

Subject: meeting minutes etc
From: Catherine <catherine.kirsanova@crg.eu>
Date: 27/10/16 18:53
To: Juan Laorden <Juan.Laorden@crg.eu>

Dear Juan,

First, thank you for the chat this afternoon.
Second,
as for what I'd like to be said to Luis from my part.

1. I apologize for any inconvenience from my side.
2. I'd like to stay in CRG as I've acquired here some friends and connections which I like, I like to work with Eva (especially I like what I am doing for her now) and anyone in the lab if it would still matter. I liked the team we made with Hanna, Javi, Raul and Eva for our project for the lab retreat.

3. I'd like to make clear the situation with who is my boss, especially who authorizes my holidays etc..

I feel concerned about Julia, I still do not know who initiated that slander that I had a communicational issues with the Biocore team.

She didn't make herself clear on this matter and was rather unfriendly to me (making personal comments to me about my look and personality which I could not accept as friendly). I do not know about her role in all the problems I've been having since the middle of June.

4. I'd like to be protected from the slander and the lies I was exposed to. The last lie, that I am late with my work is rather obnoxious too.

5. I'd ask him to ask someone else, who is independent of Maria to be with me during the meetings with her. And this person should not be on her side by default (like Samuel, who depends on her). Because otherwise it turns out that I feel abused and I am slandered. I need a protection from all this mess. I cannot work under the stress, I should not, and my work has been all just a continuous stress starting from the middle of June (after the very 1st meeting with Luis). I did my best with my work and on return I've got just the abuse and the like. I do not believe that I deserve that.

6. I was forced to start looking for another opportunities too and I feel I cannot stop this now. But I would not like to quit CRG as long as people need me here.

7. All this situation looks like a sheer absurd to me.

Actually I do not understand all the sense of Maria being so necessarily my boss unless it is only her own striving/ambitions.

There were a few of important things (mass spec data processing, data sources) where she's been at least misleading.

And Luis has himself confirmed that she was wrong.

The last, quite serious, issue with Table annotation_latest.xlsx I had to figure out on my own asking him in person to confirm this data source, which he did.

— this quite a lot, sorry, but I have never been listened by him.

Also,

let me please clarify what is my understanding of the Luis' words to me being said on 27/09 and what has been happening next:

1) he told me that I have to find a way to get along with Maria who is my boss and I must recognize this, otherwise I am fired.

I was also told that I have communicational issues with BioCore team, «with all the lab» too, Carlos (I had no idea at the time who he was)

with Javi and «everyone». I felt just shocked.

He also told me that he was giving me an opportunity to get along with the people in the lab too and find a way to be useful to them.

On that I felt only desperate as I thought I had no time to find a way to be useful within just tree months (now I feel better having that task from Eva).

I expressed my concerns (unanswered) of working with Maria, I felt very stressed.

I apologized to her, but I understood that it did not work, I felt (and I feel) that she's been just striving to have

me under herself.

2) the very next day, on 28/09/16 14:23, Maria Lluch Senar wrote me exactly this (I have forwarded you that message on 10/10):

«

I have talked with Luis and he said me that he has given you the opportunity to work for three months in the lab and to finish the project.

»

— so here Maria, who is just turned out to be my boss, says me, that I only have «the opportunity to work for three months in the lab and to finish the project». I felt very stressed out again.

Later the same day Luca Cozzuto, who has allegedly had communicational issues me, was summoned to Luis office, after that and before that hi commented on my question whether he had a communicational issues with me like «it is just a «nonsense», but he had lectured me that I had to recognize Maria as my boss, otherwise I am fired (when I have already got a message from her that I am fired anyway).

So in the evening I wrote an email to Luis that I was slandered which was unacceptable, I felt under so much pressure that I quit in 3 months on my own (this email I forwarded to you too).

On 10/10 I've got that absurd and harassing email from Maria. I had no contacts neither from her nor from Luis after my reply.

On 17/10 I've got that email from Luis inviting me to his lab. So I was hoping that the situation is somehow moving to a conciliation.

This is true that I was not very attentive to Maria during the lunches, but I think I can be easily understood after that what had happened.

And surely I was not the one who was not talking with her, I think mainly because the long table and 8-10 people do not allow this at ease.

And surely I did not ignore her. The other day we even had grabbed a table together for the rest of the lab.

Thank you very much.

Kind regards, —
Catherine