



Attorney General
Anthony J. Celebrezze, Jr.

Interoffice Memorandum

OPERATIONS

MAY 15 1989

BCI
LONDON, OHIO

To: MICHAEL L. YARCHAK, LABORATORY DIVISION CHIEF

From: DANIEL C. CAPPY, ^{DCC}CENTRAL LABORATORY SUPERVISOR

Date: MAY 15, 1989

Subject: MICHELE YEZZO/MAY 1, 1989 INCIDENT

On May 1, 1989 Michele Yezzo and Peg Saupe had a less than cordial conversation regarding a case which Peg was working for the Scioto County Sheriff's office. I was not present at the time and therefore asked Lynn Rider and Peg Saupe to detail what had occurred. Attached are their accounts of the incident.

Michele is described as having become "very agitated" and that she "blew up" when discussion of the matter was attempted. She is also described as having cried the following day when apologizing to Peg.

If the situation occurred as described, Michele had no valid reason for her actions. This incident is another example of Michele's inability to control her emotional behavior in dealing with a co-worker. It is this type of behavior that makes co-workers not want to deal with Michele on a one-to-one basis.

This inability to cooperatively interact with co-workers has been an on-going problem for Michele over a long period of time. It is a problem which I feel that Michele should address through the seeking of professional help.

DCC/ms

attachments

To: Daniel L. Chilton, Assistant Superintendent
From: Michael L. Yarchak, Laboratory Division Chief
Subject: Above Incident

This is another example of behavioral problems involving Michele Yezzo that I am forwarding along the chain of command for whatever action is deemed appropriate.

MLY/ms





Attorney General
Anthony J. Celebrezze, Jr.

Interoffice Memorandum

To: FILE

From: DANIEL C. CAPPY, ^{DCC}CENTRAL LABORATORY SUPERVISOR

Date: SEPTEMBER 29, 1986

Subject: ARGUMENT IN MICRO SECTION ON 9/24/86/MICHELE YEZZO -

Near quitting time on Wednesday afternoon September 24, 1986, individuals in the Microanalysis Section became engaged in a heated discussion over problems which had developed between section employees. Sylvia Clark and Michele Yezzo were the main participants in the dispute, although also present were Jami St. Clair and Jeannette Davis.

Sylvia was upset with Michele because of her actions and comments relating to a supposed meeting of Micro personnel about which Michele had not been notified. As it turned out there had been no meeting and Michele should not have been concerned about it. This appears to be an ongoing problem in this section as Michele feels that she is not included in section decisions and discussions. When she perceives that this is occurring she exhibits immature behavior in the form of making inflammatory comments to other section employees. This is very disruptive to the operation of the section, a fact that has been addressed with Michele during her evaluations. In the above incident [REDACTED] yelling and physically threatening Sylvia. She also reportedly threw a book at Sylvia twice during the encounter. The threat of physical assault involved Michele telling Sylvia that she was going to "deck her".

This type of behavior is inappropriate regardless of who initiated the argument. Neither Sylvia nor Michele came to me on Thursday to discuss the above dispute, therefore, no direct action was taken regarding this matter at this time. I am, however, concerned over Michele's seeming inability to control her behavior when she becomes emotionally upset. I feel we will have to take some type of action concerning Michele's behavior if it continues in the future.

DCC/ms

cc: M. Yarchak



Attorney General
Anthony J. Celebrezze, Jr.

Interoffice Memorandum

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RECEIVED

JUN 8 1987

BCI-PERSONNEL

To: MICHELE YEZZO

From: DANIEL C. CAPPY, ^{DCC}CENTRAL LABORATORY SUPERVISOR

Date: JUNE 2, 1987

Subject: REPRIMAND FOR ACTIONS OF MAY 15, 1987

On May 15, 1987, you acted in an abusive and assaultive manner towards a co-worker, Frank Slagle. In the incident you cursed at him, tore a newspaper he was reading, and threw the property room key with attached 1" x 6" metal plate at him. Had he not seen the key coming and deflected it, he could have sustained a serious injury.

