

This is a VERY brief summary of the events that transpired which, I believe, led to my job loss at Verizon. Complete story and accompanying documents are available upon request.

I was a manager with Verizon beginning in 1982 and terminating in November 2001. From 1996 to 2001, I was manager of an operation in Albany, NY. At this operation, I had union employees reporting to me, and after several years of everything going well, my supervisor was replaced by a woman who I had known from years ago – Sally Masters.

Reporting to me were employees Gary Meyer, Beth Parish, Jim Park, Karen Rider, Fred Gobel and summer temporary employee, Mike Careys. Gary and Beth had over 25 years serDone.

Gary Meyer committed numerous racist and violent acts:

- Constructed a dummy to resemble a black person and tied it from a noose to my company vehicle.
- Threw a heavy piece of metal at my face – missing me and damaging my office wall.
- Violently punched my office walls, causing pictures to fall.
- Picked up a red hot portable heater and threw it into the face of employee Jim Park – luckily he was not hurt.
- Threatened to “beat the shit” out of aforementioned Jim Park and stalked him around the building.

There were other examples of Gary involving violence and falsification of records, however upon reporting these incidents to my boss and telling her that I wanted to call corporate security, she replied that she would have her boss “fire my ass!”

I continued to report all the violence to Sally, telling her that we were nervous working around Gary because we never knew when he would strike. I explained that he was the type to bring in a gun. She again ordered me not to call security and became visibly upset. She threatened me several times with job termination and said that she would close my operation stressing that there is no other job for me.

I documented all of Gary Meyer’s actions and spoke with him about them. He was angry that I had them documented, and this is where it went from bad to worse. Shop Steward, Don Marks, came into my office with Gary to inquire about the documentation. He wanted to know if it was in his personnel record. I answered that it was not; it was only for my information. Don’s response was that it does not exist then. I said fine, submitted it, and it is now in his personnel record! On several occasions, Don threatened that my job would be in jeopardy if I did not ultimately destroy all record of the documentation. Both he and Gary then hit me with a barrage of bogus grievances.

One morning I found a piece of paper slipped under my office door. It was a derogatory poem about Gary, and my other subordinates, Jim Park and Beth Parish. I placed it in my briefcase and planned to tell Sally about it later. When I went to retrieve the poem later that day, it was gone.

I was off the next two days but got a call saying that there was a racial problem in Albany. The union officials were there but declined to give me any information. When I returned that Monday, I called a meeting of my people. Gary wanted his partner in crime, Don, to be there. I asked what went on when I was out, and then I was told about the poem. I asked if anyone had a copy and Gary said he did. The question is, did he steal it out of my briefcase or was he the author? Gary ultimately accused me of writing the poem and said he was going to ethics to report it.

Later that day, my employee Beth Parish called me from the front office to have a discussion. When we met, she was with our summer hire employee, Mike Carey. Beth told me that she could “smooth Gary over” so he would refrain from reporting the situation to ethics. All I had to do was make Mike a permanent employee, throw them a few perks from time to time, and buy them lunch once a week. My indignant response was that this was blackmail and I would have no part of it. She smiled and turned away. Gary reported me to ethics.

Ethics investigator, Bill Proctor, came to Albany to interview everyone. I told him that I did not write the poem. I also told him about the violence, threats by my boss, etc. His concern was exclusively about the poem.

Bill took my laptop with him to have it checked for any trace of this poem. I told him that there are 6 other computers here that are accessible by everyone, however he had no interest in those systems. I had also mentioned that my

summer hire, Mike Carey, had climbed over the wall to my office on one occasion. He was caught by another employee, but no action was taken.

Not long before this incident, Sally told me she wanted me in her office on a Wednesday, Thursday and Friday for a very important job. There was no job, but instead I sat there for three days doing absolutely nothing. I learned later that, while I was in the city, my boss' favorite manager, and right hand man, came to Albany and had a locksmith break into my office and desk. I now believe that it was Fred who had access to my laptop (this is relevant later when ethics claimed to find other information on my PC).

