

**This material is part of a collection that documents the harassment, discrimination, and retaliation perpetrated against Alaska's women research scientists by their supervisor, with full knowledge (and arguably, "tacit approval") of their federal employer, the USDA Agricultural Research Service (ARS)**

**From:** lori.xxxxxx@xxxxzx.xxx  
**Subject: Re: FW: RE: Telework program**  
**Date:** August 28, 2008 11:02:24 AM GMT-08:00  
**To:** ckbower@cmug.com

i've been trying to call. i'm giving steffi a ride to the airport and we're going out to lunch first. want to go?

On Thu, Aug 28, 2008 at 10:55 AM, [ckbower@cmug.com](mailto:ckbower@cmug.com) <[ckbower@cmug.com](mailto:ckbower@cmug.com)> wrote:  
Okay, in this thread AP provides incorrect information concerning the EAP program:

"Be aware that you can use up to 6 visits to EAP counselor as adm. leave"

Also of interest, Dennis is likely not attending the Tuesday evening gathering either,

CKB

Original Message:

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From: Bower, Cindy [Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov)  
Date: Thu, 28 Aug 2008 11:52:42 -0600  
To: [Alberto.Pantoja@ARS.USDA.GOV](mailto:Alberto.Pantoja@ARS.USDA.GOV)  
Subject: RE: Telework program

Alberto,

Thanks for the EAP information. I received your phone message this morning concerning the telework program. It's my understanding that telecommuting is not an appropriate option in my case, and consequently I do not plan to apply for the program. Your earlier reference to the "contributed" time that you donate to the ARS each week through unclaimed overtime is not applicable to my situation since my salary is approximately half yours for equal hours worked.

I am disappointed that we were unable to satisfactorily resolve this problem. However, I would still like to pursue the issue of flexibility in my work schedule, perhaps when the workplace is less busy after the fiscal year. In the meantime I will continue burning through my annual leave so that I can work at home half-days. It's not an ideal solution, but it appears to be the only option supported by the agency at this time.

Cindy

-----Original Message-----

From: Pantoja, Alberto  
Sent: Thu 8/28/2008 11:06 AM  
To: Bower, Cindy  
Cc: [alberto.pantoja@ars.usda.gov](mailto:alberto.pantoja@ars.usda.gov)  
Subject: RE: Telework program

Cindy

Be aware that you can use up to 6 visits to EAP counselor as adm. leave; let me know if you need more details on it.

alberto

-----Original Message-----

From: Bower, Cindy

Sent: Saturday, August 23, 2008 9:07 PM

To: Pantoja, Alberto

Subject: RE: Telework program

Alberto,

In our meeting yesterday (8/22/08), I perceived that you did not fully support my entry into the telework program. Perhaps telework is not the best option, especially with the projected delay of over one month to start. Would you be more supportive of a maxiflex work schedule as described in the recently released P&P 402.1, "Flexible Work Schedule (FWS) Program"?

"Maxiflex is an FWS that contains core hours on fewer than 10 workdays in the biweekly pay period and in which a full-time employee has a basic work requirement of 80 hours for the bi-weekly pay period. An employee may vary the number of hours worked on a given workday, or the number of hours each week within the limits established by supervisory chain of command determinations."

Adherence to rigid office hours is not usually required by PhD-level research scientists since they are not directly involved with customer service duties. I frequently work late and would appreciate the option of coming in late the next morning to compensate. As my supervisor, you are in a position to grant a maxiflex work schedule for me.

This is not a frivolous request on my part. I am asking for flexibility in my work hours in direct response to the workplace stress I am experiencing, caused by the ARS grievance process and my subsequent EEO complaint. I discussed the telework option with my EAP-appointed counselor and I am attaching his letter of support. Please note that it has compounded my stress to be forced to disseminate this confidential information, (i.e., that I sought help through EAP). My discreet use of sick leave for each counseling appointment (rather than broadcasting the information to you and using work time) is now wasted.

Hopefully, either my application for the telework program or my request to adopt a maxiflex schedule will merit your approval. Thank you for considering my requests.

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Cindy

-----Original Message-----

From: Pantoja, Alberto

Sent: Fri 8/22/2008 2:07 PM

To: Bower, Cindy

Cc: [alberto.pantoja@ars.usda.gov](mailto:alberto.pantoja@ars.usda.gov); Janis Contento

([Janis.Contento@ARS.USDA.GOV](mailto:Janis.Contento@ARS.USDA.GOV))

Subject: RE: Telework program

Cindy

As discussed today, please list the duties/activities to be conducted on the requested telework program.

Thanks

alberto

-----Original Message-----

From: Bower, Cindy

Sent: Wednesday, July 30, 2008 5:52 AM

To: Pantoja, Alberto

Subject: Telework program

Alberto,

I would like to telecommute to work on Wednesdays. According to P&P 402.5 (REE Telework Program): "telework is consistent with sound business practices and has been shown to increase productivity, promote a spirit of innovation, and boost employee morale".

I meet the eligibility criteria to participate in the telework program under a core agreement and would prefer to perform my official duties at an alternative worksite at least one day per week. Since I currently handle data transfer and technician updates through email and weekly meetings, and I receive no direct supervision in performance of my own duties, a schedule that includes teleworking on Wednesdays would not pose additional supervisory burdens on any ARS personnel.

Currently, I am already completing a large part of my ARS workload at home (using evenings, weekends, sick leave, and annual leave). P&P 402.5 also addresses this issue by advising supervisors to put employees on a situational telework agreement if they take work home in the evenings and on weekends.

I have internet access and would not require any government equipment to be taken home. I hope that you will seriously consider my request.

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Cindy