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Re: Things at PACT are deterrating rapidly

Sunday, June 29, 2008 5:12 PM

From: "JKMGoodman@aol.com" <JKMGoodman@aol.com>

To: david_pgriffin@yahoo.com

David, I haven't forgotten this & am not ignoring it ~ I just have a supremely over packed schedule & responsibilities this month & early July ~ . I will read it as soon as I get a second to do exactly that ! Jackie

In a message dated 6/23/2008 8:16:46 A.M. Central Daylight Time, david_pgriffin@yahoo.com writes:

Dear Jackie,

Stefan and Pam had assured me that you are a good person and will listen to what I have to say.

Things at PACT are deterrating rapidly; it is a very hostile work environment now. I am not sure with all these new changes that Garry and Linda have planned are, but it is very obvious what their plan is when Linda, leaves a book titled. "How to fire your employee's and not get sued" lying around.

The morale is the worst I have ever seen it and Linda's treatment of the staff is terrible. She has personally attacked my person hygiene and me. And regardless if the allegation is true or not the unprofessional like conduct that Linda has shown; is truly the problem. She is trying to blame the incident on Maria who had nothing to do with it. She has brought Maria to tears several times. Linda cannot take responsibility for her own actions. She has to blame someone else. I have attached a file that has some of my concerns in it. I would like to sit down and speak with you about these concerns at your earliest convenience.

I only have one question that you maybe able to answer for me. What is the average age in the company at the present time and what will be the average age of the new Channel Austin, in July?

Sincerely Yours,

David Griffin,
Equipment Manager

TO: Daniel Scardino:

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PACT Management: Garry Wilkison, and Linda Litowsky
PACT Board of Directors: Cathy Beaudoin, Jackie Goodman, Celia Hughes, Emanuel Limuel Palomo, Daniel Scardino, and Deborah L. Hill

My name is David P. Griffin, I am the equipment manager with PACT although we have met several times and yet never had a chance to have a real conversation and I truly regret that the first time we have communicated it has to be on this subject.

Under Texas Law, I cannot simply quit in protest over the hostile work environment that myself and fellow PACT employees must work with every day.

First I have to let the powers that be know of the problems and then give them an opportunity to correct them. Since, PACT has no HR person, something I complained about when I first stated with the company, and my complaints are about Management, Garry and Linda. This forces me to contact a board member. Now, that the situation has deteriorated to Linda making embarrassing and rude comments about my person hygiene. I truly do not know where else to turn.

At this time I know the board is considering drastic changes in PACT staffing and methods of operation.

I feel the backlash from the Producer population has not been considered enough. The Producers feel cheated because they can never get equipment. Linda constantly has camps, and TX Addition and other projects that are taxing the resources of PACT for herself. This has not gone unnoticed.

With the morale of the staff being the lowest I have ever seen it, the producers about to riot, and let's not forget the incapacity of the City. I do not see that these problems can be corrected unless management is replaced.

I truly fear that Garry and Linda are going to or already have manufactured reasons for cause to fire me. All I can tell you is I have given this job all I could and at this time I just want to wipe of the stain of working for Public Access Community Television from my career and go back to the film community.

I have several shows and idea's for shows and I enjoy Public Access Community Television as a concept and would like to continue to contribute. I have enjoyed working for PACT; I have met and made friends with many producers and have many opportunities to work on their shows.

That is why the way I leave is so critical; regardless of who has the management contract for PACT I do plan on using these resources.

So, I am asking you as a board member, a lawyer and a man, how would you suggest handling the situations I have pointed out in my attached letter?

Sincerely Yours,

David P. Griffin, Equipment Manager for PACT

To Whom It May Concern:

My name is David P. Griffin; at the time I am writing this letter. I am currently working as the Equipment Manager for Public Access Community Television. I am quite concerned about my future.

My employer has announced there will be corporate restructuring and there are roomers of lay-offs. I fear that I will be laid off or fired for cause.

My employer's behavior in the last four months, since my review has given me every indication that they are looking for cause to fire me.

