



STATE OF DELAWARE
DEPARTMENT OF TRANSPORTATION
39 EAST REGAL BOULEVARD
NEWARK, DE 19713

SHAILEN P. BHATT
SECRETARY

April 3, 2012

Hand Delivered

Mr. Thomas Drummond (Empl ID: 132992)
168 Scottfield Drive
Newark, DE. 19713

Dear Mr. Drummond:

After further review of the matter about the Confederate flag on your vehicle, the written reprimand and proposed one day suspension issued to you are rescinded. All reference to these will be removed from your record.

Regarding your grievance dated March 20, 2012, it is now a moot issue. The employee who complained about the flag will be advised to contact Eugene Hanks, his AFSCME staff representative, to address any further concerns he has about this issue.

The withdrawal of the reprimand and proposed suspension does not negate the fact that the Department of Transportation encourages all employees to work together to resolve differences so that each employee can work in an environment which is respectful to all.

Sincerely,

William Thatcher
Manager North District Operations

WT:lp

CC:
Joseph Wright, Director, Maintenance and Operations
Mary Beth Palermo, Director, Human Resources
W. Andrew Bowman, North District Engineer
James Sullivan, Maintenance Area Supervisor II

Nancy Di Stefano, DeIDOT Labor Relations Specialist
Eugene Hanks, Staff Representative, Council 81
James Spencer, President, Local 879
Rodney Bibbs, Area Supervisor
Jennifer Hudson, Human Resources

