



Fleet and Family Readiness (N9)



8 Feb 23

SENT VIA EMAIL

From: Fleet and Family Readiness Director

To: Roxanne Abrams, [REDACTED]

Subj: NOTICE OF FLEXIBLE EMPLOYMENT SEPARATION

Ref: [REDACTED]

(b) Return to Work letter dtd 28 Dec 22

(c) Email dtd 20 Jan 23

(d) Collective Bargaining Agreement between Navy Region Southwest and American Federation of Government Employees Local [REDACTED]

1. Per reference (a), you are hereby notified that you will be terminated from your [REDACTED] position as a [REDACTED], effective 9 February 2023. This removal is due to your unavailability for work due to a medical condition.

2. Per references (b) and (c) you were released for work by your doctor to return to work 12 January 2023, but only in a 100% remote capacity. Unfortunately, the essential functions of your position cannot be accomplished in a remote capacity, and we do not have any equivalently-graded or lower-graded positions where the essential functions of the position can be accomplished by remote means.

3. This proposal action is strictly for non-disciplinary reasons. It is being issued solely as a result of your unavailability to work due to a medical condition.

4. You may have a right to grieve this action. If you would like to do so, please see reference (e) for more information or you may contact your union representative.

5. If you believe the basis for separating you is the result of discrimination due to color, race, religion, sex, national origin, age, disability or reprisal, you have the right to contact the EEO Servicing Office at 866-295-0320, within 45 days from the effective date of this action.

6. All documents, statements, and other evidence which I have utilized in reaching my decision are available for your inspection at the NAF Human Resources Office. If you would like to review the material or have any questions regarding this action, please contact [REDACTED]