I believe the wheels fell off on March 25th of this year. My annual review was the most disappointing thing I have ever gone through. Statements were made that were just not true. I did not agree with my evaluation and I refused to sign my evaluation at first but under the fear of loosing my job I signed.

This was the first time I felt intimidated by management (Garry Wilkison and Linda Litowsky). Things rapidly deteriorated from that point.

A shipment of new equipment came in from Time Warner and while unpacking I pointed out that there was one camera that had no lens. Garry immediately accused me of giving him wrong information prior to ordering and this mistake was on my head. He became very defensive. He made this comment with several of my staff members present. I was totally taken back by his behavior. He then went

to his office grabbing up some documents. By this time I was in the equipment room with my staff members unpacking and recording the serial numbers of the new equipment. When Garry burst in and threw the documents on the table. Stating, "It's your mistake you gave me the wrong information", Once again embarrassing me in front of my staff. I felt it was very inappropriate for him to chastise me in front of the equipment room staff (Josh, Ross and Brian). He was bound and determined to get me to admit in front of every body that I was wrong and he was right.

To stop the public humiliation knowing I had documents of my own proving that the cameras I requested came with the lens the manufacturer and the store descriptions both said with lens. (Please see attached copies).

At the end of that day I went to Garry privately in his office with my proof. I showed him my documents pointing out that they all state with lens. Stated that I was not mistaken and tried to speak with him on a one to one basis. He totally froze up and told me to get out of his office.

As I was leaving he told me "I was stubborn and I could not admit to my mistakes." I did not respond I kept walking. I made no mistake. I am not saying that I have never made mistakes and I would gladly admit to the ones I have made. But, I did not make this one. Since this incident there have been several more incidents that have been reported to me by my staff. That Garry was making comments that I was suppose to do something and didn't. Example: Wrap cables in the mini-studio using a certain technique that requires special materials. According to my staff Garry accused me of not doing this job.

However, he near asked me to do this job. He never purchased the material that would be required to do this job. There was a contractor that was in the building that had signed a contract to do that job. So, why is Garry trying to mislead the staff about assignments that where never assigned?

At this time the lens issue has never been dealt with. PACT will have to pay approximately \$ 3,000.00 regardless of whose error it was. No matter who was responsible PACT is a small company, a non-profit and this is a really big deal. Equipment Repair: Part of my responsibility is to maintain the equipment. Garry Wilkison has asked me to take two pieces of his personal equipment over to get repaired. Stating that he will pay for it out of his own pocket. But, on paper work it says: "Owner City of Austin". Which would mean that City of Austin funds were paying for repairs on this personal Panasonic Deck that does not belong to PACT. (See Attached Quote from Telstar). When I questioned Garry about this he stated that it was an oversight and he would write a personal check for it for \$ 1,100.00, the amount of the quote.

Linda on the other hand does use the same vendor. I have taken her equipment, she makes it quite clear that it is hers, writes a check to the vendor and does not co-mingle in anyway.

I find Garry's activity highly suspicious and I fear I will be blamed for the misappropriating of PACT funds.

Linda Litowsky:

On June 11, 2006 at 5:30PM. I went into Linda's office to ask her a couple of questions. Before I had a chance to utter a word she said she had to tell me something and it was personal. I asked her what? She informed me at that time that I stunk and my personal hygiene was intolerable.

She made this statement several times. I apologized to her if I offended her. I have never had my personal hygiene questioned before ever in my life. I was very embarrassed after our meeting. I immediately went to three other staff members and asked their opinion of my personal hygiene at that moment. Nobody had the same opinion as Linda Litowsky did in her office not two minutes earlier. The employees are Maria, I who sat next too most of the day in a staff meeting. Brian, he and I share an office. Stefan Ray I had been in his office earlier that day working on the equipment list. Linda came into talk to us. Later that day when she was telling me I stank she pointed out being in Stefan's office earlier. When I got home I asked my wife her opinion and she felt it was unjustified, as did everyone except Linda. I can only take this personal attack as yet another cause for me to

be fired.

This is a perfect example of the creation of the hostile work environment that I am currently working under today.

