

Original

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Subject: Appeal of Airman Performance Report

To: 478th Air Base Group / DPM & E  
 Hancock Field, N.Y.

1- I request that the airman performance report AF Form 909 period of report and suspension from 24 May 76 thru 7 Feb 78 be voided.

2- I received a copy of AF Form 909 dated 8 Feb 78 in February 78 from CBPO, Hancock Field, N.Y. and

X  
 10///

I received a copy dated 7 Feb 78 from Sgt Butcher, the reporting official, on 31 Mar 78.

3- On 31 Mar 78 at 1100 to 1120 hours, Sgt Butcher told me: that he "was coerced by Dumas to lower the APP" (Dumas is the <sup>SMS</sup> 1st Sgt), "he had seven stripes and what he said sounded right", "he was kinda forced",

the "Commander said he directed Dumas to change APP" (Lt Col Edwards is the <sup>Sqdn</sup> Commander), the front didn't go along with <sup>the said</sup> "back"

On 31 Mar 78 at 1245 to 1315 hours, Sgt Butcher also said: "I coerced me to lower APP and he isn't in chain of command".

Comments  
 Anderson  
 in the

On the 7 Feb 78 AF Form 909 section regarding Recommended Improvement Areas, Sgt Butcher said "Dumas wrote it";



advised...  
item #2 "from a 7 to a 4". Butcher said "Dumas did the marks in the blocks  
the entire paragraph, and then Colleen tore it up but I saved it". He then recopied <sup>SMS</sup> Dumas' words in his own handwriting on <sup>the</sup> bottom part of the ~~APR~~ form.

SMS ~~of~~ Dumas asked Sgt Butcher, "does she participate in shop activities?" Butcher said "no", SMS ~~of~~ Dumas then changed the part number # Personal Qualities item #2 working relations from a "number 7 to a number 4". Butcher said "Dumas did" the changing of the blocks. Butcher also said that Dumas "crossed out" several lines in the section of "Facts + Specific Achievements", and in the endorsing officials' comments Dumas crossed out the word "minimum" & "he wrote" the word "strong" above it.

On 31 Mar 78 from ~~1245 to 1315~~ hours, I had written a summary paper based upon Butcher's conversation with me earlier, he read it. I asked him if he agreed with its contents, he agreed by nodding his head forward & saying "yes" but he wouldn't sign the paper, he was "afraid to get into trouble". Attach I lined paper

In June 78, Senior Master Sergeant Bertram Dumas, 1st Sargeant, gave me a <sup>five</sup> paragraph letter stating the direct opposite of Butcher's direct quotations to me of 31 Mar 78. Attach II

Add paragraphs + direct quotes  
"mixed feelings" footnotes



Part II

On 18 Nov 77, S Sgt Wright, <sup>the</sup> Social Actions NCO informed me that S Sgt Butcher had told him <sup>on 17 Nov 77 at 1600 hrs.</sup> that he would rate Alc King an "overall 9" on APR. Eighty three days later I received an overall 6 evaluation.

attach-4

On 17 Jan 78 approximately 0740 hours I received a "Letter of Consolation" dated 16 Jan 78, <sup>without...</sup> Without any prior notification verbal or written ↓ stating "Simon ~~King~~ actions does not rate a Satisfactory APR at the present time." Attach III 4. ~~This letter of consolation contradicts his 17 Nov 77 statement~~

On 22 Feb 78, I submitted to S Sgt Butcher, my letter of rebuttal; <sup>Attach 5</sup> he would not discuss either letters with me, he avoided the subject. Because of the inconsistencies that were stated in <sup>the</sup> 16 Jan 78 "Letter of Consolation", I <sup>asked</sup> ~~wrote~~ my undersing official, <sup>Mr. Lee WS-11</sup> next in the chain of command to help me clarify them; he said "can't help you" and "I can't make him withdraw it". <sup>the</sup> My next civil engineering foreman Mr. Charles Lewis WS-12 also said "can't help, maybe someone else".

include in Part I

On 17 May 78 at 0830 hours, I asked Mr Lee WS-11 to assist me with a statement of his knowledge regarding the misunderstanding & possible coercion surrounding <sup>the two</sup> APR. He said "don't



know anything about this, have to ask Dumas".  
I reminded him that he endorsed both APR's, he  
said "no, can't commit myself either way".  
I never received a reply written or verbal & I  
did not ask him again.

