

**AIR FORCE DISCHARGE REVIEW BOARD HEARING RECORD**

NAME OF SERVICE MEMBER (LAST, FIRST MIDDLE INITIAL) [ ]	GRADE SRA	AFSN/SSAN [ ]
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<b>TYPE</b>	<b>GEN</b>	<b>PERSONAL APPEARANCE</b>	<b>X</b>	<b>RECORD REVIEW</b>
<b>COUNSEL</b>		NAME OF COUNSEL AND OR ORGANIZATION	ADDRESS AND OR ORGANIZATION OF COUNSEL	
YES	No			
	<b>X</b>			

MEMBER SITTING	VOTE OF THE BOARD				
	HON	GEN	UOTHC	OTHER	DENY
[ ]					X
[ ]					X
[ ]					X
[ ]					X
[ ]					X

<b>ISSUES</b>	A94.05	<b>INDEX NUMBER</b>	A49.00		
				<b>EXHIBITS SUBMITTED TO THE BOARD</b>	
				<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 HE

<b>HEARING DATE</b>	05 Oct 2006	<b>CASE NUMBER</b>	FD-2004-00087
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APPLICANT'S ISSUE AND THE BOARD'S DECISIONAL RATIONAL ARE DISCUSSED ON THE ATTACHED AIR FORCE DISCHARGE REVIEW BOARD DECISIONAL RATIONALE

Case heard in 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.

X - Upgrade and Reason & Authority

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**INDORSEMENT**

DATE: 10/11/2006

**TO:**  
 SAF/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, 4E WING, 3RD FLOOR  
 ANDREWS AFB, MD 20762-7002

**GENERAL:** The applicant appeals for upgrade of discharge to honorable and change reason and authority.

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 and change of reason and authority for discharge are denied.

The Board finds that neither the evidence of record nor that provided by the applicant substantiates an inequity or impropriety that would justify a change of discharge.

**ISSUE:** Applicant received a General discharge for Unsatisfactory Performance

Applicant states that as a result of two on-going sexual harassment investigations she was removed from her shop. Her offender was later punished but remained in the shop. Applicant contends she was not given a chance to complete her training because she was not able to train in her shop. The records indicate that training began 20 Nov 96 with a break from dates 28 Apr 97 to 24 Jun 98. Jun 98 entry indicates that she was behind in her training. Records show that applicant was decertified and required additional training before getting signed off. On 2 Apr 99 records show that applicant was approximately 67% complete in her training and training was slow due to having to conduct training on the same tasks many times. On 11 Sep 98 there is an entrance in the record stating that training was progressing slowly because of absenteeism by the applicant due to appointments, child care or volunteering for extra details. On 9 Apr 99 applicant was counseled by her Element Chief on her lack of progress and that she needed to be more proactive in training. On 23 Apr 99 applicant was counseled by her Flight/CC and Flight Chief regarding her training. She was behind in her upgrade and had exceeded the average completion time. Records show in the timeframe of Apr 99 through Aug 99 the applicant had difficulties in training, did not following T.O. instructions, not being able to accomplish tasks without assistance. The records indicate that applicant was placed on training status code "T" effective 7 Dec 99. The records also show the applicant received an Article 15, three Letters of Reprimand, three Letters of Counseling, and a Letter of Admonition for misconduct to include failure to be available for duty, failure to obey a lawful order, leaving duty early due to lack of planning, financial irresponsibility, failure to perform assigned duties, and dereliction of duty. Although these disciplinary actions were not basis for applicant's discharge the Board took these into account when reviewing the applicant's service record. After thorough review of the records and the evidence provided, the Board finds no substantiation of an inequity or impropriety. The applicant's record supports the fact that the applicant failed to progress satisfactorily in her 5-level upgrade training, therefore the Board concluded that the characterization and reason of the discharge received by the applicant 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 Cannon AFB, NM on 17 Dec 99 UP AFI 36-3208, para 5.26.1 (Unsatisfactory Performance). Appeals for Honorable Discharge and to Change the Reason and Authority for Discharge.

2. **BACKGROUND:**

a. DOB: 23 May 75. Enlmt Age: 20 8/12. Disch Age: 24 6/12. Educ: HS DIPL. AFQT: N/A. A-87, E-55, G-52, M-53. PAFSC: 2A631E - Aerospace Propulsion Apprentice. DAS: 16 Oct 96.

b. Prior Sv: (1) AFRes 30 Jan 96 - 8 May 96 (3 months 9 days) (Inactive).

