

Submitter: Clifford ODAY

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure: SB851

Here's my story:

Remember:

"When you see something that is not right, you must SAY something, you must DO something." Civil Rights Congressman John Lewis.

"Not everything that is faced can be changed, but nothing can be changed until it's faced". James Baldwin (civil and gay rights activist).

"Corporate culture matters. How management chooses to treat its people impacts everything—for better or for worse." — Simon Sinek

PREFACE:

As a reminder, Core Values of MGH-Brigham Hospital: (BOLD TYPE and Parenthesis are mine...CAO)

Mission, Vision, and Core Values As members of the MGH Institute community, we collectively commit to reflect the following core values in all we do: The highest standards of professional, academic, and scientific excellence, ethical conduct, integrity, and personal responsibility, an inclusive and welcoming environment where every person is treated with dignity and respect. Integrity is at the core of all we do. As members of the MGH Institute community, we (board of directors) collectively commit to reflect the following core values in all we do:

1. The highest standards of professional, academic, and scientific excellence, ethical conduct, integrity, and personal responsibility, (Clotea Holley and Robert Traylor refused to follow ethical and legal guidelines. If management (Clotea Holley and Robert Traylor) pushes back against HR recommendations, remind them that they (and you) may be personally liable for ADA and FMLA violations and non-compliance of Medicare refund guidelines. Since 2012, employee lawsuits claiming FMLA/ADA violations have more than tripled. And many of those cases result in million-dollar verdicts or settlements—all because of a simple FMLA mistake at the HR (Rosemary Sheehan, Emily White) or manager level (Robert Traylor).HR gave Robert Traylor the green light to fire me because I filed complaints against Emily White. Adele Schlotzauer (HR Employee Relations Director) said that Emily White was to "immature" and inexperienced to handle my situation. Proof upon request.

The concerns of employees and the welfare of the patients will continue to be ignored by Clotea Holley, Robert Traylor and the Human Resources department. The welfare of the employees are sacrificed in order to protect and keep Clotea Holley happy. I was a military veteran's medical claims analyst for over 30 years. Clotea Holley's animosity towards military veterans and their families is very unsettling.

2. An inclusive and welcoming environment where every person is treated with dignity and respect, (it appears that dignity and respect does not apply to 68 year old,

white gay male.)

3. Mutual trust and collegiality in our relationships with each other, those we serve in health care, and the community, (is not followed by Clotea Holley)

4. Productive partnerships among faculty, staff, and students that support learning and work, and foster inter professional and global collaboration. (Clotea Holley told me I was forbidden to talk to co-workers. I have the e-mail. Clotea Holley would not follow insurance billing guidelines. Clotea Holley made up her own rules and regulations that would in turn harm patients and delay claim processing. No matter what documented proof you presented to Clotea Holley, she would always go in the opposite direction. Clotea Holley only behaved this way with me and later with targeted employees. Clotea Holley was always in a “gotcha” working mode with me, it was odd, unnerving and very unprofessional. Don’t you think Clotea Holley is little bit too old to be playing mind games with me? Co-workers began to notice Clotea Holley’s constant harassment. Clotea Holley’s harassment accelerated after she found out I am gay.)

5. A connected, engaged, and diverse learning community where students develop a passion for lifelong learning and become graduates of choice for employers, (Clotea Holley would not engage, let alone talk to certain employees, and certain employees were completely ignored in meetings.