This is not an isolated incident. In recent months you have been abusive toward and made other inflammatory, offensive, and insulting comments to other co-workers. You are advised that such abusive actions are unacceptable and you are hereby reprimanded for the specific assaultive action against Frank Slagle on May 15, 1987. You are also advised that future behavior of this type is not tolerable and may be cause for more serious disciplinary action.

DCC/ms

Please sign below to acknowledge that you have received this notice.

Signature

Michele Yezzo
Refused to sign 6/9/87
Daniel C. Cappy

Date



Attorney General
Anthony J. Celebrezze, Jr.

Interoffice Memorandum

To: FILE

From: MICHAEL L. YARCHAK, LABORATORY DIVISION CHIEF *MLY*

Date: OCTOBER 24, 1986

Subject: G. MICHELE YEZZO

G. Michele Yezzo represents a serious management problem. She is a very qualified scientist and microanalyst with excellent abilities. However, she demonstrates behavior problems, inability to cooperate with coworkers [REDACTED]

She began work with BCI in November of 1976 and has demonstrated difficulties relating with other people since February of 1977. Since that time she has alternately improved and had recurring problems. At one time or another she has had problems dealing with almost every person in the Laboratory Division. Her unpredictable behavior has made all personnel uncomfortable in her presence. As a result, most personnel try to totally avoid dealing with her. She has caused persons in the Micro section to request transfers or to leave employment.

She is prone to severe self-deprecation, crying spells, rude and insulting remarks and actions, threatening statements, suicide comments and has behaved in a manner that could be considered assaultive. At times she makes comments which make no sense to her or anyone else. At times she becomes violently upset with others over trivial matters. At times she can be extraordinarily pleasant and yet, at times, threaten to harm herself or others.

This behavior has gone on for 10 years. We have tried to address and discuss with her the problem without success for so long that I believe it must be addressed by someone other than management/employer. I feel that she has a severe self-image problem which is at the root of her problems; and one which neither she alone nor BCI management is capable of properly addressing.

Some examples of her unusual behavior are listed.

In February, 1977, after a mock trial, she indicated her low self-image stating that she wasn't good enough to work here, that she did not like the Division Chief because he did not yell at her and that she would not return the following work day.

Dale Hibner conducted her original training in the Micro section. She could not get along well with Hibner. She didn't seem to want to be told what to do because she felt she had learned something sufficiently well and would simultaneously complain about not being given sufficient direction.

She later trained other microanalysts and had personality problems with each. Patricia Brown, whom she knew from Youngstown State, asked to be transferred from the Micro section and eventually quit. Others include Sylvia Clark, Kevin Moran, Howard Millman, Denise Walters, Jami St. Clair and Jeannette Davis. In fact, she has not gotten along well with a single co-worker in the Micro section. With each person she trained or helped train, problems seemed to center around Yezzo's control of the section. She was simultaneously concerned about being responsible for every detail of section activities and not being responsible for the actions of others in the section.

With Walters she became involved in a rude and childish note writing campaign. With Clark she has had numerous confrontations, especially when they were both involved in training situations. At one time she referred to a "nigger in the woodpile" while talking with Clark.

Written complaints have been filed by Davis and St. Clair and verbal complaints registered by Walters, Matuzak and others.

It has been reported to the Superintendent's Office that she exposed her breasts in a bar in Columbus in the presence of personnel from the AG's office and BCI agents asking if they've ever seen anything like that.

Yezzo has requested transfer to the Richfield Lab and has suggested transfers to Fremont, Cambridge and the Chemistry section at London and subsequently reconsidered each.

On one occasion she made an obscene gesture at her supervisor after he informed her that a series of slides were ready to be viewed by Micro section personnel.

On another occasion she became upset with a chemist who had changed a setting on the gas chromatograph. They exchanged words and Yezzo screamed uncontrollably at him the length of the hallway using profane language.

