



Attorney General
Anthony J. Celebrezze, Jr.

TO: PAUL A. FERRARA, SUPERINTENDENT
FROM: DANIEL L. CHILTON, ASSISTANT SUPERINTENDENT *DL*
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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- d. Employees have expressed a fear of Michele. Their opinion is based on threats of Michele making statements she will get a gun! The assumption is she will either use the gun on herself or others.
- e. Michele's personality/behavior is described as a roller coaster - ups-downs, highs-lows, excessive arguments, battles and conflicts. Constantly building an issue until it explodes and then acts as if everything is purged and nothing happened.
- f. Has been observed to break down with spells of sobbing for no apparent reason.
- g. Constantly intimidates fellow employees with abusive language such as calling them Bitches and Ass Holes and flips the bird to co-workers without provocation.
- h. In the past had intentional physical contact (short of assault) with a fellow employee (Ron Dye), has told a supervisor (Dan Cappy) Fuck You, for no apparent reason.
- i. Jamie St.Clair and Cheryl Siler have both sought professional counseling in order to cope with the fears and frustration (a request was made to review Jamie St. Clair's exit interview as it may state that management's lack of action against Michele was a noted reason for her resignation).
- j. The consensus is that Michele's perceived problem affects her overall performance. Her findings and conclusions regarding evidence may be suspect. She will stretch the truth to satisfy a department.
- k. Her outbursts have been directed to police officers regarding processing of evidence and requests.

Basically, the union has placed us on notice that they consider management ineffective and unconcerned in controlling Michele. Additionally, we will not face, accept or address the issue. If we ignore it, it may go away. What will happen to them when the time arrives that Michele finally loses what little control she has and hurts someone.

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Michele Yezzo

The feelings and attitudes are shared by all of the labs, not merely London. The union also has stated that they realize that their comments against Michele may appear to be trivial if taken only as a one-time occurrence and an occasional problem. However, when each incident is weighed and collectively totalled, it creates a true problem. The work efforts of everyone suffers.

I have met with Ron Dye three separate times on this issue and each time he has maintained an unwaivering position regarding Michele. Ron has also advised that as FOP Representatives, he and Tom Nicholson will refuse to represent her on any grievance matter regarding this issue. If such action is requested by Michele, they will refer her to the Labor Council to see if they will represent her directly. Ron is so supportive of management to take a stand that he has indicated he would resign as a representative before representing Michele.

They believe we can address the issue and force a medical examination and will support us through this. Ron also contends even if a grievance is filed, members of his unit will provide testimony on behalf of management.

If necessary, Ron will meet with you for further clarification and comment. He also indicated their position would be put in writing if so requested.

Please advise how you wish this to be handled.

DLC/th
Attachment