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July 24, 2008

Mr. Kevin Wilson
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1730 M Street, N. W., Suite 300
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Re: OSC File No. DI-08-0446

Dear Mr. Wilson:

Receipt of your letter of July 9, 2008 is acknowledged. Your letter was received on 12 July, 2008. My response is submitted within the 15 days requirement stated in your letter.

First and foremost, I submit that the investigative report submitted by Mr. Dennis McNamara, J. D., (Fact Finding - Chicago) dated April 10, 2008 is grossly inaccurate and replete with distortions, errors, and gross misrepresentations of material facts of events and issues addressed in this investigation. These errors and misrepresentations lead me to believe, and convince me that I am being further prejudged and persecuted in my efforts to seek justice and to restore my lifetime good name and reputation. I am extremely disappointed, grieved, and pained by the conduct and submission of this entire report, and the incendiary characterization of my demeanor and professionalism as contained in the testimony of Mr. Lemuel Slaughter, Mr. Ignacio Ramos and Ms. Connie Vinegar. It appears that all focuses in this report are on Mr. Winfield. I ask, did he do anything constructive while employed at the Vet Center?

In view to these facts as I will outline below, I ask that the tape recorded testimony I provided to Mr. McNamara in March 2008 be submitted to the U. S. Office of Special Counsel in original copy, unaltered, unedited, and un-transcribed. I also ask the Office of Special Counsel to review these tapes to determine and validate the errors and misrepresentations

submitted in Mr. McNamara's report. I am sure that there are at least three (3) tapes of my testimony, and possibly four tapes.

Not only do I consider this report to be prejudicial to my cause, I am also horrified by the conspiratorial and pathological lies stated in the testimony of Mr. Lemuel Slaughter, Mr. Ignacio Ramos, and Ms. Connie Vinegar. I will address and outline each issue point-by-point in my responses. It is my current and deliberate plan to take this case to Federal Court, and cause this "gang of three" to testify under oath.

I strongly recommend that Readjustment Counseling Service (RCS), and the Secretary of Veterans Affairs; separate, (reassign them, split them up), before these three unsupervised conspirators cause further embarrassment and irreparable harm to the Department of Veterans Affairs. In my informed opinion they epitomize the classical definition and true meaning of McCarthyism and Nixonites, in a deliberate effort to divert attention from their dysfunctional and illegal behavior and activities.

I have a complete copy of all inquiries and findings in this case from the initial complaint to this latest report. An examination of these files will clearly show the inconsistencies, distortions, contradictions, and lies stated and submitted by Mr. Lemuel Slaughter, Mr. Ramos, and Ms. Vinegar.

ISSUES OF DISPUTE, ERRORS AND MISREPRESENTATIONS:

Mr. McNamara's Report - (Witness Testimony), page 2, A. - Testimony of Mr. Lemuel Slaughter. Paragraph 4: Mr. Slaughter stated that "... his hours are somewhat irregular in that it depends on the needs of the veteran clients." As is well known by both Mr. Ramos and Ms. Vinegar, and myself, it was extremely rare for Mr. Slaughter to ever come to work before 9:30am to 10:00am. He often stated that he was up most of the night working for HRDI, and he would from time-to-time conduct HRDI business while on duty as the Vet Center, Chicago Heights. He would also leave the Vet Center during working hours to go out to conduct HRDI business, sometimes using the government vehicle assigned to the Vet Center. Mr. Lemuel Slaughter would also sometimes come to the Vet Center and go to sleep in his office, or on the couch in the conference room, he would say how tired he is because he was up all night with HRDI clients.

His group night was on Monday with adjusted working hours of 10:00am to 6:00pm. I address this fact to bring focus of Mr. Slaughter consistent

refusal to approve "Flex Hours" as I had requested due to transportation problems, and my regularly servicing veterans after normal working hours because some of the veterans on my case load also held regular jobs. This is to also show that Mr. Slaughter consistently put forth deliberate efforts to sabotage my employment at the Chicago Heights Vet Center, to include refusing to allow me to attend "In-Service Training" required for all social workers.

Page 2, paragraph 5: Mr. Slaughter stated that: "... Mr. Winfield is said to have lacked an understanding of the functions of RCS." I do not know what Mr. Slaughter means by this statement. I always administered my duties in strict compliance with the RCS Procedures Manual. I further state that Mr. Slaughter never afforded me the opportunity to attend RCS meetings and seminars. I further submit that if there were functions that I did not understand in this new position, it was Mr. Slaughter's duty as Team Leader to provide me with guidance and directions, or did he consider this to be the responsibility of Ms. Vinegar, who is neither a clinician nor administrator.

Mr. Slaughter is misrepresenting and distorting the conditions of my hire for the social work position at the Vet Center. The report states that "He, (Mr. Winfield), was hired by Mr. Slaughter." As I have repeatedly reported, Mr. Slaughter said to me in clear and unmistakable terms during my first week of employment that I was not his first choice for the position. He further stated that he was forced to hire me. I made this known to Mr. Clarence Slaughter during his first site visit in May or June 2006. Mr. Clarence Slaughter took the time to provide me with a computer print-out of RCS hiring procedures and protocols. I believe Mr. Clarence Slaughter will attest to this if he is asked, even though he has refused to speak to me concerning my dismissal, or return my calls in my attempts to discuss my case with him in his capacity as Regional Director, even when he promised to inquire into the issues I brought to his attention during his site visit in March 2007.

Mr. Lemuel Slaughter continually told me that he wanted to hire a female so he could treat "Sexual Trauma" at the Chicago Heights Vet Center. He did hire a female for that purpose after I was dismissed from my position. This position requires a Master Social Worker, Series GS-0185. I do not understand Mr. Slaughter's obsession with treating "Sexual Trauma". Less than one per cent of the clients of Vet Center are female clients. I did specifically notice at each of our joint outreach projects, that Mr. Lemuel Slaughter would go out of his way to probe female veterans about if any

one did any thing inappropriate to them during their deployment. He was very specific in asking them if they were approached in a sexual way. Some of the female veterans clearly expressed their resentment about the method he used to ask those questions.

Mr. Slaughter has alleged that the Vet Center had a part-time counselor from the VAMC, Ms. Erica Williams, I rarely saw Ms. Williams at the Vet Center. It was my understanding that if a female, or male alleged sexual abuse, we were to refer them to Ms. Williams for treatment, or to refer them to the 95th Street Vet Center, because sexual abuse treatment was not authorized at the Chicago Heights Vet Center. Ms. Williams was not a "part-time" employee of the Chicago Heights Vet Center. This is a distortion of the facts.

Mr. Slaughter is exaggerating the degree of times I was late arriving at work, and the degree to which I used my leave, except for unscheduled doctor appointments, or illness. I always provided Mr. Slaughter with a record of written scheduled doctor appointments. I was always at work within the fifteen minutes grace period ninety percent of the time. Mr. Lemuel Slaughter would prepare a leave authorization and require me to sign it for one hour of leave to build a case against me for his intended purpose of terminating my employment. He consistently said to me that he could and would terminate my employment during my probationary period. He further constantly stated that he would not fire me, but would make me fire myself. The SARS and electronic records of the Vet Center will show that it is absolutely false that I "... missed work on a regular basis and this caused concern.", as indicated in the testimony of Mr. Lemuel Slaughter. From time-to-time, Mr. Slaughter and Ms Vinegar would leave the center and be gone for hours on personal matters without submitting leave authorizations.

At any event, Mr. Slaughter rarely arrived at work before 9:30am to 10:00am. Mr. Clarence Slaughter had to be aware of this because he has called the center many times before 9:30am and either I or Ms. Vinegar answered the phone and informed Mr. Clarence Slaughter that Mr. Slaughter was not expected in before 9:30am. He would inform us to have Mr. Lemuel Slaughter call him upon his arrival at work. Mr. Slaughter would come in to work after me, between 9:30am to 10:00am and leave before me, before 4:30pm, he would sometimes say he is going home to walk his dog, a new dog he acquired between January and March 2007. He did not submit a leave authorization for this time away from

the center. Except for on Monday, it was I who closed the center at the end of the day.

Page 3, paragraph 1. Mr. Slaughter's statement that "... Mr. Winfield's demeanor at the CHVC as "always angry", has to be a figment of Mr. Slaughter's imagination, and/or further evidence of his deliberate attempt to defame my character and professionalism.

Mr. Slaughter's statement that "Mr. Winfield was very disgruntled that he did not have secretarial help.", is an absolute lie and a misrepresentation of the material facts. This statement by Mr. Slaughter is also indicative of his total lack of integrity, and his deliberate attempt to impugn my professionalism, as well as his inability to tell the truth.

On several occasions I discussed the hiring of a "Work Study" with Mr. Slaughter. There were several inquiries from local colleges, and veterans who visited the center, seeking work study placements for veterans enrolled in college programs. I suggested that the work study could answer the phones, provide clerical assistance to veterans, such as Xeroxing documents, and providing veterans with stock forms and information they needed to conduct their business within the Veterans Administration and other agencies providing services to veterans. I also suggested that the work study could assist in expediting services to the veterans, as opposed to having them "stack up" in the waiting area for simple matters until I, Mr. Winfield could provide these services to the veterans.

As I have repeatedly reported, neither Mr. Ramos who was always in his office with the door locked, nor Ms. Vinegar, who was also in Mr. Ramos' office with him most of the time, watching movies; not training films, during the hours of 12:00noon to 2:00pm to 3:00pm, would ever assist the veterans with these simple matters. As the SARS and Progress Notes in the Clinical Charts will show, it was rare for Mr. Ramos to conduct sessions, and/or provide services to clients after 12:00 noon. He and Ms. Vinegar would use the afternoon hours for their personal time and social activities.

I repeatedly reported this to Mr. Slaughter, and I also often either knocked on Mr. Ramos' door, or contacted him by telephone to ask him and/or Ms. Vinegar to help with the crowd of veterans "stacked up in the waiting areas", waiting for information and/or clerical assistant. The fact of the matter is that I would be in individual sessions with veterans, and would

leave my office to Xerox a document or to get a necessary form, and these veterans would be stacked up and not being served until I was available to address their concerns. This also included the telephones ringing and not being answered while Mr. Ramos and Ms. Vinegar isolated themselves in Mr. Ramos' office with the door locked.

When Ms. Vinegar moved the Xerox Machine into the hall way, she placed a sign on the machine that reads: "FOR USE BY OFFICE STAFF ONLY." She would not assist the veterans, even when the counselors were in sessions behind closed doors. She would tell the veterans they had to wait for a counselor, while she would be on the telephone; personal calls, not business or center calls, I have witnessed this many, many times. Even the veteran clients have witnessed this also.

Mr. Slaughter informed me that they would not hire a work study because Ms. Vinegar did not want to have to supervise the work study in her capacity as office manager. Ms. Lorrie Pettis informed me that Ms. Vinegar was rude to former work studies, and engaged in confrontations with them. Mr. Ramos also stated that Ms. Vinegar did not want another female in the office because it diverted attention from herself. The Vet Centers are authorized to hire work studies. It would be interesting and of value to have Mr. Lemuel Slaughter explain why the Chicago Heights Vet Center refused to hire a work study, even after request from local colleges to accommodate these deserving veterans. Mr. Slaughter further stated that they could not find any "qualified" work study student. I submit that neither Mr. Slaughter, Mr. Ramos, nor Ms. Vinegar wanted anyone around the office who would observe and witness their dysfunctional and unprofessional behavior and activities.

AREA OF SPECIAL INTEREST - (REQUEST FOR INVESTIGATION): As I have repeatedly addressed during the entire period of this case and the inquiries concerning matters at hand, I have asked repeatedly asked that an independent and unbiased investigator research the SARS at the Chicago Heights Vet Center to verify and validate that it was I, Mr. Winfield, who conducted all of the new intakes except a very few, maybe three or four conducted by Mr. Slaughter; clients who came in specifically to see Mr. Slaughter, and he had specifically informed us that he would take care of those clients, during the period April 2006 to about December 2006. I was conducting all intakes as well as performing all other required duties in connection with managing a caseload. It was in part for this reason that I discussed an addition to the staff, especially in view of the heavy increase in veterans coming to the Center and applying

for benefits. I suggested that a "Task Analysis Team" be appointed to access the work load at Chicago Heights Vets Center, to include the intakes from Joliet. This included an influx of Iraq and Afghanistan war veterans. Mr. Slaughter insisted that I, Mr. Winfield alone do all of the intakes, as well as servicing 90 to 95% of the walk-ins. His deliberate purpose was to overwhelm me, (Mr. Winfield), with work while he, (Mr. Lemuel Slaughter), Mr. Ramos, and Ms. Vinegar spend their time in recreational and social activities at the Vet Center!

I discussed the detailed involvement of this process with Mr. Slaughter, the process and procedures required by the RCS Procedure Manual. Mr. Slaughter stated that I should give the forms to the veteran and let them do the process. I stated to him that they do not have the knowledge or understand the procedures to complete this involved process on their own. Mr. Slaughter stated to me that I should only spend about one-half hour on the intake process for each veteran. He stated that he completes the intake in one-half hour. *The RCS Procedures Manual requires the counselor to complete the process in collaboration with the veteran, (ESPECIALLY THE PSYCHO-SOCIAL FOCUS). - the primary document used in assessing the veteran in accordance with DSM-IV criteria.) It is this process that drives the assessment and determination of the veteran's entitlement to benefits. There is also a specific time frame for completing these documents and reporting them on SARS.*

I also discussed this abuse with Mr. Clarence Slaughter, the Regional Director! Mr. Clarence Slaughter promised to look into this and get back to me, he never did. Mr. Clarence Slaughter even made a statement to an investigator, ". . .that Mr. Winfield did not want to do intakes," or words to that affect, thereby totally distorting and misrepresenting the topic and essence of our discussion, and my disclosures to him regarding operations at the Vet Center. Please note: Ms. # → Ward's EEO Report: page 7 of 10: "Mr. C. Slaughter commented, "Mr. Winfield frequently talks about how many law suits he has against people (former employers)." This is totally untrue! I have never had such a conversation with neither Mr. Lemuel Slaughter, nor Mr. Clarence Slaughter! I cannot and do not understand why they would make such a statement to the EEO Investigator. Again, I believe that Mrs. Ella Slaughter who also worked for HRDI while I was employed there is a relative of Mr. Lemuel Slaughter, and may be the source of information that Mr. Lemuel Slaughter frequently stated to me that he talked with someone during the weekend about me. He never would say who the person is, or the nature of the conversation. Mr. Lemuel Slaughter was obsessed with prying into my life and attempting to develop negative information about me, (Mr. Winfield).

I believe it to be a critical factor to my case for this area to be explored and confirmed!

