

Return by: _____

EMPLOYER'S STATEMENT OF DISCHARGE

The Alaska Statutes provide a potential disqualification for workers who are fired from their jobs for work-related misconduct. For purposes of Unemployment Insurance, "misconduct" is defined as a willful act or omission which is not in the employer's best interest or an intentional and substantial disregard of the employee's duties and obligations to the employer. Please provide the information requested below so that we can make a fair decision regarding this person's eligibility for benefits.

- 1) Please explain in detail the circumstances that led to this employee's dismissal.
- 2) What occurred on the day of dismissal that prompted you to fire this person when you did?
- 3) Had this person been warned of actions or behavior that could lead to dismissal? If so, please give the date(s) of the warning(s) and the name of the person who warned the claimant.
- 4) If the dismissal was for violation of company rules or policy, was the employee aware of these rules? Were the rules posted or given to the employee verbally? Was an employee handbook, contract or copy of company rules made available to the employee?
- 5) How did the employee's action affect your business or operation? If damage of any sort was done to your business, how serious was the effect?
- 6) If the employee was fired for inadequate job performance, was this due to the person's lack of ability, skills, or training?
- 7) If the employee was discharged for absenteeism or tardiness, what reason was given for the last instance of absence or tardiness?

If you have written notification of substantial violation of company handbook or policy, please attach a copy of the notification to this statement. If you have written notification of substantial violation of company handbook or policy, please attach a copy of the notification to this statement.

Please note that we are obligated to issue a decision in this matter within 14 days. If no response is received from you, the decision will be based on the information provided by the claimant.

Thank you for your cooperation.

Donald H. Mendenhall
Signature

Chief of Police
Title

March 24, 1988
Date

R12/85
A42



HOONAH DEPT. OF PUBLIC SAFETY

P.O. Box 450
Hoonah, Alaska 99829-0450
(907) 945-3655 or 3656

POLICE / FIRE / S.A.R. / E.M.S.

GERALD R. MAYEDA
Chief of Police

March 23, 1988

State of Alaska
Department of Labor
P/O Box 3-9000
Juneau, AK. 99802

RE: Employer's Statement of Discharge

Dear Sir,

Below are the answers to the question on the Employers Statement of Discharge form.

- 1.) On January 31, 1987, an internal investigation was conducted by Lieutenant Roger Purcell, evidence show that Donald W. Bolton disregarded department regulations, he was give a copy of the internal investigation report and was told to answer questions and he refused, turning in late reports and was suspended on 27 of December 1987, failure to follow orders and preform his duty as a Police Officer, violation of defendants civil rights when making an arrest, and receiving two written complaints on officer Bolton from citizens.
- 2.) After the internal investigation was completed, Donald W. Bolton was on suspension, after the suspension Donald W. Bolton was dismissed as an employee of the City of Hoonah, because of his actions.
- 3.) Yes, he was warned of his actions or behavior that lead to his dismissal. The dates are July 17th, December 21, 1987, and January 28, 1988. He was warned by Lt. R. Purcell.
- 4.) Yes, he was dismissed for violation of department policy, yes, he was aware of these rules. The rules were posted and given to the employee. Yes, I gave him a copy of our department personnel code.
- 5.) By his actions, it showed the public, other agency's, and our department that it was o.k. to break department policy, which is not o.k. No real damage was done to our department.
- 6.) No, it was not do to his lack of ability, skills, or training. When asked "Why don't you do your reports" his comment was "I don't know, just lazy I guess".
- 7.) No, he was not discharged for absenteeism or tardiness.

If you have any questions please don't hesitate to call, my number is 945-3655.

Sincerely,

Gerald R. Mayeda
Gerald R. Mayeda