



Department of Energy

Bonneville Power Administration
P.O. Box 3621
Portland, Oregon 97208-3621

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

November 1, 2016

In reply refer to: FOIA #BPA-2016-00801-F

Via E-mail

Ken Gorsuch

(b)(6)

Dear Mr. Gorsuch:

This is a final response to your request for Bonneville Power Administration (BPA) records under the Freedom of Information Act (FOIA), 5 U.S.C. § 552. Your request was received in our office on April 14, 2016, which we acknowledged on April 27, 2016.

You requested:

“All responses to: William Spalding’s 02/10/16 mail sent to ADL_TF_ALL, with subject: Request for Change of BPA Policy (Search No.1); and related emails sent to: Elliot Mainzer Administrator and CEO; eemainzer@bpa.gov, Claudia Andrews CEO; crandrews@bpa.gov, John Hairston CEO; jlhairston@bpa.gov, and Mary Jensen Executive Vice President and General Counsel: mkjensen@bpa.gov (Search No. 2). Additionally request responses to John Hairston’s 02/18/16 related response e-mail sent to The Bonneville Workforce with Subject: Recent questions/requests regarding Policy Prohibiting firearms in federal facilities (Search No. 3).”

Response

We conducted a search of the electronic records of the Agency through the Cybersecurity Office and Infrastructure Administration Services. We have located 648 pages of material responsive to your request and are releasing 535 pages in full, 112 pages with redactions under Exemption 6, and one page with a redaction under Exemption 5.

The Freedom of Information Act generally requires the release of all government records upon request. However, FOIA permits withholding certain, limited information that falls under one or more of nine statutory exemptions (5 U.S.C. §§ 552(b)(1-9)).

Exemption 5

Exemption 5 protects records that reflect the deliberative or decision-making processes of

government agencies, including draft materials and internal discussions. Records protected under Exemption 5 must be both “pre-decisional” and “deliberative.” A record is pre-decisional if it is “generated before the adoption of an agency policy” (*Judicial Watch, Inc. v. FDA*, 449 F.3d 141, 151 (D.C. Cir. 2006)). A record is deliberative if it “reflects the give-and-take of the consultative process,” either by assessing the merits of a particular viewpoint, or by articulating the process used by the agency to formulate a decision (*Coastal States Gas Corp. v. DOE*, 617 F.2d 854, 867 (D.C. Cir. 1980)). The general purpose of Exemption 5 is to “prevent injury to the quality of agency decisions” (*NLRB v. Sears, Roebuck & Co.*, 421 U.S. 132, 151 (1975)). Specifically, Exemption 5 exists to: (1) encourage open, frank discussions on matters of policy between subordinates and superiors; (2) protect against premature disclosure of proposed policies before they are actually adopted; and (3) protect against public confusion that might result from disclosure of reasons and rationales that were not in fact ultimately the grounds for an agency’s action (*Coastal States Gas Corp. v. DOE*, 617 F.2d 854, 866 (D.C. Cir. 1980)). We have used Exemption 5 to protect a single internal draft message. Disclosure of this draft material would have a chilling effect on future BPA discussions, and we decline to discretionarily release this material.

Exemption 6

Exemption 6 protects information in “personnel and medical files and similar files” when the disclosure of such information “would constitute a clearly unwarranted invasion of personal privacy” (5 U.S.C. § 552(b)(6)). The application of Exemption 6 requires balancing an individual’s privacy interests against the public interest in the information. The concept of privacy “includes the prosaic . . . as well as the intimate and potentially embarrassing” (*Painting & Drywall Work Pres. Fund, Inc. v. HUD*, 936 F.2d 1300, 1302 (D.C. Cir. 1991)). Records responsive to your request include personal opinions about BPA policies, workplace experiences, and employees. These records also include a limited number of comments about personal, non-work topics, and a limited number of personal e-mail addresses and cell phone numbers. We find that there is a privacy interest in each of these types of items.

BPA weighs this privacy interest against the public interest in the disclosure of the information. The only public interest at issue in a FOIA case is “open[ing] agency action to the light of public scrutiny” (*Dep’t of the Air Force v. Rose*, 425 U.S. 352, 372 (1976)). Public interest only exists when information sheds light on how BPA performs its duties as a nonprofit federal power marketing administration. Because the personal opinions in these records do not reflect official positions or considerations, they do not shed light on BPA’s performance of its duties. Additionally, non-work-related comments and personal contact information add no meaningful information about how the agency operates. Therefore, we have redacted these items under Exemption 6. Information that falls under Exemption 6 cannot be discretionarily released; the right of privacy belongs to the individual, not to the agency.

The FOIA requires that “any reasonably segregable portion of a record shall be provided to any person requesting such record after deletion of the portions which are exempt” (5 U.S.C. §

552(b)). As a result, a redacted version of the document is being released to you in accordance with 10 C.F.R. § 1004.7(b)(3).

You may contact BPA's FOIA Public Liaison, Sarah A. Westenberg, at 503-230-4753, or at the address on this letter header for any further assistance and to discuss any aspect of your request. Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services
National Archives and Records Administration
8601 Adelphi Road-OGIS
College Park, MD 20740-6001
E-mail: ogis@nara.gov
Telephone: 202-741-5770
Toll free: 1-877-684-6448
Facsimile: 202-741-5769

Fees

You agreed to pay fees up to \$100.00. Fees totaling \$50.00 are associated with this request and you will be billed separately for \$50.00.

Appeal

Pursuant to Department of Energy FOIA regulations at 10 C.F.R. § 1004.8, you may administratively appeal this response in writing within 90 calendar days. If you choose to appeal, please include the following:

- (1) The nature of your appeal - denial of records, partial denial of records, adequacy of search, or denial of fee waiver;
- (2) Any legal authorities relied upon to support the appeal; and
- (3) A copy of the determination letter.

Clearly mark both your letter and envelope with the words "FOIA Appeal," and direct it to the following address:

Director, Office of Hearings and Appeals, HG-1
L'Enfant Plaza
U.S. Department of Energy
1000 Independence Avenue SW
Washington DC 20585-1615

Pursuant to 10 C.F.R. Part 1004.7(b)(2), I am the individual responsible for the determination to withhold the information described above under Exemptions 5 & 6.

I appreciate the opportunity to assist you. If you have any questions about this letter, please contact E. Thanh Knudson (Case Coordinator, Flux Resources, LLP) at 503-230-5221, or via email at etknudson@bpa.gov.

Sincerely,



C. M. Frost
Freedom of Information Act Officer

Enclosure: Responsive Documents from FOIA request

Search No. 1 & 2

William Spalding's 02/10/16 mail sent to ADL_TF_ALL, with subject: Request for Change of BPA Policy; and related emails sent to: Elliot Mainzer Administrator and CEO; eemainzer@bpa.gov, Claudia Andrews CEO; crandrews@bpa.gov, John Hairston CEO; jlhairston@bpa.gov, and Mary Jensen Executive Vice President and General Counsel: mkjensen@bpa.gov

Knudson,Thanh (CONTR) - CGI-B1

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

FIRST OFF, PLEASE, DO NOT REPLY, OR REPLY ALL TO THIS EMAIL. PLEASE READ THE FOLLOWING CAREFULLY.

Below you will find a letter requesting a change in the BPA firearms policy. This Letter of Request was drafted by a diverse group of BPA field employees who feel that the time has come for a change in the current policy. The employees listed below have all given permission to be "signed on" as framers/authors of this original Letter of Request, and all take pride in doing so.

If you are in agreement see the **Instructions** below.

The point here is that we would like to have the policy changed to allow possession and carry. We would ask every employee at BPA, that is in agreement, to send their own emailed letter to the upper tier of management at BPA. Please send your letter without delay. Make sure to put your name and routing at the bottom after "Sincerely" before sending to the provided email addresses.

