

Jan 12, 2012
Thurs.

Blog Readers

Here's the "grievance" ^{FORM 602} I filed, which WAS/HAS LAUNCHED AN INVESTIGATION into the UNSAFE conditions of/at CALPITA Coffee. It began when I brought up a couple safety issues which is NOT looked upon favorably when 'bosses' pay you from .30¢ to .55¢ an hour. I challenged safety issues. Then & NOW & I WILL NOT STOP blogging - AS I'm doing so w/in case law - *Canadian Coalition vs the Death Penalty v Ryan* 269 F.Supp 2d. 1199 (2003): Prisoners may NOT be punished for internet sites created by help of NON-incarcerated 3rd party. Therefore I am DOING NOTHING WRONG.

I'll keep you guys posted!

W Respect
Michael

1 pg (602 + exhibits)

IAB USE ONLY	Institution/Parole Region: _____ Log #: _____ Category: _____
FOR STAFF USE ONLY	

You may appeal any California Department of Corrections and Rehabilitation (CDCR) decision, action, condition, policy or regulation that has a material adverse effect upon your welfare and for which there is no other prescribed method of departmental review/remedy available. See California Code of Regulations, Title 15, Section (CCR) 3084.1. You must send this appeal and any supporting documents to the Appeals Coordinator (AC) within 30 calendar days of the event that lead to the filing of this appeal. If additional space is needed, only one CDCR Form 602-A will be accepted. Refer to CCR 3084 for further guidance with the appeal process. No reprisals will be taken for using the appeal process.

Appeal is subject to rejection if one row of text per line is exceeded.

WRITE, PRINT, or TYPE CLEARLY in black or blue ink.

Name (Last, First): SINGH, MANJEET MICHAEL	CDC Number: T-22165	Unit/Cell Number: A4-213	Assignment: PIA: Coffee
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State briefly the subject of your appeal (Example: damaged TV, job removal, etc.):

WXXX Retaliation for reporting safety violations at 0 PIA Coffee Plant

A. Explain your issue (If you need more space, use Section A of the CDCR 602-A): On 10/28, I was denied
entry to work by C/O Rowcher, "You're out of work til further notice" Monday the
same thing; then I talk to Lt. ^(AT 10AM) ~~Stank~~, "Your Supervisor Mickson, he has a problem w
something on your BLOG, I see it in entirety, I don't have a problem with any of

B. Action requested (If you need more space, use Section B of the CDCR 602-A): 1-S.M. be aware of: Canadian
Coalition ~~vs~~ Death Penalty v RYAN 269 F.Supp.2d:1199(2003) PRISONERS MAY NOT BE
PUNISHED FOR POSTING MATERIAL ON THE INTERNET W ASSISTANCE OF NONINCARCERATED #3rd
parties) 2-that PIA/coffee workers NOT be subjected to unhealthy, dangerous conditions

Supporting Documents: Refer to CCR 3084.3.

XXXXX Yes, I have attached supporting documents.

List supporting documents attached (e.g., CDC 1083, Inmate Property Inventory; CDC 128-G, Classification Chrono):

Code of Safety Practice(COSP)PIA GR-22/128

Safety Hazard Formz Prev.602

☐ No, I have not attached any supporting documents. Reason: _____

***I WISH TO HAVE AN INTERVIEW, PLEASE

Inmate/Parolee Signature: *Manjeet Singh* Date Submitted: *11-1-2011*

☐ By placing my initials in this box, I waive my right to receive an interview.

