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CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

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CONVERSATION BETWEEN FRED PEIVANDI & DONNA POPLAR

1 Flint, Michigan 2 UNKNOWN FEMALE SPEAKER: Good morning. 3 MS. POPLAR: How are you; how are you? 4 UNKNOWN FEMALE SPEAKER: I'm good. How you doing? 5 MS. POPLAR: I'm fine. 6 UNKNOWN FEMALE SPEAKER: (Inaudible) 7 MS. POPLAR: Is he in? 8 UNKNOWN FEMALE SPEAKER: Yeah, he's in there. 9 MR. POPLAR: Hi. How are you? 10 UNKNOWN FEMALE SPEAKER 2: Hi. Good. 11 MS. POPLAR: Fred. 12 MR. PEIVANDI: What's up? 13 MS. POPLAR: This goes back to you. 14 MR. PEIVANDI: All right. Yeah. We're going to 15 do this, if you don't mind, and then, when we do the needs 16 study, they said we have to open up additional revenue for 17 the position. They kind of talked -- talked about it, I 18 guess, so -- 19 MS. POPLAR: Yeah, but -- I have no problem with 20 that. The only concern I had is this: it's just not 21 because there's a fight over this position, you know. You 22 say to me that -- 23 MR. PEIVANDI: Yeah. 24 MS. POPLAR: -- why should you hire somebody to 25 accommodate me for my disability when you can hire somebody Page 2	1 that's evolved around it -- 2 MR. PEIVANDI: Well, I'm willing to -- 3 MS. POPLAR: -- is a problem. 4 MR. PEIVANDI: -- accommodate you with a part-time 5 employee to come in and help you. 6 MS. POPLAR: But it doesn't -- it doesn't 7 explain -- why would you even make the statement like that 8 to me? What was on your mind when you did that? 9 MR. PEIVANDI: No. I'm talking about -- in the 10 real world, I'm talking about. It's just a fact. I mean, 11 it's just a fact of life. In the real world -- I don't know 12 if you're recording me or if you have been. 13 MS. POPLAR: No. I'm not going to -- why would I 14 record you? 15 MR. PEIVANDI: I don't know. In real life -- 16 okay? -- if I own a company, just between you and I -- all 17 right? -- 18 MS. POPLAR: Sure. 19 MR. PEIVANDI: -- who would you hire? Would you 20 hire somebody who can -- you're not going to hire somebody 21 that's going to take one and a half persons to do the job or 22 two people to do the job. This is talking between you and 23 I. 24 MS. POPLAR: Sure. 25 MR. PEIVANDI: The real world. Okay? Page 4
1 who don't have a disability. What's really going on? Be 2 honest with me here. That's what I want. 3 MR. PEIVANDI: Well -- 4 MS. POPLAR: Well, when you made the statement -- 5 why would you -- why would you say to me, why should you 6 hire somebody to assist me with my disability when you can 7 just hire somebody who don't have a disability, you know, 8 like hire an HR director without a disability? 9 MR. PEIVANDI: No; no. Well, that's -- 10 MS. POPLAR: Why would you say that to me? 11 MR. PEIVANDI: This is the discussion we had -- 12 talked to Lisa (phonetic) about? 13 MS. POPLAR: Sure. 14 MR. PEIVANDI: I'm -- I was talking in general. 15 If it was a private company, what would they do? 16 MS. POPLAR: Whether it's a private company or 17 not, I have a disability, Fred, you know. 18 MR. PEIVANDI: Well, that's why -- 19 MS. POPLAR: And I didn't bring this blindness on 20 myself. You know, it's something that just happened. And 21 so for you, as my boss, to tell me why should you bring 22 somebody on board to accommodate me when you could just hire 23 somebody without the disability, how do you think that makes 24 me feel? I mean, you asked me to be open and honest with 25 you, and that's what I'm being. And so then everything Page 3	1 MS. POPLAR: I understand that. 2 MR. PEIVANDI: That's what -- that's what I was 3 saying. 4 MS. POPLAR: Well, I was a bit -- I was feeling 5 the vibe. But let me explain to you this: This is the real 6 world, and I want you and I to be on the same page. 7 MR. PEIVANDI: Yeah. I want to be on the same 8 page with you. 9 MS. POPLAR: I -- I think -- I think we're -- I 10 think our relationship is -- 11 MR. PEIVANDI: Improving. 12 MS. POPLAR: And my point is this, you've been 13 here 25 years. 14 MR. PEIVANDI: Is it improving? 15 MS. POPLAR: I think so. 16 MR. PEIVANDI: Okay. 17 MS. POPLAR: But you -- you've been here -- 18 MR. PEIVANDI: I've been here 25 and a half years. 19 MS. POPLAR: -- 25 and a half years. 20 MR. PEIVANDI: Yeah. 21 MS. POPLAR: In 25 and a half years, Fred -- 22 MR. PEIVANDI: I've never had any -- 23 MS. POPLAR: -- all these departments have had 24 their executive secretary for you, administrative assistants 25 for everyone else. Even if you take out the equation of my Page 5

