

February 9, 2009

Dear Committee Members:

I am speaking in favor of this bill—

I have been a CT state employee for almost 26 years and have never had any allegation, incident or disciplinary actions against me. In fact, I have letters of recommendation from Commissioners, judges and private contracted service providers. As a matter of fact several members of this committee know me. I come before you with validated and documented incidents of bullying in the workplace.

Currently, I have a manager- who administration was cognizant of abusive behaviors--yet did nothing to rectify the situation.

When I was rehired by the state after having my title eliminated and subsequently laid off in 2003--I was rehired into a fiscal position. There were no problems with the original fiscal Director; however, when he retired problems began with the manager who was hired in his place. I met with her and her supervisor to see what could be done --- she was continually altering working files after I had done my tasks and it seemed as though I had not done what was asked of me--It became so bad that I made daily hard copies to prove what I had done; however, nothing was accomplished. I was told I needed to "work it out".

I realized I needed to leave the agency-and did so by taking a job that I had no experience in -- but had passed the exam. I did not pass the working test period for that position; however, I had hoped that another person would have been hired and that upon my return I would be assigned a different manager. I received a letter from the Director of Human resources from this agency -- indicating that I was to report to a different manager--and had met with that person and the HR director on my first day of return. I was told I would not work for the previous manager and not to worry that they understood this was a bad combination. In addition---I have been "stalked" by this same manger -- while I was NOT under her supervision to the point that the "new" manager (prior to Aug 2008) asked if I would mind changing where I parked my car--so the old troublesome manager would not see where I parked and question my whereabouts.

In Aug 2008 I was transferred back to this manager--and that's when the bullying began again. In short, I have had to produce "Dept of transportation reports and my father's cell phone telephone bills to validate the reason why I was 15 minutes late one morning--no other staff have ever had to do this, and I was called a liar-at a step one grievance hearing when I said I did not have

my personal cell phone---as mine would not hold a charge-- (There is NO state or agency policy governing the use of personal cell phones). In addition, this person had even gone so far as to deny me union representation at the disciplinary counseling for coming in 15 minutes late that one time. This manager was so inclined as to also write "minutes" of this disciplinary meeting and reiterate her denial of allowing me union representation on agency letterhead, yet the agency still did nothing.

When I was transferred to this unit (Aug 2008) I was given new assignments which I have never had before--Her instructions to me have been proven to omit certain "steps" for the correct completion of the new tasks/assignments. The latest incident involved her coercion of staff members to put in writing false statements concerning violence in the workplace issues. I know these were coerced and embellished since one staff member confided to me and my union steward that she did this because she "feared for her job" and had to work with this person.

These issues are currently slowly being reviewed---and as I am a tolerant and prudent person I trust that the agency will understand the errors of its ways.

I firmly believe that TWO wrongs don't make a right. However, the current system fails insofar as that it allows management to investigate management - that' s like having the fox watch the chickens----there was no resolution regarding the initial discussions I had with her and her supervisor in 2004. As you can see--this can cost the state money.

I'd let my state service record speak for itself---but it appears that no one was listening. Having been a statewide Management Analyst 2 for almost 20 years prior to the lay off in 2003 (and having first hand experience at being bullied in the workplace) I am also requesting to be part of the committee for the solution of such issues. If this committee wishes to either view my documentation or speak with me further, please feel free to contact me and thank you for your time and consideration.

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