Anonymous requests have no credibility. If you do not feel committed enough to put your name and routing at the bottom we would ask that you not send this Letter of Request. Sending this letter requires you making a commitment and putting your name on it. If you fear what your boss might think, or do not wish to commit your name to this cause, then don't. Many of your co-workers will sign on, and if you choose to join us, you will not be alone.

This policy change is a long time in coming, and the time is now, before we too are left defenseless in some armed attack. Please take a moment and send your letter if you are in agreement. Please do not put this off. This change of policy is important to all of our safety.

The original framers/authors of this Letter of Request, listed below, will also be sending this Letter of Request individually as we are asking all of you to do.

The chance of any attack may seem remote to some of you. Some of the folks at this latest San Bernardino massacre undoubtedly thought the same thing. For the BPA workforce to remain defenseless in the event of a future armed attack, is irresponsible, regarding our own, and our co-workers safety. For BPA to deny the right of self-preservation to those of us that would take on the responsibility for our own protection and safety is not rational. Thank you for your time.

Sincerely in support,

Bill Spalding TFDE, Greg Parson TFDE, Nancy Jacobsen TFDB, Glen Campbell TFDF, Aaron Varland TFDB, Stan Peikert TFVD, Tony Teuscher TFDD, Steve Morris TFIJ, Jason Matlock TFIJ, TFHE, Ned Wilburn TFSE, Ryan Pierce TFDF, Jay Smith TFD, Ken Gorsuch TFDB, Rick Narciso TFDB, Will Watkins TFDJ, Lyle Erickson TFBT, Steve Walker TFDJ, Troy Dalrymple TFVK, Scott Hardesty TFDV, Nate Seabury TFRE, Chad Thompson TFDJ, Dwain Herschbach TFRE, Ian Albin TFRE, Ernan Contreras TFDE, Lee Morgan TFBT, and many from BPA Construction. Arriving under separate cover.

Instructions:

1. Read and copy the Letter of Request below and paste it to a new email,
2. Type "Request for Change of BPA Firearms Policy" or something similar, in the subject line.
3. Make any changes to the letter you personally feel you need to. Please keep it professional.
4. Type your name and routing after "Sincerely"
5. Send your letter to the upper tier of BPA management listed below. Please do not send to anyone above Mr. Mainzer at this time. As an act of professional courtesy and attempting to work *with* BPA management and not against, we would like to extend management the opportunity to make the policy change. After all, this *is* a BPA policy.

Email addresses are below for convenience:

Elliot Mainzer Administrator and CEO: eemainzer@bpa.gov

Claudia Andrews CEO: crandrews@bpa.gov

John Hairston CEO: jlhairston@bpa.gov

Mary Jensen Executive Vice President and General Counsel: mkjensen@bpa.gov

Letter of Request Below:

We, who are the vulnerable, request a change in the policy (BPA Manual, Chapter 1086, Firearms, Other Deadly Weapons and Explosive Devices) that would remove the ban on firearms while on BPA property, in BPA facilities and in government owned/leased vehicles, allowing us the ability to defend our lives on the job. To promote a safer work environment, we are requesting that the ban on firearms on BPA properties and in BPA facilities be rescinded. We are also requesting that the "Weapons Free" signs be removed without delay.

The no firearms policy has always been wrong, from the standpoint that it has long prohibited the law abiding employee/citizen from the natural right of self-protection. This creates unnecessary vulnerability for employees at these United States Government facilities which are already acknowledged targets, as evidenced by events in recent years, and the required active shooter training.

Responsible citizens across the United States legally carry every day for self-protection. Why should responsible employees at BPA facilities be any different? Thousands of responsible people on BPA properties are totally forbidden the ability to protect themselves from armed attack with the present policy. 18 U.S. Code § 930 Possession of Firearms and Dangerous Weapons in Federal Facilities, subsection b, paragraph 2 **permits** the possession of firearms or other dangerous weapons by Federal Officials or members of the Armed Forces **if such possession is authorized by law**. Currently, many BPA employees legally carry concealed firearms daily, off the job for the purpose of self-defense and the protection of those around them. These individuals have received firearms training, and have been vetted by State and/or Local Government agencies and deemed competent for legal carry and use of concealed hand guns. These many individuals are "**authorized by law.**"

In the current climate of terrorism, both foreign and domestic, the exercising of the right to carry a firearm for self and group protection far outweigh the risks. Before answering with: "This is BPA policy that cannot be changed." Ask, why not? Policy can be changed. It requires leadership. If there is a mass shooting at a BPA facility, you can count on the family members and the co-workers that are left behind asking that question, when a number of responsible people in the workforce at BPA have clearly, in writing, requested this change in the policy.

BPA should lead with a change of the present policy. The time has come. Just ask yourselves for a moment; What if during the recent mass shooting in San Bernardino California, or any other mass shooting for that matter, there would have been citizens present who were not prevented from exercising their right to carry by their place of employment? The outcome would have had a very reasonable chance to have been much different, and in a positive way. The responsible, rule following, law abiding Americans, are the ones left defenseless and getting shot. The bad guys have their weapons and they do not follow work rules or laws.

Justifications for the policy change are listed below:

BPA claims safety as a core value and yet has not honestly addressed the greatest hazard we have in these times in our workplace, by forbidding the workforce the basic human right of self-protection. Employees are forced to become possible future statistics, with no practical chance of survival of an armed attack.

All employees have been provided and are required to take annual Active Shooter Training by BPA / DOE mandate. This is clear evidence that armed attacks are expected.

Posting of "Weapons Free" signs at the entrance to BPA facilities is putting a bulls-eye on the facility for ANY mass shooter, terrorist, or nut job, by advertising that the facility is a soft target, where no expectation of armed resistance exists.

Virtually all mass shootings in the U.S. have occurred in "Weapons Fee Zones"

The "WEAPONS FREE" signs need to be removed without delay. It should not take meetings or committees to implement this common sense and easily accomplished task. An order from the Administrator should be all it takes to get these signs, that make the workforce a soft target, removed from our facilities. A sign will not stop any bad guy, it only stops the good guys, who pose no threat in the first place.

Many BPA employees are already trained and possess concealed carry permits. BPA should not delay the right to carry to those employees who already have valid carry permits.

With the present firearms rules BPA is forcing many employees to be vulnerable against their will, not only when at work, but before and after work, going to and from work, when the worker is not even on a BPA property.

The facilities of the power grid where workers at BPA spend their working hours are natural terrorist targets and many are remote, and hours from any law enforcement support. Response from law enforcement to any attack will come too late. This is not the fault of law enforcement, but has been proven time and again.

Fences and key cards only keep honest citizens honest. No active protection is provided.

During a "call out" employees are particularly vulnerable. It is difficult to compare this particular hazard with most other types of employment.

A Substation Operator, at BPA, went missing while performing work duties 25 years ago. This employee has never been found. The threat today of an armed attack is much greater than it was at that time.

Being aware of your surroundings is not enough. Employees that are willing to take on the responsibility of their own safety and well-being are being prevented from doing so by the present policy which is perceived as politically correct. There is no common sense reason for banning the basic human right of self-protection. Policy should never trump life and death.

It is common knowledge that any government facility is a terrorist target, and more so, the power grid. This was reiterated during the active shooter training.

The policy of allowing carry on the job is a far less dangerous policy than the existing "weapons free" policy. Being defenseless in these times in any government facility IS dangerous.

The knowledge that BPA employees are able to exercise their right to carry would be an obvious deterrent to any armed attack.

We are here to help, and to promote the safest work environment possible. We are not here to become a statistic. We are the good guys.

We are willing to do whatever is necessary in working with BPA to expeditiously accomplish this change in policy before it is too late.

Sincerely,

From: [Alexander, Joseph L \(BPA\) - TFPB-FRANKLIN](#)
To: [Gallacher, Peter L \(BPA\) - TFZ-FRANKLIN](#)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 3:58:00 PM

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
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Sincerely,

From: [Barrett,Patrick D \(BPA\) - TFEC-ALVEY](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 3:45:00 PM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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Being aware of your surroundings is not enough. Employees that are willing to take on the responsibility of their own safety and well-being are being prevented from doing so by the present policy which is perceived as politically correct. There is no common sense reason for banning the basic human right of self-protection. Policy should never trump life and death.