C. First Level - Staff Use Only	Staff - Check One: Is CDCR 602-A Attached? <input type="checkbox"/> Yes <input type="checkbox"/> No
This appeal has been:	
<input type="checkbox"/> Bypassed at the First Level of Review. Go to Section E.	
<input type="checkbox"/> Rejected (See attached letter for instruction) Date: _____ Date: _____ Date: _____ Date: _____	
<input type="checkbox"/> Cancelled (See attached letter) Date: _____	
<input type="checkbox"/> Accepted at the First Level of Review.	
Assigned to: _____ Title: _____ Date Assigned: _____ Date Due: _____	
First Level Responder: Complete a First Level response. Include Interviewer's name, title, interview date, location, and complete the section below.	
Date of Interview: _____ Interview Location: _____	
Your appeal issue is: <input type="checkbox"/> Granted <input type="checkbox"/> Granted in Part <input type="checkbox"/> Denied <input type="checkbox"/> Other: _____	
See attached letter. If dissatisfied with First Level response, complete Section D.	
Interviewer: _____ Title: _____ Signature: _____ Date completed: _____ (Print Name)	
Reviewer: _____ Title: _____ Signature: _____ (Print Name)	
Date received by AC: _____	
AC Use Only Date mailed/delivered to appellant ____ / ____ / ____	

D. If you are dissatisfied with the First Level response, explain the reason below, attach supporting documents and submit to the Appeals Coordinator for processing within 30 calendar days of receipt of response. If you need more space, use Section D of the CDCR 602-A.

Inmate/Parolee Signature: _____ Date Submitted: _____

E. Second Level - Staff Use Only

Staff - Check One: Is CDCR 602-A Attached? ☐ Yes ☐ No

This appeal has been:

- ☐ By-passed at Second Level of Review. Go to Section G.
☐ Rejected (See attached letter for instruction) Date: _____ Date: _____ Date: _____ Date: _____
☐ Cancelled (See attached letter)
☐ Accepted at the Second Level of Review

Assigned to: _____ Title: _____ Date Assigned: _____ Date Due: _____

Second Level Responder: Complete a Second Level response. If an interview at the Second Level is necessary, include interviewer's name and title, interview date and location, and complete the section below.

Date of Interview: _____ Interview Location: _____

Your appeal issue is: ☐ Granted ☐ Granted in Part ☐ Denied ☐ Other: _____

See attached letter. If dissatisfied with Second Level response, complete Section F below.

Interviewer: _____ Title: _____ Signature: _____ Date completed: _____
(Print Name)

Reviewer: _____ Title: _____ Signature: _____
(Print Name)

Date received by AC: _____

AC Use Only

Date mailed/delivered to appellant ____/____/____

F. If you are dissatisfied with the Second Level response, explain reason below; attach supporting documents and submit by mail for Third Level Review. It must be received within 30 calendar days of receipt of prior response. Mail to: Chief, Inmate Appeals Branch, Department of Corrections and Rehabilitation, P.O. Box 942883, Sacramento, CA 94283-0001. If you need more space, use Section F of the CDCR 602-A.

Inmate/Parolee Signature: _____ Date Submitted: _____

G. Third Level - Staff Use Only

This appeal has been:

- ☐ Rejected (See attached letter for instruction) Date: _____ Date: _____ Date: _____ Date: _____ Date: _____
☐ Cancelled (See attached letter) Date: _____
☐ Accepted at the Third Level of Review. Your appeal issue is ☐ Granted ☐ Granted in Part ☐ Denied ☐ Other: _____

See attached Third Level response.

Third Level Use Only

Date mailed/delivered to appellant ____/____/____

Request to Withdraw Appeal: I request that this appeal be withdrawn from further review because; State reason. (If withdrawal is conditional, list conditions.)

Print Staff Name: _____ Title: _____ Signature: _____ Date: _____
Inmate/Parolee Signature: _____ Date: _____

IAB USE ONLY

Institution/Parole Region:

Log #:

Category:

FOR STAFF USE ONLY

Attach this form to the CDCR 602, only if more space is needed. Only one CDCR 602-A may be used.

Appeal is subject to rejection if one row of text per line is exceeded.

WRITE, PRINT, or TYPE CLEARLY in black or blue ink.