3. **SERVICE UNDER REVIEW:**

a. Enlisted as AB 9 May 96 for 4 yrs. Svd: 3 Yrs 7 Mo 9 Das, all AMS.

b. Grade Status: SrA - 9 May 99  
A1C - 9 Sep 97  
AMN - Unknown

c. Time Lost: None.

d. Art 15's: (1) 14 Sep 99, Cannon AFB, NM - Article 92. You, who knew of your duties, on or about 30 Aug 99, were derelict in the performance of those duties in that you willfully failed to be available for the base recall, as it was your duty to do. Suspended reduction to A1C, and 21 days extra duty. (No appeal) (No mitigation)

e. Additional: AF FORM 797, UNDATED - Decertified on several tasks.  
AF FORM 623A, 11 SEP 98 - Not progressing in On-The-Job Training.  
MEMO, 14 DEC 99 - Failure to perform assigned duties.  
LOR, 17 NOV 99 - Financial Irresponsibility.  
LOC, 26 OCT 99 - Financial Irresponsibility.  
LOC, 03 SEP 99 - Financial Irresponsibility.  
LOR, 29 AUG 99 - Failure to go.  
LOC, 29 AUG 99 - Leaving duty early due to lack of planning.  
LOR, 27 AUG 99 - Failure to obey a lawful order.  
LOA, 31 AUG 98 - Failure to be available for duty.

f. CM: None.

g. Record of SV: 9 May 96 - 08 Jan 98 Cannon AFB 4 (Initial)  
9 Jan 98 - 08 Jan 99 Cannon AFB 3 (Annual)

9 Jan 99 - 10 Dec 99 Cannon AFB 1 (Cmdr Dir)REF

h. Awards & Decs: AFTR, AFGCM.

i. Stmt of Sv: TMS: (3) Yrs (10) Mos (18) Das  
TAMS: (3) Yrs (7) Mos (9) Das

**4. BASIS ADVANCED FOR REVIEW:** Appln (DD Fm 293) dtd 11 Jan 04.

(Change Discharge to Honorable and Change the Reason and Authority for Discharge)

Issue 1: I had two sexual harassment cases going on back to back. I was removed from the engine shop by the Commander. The Commander later asked me if I would like to return to the shop to continue training. I told him that I would feel uncomfortable if I were to work in the same shop by the one individual that had been harassing me during the day. He was punished and reprimanded but was allowed to continue working in the shop. He had been in the Air Force a lot longer than I, so maybe that is why he remained and not me. But I thought the Air Force believed in zero-tolerance for that behavior. I wasn't given the chance to complete my training since he remained in the shop. He worked in supplies, so I would always be in contact with him if I remained in the shop. I was later placed in training status code "T". I felt helpless so I signed my way out.

**ATCH**  
None.

14MAY04/ia



**DEPARTMENT OF THE AIR FORCE**  
HEADQUARTERS 27th FIGHTER WING (ACC)  
CANNON AIR FORCE BASE NEW MEXICO

FD 2004 00087

14 DEC 1999

MEMORANDUM FOR SRA: [REDACTED] 27 CRS

FROM: 27 CRS/CC


SUBJECT: Notification Memorandum

1. I am recommending your discharge from the United States Air Force for unsatisfactory performance, specifically, for unsatisfactory duty performance. The authority for this action is AFPD 36-32 and AFI 36-3208, paragraph 5.26.1. If my recommendation is approved, your service will be characterized as honorable or general. I am recommending that your service be characterized as general.
2. My reasons for this action are:
  - a. During the Enlisted Performance Report rating period of 9 Jan 99 to 10 Dec 99, you failed to perform assigned duties, by not applying yourself in your upgrade training, and by being decertified on several core task requirements, as evidenced by AF Form 910 (Enlisted Performance Report), dated 10 Dec 99, (Atch 1a). Also, on 15 Nov 99, you were placed on training code status "T" because of the inability to upgrade in the Jet Engine Intermediate Maintenance (JEIM) career field, as evidenced by a Memorandum Letter for 27 MSS/DPEO, dated 15 Nov 99, (Atch 1a).
  - b. As evidenced by AF Form 797 (Job Qualification Standard Continuation/Command JQS), you have been decertified on several task. You show a lack in progress on your upgrade training, as evidenced by AF Form 623 (On-the-Job Training Record Continuation Sheet), (Atch 1b).
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. Special pay, bonuses, or education assistance funds may be subject to recoupment.
4. You have the right to consult counsel. Military legal counsel has been obtained to assist you. I have made an appointment for you to consult Captain: [REDACTED] at building 600, ext. 2915, on NIA at NIA hours. You may consult civilian counsel at your own expense.
5. You have the right to submit statements in your own behalf. Any statements you want the separation authority to consider must reach me within 3 workdays from today unless you request and receive an extension for good cause shown. I will send them to the separation authority.

6. If you fail to consult counsel or to submit statements on your own behalf, your failure will constitute a waiver of your right to do so.

7. You will complete a medical examination at the 27th Medical Group on 16 Dec 99 at 0730.

8. Any personal information you furnish in rebuttal is covered by the Privacy Act of 1974. A copy of AFI 36-3208 is available for your use in your unit orderly room.

  
Commander, 27 CRS

**Attachments**

- 1a. AF Form 910, dated 10 Dec 99; Memorandum Letter for 27 MSS/DPEO, dated 15 Nov 9
- 1b. AF Form 797; AF Form 623a
- 2. Other Derogatory Data
- 3. Airman's Acknowledgment