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The knowledge that BPA employees are able to exercise their right to carry would be an obvious deterrent to any armed attack.

We are here to help, and to promote the safest work environment possible. We are not here to become a statistic. We are the good guys.

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Sincerely,

From: [Brislawn, Kim D \(BPA\) - TFDJ-CELILO](#)
To: [Brislawn, Michael T \(BPA\) - TETO-TPP-3](#)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 4:42:00 PM

In case you agree with this and feel the need to join in.

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Carter,Dennis G \(BPA\) - TFEC-ALVEY](#)
To: [Robertson,Craig A \(BPA\) - TOHP-DITT-1](#)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 4:23:00 PM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
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To: (b)(6)
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It is common knowledge that any government facility is a terrorist target, and more so, the power grid. This was reiterated during the active shooter training.

The policy of allowing carry on the job is a far less dangerous policy than the existing "weapons free" policy. Being defenseless in these times in any government facility IS dangerous.

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Sincerely,

From: [Ing.Mindy S \(CONTR\) - TFB-DOB1](#)
To: [Dodd,Susan G \(CONTR\) - TFBI-OPP-3](#)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 3:56:00 PM

mindy

ie Solutions

OD/Change Manager; TF-DOB1

(b)(6)

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Langan, Brett M \(BPA\) - TFPD-MCNARY](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 4:00:00 PM

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
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From: [Portemont,Michael B \(BPA\) - TFBT-TRLR](#)
To: [Spalding,William D \(BPA\) - TFDE-THE DALLEs](#)
Subject: RE: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 6:22:00 PM

(b)(6)

Mike Portemont
Technical Training Specialist (PSC)
US Bonneville Power Administration
TFBT-TRLR
Work: 360-418-2266
Cell (b)(6)

From: Spalding,William D (BPA) - TFDE-THE DALLEs
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We are willing to do whatever is necessary in working with BPA to expeditiously accomplish this change in policy before it is too late.

Sincerely,

From: [Pruitt, David R \(BPA\) - TFEB-ALVEY](#)
To: [Bouchard, Mark R \(BPA\) - TFEB-ALVEY](#); [Hjartberg, Ryan L \(BPA\) - TFZ-ALVEY](#); [Meier, Gerald D \(BPA\) - TFEB-ALVEY](#); [Meloy, Christopher A \(BPA\) - TFEB-ALVEY](#); [Pape, Jacob Douglas \(BPA\) - TFZ-ALVEY](#); [Smith, Randy A \(BPA\) - TFEB-ALVEY](#); [Wesik, Anja K \(BPA\) - TFEB-ALBANY](#)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 3:56:19 PM

I know you all were sent the below message already. Truly an interesting proposal.

My question for you all (rhetorical for now), is this the correct way to request a change to policy? I'm not saying I agree or disagree with the below request, but I would like to hear your thoughts about it at our next crew meeting.

Thanks,

Dave Pruitt
BPA-Alvey Chief Substation Operator

drpruitt@bpa.gov

541-988-7011 (office)

(b)(6)

922-613 (DATS)

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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This policy change is a long time in coming, and the time is now, before we too are left defenseless in some armed attack. Please take a moment and send your letter if you are in agreement. Please do not put this off. This change of

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From: [Tilley,Lorene A \(BPA\) - TFED-ALVEY](#)
To: [Tilley,Benjamin J - KEP-ALVEY \(bjtilley@bpa.gov\)](#)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 5:09:00 PM

Interesting reading

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Young,Brianne A \(BPA\) - TFII-IDAHO FALLS](#)
To: [Jonathan Young](#)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 10, 2016 4:09:00 PM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 4:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Anderson, Troy \(BPA\) - TFK-LMT](#)
To: (b)(6)
Subject: Fw: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 7:12:51 AM

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 03:42 PM
To: ADL_TF_ALL
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Sincerely,

From: [Brown,Paul B \(BPA\) - TFHE-CSB-1](#)
To: (b)(6)
Subject: Fw: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 8:09:32 AM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 03:42 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Christianson, Corey C \(BPA\) - TFDE-THE DALLES](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 11:46:00 AM

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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To: [Taylor,Glenn E \(BPA\) - NSFN-OLYMPIA](#)
Subject: Fw: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 11:46:27 AM

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From: [DeWitte,Douglas C \(BPA\) - TFOV-OLYMPIA](#)
To: [Tippetts,Greg P \(BPA\) - EPR-OLYMPIA](#)
Subject: Fw: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 11:59:21 AM

-----Original Message-----

To: Glenn Taylor
Subject: Fw: Request for Change of BPA Policy
Sent: Feb 11, 2016 11:46

-----Original Message-----

From: Spalding,William D (BPA) - TFDE-THE DALLES
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy
Sent: Feb 10, 2016 15:42

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To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 3:08:00 PM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Feeney, John W \(BPA\) - TFLB-KEELER](#)
To: [Mainzer, Elliot E \(BPA\) - A-7](#); [Hairston, John L \(BPA\) - N-7](#)
Subject: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 9:47:00 AM

Mr Mainzer,

(b)(6)
[Redacted]

[Redacted]

[Redacted]

Sincerely,

John Feeney
TFLB – Keeler
Substation Operator
(503) 856-2613

From: [Gorsuch, Kenneth E \(BPA\) - TFDB-THE DALLES](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 8:08:00 AM

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From: [Grant,Michael Ray \(BPA\) - TFZ-LEWISTON](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 7:02:00 AM

Huh, this is interesting.

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 15:43
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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This policy change is a long time in coming, and the time is now, before we too are left defenseless in some armed attack. Please take a moment and send your letter if you are in agreement. Please do not put this off. This change of policy is important to all of our safety.

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The no firearms policy has always been wrong, from the standpoint that it has long prohibited the law abiding employee/citizen from the natural right of self-protection. This creates unnecessary vulnerability for employees at these United States Government facilities which are already acknowledged targets, as evidenced by events in recent years, and the required active shooter training.

Responsible citizens across the United States legally carry every day for self-protection. Why should responsible employees at BPA facilities be any different? Thousands of responsible people on BPA properties are totally forbidden the ability to protect themselves from armed attack with the present policy. 18 U.S. Code § 930 Possession of Firearms and Dangerous Weapons in Federal Facilities, subsection b, paragraph 2 **permits** the possession of firearms or other dangerous weapons by Federal Officials or members of the Armed Forces **if such possession is authorized by law**. Currently, many BPA employees legally carry concealed firearms daily, off the job for the purpose of self-defense and the protection of those around them. These individuals have received firearms training, and have been vetted by State and/or Local Government agencies and deemed competent for legal carry and use of concealed hand guns. These many individuals are "**authorized by law.**"

In the current climate of terrorism, both foreign and domestic, the exercising of the right to carry a firearm for self and group protection far outweigh the risks. Before answering with: "This is BPA policy that cannot be changed."

Ask, why not? Policy can be changed. It requires leadership. If there is a mass shooting at a BPA facility, you can count on the family members and the co-workers that are left behind asking that question, when a number of responsible people in the workforce at BPA have clearly, in writing, requested this change in the policy.

BPA should lead with a change of the present policy. The time has come. Just ask yourselves for a moment; What if during the recent mass shooting in San Bernardino California, or any other mass shooting for that matter, there would have been citizens present who were not prevented from exercising their right to carry by their place of employment? The outcome would have had a very reasonable chance to have been much different, and in a positive way. The responsible, rule following, law abiding Americans, are the ones left defenseless and getting shot. The bad guys have their weapons and they do not follow work rules or laws.

Justifications for the policy change are listed below:

BPA claims safety as a core value and yet has not honestly addressed the greatest hazard we have in these times in our workplace, by forbidding the workforce the basic human right of self-protection. Employees are forced to become possible future statistics, with no practical chance of survival of an armed attack.

