

On the 2nd I simply had My PC that was Blue screened on a System Restore Trying to find the wifi it self to repair. I had explained it Wayne and Andrew

Wayne Sorry, give us a few minutes, okay?

Shaun Muldowney: Everybody's sitting there doing nothing, and so what? I'm fixing my wifi.

Wayne Thuren Wayne T: Pull that door, please.

Shaun Muldowney : Am I behind on my training? No.

Shaun Muldowney: All your training is done?

Andrew Saltstall You just had a whole bunch just Dropn today.

Wayne Thuren: Well, then I'll have a look at it, yeah, big deal.

Wayne Thuren: Every single minute of your training is done.

Wayne Thuren: I'll have a gander at it. I mean, am I behind?

Andrew Saltstall: The problem is, Shaun, you were told on Monday not to do your personal work on your computer at the job.

Shaun Muldowney: Everybody's sitting in there playing on their phones.

Andrew Saltstall: Regardless of what it affects, you were told by both Alex and myself not to do your personal computer work.

Shaun Muldowney : So what's everybody doing sitting there playing on their phones?

Shaun Muldowney: Are they using SkyWest Time right now sitting on their phones?

Andrew Saltstall: Shaun

Shaun Muldowney: You're just being petty

Andrew Saltstall: No it's not

Andrew Saltstall: Yes you are being petty

Andrew Saltstall: No it's not Sean

Andrew Saltstall: It's not

Shaun Muldowney: So go in there and show me what other people are doing

Shaun Muldowney: Are they doing SkyWest work?

Andrew Saltstall: A lot of people are

Andrew Saltstall: Because there's a whole lot of training that was just dropped

Andrew Saltstall: But if they're not

Andrew Saltstall: They're not doing their personal work

Shaun Muldowney : I'm just fixing my wifi for my thing

Wayne Thuren: You may be, you may be, the fact is that you were given an instruction by two separate supervisors three different times.

Shaun Muldowney : And what's going on? Am I derelecting my duty?

Wayne Thuren: You were given...

Shaun Muldowney: I've got a job to do lavs. Is there a lav that I have not done thus far?

Shaun Muldowney Wayne : Not what I'm saying.

Shaun Muldowney: Yeah, so why am I being singled out here?

Shaun Muldowney: Why is it that I seem to be getting singled out?

Shaun Muldowney: People are sitting there, playing around on their phones, and I'm being singled out.

Barbara Olszewski: Here's the thing, Sean.

Barbara Olszewski: I think that you and I, we've been through a lot in the last couple of years, correct?

Barbara Olszewski: And what has happened, please let me finish, please listen to me as well.

Barbara Olszewski: We have had instances where you've been doing your business, your personal business,

Barbara Olszewski: And how is this interfering with the operation right now?

Barbara Olszewski: Right, but what I think the problem is, is you don't seem to have that boundary where you are not having that bleed into the operation.

Barbara Olszewski: Barbara : You've been on your phone, out on the operation, and you're taking phone calls, and you've even admitted this.

Barbara Olszewski: And there's sometimes when we've looked for you, and we can't find you.

Shaun Muldowney: And did you find me nowhere?

Barbara Olszewski: I've been doing my job, I have not, we're trying to keep you in the pathway of success.

Shaun Muldowney: And how am I being unsuccessful there?

Shaun Muldowney: I was doing bag room, yeah?

Shaun Muldowney: So if I'm doing bag room and I sit there on the bag belt, that's okay, yeah?

Andrew Saltstall: No, not on the bag belt, that's not okay.

Shaun Muldowney: But Dan's sitting on the cart right now, is he derelecting duty?

Shaun Muldowney: That's what I was doing.

Andrew Saltstall: Is he doing his personal work? No, he's not.

Shaun Muldowney: So he can just stand all the day on his phone.

Barbara Olszewski: Are you doing your personal work when you work in the bedroom?

Barbara Olszewski: That's my question.

Andrew Saltstall: He was just on Monday.

Barbara Olszewski: That's where we have a problem.

Shaun Muldowney: He's playing on his phone right now, and that's okay.

Shaun Muldowney: And I was doing exactly the same thing, just fixing my Wi-Fi.

Shaun Muldowney: That's all I was trying to do.

Shaun Muldowney: And you're making a big issue.

Barbara Olszewski: There should be no one on a personal device.

Shaun Muldowney: Oh, come on. Then go out there and go tell him.

Barbara Olszewski: Because this is all I am being singled out.

Barbara Olszewski: I'm not having you interrupt me one more time.

Shaun Muldowney: Okay.

Barbara Olszewski: You interrupt me one more time, I'm sending you home.

Barbara Olszewski: That is it.

Shaun Muldowney: Yep.

Barbara Olszewski: Okay?

Barbara Olszewski: I'm just saying that no one, including you, or whoever else is out there,

Barbara Olszewski: cannot be doing things on devices when you're in the bag room.

Barbara Olszewski: That is an operational area.

Barbara Olszewski: Break room is different.

Barbara Olszewski: Bag room is different.

Barbara Olszewski: Okay?

Barbara Olszewski: So, yes, the break room, you can...

Barbara Olszewski: You can't be on your personal device.

