

2 May 78

To Whom It May Concern,

On behalf of AIC ~~Francis~~ ^{Mr. Ruiz} (SOC [REDACTED])

I would like to comment on an airman performance report that was appraised by Sgt Butcher concerning AIC Ruiz.

On 15 Nov. 77, Sgt Butcher and I discussed AIC Ruiz job performance at great length. Noted that he had only been her immediate supervisor for a short time, I felt that he was qualified to make ~~an~~ a relevant appraisal of her job performance, since they had worked together for over a year. He indicated to me that AIC Ruiz was an outstanding worker and that he would rate her outstanding on her airman performance report. He also indicated that AIC Ruiz did not get along well with co-workers. I asked him if there was a specific reason for this and he stated that the section was having internal problems.

I explain to Sgt Butcher that AIC Ruiz had made allegations that she was being discriminated against. He stated that she had been in a large

degree by previous Supervisors and associates, but wasn't being discriminated against at the present time. I asked him if she had been given a fair shake and he said No, but that he was doing the best that he could to give her a fair deal.

After seventy-three days of supervision under Sgt Butcher, she was rated mediocre on her airman ~~appraisal~~ performance report. Again, I contacted Sgt Butcher to explore the details revolving around the mediocre appraisal. He informed me that he rated her excellent on a previous airman performance report, but was advised by the First Sergeant to change the wording in the section that is provided for additional comments, such as strengths, weaknesses and etc. He stated that he thought the First Sergeant meant for him to change the rating, in which he did to a lower rating.

After talking to the First Sergeant concerning this matter the First Sergeant stated that he did not at anytime coerce Sgt Butcher into lowering the appraisal on AIC Ruiz, but did agree that there could have been a misunderstanding on the part of Sgt Butcher.

This was Sgt Butcher first time writing an airman performance appraisal, and it's very easy for one to misunderstand the procedure. The First Sergeant stated that he help Sgt Butcher as far as wording in the remark section, but had ~~nothing~~ nothing to do with the rating.

This is a prime example of ^{an} assumption, but unfortunate this assumption will have a detrimental impact on someone's life and their future.

- If there is a possibility that an inference was used instead of gathering all of the facts, and the First Sergeant is in strong agreement that there could have been, then the airman performance report on AIC Ruiz should be deleted.

Our system is predicated on justice and equality for all, and we as members of the United States Air Force must strongly enforce this enactment if one is to be treated fairly.

Willie L. Wright
Social Action ACO