

The Bullying Continues.

I've been posting a few pieces recently about my current involvement within the bullying environment with my current employer and with certain individuals in particular. This bullying is being nurtured, supported, condoned, however one chooses to look at it, and it has resulted in not only a book by this author, but further retaliation and bullying by the employer (yes, as was to be expected..., somewhat).

These acts of retaliation came in the form of two recent "behaviors" on the part of the employer, acts which I (and perhaps others) interpret as further bullying behavior, to punish the "victim" (and I refuse to ever see myself as a victim to some other asshole's bullying behavior) or target.

The first of these behaviors happened back on August 3rd, 2011 when only minutes before I was to leave for the day I was presented with the following document:



State of New York
Andrew M. Cuomo
Governor



Office of Mental Health
44 Holtzner Avenue
Albany, New York 12229
www.omh.ny.gov

Hand Delivered

August 03, 2011

Alexander Holiday
[REDACTED]

Dear Mr. Holiday:

In accordance with Article 33 of the CSEA contract, this is to advise you that the Office of Mental Health has obtained information which implicates you as a potential subject for discipline.

In order to determine if discipline is warranted, you will be required to submit to an official interrogation. You have the right to have either a union representative or a private attorney of your choosing present during this questioning. **If you choose to be represented, it is your responsibility to make those arrangements.** We will tape record this session and provide you with a copy of the tape at the conclusion of the meeting.

Please report to Central Office Personnel Services, 7th floor at 9:30 a.m. on Tuesday, August 9, 2011. Your attendance is mandatory. Please understand that if you fail to appear as directed, you will be considered insubordinate which could result in discipline beyond that which is already being considered.

While we cannot reveal the subject of the interrogation beforehand, please feel free to contact this office if you have any questions about some other aspect of this process.

Sincerely,

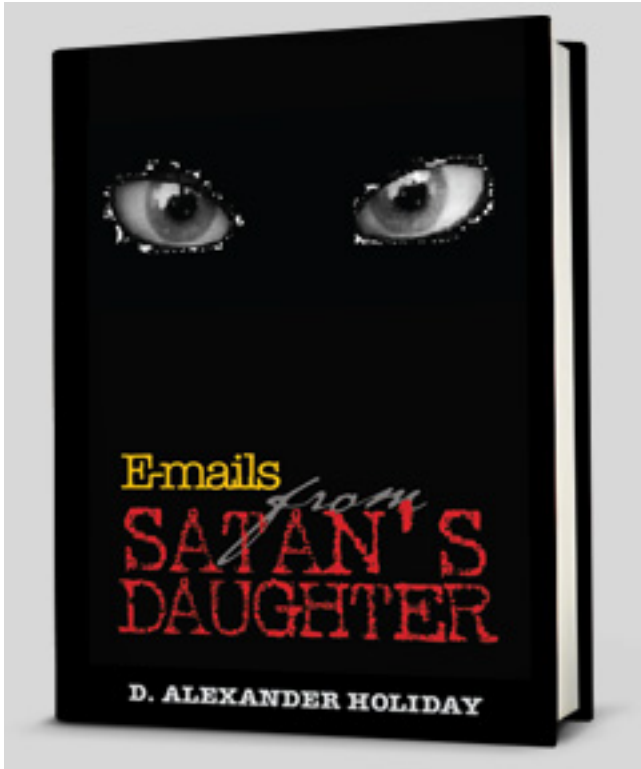
Barbara Forte
Acting Director of Central
Office Personnel Services

Attachment: Statement of Employee Rights

The word that stands out most in this document is the word "interrogation." I guess someone believed that I, a wordsmith myself, would be somewhat intimidated with the use of this word. I wasn't. But, I was worried or anxious about what this was all about.

I could only suspect two (2) primary things, my “excessive” use of the internet during work hours (even though I was only using the Internet during “down-time” and there is a lot of this down-time throughout the day..., after all, I am a State worker and everybody knows...). My only other concern would be about if this was about my new book, *E-mails From Satan’s Daughter*, my recent (this one made number five published) book about my very immediate bully but it would include some of my bullies and monsters from the past.

Here’s the book jacket (again):



Exciting isn't it? My publishing team at Xlibris did a great job, with input from me and from my initial concept for my new book jacket, with getting me very close to what I could and would accept for my new jacket. For example, in my initial concept, I had done the work on the eyes (to how they now appear) but Xlibris, at first, did not have those eyes look as they now do, so we went back and forth until I got nirvana, what I want [ed].

They also provide a poster (5) of the book jacket, as they had done with two of my earlier books.

More on this a little later. But, keep in mind, the jacket is blown up to poster size. Back to this first document from the other bullies, remember, they are defending one of their own.

On the morning of the “interrogation,” I put up on my cubicle wall, alongside the two other posters for books, *All The Killers Gathered: poems for my daughters* and *In The Care of Strangers: The Autobiography Of A Foster Child – A Memoir*, my recently received poster(s) for this latest book and then I went off to my early morning meeting in Personnel.

The interrogator, one Kevin Honikel (Assistant Director Investigation Unit), along with the Assistant Director for Personnel, Paul Connolly, were present for the employer and along for my side were my President and Vice President for our Union Local (both of whom are people of color I’ll mention here).

The “interrogation,” as it turned out, was in fact about this new book. Boy, was I relieved to discover this. There should never be any greater joy for a writer than to see his or her work published and then for others to want to talk about it, that very book.

