

## 1. **Misplaced Hiring Priorities.**

- Significant number of non-investigative hires:
  - o Have hired a new HR Specialist, Records and Information Management Specialist, Senior Advisor, Board Affairs Specialist, and Executive Director of Investigations and Recommendations.
- Hired 0 investigators
- Sought to RIF existing and high-performing attorney investigators
- Plans include more admin hiring, including a new SES GC, another staff attorney
- Meanwhile, the CSB only has 12 investigators left, vs. 20 when Vanessa arrived.

## 2. **Weak Commitment to CSB safety mission and decrease of Scientific Integrity.**

- **Limiting investigation depth:** Management is pushing a model where an investigator "assesses" an incident for a few days and then the CSB publishes the likely cause without adequate investigation.
- **Eliminating Root Cause Investigations:** Managements wants to move to a simple direct cause investigation instead of a root cause investigation. This would eliminate organizational (i.e. safety culture) and regulatory analysis from reports.
- **Removing critical elements of review process:** Concern that management wants to eliminate review of draft reports by experts, the company, union, and other stakeholders. These reviews ensure accuracy and help strengthen reports. It also allows CSB to ensure that the investigative report goes through a peer review process to ensure objectivity and applicability.
- **Elimination of Report Writing:** Told that the CSB will be outsourcing report writing to professional report writers so CSB investigators can "investigate." This is concerning and problematic - an important part of the investigator's job, which is written in our job description and PD, is to communicate our analysis and findings to the public through investigation reports. It also hurts an investigator's professional development.

## 3. **Reducing Flexibility and Cutting Benefits.**

- Lack of flexibility for working parents and retaliation against working parents, females, and removal of telework;
- Tuition reimbursement cut in half;
- Legitimate training requests denied;
- Overdue promotions of high-performing investigators not granted; and
- Elimination of remote work via moratorium.

## 4. **Marginalizing and Demoralizing Investigative Staff.**

- Proposed 2019 budget to Congress published employment matters, i.e. the attorney investigators possibly losing their jobs. These are internal employment decisions that should not have been made public.
- Failure to promote some qualified investigators
- Attempting to remove attorney investigators from the CSB; they are no longer allowed to conduct any sort of legal work.

- Discrimination of investigators by upper management for their background and education.
- Confusion of roles - OGC attorneys with no knowledge of investigation are editing investigation reports.

#### **5. Waste and Poor Operational Effectiveness.**

- Wasting significant resources on the Amy Stone contract and numerous extensions of the same to perform basic HR work (despite having a hr director and support already paid for with IBC) with no ROI, solely based on chair's preferences and the resulting bias against attorneys.
- Significant and expensive international travel by the Chair and Board members, with little to no actual mission connection for the trips, no quantifiable ROI, and no opportunity for the agency itself or career staff to form lasting connections with global players after the Board members' terms expire.
- Excessive budget money about to be returned to the treasury in fiscal year 2018 despite long-standing and significant hiring needs and low numbers of videos produced - why did we not spend to hire the employees we desperately needed, and now we are going to try to hire all at once?
- Small number of videos produced relative to total number of investigations - seemed to want to combine incidents into one video (e.g., plan for PCA and Sunoco), giving short shrift to safety message, frustrating investigators and angering stakeholders.