All employees have been provided and are required to take annual Active Shooter Training by BPA / DOE mandate. This is clear evidence that armed attacks are expected.

Posting of "Weapons Free" signs at the entrance to BPA facilities is putting a bulls-eye on the facility for ANY mass shooter, terrorist, or nut job, by advertising that the facility is a soft target, where no expectation of armed resistance exists.

Virtually all mass shootings in the U.S. have occurred in "Weapons Free Zones"

The "WEAPONS FREE" signs need to be removed without delay. It should not take meetings or committees to implement this common sense and easily accomplished task. An order from the Administrator should be all it takes to get these signs, that make the workforce a soft target, removed from our facilities. A sign will not stop any bad guy, it only stops the good guys, who pose no threat in the first place.

Many BPA employees are already trained and possess concealed carry permits. BPA should not delay the right to carry to those employees who already have valid carry permits.

With the present firearms rules BPA is forcing many employees to be vulnerable against their will, not only when at work, but before and after work, going to and from work, when the worker is not even on a BPA property.

The facilities of the power grid where workers at BPA spend their working hours are natural terrorist targets and many are remote, and hours from any law enforcement support. Response from law enforcement to any attack will come too late. This is not the fault of law enforcement, but has been proven time and again.

Fences and key cards only keep honest citizens honest. No active protection is provided.

During a "call out" employees are particularly vulnerable. It is difficult to compare this particular hazard with most other types of employment.

A Substation Operator, at BPA, went missing while performing work duties 25 years ago. This employee has never been found. The threat today of an armed attack is much greater than it was at that time.

Being aware of your surroundings is not enough. Employees that are willing to take on the responsibility of their own safety and well-being are being prevented from doing so by the present policy which is perceived as politically correct. There is no common sense reason for banning the basic human right of self-protection. Policy should never trump life and death.

It is common knowledge that any government facility is a terrorist target, and more so, the power grid. This was reiterated during the active shooter training.

The policy of allowing carry on the job is a far less dangerous policy than the existing "weapons free" policy. Being defenseless in these times in any government facility IS dangerous.

The knowledge that BPA employees are able to exercise their right to carry would be an obvious deterrent to any armed attack.

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Sincerely,

From: [Greenwood, Travis M \(BPA\) - TFPB-MCNARY](#)
To: [Monger, Benjamin B \(BPA\) - TOV-MEAD](#)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 12:20:51 PM

From: Spalding, William D (BPA) - TFDE-THE DALLES
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From: [Howard III, Billy D \(BPA\) - TFCE-COVINGTON](#)
To: [Campbell, Angus D \(BPA\) - NFF-SNOHOMISH](#)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 12:41:05 PM

From: Spalding, William D (BPA) - TFDE-THE DALLES
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To: ADL_TF_ALL
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From: [Jensen,Chadd O \(BPA\) - TFIF-IDAHO FALLS](#)
To: [Mainzer,Elliot E \(BPA\) - A-7](#); [Andrews,Claudia R \(BPA\) - K-7](#); [Hairston,John L \(BPA\) - N-7](#); [Jensen,Mary K \(BPA\) - L-7](#)
Subject: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 6:08:24 AM

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All employees have been provided and are required to take annual Active Shooter Training by BPA / DOE mandate. This is clear evidence that armed attacks are expected.

Posting of "Weapons Free" signs at the entrance to BPA facilities is putting a bulls-eye on the facility for ANY mass shooter, terrorist, or nut job, by advertising that the facility is a soft target, where no expectation of armed resistance exists.

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The "WEAPONS FREE" signs need to be removed without delay. It should not take meetings or committees to implement this common sense and easily accomplished task. An order from the Administrator should be all it takes to get these signs, that make the workforce a soft target, removed from our facilities. A sign will not stop any bad guy, it only stops the good guys, who pose no threat in the first place.

Many BPA employees are already trained and possess concealed carry permits. BPA should not delay the right to carry to those employees who already have valid carry permits.

With the present firearms rules BPA is forcing many employees to be vulnerable against their will, not only when at work, but before and after work, going to and from work, when the worker is not even on a BPA property.

The facilities of the power grid where workers at BPA spend their working hours are natural terrorist targets and many are remote, and hours from any law enforcement support. Response from law enforcement to any attack will come too late. This is not the fault of law enforcement, but has been proven time and again.

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It is common knowledge that any government facility is a terrorist target, and more so, the power grid. This was reiterated during the active shooter training.

The policy of allowing carry on the job is a far less dangerous policy than the existing "weapons free" policy. Being defenseless in these times in any government facility IS dangerous.

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We are willing to do whatever is necessary in working with BPA to expeditiously accomplish this change in policy before it is too late.

Sincerely,

Chadd Jensen, TFIF

From: [Kayla Kile](#)
To: [Harn, Richard A \(BPA\) - TFKE-KALISPELL](#)
Subject: RE: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 6:52:11 AM

Wow... Are you going to add your name to the list to support it?

From: Harn, Richard A (BPA) - TFKE-KALISPELL [mailto:raharn@bpa.gov]
Sent: Thursday, February 11, 2016 7:48 AM
To: Kayla Kile
Subject: FW: Request for Change of BPA Policy

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 4:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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Sincerely,

From: [Knoellinger, Jennifer L \(BPA\) - TFBV-CHEMAWA](mailto:Jennifer.L.Knoellinger@BPA.gov)
To: (b)(6)
Subject: Letter
Date: Thursday, February 11, 2016 8:01:00 AM

Complete at home tonight to send tomorrow.

Jennifer Strombom

Bonneville Power Administration
TFBV – Natural Resource Specialist
jlknoellinger@bpa.gov
Office: 503-304-5904
Cell: (b)(6)

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
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Sincerely,

From: [Knopf, Kimberly I \(CONTR\) - TFD-CELILO](#)
To: [Rinker, Mara A \(CONTR\) - TFV-LONGVIEW](#)
Subject: RE: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 8:12:00 AM

I don't know if he did or not. But I hadn't heard anything about it.

Kimberly Knopf

Phone: 541-296-4694 ex 114

From: Rinker, Mara A (CONTR) - TFV-LONGVIEW
Sent: Thursday, February 11, 2016 8:12 AM
To: Knopf, Kimberly I (CONTR) - TFD-CELILO
Subject: RE: Request for Change of BPA Policy

He didn't know!?

~Mara

From: Knopf, Kimberly I (CONTR) - TFD-CELILO
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To: Rinker, Mara A (CONTR) - TFV-LONGVIEW
Subject: FW: Request for Change of BPA Policy

(b)(6)
[Redacted]

14 of them are in The Dalles District right now. And 3 of them used to be. The (b)(6)

Kimberly Knopf

Phone: 541-296-4694 ex 114

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With the present firearms rules BPA is forcing many employees to be vulnerable against their will, not only when at work, but before and after work, going to and from work, when the worker is not even on a BPA property.

The facilities of the power grid where workers at BPA spend their working hours are natural terrorist targets and many are remote, and hours from any law enforcement support. Response from law enforcement to any attack will come too late. This is not the fault of law enforcement, but has been proven time and again.

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Being aware of your surroundings is not enough. Employees that are willing to take on the responsibility of their own safety and well-being are being prevented from doing so by the present policy which is perceived as politically correct. There is no common sense reason for banning the basic human right of self-protection. Policy should never trump life and death.

It is common knowledge that any government facility is a terrorist target, and more so, the power grid. This was reiterated during the active shooter training.

The policy of allowing carry on the job is a far less dangerous policy than the existing "weapons free" policy. Being defenseless in these times in any government facility IS dangerous.

The knowledge that BPA employees are able to exercise their right to carry would be an obvious deterrent to any armed attack.

We are here to help, and to promote the safest work environment possible. We are not here to become a statistic. We are the good guys.

We are willing to do whatever is necessary in working with BPA to expeditiously accomplish this change in policy before it is too late.