Name (Last, First):

CDC Number:

Unit/Cell Number:

Assignment:

SINGH, MANJEET MICHAEL

T-22165

T-22165

PIA: Coffee

A. Continuation of CDCR 602, Section A only (Explain your issue): the content as it DOES NOT violate any safety/security issues; you don't have any 115/lock up coming from me". For Supervisor (S.M.) ~~Williamson~~ to have an issue with my blog is a violation of 3260, "Public Access: public has a duty/right to know how prison/programs are run"; policy is to make records available for review to interested persons/3261.7 Cameras Visual Equipment "Staff cannot prohibit a person NOT on FACILITY property FROM recording ANY dept. activity. (therefore not punishable OFFENSE) I have BEEN blacked OUT from WORK because MY supervisor TOOK offense to MY HAVING MY OWN BLOG, this is a violation of: 1st, 8th AND 14th Amends. Further, on 10-28 at a work meeting SM stated a loud proclamation against me w libel/slander, stated, "Some jack** wants 2 put work stuff on the NET". This is Retaliatory action and discrimination for safety complaints I have made in the past; /further he 'talks' workers into unsafe job duty by ordering them to clean w/o PPE. When one does ^{the} (uneducated ones) he gives them promotions, (then ones who want GLOVES get ^128) He talks some into ^{PAINTING} the whole shop, the same workers he tell to clean. He writes up those who don't break safety 'regs' i.e. 128's (see ATTACH). It's clear he has mental issues as he Took a mental health stress leave., his mental health issue violate: 3278 "Control of I/m's (Those who supervise I/m's) his own feelings/use of such knowledge. and 3004-rights & respect, 3022 Equality of I/m's, 3319 Employee Conduct, 1, 8, 14th Amends; I AM NOT 3/5th a person.

Inmate/Parolee Signature: *Manjeet Michael Singh*

Date Submitted: *11-1-2011*

B. Continuation of CDCR 602, Section B only (Action requested): to get raises & disciplin if they don't 3-that pest/control be called to remove ALL RODENTS that scurry around Coffee 4-that I be compensated for days of work I prepared for; but was kept out on 'micks orders' 5-that SM read his own COSP/MSDS so/as it relates to safety (so he can't write people up FOR FOLLOWING RULES HE HAS THEM SIGN) (it be re moved) 6-THAT HE STOP FALSIFYING DOCUMENTS JUST TO GET WORKERS HE DON'T LIKE FIRED i.e. (NOR, ~~WILLIAMS, WILLIAMS, WILLIAMS~~) 7-That a mental health assesment be done on SM to see if what his PIA civilian colleauges say are true: (if he's Bi-polar, Manic, Para-Schiz, or Mania) i.e. "He's the worst mistake PIA hiring ever made", Another, 'insinuated he's a PSYCH patient on the street; ~~XX~~ S.M. took stress leave based on "he thought his own civilian colleagues were conspire on him" (rumor mill); they all know he is unique, weird, vindictive and lies to avoid fault 8-that an audit be done on how many 115/128 were done before/after his arrival to PIA/coffee. 9-that people w/o GED/theft (history) at Coffee quit getting promotions over me because I speak on safety violations.

Inmate/Parolee Signature: *Manjeet Michael Singh*

Date Submitted: *11-1-2011*

**INMATE/PAROLEE
APPEAL FORM**
CDC 602 (12/87)

Location: Institution/Parole Region

Log No.

Category

1. _____

1. _____

2. _____

2. _____

You may appeal any policy, action or decision which has a significant adverse affect upon you. With the exception of Serious CDC 115s, classification committee actions, and classification and staff representative decisions, you must first informally seek relief through discussion with the appropriate staff member, who will sign your form and state what action was taken. If you are not then satisfied, you may send your appeal with all the supporting documents and not more than one additional page of comments to the Appeals Coordinator within 15 days of the action taken. No reprisals will be taken for using the appeals procedure responsibly.