Because of all the stress, threats from my boss and the union...I was declining in health. I was now on blood pressure medicine, depression medicine, tranquilizers and sleeping pills. I also made weekly visits to the therapist to help manage the stress. I then called the company Mediation Hotline. This is where an employee can call to talk, discreetly and in complete confidence about any problems they are having. I spoke with a Tara McIntyre and told her about the violence, threats, etc. She said she would get back to me. Two hours later, I got a call from ethics investigator, Bill Proctor, demanding to know where the hell I got off calling Mediation and wanted to know what I was hiding from him. McIntyre violated our confidentiality by going to Proctor, and now Proctor felt that I was going over him.

In May of 2000, I was determined to go another step and filed EEOC charges against my boss, Sally Masters, the violent employee, Gary Meyer, the blackmailer, Beth Parish and shop steward, Don Marks.

On June 8, 2000, I was involved in an on the job motor vehicle accident. While at a stop sign, on my way to buy computer cable for work, I was hit in the rear and sustained injuries. I was out of work on disability for 6 months.

On my workers compensation report, my boss indicated that I was on a job errand buying cable when the accident happened. In July, she received notice of my EEOC charges. I then received a revised compensation report where my boss changed the story saying that I was also at lunch. She flagrantly did this in retaliation for my EEOC complaints.

At my compensation hearing, Sally Masters lied under oath stating that I had no authority to be buying the cable at Radio Shack and that I had no authority to be out of the building (as a manager of the Long Island region, it was my job to be out of the building at various locations...and Sally knew this). She also had another employee, Carl Nyes, testify that I came into the city the day after the accident and tell him that I was at lunch when the accident occurred. She had him lie – probably by threats to him also. (Note: Carl is black. Sally once told me that she pulled Carl out of his position as the manager of a Manhattan operation because the field does not like stuttering niggers – and neither does she. Sally used to own a dance studio and told me it went under because “those blacks” would never pay their bills.)

The next day I gave my compensation attorney an email I got from my boss authorizing me to go to Radio Shack to buy the cable. He was appealing the comp case (but I have not heard anything yet).

On December 18, 2000, I was scheduled to come back to work off disability. My boss' new boss, Andy Young – who was also newly promoted – wanted to meet with me in the city. He was from Boston and would fly down for the meeting. At the meeting, he told me that they found inappropriate material on my laptop and in my office! I told him how summer hire climbed, how Fred Johnson had a locksmith get in, and how I was ultimately set up. His response was that I was to remain out on a “Paid Administrative Leave” while they continued the investigation, not into the violence, but into my laptop. He said it would take about two weeks and then they would contact me.

I was out on Paid Administrative Leave for 10 months. During that time I received death threats in the mail, harassing phone calls, threats from the union (which I recorded).

On October 25, 2001, I received a call from Andy Young, (recorded also), telling me that the company is going through a reduction in force and that my job is eliminated. I told him that this was retaliation for the EEOC charges, etc. He said that it was not. I argued with him a while and told him that I was going to take further action. My last day was November 24, 2001.

I was separated from Bell Atlantic/Verizon for attempting to uphold their codes of conduct for wanting to report workplace violence as well as unethical practices. I was falsely accused, (it was determined that the poem was not on my PC) slandered, defamed, threatened, and subjected to a hostile work environment.

Since that time I have written emails to upper management in the company – specifically Group President Peter Lowes. He forwarded my complaints to Art Turnister who informed me that the investigation was closed. I persisted. Tiring of my constant complaints, he had my emails blocked– not only from him but also by everyone in Verizon.

Turnister did eventually forward my complaints to an executive director, Leesha Nates of Verizon, in Texas. She said she would conduct another investigation. This investigation turned out in the favor of the company (personally I do not even think there was an investigation) I have told them, including the EEOC, to contact employee Jim Park. He was also attacked and a witness to everything. He was never contacted. Leesha Nates told me that this would be the company's last communication on this matter. I told them it was not ended on my part.

I contacted the EEOC and exercised my rights under the Freedom Of Information Act to get the documentation of the investigation. I found out that Tara McIntyre, (the one who betrayed my confidence at the Mediation Hotline), was the Verizon contact for the EEOC! They could not have had a more unethical person (unless they contacted my boss).