Shaun Muldowney: So, on the bag room, you're allowed to be sitting on your personal device?

Barbara Olszewski: I said no.

Shaun Muldowney: Well, then, what's Dan doing right now?

Barbara Olszewski: Dan, we'll address it with Dan.

Andrew Saltstall: Well, we'll address it with Dan.

Andrew Saltstall: Ah, yeah.

Barbara Olszewski: But, Shaun, Shaun, we cannot have you.

Barbara Olszewski: This is a safety, conscious environment.

Wayne Thuren: Hey, guys, we need help outside in the bag room, please.

Barbara Olszewski: Are you in the bag room working at that time?

Shaun Muldowney: I was sitting at the picnic table.

Shaun Muldowney: What's the difference between me sitting in the break room doing exactly...

Shaun Muldowney: You just told me you were working in the back room.

Andrew Saltstall: This was on Monday.

Shaun Muldowney: On Monday I was at the end of the thing, the same as Dan, having his feet up in the back room, playing on his phone.

Shaun Muldowney: This is a personal issue.

Shaun Muldowney: You guys are making...

Shaun Muldowney: It is.

Shaun Muldowney: You are personalizing it for me.

Barbara Olszewski: Okay, stop interrupting me.

Barbara Olszewski: Okay, this is not your meeting, this is my meeting.

Barbara Olszewski: If you are working on a personal, you or anyone else, let's quantify that, ok?

Barbara Olszewski: You or anyone else is on a personal device in an operational area, I have a problem with that, ok?

Barbara Olszewski: If you're not in an operational area, that is different, ok?

Shaun Muldowney: So in the training trailer or in the break room, is that a non-operational area?

Barbara Olszewski: Well, the training trailer is not your office.

Shaun Muldowney: I didn't say that, but if I went, so if I take my thing and sat in the break room, is that a different, what, where is the distinction?

Barbara Olszewski: Stop for a second. If you are in the training trailer, you're doing training.

Barbara Olszewski: Correct.

Shaun Muldowney: And so if I'm in the break room.

Barbara Olszewski: Stop. If you're in the training trailer, you're doing training, and other people are doing training.

Barbara Olszewski: Right.

Barbara Olszewski: You are not to be doing personal work in that training trailer. That is an area where people are doing training.

Shaun Muldowney: Training. That's what it's for.

Barbara Olszewski: That's what it's for, it's a training trailer.

Shaun Muldowney: And people that are doing their real estate stuff in the break room, that's okay?

Barbara Olszewski: I said that's a non-operational area.

Barbara Olszewski: So, how have I been in the break room?

Barbara Olszewski: We have seen you do your personal things in the training trailer.

Barbara Olszewski: We've seen you do personal things out in the bedroom.

Barbara Olszewski: We've seen you do personal things out on the ramp.

Barbara Olszewski: That has got to stop.

Shaun Muldowney: I mean, I've got a lab coming in right now.

Shaun Muldowney: I mean, this is the operational thing.

Shaun Muldowney: I mean, what's going on out there right now?

Shaun Muldowney: Nothing.

Andrew Saltstall: That's beside the point.

Andrew Saltstall: Shaun, it's beside the point.

Shaun Muldowney: You are singling me out.

Andrew Saltstall: No, we're not singling you out.

Shaun Muldowney: Yes, you are.

Andrew Saltstall: No, not singling you out.

Andrew Saltstall: You have been told, and you totally,

Andrew Saltstall: it's insubordination to totally ignore what you were told.

Andrew Saltstall: Correct.

Shaun Muldowney: I should have just walked inside

Shaun Muldowney: and done it in the break room,

Shaun Muldowney: And that would have changed things.

Shaun Muldowney: By your...

Andrew Saltstall: You were told not to do personal work here.

Wayne Thuren: So, regardless...

Wayne Thuren: If you punch out for your lunch,

Wayne Thuren: if you punch out...

Wayne Thuren: This is why I asked you...

Shaun Muldowney: If I punch out for lunch...

Wayne Thuren: I'm not done.

Wayne Thuren: I'm not done.

Wayne Thuren: If you punch out for your lunch,

Wayne Thuren: you're more than welcome to do your personal stuff on that time.

Wayne Thuren: That is your time.

Wayne Thuren: You are more than welcome to do that.

Wayne Thuren: The fact remains is that you were given an instruction

Wayne Thuren: by two supervisors on three separate occasions.

Wayne Thuren: Okay?

Wayne Thuren: You were told not to do work on your personal computer

Wayne Thuren: while punched in on the clock.

Wayne Thuren: Were you not?

Wayne Thuren: Is that what they told you on Monday?

Shaun Muldowney: I mean, you guys...

Wayne Thuren: I don't have any recollection of anything.

Wayne Thuren: You don't have any recollection of a conversation with Andrew,

Wayne Thuren: with Salty, and then a conversation...

Wayne Thuren: Hold on, hold on.

Wayne Thuren: You don't have a recollection of a conversation with Alex

Wayne Thuren: and a conversation with Salty

Wayne Thuren: and then the two of them coming back to you together

Wayne Thuren: to talk to you about the recollection of that?