Sincerely,

From: [Koski,Dave \(BPA\) - TFD-CELILO](#)
To: [McCracken,Michael A \(BPA\) - TFK-KALISPELL](#)
Subject: RE: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 7:06:30 AM

(b)(6)

From: McCracken,Michael A (BPA) - TFK-KALISPELL
Sent: Wednesday, February 10, 2016 6:21 PM
To: Koski,Dave (BPA) - TFD-CELILO
Subject: Fw: Request for Change of BPA Policy

I just have to smile. Good luck my friend!

Sent from Mike's Blackberry.

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 04:42 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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right of self-preservation to those of us that would take on the responsibility for our own protection and safety is not rational. Thank you for your time.

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From: [McMichael, Joshua D \(BPA\) - TFZ-KALISPELL](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 4:21:00 PM

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 4:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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Interesting Dave.

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We are willing to do whatever is necessary in working with BPA to expeditiously accomplish this change in policy before it is too late.

Sincerely,

From: [Peterson,Joshua L \(BPA\) - TFWD-SICKLER](#)
To: [Kirsch,David J \(BPA\) - TOT-DITT-2](#)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 7:12:48 AM

An interesting idea in TF

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

FIRST OFF, PLEASE, DO NOT REPLY, OR REPLY ALL TO THIS EMAIL. PLEASE READ THE FOLLOWING CAREFULLY.

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From: [Pierce,Ryan S \(BPA\) - TFDf-THE DALLES](#)
To: [Mainzer,Elliot E \(BPA\) - A-7](#); [Andrews,Claudia R \(BPA\) - K-7](#); [Hairston,John L \(BPA\) - N-7](#); [Jensen,Mary K \(BPA\) - L-7](#)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 2:12:26 PM

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Sincerely, Ryan Pierce TFDF

From: [Salisbury, Robert C. \(BPA\) - TFON-KITSAP](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 6:31:00 AM

Well, ?

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 7:34:00 AM

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It is common knowledge that any government facility is a terrorist target, and more so, the power grid. This was reiterated during the active shooter training.

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Sincerely,

From: [Wilfong, Greg \(BPA\) - TFPF-TRI CITIES RMHQ](#)
To: [Totorica, Ronald U \(BPA\) - TC-REDMOND](#)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 11, 2016 1:51:21 PM

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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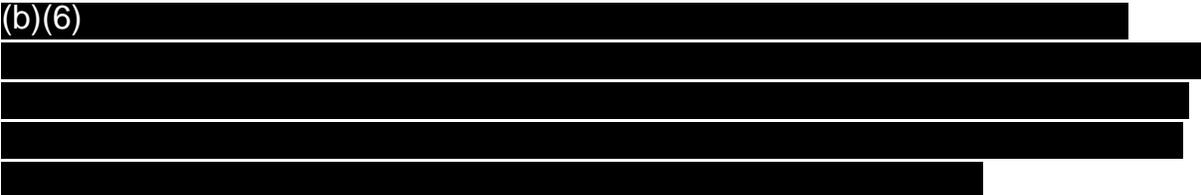
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Sincerely,

From: [Ellison, Richard A \(BPA\) - TOD-DITT-1](#)
To: [Thomas, Randi R \(BPA\) - TO-DITT-2](#)
Subject: RE: Request for Change of BPA Policy
Date: Friday, February 12, 2016 12:37:04 PM

It will be interesting to see how much discussion this will generate.

(b)(6)

A large black rectangular redaction box covers the majority of the page content, starting below the first email header and ending above the second email header. The text "(b)(6)" is visible at the top left of this redacted area.

From: Thomas, Randi R (BPA) - TO-DITT-2
Sent: Friday, February 12, 2016 12:08 PM
To: Ellison, Richard A (BPA) - TOD-DITT-1
Subject: Fw: Request for Change of BPA Policy

FYI the electronic version
Randi from my BB

From: Furrer, Robin R (BPA) - TF-DITT-2
Sent: Friday, February 12, 2016 11:07 AM Pacific Standard Time
To: TBL VPs
Subject: Fw: Request for Change of BPA Policy

I realized not all of you were aware of this.
The Front Office is responding. Federal Law prohibits what they are asking.
I remain focused on the underlying message. Safety.

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 03:42 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Gorsuch, Kenneth E \(BPA\) - TFDB-THE DALLES](#)
To: [Spalding, William D \(BPA\) - TFDE-THE DALLES](#)
Subject: RE: Request for Change of BPA Policy
Date: Friday, February 12, 2016 1:16:00 PM

Done!

KG

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
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Sincerely,

From: [Ing.Mindy S \(CONTR\) - TFB-DOB1](#)
To: [McGrew,Doug \(BPA\) - TFB1-DOB-1](#)
Subject: FW: Request for Change of BPA Policy
Date: Friday, February 12, 2016 9:32:00 AM

Did you read this?

mindy

ie Solutions

OD/Change Manager; TF-DOB1

Cell (360) 558-2593

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Malcolm James R \(BPA\) - TFDF-THE DALLES](#)
To: dave@ibew125.com
Subject: FW: Request for Change of BPA Policy
Date: Friday, February 12, 2016 7:56:00 AM

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Friday, February 12, 2016 7:17 AM
To: Malcolm, James R (BPA) - TFDF-THE DALLES; Rondeau, David L (BPA) - TFVK-LMT
Cc: Hoofnagle, Daniel R (BPA) - TFHE-CSB-1
Subject: FW: Request for Change of BPA Policy

Forwarding to you guys to keep you in the loop about the Carry policy email. Probably need Malcolm and Rondeau present for the meeting.

Bill Spalding

From: Koski, Dave (BPA) - TFD-CELILO
Sent: Thursday, February 11, 2016 3:20 PM
To: Spalding, William D (BPA) - TFDE-THE DALLES
Cc: Billings, Dennis C (BPA) - TFDE-THE DALLES; Christianson, Corey C (BPA) - TFDE-THE DALLES
Subject: RE: Request for Change of BPA Policy

Bill,

(b)(6)

Thanks

Dave

From: Spalding, William D (BPA) - TFDE-THE DALLES
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From: [Rubino,William J \(BPA\) - TFCC-COVINGTON](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Friday, February 12, 2016 3:09:00 PM

William(Bill) Rubino

wjrubino@bpa.gov

PSC Craftsman Trainee - Covington

Bonneville Power Administration

DATS: 999-118

Office: 253-638-3783

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Sincerely,

From: [Weikel, Glenn A \(BPA\) - TC-SP-HANGR](#)
To: [Totorica, Ronald U \(BPA\) - TC-REDMOND](#)
Subject: RE: Request for Change of BPA Policy
Date: Friday, February 12, 2016 9:12:17 AM

First I have seen it. (b)(6)

From: Totorica, Ronald U (BPA) - TC-REDMOND
Sent: Friday, February 12, 2016 9:00 AM
To: Weikel, Glenn A (BPA) - TC-SP-HANGR
Subject: FW: Request for Change of BPA Policy

What do you think of this Glenn? I see it was forwarded to all of TF.

Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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To: [Conroy, John M \(BPA\) - TC-SP-HANGR](#)
Subject: FW: Request for Change of BPA Policy
Date: Friday, February 12, 2016 9:16:00 AM

From: Totorica, Ronald U (BPA) - TC-REDMOND
Sent: Friday, February 12, 2016 9:00 AM
To: Weikel, Glenn A (BPA) - TC-SP-HANGR
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Sincerely,

From: [Manary,Michelle L \(BPA\) - TS-DITT-2](#)
To: [Furrer,Robin R \(BPA\) - TF-DITT-2](#)
Subject: Re: Request for Change of BPA Policy
Date: Monday, February 15, 2016 10:55:09 AM

:)

From: Furrer,Robin R (BPA) - TF-DITT-2
Sent: Friday, February 12, 2016 11:07 AM
To: TBL VPs
Subject: Fw: Request for Change of BPA Policy

I realized not all of you were aware of this.
The Front Office is responding. Federal Law prohibits what they are asking.
I remain focused on the underlying message. Safety.

