
From: Maria Rea - NOAA Federal <maria.rea@noaa.gov>
Sent: Wednesday, June 12, 2019 2:10 PM
To: Barry Thom - NOAA Federal; Scott Rumsey - NOAA Federal; Nicolle Hill - NOAA Federal
Subject: CCVO ROC ON LTO workforce management issues

Barry, Scott, and Nicolle,

Thank you for individual conversations over the last two weeks regarding checking in on workforce management issues and the ROC ON LTO consultation. I know each of you knows how very challenging the President's memo deadline is, the fact that the proposed action keeps changing, and the heavy involvement of FWS and Reclamation in numerous rounds of editing our documents. All of this has a very large effect on managers and staff involved. This email is to document those discussions of the effects on the CCVO workforce. Here is what I have personally observed, and I am not providing detailed employee information due to confidentiality.

- ** team members are routinely working days well beyond the 9 hours that requires supervisor approval. Days often go 12 to 14 hours.
- ** team members are almost always trying to work a full day AFTER the full office day, because the full office day is still being taken up with directors level meetings and related phone calls, and so there is not time to get work done during the day
- ** I am often seeing emails that reflect work products being sent at one, two or even three am.
- ** team members have routinely worked nights and weekends since February.
- ** team members have had to cancel family vacations and other approved leave due to this project.
- ** team members under a lot of additional stress due to marital strife caused by this situation
- ** team members with observable and self-identified serious physical ailments that they say their doctor has said is due to high stress
- ** team members are openly discussing sharing prescription antianxiety medications with each other to "help" each other out
- ** team members disclosing that they are unable to sleep because of stress about this project
- ** team members frequently breaking into tears at seemingly small things (I believe due to sheer exhaustion)

I am documenting this, because I have tried to manage this situation appropriately based on our commitment to our workforce and normal standards of federal employment and workplace safety. While I have certainly managed many difficult high stress projects with crunch time in 30 years of federal service, I have never seen anything like this. Frankly, I don't feel like I have a capability to set any boundaries on the hours that are being worked, because meeting the July 1st deadline is paramount, and the proposed action keeps changing. If I should be limiting this in some way due to mental and/or physical safety concerns, please let me know. My staff and team at this point do not want an extension on this project, and I have approved large amounts of leave starting on July 2nd, and I know this promise of upcoming leave is very important to keeping people going.

I don't expect any response to this, since I have discussed this with each of you. Of course, if you have ideas, I am open to advice and suggestions. I know you are aware of this situation yourselves, and I appreciate your support.

- Maria

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