

To Mr. President Barack Obama/Congress

My name is Halley Crumb and I am responding to the report that I received from the OSC in regards to the Laboratory practices at San Francisco Medical Center, Department of Veterans Affairs.

Since this report was filed I have been retaliated against in a direct and indirect way, it cost me my employment since I have given this information to the OSC. I feel that the persons named in the report such as Gina Torres, Howard Leong, Mrs. Diana Nicole and James Palisoc should not be employed with the Department because of the Tactics they used to save money (Gross Mismanagement) and Favoritism and Singling out! Their experience and expertise in the Laboratory should have been enough education to know that it is not sanitary to dispose of these samples in the drain regardless of the PCV pipes. The urine's were collected from patients with a variety of contagious diseases and the medication that these individuals used are psychological and physical medications that do not filter through the water recycling process.

The urine's are to be disposed in a biohazard container that is available to all Laboratories for this reason. The biohazard companies weight the containers and charge by the weight in which the weight was always low due to us dumping the contents of the urine's in the SINK then putting the EMPTY container in the BIOHAZARD CONTAINER. The Laboratory Department would come in under budget every year for several years.

Gina Torres would get a step increase every 52 weeks going from a GS-9 to a GS-11 within a five year period (records will show the increases)

The other supervisors were Arney, Rene, Daniel, Gina (three times) Richard and then James. Each time Gina would replace these supervisor she would get their grade status the other supervisor would never complete the 52 weeks required because they would force out of the responsibility by (Gina Torres and Howard Leong) stating that they were incompetent these individuals had degrees and were treated like crap!! Undressed and intimidated by Gina Torres in front of everyone in the Laboratory. These tactics were used on me and when I would report this to EEO Officer Lynn Hart she would in turn tell Mr. Leong and it would get back to Gina Torres which created a Hostile Environment.

Gina Torres and Howard Leong have a very special relationship, so when Gina put forth the idea to hold these urine for several days the staff was sent an e-mail in regards to the changes, and most of the older staff members did not agree but were AFRAID to disagree!

The staff stopped wanting to dispose of these urine's so they just piled up (see E-mail that I sent).

The urine's that are spoken about in the report are the ones that we received from the CBOC clinics does have a tablet in them to preserve the urine while in transport. The urine's that I am speaking about are the immediate collect and the 24 hour urine that does not come with the preserver, due to the change in test. There a millions of test that we do in the Laboratory, in the report they said "there reason was because of a Drug screens and mislabeling!?"

In the Laboratories I have worked in such as Stanford Hospital and Lodi Memorial Hospital is to dispose of the specimen and call patient back to laboratory at their convenience and recollect the specimen. In today's technology the patient could also be tested at the facility they are housed in or in the clinic, it is not a very good excuse for putting us at risk with airborne pathogens such as MENINGITIS!

At the present time I am injured with Lumbar Radiography, Adjustment disorder, Anxiety, and Depression because of telling the truth. I am no longer with the Department and was told NOT TO TELL ANYONE WHAT HAPPENED, and the agreement that I signed was under great distress!! I was threatened with the fact of me not receiving RETIREMENT if I told anyone about this situation. I currently owe thousands of dollars to mental health doctors because of the discrimination and retaliation of the PEOPLE INVOLVED IN THIS CASE.

I was told that I cannot EVER WORK for the Department of Veteran Affairs and that I cannot be employed at a Laboratory again. In distress I wrote to OSC and complained about the treatment but they said that it was to indirect to prove!! I GAVE UP and the Department started to CLEAN UP!! At the end of the day, the Chief of HR Mrs Lori Connell was retired, the Assistant Director of the hospital was reassigned and the Nurse Practitioner Mr. Alphonso Vajarrhar(?) left the Department of Veteran Affairs and I am injured for LIFE!!

Reasonable Accommodation was used as a form of Retaliation and I was sent to the Linen Room pushing and pulling 800 pounds carts of laundry! I was sent back to the Laboratory in the same hostile environment and was instructed to walk a mile to the Workers Compensation office while under modified duty by James Palisoc, on October 07, 2011!!

The Investigators that were sent were bias in their options and the full staff was not instructed to give and interview. The persons that were chosen had the least of seniority; the staff was chosen very carefully to be interviewed.

In conclusion Mr. President this is an OUTRAGE that I have been taking care of the people I Love "Veterans" to the very best of my ability which was very good ( outstanding customer service for 8 years) and I was treated like I am inferior by my CHIEF OF STAFF ( MRS. NICOL) CHIEF OF LABORATORY( HOWARD LEONG) LABORATORY MANAGER (GINA TORRES) SUPERVISOR ( JAMES PALISOC) for these individuals with these TITLES did not know that what we were ORDERED to do could harm us as well as the ENVIRONMENT is just not acceptable. The same persons are still there and are waiting for this to GO AWAY and make others employees SICK!!

Please Mr. President the appropriate persons become responsible for the actions of the Laboratory and their decisions instead of the Technician that did not agree with the urine storage changes. Most importantly the investigation team should want more information for more workers than 3 out of 23+. I was discriminated by skin color and my ability to know my job well; have passion for the Veterans that I served.

Discrimination is not allowed and that ABUSE OF AUTHORITY is not the way of the Department of Veteran Affairs or any other branch of the UNITED STATES OF AMERICA.

Thank You for your time,

Ms. Halley Irene Crumb

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