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 03:42 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Thomas,Randi R \(BPA\) - TO-DITT-2](#)
To: [TO Direct Reports](#)
Subject: FW: Request for Change of BPA Policy
Date: Monday, February 15, 2016 8:15:48 PM

In the spirit of rumor control I wanted to share this with you.

Randi

From: Furrer,Robin R (BPA) - TF-DITT-2
Sent: Friday, February 12, 2016 11:07 AM
To: TBL VPs
Subject: Fw: Request for Change of BPA Policy

I realized not all of you were aware of this.
The Front Office is responding. Federal Law prohibits what they are asking.
I remain focused on the underlying message. Safety.

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 03:42 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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To: [Mainzer,Elliot E \(BPA\) - A-7](#); [Hairston,John L \(BPA\) - N-7](#); [Andrews,Claudia R \(BPA\) - K-7](#)
Subject: FW: Request for Change of BPA Policy
Date: Tuesday, February 16, 2016 12:25:00 PM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
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From: [Hairston,John L \(BPA\) - N-7](#)
To: [Furrer,Robin R \(BPA\) - TF-DITT-2](#); [Miller,Mike P \(BPA\) - TE-DITT-2](#); [Koski,Dave \(BPA\) - TFD-CELLIO](#)
Subject: FW: Request for Change of BPA Policy
Date: Tuesday, February 16, 2016 1:12:38 PM

FYI,

With original email and folks who signed on to the email.

Thanks
John

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The no firearms policy has always been wrong, from the standpoint that it has long prohibited the law abiding employee/citizen from the natural right of self-protection. This creates unnecessary vulnerability for employees at these United States Government facilities which are already acknowledged targets, as evidenced by events in recent years, and the required active shooter training.

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Ask, why not? Policy can be changed. It requires leadership. If there is a mass shooting at a BPA facility, you can count on the family members and the co-workers that are left behind asking that question, when a number of responsible people in the workforce at BPA have clearly, in writing, requested this change in the policy.

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Sincerely,

From: [Physical Security BPA](#)
To: [Arthurs,Neil E \(BPA\) - NNT-1](#)
Subject: FW: Request for Change of BPA Policy
Date: Tuesday, February 16, 2016 8:10:10 AM

Neil,

It appears that this email is circulating the BPA field community and is of interest. The restriction to federal employees carrying a weapon on duty is not

John Lund

Physical Security Specialist | NNT

BONNEVILLE POWER ADMINISTRATION

bpa.gov | P 360-418-2923

Please consider the environment before printing this email.

From: Sheets,Todd C (BPA) - TFCV-COVINGTON
Sent: Tuesday, February 16, 2016 6:52 AM
To: Physical Security BPA
Subject: FW: Request for Change of BPA Policy

(b)(6)
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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Sincerely,

From: [Stanger, Laura L \(BPA\) - TOZ-AMPN-1](#)
To: [Emerson, Kathryn D \(CONTR\) - TOZ-AMPN-1](#)
Subject: FW: Request for Change of BPA Policy
Date: Tuesday, February 16, 2016 8:07:27 AM

From: Thomas, Randi R (BPA) - TO-DITT-2
Sent: Monday, February 15, 2016 08:15 PM Pacific Standard Time
To: TO Direct Reports
Subject: FW: Request for Change of BPA Policy

In the spirit of rumor control I wanted to share this with you.
Randi

From: Furrer, Robin R (BPA) - TF-DITT-2
Sent: Friday, February 12, 2016 11:07 AM
To: TBL VPs
Subject: Fw: Request for Change of BPA Policy

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Sent: Wednesday, February 10, 2016 03:42 PM
To: ADL_TF_ALL
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Sincerely,

From: [Such,Darin S \(BPA\) - TFH-CSB-1](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Tuesday, February 16, 2016 3:09:00 PM

FYI

Darin S Such
Detail FA Planner Scheduler
TFHE-CSB-1
360-607-9350
360-619-6936

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Harkleroad Jr,Wayne \(BPA\) - NSFN-BELL](#)
To: [Spalding,William D \(BPA\) - TFDE-THE DALLES](#)
Subject: FW: Request for Change of BPA Policy
Date: Wednesday, February 17, 2016 12:27:00 PM

Is this for TF people only?

From: Kugler,Terry L (BPA) - TFSF-BELL
Sent: Wednesday, February 17, 2016 12:09 PM
To: Anger,Larry F (BPA) - NSFN-BELL; Harkleroad Jr,Wayne (BPA) - NSFN-BELL
Subject: Fw: Request for Change of BPA Policy

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 03:42 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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Sincerely,

From: [Kelley,Gary R \(BPA\) - TOZ-AMPN-1](#)
To: [Rowe,Ronald E \(CONTR\) - TOZ-AMPN-1](#)
Subject: Fw: Request for Change of BPA Policy
Date: Wednesday, February 17, 2016 1:46:32 PM

From: Thomas,Randi R (BPA) - TO-DITT-2
Sent: Monday, February 15, 2016 08:15 PM Pacific Standard Time
To: TO Direct Reports
Subject: FW: Request for Change of BPA Policy

In the spirit of rumor control I wanted to share this with you.

Randi

From: Furrer,Robin R (BPA) - TF-DITT-2
Sent: Friday, February 12, 2016 11:07 AM
To: TBL VPs
Subject: Fw: Request for Change of BPA Policy

I realized not all of you were aware of this.

The Front Office is responding. Federal Law prohibits what they are asking.

I remain focused on the underlying message. Safety.

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Sincerely,

From: [Kugler, Terry L \(BPA\) - TFSF-BELL](#)
To: [Anger, Larry F \(BPA\) - NSFN-BELL](#); [Harkleroad Jr, Wayne \(BPA\) - NSFN-BELL](#)
Subject: Fw: Request for Change of BPA Policy
Date: Wednesday, February 17, 2016 12:09:04 PM

From: Spalding, William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 03:42 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Sturm,Jeff L \(BPA\) - TFHE-CSB-1](#)
To: [Anderson,Todd L \(BPA\) - TFHE-WHSE-1](#)
Subject: FW: Request for Change of BPA Policy
Date: Thursday, February 18, 2016 12:55:40 PM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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From: [Americk.Brent.P.\(BPA\)-TFNE-SNOHOMISH](mailto:Americk.Brent.P.(BPA)-TFNE-SNOHOMISH)
To: bpamerick@aol.com
Subject: FW: Request for Change of BPA Policy
Date: Friday, February 19, 2016 2:49:00 PM

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We, who are the vulnerable, request a change in the policy (BPA Manual, Chapter 1086, Firearms, Other Deadly Weapons and Explosive Devices) that would remove the ban on firearms while on BPA property, in BPA facilities and in government owned/leased vehicles, allowing us the ability to defend our lives on the job. To promote a safer work environment, we are requesting that the ban on firearms on BPA properties and in BPA facilities be rescinded. We are also requesting that the "Weapons Free" signs be removed without delay.

The no firearms policy has always been wrong, from the standpoint that it has long prohibited the law abiding employee/citizen from the natural right of self-protection. This creates unnecessary vulnerability for employees at these United States Government facilities which are already acknowledged targets, as evidenced by events in recent years, and the required active shooter training.

Responsible citizens across the United States legally carry every day for self-protection. Why should responsible employees at BPA facilities be any different? Thousands of responsible people on BPA properties are totally forbidden the ability to protect themselves from armed attack with the present policy. 18 U.S. Code § 930 Possession of Firearms and Dangerous Weapons in Federal Facilities, subsection b, paragraph 2 **permits** the possession of firearms or other dangerous weapons by Federal Officials or members of the Armed Forces **if such possession is authorized by law**. Currently, many BPA employees legally carry concealed firearms daily, off the job for the purpose of self-defense and the protection of those around them. These individuals have received firearms training, and have been vetted by State and/or Local Government agencies and deemed competent for legal carry and use of concealed hand guns. These many individuals are "**authorized by law.**"

In the current climate of terrorism, both foreign and domestic, the exercising of the right to carry a firearm for self and group protection far outweigh the risks. Before answering with: "This is BPA policy that cannot be changed."

