

# DISTRICT OF COLUMBIA PUBLIC EMPLOYEE RELATIONS BOARD INTERVIEWS & INTERROGATIONS THE INTERVIEW OF KATHY AMES

The District of Columbia (DC) **Central Maintenance Repair Shop (CMRS)** maintains and repairs all DC government vehicles and equipment.

The **CMRS** is a first class, large, well-equipped vehicle maintenance shop which operates 24/7. Over many months, the **CMRS** has been losing thousands and thousands of dollars of valuable tools, equipment, supplies and other property out of the shop and secure storage yard. However, security cameras show no property leaving the shop or yard. The police on the main gate report no one is getting off the yard with **CMRS** property because they have 100% ID check and inspections in place. Management and the police are frustrated.

There is a break in the case. The **CMRS** employee, **Kathy Ames**, a Mechanic, was found to have a **CMRS** tool box filled with tools in her home.

The police got an anonymous tip about the tool box from an employee who said the tool box was in **Ames'** house. The police visited her neighborhood and asked a neighbor if he had seen her with a **CMRS** tool box? He said, "*No. But I have a key from Kathy for emergencies, I'll look inside the house.*"

The neighbor looked in the house and came out with the tool box saying, "*Is this it?*"

The police impounded the tool box and completed a full interview of the neighbor who stated that he found the box in the bathroom of the spare bedroom.

The **American Federation of Municipal Mechanics (AFMM)** represents **CMRS** employees.

**Ames** has been ordered to meet with **Sam Spade**, **CMRS** Director of Labor Relations and **Andy Taylor**, Metropolitan Police Department Investigator, to explain the **CMRS** tool box and tools found in her house. She arrives with the **AFMM** Chairman, **Tom Wrencher**. We join the players as they collect for the meeting.

## THE PLAYERS

- Kathy Ames:** **CMRS** Mechanic and a member of **AFMM**. She has been a Mechanic for more than 18 years. Ames has a good work record without disciplinary actions and good performance ratings.
- Tom Wrencher:** **CMRS** Senior Mechanic and Chairman of the **AFMM**. Wrencher is an experienced Union representative. He is an excellent mechanic and an excellent representative.
- Sam Spade:** **CMRS** Director of Labor Relations. For more than 30 years, Spade has worked his way up in the shop from Mechanic Helper to management. He is an experienced labor relations professional.
- Andy Taylor:** **Metropolitan Police Department** Investigator. Taylor was present when the tool box and tools were taken from Ames' house. He is an experienced Investigator who has closed many cases with arrests.

WATCH CAREFULLY AS CMRS, AFMM AND MPD  
REPRESENTATIVES APPLY THEIR SKILLS TO A UNION-  
MANAGEMENT MEETING WITH SURPRISES AND CHALLENGES.

© Sean J. Rogers & Associates, LLC 2019