ENCLOSURE (1)

Mr. Lemuel Slaughter has alleged that Mr. Winfield's productivity was low; insinuating that I did not pull my weight at the center. I refer back to Mr. Slaughter's statement about "administrative reporting within RCS." Not only did Mr. Slaughter's and Mr. Ramos' lack of availability to the clients place excessive burdens on Mr. Winfield who serviced the clients, another factor is that Mr. Slaughter and Ms. Vinegar refused to enter my (Mr. Winfield's) contacts and activities in the reporting system as submitted on the SARS; thereby reducing my productivity in the computerized accounting system. They did this on purpose! As I have repeatedly reported in connection with this investigation, Mr. Lemuel Slaughter would (take credit for work Mr. Winfield had produced); that is, entering outreach activities conducted by Mr. Winfield, (under his name, that is: Mr. Slaughter's name, to get credit for the activity.) Mr. Winfield was sent on outreach to South Suburban College alone. Upon his return and submitting the report, Mr. Slaughter entered the activities into the computer system under his name; that is, Mr. Slaughter, was not at the outreach but took credit for the activity conducted by Mr. Winfield. He would also give only partial credit for other joint outreaches, taking the bulk of credit for himself.

He did this, in addition to not entering many service activities conducted by Mr. Winfield into the computerized accounting system. Paper SARS are on file at the Vet Center to substantiate and validate these facts! TO ME THIS IS FRAUD AND PROFESSIONAL DISHONESTY IN MR. SLAUGHTER'S DELIBERATE EFFORTS TO SABOTAGE WINFIELD'S REPUTATION AND PROFESSIONALISM!

Mr. Slaughter repeatedly stated to Mr. Winfield, that no one will ever see the files of the veterans, or their intake document, so why spend the time to complete the process as required by the RCS Procedures Manual.

Again, I ask that an investigator review these intake files and determine procedural compliance, or non-compliance. Again, Mr. Lemuel Slaughter's tactic was to refer his cases to adjudicators he was and is in complicity with for the adjudication of benefits, thereby, circumventing required and prescribed procedures.

Mr. Slaughter gave testimony that "Mr. Winfield rarely was on time for the Joliet group sessions and the veterans in the group were extremely unhappy with his services. This is an absolute lie! It was I, Mr. Winfield who discouraged the members of the Joliet group from reporting Mr. Slaughter to Congress for his maltreatment of the Joliet group, to include diverting funds allocated for the Joliet group for use in providing parties and outings for Mr. Slaughter's and Mr. Ramos' groups. During my entire tenure at the Vet Center, Mr. Slaughter never provided one (1) penny to

allow for social activities for the Joliet group. The group members stated that he, Mr. Slaughter, did the same thing when Mr. Terry Dawson; also a social worker, was in charge of the Joliet group. I believe it is critical to this case and justice to interview Mr. Terry Dawson concerning his experiences and treatment while he was employed at the Vet Center under Mr. Lemuel Slaughter. Mrs. Lorrie Pettis would sometimes mention how Mr. Terry Dawson, the social worker, was mistreated at the Vet Center. She sometimes commented that the dysfunctionality at the Chicago Heights Vet Center exists only because it is permitted by those in charge. She would also remark that she was in no position to intervene in her capacity as a consultant.

The history of the Joliet Group is that they were originally composed of about eight or nine members and did not want to expand the group because they considered themselves to be a fraternity. The original members had experienced intense and sustained combat, suffered multiple and severe wounds and injuries, and they are individually highly decorated veterans. The original members were all local Joliet veterans who had close social and family ties. They felt that outside veterans were intruding in their special affiliations. Those members will tell you this in no uncertain terms, even today. These same members also confronted Mr. Slaughter about allowing other veterans to be admitted to their group. Again, this is another attempt by Mr. Slaughter to defame my character and professionalism. This will also be addressed when this case reaches Federal Court.

There was one (1) Wednesday morning when I was in route to Joliet by Metra Rail Train and a local freight train held up traffic for forty-five (45) minutes. This caused all passengers to miss the Joliet connection. The delay was to the extent that the overall delay was in excess of one and one-half hours, which meant that the time allotted for the group would be over before I could arrive in Joliet. I phoned Joliet and the Vet Center. Mr. Slaughter was not at the Vet Center. I explained what had happened to Ms. Vinegar, and informed her that I will come to the Vet Center for the remainder of the day. I did in fact report to the Vet Center. Upon Mr. Slaughter's arrival, I also explained what had happened to him. Mr. Lemuel Slaughter stated to me that, "I was never to come to the Vet Center on Wednesday, because that was my day in the field." Wednesday was also the day of Mr. Ramos' Group Meetings. This was "party" day at the Vet Center, the day when Mr. Ramos and Ms. Vinegar would provide lavish "party foods" and socialization for Mr. Ramos' group, as opposed to "Group Therapy". This is also the day when the "alleged part-time

employee Ms. Erica Williams worked at the Vet Center." As with other missing files and electronic SARS, I suggest and believe it to be prudent and relevant to ask Mr. Lemuel Slaughter to produce files, SARS, and documentation of the clients serviced by Ms. Erica Williams during her time at the Vet Center.

Page 3, paragraph 2. Again, Mr. Slaughter's statement is an absolute lie! Mr. Ramos and Ms. Vinegar watched the movies in Mr. Ramos' office, with the door locked and no one attending to the front desk, Ms. Vinegar's work station. Mr. Slaughter is also lying about clients and their children being allowed to watch television or movies. The only children I ever saw watching television in the conference room were Mr. Slaughter's own toddler granddaughter and young grandson. He would restrict veteran clients from the conference room and use it as a play and baby-sitting area for his grandchildren. If children were left unattended, or unaccompanied by a parent or guardian, they were left in the waiting area in front of Ms. Vinegar's work station. There is no television in this area, just children books and other current reading materials.

I further state and ask, if Mr. Ramos and Ms. Vinegar "... watched required training videos during their lunch break." Where are the videos, and when did Mr. Winfield watch them, and why did he not watch them if they are "REQUIRED"? What are the required training videos that both Mr. Ramos and Ms. Vinegar were required to watch, but not Mr. Winfield, the center's social worker? Mr. Ramos and Ms. Vinegar watched movies in Mr. Ramos' office 99% of the time from about noon until 2:00pm to 3:00pm. They had in essence turned the Vet Center into their "personal recreational area" and Mr. Lemuel Slaughter's personal "Sin Den."

Page 3, paragraph 3. Again, Mr. Slaughter's statement is an absolute lie! Mr. Slaughter never monitored my "conduct with a Thursday night group" He and the Caucasian female would remain in his office with doors closed until they both left the center together in plain view to the veteran clients, except the one time when he was bold enough to close all of the blinds to the conference room, including the blinds along the hall way, except the ones to the door leading to his office, which he evidently forgot to close the blinds to this door. I suggest the investigator ask any member of my Thursday night group when did they ever see Mr. Slaughter in the conference room where the group was held, or monitoring Mr. Winfield's conduct of the group.

Page 3, paragraphs 4 and 5. Again, Mr. Slaughter is not telling the truth!

To my personal knowledge and firm conviction, there were two (2) cases of "bereavement referrals" during my tenure at the Vet Center. One (1) was for a veteran who died while on my case load, and follow-ups were provided for this family, to include requesting service medals to be presented to this veteran's son. This widow only visited the center once in person to my knowledge. The other woman, and her teenage children, only came to the center in person once. Mr. Slaughter and Mr. Winfield held joint bereavement sessions for both of these families. I know for a fact that neither of the widows was the woman who came to see Mr. Slaughter almost every Thursday evening, went into his office, and they left the center together after spending time in his office with doors closed. I know for a fact that there were bereavement files on both of the families when I left the center. I believe that Mr. Slaughter should be required to produce these two files and see if they match the solitary woman that he cannot produce a file for. This will provide further proof of Mr. Slaughter's deliberate inability to tell the truth. If he opened the file and closed it out, then where is the file, or a SARS report? The chart room is filled with closed out files in alphabetical order.

Page 4, paragraphs 2, 3, 4, & 5: Of significance within this area are two factors. Mr. McNamara's description of Mr. Lemuel Slaughter's credentials makes no mention of his military service. I have strong reasons to question if Mr. Lemuel Slaughter was ever in the military, and if he were, what was the duration and character of his service? Mr. Slaughter frequently boasted about his time in Europe and his exploits: "playing the system to avoid regular duty status." During our joint outreach project at military organizations, he displayed a highly deficient lack of knowledge of military procedures, structure, and protocol, including rank structures.

Second, I wish to call attention to Mr. Slaughter's statement, paragraph 4, that: "Mr. Slaughter attributes the lack of record, in part, to problems with RCS reporting of service offered to "ineligibles." The emphasis here is on the significant number of "walk-ins" and the time spent with "walk-ins" to ascertain if they are eligible for assessment and supportive services. My point here, again, is to restate that it was I, Mr. Winfield who serviced 90% to 95% of veterans in this category while Mr. Slaughter and Mr. Ramos made themselves unavailable to those veterans and/or their family members. After spending an inordinate amount time with these veterans and attempting to put them on a SARS, Ms. Vinegar would not report these services provided by myself. It is in this area that I restate and refocus on Mr. Lemuel Slaughter's statement that my; Mr. Winfield's productivity was low compared to his and Mr. Ramos'. This is further

proof that I was being overwhelmed with intakes and walk-ins, while they avoided serving veterans in this category. The SARS and Progress Notes will substantiate these facts. This area is another reason that I suggested to Mr. Slaughter that we should have "Sign-In Sheets" at the Vet Center, but he rejected this suggestion as being unnecessary! I say it is Mr. Slaughter's way to avoid accountability, no paper trail.

Mr. Slaughter and Mr. Ramos, as well as the new hire, Ms. Dicerson, have all testified that they each have a "FOCUS AREA" or specialty. If their focus is within specialty, then who is suppose to service and case manage the general population at the center which is 95% combat and/or service connected complaints? What is the implication here? Is this a reason Mr. Ramos remained in his office with the door locked from noon until he left for the day? Is he suggesting that walk-ins are not in his "focus area?"

Paragraph 5, Mr. Slaughter denies talking with Mr. Winfield about any personal matter. This is untrue, he talked about his family, his wife and her problems at Crown Point, - Merrillville, and some of the reasons he wanted me to avoid contact with the staff at Merrillville. He constantly boasted about his exploits with females within the federal government, as well as his exploits with street gangs, to include criminal activities. Mr. Slaughter also asked about the location and direction to the Cadillac Theatre in downtown Chicago, where I believe he and his female visitor were going to on a date one Thursday evening. It was I, Mr. Winfield, who often said to Mr. Slaughter that I did not desire to engage in such discussions and conversations, this is when he would bring up his street and thug activities.

Page 4, paragraph B.1. - The Testimony of Ignacio Ramos: Mr. Ramos is rationalizing and distorting his job position and description at the Vet Center. The focus is on the "Caseload", not just on veterans in a certain category such as "physical disabilities." Physical disabilities are administered and treated by the VA Hospital, including therapy for such conditions! As I reviewed Mr. Ramos' testimony, it became all too obvious to me that his testimony is rehearsed and conspired as he embellishes upon his contrived characterization of my character and professionalism!

Page 5, paragraph 1. The testimony states that: "He (Mr. Ramos), returned to school and obtained a Master level degree in counseling." This is not true! Unless he holds two (2) Master Degrees, he does not hold a degree in counseling, his Master's Degree is: Master of Public Affairs! Why would he misrepresent the area he earn his degree in?

Paragraph 2. Again, NOT TRUE! Mr. Ramos and I never "... worked along side Mr. Winfield but did not have a close rapport with him." Except for being in Mr. Ramos' presence during staff meetings, and on two (2) occasions in Staffing with Ms. Lorrie Pettis, I Mr. Winfield had no other personal or in person contact with Mr. Ramos, except to knock on his door, or call him on the telephone and ask him to assist with the crowd of veterans stacking up in the reception area. After the first two (2) joint staffing sessions with Mrs. Pettis, Mr. Ramos refused to continue the joint sessions with Mr. Winfield, reason(s) unknown. Mr. Ramos was always in his office with the door locked from noon until the end of the day, or early in the morning in the conference room with a client, barring access to the common area when he had an office to conduct his business in!

Mr. Ramos' statement that: "He says that he tried to assist Mr. Winfield when he first started but Mr. Winfield was somewhat standoffish to Mr. Ramos.", is completely untrue and without foundation! Again, I had very little personal contact with Mr. Ramos mainly because he isolated himself in his office, with his phone going to voicemail most of the time. Most of the time when we did have in person contact, Mr. Ramos mainly made inappropriate comments and innuendoes about Ms. Vinegar, and Mrs. Lorrie Pettis. Mr. Ramos had started to refer to Ms. Vinegar and Mr. Winfield's wife. I made it very clear to Mr. Ramos that I, Mr. Winfield had no interest in a personal relationship with Ms. Vinegar. Mr. Ramos consistently made comments about Ms. Vinegar's breast, to include physical gestures with his mouth and tongue. He also constantly made inappropriate statements and gestures about Mrs. Pettis' body.

Mr. Ramos may have considered me to be "standoffish" because I did not participate in his and Mr. Slaughter's constant engagement in ethnic jokes and racial slurs and sexual innuendoes to include calling each other a bitch, referring to each other as my bitch, or whore. Mr. Slaughter usually initiated these antics.

Mr. Ramos must have told Ms. Vinegar about what I had said to him, because it was shortly after that exchange with Mr. Ramos that Ms. Vinegar became completely cold and offensive to me, Mr. Winfield. Ms. Vinegar would ignore me when I went to her work station with a client to ask for information, or clerical assistance. Ms. Vinegar reached the point that she became very irate and belligerent towards me. She did this as I was attempting to send a FAX, the machine is located within her work station. I reported this to Mr. Slaughter, he said he would speak with Ms.

Vinegar. Mr. Slaughter kept asking me what happened. I said to him that she, Ms. Vinegar went completely "ghetto" on me, meaning that she was inappropriate, hostile, provocative, loud, and out of order, for no apparent reason.

Mr. Ramos stated that: He felt that Mr. Winfield was arrogant and not amenable to direction from a third party. He stated that despite being a fellow Marine, "... he (Ramos) didn't associate with generals and officers that Mr. Winfield said that he knew." First, I never asked, nor was I ever offered any advice or direction from Mr. Ramos, (third party). Inasmuch as we all started lunch at the same time, it was only about three or four times during my entire tenure at the Vet Center that Mr. Ramos, myself, and other employees ate lunch at the table in the conference room together or at the same time. I had very limited social contact with Mr. Ramos to discuss military experiences or interest. At any event, I do not see why he would make such a statement about generals and officers. Mr. Ramos was well aware that I retired from the Marine Corps in the rank of Chief Warrant Officer. I submit that Mr. Ramos is expressing some deep held animosity and is attempting to relegate my military achievements. Mr. Ramos left the Marine Corps over thirty (30) years ago, so why is he attempting to interject the Marine Corps to distract from the real issue at hand?

I retired from the Marine Corps after twenty-one and one-half years of continuous honorable active service, to include two (2) combat tours in connection with the Vietnam Conflict. Not only is it not unusual, it is also common for Marines with continuous careers to know high ranking officers and general officers as they move around and up in rank in the Marine Corps. What is Mr. Ramos' point and/or problem with this?

I have no personal resentment of and/or animosity towards Mr. Ramos. Again, I had very little contact with him because we worked separately and alone. Also, he always remained in his office with his door closed and locked. Mr. Ramos did always say he had no fear of Mr. Lemuel Slaughter, because he "has something on both Mr. Slaughter and Ms. Vinegar."