Wayne Thuren: No recollection.

Wayne Thuren: Okay, so let me tell you what happened, okay?

Wayne Thuren: Let me tell you what happened.

Wayne Thuren: You're making this personal.

Wayne Thuren: I'm not making anything personal.

Wayne Thuren: Shaun, here's what happened.

Wayne Thuren: I was there when he said to you,

Wayne Thuren: listen to me, listen to me, okay?

Wayne Thuren: I was there when he said to you,

Wayne Thuren: You can't be doing this on your computer, because we were walking through the door, and he said that **you were sitting at the picnic table.**

Wayne Thuren: And then I walked back outside, and you were sitting on your computer.

Wayne Thuren: And then I came in, and I said to him, I said, Shaun I'm not done. Shaun, I'm not done.

Wayne Thuren: And I said, do you want to deal with this? Because he's out there on a computer.

Wayne Thuren: Alex was here too, and Alex said, and I talked to him today as well, so then the two of them came and talked to you and said, this is your last opportunity, this is your last chance, okay, you were given a direct instruction by your supervisor, okay, that's the problem that we have, it's an authority thing, it is not an authority, no, it's not, yes it is, it's an authority thing that you have not listened to what you were told, because what's going on out there,

Andrew Saltstall: ordination. I think you got it.

Barbara Olszewski: Here's the

Barbara Olszewski: trouble, Sean. You don't seem to differentiate

Barbara Olszewski: when you're on your break time, which is
Barbara Olszewski: your personal time, and when
Barbara Olszewski: you are not on your break time.
Barbara Olszewski: That is, and where, and your location.
Barbara Olszewski: Sean,
Barbara Olszewski: this is the problem, is that
Barbara Olszewski: you're not acknowledging that
Barbara Olszewski: there is an issue here, and you're not
Barbara Olszewski: acknowledging that you need to be able
Barbara Olszewski: to differentiate where
Shaun Muldowney: and when. That has
Andrew Saltstall: It has nothing to do with it.
Shaun Muldowney: Yes, it does.
Shaun Muldowney: No, it doesn't.
Shaun Muldowney: Do we have 30 planes coming out right now?
Wayne Thuren: Shaun, that has nothing to do with it.
Shaun Muldowney: So, anybody else is sitting in the break room, that's okay.
Shaun Muldowney: But when it's Shawnee, it's a big deal.
Shaun Muldowney: No.
Shaun Muldowney: Yes, it is.
Andrew Saltstall: You weren't in the break room.
Shaun Muldowney: So, if I'd gone in the break room, what's the difference?
Andrew Saltstall: We probably wouldn't have said anything to you.
Shaun Muldowney: Oh, God.
Shaun Muldowney: So, the doorway makes the difference, does it?
Shaun Muldowney: So, the picnic table is now not considered a break area.
Barbara Olszewski: Unfortunately, we have a very tight area.
Barbara Olszewski: I literally, just for the record, you can get me in the bag room.
Barbara Olszewski: Absolutely.
Barbara Olszewski: I was so...
Barbara Olszewski: In the picnic table, is that not part of the bag room?
Shaun Muldowney: You're telling me you're working in the bag room.
Shaun Muldowney: I wasn't.
Andrew Saltstall: He was on Monday, and you were told on Monday not to take your personal work and do it here.
Shaun Muldowney: But if it's in the bag room...
Andrew Saltstall: So that's regardless of where...
Shaun Muldowney: But is the picnic table not a break room?
Andrew Saltstall: Were you or were you not told on Monday to not do your personal work here?
Shaun Muldowney: Is the picnic table not part of the bag room?
Andrew Saltstall: I'm not even going about that.
Andrew Saltstall: Were you or were you not told on Monday not to bring your personal work in and do your work here?
Shaun Muldowney: I was sitting waiting for the bags to come round.
Andrew Saltstall: You need to answer the question, Sean.
Shaun Muldowney: Were you or were you not?
Shaun Muldowney: I was doing my job.
Shaun Muldowney: You tasked me with a job to be...
Shaun Muldowney: I don't know.
Shaun Muldowney: I mean, you're putting it here.
Andrew Saltstall: You don't remember being told?
Shaun Muldowney: No, I don't have any recollection.

Shaun Muldowney: I mean, you guys are just...

Barbara Olszewski: Three times you're being told and you don't remember...

Shaun Muldowney: No, I don't have any recollection.

Barbara Olszewski: That I find hard to work with, personally.

Barbara Olszewski: So here's the problem again.

Barbara Olszewski: You don't seem to understand there's a line between where and when you can be doing personal things.

Shaun Muldowney: So anybody's on their phone in there doing personal things?

Barbara Olszewski: That's a break room.

Barbara Olszewski: John, you're not understanding the problem here.

Barbara Olszewski: You're not.

Shaun Muldowney: **So that's not an outdoor sitting area for...**

Andrew Saltstall: That's not the point. Regardless, you were told not to do personal work on your computer.

Shaun Muldowney: So if I did personal work on my phone, dickin' around in there, in the break room, that would be bad?

Shaun Muldowney: Oh, come on.

Shaun Muldowney: So you're just making an issue out of nothing.