Ask, why not? Policy can be changed. It requires leadership. If there is a mass shooting at a BPA facility, you can count on the family members and the co-workers that are left behind asking that question, when a number of responsible people in the workforce at BPA have clearly, in writing, requested this change in the policy.

BPA should lead with a change of the present policy. The time has come. Just ask yourselves for a moment; What if during the recent mass shooting in San Bernardino California, or any other mass shooting for that matter, there would have been citizens present who were not prevented from exercising their right to carry by their place of employment? The outcome would have had a very reasonable chance to have been much different, and in a positive way. The responsible, rule following, law abiding Americans, are the ones left defenseless and getting shot. The bad guys have their weapons and they do not follow work rules or laws.

Justifications for the policy change are listed below:

BPA claims safety as a core value and yet has not honestly addressed the greatest hazard we have in these times in our workplace, by forbidding the workforce the basic human right of self-protection. Employees are forced to become possible future statistics, with no practical chance of survival of an armed attack.

All employees have been provided and are required to take annual Active Shooter Training by BPA / DOE mandate. This is clear evidence that armed attacks are expected.

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With the present firearms rules BPA is forcing many employees to be vulnerable against their will, not only when at work, but before and after work, going to and from work, when the worker is not even on a BPA property.

The facilities of the power grid where workers at BPA spend their working hours are natural terrorist targets and many are remote, and hours from any law enforcement support. Response from law enforcement to any attack will come too late. This is not the fault of law enforcement, but has been proven time and again.

Fences and key cards only keep honest citizens honest. No active protection is provided.

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Being aware of your surroundings is not enough. Employees that are willing to take on the responsibility of their own safety and well-being are being prevented from doing so by the present policy which is perceived as politically correct. There is no common sense reason for banning the basic human right of self-protection. Policy should never trump life and death.

It is common knowledge that any government facility is a terrorist target, and more so, the power grid. This was reiterated during the active shooter training.

The policy of allowing carry on the job is a far less dangerous policy than the existing "weapons free" policy. Being defenseless in these times in any government facility IS dangerous.

The knowledge that BPA employees are able to exercise their right to carry would be an obvious deterrent to any armed attack.

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From: [Spalding,William D \(BPA\) - TFDE-THE DALLES](#)
To: [\(b\)\(6\)](#); [Parson,Gregory W \(BPA\) - TFDE-THE DALLES](#); [Hoofnagle,Daniel R \(BPA\) - TFHE-CSB-1; Markey,Barry H \(BPA\) - TFDE-THE DALLES](#)
Subject: FW: Request for Change of BPA Policy
Date: Monday, February 22, 2016 8:52:18 AM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Friday, February 12, 2016 7:19 AM
To: Koski,Dave (BPA) - TFD-CELILO
Cc: Rondeau,David L (BPA) - TFK-LMT; Malcolm,James R (BPA) - TFD-THE DALLES
Subject: RE: Request for Change of BPA Policy

OK

From: Koski,Dave (BPA) - TFD-CELILO
Sent: Thursday, February 11, 2016 3:20 PM
To: Spalding,William D (BPA) - TFDE-THE DALLES
Cc: Billings,Dennis C (BPA) - TFDE-THE DALLES; Christianson,Corey C (BPA) - TFDE-THE DALLES
Subject: RE: Request for Change of BPA Policy

Bill,

(b)(6)

Thanks

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From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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If you are in agreement see the **Instructions** below.

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a commitment and putting your name on it. If you fear what your boss might think, or do not wish to commit your name to this cause, then don't. Many of your co-workers will sign on, and if you choose to join us, you will not be alone.

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Date: Monday, February 22, 2016 8:50:58 AM

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Cc: Billings,Dennis C (BPA) - TFDE-THE DALLES; Christianson,Corey C (BPA) - TFDE-THE DALLES
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From: [Teuscher, Tony J \(BPA\) - TFDD-THE DALLES](#)
To: (b)(6)
Subject: FW: Request for Change of BPA Policy
Date: Tuesday, February 23, 2016 9:25:00 AM

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Sincerely,

From: [South,Jake R \(CONTR\) - NWFC-PSB-2](#)
To: [Hamlin,Robert J \(CONTR\) - NWFC-PSB-2](#)
Subject: Request for Change of BPA Policy
Date: Thursday, February 25, 2016 6:38:00 AM

(b)(6)

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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Ryan Pierce TFDF, Jay Smith TFD, Ken Gorsuch TFDB, Rick Narciso TFDB, Will Watkins TFDJ, Lyle Erickson TFBT, Steve Walker TFDJ, Troy Dalrymple TFVK, Scott Hardesty TFDV, Nate Seabury TFRE, Chad Thompson TFDJ, Dwain Herschbach TFRE, Ian Albin TFRE, Ernan Contreras TFDE, Lee Morgan TFBT, and many from BPA Construction. Arriving under separate cover.

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From: [South,Jake R \(CONTR\) - NWFC-PSB-2](#)
To: [Young,Kevin M \(BPA\) - TFDD-THE DALLES](#)
Subject: RE: Request for Change of BPA Policy
Date: Thursday, February 25, 2016 6:33:00 AM
Attachments: [image001.png](#)

(b)(6)



Jake South | Engineering Tech II
Vancouver, Wa. | Facilities Support

P: (360) 418-8240 / NWFC-PSB-2
F: (360) 418-2449
M: (503) 720-8508
srsouth@bpa.gov
Flux Resources LLC

From: Young, Kevin M (BPA) - TFDD-THE DALLES
Sent: Thursday, February 25, 2016 6:32 AM
To: South, Jake R (CONTR) - NWFC-PSB-2
Subject: RE: Request for Change of BPA Policy

(b)(6)

Kevin

From: South, Jake R (CONTR) - NWFC-PSB-2
Sent: Thursday, February 25, 2016 6:26 AM
To: Young, Kevin M (BPA) - TFDD-THE DALLES
Subject: RE: Request for Change of BPA Policy

(b)(6)

Jake South | Engineering Tech II
Vancouver, Wa. | Facilities Support

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F: (360) 418-2449
M: (503) 720-8508

From: Young, Kevin M (BPA) - TFDD-THE DALLES
Sent: Thursday, February 25, 2016 6:20 AM



srsouth@bpa.gov
Flux Resources LLC

To: South, Jake R (CONTR) - NWFC-PSB-2
Subject: RE: Request for Change of BPA Policy

(b)(6)

(b)(6)

Kevin

From: South, Jake R (CONTR) - NWFC-PSB-2
Sent: Thursday, February 25, 2016 6:16 AM
To: Young, Kevin M (BPA) - TFDD-THE DALLES
Subject: RE: Request for Change of BPA Policy

(b)(6)

Later Pockets



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Sent: Thursday, February 25, 2016 6:07 AM
To: South, Jake R (CONTR) - NWFC-PSB-2
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Here you go Jake! Hope all is well out there still.

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Bonneville Power Administration.

Electrical Engineer

The Dalles SPC/TFDD

Phone: 541-296-4684 x 122

E mail:kmyoung@bpa.gov

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Sent: Wednesday, February 10, 2016 3:43 PM

To: ADL_TF_ALL

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Subject: RE: Request for Change of BPA Policy
Date: Thursday, February 25, 2016 6:10:00 AM
Attachments: [image001.png](#)

I need to read Hairstons Reply that' s the kicker, would you fwd that as well. Thanks bud



Jake South | *Engineering Tech II*
Vancouver, Wa. | *Facilities Support*

P: (360) 418-8240 | **NWFC-PSB-2**

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BPA claims safety as a core value and yet has not honestly addressed the greatest hazard we have in these times in our workplace, by forbidding the workforce the basic human right of self-protection. Employees are forced to become possible future statistics, with no practical chance of survival of an armed attack.