** THIS COMPLAINT IS ON SUPERVISOR RETALIATION **

NAME	NUMBER	ASSIGNMENT	UNIT/ROOM NUMBER
SINGH, Michael	T-22165	PIA Coffee Roasting	A4-213

A. Describe Problem: Violations of Title 15 section 3004 Rights and Respect of Others states
(a,b,c,), state "Inmates and parolees have the right to be treated respectfully, impartially,
and fairly by all employees...Inmates and employees will not subject other persons to any
form of discrimination because of race, religion, nationality" and 3022 Equality of Inmates
"No inmate or group of inmates will be given or be permitted to assume control over other
inmates" 3391 Employee Conduct, "Employees shall be alert, courteous and professional in
their dealings with inmates...Inmates shall be addressed by their proper names and NEVER
by derogatory or slang reference..Employees SHALL NOT use abusive language or improper
If you need more space, attach one additional sheet. while, unethical conduct SHALL be avoided by all employees.

B. Action Requested: 1) That each individual worker be interviewed-seperately and confidentially
by a PIA Super-intendant (other than anyone mentioned in this 602) 2) THAT I not be
RETALIATED AGAINST PER TITLE 15,3084.1, "No reprisal shall be taken against an inmate
for filing an appeal." 3)that Mr. [Signature] receive sensitivity training-especially on

Inmate/Parolee Signature: [Signature] Date Submitted: 10-9-10

C. INFORMAL LEVEL (Date Received: _____)

Staff Response: _____

Staff Signature: _____ Date Returned to Inmate: _____

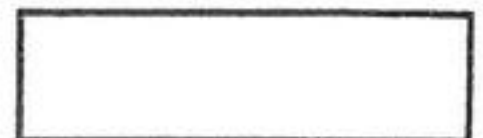
D. FORMAL LEVEL

If you are dissatisfied, explain below, attach supporting documents (Completed CDC 115, Investigator's Report, Classification chrono, CDC 128, etc.) and submit to the Institution/Parole Region Appeals Coordinator for processing within 15 days of receipt of response.

Signature: _____ Date Submitted: _____

Note: Property/Funds appeals must be accompanied by a completed
Board of Control form BC-1E, Inmate Claim

CDC Appeal Number:



DESCRIBE CON'T

On 10-5-10 upon arriving to work and receiving permission to operate the forklift for my 'test' I was referred by another inmate coworker that Mickelson wanted to speak with me prior to operating to forklift. Upon approaching him, he stated "You will Not be operating the forklift today", to which I stated, "Mr. ~~Parreria~~ just told me "OK and I think you should get on the same page as him so there is no confusion for anyone" ~~Mickelson~~ then replied "Well lets go and talk to him " and once in the office he states, "This Character said he's gonna be driving the forklift all over the place"... then started stating numerous other things that were not even stated. I replied, "Now you're changing the facts" (of the discussion) then I turned around and walked away and he loudly slammed the door to the office as he has done on previous occassions with other workers when AL is not there. He said Character in a very derogaotry manner belittling me in front of numerous others who were within hearing distance.

(I/M = INMATE)

This scenario has played out with numerous other employees all who are minorities and none of who are white. For example an incident previously occurred with I/m ~~Heredia~~ where a Lieutenant had to get involved and basically state to Mr. ~~Mickelson~~ xxxxxxxxxx; a second scenario happened with i/m ~~Quivera~~ where ~~Mickelson~~ claimed to have overheard part of a conversation regarding the use of machinery and completely misquoted him in a very exaggerated way then tried to and did reprimand him for this 'issue', also another issue occurred with i/m ~~Quivera~~ where ~~Mickelson~~ simply stated to the workchnge cops to 'not let Burton report to work today' after misquoting words from the day before. Mr. ~~Mickelson~~ fabricates pretense(s) under which to discipline or negate workers, all who are minorities and none of whom are white. The most recent episode was the one previously described above concerning me. He continously 'hob nobs' with white workers in his office for extended periods of time but then tries to 'discipline' minorities by made up scenarios, where he interjects his personal feelings, unprofessionalism and attitude instead of stating accurate facts.