7 Feb 78 = Attach 7  
8 Feb 78 = " 8

### Part III

#### Inconsistencies in APR attach 6

1- On AF Form 909 dated 7 Feb 78 in the Comments/  
Endorsements VIII section under the heading of  
Strengths, "she is able to work harmoniously  
with others and responds well to specific  
instructions" is contrary to the AF Form 909  
dated 8 Feb 78 in the Comments/Endorsements VII  
section under the heading of Recommended  
Improvement Areas, "she tends to stay outside  
of section activities and does not relate harmoniously  
with her supervisors or her peers"

On 31 Mar 78 at 1245 to 1215 hours, Sgt Butcher  
told me that SMSgt Dumas <sup>Name misspelled</sup> crossed out the

2- On AF Form 909 dated 8 Feb 78 in the  
Comments/Endorsements VII section under the  
heading of Recommended Improvement Areas,  
"Alc. This requires periodic counseling to insure  
she completes some assigned tasks" Before 17 Jan 78  
when I was presented with "letter of conbulation", <sup>attach</sup>  
I had never been <sup>notified</sup> ~~informed~~ either verbally or in



that my

written form by anyone" & lack of cooperation & clarity of duties"... does not state a Satisfactory APR".  
 The reporting official, <sup>Sgt B.</sup> repeatedly stated to me that my duty performance was a "9 APR".  
 I have not received periodic counseling from the reporting official.

3- ~~atn~~ neither of the AF Form 909 dates 7 Feb 78 or 8 Feb 78 (attach 78) were <sup>continuing</sup> my educational efforts mentioned. I ~~voluntarily~~ <sup>De 77</sup> enrolled in the seven level skill Extension Course institute for my career field. I have completed the majority of the credits required for the 542X0 career field. ~~I am the only airman in the 44th Squadron attempting to obtain an Associates Degree in Community College of the Air Force for my career field.~~  
 (Attach 9)

4- The undersing official, Mr Arthur R. Lee <sup>WS-11 state</sup> ~~concur~~ in both AF Form 909 dates 7 Feb 78 + 8 Feb 78 <sup>attach 78</sup> with ~~me~~ "I <sup>fully</sup> concur with Sgt Butcher's rating."; on 23 Feb 78 I asked him to explain the delay in the initial due date <sup>for my APR</sup>. he said "didn't know it was so overdue" <sup>however on 23 Feb 78 when</sup> I asked him to explain the reason for the delay of my initial APR due date NOV 77 until Feb 78; he said "didn't know it was so overdue, it is confidential and can't tell you anything", I should have looked into this long time ago."  
 I was <sup>not</sup> notified that my reporting official had changed in 2 Oct 77 until Feb 78. (??)



## Part III

APK - I received notification on 10 Feb 78 that my initial AF Form 909 had been submitted.

On 10 Feb 78 between 1230 - 1630 hrs, I called Sgt Batchler, the reporting official, inquiring ~~to~~ the validity of the statement, he said "it is confidential," I then called Mr. Charles Lewis<sup>12</sup> civil engineer formerly in my chain of command, I then called... he said it is confidential.

I received AF Form 909 dated 8 Feb 78 in Feb 78 + AF Form 909 dated 7 Feb 78 in 31 Mar 78 from <sup>attach 1 copy of</sup> the reporting official, Sgt B.

2 - I have not submitted a previous request for this action

3 - All information submitted true + correct to the best of my knowledge + belief.

4 - All ~~statements~~ with direct quotations were given to me by the named individuals + so stated. Part of ~~the~~ written documentation is in copies, reproduced except for attach 3-4-6+9 <sup>(attach 10)</sup> which are original copies.

I have received reproduced copies in written documentation attach 1-2-5-7-8

3-4-6+9 are original copies of written documentation