I do not recall Mr. Ramos doing an "In-Take" on one (1) single veteran during my entire tenure at the Vet Center, or providing a service to any veteran on my caseload if I were not in the office. Can he produce a SARS or Progress Note to show that he did? I challenge him to do so! My

clients would always say to me that they were told by both Mr. Slaughter and Mr. Ramos that they had to come back when Mr. Winfield is here.

I consider it to be of significance as to why Mr. Ramos refused to agree to meet and/or speak to the investigator Ms. Ward, who initially inquired into my complaint, "... until he seeks Union Representation." I ask, what were his fears and apprehensions in speaking to the investigator without consulting with a Union Representative? Based on information provided by Mr. Lemuel Slaughter, Mr. Ramos has undergone several disciplinary actions during his time with RCS. He, Mr. Ramos was also apprehended and arrested by the VA Police at Crown Point, Indiana where he attends Staffing on Tuesday. It was common knowledge from office gossip that he was always in confrontation with the Medical Staff at Crown Point, Mr. Slaughter is well aware of this! Mr. Ramos would brag about how he would confront the Clinical Staff and Medical Doctors about clinical procedures and the treatment and assessment of veterans. I do not know the degree or source of Mr. Ramos' clinical training or education.

As indicated on page 5, paragraph 6, Mr. Ramos was absent from the office for four (4) months during late 2006 and early 2007 due to hospitalization. During this time, I asked and discussed with Mr. Slaughter that RCS temporarily assign a counselor to the Chicago Heights Vet Center to assist with the increasing work load during Mr. Ramos' absence. Mr. Slaughter was opposed to the suggestion, and I do not know if he ever discussed this with Mr. Clarence Slaughter, the Regional Director, or RCS Administration. I was also sent to the Vet Center in Peoria, Illinois on temporary assignment; under written orders from RCS, for a week, because they did not have a Team Leader or Social Worker. It is also during this time that Ms. Vinegar stated to an investigator that "Mr. Winfield was 'gone,' absent from the Vet Center for a week without authorization. This is typical of how low they will go in an attempt to defame my reputation and professionalism.

Page 6, paragraph C. THE TESTIMONY OF CONNIE VINEGAR: As reported in Mr. McNamara's report of testimony, I find a conspicuously missing element from his report; that is, a description of Ms. Vinegar's duties and Job Description other than she is the Office Manager. What does this entail according to her position description? I see no mention of a description of her responsibilities at the Vet Center. I did notice that every time she is asked an accountability question, she responds that "that is the job and/or responsibility of the counselors." According to Mr. Slaughter, as he has stated to me, Ms. Vinegar's job is to be "his eyes and

ears." From my observations and experiences, Ms. Vinegar has usurped, and Mr. Slaughter has condoned her perceived authority over the professional staff of the Vet Center.

Paragraph C. 2: Ms. Vinegar testifies that: "The only time movies were shown after 1:00pm was to veterans and their children. This is an absolute lie! I have never seen movies being shown to veterans and their children. Ms. Vinegar was behind a closed and locked door in Mr. Ramos' office watching all kinds of movies, none of them had to do with training, or being required watching. They would not even answer the telephones during these times! In the interest of justice, and establishing the truth, and showing trends: I suggest that Information Systems Management be asked and required to conduct an inquiry, and submit a report showing the degree and frequency that both Mr. Ramos' and Ms. Vinegar's computers were inactive and/or logged off from 12:00 noon until after 2:00pm to 3:00pm. This will shed some light on how they were spending time at the Vet Center. Again, why was Mr. Winfield not required to watch the "required" training films? Where did the movies and films come from, and where are they now? May we see them?

Paragraph C. 3: Again, my initial relation with Ms. Vinegar was professional and mutually cordial. It was only after Mr. Ramos evidently told Ms. Vinegar that I, Mr. Winfield had no personal interest in establishing a personal relationship with Ms. Vinegar, that Ms. Vinegar became cold and unprofessional towards Mr. Winfield. It was also when Ms. Vinegar and Mr. Slaughter learned that Human Resource had honored Mr. Winfield's prior civil service grade and awarded him pay protection that both Mr. Slaughter and Ms. Vinegar began to do things to deliberately sabotage Mr. Winfield's work situation. In my prior position in civil service I was an Education Specialist - GS-1710-11-(3). I discussed this with Mr. Slaughter during my first week at the Vet Center, and I believe during my initial interview with him, as I had also addressed with the Intake Case Worker at Hines during in-processing. Mr. Slaughter said to me that he, (they) preferred to start my grade at the GS-9-(1) level. After about a month on the job, I was informed that I had been granted pay protection based on my previous service and grade level. This was after Hines Human Resource received my previous civil service file.

I later learned that Mr. Lemuel Slaughter called Human Resource and asked how and why I received a grade and pay increase. I also learned that he, Mr. Slaughter, confronted the Pay Case Worker about the grade level his wife was given when she was reinstated to civil service. Mr.

Slaughter also discussed with me the EEO action his wife underwent at the Merrillville or Crown Point facilities. I never learned the specifics of the action, but I do know that Mr. Slaughter hinted at a Social Worker being responsible for the action taken against his wife. He constantly expressed his disdain for social workers. He even dropped to the level of using profanity when referring to social workers. The closed files are in the file room next to Mr. Slaughter's office. One day I was in the file room. Ms. Vinegar was in Mr. Slaughter's office talking to him about me, about the SARS, and other things. I could clearly hear them. I also heard Mr. Slaughter refer to me, Mr. Winfield, as a "mother f . . . ker." He used the specific and plain language. He would constantly say: "they (social workers) are not worth a shit and that he has no use for them."

I went four (4) months without a printer for my computer and could not print my Progress Notes, except for the few times I asked Mr. Ramos to print them from a disc, due to the urgency of the case I was working on. Mr. Slaughter kept telling me that Regional was sending me a printer for my computer and he was to pick it up on the weekend, but I never received it! He also instructed me "not to call regional again about the printer." To date, I still do not know if region sent the printer.

Ms. Vinegar stated in her testimony that: "She felt he (Mr. Winfield), was not inclined to be a team player. She felt Winfield was arrogant. She says, "he is simply a mean and evil person."

As a clinical trained Master Social Worker, with extended observation and interactions with Mr. Connie Vinegar, it is my professional opinion that Ms. Vinegar is projecting her psychological mind set onto Mr. Winfield. Her behavior and actions are indicative of a narcissistic spurned woman. Ms. Vinegar refused to properly pronounce my name when referring to me or addressing me, if she used a name at all. From day one at the Vet Center, I informed everyone of my name, and pronouncing it for them. I also said to them that everyone just calls me "Varn", that I prefer being called "Varn" and I am comfortable with this. Ms. Vinegar insisted on calling me "VERNELL". Mr. Slaughter and Mr. Ramos were both very well aware of Ms. Vinegar's behavior. They were also well aware of the way she would react and behave if she is not having her way, to include pouring bleach and ammonia under the door to Mr. Ramos' office when he would not let her into his office.

Ms. Vinegar also testified that Mr. Winfield: She says "he called her a 'little ghetto girl'". This is another example of the lies being told by Ms.

Vinegar and Mr. Lemuel slaughter. Mr. Lemuel Slaughter testified to the EEO Investigator Mr. Lydia Ward, in April or May 2007, that: "While he (Slaughter) was present Mr. Winfield called Ms. Vinegar a "Ghetto ho." (Documentation of testimony enclosed as Enclosure (1)) (Case Number: 200J-0810-2007102164 - Page 8 of 10). This is absolutely not true. As I have asked all along during this investigation, if I did such a thing in the presence of Mr. Slaughter, the Team Leader, and within a Government Facility; then, where is the incident and/or disciplinary report as required by all governmental organizations? There is no report because this did not happen. Is it plausible that Mr. Slaughter and Ms. Vinegar would not have taken action against me if this had really happened? They both went to extremes measures to construct documentation to take action against me otherwise! Again this is further evidence of the conspiracy between Mr. Slaughter, Ms. Vinegar, and Mr. Ramos to discredit my reputation and professionalism.

Paragraph C. 3. (Continued.) After I continued to discuss Ms. Vinegar's irate behavior with Mr. Slaughter he called an "alleged" staff meeting. During this encounter and confrontational session, both Ms. Vinegar and Mr. Slaughter both ganged up on Mr. Winfield. It reached a point that I, Mr. Winfield said to both of them that I will not be a party to this outrageous conduct. I left the conference room and headed for my office. Mr. Slaughter followed me and said I must come back to the conference room because this is his time. Upon my return, Ms. Vinegar became extremely belligerent and provoking. She was using speech and gestures that made me believe that she was going to physically assault me. It was as this point that Mr. Ramos said to both Mr. Slaughter and Ms. Vinegar to "... leave Mr. Winfield alone, this is a waste of my time."

During this affront, Ms. Vinegar accused me, Mr. Winfield of hanging up the telephone on her mother. This is absolutely untrue. First of all, I did not know who the lady on the phone was, the lady expressed an urgency to speak with Mr. Vinegar. I placed the phone on "hold" and went to look for Ms. Vinegar, as I had done on many, many occasions in the past. I did find Ms. Vinegar in Mr. Slaughter's office, and informed her of the call. I had no knowledge that the phone had disconnected until Mr. Slaughter told me that Ms. Vinegar said I "hung the phone up on her mother." Again, this is not true. This became so degraded that I discussed the situation with Mrs. Lorrie Pettis, the consultant. Mrs. Pettis' take and advice to me was: "it is not my job to monitor and answer phones, or an obligation to look for Ms. Vinegar to relay a phone message." As I have repeatedly testified to, Ms. Vinegar was frequently away from her work

station leaving phones and the door unattended without notifying anyone of her whereabouts, and asking us to monitor the phones and door. The social worker from the Vet Clinic across the street from the Vet Center, Ms. Carolyn Nannoos, now at Jessie Brown VA Hospital, Substance Abuse unit, has often called the Vet Center and no one answered the phone. She has also walked over to the Vet Center, and could not enter, because no one was in the reception area to answer the secured door. The office manager from 95th Street Vet Center, has also constantly called the Vet Center with no one answering the phones, her name is also Lorri. I believe that both of these ladies will testify to the same.

As Ms. Vinegar continued with her tirade, she said: "I know you don't like me. I am a single black woman and I have to fend for myself." She went on to say, "I am from the 'hood" (Meaning from a black and/or minority environment.), also and I know how to deal with people like you." I asked her what she meant and what she was referring to? Mr. Slaughter then said, "listen to her, do you understand what she is saying?" Mr. Slaughter continued to instigate the encounter. He later said to me that: "they, the three (3) of them are a family, and they will decide if I can get along with them and they accept me", Mr. Winfield. Mr. Ramos said to them again, "let's end this, this is a waste of my time." Mr. Slaughter also later said to me that he expected me to defer to Ms. Vinegar and apologize to her. I said to him that I do not apologize for something I did not do or caused!

It is further noted in Mr. Slaughter's testimony to investigator Mr. Ward, (same page 8 of 10), that: "He, Mr. Winfield never came in on weekends.", is another example of the lies being told by Mr. Slaughter and Ms. Vinegar. I even have SARS showing work on weekends at the Vet Center.

During the initial stage of this investigation, Ms. Vinegar stated to the investigator, that "we did not work on weekends, and Mr. Winfield had no business in the office on weekends.", or words to that effect. Again, changing her testimony and contradicting herself to suite her and Mr. Slaughter's purposes. (See Ms. Ward's EEO Report, page 9 of 10, Part A.). Again, it was common knowledge that Mr. Ramos frequently worked on Saturday, and Mr. Winfield worked on Sunday. Ms. Vinegar is not telling the truth! Depending on what the project was, the counselors routinely came in on weekends to prepare for outreach projects and/or to ensure that all progress note were in the charts after reporting the contact on SARS! Ms. Vinegar knows this to be factual and true!

Please note: Ms. Ward's EEO Report, page 9 of 10, Part A: Mr. Vinegar testifies that: "The only woman who goes into Mr. L. Slaughter's office is his wife. She works for the Federal government, and she only visits once in a while." Mr. Vinegar also testifies in Mr. McNamara's report, page 6, paragraph 5, "this woman has been coming here for a long time so there better be a chart on her." Unless Mr. Vinegar was in the office after 4:30pm, waiting for her daughter to pick her up from work, she would not have seen this woman who frequently, and almost always came to see Mr. Lemuel Slaughter on Thursday evening, because the woman usually arrived at or after 5:00pm. Furthermore, during my entire tenure at the Vet Center, I never saw a woman to be known as Mr. Slaughter's wife come to the Vet Center. I do know that his children and grandchildren frequently came to the center. His children would bring the grandchildren and leave them for Mr. Lemuel Slaughter to baby sit, or Mr. Lemuel Slaughter would leave the center, go and get the grandchildren and bring them to the center himself. After a while, Mr. Slaughter would always introduce recurring visitors to me, (Mr. Winfield), including the young Hispanic male who would come and sit at Mr. Slaughter desk to wait for Mr. Slaughter to return to the center. This male visitor is not a veteran. Mr. Slaughter refers to him as a friend.

Page 7, D. THE TESTIMONY OF RENE DICERSON: I have no comment on Ms. Dicerson's testimony except the following: I do not know Ms. Dicerson, nor does she know me. I have already addressed and responded to the situation with the Joliet Veterans. I do take issues with and specifically note that Ms. Dicerson states that her degree is in counseling, and that: "She counsels veterans in the area of sexual trauma and focuses on women and family matters." The report also states Ms. Dicerson also works with veterans suffering from drug and alcohol dependence. Again, less than one per cent (1%) of the veteran population at the Chicago Heights Vet Center is composed of women. Drug and alcohol abuse are administered and treated at the ATP and Substance Abuse Units at Hines and Jesse Brown VA Hospitals! Established policy during my tenure was that "sexual trauma" cases were to be referred to Ms. Erica Williams who made site visits to the center for that specific purpose. I have no idea why she says the veterans in Joliet were unhappy with my services. Upon becoming the facilitator for this group, they had one and only one agenda; that was, to meet and recount and retell their heroic combat experiences. My efforts were to get them into an integrative mind set of the here and now in coping with everyday realities, as opposed to isolation. I wish Ms. Dicerson well now and in the future, while working with this seasoned

combat, highly decorated, dictatorial PTSD Group with a variety of severe combat wounds and traumas.

Furthermore; and again, the billet Ms. Dicerson now holds is specified and allocated for a 'SOCIAL WORKER" not for a person with a degree in counseling. According to my knowledge and understanding, these billets are specific and designed as a Multidisciplinary Team Concept to address and facilitate the multitude of problems and issues presented by veterans. I highlight this to further show Mr. Lemuel Slaughter's constant statement to Mr. Winfield, that he, (Mr. Winfield) was not his first choice for the position, that he was forced to hire Mr. Winfield, and that he (Mr. Lemuel Slaughter), wanted to hire a female so he could treat "SEXUAL TRAUMA" at the Chicago Heights Vet Center. This also call into question Mr. Ramos' degree and the billet qualifications for his position. It appears that Mr. Lemuel Slaughter is being permitted to construct the personnel hiring and team composition as he desires without regard for the Human Resource requirements and authorizations for specific staffing and qualifications at the Vet Centers.

