

**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:** nan.xxxx@xxxxx.xxx  
**Subject: Re: Schedule change forms**  
**Date:** August 26, 2008 9:37:20 PM GMT-08:00  
**To:** ckbower@cmug.com  
**Cc:** lori.xxxxxx@xxxxx.xxx

Hi all,

Yesterday had my third session with counselor. And I mentioned that I had planned on requesting a 4 day 10 hour work. He immediately said that we could write a letter to AP explaining the reasons. This must be one of the things that counselors routinely do to help the work environment -leave it. WE shall see. It should not be a problem but AP is not predictable.

What is maxi-flex?

See you Tuesday.

I really to not want to have hamburgers, but our presence may be annoying.  
Nancy

On Aug 25, 2008, at 9:10 PM, CK B wrote:  
I doubt it will do any good, but at least I've clarified (again) what I was asking for the first three times...

Begin forwarded message:

**From:** "Bower, Cindy" <[Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov)>  
**Date:** August 25, 2008 8:07:06 PM GMT-08:00  
**To:** "Pantoja, Alberto" <[Alberto.Pantoja@ARS.USDA.GOV](mailto:Alberto.Pantoja@ARS.USDA.GOV)>  
**Cc:** "Contento, Janis" <[Janis.Contento@ARS.USDA.GOV](mailto:Janis.Contento@ARS.USDA.GOV)>  
**Subject: RE: Schedule change forms**

Alberto,

Thanks for sending the schedule-change forms, but it's clear that we still have a miscommunication concerning the issue I'm raising. As a professional scientist with no employees who require continuous direct supervision, I am requesting the flexibility in my work schedule to choose my hours each day based upon the conditions surrounding my work ON THAT DAY. This privilege is extended to professors in academia as well as the creative pool of PhDs in other organizations. I would still be working 40 hours per week, (likely well beyond that), and I would still be available on site during the core hours you choose to establish.

As a scientist, you recognize that experiments sometimes run late, or inspiration strikes and you just want to stay at your desk and keep writing. I cannot predict problems in the lab, nor can I pre-program my creativity on a master schedule form. If I work late, I'd like the option of arriving late the next morning (without involving extra paperwork).

I believe that you have the authority here in SARU to grant a less rigid schedule for SYs. However, if the ARS actually does forbid spontaneous flexibility in the workday, and the policy is applied equitably across the entire ARS, then obviously I must accept that decree. I've just never seen it in print...

Thanks for clarifying this issue for me.

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Cindy

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

From: Pantoja, Alberto

Sent: Mon 8/25/2008 7:10 PM

To: Cindy Bower ([Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov))

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: Schedule change forms

Attached forms to change your schedule; you need to indicate the time in/time out- which might be different for each day, but you need to define the working hours for each day. I hope you are aware of the use of accumulated credit, com, and travel comp time to increase flexibility into your working schedule.

As I mentioned today we have other SY's and technicians using maxi-flex, some work 10 hours a day for four days and have two free days per working period, but all have to define the working hours.

Hope this will satisfy you needs; else let me know.

alberto