Barbara Olszewski: That's what the break room is for, Sean.

Shaun Muldowney: **And what is the picnic table? That's not a work area. That's a break area.**

Barbara Olszewski: But I'm being told you were working in the bag room at the time.

Andrew Saltstall: On Monday you were.

Shaun Muldowney: I was sitting there being, I **was doing my damn training on my personal computer** because I can't get into that.

Shaun Muldowney: And then my wifi went out.

Wayne Thuren: On Monday?

Shaun Muldowney: Yes.

Shaun Muldowney: **My computer was working.**

Shaun Muldowney: **I was doing my training.**

Andrew Saltstall: That is the first I've heard that.

Barbara Olszewski: And so why did you not tell them that when they addressed you on Monday?

Shaun Muldowney: Because you're being petty.

Barbara Olszewski: This is just pettiness.

Barbara Olszewski: Shaun, our history with you right now is you are actually on your phone, on the ramp, doing personal business.

Barbara Olszewski: So, what I'm seeing here is, have we not learned anything from our last conversation?

Shaun Muldowney: **So, you're saying that the picnic tables are working?**

Andrew Saltstall: That's not the point, Shaun. The point is that you were told not to do personal work.

Shaun Muldowney: Because you're telling. It is. This is an authority thing.

Shaun Muldowney: It was my job and it was Alex.

Wayne Thuren: Is this one of these? Sorry.

Barbara Olszewski: John, if you are on a break and you're in a break room area, you can do your personal work.

Shaun Muldowney: **I thought the picnic area is deemed as exactly the same.**

Shaun Muldowney: But not when you're working the bag room.

Shaun Muldowney: I'm not working the bag room. I'm on lab.

Shaun Muldowney: Go get the piece of paper and have a look. I'm on lav today.

Shaun Muldowney: The bag room was Monday.

Barbara Olszewski: Ok, but, ok, so when they entrusted you on Monday, you were working in the bedroom and doing personal things.

Barbara Olszewski: That I have a problem with.

Barbara Olszewski: You cannot do that in an operational area while you're not on break.

Barbara Olszewski: Ok?

Barbara Olszewski: So, so, but the problem is that you're not understanding the boundaries.

Wayne Thuren: So, so Sean, so Sean, let's take a look really quick here.

Wayne Thuren: Today is the 2nd.

Shaun Muldowney: Yes.

Wayne Thuren: Monday was the 28th.

Shaun Muldowney: Yes.

Wayne Thuren: OK?

Wayne Thuren: So I just want to look, I'm looking here at your transcript.

Shaun Muldowney: Yeah.

Wayne Thuren: This was done on the 25th.

Wayne Thuren: This was done on the 21st.

Wayne Thuren: This was completed on the 21st.

Wayne Thuren: This was completed on the 11th.

Shaun Muldowney: So did it not go through?

Wayne Thuren: **So you were not doing training on your computer.**

Wayne Thuren: So did it not go through?

Wayne Thuren: Apparently not.

Wayne Thuren: So then I'm sorry I didn't hear you.

Wayne Thuren: Your transcript does not, so your transcript...

Wayne Thuren: So you're saying that, so then I'll go check...

Wayne Thuren: So what I'm saying is that you were not doing training, obviously, on your computer.

Wayne Thuren: I'll go check it, it's even, obviously it didn't upload.

Wayne Thuren: This is your transcript.

Shaun Muldowney: Well, I'll go check it, because obviously it didn't load.

Wayne Thuren: So, this is what you still have?

Wayne Thuren: No, that's not him.

Andrew Saltstall: That's not him.

Wayne Thuren: It's not Marcel?

Wayne Thuren: No, it's Sean Mulvaney.

Wayne Thuren: No, Mulvaney, yep, see?

Wayne Thuren: All right, so I apologize, let's take a look.

Wayne Thuren: M-U-L...

Barbara Olszewski: You know what? Drop the attitude, Shaun, right now.

Barbara Olszewski: I'm in police.

Barbara Olszewski: I'm not going to...

Barbara Olszewski: Drop the attitude.

Barbara Olszewski: Drop it, I mean it.

Barbara Olszewski: I'm not doing this with you.

Barbara Olszewski: I'm not having shouting matches.

Lori: I'm not shouting.

Barbara Olszewski: I think this is ridiculous.

Barbara Olszewski: I'm not doing this with you again, Shaun

Barbara Olszewski: I'm not.

Wayne Thuren : This is the transcript.

Wayne Thuren: So this is what you have active.

Wayne Thuren: This is what was completed.

Wayne Thuren: 4/28th.

Wayne Thuren: Monday would have been the 28th.

Wayne Thuren: Sorry, I was in the wrong.

Wayne Thuren: So I was in the wrong person.

Wayne Thuren: So these were done on Monday.

Shaun Muldowney: Yes.

Shaun Muldowney: So I'm doing training on my training computer.

Barbara Olszewski: On your own computer, not a training computer.

Shaun Muldowney: Oh, well, what's the difference?

Barbara Olszewski: Because I can't say, I'm just correcting what you're saying.

Shaun Muldowney: Oh.

Barbara Olszewski: Okay.