Additionally, Mr. Lemuel Slaughter stated to Mr. McNamara, (page 2, A. THE TESTIMONY OF LEMUEL SLAUGHTER, paragraph 5.) "Over his tenure with the RCS, Mr. Winfield is said to have lacked an understanding of the functions of the RCS." Again, I do not know what Mr. Slaughter means by this, or why he made such a statement. However, every time I spoke of my employment within the Veterans Administration, and/or my Internship at the Hines VA Hospital, Mr. Slaughter would reply saying, "THIS IS NOT THE VA, THIS IS RCS, AND WE DO IT OUR WAY!" He would also say, "I don't want to hear about Hines, or other VA facilities. I ask at this point, does this also include filling staffing billets as he desires and sees fit to construct a specific fiefdom, or social environment, as opposed to as authorized and required by Human Resource Staffing requirements?"

I believe this to be a specific and critical area of investigation. It also brings back into question why Mr. Lemuel Slaughter has such a disdain for Social Worker, and his preoccupation and obsession with "Sexual Trauma."

Pages 7-9: Testimony of veteran clients, and/or Mrs. Lorrie Pettis consultant if included. In addition to myself, there are indications by at least two (2) veterans attending the Thursday Evening Group who

acknowledge witnessing the Caucasian female in Mr. Slaughter's office.
(See testimony.)

Page 8, paragraph F. I am at a lost for a reason why one of the veteran clients would indicate to Mr. McNamara: "He volunteered, though, he felt Winfield was not a very good administrator. He indicated that Mr. Winfield was not a very organized person but was very empathetic to the veterans at the CHVC."

I do not believe that a single veteran client I served has the ability, observation or time spent in my presence to determine or comment on my abilities as an administrator, or my organizational abilities.

The person who said this may have formed an opinion based on the amount of disruptions I frequently experienced while in individual sessions with clients. That is, answering telephones, or having to go and Xerox documents, or being confronted by clients stacked up in the reception area, as Ms. Vinegar, Mr. Ramos, and Mr. Slaughter made themselves unavailable to the veterans waiting for services.

At this point, I wish to state for the records that: I served twenty-one and one-half years of continuous active duty in the U. S. Marine Corps in the Military Occupational Field (MOS) of (0141 - 0151 - 0193 - and 0170). I started as a Private (E-1), and received rapid promotions to the Rank of Gunnery Sergeant (E-7) in less than twelve (12) years. As is normal and typical for all Marines, I also served in field, tactical and sea duties throughout my Marine Corps career, including two (2) combat tours in connection with the Vietnam Conflict. I was then selected and appointed to the rank of Warrant Officer, and retired in the rank of Chief Warrant Officer. As a Warrant Officer, I served in major commands as Personnel, Administrative, and Legal Officer, to include being a member of Commander Naval Air Pacific Legal command for legal affairs, to include conducting Article 32 Investigations under the supervision of the Staff Judge Advocate. During this time on active duty, I also continuously participated in off duty education, and eventually earned a Bachelor Degree and then entered Graduate School while continuing on active duty. I do not believe a disorganized or "not very good administrator" could

→ achieve these accomplishments! (DD 214 Attached) After active duty, and to date, I have held seven (7) Civil Service positions at different organizations, (with the Vet Center Chicago Heights being my last). I have also received a commendation and monetary award for superior performance in Civil Service! After many years in the field of education, I

ENCLOSURE (2)

returned to Graduate School and earned a Master Degree in Social Work, this was recently accomplished. While working for BRASS/HRDI, I was the only employee to receive a Merit Pay Raise for Productivity and Proficiency. This is the same organization where Mrs. Ella Slaughter and I worked together. I believe Ms. Ella Slaughter to be a relative of Mr. Lemuel Slaughter, she also had a negative attitude towards me!

I also submit that I served a one (1) year Internship in my MSW Program at Hines VA Hospital, PTSD Section under the supervision of some of the best teams within the VA. They made me an integral part of the staff and they speak very highly of me. I was basically doing the same type of work, in part; during my Internship, that I did at the Vet Center. Mr. Slaughter would always react very negatively when I mention my experiences at Hines VA Hospital.

I further submit that some of the veterans interviewed may be afraid to become involved because they are still clients at the center, and may be afraid of repercussions from Mr. Lemuel Slaughter, especially as to the status of their claims! These veterans are well aware of Mr. Slaughter's professed powers to get things done, or causing them to not be done! He makes this very clear to them and everyone else in the office.

In view of the errors and misrepresentations in Mr. McNamara's report to Dr. Alfonso Batres, Chief Administrative Officer, Readjustment Counseling Service, I am also asking that the "Tape Recorded Testimony" of all persons interviewed be safe guarded and made available for further review during the entire course of my case until it is resolved. It appears to me that Mr. McNamara guided the testimony of the veteran clients in a way to solicit the responses he wanted to hear. I say this based on the way he kept asking me the same thing over and over after I had made my initial statement to him on certain issues.

Page 10. J. - TESTIMONY OF VARNZIEL WINFIELD. Again, the testimony of Mr. Winfield submitted by Mr. Dennis McNamara, J. D. to Dr. Alfonso Batres, Chief Administrative Officer, Readjustment Service, is grossly inaccurate, misleading and misrepresentative of the actual testimony of Mr. Winfield. Again, I ask that the taped testimony of Mr. Winfield be made available to OSC in its original unaltered form. A review of the tapes will substantiate the discrepancies submitted by Mr. McNamara.

After reading and re-reading Mr. McNamara's report, I cannot help but wonder if his intent was to conduct a fair and unbiased and factual investigation, or was his purpose to persecute and defame Mr. Winfield in favor of RCS. Mr. McNamara's report of testimony is highly deficient. His report is missing much testimony of material fact to show the degree of waste, fraud, and abuse perpetrated by Mr. Lemuel Slaughter. On page 14 of his report: "Regarding the OPM referral Mr. Winfield states . . ." I consider the reporting in this section to be dangerous, negligent, and bordering on an unprofessional performance, and/or deliberate misrepresentation. (I BELIEVE IT TO BE IMPARATIVE IN THE INTEREST OF JUSTICE FOR THE TAPED TESTIMONY TO BE REVIEWED BY OSC.) I find no report of his interview and testimony of Mrs. Lorrie Pettis, Consultant for CHVC, if he conducted one.

Paragraph 2. I never told Mr. McNamara that I "hold a Masters degree in Education bestowed upon me jointly by Howard University and National University in Chicago." I told him that I started my master's program at Howard University and completed the requirements at National University, San Diego, California, except that my Master's Thesis Project that became missing while in the possession of Dr. Daniel Jordan, my advisor, who was murdered while on a business trip to New York. We did not have computers then, and the entire project was in a three (3) ring binder. Since my project could not be located the university suggested that I choose another project and start all over again after two (2) years of research was missing and I could not provide the new advisor with a copy of it. I also provided Mr. McNamara with a copy of my resume showing the Masters in Education was (Pending Thesis Resolution). (Resume

→ Attached). # ENCLOSURE (4).

→ Paragraph 3. I returned to school in 2002, not 1989. - MSW DEGREE ATTACHED ENCLOSURE (2A).

Page 11. paragraph 2: I made it perfectly clear to Mr. McNamara that Mr. Slaughter, from the onset, made it clear to me that I was not his first choice for hire for the social worker position. I was also clear about Mr. Slaughter saying he was forced to hire me and that he wanted to hire a female so he could treat sexual trauma at the Vet Center.

Page 11. paragraph 6: Again, I never asked for a "Work Study" to assist me personally. I advocated for a work study to fill a critical need for the Vet Center, to assist the entire staff! I also advocated for this to accord assistance and experience to the deserving veterans enrolled in local colleges. Work Studies were authorized at the Vet Centers. During my

temporary assignment at the Peoria Vet Center, I learned and witnessed that they employed three (3) work studies on a rotating basis. These young students performed a variety of clerical duties, including retrieving clinical charts from the files. They did not provide direct services to veteran clients, except for Xeroxing documents, and providing information about other agencies also providing services to veterans. I also addressed this subject to Mr. Slaughter during supervision. The work study was also addressed when Mr. Slaughter and I were discussing my letter to him - # → INTERNAL MEMORANDUM dated October 30, 2006, Requesting management intervention - Attached.) I do not understand why Mr. Slaughter is trying to distort this to indicate that Mr. Winfield wanted a personal assistant or secretary.

Page 12, first paragraph: I never discussed the issue of a work study with Ms. Vinegar, or addressed the subject to her. I discussed this with Mr. Slaughter and Mr. Ramos and both of them informed me that Ms. Vinegar did not want one in the center. Mr. Slaughter also stated that they could not find a "qualified" work study. I asked him what he means by a "qualified" work study? He never did answer the question.

Page 13, first paragraph: In response to Mr. McNamara's questioning me, I commented on and criticized Mr. Slaughter's dress and appearance. Mr. Slaughter's dress and demeanor were not representative of a person holding his position and title. Mr. Slaughter himself often made comment about the way people get the wrong impression of who he is because of his dress and demeanor. I did then, and I do now characterize Mr. Slaughter's dress and demeanor as typical of "street people", "pop culture", and "gang affiliations." He himself also uses the same characterizations.

Paragraph 2: I restate and acknowledge that Mr. Slaughter always criticized my completing the "PSYCHO-SOCIAL FOCUSES" along with the veterans as required by RCS Procedure Manual and Instructions. Mr. Slaughter instructed me to just give it to the veterans to complete because no one would ever see it anyway. When veterans would request a copy of their intake documents and assessments to deliver to their Veteran Service Officers for the submission and processing of their disability claims, Mr. Slaughter would refuse to provide the documents, and he instructed Mr. Winfield not to provide the document. Mr. Slaughter would provide a letter summarizing the assessments and diagnoses, without documentations of the "stressors and traumas" required to meet a diagnosis of 309.81 of the Diagnostic and Statistical Manual.

ENCLOSURE (3) - (4 PAGES).

Paragraph 3: About the "pink pig", please refer to Ms. Ward's initial EEO Investigation, page 8 of 10, paragraph 5, Mr. Slaughter acknowledges the "pink pig". I do believe that is considered to be sexual harassment under existing guidelines, rules and regulations, if a person uses any object, words, speech, or motions in an unsolicited and unwanted, or unwelcome and offensive manner towards another person, it is considered to be "sexual harassment". Mr. Slaughter would use very specific words of a sexual nature while parading with his pig, especially while holding group meetings and when directed towards Mr. Ramos. Mr. Slaughter has told several versions of the "pink pig" exploits to include denial of it. Ms. Vinegar denies knowledge of the "pink pig", but she is not telling the truth. She and Mr. Ramos have jointly witnessed Mr. Slaughter's antics with the pig.

Page 14, paragraph 3: I have never denies my contact with and detention by the police. What I have constantly said, and I say now, is that I was falsely accused in each case, and that I was not convicted of any of the allegations. I SEE NO EVIDENCE THAT OPM HAS EVER ALLEGED THAT I WAS CONVICTED OF ANY OF THE OFFENSES! OPM REPORTED WHAT THE INVESTIGATION SHOWED. It was Mr. Slaughter who stated to me in his office; that, "OPM was seeking the termination of my employment because they considered me to be a "SECURITY" risk. This is totally contrary to what I was told by Human Resources when I contacted them regarding the report. As indicated by written documents to HR, it was Mr. Lemuel Slaughter and Mr. Clarence Slaughter who were seeking the termination of my employment, not for reasons of the background report, but for their own contrived reasons. (Letters Attached.)

Page 14, paragraph 3, (continued): Regarding the OPM referral Mr. Winfield states that . . . "He says the police arrested him twice while living there. The first time was for an allegation of rape and drug possession." This is so wrong, it is so liable and prejudicial to the purpose and intent of this investigation and testimony. (PLEASE REVIEW THE TAPES). As the tapes will show, I never said that. I said I was taken to the police station and question about a rape at the YMCA. Please see my attached statement about this incident that had nothing to do with me! I never said anything about being arrested for "drug possession" in connection with that incident that I had nothing to do with and there is no police report concerning me about this incident. I said nothing about a police officer "ever planting drugs on him (me), in 1996." I must ask at this point, how can these people from RCS be so distorted in addressing

material and factual matters. I strongly recommend that the Secretary of Veterans Affairs be made totally aware of these unprofessional and dangerous proceedings.

SAME PARAGRAPH 3. This report is bordering on being delusional and twisted for reasons unknown to me. "He states that he was subsequently arrested for allegations of robbery, rape and possession of drugs. This is crazy and untrue. (PLEASE REVIEW THE TAPES.)

Paragraph 4, page 14: Again, this is crazy, what is wrong with Mr. McNamara. Did he compose this report of testimony in his sleep, or some other altered state? In no way did I say to him that: "He states the hotel clerk gave him the wrong key to another guest's room and this caused the incident in which he was arrested for burglary. There is no report no where that I am aware of that I was arrested for "burglary". This appears to be Mr. McNamara's imagination at work as he is resolved to make a criminal out of me.

Page 14, paragraph 6, last paragraph: Unless I am not understanding and/or mis-reading the report, I do not see any report stating that I was arrested for "ASSUALT AND ROBERY IN 1999". I would like to see the police report on this, and where it is shown in the OPM report.

Page 15, paragraph 6.A. FINDINGS: The report states that Mr. Winfield was removed for "unprofessional conduct and unfavorable reference from a pervious employer and other questionable conduct." The official stated reason for my removal on my letter of termination is: "EVICTION AND UNFAFORABLE REFERENCE FROM A PREVIOUS EMPLOYER." There are two (2) reasons and only two reason officially recorded as reasons for termination. I contest and deny both reasons as being valid and true in fact. This is what I will present and contest in court. I do not believe that Mr. Lemuel Slaughter, nor Mr. Clarence Slaughter will be permitted to contrive and present other reasons for their purposes and convenience after they have submitted official statements. I was asked to move while staying at the YMCA, as indicated in my responses to Human Resources about the background report. I stated then and I state now that I was not "EVICTED" I moved before the date set by the court. I do not believe that this constitutes the legal definition of eviction. I further state and hold now, that I have never seen the "unfavorable reference from a previous employer". How can I respond to something that I have not been presented with and have no knowledge of? I have also addressed this in my response to the investigation. (See Attached).

Page 16, paragraph 6.A. (Continued) first paragraph: It is alleged in this paragraph that I, Mr. Winfield: "He tended to not join the CHVC team. He was said to be aloof, arrogant, and otherwise not inclined to cooperate with the other members of the CHVC team." The author of this characterization is not stated within this segment. My response is that it is an outrageous fabrication and absolute lie! As I have previously and repeatedly testified to, I always made myself available to assist, stand in for, cover for, and buffer for all; both, of the other team members and the office manager. That is Mr. Slaughter, Mr. Ramos, and Ms. Vinegar. Specifically, on numerous occasions, I have serviced and/or attended to the clients on Mr. Slaughter's caseload either because he asked me to, or he was simply not at the center. I have stood in for him twice for his Monday evening group. Once when his mother was in the hospital, and I believe again, when his nephew was shot and killed in the streets by a Chicago Policeman as a result of gang and/or drug activities. I have treated Mr. Slaughter to lunch twice, two (2) times out of my own pocket. On one occasion a veteran client who goes to Mississippi to fish, and shares the fish with other veteran, including supplying 95th Street fish for a fish fry, provided me with seven (7) large fish as he said he would do on his next trip. Upon returning to the office and seeing the fish, I showed them to Mr. Slaughter and said, it is only me at home, and I do not need all of those fish. I gave four (4) of the fish to Mr. Slaughter. I always kept Mr. Slaughter informed, immediately, if I became aware of any potential conflict or adverse situations within the center. I have even called him at his home or his cell phone to provide him with developing or current situations at the center. I hope he will not deny this.