An argument involving Yezzo and three other Micro personnel is described in separate memo. During this altercation, Yezzo became violent and assaulted another employee.

Also described in separate documentation are the events surrounding a message for Yezzo to appear for court in Vinton County. This involved threatening comments made to Jeannette Davis and Tom Nicholson that Yezzo would get a gun and shoot someone and subsequent assaultive behavior described by Ron Dye.

On several occasions she has mentioned to co-workers, to her supervisor and to the Division Chief that she would not return to work because she would be dead or that she would kill herself.

At one time or another she has been rude to, made insulting remarks to or had arguments with just about everyone in the laboratory including chemists, latent print examiners, firearms examiners, supervisors and clerical personnel.

Many of these matters have been discussed with Yezzo by those directly involved and by supervision on several occasions. She usually states that others are trying to make trouble for her, that she is not worth saving but she will try to do better. She may improve for some period of time but it has always been temporary with eventual recurrence of emotional and/or violent events.

[REDACTED] Failure to do so would be detrimental
to continued employment. ✓

MLY/ms

It has also been brought to my attention that other employees are afraid to ride in an automobile to court with Yezzo, being fearful that she might cause harm to herself or others. *MLY*



Attorney General
LEE FISHER

BCI-73 (Rev. 8-91)

Date _____

On June 10, 1993, Russ McSeveny, a latent prints technician at BCI, was interviewed between 10:15 am, and 10:28 am. McSeveny provided the following information:

McSeveny has been employed by the Bureau since July, 1968, and has known Michele Yezzo since she started working at the Bureau.

McSeveny stated that he was never threatened by Yezzo. However, on one occasion, McSeveny advised that he knows Yezzo had a serious problem with former employee Sylvia Clark. It seems Yezzo told McSeveny that she was going to get that "nigger bitch". On the day after Yezzo told McSeveny, there was an altercation between Clark and Yezzo. Clark allegedly threatened to attack Yezzo with a broken test tube. McSeveny knows no other details.

At times Yezzo would go into the latent prints section and cry to McSeveny about people yelling at her. She would often complain about Laboratory Division Chief Mike Yarchak.

June 10, 1993

London, Ohio

SI9315

On _____ at _____ File No. _____
by BCI SAS J. L. Winowich:sg Date dictated _____

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Attorney General
Anthony J. Celebrezze, Jr.

TO: PAUL A. FERRARA, SUPERINTENDENT
FROM: DANIEL L. CHILTON, ASSISTANT SUPERINTENDENT *gpc*
DATE: MAY 11, 1989
SUBJECT: MICHELE YEZZO

This memo is being forwarded in regard to a meeting held with Ron Dye, Firearms Section, BCI Lab and FOP 48 Representative, Cheryl Siler, Criminalist at Fremont, Ken Ross and Dale Laux, Criminalists at Richfield.

Several issues were discussed at the meeting, however, the one overriding issue was Michele Yezzo. The union has made a request that something be done with her and specifically requested that we impose Article 37, Medical Examination, of the Collective Bargaining Agreement (copy of Article 37 attached). Other requests were that she be relieved of all training responsibilities, removal from the Laboratory Section, and relieved of speaking engagements.

According to the individuals present at the meeting, it is the consensus of opinion of the Micro Section that Michele suffers a severe mental imbalance and needs immediate assistance. They base their opinions upon several factors.

1. The Micro Section is serving as a revolving door and the flight of the majority of employees can be directly attributed to Michele.
 - a. The never ceasing conflicts, run-ins, confrontations and battles are taking its toll.
 - b. Michele's behavior is disruptive and intimidating.
 - c. No one has successfully completed a training program under her guidance. She provides inaccurate direction and instructions. This is due to the overall inability of Michele getting along with people and she and they ultimately either continue with conflicts or then avoid one another. This in turn leaves a void of continuing with the training and processing of information. They are left alone to learn.

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