

STATE OF OHIO  
STATE PERSONNEL BOARD OF REVIEW

William C. Weigman,

*Appellant,*

v.

Case No. 08-REM-06-0375

Wood County,  
Board of Mental Retardation and Developmental Disabilities,

*Appellee.*

**ORDER**

This matter came on for consideration on the motion of Appellant that the Withdrawal attached hereto be adopted. Being fully advised in the premises, the Board hereby orders that the attached withdrawal, incorporated herein by reference and made a part of the case file in this appeal, be **ADOPTED**. Accordingly, the above-referenced appeal is hereby **DISMISSED**.

Lumpe - Aye  
Booth - Aye  
Sfalcin - Aye

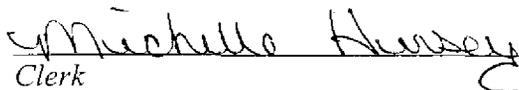


  
\_\_\_\_\_  
J. Richard Lumpe, *Chairman*

**CERTIFICATION**

The State of Ohio, State Personnel Board of Review, ss:

I, the undersigned clerk of the State Personnel Board of Review, hereby certify that this document and any attachment thereto constitute ~~(the original)~~ a true copy of the original) order or resolution of the State Personnel Board of Review as entered upon the Board's Journal, a copy of which has been forwarded to the parties this date, November 5, 2008.

  
\_\_\_\_\_  
Michelle Hursey  
*Clerk*

*Note: Please see the reverse side of this Order or the attachment to this Order for information regarding your appeal rights.*

11508

1048 N Main St Lot 38  
Bowling Green, OH 43402  
October 12, 2008

STATE PERSONNEL BOARD OF REVIEW  
2008 OCT 20 PM 1:36

State Personnel Board of Review  
65 East State Street  
Columbus, OH 43215-4213

Re Case #08-REM -06-0375

State Personnel Board of Review:

I regret that I will be unable to attend my hearing on October 21 2008. I am unable to get released from work.

I request that this letter be placed in the record. Wood Lane has a long and disreputable history of dealing with its employees. I understand that I will not be able to fight the wrongs that have been committed against me and other discharged Wood Lane employees, but I feel I must state my case.

I was hired into the WCBMRDD on 8/13/01. I did not go through an orientation process. I did not receive any list of rules.

During my time working at Wood Lane Industries, from April 2004 to June 2008, I was often harassed and embarrassed by my supervisors and co workers. I often tried to ignore the problem, but it continued.

I was informed that I was to be disciplined because "I was big and had a deep voice" in a meeting with Melanie Stretchery and Pat Tussing. Later I was disciplined for "moving my head in a disapproving manner."

On March 27 2008, I was following the nurse's orders when she told me to report to the North side of the building to assist with a consumer who had fallen from a broken swing. As I walked by the men's rest room, a co-worker, Diane Munoz snapped at me "You are not a nurse-You are not needed" Mrs. Munoz often made remarks about me to myself, consumers, and co-workers. I followed my former supervisor, Pat Tussing's advice and ignored her. I continued to the North side to assist with the injured consumer.

The consumer was taken by rescue squad to Wood County Hospital. I returned to work and completed the workday.

I wrote a UIR to report this incident of Mrs. Munoz comments and approached my supervisor, Kent strange at the end of the workday. Mr. Strange told me that my claims had no merit and I should destroy the UIR that I had written. I followed his orders.

10.20.08

On May 27, 2008, I was working at my desk. Mrs. Munoz claims she shouted at me from afar, "I need a nurse". I apparently did not hear her first call. By the second call I heard her and replied "I am not the nurse", the very same words that she used toward me a couple of months earlier.

There was no nurse in the building at the time. I knew this, but it would not surprise me if Mrs. Munoz was unaware of this fact, she was often uninformed of the days goings on. I turned around and saw a consumer on the floor. I immediately went to his side, and evaluated his claim of injury to the best of my training and ability. Mrs. Munoz stayed where she was, she appeared angry because I did not do as she asked.

Someone found Todd Lashuay, Behavior Support Aide. He is not a nurse. He has the same training as I do and Mrs. Munoz does. Mr. Lashuay came to check on the injured consumer, who seemed to be ok by this point in time. Mr. Lashuay is certified to pass medicines, which I also am, but he is not a nurse. There was no nurse in the building. Mr. Lashuay did not find anything wrong with the consumer and he returned to work. The consumer did not require any medical attention, did not go to the hospital in a squad and did not miss any work because of his fall. I did not in any way delay this consumer seeking medical attention.

The next day my supervisor, Mr. Strange asked me what happened. I told him the truth, but he tried to coerce me to change my story. I did not. A week later with no notice, I was called into Mr. Strange's office. Mr. Vic Gable was in there with Mr. Strange. I asked to call my attorney and they refused to let me. They again tried to get me to change my account of the incident. I would not.

My predisciplinary hearing was again with only a few minutes notice. I had no time to get anyone to accompany me into this hearing. I again stated the truth as I knew it. My fate was already sealed.

Wood Lane put me on Administrative Leave until they made a decision. I was offered a chance to resign or be fired. I chose fired.

I understand this will not help my case. I hope it may make the board aware of Wood Lane's actions, so in the future, other mistreated employees will get justice.

Thank You,



William C. Weigman  
Appellant