As to Ms. Vinegar, I was always answering the phones because she was not at her work station or even in the center. When she summarily fired, terminated, the janitorial crew; without a replacement crew under contract, Mr. Slaughter informed me of this and asked that we, he and I keep the center clean until another contract is approved, about six (6) weeks. I cooperated with him, taking out the garbage and keeping the common areas clean. Sometimes during normal working hours, Ms. Vinegar would leave the office to go and check on her mother. When informed about this, I would leave my door open while working so I can monitor the door for people trying to enter the center, as well as answering the telephones. I did this in addition to the excessive load already being placed on me. I hope Ms. Vinegar, nor Mr. Slaughter will not deny this. I wonder if she completed a leave authorization when she would leave the office, go home, and later return to the office. This is typical for this renegade trio.

As to Mr. Ramos, it is already established that he was absent from the center for four (4) months during my tenure at the center. During this period of time, I always assisted his clients as necessary, and there are SARS to substantiate this. Again, as I have already testified, Mr. Ramos seldom had clients at the center after 12:00 noon. From noon to the end of the work day was his personal time where he remained in his office with his door locked, most of the time with Ms. Vinegar, watching movies and/or listening to music. This is absolutely true, even though all three of them deny this.

With the above being true and factual, how can they say: "He tended to not join the CHVC team. It was they who constantly said to me that "... they are a family, and it is up to them to accept me, Mr. Winfield." Ms. Vinegar alleged to Mr. Ward that Mr. Winfield requested leave when he was not on duty for a full week." If I did request leave at that time I was most likely to keep a scheduled doctor's appointment. I had ongoing doctor appointments, and produced documents to show this. It was during my second month of employment that Ms. Vinegar took it upon herself to put me on leave without pay when she knew very well that I had leave on the books. Mr. Slaughter compensated me for that day with a day off during my next appointments, taken in increments. My third week with RCS was spent at Lakeside VA at orientation and intake. These people are pathological liars and habitual fabricators of contrived constructs to mask their own devious and illegal behavior.

Page 16, paragraph 6.A. (Continued): I take strong issues with Mr. McNamara's conclusion and insinuation that: "OPM document outlines five separate arrest of Mr. Winfield for which he offers little reasonable explanation." Not only do I consider my explanations to be reasonable, they are in fact factual and true. I do not see anywhere where OPM suggests that I Mr. Winfield was convicted on any of the alleged offenses.

→ My explanations are submitted herewith (Attached). I will say at this point, and address the issues in court, that during the times I was arrested, there were rogue police tactical teams operating in Chicago and involved in every conceivable crime and vice, including complicity with street gangs. The teams have been disbanded, some in jail, some dismissed from the police force, and the commander of teams being pursued by federal authorities for prosecution. My only conclusion is that I was profiled, and a target because I did not fit in within the environment where these incidents occurred. Again, I have not been convicted in court of any of

ENCLOSURE (5) - (9 PAGES)

the alleged charges, for some I was not even required to go to court. I was let go from the police station.

I am not the type to resist arrest, or to become involved in a confrontation with a police or any other law enforcement authority. When and if I am stopped by them, I cooperate and comply, even if it means going to the police station. I wonder if Mr. McNamara has any idea how many innocent people; especially black and Hispanic males, have been put in jail here in Chicago during that particular time, later found to be innocent, and then released after the damage was done, beyond repair. This too will be addressed in court. It is my contention, belief, and conviction, that as a citizen of the United States, a person is presumed to be innocent unless and until convicted by a court of law and/or a jury of his peers! Mr. McNamara's presentation appears to presume that I committed the offenses and that I am guilty of the same! I do not agree!

I am not a criminal, I have never been a criminal, I have never associated with criminals, nor do I have any criminal tendencies or inclinations. I also refuse to be categorized and branded a criminal by anyone for any reason.

In 2003, I underwent a background investigation by the State of Illinois, Department of Children and Family Services in connection with my MSW Field Internship. This was pending assignment as an Intern working with children and families and as a social work intern at two (2) local grade schools. I provided the same information for the background check that I provided to OPM. I was cleared for the job working with families, children, and at grade schools. No one ever addressed these arrests to me, I do not know if they showed up on the report. If they did I am sure there were no convictions indicated, or I would not have been cleared for the assignments.

Since being terminated from RCS, I have consulted with lawyers about these allegations against me, and I am constantly being told that one cannot get a record expunged unless one is convicted of an offense. So, where do I go from here to not be confronted with this degrading situation in the future?

In view of this response to the report of investigation and the degree of testimony, and the lack of reporting of relevant testimony, I beg OSC to take whatever action that is within its powers to bring the parties together

to resolve this defaming and prejudicial report before it causes me even more egregious harm.

Page 16, paragraph D: I do not see the significance of Mr. McNamara's statement that: "Mr. Ramos and Ms. Vinegar have a combined fifty years experience with the agency compared to Mr. Winfield less than one year experience with RCS." I was within one (1) week of completing one (1) year of service with RCS when Mr. Slaughter rushed to terminate my employment. As I have stated to all concerned, all along, I have in excess of twenty-eight (28) years of honorable federal service, with seven (7) of these years being in civil service. I was not given an opportunity to exercise due process for a federal employee when I was officially notified of my termination, to consult with union representatives, or otherwise. I did go to Management Resolution prior to my official termination date, and they took reports and referred me to the Inspector General for further reporting after reviewing the full scope of my request for EEO action. I have also been informed that I may be eligible for further protection under a court case: *McCormick*, 5 U. S. C. 7511(a)(1)(A). I will explore this as this case continues.

I find this entire experience to be painful, sad, and devastating. This entire situation has severely disrupted my life, and caused me to be severely impacted in many ways. This whole ordeal weighs heavily on me.

I also beg that the Secretary of Veterans Affairs be made totally aware of this situation. Lastly, I beg that the taped testimony from all parties be protected and provided when requested.

I SWEAR THAT ALL STATEMENTS MADE HEREIN BY ME ARE TRUE AND ACCURATE TO THE BEST OF MY ABILITY TO RECALL, RECOUNT, AND UNDERSTAND.


Varnziel Winfield, MSW



DEPARTMENT OF VETERANS AFFAIRS
OFFICE OF RESOLUTION
MANAGEMENT
Great Lakes Operation

EEO COUNSELOR'S REPORT

CASE NUMBER: 200J-0810-2007102164 COUNSELOR NAME: Lydia Ward

Name of Aggrieved Party:	Varnziel Winfield
Home and/or Alternate Address:	14419 South Halstead Street, Apt. 4K, Riverdale, IL 60827
Home Telephone Number:	(773) 915 3652
Business Address:	Chicago Heights Vet Center, 1600 Halstead Street, Chicago Hts., IL 60411
Business Telephone & Fax Number:	(708) 754 0342
Email Address:	
Position Title/Series/Grade:	Former Social Worker, GS-11
Employee <input type="checkbox"/> Former Employee <input checked="" type="checkbox"/> Job Applicant <input type="checkbox"/>	
VHA <input checked="" type="checkbox"/> VBA <input type="checkbox"/> NCS <input type="checkbox"/> Canteen <input type="checkbox"/> Other:	
Title 5 <input checked="" type="checkbox"/> Title 38 <input type="checkbox"/> Hybrid T38 <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/>	
Probationary <input checked="" type="checkbox"/> Career <input type="checkbox"/> Career Conditional <input type="checkbox"/> Temporary <input type="checkbox"/> Term <input type="checkbox"/>	
Name of Facility:	St. Louis VAMC
Service/Section/Mail Routing Symbol:	Chicago Heights Vet Center
Address of Facility:	Chicago Heights Vet Center, 1600 Halstead Street, Chicago Hts., IL 60411
Facility Telephone Number:	(708) 754 0342
Name of Representative:	N/A Attorney: Yes <input type="checkbox"/> No <input type="checkbox"/>
Representative's Address:	N/A
Representative's Telephone:	N/A

NOTIFICATION OF PROCEDURAL RIGHTS

Initial Contact:		Date:	04/05/07
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ENCLOSURE (1) - (10 PAGES)

Case Number: 200J-0810-2007102164
 Name of Aggrieved Party: Varnziel Winfield
 Name of Facility: St. Louis VAMC
 Date of Initial Contact: 04/05/07

Rights & Responsibilities/Notices:	FedEx/Cert Mail:	04/10/07	Rec'd:	04/14/07 Attempted
Notice to Unreachable Aggrieved:	FedEx/Cert Mail:		Rec'd:	n/a
Agreed to Waive Anonymity:	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>		04/05/07
Release of Medical Information:	Mailed/Faxed:		Rec'd:	n/a
ADR Agreed to by Aggrieved:	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>	Date:	04/11/07
ADR Agreed to by RMO(s):	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>	Date:	05/01/07
Extension Granted for ADR [] or Counseling []:	Number days granted:		Date Ext. Rec'd:	n/a
Settlement Agreement (SA):	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date:	n/a
Withdrawal (WD):	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date:	n/a
Notice of Closure (for SA/WD):	FedEx/Cert Mail:		Rec'd:	n/a
Notice of Right to File:	FedEx/Cert Mail:	05/04/07	Rec'd:	Unknown

EVIDENCE OF PRIOR COMPLAINT ACTIVITY: YES NO

Complaint Number	Date Filed Formal	Claims/Basis(es)	Status of Complaint

RMO/WITNESS INFORMATION

Responding Management Official(s): (Name, Title, Telephone Number)	Clarence Slaughter, Regional Manager, (314) 894 5717 Lemuel Slaughter, Team Leader, (708) 754 0340 Ext. 16
Witness(es) Suggested for Interview by Aggrieved Party (Name, Title, Telephone Number):	
Witness(es) Suggested for Interview by RMO (Name, Title, Telephone Number):	Connie Vinegar, Office Manager, (708) 754-0340 Ext. 10 05/08/07 – Agnacio R. Ramos, (708) 754-0340 Ext. 11

Assignment of this complaint was received by the undersigned on 04/09/07. The initial interview with the aggrieved party was held on 04/11/07, at which time the EEO process, ADR, and rights and responsibilities were discussed.

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 Date of Initial Contact: 04/05/07

The Notice of Rights and Responsibilities, signed by the aggrieved, was not received in the Great Lakes Operation ORM Office by conclusion of the counseling session. Notification of informal counseling to the facility Director was sent via fax on 04/13/07.

The aggrieved party did not agree to participate in ADR. ADR was discussed with Mr. Clarence Slaughter and Mr. Lemuel Slaughter, RMOs on 05/01/07. Mr. C. Slaughter (RMO) agreed to mediation. Mr. L. Slaughter did not agree to participate in mediation. However, the Facility Mediation Agreement form received 05/09/07, indicated management did not wish to participate in ADR.

DESCRIPTION(S) OF THE CLAIM(S) AND RESOLUTION(S) AS PRESENTED BY THE AGGRIEVED PARTY:

CLAIM 1	Whether the aggrieved was discriminated against on the bases of Sex (Male) and Age (64 years old) with respect to Termination during Probationary Period when on 04/05/07, the aggrieved was terminated.		
Mixed Case Issue:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	
MSPB Filed:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	Date Filed:
Union Grievance Filed	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	Date Filed:
Is Claim Timely Raised?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	If no, explain aggrieved's reason for untimeliness in description of claim.

Brief Description of Claim:

04/05/07- Varnziel Winfield's employment was terminated during his probationary period. He believes the decision to terminate was discriminatory and on the bases of Sex (Male) and Age (64 years old). He explained that he was presented with a Proposed Removal and allowed to respond to the allegations. He believes because of his response to items G and F the facility decided to terminate his employment.

Resolution Sought: Reinstatement and Reassignment as a Social Worker in the VA System

Claim 1 Documents for Review:

- Tab 7A Proposed Discharge During Probationary Period
- Tab 7B Response to Proposed Discharge During Probationary Period
- Tab 7C Discharge During Probationary Period Decision
- Tab 7D Commitment Letter
- Tab 7E Internal Memorandum

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Name of Facility: St. Louis VAMC
Date of Initial Contact: 04/05/07

RMO's Response to Claim:

On 05/01/07, I conducted a telephone interview with Clarence Slaughter. He was advised of his rights, responsibilities, claims, bases and the aggrieved party's remedy request. Mr. Slaughter elected to waive his right to representation during the interview session.

Mr. Clarence Slaughter was identified as Age (48 years old) and Sex (Male)

In regard to Alternative Dispute Resolution (ADR) Mr. Slaughter said, "I am open to anything to resolve a complaint, but the bottom line is we made a decision based on the needs of the Veteran."

Mr. C. Slaughter explained that the decision to terminate Mr. Winfield was based on his performance; unpredictable attendance, and the background information which only supported the views of the team. Mr. C. Slaughter said that he made the final decision with the input from the Team. He said, "I told my team that I would support their decision and we discussed the matter. Age had nothing to do with it." We are glad to have a combat veteran on every team. Our teams consist of from two to seven employees, and on that particular team there were only four employees. So during his absence 33% of the counseling team was missing. During my annual review (2007), another counselor was in the hospital, leaving two counselors to do the work, and the work must be completed. One person represents 33% or 25% of the whole team and there are three clinicians.

Mr. C. Slaughter reported that the Office of Personnel Management provided him with Mr. Winfield's background information and asked him (Slaughter) what he wanted to do regarding a personnel action. Mr. C. Slaughter explained that whatever he decided, the most important issue he had to make was whether Mr. Winfield's performance was satisfactory. Mr. C. Slaughter explained that he did a couple of things before deciding to go forward with terminating Mr. Winfield. One of which was to receive legal advice from District Counsel, and then he (Slaughter) decided to issue Mr. Winfield the Proposed Removal Notice. Mr. C. Slaughter explained his decision was based on Mr. Winfield's Arrest and Eviction and Unfavorable report dated 03/14/07.

Mr. C. Slaughter explained in Mr. Winfield's response to the proposed removal he addressed the arrest as a case of being at the wrong place at the wrong time. He did not address his eviction or unfavorable response from his former employer. He also indicated when he decided to leave his previous employer that he just left and was not concerned about the impact it would have on his team. Mr. C. Slaughter explained that he requested Mr. Winfield's Time and Attendance records and Performance Appraisal, and there were excessive tardiness and absences, from the Team Leader, Lemuel Slaughter. Team Leader explained to Mr. C. Slaughter that Mr. Winfield's works well with the veterans when he is here, but it takes a long time for Mr. Winfield to complete his work.