We all, mostly myself and Mr. Honikel that is, talked for a little over two hours about my book and its contents, made up (for the opening segments of the book) of actual e-mails written by a number of individuals, mostly S.D. (that’s Satan’s Daughter, aka my former supervisor, aka one Susan Brisley Knapik..., oh, there I go again giving my bully a name, naming the very individual who somehow, wrongly, thought to intimidate and bully me. Go figure).

So, we talked, with Honikel using a version (or versions) of interior layout galleys sent to me by the publisher for me to make corrections on and then we’d do that back and forth before getting as near to perfect as we could for the final book. The very fact that this individual was showing me excerpted portions of my very book, which I and my reps did not have at the time of this meeting (my new author copies were in the car), was a bit alarming, but because I have degrees in English and could recall having read Orwell’s *1984*, the one about Big Brother..., I wasn’t too bothered by the notion that my employer had gone into my files to “make their case.” For those of you who might read the book, my repeated reference to another of Orwell’s (George, FYI) novels, *Animal Farm*, was too surreal, too ironic, and it took a lot from me to keep a straight face through all of this interrogating going on, absent the trudgeons.

With the interrogation over, with the emphasis primarily on my use of these e-mails, which the employer believes are the property of the employer..., and I gotta tell ya..., well not quite yet, we all left to await hearing of the employer’s decision about what brand of discipline I was to expect for this very bad thing I had done, going and printing not only yet another book but one about one of their fucking bullies. I’m a little sorry, but that’s really the only way I can think of not only my primary bully, but more than a few of the A-holes around me.

The “discipline” came on September 26th, again only a few minutes before I was to leave for the day. I guess that is a practiced, trained, schooled, learned behavior of “intimidation” by bullies to come at one at the end of their shift or workday. Assholes.

My new and immediate supervisor, who is also the Acting Director for the bureau,

popped his head into my cubicle while I was logging off and packing up to leave to inform me that I was being summoned up to Personnel before completely leaving (this occurs around 3:27 and I'm done by 3:30 daily). Up in Personnel, we meet and greet with Paul Connolly again and he escorts me and Mike Holley over to a conference room where he presents me with the following document:



State of New York
Andrew M. Cuomo
Governor



Office of Mental Health
74 Holland Avenue
Albany, New York 12229
www.omh.ny.gov

Hand Delivered

September 28, 2011

Mr. Douglas Alexander Holiday



Dear Mr. Holiday:

In accordance with Section 72.5 of the Civil Service Law, you are hereby notified that the Office of Mental Health is invoking its right to place you on an involuntary leave of absence effective immediately upon your receipt of this letter. This action is being taken because the Department feels you are not fit to perform the duties of your position and has probable cause to believe your continued presence on the job would severely interfere with operations or represent a potential danger to persons or property.

Within the next ten (10) calendar days, we will provide you with notice of the facts on which our decision was based. We intend to have you examined, in accordance with Section 72 of the Civil Service Law, by a State physician to determine if you are physically and mentally fit to perform the duties of your position. I have enclosed a copy of Section 72 for your information.

You have the right to draw from your accrued annual, personal or sick leave credits to cover your absence pending the outcome of your examination. We will assume you wish to use your accruals unless you inform your supervisor to the contrary.

The leave of absence will continue until further notice. You are hereby advised that you may not appear in any building which houses Office of Mental Health facilities or offices unless specifically authorized by me. You are also required to turn in your photo identification badge and any other departmental property currently in your possession to your supervisor upon leaving the office today.

Sincerely,

Barbara A. Forte
Acting Director, Central Office
Personnel Services

Enclosure

cc: M. Holley
L. Heath



An "Involuntary Leave of Absence..., potential danger to persons or property...." This is typical bullying language from this bunch, because I already went through this very same "procedure" following my interaction(s) with my former bully (ies) years earlier and all that came of this was for me to go back to work and there I've remained for nearly

(over) ten years to date.

I put both of these documents up here to show that I am not shamed by them, the documents, but rather to throw the shame back on the employer/bully. I did not do anything wrong here other than take on my bully and bullies. And bullies work in packs.

Back on August 16th, while this “interrogation/investigation” was still going on, one of the other bullies, one Jayne Van Bramer (Director for the Quality Management Bureau and my bureau BIC), came storming through the unit, *physically* took down my poster (which as you’ll recall had been up on my cubicle wall since the morning of the 9th or so, btw), and told me that she was giving me a directive that I could not have this poster (see the book cover again if you need help with any of this) up in my area (alongside my other two book jacket posters).

She took *down* my poster and I put *up* a poem about her bullying behavior (see “Hitler’s Wife Gives A Directive”). Fair is fair. And, some of our contributors and maybe a guest or two believed that employers can do this to workers, just blatantly go around touching workers property and giving directives and I still hold the position that this can NOT be the case. Employers MIGHT own the damn property (and as a public employee this is a different scenario), but they do NOT own the worker’s property and therefore need to keep their damn dirty hands (I’m invoking the scene from Planet of the Apes..., Charleton Heston..., blah, blah, blah, here) off of worker’s property and need to, instead, try talking rationally and calmly about such matters and see if an agreement can be reached. Otherwise, as with me, you’ll get a poem written about you, put on the web and one that will *certainly* appear in my sixth damn published book.

I’m not intimidated or ashamed by these documents. This shame belongs to the employer and its bullies. I remain nonviolent and a threat to no one. I wear braces on both legs and that bit about sending me off to see others about my “physical and mental” capacities..., well..., go fuck yourselves, OMH.