This hostile environment does not simply end with Linda, it is being carried on through Garry as well. I had received an emailed from Garry asking for some personal equipment that I had returned to him years prior. I searched around the office for this equipment and discovered a camera a tripod and three batteries missing from inventory.

I initiated an investigation. I spoke to all personnel that had access to where this equipment is stored. Garry was working at home. I called him to ask him since he has access; if he had any knowledge of the missing camera? Once again he got very defensive very quickly. I assured him that I was not accusing him of anything. I was simply talking to everyone that has access.

At that time I changed the conversation by reporting to him that a camera was missing and I was doing everything I could to find it.

Since I am one of the people that have access and have checked out this equipment in the past. I feel I will get blamed for the missing equipment.

Yes, I am the Equipment Manager and I will take full responsibility for the theft that took place on my watch. But, I will not take any responsibility for the camera I do not have it I did not take it. (I truly feel that management has taken it to sit me up for cause. This particular camera can not be used for any professional use what so ever and of all the cameras owned by PACT, it is the least wanted by anyone that knows equipment.)

Hostile Work Environment:

While speaking with my co-workers they all complain that their reviews where just as bad as mine. Maria flat refused to sign hers stating it was just not true. The staff has constantly been asked to put in more hours and assigned projects with unrealistic deadlines. Due to the fact that we are open to the public we have many mentally ill producers. Most of the time when they are on their medication they are very well behaved. But, one in particular Mary Alshire, has verbally abused every staff member accusing them of sabotage, she is quite paranoid the staff and I have complained about Mary for several years.

For whatever reason Management has totally taken her side and fired staff for complaining about her. Russell Clark's freelance contract was terminated after he complained about Mary. Mike Ness quit after his last conversation with Mary and management would take no action to defend him. Susan Stein quite shortly after a conversation with Mary and management and now I can add my name to the list of casualties that Mary Alshire has caused PACT to loose good employee's.

The fact that management allows this person to terrorize staff and destroy morale. When a simple 30 to 90-day suspension, which is the normal procedure in these situations should have taken care of Mary and made her respect the staff. This was never done she was always given just one more chance.

I was singled out as one of the few people that Mary was able to deal with. If I am not there she will not edit. There are times that I can deal with her and there are times that I can't.

I have told management my situation and they have never given me any support. I feel sure that if you would speak to the other staff members on her casualty list they will be happy to tell you their stories.

Bob Bartley: Is an older white gentleman that had been in television for many years and was PACT's weekend staffer. I was ordered by Linda to go fire "The Old White Guy." She constantly makes racial comments about older white men (which I am). When I am interviewing new hires. I have been told not to hire any more white men. I assured her that I was not bias in anyway, and I would recommend for hire anyone that showed up and was willing to do the job for the incredible low pay that we where offering.

I have felt insulted many times as Linda would go through the office bragging about how she got a new "Black" in tern. Her obvious hate for white people was made very clear to me several times in various comments such as these.

Back to Bob Bartley: Bob did have several deficiencies he was part of the old

management staff when we first took over the facility the place was in bad shape and this person was poorly trained. I started working with Bob and I changed his schedule to have him working mid week so I could work with him more closely. Bob did improve. Although Linda had made it clear to all that she was out for him.

I was told to keep a log of all his mistakes. After a couple of verbal warnings he was asked to leave. I truly felt terrible because Bob was really trying and management just saw an old white guy and just wanted him gone.

I do feel that Linda is very racist. She is very bias against the male gender especially old white men like myself and I feel this is a factor in the reason I am being persecuted at this time.

Latino population feels persecuted by this management (Garry and Linda). Isidoro Lopez, Sr. (producer ID 6611) was returning his microphone and cables from his live show. He sat the mic on the counter and it simply rolled off onto the floor and broke.

I took the mic to Garry explained to him what happened. I was told that even though it was an accident he had to pay for the damage. That is the policy regardless the circumstances if a producer damaged equipment he/she has to pay for the repair.

Several months later a microphone was presented to me by one of my staff members. Attached was a trouble report (this document is used to record problems with the equipment).

