

Green vs. Hromatka

Case _____ - _____ RBW

Exhibit ___ 11 of _____

WRC Exhibit 11 – IMO – “not my problem” 08 18 09

Green, Marvin E

From: Criss, Ola B
Sent: Tuesday, August 18, 2009 5:00 PM
To: Green, Marvin E
Subject: RE: Need to extend login hours for training in Johannesburg

Marvin: After I have had time to digest this, I would like to discuss it further with you. Our RHRO is here this week, so I would like to bring her into the discussion. Thanks, Ola

From: Green, Marvin E
Sent: Tuesday, August 18, 2009 4:14 PM
To: Criss, Ola B
Subject: RE: Need to extend login hours for training in Johannesburg

After our last meeting, I confronted Josh and asked him if he intended to recommend me for tenure. He would not answer.

When I asked him what I would have to do to be recommended, he said I would have to demonstrate greater commitment by working whenever needed and for as long as needed. When I pointed out that overtime was not authorized, he stated: "That's not my problem".

I intend to press forward with my original complaint on a formal basis. I intend to use some of the statements he has written and spoken and recast his impatience as a form of bigotry against older, slower to learn workers. This won't be easy because he is perceptive and quick witted. But he is also genuinely bigoted and his lack of social connectedness leaves him somewhat blind to what others are thinking.

Fortunately, he really believes and has said that the retired state dept workers that come back for up to 6 mo. per year are "all pretty useless"

It would work best for me if Josh felt safe enough to say what he really thinks in front of a witness.

<http://en.wikipedia.org/wiki/Passive-aggressive>

I acknowledge that we both fit the above profile to varying degrees. I specifically sought the IT field after difficulties as a restaurant manager.

I enjoy working with Josh, however, as a supervisor and/or trainer -- he will never recommend me for tenure, so I am forced act:

People with this personality style are often unconscious of their impact on others, and thus may be genuinely dismayed when held to account for the inconvenience or discomfort caused by their passive-aggressive behaviors.

In that context, they fail to see how they might have provoked a negative response, so they feel misunderstood, held to unreasonable standards, and/or put-upon. This starts a new negative cycle, when the passive aggressive person "defends himself" from others' perceived stringent demands and retaliates with more passivity and unconscious sabotage. Impact of this behavior in the workplace can be considerable and cause some damage, because detection and remediation take some time.

From: Criss, Ola B
Sent: Tuesday, August 18, 2009 1:13 PM
To: Green, Marvin E
Subject: RE: Need to extend login hours for training in Johannesburg

Hi, Marvin: Sometimes I read things in the negative, but then ask myself if the intent was the opposite of my interpretation. Is it possible that he felt this should be given to Mohamed to do as opposed to you. However, if there is a pattern of his doing this, you can't help but to read it as you have. I wished there was more that I could/can do to be more supportive.

Thanks, Ola

From: Green, Marvin E
Sent: Tuesday, August 18, 2009 1:01 PM
To: Criss, Ola B
Subject: FW: Need to extend login hours for training in Johannesburg

Josh has unfairly labeled me as a procrastinator. Procrastination is relative to the impatience level of the task assigner. Trainers need to be patient with trainees as they are coming up to speed.

Below is an example where Josh made an assignment, waited all of 4 min. before doing it himself.

Josh is unreasonably impatient with his subordinates.

From: Hromatka, Josh J
Sent: Tuesday, August 18, 2009 10:26 AM
To: Jackson, John M (Johannesburg)
Cc: Kamara, Benjamin B; Green, Marvin E; Seisay, Mohamed A
Subject: RE: Need to extend login hours for training in Johannesburg

Done....

From: Hromatka, Josh J
Sent: Tuesday, August 18, 2009 10:22 AM
To: Seisay, Mohamed A
Cc: Kamara, Benjamin B; Green, Marvin E; Jackson, John M (Johannesburg)
Subject: RE: Need to extend login hours for training in Johannesburg

Mohamed,

Please take care of this and confirm.

Thanks, Josh

From: Jackson, John M (Johannesburg)
Sent: Tuesday, August 18, 2009 6:46 AM
To: Green, Marvin E
Cc: Hromatka, Josh J; Kamara, Benjamin B
Subject: Need to extend login hours for training in Johannesburg
Importance: High

Hello,

Benjamin Kamara (KamaraBB) is in training in Johannesburg and needs to login from 0730-1730 in our timezone (GMT+2).

I believe you're in GMT time so an 0530 start time should do the trick.

Thanks,
-John

JOHN M. JACKSON
ACTING IPO
U.S. CONSULATE JOHANNESBURG
+27-11-290-3093 JACKSONJM@STATE.GOV