

State of California
Department of Industrial Relations
Memorandum



Date: February 24, 2010

To: All DOSH Professional Staff

A handwritten signature in cursive, appearing to read "Len Welsh".

From: Len Welsh, Chief
Department of Industrial Relations
Division of Occupational Safety and Health

Re: Office of the Director, Legal Unit Investigation

A recent draft investigation report from the Bureau of State Audits (BSA) revealed several serious problems with regard to a former Division employee who, among other inappropriate activities, taught and delivered presentations concerning occupational safety and health for pay and other compensation while working for the Division as a full-time employee. As a result of the BSA draft report, DIR Director John Duncan has directed that a broader internal DIR investigation be conducted concerning the inappropriate activities discovered by the BSA.

Director Duncan has assigned the responsibility for this internal investigation to Vanessa Holton, Chief Counsel, DIR, and Frank Dickey, Senior Special Investigator with the Office of the Director - Legal Unit.

Accordingly, I am directing that you cooperate fully and expeditiously with any and all inquiries from Ms. Holton or Mr. Dickey.

Should you have questions, please direct them to Mr. Dickey at 415-703-4236.

ALW/zm
cc: Chris Lee

DEPARTMENT OF INDUSTRIAL RELATIONS

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Date: March 1, 2010
To: DOSH Professional Staff
From: Frank Dickey, Senior Special Investigator
Department of Industrial Relations
Office of the Director-Legal Unit
Subject: OD Legal Investigation

As you are aware from the February 24, 2010, memorandum from Division of Occupational Safety and Health ("DOSH") Chief Len Welsh, Department Director John Duncan has directed Chief Counsel Vanessa Holton and me to conduct an internal investigation into the teaching, training and presentation activities performed by DOSH professional staff. Chief Welsh has directed you to cooperate fully and expeditiously with any and all inquiries from Ms. Holton or me.

Attached please find a set of questions that you must answer and submit to me in writing by **5:00 PM, Monday, March 15, 2010** at Department of Industrial Relations, Office of the Director - Legal Unit, 455 Golden Gate Avenue, Ste. 9516 San Francisco, CA 94102. All responses to this questionnaire must be answered honestly, accurately and thoroughly.

You are also directed to provide to me along with your responses to the attached questions any and all documents as well as electronic information related to your teaching, training or presentation activities. You are directed to preserve and not to destroy or alter any documents or other information kept in any form concerning these activities. Please note that electronic information includes emails, voicemail messages, cell phone and PDA chips, portable electronic storage-devices and all types of information that is commonly created, stored, and transferred by computer or electronically. This includes any electronic information you may have created on home computers and other personal electronic devices.

When answering or preserving documents and information, please be overly inclusive; do not make any assumptions about the scope of the information we require. Further, you must undertake retention of this information regardless of the Department's retention policies or any other policies applicable to your unit.

If you have any questions, please contact me at (415) 703-4236.