



OREGON AREA FIRE/EMS DISTRICT

131 SPRING STREET, OREGON, WI 53575

Phone: (608) 835-5587 Fax: (608) 835-8342

Village of Oregon • Township of Rutland • Township of Oregon • Township of Dunn



DATE: July 31, 2007
TO: Jason Gonzalez
FROM: Chief Bloom
RE: Notice of Discipline

This is a Notice of Discipline for an incident involving phone calls to a member of the District from the Oregon Area Fire & EMS District station.

This incident involved three members of the District who made unwelcome phone calls to another member. The phone calls were made late at night and during these phone calls sexual explicit questions were asked of the member who had received the phone call. This incident has been determined to be sexual harassment and a violation the Oregon Area Fire & EMS District Workplace Harassment Policy.

Discipline for violation of this policy will be a 30 day suspension from the fire department beginning at midnight on July 31, 2007 and ending at midnight on August 30, 2007. You will also be required to review the VFIS Sexual Harassment training video and discuss this training with the Chief on your return from the suspension. You also must prepare a letter of apology to the member who received the harassing phone calls and give that letter to the chief. The chief will deliver the letters to the member.

Please sign this letter of discipline below after reviewing the details.


Chief David Bloom


Jason Gonzalez

Cc: Personnel File
Joint Board of Commissioners
District Board of Commissioners



OREGON AREA FIRE/EMS DISTRICT

131 SPRING STREET, OREGON, WI 53575

Phone: (608) 835-5587 Fax: (608) 835-8342



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DATE: October 22, 2007

TO: Jason Gonzalez

FROM: Chief Bloom

RE: Notice of Discipline

This is a Notice of Discipline for multiple EMS shifts that you have not shown up for and never contacted an OIC to indicate that you would not be reporting for the assigned shift.

There have also been several shifts, which you were assigned and the shifts were changed in the EMS Manager Program without notifying an OIC. These shifts were changed using a manager password, which you should not have access too but it appears that you may have acquired a password in some way. You claim that you do not have a password but no one else would have an interest in changing your shifts.

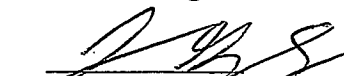
The dates and hours that you have missed without notice since you returned from the 30 suspension are as follows:

| | |
|--------------------|----------|
| September 1, 2007 | 12 hours |
| September 2, 2007 | 12 hours |
| September 16, 2007 | 4 hours |
| October 14, 2007 | 12 hours |
| October 15, 2007 | 9 hours |
| October 20, 2007 | 12 hours |
| October 21, 2007 | 12 hours |

I have reviewed, with you, the serious position that you put the District in when you do not show up for a shift and you are part of the crew to make the ambulance legally staffed under Wisconsin Statutes. You have been warned that the next time you are late or miss a scheduled shift in the next six months you will be dismissed from the District as paid-on-call employee.

Please sign this letter of discipline below after reviewing the details.


Chief David Bloom


Jason Gonzalez

Cc: Personnel File
Joint Board of Commissioners
District Board of Commissioners

October 29, 2007

Ms. Elizabeth Stetzer
Firefighter/EMT
Oregon Area Fire & EMS District
131 Spring Street
Oregon, WI 53575

Re: Apology

Dear Elizabeth:

I want to sincerely apologize for the inappropriate phone call that was made to you by Miles Kading, Matthew Ingham, and myself as well as my part in the incident. I was not aware that you had been called and my comment was not directed at you, but rather was directed at Matthew Ingham. Though I did not intend for you to hear my comment, the comment itself was inappropriate and there was no place for it at the workplace. I also apologize for not stopping Matt Ingham and Miles Kading from continuing to talk to you inappropriately once I was aware that you were on the phone. As the most senior member of the department in the room at that time, I should have put a stop to the conversation immediately and not allowed it to continue in the direction it went.

I am sorry and apologize for my part in making you feel uncomfortable.

Sincerely,



Jason Gonzalez
EMT-Intermediate Tech
Oregon Area Fire & EMS District
131 Spring Street
Oregon, WI 53575

Cc: Chief David Bloom
Personnel file