BEFORE THE PERSONNEL BOARD OF THE STATE OF ALABAMA

IN THE MATTER OF THE APPEAL OF

QUENTA D. TURNER

ORDER

March 16, 2022

This matter came before the Board based upon the dismissal of the Employee from her employment with the Alabama Alcoholic Beverage Control Board ("ABC"). The Employee was dismissed from her employment on October 22, 2021, based upon charges contained in a letter dated the same. This matter was assigned to Administrative Law Judge James Jerry Wood and a hearing was held on January 13, 2022. The Employee failed to appear for her hearing and her attorney represented her without her personal presence. The Administrative Law Judge’s Recommended Order is now before the Board for consideration.

ABC charges that the Employee violated State Personnel Board (SPB) Rules: 670-X-19-.01(1)(a)(3) – (Inattention to job); 670-X-19-.01(1)(a)(4) – (Failure to perform job properly); 670-X-19-.01(1)(a)(8) – (Violation of specific department rules); 670-X-19-.01(1)(b)(2) – (Insubordination); and 670-X-19-.01(1)(b)(10) – (Serious violation of any department rules). Additionally, the Employee also violated ABC’s Employee Standards of Conduct, ABC General Work Rules, and ABC Personnel Policies and Procedures.
A review of the Employee's recent work history shows: one (1) Warning in March 2021 for inattention to job.

The Employee was employed by ABC as an ABC Sales Associate I in Jefferson County. The Employee's conduct during September and October 2021 in her interactions with her supervisor and co-employees justify the Employee's dismissal for being insubordinate and disruptive at her workplace. On September 21, 2021, the ABC Sales Manager placed the Employee as the Person In Charge, but the employee refused to accept those responsibilities. At a later date, the Employee got into a verbal altercation with a co-employee while they were clocking out. The ABC Sales Manager asked both of the employees to leave the property, however, the Employee refused to leave and attempted to re-enter the ABC store through the side door. Lastly, an employee who worked at the same store as the Employee believed that the Employee was following her. The Employee denies she was following her co-employee, but the police were called because of the incident. The Employee has a history of insubordination and threatening and disruptive behavior in the workplace.

The Administrative Law Judge found the totality of the evidence does warrant dismissal in this cause and recommended that the Employee's dismissal be upheld. The Board hereby adopts by reference the findings of fact and conclusions of law as found by the Administrative Law Judge as a part of this Order as if fully set forth herein.

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The Board has carefully considered the Administrative Law Judge's Recommended Order and is of the opinion that the decision of the appointing authority to dismiss the Employee is supported by the evidence and that the termination is warranted.

It is therefore the Order of this Board that the decision of the appointing authority to dismiss the Employee is hereby affirmed.

JACKIE GRAHAM
SECRETARY

FAYE NELSON
CHAIR

MYRON PENN
MEMBER

EVA M. THORNTON
MEMBER

DAVID R. MELLON
MEMBER

RACHEL BUNNING
MEMBER