In the area that says explain the problem. Was written simply, "This microphone exploded." With no further explanation now in the twenty – seven years I have been dealing with broadcast equipment I can tell you with expert knowledge.

Those microphones simply do not explode. I understand the white woman who dropped the microphone, which caused the damage I saw. "It did not simply explode". I took the microphone and the trouble report to Garry and Linda both. Showed them the damaged explained the situation. I understand the producer in question has been very ill lately has been through cancer treatment and should be given a great deal of leeway with her conditions she still was coming up doing her show.

Still this does not excuse her from destroying PACT property that cost a \$ 175.00 repair.

Both incidents where accidents but the Latino was made to pay for it and the white woman wasn't? This shows the inconsistencies in upholding their own policies.

This is not the only example of their biases.

Gloria Morales, a Latino producer that has special needs. Gloria has a good heart she has never been unkind to me or any of my staff. She is not technical inclined and the equipment truly is a challenge for her. As the equipment manager and most experienced staff member. I am often called on to tutor or work closely with producers that have problems. Our business is very technically complicated. Some people just want to be in front of the camera and some people just want to stay behind the camera. Gloria was the kind of person that just wanted to be in front of the camera. She tells us she has a head injury and her ability to learn has been compromised. I have to show her the same action multiple times. But her skill level was improving slowly. After helping Gloria on my own time in my off hours. Linda and Garry at the end of a Fridays Directors meeting, told me and Steve Durchin, another staff member that has also been helping Gloria with her show. That we could no longer help her, it looked improper like we where giving her favoritism. They also said that on our own time we where free to do anything we want. But, it was implied directly that if we continued to help her we would be in trouble.

So Steve and I informed Gloria that we would no longer be able to help her. She was very disappointed and stated that she thought that was what PACT staff was here to do. I told her I agree but have to follow orders. Linda has made it very clear to all staff members that she has it out for Gloria. She is looking for any excuse to permanently ban Gloria from using the PACT facility.

Last Friday, Gloria came in to speak with Linda. I am not sure what it was about. I leave early on Friday's and was not present at the time. But, later that evening

several staff members called and told me about the confrontation that Gloria and Linda had.

They told me that the ladies where yelling quite loudly at each other. Gloria brought up the fact that staff was no longer allowed to help her. Linda denied that she had ever told us not to help Gloria and staff could do what ever they want on their own time. It simply is not true, now Linda is destroying our creditability with the producers by denying that she did not want us to help.

I can only speak for myself. I was in fear of loosing my job if I continued to help Gloria. Also, it is totally unprofessional for Linda to be raising her voice to anyone. There should never be a cause for Linda to loose her temper unless she has an anger management problem?

While taking inventory of the Avid Dongal a small device that costs approximately \$ 700.00 each (if my memory services me right). Avid is very expensive software that has a very steep learning curve. Garry and Linda or really big fans and the company has spent 10's of 1000's of dollars on Avid equipment and software. We are primary a Final Cut house and to spend this kind of money just because Management prefers it is not cost effective. Less than ten producers work on Avid out of the 450 (approximately) producers that we have. The bulk cut their projects on Final Cut Pro. The inventory came up short two of these Dongal's. When I questioned Garry about the missing Donegal's back around February during the first week of the month. He informed me that Linda lost one several months back. I am not certain she ever replaced it?

The second one was sold to a board member Cathy Beaudoin, who owns a post-production company here in town and uses Avid equipment. I personally felt that it was inappropriate for equipment purchased for PACT to give access to the producers. Was being sold to a board member giving that board member a non-profit discount. I am not sure what else has been sold, but I feel there could be much more that I don't know about, and this may need to be further investigated.

The A & P Money and Donations: I am not sure how it all started, but the Austin Music Network, which at this time was a city access station that was housed at PACT. There was a city grant to help pay for the co-mingling of the two city entities in the same building. All though the Austin Music Network soon went belly up and all the assets from the network was transferred to PACT including this grant. Garry and Linda went on a buying spree, new computers for their selves, several items that the office truly did need. I was asked to keep 3 inventory lists.

