

**From:** Wentling, Parker <[wentlingp@charlottesville.gov](mailto:wentlingp@charlottesville.gov)>  
**Sent:** Monday, December 4, 2023 11:44 AM  
**To:** Valencia, Jamie <[valenciaj@charlottesville.gov](mailto:valenciaj@charlottesville.gov)>  
**Subject:** What do you recommend

What would you do if you were me?

I am negatively affected by my department head's wanton **disregard for Policy 4-2** (remote work).

Especially right now while our only exit (and bathroom route) is through **a cloud of ceiling panel dust**, floating shreds of fiberglass and potential asbestos.

The good news: After **years of supplication**, there are a few hoops and hurdles I can jump through to possibly work part-time from home.

However, I am curious to know what someone in your position might recommend, if they had a fiduciary interest in my well-being.

Why does anyone care where I sit when I show up to work?

What would you do if you were me?

**From:** Valencia, Jamie <[valenciaj@charlottesville.gov](mailto:valenciaj@charlottesville.gov)>  
**Sent:** Monday, December 4, 2023 6:46 PM  
**To:** Wentling, Parker <[wentlingp@charlottesville.gov](mailto:wentlingp@charlottesville.gov)>  
**Subject:** RE: What do you recommend

Good evening Parker,

While I understand that you visited HR today (in person) with these questions/concerns, unfortunately these are items that you will need to follow-up with your immediate supervisor on.

Your questions/concerns about your ability to work remotely, and about the work environment, have been shared with your immediate supervisor.

Please follow-up directly with them for additional guidance.

Thank you!

**From:** Wentling, Parker <[wentlingp@charlottesville.gov](mailto:wentlingp@charlottesville.gov)>  
**Sent:** Tuesday, December 5, 2023 3:31 PM  
**To:** Valencia, Jamie <[valenciaj@charlottesville.gov](mailto:valenciaj@charlottesville.gov)>; Sanders, Samuel <[sanderss@charlottesville.gov](mailto:sanderss@charlottesville.gov)>; Franklin, Ryan <[franklinr@charlottesville.gov](mailto:franklinr@charlottesville.gov)>  
**Subject:** RE: What do you recommend

Thank you Jaime.

Implied in my original question to you, was the fact that I have already spoken to my supervisor, who, like you, remains powerless to effect any change or resolve.

So, just to be clear:

(I have been told) there is **asbestos** in the doors and door frames of this building. City Hall is closed.

This building is under construction.

The probability is high, that these doors and door frames will be tampered with.

One clue for this concern is based on observation; construction workers are currently using a tile scrapper to remove the flooring.

This flooring connects directly to the door frames.

Our **only exit/entry** to the desk I am **explicitly** assigned, is through a construction zone where a high degree of these fibers settle and float.

This shared door, which again is our only access point to restrooms and outside world, is frequently opened.

Using all five of our human senses, there appears to be NO ventilation, pump or partition adequately containing any potential airborne particulates.

I believe this to be a breach of the "safe" working conditions the City claims to have.

One may presume these accommodations are **unreasonable**.

Prior to returning to this site, we were assured the construction area would fall outside our work environment.

This has proven to be a false statement.

The floor tiles being scrapped up at the moment lie just outside our door.

Debris is seeping into our room.

Unless we exit the building through a broken window, we have no choice but to kick up the debris.

**Have you had an expert look at these tiles for possible asbestos?**

My goal here is not to cause a fuss.

However, I am afraid and aghast.

Should you care about the concern and well-being of your human resources, including elderly members and one with early stages of emphysema, now would be the second best time to address the matter.