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Team Leader was asked what he would recommend and he recommended that based on the eviction which described Mr. Winfield's character and the unfavorable report which was consisted with what the team experience; it was recommended termination near the end of March 29, 2007. This information was provided to Carol Martin, Human Resources and she informed Mr. Winfield that he would be terminated during his probationary period, which after he learned of management's decision, he did not report back to work.

Mr. C. Slaughter explained that after Mr. Winfield's termination the Team reported that Mr. Winfield has contacted veterans and informed them that he felt he was mistreated by the VA. Mr. C. Slaughter stated, "Basically, the main reason he was terminated was because his attendance was unpredictable and unscheduled. Mr. Lemuel Slaughter addressed this issue with Mr. Winfield during his performance appraisal on 10/16/06 (Period covered from 10/06 to March 2007) his productivity time was at 37 percent."

Mr. C. Slaughter explained that before he visits a Team he provides them with a staff feedback form. He meets with every member of the team. Ms. Winfield did not fill out a form, although it's not required, but requested. During the annual reviews employees are asked if they know what is expected of them and if they have the necessary equipment to perform their duties. Mr. Winfield had some questions about why he was required to do intakes. He was asked if he understood his performance standards. Mr. Winfield's responded that it would help him if somebody else did the Intakes.

On 05/01/07, I conducted a telephone interview with Mr. Lemuel Slaughter. Mr. L. Slaughter was advised of his rights, responsibilities, claims, bases and aggrieved party's remedy request. Mr. L. Slaughter elected to waive his right to representation. He was identified as Sex (Male) and Age (55 years).

Mr. L. Slaughter stated, "One person represents 33.3% and holistically its 25%. Mr. Ramos, Mr. Winfield, and I were the clinicians."

Mr. L. Slaughter explained that Mr. Winfield's termination was because of his excessive tardiness and abuse of leave. Mr. L. Slaughter stated, "He (Winfield) was made aware about his performance during his performance appraisal, as well as productivity, and maintenance of the patient charts."

Response to Resolution Sought by Aggrieved Party:

Clarence Slaughter stated, "Reinstatement - I have to have reliable people. My position is your (an employee) on probation for a year, and Mr. Winfield starts off with unexcused absences and thinks everyone is supposed to forget about them. If a person is unreliable during there probationary period what are they going to be like later? Maybe there is some other place where Mr. Winfield would fit."

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Proposed Alternative Resolution for Claim 1: Mr. C. Slaughter did not provide an alternative resolution.

Results of Witness Interviews:

On 05/01/07, I conducted a telephone interview with Connie Vinegar. Ms. Vinegar was advised of her rights, responsibilities, claims, bases, and the aggrieved party's remedy request. Ms. Vinegar elected to waive her right to representation. She was identified as Sex (Female) and Age (46 years old).

In regard to Claim 1 Ms. Vinegar explained that there were issues with Mr. Winfield's leave. Mr. Winfield requested leave when he was not on duty for a full week. This was an ongoing problem. He would have scheduled clients and would not communicate this when requesting leave. He did not contact his clients to reschedule their appointments. Mr. Winfield had a scheduled group in Joliet Outpatient Clinic, once a week on Wednesdays. The patients conducted counseling themselves and this occurred more than once. Some of the veterans informed Mr. L. Slaughter about these situations after Mr. Winfield was terminated. Mr. Winfield does not want to listen to anyone he views this as beneath him. Mr. Winfield felt my conversations were inappropriate and he would inform Mr. Slaughter.

Mr. Winfield's last day was 04/06/07, he received his letter on 04/01/07, and he was given three days to close out. We did not complete the close out process. He has not returned to the facility since 04/01/07. He did not contact his clients. Mr. L. Slaughter had a conference to attend in Las Vegas at the same time. Mr. L. Slaughter informed Mr. Winfield not to return on grounds until Mr. L. Slaughter returned to duty. Mr. Winfield contacted Mr. Ramos, Mr. C. Slaughter, and me to try and gain entrance to the facility.

CLAIM 2	Whether the aggrieved was discriminated against on the basis of Sex (Male) and Age (64 years old) with respect to Harassment (Sexual) when from October or November 2006 until March 2007, the aggrieved witnessed situations he identified as Sexual Harassment		
Mixed Case Issue:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	
MSPB Filed:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	Date Filed:
Union Grievance Filed	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	Date Filed:
Is Claim Timely Raised?	<input checked="" type="checkbox"/> Yes "March 2007" Date of last incident	<input type="checkbox"/> No	If no, explain aggrieved's reason for untimeliness in description of claim.

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Name of Aggrieved Party: Varnziel Winfield
Name of Facility: St. Louis VAMC
Date of Initial Contact: 04/05/07

Brief Description of Claim 2:

November 2006 through March 2007, Mr. Winfield reported that Lemuel Slaughter, Team Leader, "Brings an anonymous woman in the office every Sunday and Thursday." Mr. Winfield stated that this has been going on for at least six months beginning in October or November 2006.

A: Mr. L. Slaughter told Mr. Winfield to leave the office after or before this woman arrives. They go into his office or group room and close the blinds. Mr. Winfield said Mr. L. Slaughter and this anonymous woman were having sex in his office on Thursdays. Note: Mr. Winfield said that he did not see these activities, but believed they were occurring. On the weekends, they (Mr. L. Slaughter and the anonymous woman) were having sex in the conference room. Mr. Winfield commented that this same woman sends Mr. L. Slaughter flowers. Mr. Winfield said that he was informed by Mr. L. Slaughter not to report into work on Sundays and if he does to leave by a certain time. The last incident occurred in March 2007.

B: Mr. L. Slaughter walks around with a pink pig. The pig's genitals are exposed in the back, while Mr. Slaughter makes sexual statements and innuendos with the pig (Aggrieved was unable to articulate what comments or innuendos were made). Mr. Winfield explained that when he tried to make conversation with Mr. L. Slaughter about serious situations that Mr. L. Slaughter would comment, "You have a way with words and if I was a bitch I would be butt naked right now." Mr. Winfield said Ms. Connie Vinegar, Office Manager and Mr. Ignacio Ramos, Counselor witnessed these incidents.

C: Mr. Winfield alleges that beginning in April 2006, Mr. Ramos and Ms. Vinegar watch all types of movies, to include pornography, in Mr. Ramos' office for two to three hours a day. During this time they were not assisting veterans.

Resolution Sought: Reinstatement; Reassignment as a Social Worker in the VA System

Claim 2 Documents for Review: N/A

RMO's Response to Claim:

Mr. C. Slaughter explained that he was not made aware of these incidents until he received a call from the Great Lakes Operation ORM field office. He questioned the team about Mr. Winfield's allegations (if they were doing anything inappropriate, and if pornography material was present). The team denied Mr. Winfield's allegations and said that although they were surprised by Mr. Winfield's allegations they expected that he would not go away quietly. Mr. C. Slaughter commented, "Mr. Winfield frequently talks about how many law suits he has against people (former employers)."

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Mr. L. Slaughter explained there was no truth to Mr. Winfield's allegations of sexual harassment. Female veterans visit the clinic with various problems. As far as anything inappropriate happening there is a Thursday night group, and there is a female patient who visits the clinic. Mr. L. Slaughter explained that his office door is always open when he is seeing a female veteran. He stated, "We do not have a female counselor who sees female patients, I leave my door open to make sure that nothing can be misconstrued. Naturally, I shut my door when discussing issues with the Veterans." Mr. L. Slaughter explained that we (VA) did everything possible to try and work with Mr. Winfield. Our Regional Manager, Mr. Clarence Slaughter visited the facility twice to address Mr. Winfield's issues. His productivity stayed under 40 percent for the whole year, and during certain parts of the year it would be under 25 percent. Mr. L. Slaughter stated, "I do not see anyone else. I'm married and I've been married for 32 years."

Mr. L. Slaughter replied, "He (Winfield) never came in on weekends" in response to Mr. Winfield's' allegations that he was instructed not to report into work on weekends or to leave early.

Mr. L. Slaughter explained that Mr. Winfield was questioned about his inappropriate behavior because he had a female in his office for two to three hours, three or four days a week. When asked about it his response was that he was helping her. Mr. L. Slaughter informed Mr. Winfield that he did not need to continue to see the patient in that matter. Mr. L. Slaughter explained that the facility conducts grief and marriage therapy.

Mr. L. Slaughter emphasized that during October/November 2006, Mr. Winfield often came in late and left early and "Excessive abuse of leave and tardiness" was noted on Mr. Winfield's performance appraisal.

Regarding the pink pig incident, Mr. L. Slaughter explained during Christmas Holiday his Monday night group gave him a balloon of a pink pig with lipstick as a Christmas gift. Written on the balloon was "to Lemuel from Veterans." Mr. L. Slaughter described the event as humorous but not sexual. Mr. L. Slaughter stated, "My grandkids saw the pig that night and it was not inappropriate. The pig was destroyed or deflated."

Mr. L. Slaughter commented that Mr. Winfield told inappropriate Military stories and called the Office Manager, Connie Vinegar "Ghetto." While he (Slaughter) was present Mr. Winfield called Ms. Vinegar a "Ghetto ho."

Mr. L. Slaughter stated, "I do not make statements like that period and not to him. Mr. Winfield interviews well, but when it came to actual performance he did not follow through."

Mr. L. Slaughter explained his office has two doors and the majority of the time they are opened and he can visually see what is going on in the area. He described Mr. Ramos and Ms. Vinegar as exemplarily employees who work very hard. Mr. L. Slaughter said, "We have a conference room with 60 videos and nothing viewed



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is inappropriate. They (staff and veterans) watch the movies during their lunch periods.”

Response to Resolution Sought by Aggrieved Party:

Mr. L. Slaughter did not agree to grant Mr. Winfield’s remedy request. Mr. C. Slaughter did not agree to grant Mr. Winfield’s remedy request.

Proposed Alternative Resolution for Claim 2: Agency did not provide an alternative resolution.

Results of Witnesses Interviews: Connie Vinegar and Agnacio R. Ramos

05/01/07, I conducted a telephone interview with Connie Vinegar. Ms. Vinegar was advised of her rights, responsibilities, claim and bases. She elected to waive her right to representation. Ms. Vinegar was identified as Sex (Female) and Age (46 years old).

Part A - Ms. Vinegar commented, “I do not have the slightest idea, and I’m not here on Saturday or Sundays because we are not supposed to be here on those days,” in response to Mr. Winfield’s allegation that he was instructed to leave on Sundays and Thursdays when the anonymous woman visits the office. Ms. Vinegar stated, “The only woman who goes into Mr. L. Slaughter’s office is his wife. She works for the Federal government, and she only visits once in a while. I’ve never seen any one going into his office. He does see clients who are woman. He does see women patients initially then they are transferred to the Sexual Trauma Counselor. On special occasions, Mr. L. Slaughter receives flowers from his wife.”

Part B - Ms. Vinegar said that she did not witness any incidents involving the pink pig.

Part C - Ms. Vinegar explained that videos are watched in the conference room. Mr. L. Slaughter brings in family oriented films which are watched during lunchtime (12:00PM – 1:00PM) so staff and veterans can watch the movies. The windows in the conference room are kept open and clients actually are watching the films. The Team Leader’s door is adjacent to the conference room, his door is often open, and he watches the movies from his office.

On 05/08/07, I conducted a telephone interview with Agnacio R. Ramos. Mr. Ramos was advised of his rights, responsibilities, claims and bases. He elected to waive his right to representation, although he initially postponed the telephone interview until he could schedule union representation, which did not occur. Mr. Ramos was identified as Sex (Male) and Age (51 years old).

Mr. Ramos commented, “We watch movies, and updated version of what’s going on in the private sector, during lunch time in the conference room with the doors and blinds opened. Mr. Winfield decided not to join us (Mr. L. Slaughter, Ms. Vinegar, and myself). There weren’t any pornographic movies played.”

Case Number: 200J-0810-2007102164
Name of Aggrieved Party: Varnziel Winfield
Name of Facility: St. Louis VAMC
Date of Initial Contact: 04/05/07

Mr. Ramos explained that the patients usually brought in games. Last year, the patients gave a pig to Mr. L. Slaughter. I saw it in his office, and I asked him about it, and he said the patients gave it to him. This was a one time incident. Mr. L. Slaughter did not make any sexual comments about the pig or parade around with the pig.

Mr. Ramos stated that he and Mr. L. Slaughter run a Women's group, and he has female clients. The office has an open door policy and it applies to all Clinicians. Mr. L. Slaughter introduces female clients to staff. Mr. Ramos stated, "Every time I passed Mr. L. Slaughter's office he always had his door open." Mr. Ramos explained there is a female Sexual Trauma Counselor, and usually when a door is closed the Counselor is in with a female client.

Mr. Ramos said, "Mr. L. Slaughter received flowers from his wife. Ms. Vinegar may receive flowers on her birthday."

SUMMARY OF RESOLUTION EFFORTS

Agency did not agree to participate in ADR/Mediation.

FINAL INTERVIEW

On 05/04/07, the results of resolution efforts and the following claims were discussed with the aggrieved party:

CLAIM 1: Whether the aggrieved was discriminated against on the bases of Sex (Male) and Age (64 years old) with respect to Termination during Probationary Period when on 04/05/07, the aggrieved was terminated

CLAIM 2: Whether the aggrieved was discriminated against on the basis of Sex (Male) and Age (64 years old) with respect to Harassment (Sexual) when from October or November 2006 until March 2007, the aggrieved witnessed situations he identified as Sexual Harassment

The aggrieved was informed that the claims listed above were the only claims addressed during the informal EEO counseling. If a formal Complaint of Discrimination is filed, claims not discussed with ORM may not be accepted for formal complaint processing.

The Notice of Right to File a Discrimination Complaint and VA Form 4939 were sent by certified receipt and regular mail on 05/04/07, and records indicate that the documents were not received as of the date of this report.