Wayne Thuren: All right, well, either way, the point is, Shaun, and here's the issue, is that you were given a direct instruction by your supervisors.

Wayne Thuren: Given a direct instruction by your supervisors, with no qualifiers, no qualifier of, you know, don't do your personal, okay?

Wayne Thuren: And so right now, you weren't doing training, you were doing Wi-Fi, okay?

Lori: So I can continue doing my training.

Shaun Muldowney: All my passwords have been locked up.

Shaun Muldowney: I'm trying to get them to my stuff to get it off my computer.

Wayne Thuren: Are we going to continue down this conversation?

Wayne Thuren: What are we going to do, Barb?

Barbara Olszewski: I feel like we are just going round and round in circles.

Shaun Muldowney: So when did the break room and the picnic table become two different distinctions?

Barbara Olszewski: The problem with the picnic table is when you're working in the bedroom and using that as a place to do your personal business while you're assigned in the bedroom.

Barbara Olszewski: So, I do not know today whether you were in the bedroom or not.

Shaun Muldowney: He's not in the bedroom. He's on the mat.

Barbara Olszewski: But you were on Monday.

Shaun Muldowney: That's correct.

Barbara Olszewski: So, on Monday, when you were addressed by two different...

Barbara Olszewski: Please let me finish, and then we're going to stop talking about this.

Barbara Olszewski: Because we're going to move on to the next step here.

Barbara Olszewski: On Monday, you were told by two supervisors to stop doing your personal items while working in the bag room.

Barbara Olszewski: That is an operational area while you were not on break.

Barbara Olszewski: And you don't seem to really follow instructions by your supervisors, and I'm wondering why that is.

Barbara Olszewski: What is the problem with that?

Barbara Olszewski: If you get a direct instruction, a directive from your supervisors, you decide to ignore it.

Barbara Olszewski: I would like to know why that happens.

Barbara Olszewski: That's the problem here.

Shaun Muldowney: There's nothing going on at the moment.

Shaun Muldowney: Sorry if I'm doing...

Andrew Saltstall: That's not answering the question.

Barbara Olszewski: That's not answering the question.

Barbara Olszewski: You were assigned on Monday.

Barbara Olszewski: You're not doing personal business while you're assigned in the break.

Shaun Muldowney: So you can play on your phone, and that's okay?

Shaun Muldowney: No, it's not.

Shaun Muldowney: Well, then that's what's going on.

Shaun Muldowney: That's what everybody else is doing.

Andrew Saltstall: Shaun, that's not answering the question.

Shaun Muldowney: Have I derelicted my duty?

Barbara Olszewski: It is not acceptable for Taiwan Standard Procedures

Barbara Olszewski: to be on a personal device of any sort

Barbara Olszewski: while you're in an operational area, period.

Barbara Olszewski: That is the end of the session.

Barbara Olszewski: That's for you, and that is for everyone.

Shaun Muldowney: So how many people have been sitting in the back?

Wayne Thuren: I'm not asking right now.

Wayne Thuren: So, Sean, we can take care of that real easy.

Wayne Thuren: We can put a, I will put out a message, I will put out a memo, I will put out, I will take care of that in a message, okay?

Wayne Thuren: I will make that blanket statement, okay?

Wayne Thuren: Here's the problem.

Wayne Thuren: You were given a direct instruction by your supervisors.

Wayne Thuren: You failed to follow it on more than one occasion.

Wayne Thuren: We're trying to understand, we're trying to give you the benefit of the doubt here.

Wayne Thuren: Help us understand why.

Wayne Thuren: Help us understand why.

Shaun Muldowney: We closed in two days.

Andrew Saltstall: Sean, the question is...

Wayne Thuren: I don't care if we close in an hour, Sean.

Andrew Saltstall: Why did you willfully ignore what you were told?

Shaun Muldowney: Because I was doing my job, the two things at once.

Shaun Muldowney: So if I just stand there and go,

Shaun Muldowney: Bag, bag, bag coming, bag coming, bag, bag, bag.

Shaun Muldowney: I mean, that's okay.

Shaun Muldowney: I've just got to stand there for eight hours and do nothing productive except for wait for a bag.

Andrew Saltstall: When you're given instructions, yes.

Andrew Saltstall: When you're in an operational area...

Shaun Muldowney: Here, here, stand on one leg, tap your tail, that's what you want, that's what...

Barbara Olszewski: Rub your belly, tap your head, that's what you know you are.

Barbara Olszewski: Okay, you know what, you want to keep this up, we will send you home right now, please, and leave.

Barbara Olszewski: Honest to God, honest to God, we are not doing this anymore.

Andrew Saltstall: We told you not to do your personal work here.

Andrew Saltstall: I apologize, Julie noted, sorry.

Andrew Saltstall: But you didn't, you continued.

Andrew Saltstall: Not only did you continue, but Alex told you.

Andrew Saltstall: and ten minutes later, I told you,

Andrew Saltstall: and twenty minutes later, we both told you.

Andrew Saltstall: So why would you continue?

Shaun Muldowney: Because I thought it was going to be fixed

Shaun Muldowney: so I could continue my training.

Andrew Saltstall: When you were told not to use your computer.

