

**AIR FORCE DISCHARGE REVIEW BOARD HEARING RECORD**

(APPLICANT'S NAME AND GRADE, SERVICE NUMBER AND INITIAL)		GRADE  <b>SRA</b>	AGENCY			
TYPE GEN	PERSONAL APPEARANCE	<b>X</b>	RECORD REVIEW			
COUNSEL NAME OF COUNSEL AND OR ORGANIZATION		ADDRESS AND OR ORGANIZATION OF COUNSEL				
YES	No	VOTE OF THE BOARD				
X		HON	GEN	UOTHC	OTHER	DENY
MEMBER SITTING						X
						X
						X
						X
						X
ISSUES <b>A94.53</b>	INDEX NUMBER <b>A67.10</b>	EXHIBITS SUBMITTED TO THE BOARD				
		<b>1</b>	ORDER APPOINTING THE BOARD			
		<b>2</b>	APPLICATION FOR REVIEW OF DISCHARGE			
		<b>3</b>	LETTER OF NOTIFICATION			
		<b>4</b>	BRIEF OF PERSONNEL FILE			
			COUNSEL'S RELEASE TO THE BOARD			
			ADDITIONAL EXHIBITS SUBMITTED AT TIME OF PERSONAL APPEARANCE			
			TAPE RECORDING OF PERSONAL APPEARANCE			
HEARING DATE <b>27 Dec 2005</b>	CASE NUMBER <b>FD-2005-00267</b>					

APPLICANT'S ISSUE AND THE BOARD'S DECISIONAL RATIONALE ARE DISCUSSED ON THE ATTACHED AIR FORCE DISCHARGE REVIEW BOARD DECISIONAL RATIONALE

Case heard at Washington, D.C.

Advise applicant of the decision of the Board, the right to a personal appearance with/without counsel, and the right to submit an application to the AFBCMR.

Names and votes will be made available to the applicant at the applicant's request.

SIGNATURE OF RECORDER SIGNATURE OF BOARD PRESIDENT

ENDORSEMENT

DATE: 12/28/2005

TO:  
 SAI/MRBR  
 550 C STREET WEST, SUITE 40  
 RANDOLPH AFB, TX 78150-4742

FROM:  
 SECRETARY OF THE AIR FORCE PERSONNEL COUNCIL  
 AIR FORCE DISCHARGE REVIEW BOARD  
 1535 COMMAND DR, EE WING, 3RD FLOOR  
 ANDREWS AFB, MD 20762-7002

**AIR FORCE DISCHARGE REVIEW BOARD DECISIONAL RATIONALE**

CASE NUMBER

**FD-2005-00267**

**GENERAL:** The applicant appeals for upgrade of discharge to honorable.

The applicant was offered a personal appearance before the Discharge Review Board (DRB) but declined to exercise this right.

The attached brief contains available pertinent data on the applicant and the factors leading to the discharge.

**FINDINGS:** Upgrade of discharge is denied.

The Board finds the applicant submitted no issues contesting the equity or propriety of the discharge, and after a thorough review of the record, the Board was unable to identify any that would justify a change of discharge.

**ISSUE:**

Applicant received a General Discharge for Misconduct – Minor Disciplinary Infractions. The records indicated the applicant received five Letters of Reprimand, one Letter of Counseling, and two Records of Individual Counseling for misconduct to include disrespect to an officer, failure to follow orders, failure of dormitory room inspection, disrespectful behavior to instructors and individuals in the chain of command, numerous occasions of being late for work, dereliction of duty, lying, and disrespect to an NCO. The DRB opined that through these administrative actions, the applicant had ample opportunities to change her negative behavior. The Board concluded the misconduct was a significant departure from conduct expected of all military members. The characterization of the discharge received by the applicant was found to be appropriate.

**CONCLUSIONS:** The Discharge Review Board concludes that the discharge was consistent with the procedural and substantive requirements of the discharge regulation and was within the discretion of the discharge authority and that the applicant was provided full administrative due process.

In view of the foregoing findings the Board further concludes that there exists no legal or equitable basis for upgrade of discharge, thus the applicant's discharge should not be changed.

Attachment:  
Examiner's Brief

DEPARTMENT OF THE AIR FORCE  
AIR FORCE DISCHARGE REVIEW BOARD  
ANDREWS AFB, MD

(Former SRA) (HGH SRA)

**1. MATTER UNDER REVIEW:** Appl rec'd a GEN Disch fr Wright-Patterson AFB, OH on 17 Mar 05 UP AFI 36-3208, para 5.49 (Misconduct - Minor Disciplinary Infractions). Appeals for Honorable Discharge.