Lydia Ward

Lydia Ward, EEO Counselor

05/10/07

Date

1. NAME (Last, first, middle)
WINFIELD, Varnziel

2. DEPARTMENT, COMPONENT AND BRANCH
USMC

4a. GRADE, RATE OR RANK
CWO-2

4b. PAY GRADE
W-2

5. DATE OF BIRTH
420917

6. PLACE OF ENTRY INTO ACTIVE DUTY
WASHINGTON D. C.

7. LAST DUTY ASSIGNMENT AND MAJOR COMMAND
SPT BN RTR MCRD SDIEGO CA 92140

8. STATION WHERE SEPARATED
CASCO H&SBN MCRD SDIEGO CA 92140 (34024)

9. COMMAND TO WHICH TRANSFERRED
N/A

10. SUI COVERAGE
 AMOUNT: **20,000** NONE

11. PRIMARY SPECIALTY NUMBER, TITLE AND YEARS AND MONTHS IN SPECIALTY (Additional specialty numbers and titles involving periods of one or more years)

**0170 Administration Officer
 03yrs 10mos**

12. RECORD OF SERVICE	YEAR(S)	MON(S)	DAY(S)
a. Date Entered AD This Period	78	01	12
b. Separation Date This Period	81	11	30
c. Net Active Service This Period	03	10	10
d. Total Prior Active Service	18	06	12
e. Total Prior Inactive Service	00	00	00
f. Foreign Service	00	00	00
g. Sea Service	00	00	00
h. Effective Date of Pay Grade	80	01	12
i. Reserve Oblig. Term. Date	00	00	00

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)

Expert Pistol Badge, SharpShooter Rifle Badge, Good Conduct Mdl w/4*, NatDefenseSvcMdl Presidential Unit Citation, Republic Vietnam Campaign Mdl w/device, Meritorious Unit Citation w/1*, 2 Meritorious Mast, Republic Vietnam Cross of Gallantry w/Palm, Navy Unit Commendation, 2 Certificates of Commendation, Armed Forces Expeditionary Medal

14. MILITARY EDUCATION (Course Title, number weeks, and month and year completed)

ClerkTypistCrs 1961, AdminManCrs 1963, MCI PersRecordsCrs 1962, MCI IntroPersAdmin 1962, AdminChiefCrs 1963 (8wks), MCI PersAcctgCrs 1963, BusMgmt 115 1966, Acctg 101 1966, 1966, Law 12 1966, PersMgmt 16 1966, Principles of Economics 1969, Intro Sociology 1969, MCI Military Justice 1965, NavDrug Abuse Counselors Crs 1973, MCI Corresp Practices 1964

15. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM YES NO

16. HIGH SCHOOL GRADUATE OR EQUIVALENT YES NO

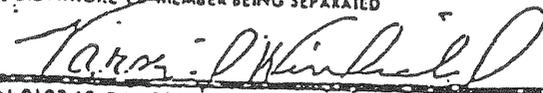
17. DAYS ACCRUED LEAVE PAID
RLR 35 0 SLR 0 0

18. REMARKS

**#13 Continued: Vietnam Service Mdl, Republic of Vietnam Meritorious Unit Citation.
 #14 Continued: MADCOP Program 1972, USAADSA Education Wrkshop 1973, Biology 110 1970, English 122 1970, History 8 1970, Sociology 2 1970, Speech 1 1970, History 7 1970, The Basic Scol 16wks 78/05, Officers Administration Crs 6wks 78/06, MCI Correspondence Writing Crs 1976, MCI MMS for Supvrs 78/12, English Grammar & Composition 1976, MCI MarCorReserve PersAdmin 1978, MCI CorrespProcedure 1978, MCI PersRpt for MMS & REPMIS, 1978, MCI IndivPersRecords 1978, Bio3 EnvironmentBio 1971, Math 101 1971, Anthro 1 1971, English 100 Language Ideas 1971, Sociology 5 1971, Physical Geography 1 1971, Math 31 1971, Math:125, 1971, English 1C 1971, English 1A Research 1971, PoliceScience 10 1971, Bio 10 1972, English 22 1972, Hist 8 1972, Sociology 2 1972, Advance Psych 1972, PE 24, BeginTennis 1972, Japanese 3 1973, Criminology & Penology 1974, AfroAmerican Hist 1975**

19. MAILING ADDRESS AFTER SEPARATION
267 Fennell Court San Diego CA 92114

20. MEMBER REQUESTS COPY 6 BE
 SENT TO CA DIR. OF VET AFFAIRS YES NO

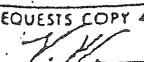
21. SIGNATURE OF MEMBER BEING SEPARATED


22. TYPED NAME, GRADE, RATE AND SIGNATURE OF OFFICIAL AUTHORIZED TO SIGN
P.W. BRADLEY SupvrMilPerTech, GS-8

S/N 0102-LF-000-2140

MEMBER - 1

SPECIAL ADDITIONAL INFORMATION (If of use by authorized agencies only)

23. TYPE OF SEPARATION Retired	24. CHARACTER OF SERVICE (Includes upgrades) HONORABLE
25. SEPARATION AUTHORITY MarCorsepman 1005 Title 10 USC SEC 1293	26. SEPARATION CODE RRDR
27. REENLISTMENT CODE N/A	28. NARRATIVE REASON FOR SEPARATION Transferred to Officers Retired List
29. DATES OF TIME LOST DURING THIS PERIOD None	30. MEMBER REQUESTS COPY 4  INITIALS

S/N 0102-LF 000-2140

ENCLOSURE (2)

Chicago State University

On the recommendation of the faculty of the
College of Arts & Sciences

and under the authority of the Board of Trustees, Chicago State University has conferred upon

Harnziel Winfield

the degree of

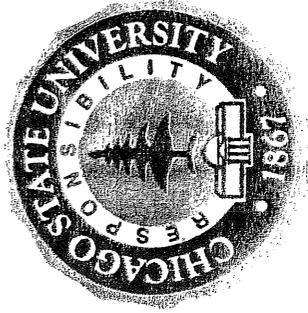
Master of Social Work

Social Work

with all the rights, honors and privileges pertaining thereto.

In testimony whereof, the undersigned officers of Chicago State University have affixed their signatures together with the seal of the University. In witness thereof, this diploma is granted this thirteenth day of May, A.D. 2005.

Raymond A. Manta
Chairman, Board of Trustees



Edwina D. Divil
President of the University

ENCLOSURE (2-A)

—Fab 7E Internal Memorandum

October 30, 2006

INTERNAL MEMORANDUM:

From: Varnziel Winfield, MSW- (0185), Vet Center, Chicago Heights, Il. 60411

To: Mr. Lemuel Slaughter, MHS, (Team Leader), Vet Center, Chicago Heights, Il. 60411

Subject: Request for Management Intervention and/or Center Intervention to abate and Eliminate Conditions and Situations that are Repressive, Stagnating, Stiffening, and Impeding my Professional Development and Daily Proficiency

Reference: Our Daily Supervision and My Repeated Request for Cooperation and Support at the Chicago Heights Vet Center for the Past Six (6) Months

1. As has been a topic of my daily supervision, I do not believe I am being supported and inspired to provide the "Best Service Possible" to the veteran clients of this center.

2. I have been begging for technical, administrative, and logistical support that will enable me to perform my duties in a proficient and expeditious manner; specifically, access to e-mail and VISN to communicate and comply with Readjustment Counseling Services requirements in servicing veteran clients; and responding to intra/inter-agency requirements. *PLEASE SEE LTR FROM: LAMB, CAROLYN DTD NOV 21, 2006 (ENCLOSURE)*

3. The lack of a printer for my computer system has caused a two (2) month back log of my daily entries into the clinical charts of clients I service at this center.

4. I have repeatedly informed you of the lack of adequate and reliable public transportation in this geographical area and my lack of an automobile at this time; both of these conditions cause my commute to be uncertain most of the time. I have constantly informed you of my efforts to have my driver's license reinstated, and the obstacles I have encountered in these efforts.

5. You and all other members of your staff have acknowledged the unreliability of the public transportation system in this area. It is for those specific reasons that I requested "Flex Hours" until I have both my driver's license and an automobile, and I am in the process of securing both. This situation has contributed to a negative impact in my performance evaluation.

6. As was explained in the in-processing orientation, flex hours area authorized within the civil service system to meet the needs of the employee as well as the organization. I am asking you to reconsider my request for flex hours. Your approval will be helpful to me and to the clients who have jobs and request services after normal working hours, as well as group activities after normal working hours.

7. I have repeatedly addressed the lack of a concerted "Team Effort" and the overwhelming demands placed on me due to an inequitable distribution of the intake

4
ENCLOSURE (3) - (4 PAGES)

work load for the past six (6) months; that is, the intake and processing of the Psycho-Social Focuses for all new veterans at this center. To my knowledge, except for the few cases you have processed, only I have performed these duties for the last six (6) months. These procedures are time consuming and intense; but necessary, in order to do justice to the veteran clients and provide "Best Services to the Veteran."

8. I have constantly addressed the line of authority and areas of responsibilities within this center with you. I do not believe that I have been professionally supported by the responses I have received relating to these concerns. Not only do I consider your responses to be threatening, but also anxiety causing, intimidating and frustrating.

9. It is my conviction that I am being conspired against and socially isolated to frustrate my integration as a full member of the "Team" at this center.

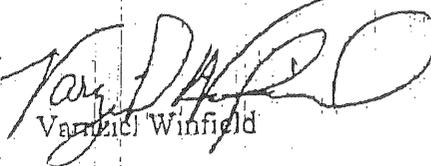
10. As I attempted to address the provision and criteria for "Flex Hours" within civil service, your response to me was, "flex hours are established to benefit the organization," implying they are not in place to assist and enhance the well being of the employee. This leaves me with the impression that my welfare is being ignored. I also addressed the issue of my working overtime and on weekends to meet the needs of the clients, without compensation of "pay and/or comp time." I do not seek overtime pay for these efforts, just commensurate time off, and/or adjusted working hours.

11. From time-to-time, I have addressed with you the line of authority and professional relationships, between employees; specifically, the emotional, capricious, and vicarious clinical decisions made by your office manager; who is not a clinician, decisions that disrupt my work flow and daily activities. My point here, is that if there are procedures and/or changes instituted by Readjustment Counseling Services Central Office, a staff meeting should be held to keep all employees current and in harmony.

12. A new topic is that of the lack of a "Sign-In Sheet" to accurately record the service load for this center. This list would also reflect who performed the service for the "Walk-Ins" as well as the scheduled appointments at this center. This can also provide accurate and timely data to share the concerns of U. S. Representative Michael H. Michaud in his letter to the Secretary, Department of Veterans Affairs dated October 18, 2006. - ATTACHED

13. I await your reply, and I sincerely hope you will share my concerns, I submit that if these issues are addressed and resolved, it would make for a more professional and harmonious working situation and relationships.

Respectfully,


Varrick Winfield

Slaughter, Lemuel

From: Lamb, Carolyn → 708-202-5566
Sent: Tuesday, November 21, 2006 12:40 PM
To: Slaughter, Lemuel
Subject: FW: Upcoming trip to Peoria, IL 2/3-8/06

Hi Lemuel,

I sent this to Varnziel, but this employee never responded. This employee needs to be vendorized and I need to know what mode of transportation they are using. I am unable to process the request at this point because I do not have any information on them as far as ss#, home address, etc. I need this in order to put them in our travel manager system. Thanks for your help.

From: Lamb, Carolyn
Sent: Monday, November 20, 2006 11:12 AM
To: Winfield, Varnziel
Cc: Gillie-McKinnis, Marge
Subject: Upcoming trip to Peoria, IL 2/3-8/06

Good morning Varnziel,

I noticed that you have never been vendorized. You need to complete an EFT (Electronic Funds Transfer) Form. All VA travelers must be vendorized. This allows the VA to reimburse you directly to your bank account. I have attached the form along with an example of how to complete it. Please complete and fax back to our office at the fax number listed below. Please make sure you sign in box #20. This is a must. If you have any questions, please call at the number listed below. Thanks so much

Carolyn Lamb
 Accountant Asst.
 Employee Travel Office, (04G)
 Edw. Hines Jr. VA Hospital
 5th Avenue & Roosevelt
 P.O. Box 5000

I NEVER HAD E-MAIL
 DURING MY ENTIRE EMPLOYMENT.
 ALL OTHER EMPLOYEES HAD
 E-MAIL.
 MR. LEMUEL SLAUGHTER DIRECTED
 ME TO "NOT" CONTACT ISM AND
 REGIONAL TO GET MY E-MAIL &
 PRINTER FIXED. *[Signature]*

3

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U.S. House of Representatives

COMMITTEE ON VETERANS' AFFAIRS

ONE HUNDRED NINTH CONGRESS

335 CANNON HOUSE OFFICE BUILDING

WASHINGTON, DC 20515

<http://veterans.house.gov>

October 18, 2006

The Honorable R. James Nicholson
Secretary
Department of Veterans Affairs
Washington, DC 20420

Dear Mr. Secretary:

The Department of Veterans Affairs (VA) Readjustment Counseling Service provides a unique role in reaching out to veterans and helping them successfully readjust from the battlefield to the home front. The Readjustment Counseling Service Vet Centers staff are dedicated and deeply committed to meeting the needs of veterans and their families. However, without additional resources to meet increased workload, even dedicated staff have limits in their capacity to meet expanding needs.

The VA's own data show that in a nine-month period, from October 2005 through June 2006, the number of veterans returning from the wars in Iraq and Afghanistan seeking services for readjustment counseling concerns at Vet Centers more than tripled. In addition, the number of returning veterans with PTSD seeking services at Vet Centers, and not VA medical facilities, more than doubled.

At my request, Democratic staff of the House Committee on Veterans' Affairs prepared a report to review the capacity of Vet Centers to meet the needs of returning combat veterans and veterans from previous conflicts. The report finds that Vet Centers have seen a significant increase in outreach and readjustment counseling services to returning veterans. The report also finds that without an increase in counseling staff, this increase has affected veterans' access to quality care.

Please find enclosed the report entitled *Review of Capacity of Department of Veterans Affairs Readjustment Counseling Service Vet Centers*. I am providing this draft for your review and comment. I would appreciate your written comments by November 22, 2006.

Sincerely,



MICHAEL H. MICHAUD
Ranking Democratic Member
Subcommittee on Health

Enclosure (3)

PAGE - 4

Varnziel Winfield

[E-Mail: vwinfiel@csu.edu]

(Cell: 773-915-3652)

(Home: 708-880-0828)

14419 S. Halsted St.,

#4K, Riverdale, Ill. 60827

OBJECTIVE: To gain employment in an entry or mid-level Master of Social Work Position. Areas of focus; individuals and families within all age ranges and human diversities, with a specialization in collaborative planning and the securing of ancillary services from a strength based, ecological, and systems approach perspective in the best interest of the client. I also desire that this position emphasizes staff and team education and training in compliance with applicable directives, and the National Association of Social Workers Code of Ethics, as well as organizational management and supervision.

EXPERIENCE: Recently completed a two (2) year Master of Social Work Internship in the areas of mental health, and one (1) year field experience in Post-Traumatic Stress Disorder, Wraparound Process for school children and families, to include adoptive and foster parents, as well as people with disabilities and gerontology. Conducted individual, family, and group psychosocial counseling sessions, and assessments based on DSM-IV-TR criteria. Referred clients for ancillary services when determined necessary. Conducted weekly staffing of routine cases and cases of special interest. Prepared cases for Department of Children and Family Services (DCFS) action, and appeared at DCFS hearings as required.

Administered a methadone maintenance program for opiate addicted clients with special needs, including Mentally Ill Substance Abusers (MISA). Developed individualized treatment plans and drafted written and computerized progress notes. Collected toxicology specimens for testing. Billed patients under the DARTS/SARS Systems based on Medicaid Codes and types of insurance.

Managed the Dislocated Workers Program under Title III, U. S. Code, Job Training and Partnership Act. Provided client services from orientation, intake, testing, vocational assessment, on and off-site training, and job placement. Prepared documents to update clients' computer records to reflect current status and qualification for supportive services.

Researched, wrote, and published numerous printed text and audio-visual administrative and technical courses for the U. S. Government. Conducted needs assessments and served on site selection boards for program implementation. Monitored staff and student progress and implemented changes as required. Conducted trials and validation of courses prior to publication. Managed and certified accessions, attrition, input, updating, extraction, and purification of data for a computerized manpower management/pay/information system. Performed local and international travel as required by itinerary.

