

Postel Administration Malice and Retaliation

Drey Wynn (Dre) is an African-American male who was hired by UT on March 25, 2020 as Director of Labor/Employer Relations & HR Compliance with responsibility for contract negotiations with the CWA and other UT Unions. Dre has an undergraduate degree from Central Michigan University and four Master's degrees including one from Michigan State University. He is A.B.D.

Dre was terminated by phone on January 27, 2021 and subsequently received a 90-day letter. Two other African-American female HR Directors were also terminated soon after President Postel arrived and three high paid white HR administrators were hired including an HR Vice President. A white female has also been hired at a higher salary to replace Dre.

During his UT employment, Dre was outspoken about the Postel Administration's treatment of the CWA and other Unions during negotiations. He also encouraged the Postel Administration to address a number of racial discrimination complaints across campus including some where Dre was the Hearing Officer. Dre says these complaints were not addressed, that employees were targeted and terminated. Dre reports that over 12 racial discrimination complaints have been filed against the Postel Administration and are pending before OCRC/EEOC (Ohio Civil Rights Commission/Equal Employment Opportunity Commission).

Dre is pursuing an OCRC/EEOC complaint and other actions against UT. Dre also filed a complaint with the Office of Federal Contract Compliance Programs (OFCCP). **He filed his OCRC/EEOC complaint on January 19, 2021. He was fired 8 days after filing this complaint.** He amended his OCRC/EEOC complaint on March 24, 2021 with a copy to President Postel. Within a few days after his amended complaint was filed (and sent to Dr. Postel), he received a UT phone call telling him to return the laptop. He is living in Bay City, Michigan and was recovering from COVID. He advised the UT caller that he would call later to schedule the return of the laptop and also to pick up his personal property left in his office. He later called and arranged to drop off the laptop at 11:45a.m. on May 27, 2021 and also pick up his personal property. He was told to bring the laptop to the UT police station.

When Dre arrived at the police station, he returned the laptop to a UT detective and was immediately arrested. He had his DNA taken, and was finger printed, handcuffed, masked, and driven to the Lucas County jail where they again finger printed him, put him in an orange jump suit, and placed him in a cell. They also took his mug shot and published it online. The handcuffs were put on so tight that his wrists were bruised and cut. The mask was tight and he had great difficulty breathing. He begged them to remove the mask. His arrest and treatment was a degrading, humiliating, and frightening experience.

Dre had gone to the UT police station in good faith to drop off the laptop and pick up his personal property. He did not know that the Postel Administration had filed a warrant for his arrest on May 3, 2021 for felony theft of the laptop. The warrant was signed by the arresting UT detective based on a complaint from Dre's former HR supervisor, Bethany Ziviski, Executive Director of Labor/Employee Relations & HR Compliance. Ms. Ziviski is an attorney. Did she have authority from the Postel Administration to have Dre arrested? Because Dre has civil rights

complaints pending before OCRC/EEOC and OFCCP, this malicious arrest smells of retaliation. No UT employee has ever been arrested for failing to return a laptop. Dre is the first.

Dre was lawfully in possession of the laptop and had advised UT that he was returning it and would also pick up his personal property. **At no time did he refuse to return the laptop. He said he would return it and he did.**

Who in the Postel Administration authorized an arrest over a laptop scheduled to be returned? Did a middle HR manager, Bethany Ziviski, authorize this arrest on her own? Did she consult UT Legal Affairs? Did she consult her supervisor, John Elliott, who was formerly HR Vice President at the University of Louisville under Postel? Did approval come from President Postel? From the UT Board of Trustees? Public Records requests have been filed, but UT routinely delays or denies answering such requests.

There is extensive and expensive litigation ahead for UT (and Dre) over this wrongful and retaliatory arrest. UT already has a large number of pending employee civil rights litigations including the OCRC/EEOC complaints. Although UT has many high paid attorneys on staff, little or nothing is done by them to head off and prevent bad faith actions such as what happened to Dre. Indeed, UT attorneys have sometimes participated in bad faith actions.

President Postel announced last October and in other communications that UT is a racist institution. The termination of three African-American HR managers and the arrest of one may prove his point. A dozen or more OCRC/EEOC civil rights complaints may further prove his point. If there is racism, perhaps it is with the Postel Administration which on its watch has fired African-Americans and hired a white male VP and white females in HR at higher pay.

Meanwhile on June 10, 2021, a preliminary hearing was held in Toledo Municipal Court with UT legal representatives appearing to push for the criminal prosecution of Dre. A further hearing is set for July 1, 2021. Updates on Dre's case will be provided.

Don Wedding
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