Andrew Saltstall: So you continued to use it.

Andrew Saltstall: And then, you were told not to do your personal work here again,

Andrew Saltstall: and you continued to do it.

Andrew Saltstall: So I want to know why you ignored that.

Shaun Muldowney: I'm trying to fix my computer.

Shaun Muldowney: That's not an answer.

Andrew Saltstall: Why are you ignoring the question?

Shaun Muldowney: There's nothing going on. There's no planes going out.

Shaun Muldowney: So your answer is that...

Shaun Muldowney: So if I sat in the break room, we wouldn't have this conversation.

Wayne Thuren: If you sat in the break room on your computer, punched in on the clock, yes we would.

Wayne Thuren: If you were punched out because your instructions...

Barbara Olszewski: Well, it'll punch out for lunch.

Barbara Olszewski: So if you're on your half an hour lunch, that's what I'm asking you, doctor, from your...

Shaun Muldowney: I was just sitting out so I wasn't distracted by other people while I was doing that.

Shaun Muldowney: while I'm waiting for a plane.

Andrew Saltstall: Sean.

Shaun Muldowney: That's all it is.

Andrew Saltstall: You were asked repeatedly not to bring your computer

Andrew Saltstall: and do your personal work.

Shaun Muldowney: I would have done it in there, like everybody else.

Andrew Saltstall: You were asked repeatedly.

Andrew Saltstall: I just want to know why you ignored the request

Andrew Saltstall: that your supervisor made you.

Andrew Saltstall: Because I thought...

Andrew Saltstall: Repeatedly.

Andrew Saltstall: Repeatedly.

Shaun Muldowney: I can't put on a flash drive.

Shaun Muldowney: I'm trying to fix my flash drive.

Barbara Olszewski: You've decided that you're going to ignore your supervisor.

Shaun Muldowney: Oh, it's not about that.

Barbara Olszewski: That's what you're telling me, you're saying that.

Shaun Muldowney: I thought I had a 10-minute process.

Barbara Olszewski: You cannot ignore your supervisor.

Barbara Olszewski: And until you get that right, we are going to continue to send you home an admin leave.

Shaun Muldowney: Oh, all right. I apologize that I was trying to just upload my drive.

Shaun Muldowney: I thought it was ready to take off.

Barbara Olszewski: Stop making excuses.

Barbara Olszewski: So your answers to the questions are never a direct answer.

Barbara Olszewski: What you do is, and make an excuse.

Barbara Olszewski: The question that's posed to you is, do you think it's acceptable for you to ignore your supervisor?

Shaun Muldowney: I apologize.

Barbara Olszewski: No, do you think it's acceptable, yes or no, to ignore a directive from your supervisor?

Shaun Muldowney: No, I don't. I apologize. I'm sorry, I thought I was using downtime for myself.

Barbara Olszewski: This is what this meeting is about.

Shaun Muldowney: Oh, okay.

Barbara Olszewski: Okay, you roll your eyes again, and you are going home.

Barbara Olszewski: take it down a knot i haven't taken it anywhere you have yeah you have so it is not acceptable to

Barbara Olszewski: ignore a directive from your supervisor and you did so what we are going to do is we're going to

Barbara Olszewski: be issuing you a letter of instruction if you continue on the path you're on right now we'll

Barbara Olszewski: take send you home and put you an admin lead and you'll know i'll do it because i've done it twice

Barbara Olszewski: before so that's your choice okay thank you and and i know you don't think this

Barbara Olszewski: but i want you to succeed i don't want to have a meeting with you sean you are a fantastic employee

Barbara Olszewski: but you have to you have to follow instructions from your supervisors

Barbara Olszewski: that's their job and it's your job to obey those directives

Barbara Olszewski: And you seem to be saying, you know what, I'm going to ignore what they say, because I want to do this, that, or the other thing, and I'm going to continue to do what I want, because I have an excuse.

Barbara Olszewski: That is not acceptable at all.

Barbara Olszewski: We're in a safety environment.

Barbara Olszewski: If you start working on a personal device, you or anyone in an operational area, that's unsafe.

Barbara Olszewski: And it is against company policy and standard procedures.

Barbara Olszewski: Period.

Andrew Saltstall: Just leave your computer at home. It's not that difficult.

Lori: I'm just trying to fix the things that I...

Andrew Saltstall: Just stop making excuses. Just say yes.

Lori: Oh, yes, sir.

Andrew Saltstall: No, don't be...

Shaun Muldowney: No, I'm being honest. Yes, sir.

Shaun Muldowney: Duly noted. It is not.

Andrew Saltstall: Yes, it is.

Shaun Muldowney: Duly noted. Yes, sir. I understand.

Shaun Muldowney: Okay, so...

Shaun Muldowney: Yes, sir.

Wayne Thuren: So, we're not going to see your computer here at work in the future?

Shaun Muldowney: I won't be here in the next five days, because I'll have the problem solved. I won't bring it.

Shaun Muldowney: I do truly apologize for it being so slow, and try to use my downtime.

Barbara Olszewski: But we come back on June 1st.

Wayne Thuren: But we come back on June 1st.