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1 MS. POPLAR: All that. So -- so, when you look 2 at -- when you look at the other part -- 3 MR. PEIVANDI: No. I recognize that. 4 MS. POPLAR: -- we were able to negotiate -- I put 5 that idea to the table, to get the union to agree that new 6 hires would go into a retiree cash plan for their health 7 care. I did that. I cannot say how hard I worked, the time 8 I put in, and to -- and to allow people, for personal 9 reasons -- personal and political reasons to try to -- it's 10 almost like, are you trying to make me suffer? 11 MR. PEIVANDI: No; no. It's not -- 12 MS. POPLAR: It's like -- I don't -- 13 MR. PEIVANDI: It's not personal. Believe me. 14 MS. POPLAR: How can it not be? 15 MR. PEIVANDI: It's not -- 16 MS. POPLAR: Because it hasn't been due to budget. 17 MR. PEIVANDI: We've never had an assistant 18 executive person -- 19 MS. POPLAR: Well, you've never -- 20 MR. PEIVANDI: -- in the charts, so I figured 21 that's why I want to do a needs study, to go through all 22 departments, and I also want to know how much everybody is 23 worth. When you're telling me that this is, like, \$25 an 24 hour, well, I've got an engineer A3 with a bachelor's degree 25 down there, with technical background, making 20 bucks an Page 10	1 for -- this is to your advantage. 2 MR. PEIVANDI: My advantage. I know. 3 MS. POPLAR: -- that -- why accommodate -- 4 MR. PEIVANDI: I'm so -- 5 MS. POPLAR: -- the person with a disability when 6 you can hire somebody who don't have a disability. 7 MR. PEIVANDI: I'm so straightforward, you know. 8 MS. POPLAR: I -- well, being straightforward -- 9 MR. PEIVANDI: I'm so open, so transparent, and so 10 what? I mean, that's the truth. You know what I'm saying? 11 It -- I'm looking at the private standpoint. If I was 12 running a show or a company, who would you hire? 13 MS. POPLAR: Well, you can't discriminate -- 14 MR. PEIVANDI: I'm not -- no; no. 15 MS. POPLAR: But you can't -- 16 MR. PEIVANDI: It's not -- you can't -- it 17 depends -- 18 MS. POPLAR: -- discriminate against a person with 19 a disability, though, Fred. 20 MR. PEIVANDI: -- it depends; it depends. Because 21 you could -- you could have some disabled -- yeah. People 22 with disabilities do a beautiful job. I've seen them in 23 some of the state government that they -- including MDOT. 24 MS. POPLAR: And some of them are blind. 25 MR. PEIVANDI: No. I didn't see blind, but I saw Page 12
1 hour. Do you know what I'm saying? 2 MS. POPLAR: Well, tell him to come work for me -- 3 MR. PEIVANDI: That's what you pay -- 4 MS. POPLAR: -- for \$25 an hour, 40 hours a week. 5 I'll take him. I'll take one of those engineers just like 6 that (indicating). I'm sure they can do the work. My thing 7 is that, before we even -- we just recently started talking 8 about the wage study a month ago. 9 MR. PEIVANDI: Right. 10 MS. POPLAR: Matter of fact, this month, to be 11 exact. So my thing is, I've been dealing with the need for 12 the disability for how long? All I'm -- 13 MR. PEIVANDI: Well, I -- I tried to act on that 14 as soon as I could. 15 MS. POPLAR: Yeah, but the thing is -- the point 16 that I have a concern with -- and I accept your apology -- 17 is the fact that never -- 18 MR. PEIVANDI: Listen. I'm not doing anything 19 against it, Donna. 20 MS. POPLAR: Okay. But never -- never -- whether 21 you deal with that problem or not -- 22 MR. PEIVANDI: I haven't talked to anybody else, 23 including Anthony. 24 MS. POPLAR: Okay. But -- I understand. Never 25 tell anyone with a disability, Fred -- never -- this is Page 11	1 people in the military doing technical stuff, mission work, 2 transportation and the wealth of knowledge and the skills. 3 MS. POPLAR: Sure. All I'm saying to you is that, 4 be -- as we move forward, be careful because you're going to 5 have -- 6 MR. PEIVANDI: But you have to -- 7 MS. POPLAR: You've got other people -- 8 MR. PEIVANDI: You're going to have to kind of 9 hold my hand -- 10 MS. POPLAR: Okay. Be careful what you say to a 11 person with disability. Never, ever again say to a person 12 with a disability, "Why should I hire you when I can hire 13 somebody without a disability?" I'm just helping you. 14 Okay? And I accept your apology. 15 MR. PEIVANDI: Yeah -- no. I do -- that's -- I 16 didn't mean to offend you at all, believe me -- at all. I 17 was just giving you the reality of the world in private 18 business, a private company. 19 MS. POPLAR: But that's not the reality, Fred. 20 People that are a part of this cannot discriminate against 21 people with disabilities. 22 MR. PEIVANDI: I can tell -- I can tell you, go to 23 Kraft, Rowe, Wade Trim, CHMP, all these companies, they 24 wouldn't even hire me anymore. You know why? Because I'm 25 old. Page 13