**2. BACKGROUND:**

a. DOB: 14 Nov 82. Enlmt Age: 17 6/12. Disch Age: 22 4/10. Educ: HS DIPL. AFQT: N/A. A-79, E-70, G-78, M-55. PAFSC: 4T031 - Medical Lab Apprentice. DAS: 04 Aug 03.

b. Prior Sv: (1) AFRes 31 May 00 - 11 Jul 00 (1 month 11 days) (Inactive).

**3. SERVICE UNDER REVIEW:**

a. Enlisted as AB 12 Jul 00 for 6 yrs. Svd: 04 Yrs 08 Mo 06 Das, all AMS.

b. Grade Status: SrA - 25 Dec 02  
A1C - 25 Aug 00

c. Time Lost: None.

d. Art 15's: None.

e. Additional: LOR, 01 DEC 04 - Late for work on numerous occasions.  
LOR, 26 AUG 04 - Dereliction of duty and disrespect to an NCO.  
LOR, 09 AUG 04 - Late for work on three occasions and lying.  
LOR, 20 JUL 04 - Dereliction of duty.  
LOC, 10 MAY 04 - Late for work.  
LOR, 02 JUL 03 - Disrespectful behavior to instructors and individuals in chain of command.  
RIC, 30 APR 03 - Failed dormitory room inspection.  
RIC, 07 APR 03 - Disrespect to an officer and failure to follow orders.

f. CM: None.

g. Record of SV: 12 Jul 00 - 11 Mar 02 Shaw AFB 4 (Initial)  
12 Mar 02 - 01 Dec 03 Wright-Patterson AFB 4 (Annual)  
02 Dec 03 - 01 Dec 04 Wright-Patterson AFB 2 (Annual) **REF**

h. Awards & Decs: AFTR, NDSM, AFLSAR, AFOUA.

i. Stmt of Sv: TMS: (04) Yrs (09) Mos (15) Das  
TAMS: (04) Yrs (08) Mos (06) Das

4. **BASIS ADVANCED FOR REVIEW:** Appln (DD Fm 293) dtd 05 Jul 05.  
(Change Discharge to Honorable)

NO ISSUES SUBMITTED.

**ATCH**

1. Request and Authorization for Separation.
2. DD Form 214 (Member-1).

05AUG05/ia



DEPARTMENT OF THE AIR FORCE  
88<sup>th</sup> Medical Group  
WRIGHT-PATTERSON AIR FORCE BASE OHIO

2 Feb 05

MEMORANDUM FOR [REDACTED]

FROM: 88 DTS/CC

SUBJECT: Notification Memorandum

1. I am recommending your discharge from the United States Air Force for Misconduct – Minor Disciplinary Infractions. The authority for this action is AFPD 36-32 and AFI 36-3208, Paragraph 5.49. If my recommendation is approved, your service will be characterized as honorable or general. I am recommending that your service be characterized as under honorable conditions (general).

2. My reasons for recommending discharge under AFI 36-3208, Para 5.49 are:

a. On 5 May 04, you had to leave work to pick up your child from the Base Daycare facility. This was the third time in three weeks that Microbiology needed to replace you in the drawing room during peak operation times. Your departure resulted in short-falling other sections in the laboratory. For this you received a Letter of Counseling dated 10 May 04.

b. On 6 Jul 04, you were seen as a patient in the Emergency Room. By your request [REDACTED] ordered a HCG pregnancy test from a urine specimen provided by you. At the time [REDACTED] thought it was necessary to order a urinalysis as well as a culture and sensitivity. The next day you noticed while accessing CHCS that a culture and sensitivity were ordered on your specimen and you cancelled the lab test. You explained that you cancelled the test because you had reservations because it was not collected under sterile conditions. While in the ER you were given a random urine cup and a large bin for easy collection. As a laboratory technician that works in microbiology you knew these were not the proper conditions for a culture and sensitivity test. By canceling the lab test without first consulting with the physician you violated the medical authority given to a practicing physician to make the necessary clinical judgments regardless of the viability of the sample submitted. For this you received a Letter of Reprimand dated 20 Jul 04.

