
From: Julie Cloud
Sent: Thursday, October 20, 2011 4:06 PM
To: Pat Thomson; Julie McCormick
Subject: Ledford's evaluation

In preparing for the mediation, I shared RL's proposed evaluation with Legal. They are suggesting that we change the two ratings in adaptability/flexibility and Work environment Safety to DNAs and the overall evaluation to a DNA.

DAG Rob's thinking in adaptability/flexibility is that she is inflexible; e.g., the vacation time that Summer dealt with where she had requested a Friday off and then wanted Saturday off and threw a fit. There are probably other instances as well.

The work/environment/safety would be based on lack of respect for others and supervisor and we can come up with some examples.

We would then have to put her on a PIP—performance improvement plan which I would assist in writing.

Wish us luck on the mediation tomorrow.

Pat, I'll be in and then leaving at 8 am to head to the mediation.

Julie

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Every thought is a seed. If you plant crab apples,
don't count on harvesting Golden Delicious.

---Bill Meyer