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1 MS. POPLAR: That's age -- 2 MR. PEIVANDI: Seriously. 3 MS. POPLAR: That's age discrimination. 4 MR. PEIVANDI: Well, that's what I'm saying. 5 MS. POPLAR: They can get in trouble for that. 6 MR. PEIVANDI: But -- yeah. I'm not going to go 7 after them. I'm just saying, if I do -- if I was, like, 8 20 years younger, they would grab me in a heartbeat, but 9 right now, they're going to come to me and talk to me and 10 say, "Well, how long are you going to be with us?" They 11 want to make some assurance that I just don't go there; I 12 work there a year and then leave. You know what I'm saying? 13 MS. POPLAR: Well, the problem of it -- again, I 14 think that, you know, you and I can work things out. But I 15 just -- you know, I have a problem with, you know, being 16 told that Shirley, you know, don't want to support the 17 position, you know; Arceo don't want to support the 18 position. 19 MR. PEIVANDI: But this -- this -- I'm supportive 20 of it. I just -- I was hesitant to do the job description 21 signature until we do the needs study because it sounded to 22 me that we were creating a new position. 23 MS. POPLAR: No -- well, you are. 24 MR. PEIVANDI: I don't want to do that -- 25 MS. POPLAR: You are. Page 14	1 job description, there's no job description. 2 MR. PEIVANDI: Well, Donna, I'm funding the 3 clerical for now, though -- you see what I'm saying? -- 4 part-time clerical position. You're calling it 5 administrative assistant. That's a little different. 6 MS. POPLAR: Well, the person is -- 7 MR. PEIVANDI: It's like -- sounds as -- sounded 8 to me like you -- now we have a new position. 9 MS. POPLAR: But it goes back to what was -- it 10 goes back to what John Mandelaris was approving last year 11 under John Daly. It was an administrative assistant, 12 part-time position. You're saying -- first of all, we've 13 never had a part-time position in the history of this 14 operation. You've been here 25 years. You don't bring them 15 in as part time. This is the first time -- and this is why 16 I questioned why we're doing what we're doing. This is the 17 first time ever you've brought a part-time person on board. 18 I'm willing to -- 19 MR. PEIVANDI: You're correct. 20 MS. POPLAR: -- agree to that because, one, any 21 kind of help I can get for the HR department right now -- 22 MR. PEIVANDI: No; no. I'm getting you help. 23 MS. POPLAR: -- is a big help for us. 24 MR. PEIVANDI: You're going to get help, yeah. 25 MS. POPLAR: But you know, the thing is, it Page 16
1 MR. PEIVANDI: -- in advance. 2 MS. POPLAR: You are. Just like you're creating a 3 new position for your -- I'm just going to tell you this to 4 keep you -- there's never a job that has ever been created 5 here or we had that don't have a job description created. I 6 do not think -- you do it how you want to do it. It's not 7 my recommendation because I know it's going to -- it's -- I 8 know it's going to come back on you. It's not my 9 recommendation for you, as the managing director, to -- 10 MR. PEIVANDI: To pick an administrative assistant 11 that's, like, a technical, skilled -- 12 MS. POPLAR: Well, but apart -- you've got to have 13 them skilled. You really need to -- I can't put nobody in 14 an HR department that's not skilled because they're going to 15 do -- they're going to do a variety of different things, not 16 just directly for me, but for the department at large, and 17 they're going to do it under 20 hours. There's no way I can 18 work them above the 20 hours when this (indicating) only 19 approves 20 hours. 20 So it doesn't matter the scope of the job 21 description as long as I don't see the 20 hours. So, for 22 you to go before this board, I don't think John Mandelaris, 23 of all people, is going to allow this to come through 24 without asking where the job description is at, you know. 25 So I can't -- I'm not going to go ahead of you. You say no Page 15	1 doesn't make any difference whether we call a person a 2 clerical person or we call them administrative assistant. 3 They can't work beyond 20 hours. I don't care what you call 4 it. They still can't work more than 20 hours. The 5 budget -- how are you going to pay them? 6 MR. PEIVANDI: The budget is estimated. 7 MS. POPLAR: Yeah. But how will we pay them -- 8 watch this -- if you're -- under what authority would I work 9 them longer than 20 hours and pay them? You -- when the 10 board is going to approve for me to only have them here for 11 20 hours at \$25 an hour, so where would the extra money 12 come? That's not an estimate in my -- that is the actual 13 amount. When a person takes on this job -- 14 MR. PEIVANDI: If you're paying 25 bucks an hour. 15 MS. POPLAR: I'm telling them the salary is \$25 an 16 hour. Now, the other thing I got to look into, because the 17 law has changed -- that's why we started using seasonal 18 employees. When you start using temporary employees or you 19 start using part-time employees -- 20 MR. PEIVANDI: Yeah. That's my -- 21 MS. POPLAR: -- we've got to see about their 22 benefits. 23 MR. PEIVANDI: Well, that's what my next question 24 is. Are you going to hire or talk to an employment agency 25 to bring somebody in -- Page 17

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