailto:LKing@mwdh2o.com)>; Carazas, Edgar A <[ECarazas@mwdh2o.com](mailto:ECarazas@mwdh2o.com)>; Chavez, Gina F <[GChavez@mwdh2o.com](mailto:GChavez@mwdh2o.com)>; Crawford, Dane C <[dcrawford@mwdh2o.com](mailto:dcrawford@mwdh2o.com)>; Cross, Cory A <[CCross@mwdh2o.com](mailto:CCross@mwdh2o.com)>; Foley, Kenith D <[KFoley@mwdh2o.com](mailto:KFoley@mwdh2o.com)>; Fowlie, Jason J <[JFowlie@mwdh2o.com](mailto:JFowlie@mwdh2o.com)>; Grunnet, Casey S <[CGrunnet@mwdh2o.com](mailto:CGrunnet@mwdh2o.com)>; Imhoff, Jacob A <[JImhoff@mwdh2o.com](mailto:JImhoff@mwdh2o.com)>; Marth, Jason A <[JMarth@mwdh2o.com](mailto:JMarth@mwdh2o.com)>; McDaniel, Tiffany L <[TMcDaniel@mwdh2o.com](mailto:TMcDaniel@mwdh2o.com)>; McGuire, Charles R <[CMcGuire@mwdh2o.com](mailto:CMcGuire@mwdh2o.com)>; Reese, Darren A <[DReese@mwdh2o.com](mailto:DReese@mwdh2o.com)>; Stubblefield, Joshua <[JStubblefield@mwdh2o.com](mailto:JStubblefield@mwdh2o.com)>; Tieg, Ryan S <[RTieg@mwdh2o.com](mailto:RTieg@mwdh2o.com)>; 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**Subject:** RE: Attention: New Training Laptop Kits Available, Now at ALL Locations!

Lee,

Thanks for the info. I am going to ask you Lee, one time nicely, PLEASE, DO NOT EVER AGAIN send an email to me with ANY Political/Activist symbols, quotes, or ANY personal ideals and beliefs that you promote or advocate. I do not care what you think, do, or say in your personal life. QUIT SHOVING IT DOWN MY THROAT by **hijacking** the District's Email platform. YOU DO NOT OWN THIS PLATFORM! I will give you ONE CHANCE in future emails to abide by my request. If it happens again. I WILL DELETE all future emails from you.

Thank You Kindly for the Consideration,

John Harper  
Aqueduct & Power Dispatcher  
MetNet # 33500

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**Sent:** Wednesday, June 17, 2020 6:11 AM

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**Subject:** Attention: New Training Laptop Kits Available, Now at ALL Locations!

Good Morning All,

The Desert Training staff has some exciting news. We have been able to procure training Laptop Kits for use in the desert region.

We previously had placed our first two laptops at Iron and Eagle for test runs. Now, we have received the remaining laptops and will be delivering them to the remaining desert locations Today, June 17<sup>th</sup>.

❖ The laptop Kits will be available at the following locations:

- Gene Camp- 2
- Iron Mountain- 2
- Eagle Mountain- 2
- Hinds- 2

- The **Gene Camp Laptop Kits** will be stored in a locked area at the **Gene Camp Office** with the *Desert Training Staff*.
- For **all other desert locations**, the Laptop Kits will be stored in a locked area in the **Pump Plant Manager's Office** with the *Pump Plant Manager & Specialist*.

The last 6 months has left MWD with the realization that we need to be better prepared and adaptable to a changing social climate. With the future uncertain we in training feel it is essential to have the same tools available to our Desert employees that the Town employees have access to. These Laptop Kits are available for reservation to **all** our Desert employees.

To help ensure all of our employees are aware of and can take advantage of these new Laptop Kits I have attached a copy of the "*Laptop Reservation Procedures*". This details the procedures required for

reserving and using the Laptop Kits. Please follow the instructions provided whenever requesting a reservation for the laptops

I have also included the “Essential Workers COVID-19 Hand-out” put out by MWD Safety Talks as a reminder of some of the safe cleaning procedures. This is just in case anyone has any questions on safe sanitation practices when dealing with the laptops.

I know this is a new procedure and may take some time to adjust to, so if you have any question or concerns regarding the Laptop Kits please feel free to contact Crystal and I and we will get back to you with any help we can offer. IT is also available to assist with any first-time log-in issues.

Thank you and have a great day. 😊

**Lee King**

*Training Coordinator, Purchaser Desert Region*

*Journey person Electrician (MWD) ceased*

*Gene Camp*

*442-262-2587*



“There’s nothing wrong with you. There’s a lot wrong with the world you live in.”- Chris Colfer

“Never be bullied into silence. Never allow yourself to be made a victim. Accept no one’s definition of your life; define yourself.”- Harvey Fierstein

“There will not be a magic day when we wake up and it’s now ok to express ourselves publicly. We make that day by doing things publicly until it’s simply the way things are.” -Tammy Baldwin

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