Wayne Thuren: So here's the thing that I want to make sure of, Sean.

Wayne Thuren: The thing that I want to make sure of is that, number one, two things.

Wayne Thuren: Number one, that you understand that your computer is the thing that's the issue, okay?

Wayne Thuren: Because...

Wayne Thuren: So, your cell phone is probably an issue too, like everybody else's cell phone.

Shaun Muldowney: Sean, Sean, I'm not a manager.

Wayne Thuren: Yeah, I know, no, no, I'm not talking about you specifically.

Shaun Muldowney: It has to do with my cell phone, okay?

Shaun Muldowney: Yeah, but, I mean, anybody else that's on their cell phone, that's fine.

Wayne Thuren: Here's, but, let me finish, okay?

Wayne Thuren: I will address that.

Wayne Thuren: I will address that as a whole with the entire staff.

Wayne Thuren: We'll take care of that.

Wayne Thuren: Here's the thing.

Wayne Thuren: Number one is that your computer is what prompted the issue.

Wayne Thuren: You were given a direct instruction,

Wayne Thuren: so I want to make sure that we're clear in our message to you.

Wayne Thuren: Is that if we have an issue in the future

Wayne Thuren: where there's a clear instruction that's given to you by a supervisor or a manager,

Wayne Thuren: And you don't follow it, that is insubordination.

Wayne Thuren: Do we understand?

Shaun Muldowney: Yes.

Wayne Thuren: Okay.

Wayne Thuren: Alright.

Wayne Thuren: So, our message at this point is, you cannot be doing personal work on your laptop computer at work on Skylake time.

Wayne Thuren: Okay?

Wayne Thuren: That message is not just for you.

Wayne Thuren: Sure.

Wayne Thuren: Okay.

Wayne Thuren: That message is not just for you.

Wayne Thuren: That message is for the entire team

Wayne Thuren: I will send out a message

Wayne Thuren: Here's what I commit to you

Wayne Thuren: So that it is for the entire team

Wayne Thuren: I'm ready to be done

Wayne Thuren: I'm ready to let it go

Shaun Muldowney: Yeah, that's fine

Shaun Muldowney: Fine, thank you for that

Shaun Muldowney: I greatly appreciate it

Barbara Olszewski: And I would suggest

Barbara Olszewski: I would adjust your attitude

Wayne Thuren: I would adjust your attitude

Wayne Thuren: I would just rather, because Shaun, I'm going to tell you right now, I'm ready to say give us your badge for putting you on administrative leave.

Wayne Thuren: That's where I'm at right now.

Shaun Muldowney: No worries. I apologize, I've just done with that.

Wayne Thuren: We've been a little bit, we've been very accommodating in this conversation.

Wayne Thuren: I am ready to be done with this.

Wayne Thuren: Me too.

Wayne Thuren: I am ready to say...

Shaun Muldowney: I apologize, I'm just shocked that I thought the picnic table was considered a breakroom.

Andrew Saltstall: Shaun, you're making excuses.

Andrew Saltstall: No, I don't see it.

Andrew Saltstall: No stop talking.

Shaun Muldowney: Nobody else has ever had a problem.

Barbara Olszewski: You're missing what we just told you.

Barbara Olszewski: You're missing it.

Barbara Olszewski: And that's what's concerning to me.

Barbara Olszewski: It's going right over your head.

Barbara Olszewski: You're missing the fact that you were talked to by supervisors

Barbara Olszewski: and did not follow their instructions.

Barbara Olszewski: That's why you're in here.

Barbara Olszewski: It has nothing to do with the picnic table

Barbara Olszewski: or any other thing that you're bringing up.

Barbara Olszewski: It has to do with the fact that you did not follow instructions

Barbara Olszewski: from your supervisors.

Barbara Olszewski: That's it.

Barbara Olszewski: In a nutshell. Simple.

Barbara Olszewski: And you're trying to muddy these waters

Barbara Olszewski: and that's not what

Barbara Olszewski: that's what's concerning me is that

Barbara Olszewski: you don't seem to be comprehending

Barbara Olszewski: what the issue is.

Barbara Olszewski: And I'll leave it at that

Barbara Olszewski: and I'm going to suggest you change

Barbara Olszewski: your attitude immediately.

Wayne Thuren: I want to make sure that you're going to

Wayne Thuren: be able to complete your

Wayne Thuren: tasks for the rest of the day and be able

Wayne Thuren: to do it in a way that is going to be fit for duty and you're going to be able to take care of it.

Barbara Olszewski: So, I suggest you, what's the time you schedule till today?

Shaun Muldowney: No idea.

Shaun Muldowney: I have no idea.

Shaun Muldowney: Okay.

Andrew Saltstall: One to two and two to ten.

Barbara Olszewski: Okay.

Barbara Olszewski: So, come back in half an hour, we're going to issue a letter of instruction to you, and it is about the fact that you're not following instructions from your supervisors.

Barbara Olszewski: And, again, I would suggest that you think about what we just discussed.

Shaun Muldowney: I have, but I apologize. I can't get in to the other training, so I was trying to fix my computer.

Shaun Muldowney: Yes, nothing more.

Wayne Thuren: So can I offer you a suggestion that might have been helpful, that might have prevented this?