His entire demeanor, in all of the sequence of events was negative, rude and very unprofesssional; he does things to initiate conflict or disagreement with workers, then he will 'report' to Mr. ~~Parreria~~ a much more liberal story to minimize his fault and exaggerate the fault of the inmate worker. Instead of being a positive, professional supervisor, instead he acts similar to a 'Robovisor', nit-picking then overstating events. This principle in action most recently happened on 10-1-10 (Friday) See attached two memos/order(s) which state conflicting orders-one official form-onehand written with ~~Mickelson~~ signature on it. On Friday 10-1, he told everyone "i'm sorry it's my fault" then told Mr. ~~Parreria~~ on the following Monday that "Everybody was a crybaby but that eventually the work got done." Never did he tell Mr. ~~Parreria~~ what he told some inmates on 10-1, "I can't believe ~~you~~ put me in this position-it was ~~you~~'s fault" instead he called all of the inmate workers crybabies on 10-4.

Over two (2) weeks ago at a safety meeting ~~Mickelson~~ stated a light was broken over the packing area and on 10-1 when he had i/m workers running around like chickens with their heads cut off, safety was jeopardized as he had us doing a DUAL order under a lack of light atmosphere. It was'nt just the conflicting / dual orders, it was the manner of confusion he injected as well as the negatively authoritative manner he commanded the i/m workers in. ~~Mickelson~~ (when Mr. ~~Parreria~~ is not present) walks around ^{with} his unstability, as ^{to supervise} he creates confusion and conflict. It is Mr. ~~Mickelson~~'s serious lack of ability ^{to manage} that has motivated me to file this formal complaint and raise serious questions about his ability to properly supervise or ^{manage}, especially where minorities are concerned. His, Mr. ~~Mickelson~~'s remembrance of things past, isn't a remembrance of things as they were, as he mimicks symptoms and signs of Bi-polar and/or mood disorder. He is ignorant of being able to build a decent rapport with employees to produce a positive result.

In addition, his inability to manage effected i/m workers as Mr. ~~Mickelson~~ lost his keys and had numerous inmate workers cells searched. Whenever he is approached, for discussion, always states, "Talk to me at a better time" and this mantra is used everytime an i/m minority approaches him, so basically no time is a good time.

DESCRIBE PROBLEM CON'T

It is quite possible that ~~Mickelson~~ is unfamiliar with his blunt rudeness that he exudes on a daily basis because of the very bi-polar symptoms he displays. Or he may be aware of it, so on the following days he tries to ~~act better~~ ^{act to better} people some people to make 'things better'. He engages in abuse of discretion under the color of authority and extends it in a cruel manner, especially when Mr. ~~Al P. ...~~ is not present. Mr. ~~Mickelson~~ is an impediment to the success and full realization to the potential of PIA Coffee. In addition, he is a habitual linecrosser and habitual micro-manager; a startling disinvestment to employee morale. He has come in ^{and} negatively changed the atmosphere and philosophy of PIA Coffee i/m workers.

**** Many workers are fearful to state these issues as they have seen his retaliatory action in regards to taking a dime, further reduction of pay, or removal from assignment or chronos that may go in their c-file as some lifers would be negatively impacted by such a chrono at a board hearing.

**** Numerous workers who have worked in PIA Coffee for years approached Mickelson on 10/1 to express that "never has a day of chaos like this occurred"

**** ~~Mickelson~~ even puts out indirect messages that workers will be removed from the assignment (see attached NONCONFORMING MEMO) as it states "eliminating the root cause "
ACTION REQUESTED: CON'T

-how to deal and communicate with minorities effectively by building communication skills.

4) I not be denied future raises, promotion, chronos, letters (opportunities) that have been afforded to other inmates (equal opportunity)

5) That this be documented and he receive a Letter Of Instruction (L.O.I.)

6) the light he noticed, which is broken be fixed as it violates Cal.Occupational and Safety and Health Act of 1973 (Cal-OSHA)

7) That further Corrective Action be: per DOM:110.40.6.1 "Executive Office of PIA Comprised of Affirmative Action Officer", "PIA AA program provides for equal employment in a discriminatory free work environment. The Program is backed with a strong from the General Manager and the Director" **Requesting the training be extended to Mickelson/ or re-extended (if already received)