c. On 9 Aug 04, you were scheduled to work from 1000 to 1800 hours. On Friday 6 Aug 04, you asked SrA [REDACTED] to Switch shifts with you on the following Monday. SrA [REDACTED] agreed to work the evening shift and you were to work the 0700 to 1600 hours shift. This change to the schedule was not mentioned to, nor approved by the Officer-in-Charge. On Monday you failed to show up for work at 0700 hours as you had agreed to. When SrA [REDACTED] was called to ask why he was not at work, he stated that you and he had changed shifts. When you were called at home by your supervisor he was told that you had an appointment. You did not show up for work until 1000 hours. For the above actions you received a Letter of Reprimand dated 9 Aug 04.

d. On 13 Aug 04, you came to work at 1000 hours and asked SrA [REDACTED] to help you read the gram stain associated with the wet prep, stating that you had trouble reading some portion of the slide. When entering the gram stain portion of the wet prep SrA [REDACTED] pointed out to you that the wet prep had not been resulted in the computer. Your response was that it was negative and you then completed the results in CHCS. At that time, A1C [REDACTED] approached you to ask the status of the KOH prep as it was still in the pending list she was working on. You replied that it was already in the computer. When A1C [REDACTED] re-stated that the result was not in the computer and the test was still pending. You by your own admission to MSgt [REDACTED] and Capt [REDACTED], replied "Whatever Bitch". For the above actions you received a Letter of Reprimand dated 26 Aug 04.

e. On 8 Nov 04, you were scheduled to take a Career Development Course end-of course examination at 0730 hours. Following the completion of the exam you were required to report directly back to your duty section. Although you left the base education center by 0915 hours, you did not return to your duty section until 1130 hours. On 22 Nov 04 you again reported to work 30 minutes late. For these actions you received a Letter of Reprimand dated 1 Dec 04.

Your other behavior documented below and in the attached Memorandums For Record (MFR) are enough to recommend your service be characterized as under honorable conditions (general).

f. On 31 Jul 04, you were scheduled for duty from 0545 to 1500 hours and you did not show up until 0625 hours. Individuals assigned to work the weekend shift are responsible to be at work at 0545 hours and be on the wards to perform rounds no later than 0600 hours.

g. On 6 Aug 04, you were scheduled for duty from 0700 to 1600 hours. At or about 0650 you called SSgt Adams and said that you would be about 5 to 10 minutes late for work. You did not show up until 0725 hours.

h. On 12 Aug 04, a wet prep and KOH prep were accessioned into the laboratory at 1515 and sent back to Microbiology a short time later. By your own admission you did not complete either test at that time, even though both tests were ordered ASAP. You furthermore did not contact any of the supervisors to request help in accomplishing these test in a timely manner, choosing instead to hold the specimen over night. The KOH prep is requested ASAP because it is a time sensitive test and delay in analysis can and will cause inaccurate patient results to be reported.

3. Copies of the documents to be forwarded to the separation authority in support of this recommendation are attached. The commander exercising SPCM jurisdiction or a higher authority will decide whether you will be discharged or retained in the Air Force and, if you are discharged, how your service will be characterized. If you are discharged, you will be ineligible for reenlistment in the Air Force.

4. Military legal counsel, Captain [REDACTED] Area Defense Counsel, Building 199, Kittyhawk Area, Wright-Patterson AFB, OH, (937) 257-7841, has been obtained to assist you. An appointment has been scheduled for you to consult her on **2 Feb 05** at **1300 hours**. Instead of the appointed counsel, you may have another, if the lawyer you request is in the active military service and is reasonably available as determined according to AFI 51-201, *Administration of Military Justice*. In addition to military counsel, you have the right to employ civilian counsel. The Air Force does not pay expenses incident to the employment of civilian counsel. Civilian counsel, if employed, must be readily available.

6. You must schedule yourself for a medical examination through Tricare or your Primary Care physician. The attached Medical Assessment letter must be completed at the medical examination and turned in to your commander with your rebuttal to this discharge action.

[Redacted]  
[Redacted] Col, USAF  
88<sup>th</sup> Diagnostic & Therapeutics Sq  
Commander

Attachments:

1. ID card letter
2. TMO letter
3. Finance's Outprocessing Checklist
4. Medical Assessment Letter

1<sup>st</sup> Ind

I understand the above mandatory briefings and appointments I must attend.

[Redacted] 2 Feb 05 RBF  
\_\_\_\_\_  
Signature and Date