
From: Julie Cloud
Sent: Thursday, September 27, 2012 7:42 AM
To: Pat Thomson; Julie Cloud; Nancy Bishop; Karin Magnelli
Subject: RE: Grievance

I wonder if this shouldn't be treated disciplinarily with her supervisor rather than problem solving. Standards of conduct/code of ethics should cover it?

A grievance amounts to problem solving...I guess it would give a chance for all these people to confront her with her actions which could be good.

Julie Cloud

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Appreciate everything your associates do for the business.
Nothing else can quite substitute for a few well-chosen,
well-timed, sincere words of praise.

They're absolutely free and worth a fortune.

-Sam Walton

From: Pat Thomson
Sent: Wednesday, September 26, 2012 4:31 PM
To: Julie Cloud (Julie.Cloud@idjc.idaho.gov); Nancy Bishop; Karin Magnelli
Subject: FW: Grievance

Add Sarah Cerda, Ashley Jorgensen, Mike Seifrit, Laura Roters and myself to the list of staff that witnessed and heard the same thing. I am sure others will also be coming forward.

Pat

From: Lindsay Anderson
Sent: Wednesday, September 26, 2012 4:28 PM
To: Pat Thomson
Cc: Lindsay Anderson (Lindsay.Anderson@idjc.idaho.gov)
Subject: Grievance

To whom it may concern:

During the all-staff meeting this afternoon, Superintendent Grimm and Director Harrigfeld were commending Laura Roters for keeping the O&A unit running with all the staff shortages and other challenges our facility has experienced. Other staff in attendance were applauding Laura in agreement, and as soon as the clapping died down, I heard a sarcastic, "Really?" come from the other side of the room. I recognized the voice and looked over to see Rhonda Ledford exiting the gym/cafeteria. I then looked at Alicia Caiola and asked if she had heard Rhonda's remark. She said yes and I replied that it was entirely inappropriate. Alicia agreed.

I am filing a grievance against Ms. Ledford for disrespecting me and others in the workplace. Each person who works in this building has the right to be treated with respect by their co-workers, and the behavior she displayed was completely uncalled for. She not only attacked Ms. Roters individually, but brought down the morale of the entire group with her rude comment. Additionally, by leaving the room afterward, she has proven her inability to be a team player and support her peers, regardless of personal feelings. I am also aware of several other staff who were personally offended by Ms. Ledford's comment.

My supervisor and the superintendent are aware that I am filing this report.

Sincerely,
Lindsay Anderson

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