

**BEFORE THE PERSONNEL BOARD OF THE STATE OF ALABAMA
IN THE MATTER OF THE APPEAL OF
LaTASHA JOHNSON**

ORDER

May 15, 2024

This matter came before the Board following the Alabama Alcoholic Beverage Control Board's ("ABC") dismissal of the Employee. ABC dismissed the Employee from her employment on January 2, 2024, based on charges contained in a dismissal letter with the same date. The Board assigned this matter to Administrative Law Judge Jerry Wood and a hearing was held on March 4, 2024. The Administrative Law Judge's Recommended Order is now before the Board for consideration.

ABC charged the Employee with violating the following rules: ABC General Work Rule 4-10-.02(2)(k) regarding Job Abandonment; State Personnel Board Rules regarding Absenteeism (670-x-19-.01(1)(a)(1)), Violation of Specific Department Rules (670-x-19.01(1)(a)(8)), and Serious violation of any other department rule (670-x-19-.01(1)(b)(10)).

A review of the Employee's work history does not show any prior discipline. ABC hired the Employee as a temporary warehouse worker beginning in November 2022. On February 16, 2023, ABC made the Employee a Permanent Warehouse Worker (10920). The Employee last worked for ABC on August 3, 2023.

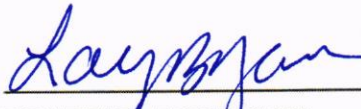
Evidence presented during the hearing showed that the Employee did not attend work between August 3, 2023, and December 29, 2023. The Employee stated that she informed her supervisors she was having surgery during this time and did not know when she would be able to return to full duty. ABC advised the Employee that she would need to adhere to ABC's leave policies, and she needed to communicate with her supervisor regarding her leave requests. Despite ABC communicating this to the Employee both

verbally and in writing, the Employee failed to properly communicate with her supervisor.

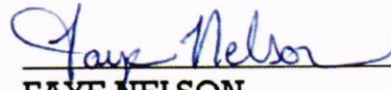
The Administrative Law Judge found the totality of the evidence warrants dismissal in this case and recommended the Employee's dismissal be upheld. The Board hereby adopts by reference the findings of fact and conclusions of law as found by the Administrative Law Judge as a part of this Order as if fully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

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 for those reasons set forth herein.

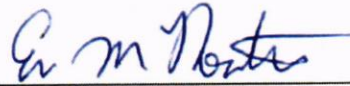
Therefore, it is the Order of the Board that the decision of the appointing authority to dismiss the Employee is hereby affirmed.



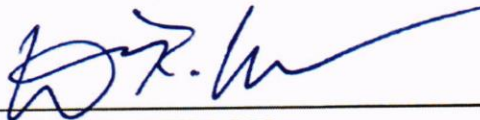
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