List 1 was equipment owned by Time Warner.

List 2 was equipment owned by the City of Austin.

List 3 was everything owned by the corporation known as PACT, including all donations.

I was told by Garry, that anything on the PACT assets lists would be taken with PACT if they lost or finished the contract;

This includes all donations; you would be surprised of all the good useable equipment. Thousands of dollars worth that are donated to PACT.

Corporations and people donate this equipment, with the understanding that it will be used for the Public's good not donating it to Garry and Linda personally or to PACT. I personally see this as a major problem. I do not believe that the people donating understand the dynamics of the management company and I feel this is just plain fraud.

David Fitzpatrick:

The last black employee we had was David Fitzpatrick, he is the weekend night security. He is the last full time/part time employee with benefits and he has been put under my supervision as part of the equipment room staff. I sign his time sheets and forward them on to Linda's box for approval, from there it goes to the bookkeeper for payment. There have been several incidents where David Fitzpatrick did not get paid properly. Linda has threatened me and other staff members stating that if we do not have our times sheets filled in properly we will not get paid. Although we are salary with no over time on a fixed payment schedule; and according to the TEC; it is unlawful not to pay a man that showed up for work did his work and expected to be paid on his normal pay schedule. This

recently happened on pay period 5.25.08. David called me at home on Saturday morning complaining that he had not been paid. I had told him I did not understand why he had not been paid, I signed his time sheet it was accurate to my knowledge. I would look into it first thing on Monday. Monday I contacted the bookkeeper asking her what was going on. She was told by Garry and Linda not to pay any one that she did not have a time sheet for. So, she was following orders. When I asked her to show me his time sheet she produced it, it was signed and dated by me and Linda. When I asked her why was it not processed? She said she did not have it, that it had been in Linda's office and Linda had never given it to her. Deliberate withholding of a paycheck from an employee that did nothing wrong is flat illegal. How can I make this company follow the labor laws? So, I think at this point you should have a good understanding of the hostile environment I am working in. I feel that Garry and Linda have turned into their predecessors and Public Access Community Television has a troubled future. I am writing this letter in an attempt to help my staff and co-workers. I feel the producers are the ones who are truly getting short changed.

David P. Griffin
Equipment Manager for Public Access Community Television

Background:

Public Access Community Television is a very unusual work environment. It is very stressful we broadcast three cable stations (channel 10, 11 and 16) on Time Warner/Grande, these are open to the general public as a free speech forums. We deal mostly with activist groups, which we call producers. We are in a city owned building working on a City of Austin contract to provide management services and anytime you have to deal with the city and building services the frustration is great. The previous PACT management vendor was there for over twenty-five years. Ran the place into the ground through neglect and then eventually lost the contract and went to jail for stealing over \$ 300,000.00. When the current date management took over the place was in shambles. The conditions of the television station were dreadful the equipment was old and obsolete. The stress level increased under the conditions I just stated. But, great progress has been made in the last two and a half years.

Subject \$ 105.00

When I arrived at work this morning. David Fitzpatrick asked me what is this \$ 105.00 doing here?

He opened the second drawer down in Maria's desk and said "Are you guys trying to set me up as a thief?" In the drawer was a \$ 100.00 dollar bill and a \$ 5.00 bill. So, I put the money in an envelope and put it in Linda's box. I asked him what he meant by the question and he handed me the new schedule. Then David, asked what does this mean for me?

I asked him has management spoken with him about this matter? He said no that he was told I would speak to him today. I told him I truly had no idea what the future would bring for either of us. Then David said "I worked for this company for 3 years now. I found out that my job hours are going to be cut in half or end all together and I had to find out via an email, the same email that every producer I know gets. Some producers have asked me what does it mean and I don't know

what to tell them?"

I told him I know we have over paid you, under paid you and flat not paid you on time, for no apparent reason. It is a sad day when you have to find out that your job is ending in this embarrassing manner. I apologized for not having more information for him and I referred him to speak with one of the two of you directly, because I have no answers.

Sincerely Yours,
David Griffin,
Equipment Manager

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