

CLARK HILL

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August 4, 2020

Via Email

John.Schaal@tsa.dhs.gov

Mr. John Schaal
Supervisory Air Marshal in Charge
Philadelphia Field Office
Federal Air Marshal Service

Re: Assistant Supervisory Special Agent-in-Charge Clay Robbins

Dear Mr. Schaal:

We have received numerous verifiable complaints about Assistant Supervisory Special Agent-in-Charge Clay Robbins' misbehavior, harassment, and retaliatory conduct as well as similar conduct by several of his subordinates, which was ostensibly at ASAC Robbins' direction. The misconduct has been brought to your attention at different times by various supervisors and FAMs. Instead of taking action to end this misbehavior and instill confidence amongst your workforce, you have done nothing. In fact, you continue your daily lunches with several of the misbehaving management officials.

The morale in the Philadelphia Field Office is at an all-time low. Your failure to address ASAC Robbins' conduct highlights an environment of favoritism and exclusion and serves to further the division that currently persists in your office.

This is not a time where you can feign ignorance and/or continue to sit on the sidelines and disregard the employees in your office who have repeatedly voiced their concerns about supervisor misconduct and harassment. The only way to address the low morale in your office is to take immediate action to address this misbehavior by several of your management officials.

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We have copied Executive Assistant Administrator Michael Ondocin and Regional Director Richard Stein on this correspondence so that we can be assured that they are aware of your failures to address concerns brought to you by your workforce and of your complete lack of leadership. We hope this letter will encourage you to arise from your chair on the sidelines and to take actions that signal to your workforce that you desire and promote a work environment that is safe and free from harassment and retaliatory conduct.

Very truly yours,

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cc: Michael Ondocin
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