

Main Identity

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Sent: Monday, May 01, 2006 5:06 PM
Subject: An investigation by the EEOC didn't need to be.

May 1, 2006

I just wanted to ask why?

Why did things escalate so much?

My name is Kelli A. Delsman. My husband is Robert A. Delsman. He has been an award winning, money making, 10 year Automation Specialist for GE Supply. Our phone often rings 24 hours a day when a GE client needs help, Rob was often at a factory doing repairs as early as 4:00 am until late into the night on many occasions and Rob could never seem to get but one vacation in a 10 year period of time. Rob needed to recover at the end of this last year and his manager Scott LaFleur complained that Rob was not working hard enough and that he should quit so that a younger healthier individual could be hired. Rob needed to take some sick leave, but LaFleur would not allow it. Rob's request for reasonable accommodation related to his Gulf war injuries was ignored.

The short story is that he was basically ignored, then ambushed, and an unpleasant Fed-X arrived at our house from Brad Greene referring to "Alleged Disabilities" and now his pay has been cut off. I have watched this occurring and thought to myself; a listening ear over lunch, cooperation, and reasonable accommodation could have gone a long way towards saving GE some money. We had no choice but to turn to the EEOC who, by the way, has been absolutely wonderful in helping us. Now GE is spending money to fly an attorney out to mediation and so on.

I certainly understand low level managers like Scott La Fleur making mistakes but higher up like Hibberd and Greene should know better. So I ask myself, who is watching the company store? My husband has been enjoying his employment with GE and steadily growing his business over the years. So how do you repay him? With silence, harassment, refusal to reasonably accommodate him etc. All Rob wanted was to continue his excellent work for GE.

Does anyone care?

Kelli A. Delsman

8/13/2006