Wayne Thuren: A suggestion might have been to come to one of us and say,

Wayne Thuren: Hey, I know we talked about this the other day, but I want to try to do my training.

Wayne Thuren: And I want to try to do it on my computer, I'm having a hard time.

Wayne Thuren: Would it be okay if I did this?

Wayne Thuren: Okay?

Wayne Thuren: Because what that would have done, is that would have signaled to us,

Wayne Thuren: Hey, number one, he's understanding the instructions he's given.

Wayne Thuren: Number two, he's trying to be proactive and trying to do this with work.

Wayne Thuren: And number three, he's communicating that this isn't about his own personal items,

Wayne Thuren: and that he's trying to do this to do his training.

Wayne Thuren: A recommendation then might have been from us,

Wayne Thuren: well, you know what, why don't you go to the training trailer?

Wayne Thuren: If you couldn't get your training done,

Wayne Thuren: if you were having a hard time getting your Wi-Fi and you knew that that was an issue,

Wayne Thuren: Why don't you just go to the training trailer?

Wayne Thuren: You use the SkyWest computer.

Wayne Thuren: Why don't you just go to the training trailer and use the SkyWest computer?

Shaun Muldowney: So that when I finish work, I can continue taking it with me.

Shaun Muldowney: If I get halfway through, it doesn't log me out.

Shaun Muldowney: Every time I go in...

Andrew Saltstall: When you do any of the SkyWest training,

Andrew Saltstall: if you leave it halfway through,

Andrew Saltstall: you go right back in where you left.
Shaun Muldowney: Right, and I can just pick up my computer, continue it, and go.
Shaun Muldowney: And you can log in to...
Wayne Thuren: Any SkyWest computer.
Wayne Thuren: You can log right in at home, too.
Wayne Thuren: Well, I can't log in at home.
Wayne Thuren: You don't have to do training from home.
Wayne Thuren: Oh, that's correct.
Wayne Thuren: I can't do...
Wayne Thuren: Okay, that's correct.
Wayne Thuren: So, you were going to take your computer and finish your training where?
Shaun Muldowney: I was hoping to just finish it at home when I finished up.
Barbara Olszewski: I can't do training from home.
Shaun Muldowney: Well, if I don't get paid for it, what's the matter?
Barbara Olszewski: First of all, if you're working...
Barbara Olszewski: If you're not being billed for it, what's the matter?
Barbara Olszewski: Sean, if you're working, we are supposed to pay you.
Barbara Olszewski: And we have not given you permission to do training, or you or anyone else to do training at home.
Shaun Muldowney: I've never asked for any money to be trained at home.
Barbara Olszewski: But that's not right either.
Barbara Olszewski: Oh.
Andrew Saltstall: Sean, I've had this argument with him, and I just, now I do everything here.
Wayne Thuren: Right.
Wayne Thuren: So, but again, if we know that that is, that your computer is the issue,
Wayne Thuren: And if we know that that's an instruction to do the training in the training chair while you're here,
Wayne Thuren: I don't understand where, you know...
Andrew Saltstall: You don't even need to bring your computer in.
Barbara Olszewski: You say we have all this downtime.
Barbara Olszewski: You have time to do training here.
Barbara Olszewski: You don't need to do it at home.
Andrew Saltstall: And you don't need to use your own computer.
Andrew Saltstall: If the Wi-Fi doesn't work, leave it at home and come in and do it on the company computer.
Shaun Muldowney: Well, I've got a wheel bearing that's going out,
Shaun Muldowney: and at the moment I can barely get to work.
Shaun Muldowney: I can't go to a library to go fix my computer.
Shaun Muldowney: Because I need a flash drive
Shaun Muldowney: And I've been loading it onto my flash drive
Shaun Muldowney: You don't need
Andrew Saltstall: You don't need your computer
Andrew Saltstall: You can do your work here on a SkyWest computer
Wayne Thuren: There's no need for your computer at all
Andrew Saltstall: I mean
Andrew Saltstall: When you do your training
Wayne Thuren: There's plenty of computers
Wayne Thuren: We can log you into any computer here
Andrew Saltstall: Any of the downtime you have
Andrew Saltstall: if you're talking about downtime, there's lots of computers.
Andrew Saltstall: There's computers over there, there's computers in the training trailers,
Andrew Saltstall: you can get there.

Shaun Muldowney: So nobody else is being told about this training thing?

Andrew Saltstall: Everybody's been doing their training all day.

Shaun Muldowney: Oh, I bet. Oh, okay.

Barbara Olszewski: I've been watching them do their training all day.

Andrew Saltstall: Sean, you need to change your attitude.

Barbara Olszewski: No, I haven't changed my...

Andrew Saltstall: You need to change your attitude.

Andrew Saltstall: Okay.

Wayne Thuren: So at this point, we'll just let him go and come back and do you want to, where do you want to go?

Shaun Muldowney: I apologize, all I was trying to do was fix my wifi while I was waiting on the next plane to come at 4 o'clock.

Barbara Olszewski: Again, this is the point of this discussion.

Wayne Thuren: Ok, so, yeah, Shaun, thank you.