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Psychologist

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Per our conversation and your signing an authorization for release of information, I spoke with Mr. Scott Goold, your union representative on August 20, 2011. We discussed the letter of reprimand you received from your field manager, Stella Bacca and resources facilitator, Richard Mc Crea on August 11, 2011. I voiced my concern about the stress you have been experiencing in your work situation and Mr. Goold suggested I write you a letter outlining my concerns. If you concur with my perspectives, you are welcome to use this letter in any manner you see fit.

When you entered treatment in January of this year, there were several areas of your life that were distressful, causing you to experience fearfulness and anxiety. One of those psychosocial problems was your job. You acknowledged your tendency to push yourself very hard in all areas of your life to the point that it sometimes negatively affects your health. You indicated that your father taught you a very strong work ethic. From what I have observed, you tend to become so focused on tasks for which you feel responsible that you will sacrifice your own well-being in order to complete the tasks correctly. You do this with family, home, and work. For example, at work you will frequently work overtime to complete a task in order to meet a timeline. You do not ask or apply for overtime pay when you do this because you consider it to be essential to the job. You appear to feel competent in doing your work but will consult with others if you have questions or are uncertain regarding protocols. Your job is important to you because of your commitment to help your clients. These characteristics would generally be seen as positive qualities by most employers. From what you have told me and from what I have read in the email exchanges and reprimands you have received from your supervisors, the management style of your workplace is more focused on establishment of protocols, subordination, and hierarchal issues than on commitment to task completion in the service to the overall mission of the agency.

You and I have discussed these discrepancies in the work place and the impact this has on you. The threat of losing your job is a constant stress and negatively impacts your health and possibly your ability to perform optimally. As I have said over the past weeks, I definitely believe you are in a hostile work environment. Now you are in a terrible situation in which you have to either file a grievance against your bosses, or face the likelihood of losing your job because of an "insubordinate, inefficient or incompetent

act on your part". I know you are hesitant to file a grievance but I believe you have little choice at this point if you want to keep your job.

Respectfully,

Freda L. Coalson Ph.D.