BACKGROUND: Many years of specialized training and experience as a social worker, intake case manager/counselor, education specialist, government contract officer representative, legal officer, personnel officer, personnel administrator, and technical and administrative course writer. Served as human affairs officer, equal employment opportunity officer, and administrator of an in/out patient drug and alcohol counseling center. Five years of classroom presentation. I am a quiet, flexible, and effective manager with a track record for the timely and successful achievement of goals and objective.

EDUCATION: Master of Social Work – Direct Practice. Master of Science in Education/Curriculum Development – (Pending thesis resolution.) Bachelor of Arts in Sociology, History, and Ethnic Studies. References, chronology of employment, and military service are available upon request.

ENCLOSURE (4)

DEPARTMENT OF VETERANS AFFAIRS
Great Lakes Human Resources Management Service @
Edward Hines, Jr. Hospital
P.O. 5000
Hines, IL 6014



Tab 7A Proposed Discharge During
Probationary Period

March 15, 2007

Varnziel Winfield
14419 S. Halsted Street, Apt 4K
Riverdale, IL 60827

In Reply Refer To: 578/05

LYDIA CLEVELAND EEO
MS. WARD

FAX - 440-717-2872

SUBJ: Proposed Discharge During Probationary Period

PH: 440-717-2861

1. This is to notify you that it is proposed to discharge you during your probationary period from employment with the Department of Veterans Affairs from your position of Social Worker, GS-185-9 and from the Federal Service, based on the following reason(s):

- a. Case 6-11-1996 SID-IL37474550, Drug Possession, County #96113241101
- b. Case 7-31-1998 SID-IL37474550, Theft/Unauthord Con, County #98131768901
- c. Case 3-09-1999 SID-IL37474550, Crim S Aslt/FT
- d. Case 11-21-1996, Disorderly Conduct, County #96140733901
- e. Case 08-31-2004, Disorderly Conduct, County #04400953901
- f. Eviction #05M401757
- g. Unfavorable reference from previous employer. Unable to perform duties of an outplacement counselor.

2. Under 5 CFR 315.805, you have the right to reply to this notice in writing and to submit affidavits in support of your reply, showing why this notice is inaccurate and any other reasons why your proposed discharge should not be effected. You will be allowed up to eight (8) hours of official duty time for preparing a written reply and securing affidavits. Arrangement for the use of official time should be made with your supervisor.

3. You will be given three (3) calendar days from the day after the date of receipt of this notice, to reply to these reasons in writing. Your written reply should be submitted to me.

ENCLOSURE (5)-(9 PAGES)

PAGE 1

2. Winfield, Varnziel
Proposed Discharge

4. If you have questions concerning this proposed action, the use of official time, the reply period, etc., you may contact me, or you may contact Joanne Wenzbauer, Employee Relations Specialist, Great Lakes Human Resources Management Service located at VA Hines Hospital Building 17, Hines, Illinois, 60141, telephone 708.202.5194.

5. The final decision to effect the action proposed has not been made. I will give full and impartial consideration to your reply, if a reply is submitted.

6. You will be given a written decision as soon as possible after your reply has had full consideration, or after the expiration of the reply period, if you do not reply.

Wayne H. Davis
Wayne H. Davis
Manager, Great Lakes Human Resources Management Service

*JBurke EEO
Flo Wilson
1-312-569-6208*

*INSPECTION
GENERAL*

ORU

1-800-488-8244

*1-708
Hines EEO: 202-7072
7068*

*IG
3 RFL Hines
1st Flow*

IG: BLOC 16

*Reprint: WASH VA HOT LINE
1-800-872-9855*

*Ms. Vanessa
Blair-Hudson*

*SAME
as IG:
VAOIGHOTLINE
@VA.GOV*

*WASH DC. + FAX: 1-800
PH: 1-800-IG 488-8244
ENCL (5) PAGE 2 FAX 202-565-7936*

APR-12-2007 12:29 FROM: 1347 MARK CURRENCY 17833333110

Tab 7B Response to Proposed Discharge During
Probationary Period

Varnziel Winfield
14419 S. Halsted St. #4K
Riverdale, Il. 60827

March 19, 2007

Place of Employment: VET CENTER, 1600 Halsted Street, Chicago Heights, Il. 60411

To: Ms. Carol Martin, Human Resources (CP5139), Edward Hines, Jr. Hospital,
Hines, Illinois 60141

Subject: Response to Letter Notification of Possible Termination of Employment
During Probationary Period Received on Friday, March 16, 2007

1. In response to the subject letter, I make the following statements: First and foremost, when I submitted my application for employment, it was not then, nor is it now my purpose or intent to mislead or deceive anyone, or to misrepresent any thing about my life or past personal history.
2. When answering the question about arrest or involvement with law enforcement, it was and is my understanding that the questions asked about the last ten (10) years, and any record of convictions that I addressed and answered according to my understanding.
3. In response to the specific items listed in the subject letter. **POSSESSION OF DRUGS AND/OR CONTROLLED SUBSTANCE.** The facts are that on a Sunday Night about 10:00 pm, I left my mother's house and was on my way to my apartment at 79th and Ellis Streets, Chicago, Illinois. I got off the bus at 79th and Cottage Grove and went into the Store, "Happy Sun Dries and Liquor to purchase toilet articles for my personal hygiene the next morning. When I left the store I was walking to Ellis Street where I lived. About a block from the store, a female approached me and started talking, asking where I was going? I said home. The female unknown to me, that I had never seen before said She had seen me before, and continues to walk along beside me and talking. Out of no Where, a car rushed to the side walk, almost hitting us, and three (3) plain clothes police jumped out of their car and rushed toward me, asking where are the drugs. I stated that I have no drugs, they separated me and the female, asking her if she had anything on her? She said no. They told her to get out of here because they are taking my "a." to jail. The officers had me up against their car searching me and found nothing. One of them said, lets look over here. They searched the area about five (5) minutes, and one of them said "I have it. They never showed me any drugs or anything else. They then took me to jail. I appeared in bond court and was released "OR" with a court date. I appeared in court and the charge was dismissed based on my testimony and the testimony of the police officer, who testified that he got no drugs or anything else illegal off my person or from me. The case was dismissed. I have never been charges with drug possession before the or since then. The testimony in court established that I was no where near any drugs as the records will show.

PAGE 1 OF 3 PAGES

ENCL (5) - PAGE 3

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4. As to the allegation of THEFT: Unless this allegation is concerning the incident at the Lawson YMCA, 55 W. Chicago Avenue, I have no idea what it could be about. I do remember on night as I was entering the lobby of the YMCA, a lady came running through the door and yelled to the security on duty that "he took \$100.00 from me. The police was called, I was searched in the lobby, and taken to the police station. I was further searched and all of my possessions were taken by the police, I had some money in my pockets, but no where near or like \$100.00. The police booked me, gave me a ticket and court date. I appeared in court, but the accuser never showed up and the charges were dropped. I was informed of the at the Court House on Belmont and Western. I never heard about the case again. Again, I had never seen that lady before or since then, and I have no idea who she was or is. The court records will also show that this is in fact true.

5. On the two allegations of DISORDERLY CONDUCT, I specifically remember one (1) that I appeared in court on in Maybrook, Ill in 2004, or 2005. This incident happened as I entered a restaurant and lounge around Austin Avenue and Lake Street. As I entered the establishment there was a line at the door. An adult male made a derogatory remark to me and we got into a verbal altercation. The manager of the establishment asked me to leave and I did. I was about a block from the place when a police car drove up and told me to freeze. I did as he said, he questioned me and took me to the police station, I was booked and released to appear in court. The manager of the restaurant also appeared in court, and told that judge that he had no charges against me. The case was dropped as to court records will show.

(a). I do not recall the exact year, in the 90's, as I exited a store at 87th and Vincennes Avenue at night, I got into a verbal altercation with some pan handlers out side of the store. I left the store and was walking home when a police officer pulled up, questioned me and took me to the Police Station at 85th and Green Streets and ran warrant check on me, and released me. I do not remember receiving a citation, or appearing in court concerning this incident. I lived at 84th and Green Streets at the time.

(b). These are the only DISORDERLY incidents I can recall, if these are not the incidents, I ask to be told specifically what they are and are about. I say this with all truthfulness and sincerity.

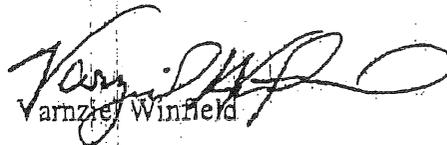
6. UNFAVARIABLE REPORTS FROM EMPLOYER(S): I have heard from several sources that I was fired and/or dismissed from my employment as a Substance Abuse Counselor with BRASS Foundation. This is totally false and untrue. I quit that job Because of an excessive work load, and unreasonable working conditions. When I applied for unemployment after leaving BRASS, I was told I "abandoned" my job. This is also false and untrue. After five months of asking for relief on that job, I was ignored. My work case load was twice that of the other employees. It was also during this period of employment that I was the only employee given a "merit" pay raise for my productivity at that job. The records of BRASS will also show this. After I told the Human Resource Director that I would not return to the job, she kept calling my house asking me to return to work. I advised her that I could no longer work there under the

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conditions discussed for the past five months. The then Clinical Supervisor Mr. Gregory Williams had also resigned his position due to working conditions as indication in his resignation. Mr. James became the new Clinical Supervisor and he always commended my work and professionalism I have had numerous contacts with Mr. James Williams since then and I have never known him to say anything derogatory about me. This cannot be said about my relationship with Mr. Gregory Williams, he never had me in his favor and he was the source of my being over worked and pressured on that job. If there are other unfavorable reports about my employment. I ask that I be informed of the source, so I can address the allegations.

7. In conclusion, I hope this reply will answer the inquiry to your satisfaction and in my favor. I submit at this point that I have over twenty-eight (28) years of honorable and faithful federal service. I have always prided myself in being a loyal and law bidding citizen. It is my deep desire to continue my career as a Social Worker in the Civil Service. I believe that I am the victim in these incidents and allegations. I also believe that there are many people who know me and who have associated with me that will testify that these incidents are out of character for my beliefs and purposes. I also believe that if my employment is terminated because of these incidents, it will cause irreparable harm to me and will be a great miscarriage of justice.

Respectfully submitted,


Varnzie Winfield

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DEPARTMENT OF VETERANS AFFAIRS
Great Lakes Human Resources Management Service @
Edward Hines, Jr. Hospital
P.O. 5000
Hines, IL 60141



April 3, 2006

A PLEASE NOTE

In Reply Refer To: 578/05

Varnziel Winfield
14419 S. Halsted Street, Apt 4K
Riverdale, IL 60827

SUBJ: Discharge During Probationary Period Decision

1. In connection with the letter of March 15, 2007 in which you were given advance notice of your proposed discharge, a decision has been made to discharge you from employment during your probationary period with the Department of Veterans Affairs and the Federal Service, based on the following reason(s):

Reasons - f & g - as stated in paragraph 1. of the notice of proposed discharge during probationary period, are sustained by a preponderance of evidence.

2. In reaching this decision, your written reply and all of the evidence developed was carefully considered.

3. The effective date of your discharge from VA Jesse Brown Medical Center is Friday, April 6, 2007.

4. Under 5 CFR 315.806, you may appeal this action to the Merit Systems Protection Board (MSPB) if you allege it was based on (a) discrimination based on partisan political reasons or marital status or (b) improper procedure. Such an appeal must be filed to the Regional Administrator, Merit Systems Protection Board (MSPB), Chicago Regional Office, 230 South Dearborn Street, 31st floor, Chicago, Illinois, 60604, no later than 30 calendar days after your discharge has been effected. If you appeal to the MSPB, your appeal must be in writing. A copy of the Board's appeal form is enclosed. Any appeal to the Board must be filed either by mail or in person. Additional information on the MSPB appeal process may be obtained from www.mspb.gov. An appeal based on discrimination may be filed with the Board only if such discrimination is raised in addition to partisan political reason or marital status.

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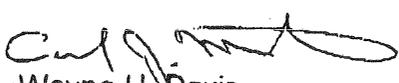
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Page 2
Discharge During Probationary Period Decision
Varnziel Winfield

5. Appeals of discrimination based solely on race, color, religion, sex, national origin, physical disability, or age, must be processed through the Agency procedures by contacting one of the Equal Employment Opportunity (EEO) Counselors through the Office of Resolution Management (ORM) at 1.888.737.3361 at any time after receipt of this notice, but not later than 45 calendar days after the effective date of your discharge.

6. If you do not understand the reason for this action, you may discuss it with Joanne Wenzbauer, Employee Relations Specialist, at 708.202.5194.

7. Your supervisor will give you instructions for clearing the station, which includes arrangements for mailing your final paycheck.

for  *A* PLEASE NOTE
Wayne H. Davis
Manager, Great Lakes Human Resources
Management Service

Enclosures (2)

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DEPARTMENT OF VETERANS AFFAIRS
Readjustment Counseling Service (15)
Chicago Heights Vet Center
1600 Halsted Street
Chicago Heights, Ill 60411
(708) 754-0340



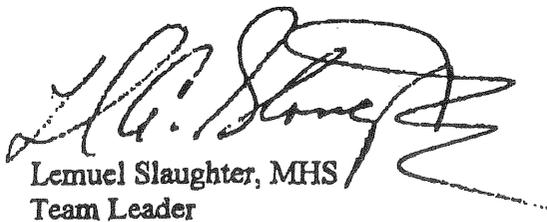
March 29, 2007

Chief, HRMS
PO Box 5000
Edward J. Hines VA Hospital
Chicago, IL 60141

Subject: Recommendation to terminate employment of Mr. Varnziel Winfield

Dear Mr. Davis:

I request termination of Mr. Varnziel Winfield's appointment during the probationary period based on Pre-employment issues (eviction from a rental property, and an unfavorable report from a former employer), and unsatisfactory performance. Mr. Varnziel Winfield has been cited for repetitive tardiness, and frequent use of unscheduled leave. This action will be for the efficiency of the service.


Lemuel Slaughter, MHS
Team Leader

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"Keeping the Promise"

AD

DEPARTMENT OF VETERANS AFFAIRS
Readjustment Counseling Service (15)
Central Region, Region 2 (10B/RC2)
1 Jefferson Barracks Drive
Building 50, Room 2N-66
St. Louis, MO 63125
(314) 894-5717



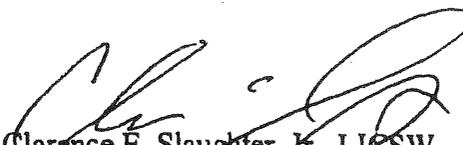
March 14, 2007

Chief, HRMS
PO Box 5000
Edward J. Hines VA Hospital
Chicago, IL 60141

Subject: Recommendation to terminate employment of Mr. Varnziel Winfield

Dear Mr. Davis:

I request termination of Mr. Varnziel Winfield's appointment during the probationary period based on Pre-employment issues (arrests, eviction from a rental property, and an unfavorable report from a former employer). This action will be for the efficiency of the service.


Clarence E. Slaughter, Jr., LIESW
Regional Manager, Region 2
Readjustment Counseling Service

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"Keeping the Promise"

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