What reached the supervisors

Selected text from 3M’s workplace correspondence and contemporaneous notes. The printed production numbers identify each original. The source documents are marked Confidential.

July 22, 2020 / Security records the badge deactivation

Keith Petersen to AB-Badge-Access, 6:32 p.m. Subject “Temporary deactivation.” 3M038057, p. 1.

“As of July 22, 2020, a 3M Badge for John Wingo has been deactivated until Midnight on 8/3”

Brent Bonn forwarded the notice to David Rook. Rook replied July 23 that he was aware. The chain confirms the deactivation and the date management expected access to resume. It does not identify who authorized the change.

July 30, 2020 / A planned return to work

David Paulson, 3M Aberdeen Occupational Medicine, to David Rook and Lauren Stearns. 3M041492, p. 1.

“I am planning on bringing both of them back on 8/3.”

Rook asked for a leave update. Paulson’s reply set out his plan for two employees, including John Wingo. The email addresses the timing of a return. It gives no instruction about John’s badge.

April 20, 2021 / John reports a threat and a racial slur

Internal note dated April 20. 3M003027, p. 1.

“I immediately informed Dave Rook and Dan Uhlir.”

The writer says John called around 8:15 a.m. to report a threat and a racial slur in his work area. The writer also records speaking with a coworker who denied using the slur. The note says the coworker was told to stay out of the BMF slitting area. It gives a contemporaneous account of the report, the denial and management’s response.

April 29, 2021 / A supervisor records the April 28 meeting

David Rook to Daniel Uhlir and Barb Hauge. Subject “J.W. situation follow up.” 3M089073, p. 1.

“John said he didn’t feel safe at work”

Rook recounts meeting with Uhlir and John. He says John described a gesture that he understood as an invitation to fight. Rook says two workers had been instructed to stay out of the room with slitter 203 and describes discussing other supervisors John could approach.

Who was in the work area?

By June, the correspondence addressed where workers had been seen. In October, a separate message asked supervisors to observe John’s shift.

June 11, 2021 / Three operators interviewed

Forwarded message to Richard Goethals and TJ Johnson, copied to Kevin Gibson. 3M093111, p. 1.

“This was part of my investigation after a conversation with John Wingo about him not working on his scheduled BMF slitter.”

The sender reports questioning three operators about two workers’ presence in the 2000 Test Pack area. The forwarded email from Grace Norton gives a different perspective. She says one of the workers believed John was seeking him out. This exchange shows the explanations supervisors received.

October 5, 2021 / Monitoring John’s shift

Message to Josh Burris, Collin Heupel and Hayden Finnesand, copied to Kevin Gibson. Subject “Guidance / Assistance.” 3M108354, p. 1.

“Tonight, I would appreciate if one of you, if not each you assist with monitoring an employee on A Crew tonight, John Wingo.”

The message identifies the assigned job as a packer at VFlex. It asks a supervisor to accompany Kevin when he explains the assignment and instructs recipients to document John’s actions if he does not work at VFlex. The sender field is blank in the displayed copy.

Reading copy transcribed from the displayed documents. Each excerpt retains the source wording. Selected text excludes private health details, contact information and third-party identifiers outside the work reports.