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 To: ['johnrichardson@nafi.com'](mailto:johnrichardson@nafi.com)  
 CC: ['anthonyray@nafi.com'](mailto:anthonyray@nafi.com)  
 Date: 7/11/2005 12:51:22 AM  
 Subject: Tonight's (Sunday) happenings...



John & Tony,

This email is intended to give you an overview of the happenings of tonight – this letter will become clearer and self-explanatory as it progresses.

I arrived on time for my scheduled shift, 8 am – 10 pm, after also working 13 hours of overtime Friday and Saturday, two of my scheduled days off. The milieu today became more and more chaotic as the evening drew nearer. As I was already suffering from lack of sleep and had very little "taking care of Gina" time, I was not functioning very well on the floor today as my patience and frustration tolerance were significantly lacking. As always, we were running this shift with only 4 staff – Ian, Angie, Kristen and myself, not including the nurse. The boys were challenging, to say the least, and were becoming more rambunctious and defiant as the day passed.

To add fuel to my less-than-tolerant mood, Angie was not confronted by Ian about taking a 15 minute break when Ian has been supporting 7 minute breaks for quite some time. As a result of his support and emphasis, I have changed my break habits and have made concerted efforts to trim my breaks down to 7 minutes, especially when the house is in chaos, as it was today. Ian has especially focused his attentions on me regarding this "norm" but I have been unaware of his confronting Angie for the same behaviors. I have articulated my concern to him on a couple past occasions in this regard. To the best of my knowledge this is not the first time this staff person has taken "extended" breaks, without confrontation by Ian. **(Note: I do not object to following a norm provided all of my peers are supported with the same vigor and attention as I seem to be getting)**

Additionally, at one point early this afternoon, there were 2 residents in the living room whom I was supporting. One client was sitting close to the television playing PS2 and the other client was sitting in a chair, near the stairs, watching. I walked 10 feet down the hall to place something on a client's door and returned within 10 seconds. I was immediately supported by Angie that this was an "eyes on, ears on" facility. She asked me if I was aware that these 2 clients were in the living room without support. I responded affirmatively to her question with no other statements. A very short time later, after I was relieved at the living room, I was in the kitchen and she also entered the kitchen area. I asked her who was supporting the client in the River Room, whom she had just been supervising. She said he was in there by himself, with the nurse in her office. I told her that I thought she had just supported me that this was an "eyes on, ears on" facility. She responded by saying that her resident was "fine" and the nurse being "close by" was "good enough". She also stated that one of the residents I was supervising had issues of a sexual nature and that was the basis for which she confronted me; however, her client did not have these issues which is why she felt comfortable leaving him alone. She then asked me if I had a problem today. I told her "no, not today". She then responded by saying "well, do you have a problem every day?" I said, "yes, with you, I do have a particular problem. Ian has been supporting 7 minute breaks and you were gone for a good 15 minutes on your last break." She became flustered as evidenced by her swiftly walking away from me and finding Ian. Apparently, they spoke about this issue because when I next encountered Ian he asked me if I could arrive early for work either tomorrow or Tuesday to discuss the conversation she and I had just had. I told him I was not available to come in early tomorrow, Monday, as I had appointments but would arrive at 1:00 pm on Tuesday for this meeting. I told them both that I thought it was a good idea as we needed to resolve some issues.

The day progressed, as did the chaos. I exchanged no other negativity with Angie for the duration of the shift.

As night fell, some of the children became violent and destructive and additional staff were called to the program. By 8:30 pm, the following people were on the floor: Ian, Carol, Jessica, Kristen, Rebecca, Heidi, Angie, and myself. Our oldest client, MG, was in a standing hold with Ian and Angie, as Rebecca and I cleaned up broken glass which was caused by MG and EC pounding on the living room window. EC was outside, not escalating and was maintaining a stable mood supported by me. JF was his typical rambunctious self and was adding to the chaos. All the other children were being supported in the River Room, except JS, who was in his bedroom. By 9:00 pm, or thereabouts, MG was finally calmed and in bed; EC was calmed and in the River Room trying to sleep. The other children had been supported to their bedrooms for the night. JF, however, was still causing chaos and destruction to house property. Ian, however, did not initiate a hold for JF; instead, he attempted to talk to JF and coax him into going to his room – without any success. Other staff and I were watching this exchange between Ian and JF and were becoming more and more frustrated with Ian's passive attempts to compel JF to comply. Carol and myself finally took the initiative and physically escorted JF to his room. By this time, the clock read approximately 9:30 pm. Melody arrived for her shift at 9:45 pm. I was working on the Points Tracking spreadsheet until 10:00 pm. At 10:00 pm, I came back onto the floor. EC was in the River Room trying to sleep, and JF was in his room still energized and rambunctious. All other clients were silently in their rooms, presumably asleep.

I told Ian that I was leaving. He refused to release me stating that he needed me on the floor. I told him that I was exhausted, had been exhausted all day, and that I was not useful on the floor. I had been working 14 hours, and I erroneously stated that I had been on the floor the longest of all the staff there. I had forgotten that Angie had arrived at 7:00 am and Ian had arrived with me at 8:00 am. I acknowledged my error and stated that I was needing to take care of me now and I needed to leave. He again refused to release me. I told him that there were plenty of staff available and that I was leaving so I could get some sleep for my appointments and my shift tomorrow. He informed me that if I left I would receive a written disciplinary action. I verbally acknowledged that I would receive this action, and I left the program at 10:00 pm.

This email is being written to you to simply articulate my version of events that occurred today. I am in no way excusing my leaving without permission – I am fully aware that I will receive a written warning and am willing to accept that as a consequence of my choice. I feel strongly that if I do not take care of myself, **first and foremost**, I am less than useful and productive with our residents. I have learned over the past several months working at Sidney Riverbend that I must put me first if I am to perform my job to my potential. Therefore, I made the choice that I made.

I am sure Ian will be speaking with you about these occurrences; I simply wanted to articulate my perceptions to you so you would have a more accurate version of these events.

Thank you for your time and attention.

Respectfully,

Gina Turcotte

In the absence of Who You Are Not, Who You Are, is not...