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Posting of "Weapons Free" signs at the entrance to BPA facilities is putting a bulls-eye on the facility for ANY mass shooter, terrorist, or nut job, by advertising that the facility is a soft target, where no expectation of armed resistance exists.

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It is common knowledge that any government facility is a terrorist target, and more so, the power grid. This was reiterated during the active shooter training.

The policy of allowing carry on the job is a far less dangerous policy than the existing "weapons free" policy. Being defenseless in these times in any government facility IS dangerous.

The knowledge that BPA employees are able to exercise their right to carry would be an obvious deterrent to any armed attack.

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We are willing to do whatever is necessary in working with BPA to expeditiously accomplish this change in policy before it is too late.

Sincerely,

From: [South, Jake R \(CONTR\) - NWFC-PSB-2](#)
To: [Young, Kevin M \(BPA\) - TFDD-THE DALLES](#)
Subject: RE: Request for Change of BPA Policy
Date: Thursday, February 25, 2016 6:09:00 AM
Attachments: [image001.png](#)

Yeah man come see me again Pockets when you're in town. (b)(6)

[REDACTED]

[REDACTED]

Ok Kev, see youse later baaaathaaaa

Jake Zilla



Jake South | *Engineering Tech II*
Vancouver, Wa. | *Facilities Support*

P: (360) 418-8240 | **NWFC-PSB-2**

F: (360) 418-2449

M: (503) 720-8508

srsouth@bpa.gov

Flux Resources LLC

From: Young, Kevin M (BPA)
- TFDD-THE DALLES

Sent: Thursday, February
25, 2016 6:07 AM

To: South, Jake R (CONTR) -
NWFC-PSB-2

Subject: FW: Request for
Change of BPA Policy

Here you go Jake! Hope all is well out there still.

Kevin Young

Bonneville Power Administration.

Electrical Engineer

The Dalles SPC/TFDD

Phone: 541-296-4684 x 122

E mail: kmyoung@bpa.gov

From: Spalding, William D (BPA) - TFDE-THE DALLES

Sent: Wednesday, February 10, 2016 3:43 PM

To: ADL_TF_ALL

Subject: Request for Change of BPA Policy

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employees listed below have all given permission to be "signed on" as framers/authors of this original Letter of Request, and all take pride in doing so.

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Anonymous requests have no credibility. If you do not feel committed enough to put your name and routing at the bottom we would ask that you not send this Letter of Request. Sending this letter requires you making a commitment and putting your name on it. If you fear what your boss might think, or do not wish to commit your name to this cause, then don't. Many of your co-workers will sign on, and if you choose to join us, you will not be alone.

This policy change is a long time in coming, and the time is now, before we too are left defenseless in some armed attack. Please take a moment and send your letter if you are in agreement. Please do not put this off. This change of policy is important to all of our safety.

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From: [Spalding,William D \(BPA\) - TFDE-THE DALLES](#)
To: [Tibbits,Timothy A \(BPA\) - TFSC-BELL](#)
Subject: RE: Request for Change of BPA Policy
Date: Thursday, February 25, 2016 8:42:00 AM

Glad to hear of your support. You are not alone.
Thanks again,
Bill Spalding

From: Tibbits,Timothy A (BPA) - TFSC-BELL
Sent: Thursday, February 25, 2016 8:18 AM
To: Spalding,William D (BPA) - TFDE-THE DALLES
Subject: RE: Request for Change of BPA Policy

William,

I have been traveling and when I got back, I had to hit the ground running since my
coworker is out too. (b)(6)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tim

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Wednesday, February 10, 2016 3:43 PM
To: ADL_TF_ALL
Subject: Request for Change of BPA Policy

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Sincerely,

Search No. 3

Additionally request responses to John Hairston's 02/18/16 related response e-mail sent to The Bonneville Workforce with
Subject: Recent questions/requests regarding Policy Prohibiting firearms in federal facilities

Knudson,Thanh (CONTR) - CGI-B1

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

Over the past few days, some of you received an email from a group of BPA employees and contract personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

Again, I want to emphasize that the physical security of all BPA personnel and facilities is of the utmost importance to executives, supervisors and security staff. We have a number of processes in place to evaluate a wide range of threats against both our facilities and employees and to provide the appropriate measure of security required.

If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

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Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Browning-Craig,Hilary \(BPA\) - LG-7](#)
To: [Hall, Lee J \(BPA\) - NN-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 4:36:00 PM

Thanks Lee. I had not seen this.

From: Hall, Lee J (BPA) - NN-1
Sent: Thursday, February 18, 2016 1:52 PM
To: Browning-Craig,Hilary (BPA) - LG-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Fyi.

From: Hall, Lee J (BPA) - NN-1
Sent: Thursday, February 18, 2016 1:50 PM
To: Arthurs, Neil E (BPA) - NNT-1 (nearthurs@bpa.gov); Clarke, Thomas W (BPA) - NNT-1; Schuch, Richard W (BPA) - NNT-1; Dailey, Douglas D (BPA) - NNT-MODD; Rademacher, Craig F (BPA) - NNT-MODD; Lund, John P (BPA) - NNT-MODD; West, Kevin L (BPA) - NNT-MODD; Greene, Matthew S (CONTR) - NNT-1; Hunt, Lisa M (CONTR) - NNT-MODD
Cc: Kler, Kirsten M (BPA) - NNP-B1; Heidmann, Eric R (BPA) - NNC-1 (erheidmann@bpa.gov); Altomare, Robert S (CONTR) - NN-1; Van de Water, Susan B (CONTR) - NNC-1 (sbvandewater@bpa.gov); Hall, Lee J (BPA) - NN-1; Walker, Anne M (CONTR) - NN-1 (amwalker@bpa.gov)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi Team – here is an email that the CAO sent to Transmission Employees (mostly in the field, but perhaps others), and you can see the CC line of exec's.

I wanted you to know of this soonest --- in case questions come in regarding the policy (note that we are listed as the POC at the bottom of the email).

If you do get questions from the field, let's make sure that we, as a team, answer them. Lisa, if you could please help by working out a system where we can capture the questions and note their response, I'd be much obliged.

Thanks much -- Lee

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

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the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

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While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

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jlhairston@bpa.gov

From: [Capps,Stephan A \(BPA\) - NW-1](#)
To: [Kyle,Guy M \(BPA\) - NWP-1](#); [Wright,Bradley A \(BPA\) - NWM-1](#); [Emerson,Peter M \(BPA\) - NWF-MODW](#); [Wooley,Barry R \(BPA\) - NWPP-B1](#); [Kelly,Byron S \(BPA\) - NWPS-1](#); [Rhoads, TJ \(BPA\) - NWFR-PSB-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:04:38 PM

FYI.....

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:30 PM
To: Kuhn,Shana L (BPA) - N-1; Olesen,Thomas J (BPA) - NS-DITT-2; Hall,Lee J (BPA) - NN-1; Capps,Stephan A (BPA) - NW-1; Henderson,Robin Y (BPA) - NH-1; Bea,Brad A (BPA) - NF-WHSE-EAST
Cc: Bowers,Rebecca S (BPA) - A-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI,

Thanks
John

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Carter,Dennis G \(BPA\) - TFEC-ALVEY](#)
To: [Robertson,Craig A \(BPA\) - TOHP-DITT-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, March 18, 2016 1:07:00 PM

enjoy

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Cummings,Karen S \(CONTR\) - TECT-CSB-1](#)
To: [Cummings,Leon F \(BPA\) - JST-4400-LL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 12:47:00 PM

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [DeWitte,Douglas C \(BPA\) - TFOV-OLYMPIA](#)
To: [Hairston,John L \(BPA\) - N-7](#)
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 12:48:31 PM

Mr Hairston: (b)(6)

[REDACTED]

Thank you.

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Dietzen, Gerald J \(BPA\) - TECC-CSB-2](#)
To: [Hairston, John L \(BPA\) - N-7](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:15:38 PM

Thank you for your response. (b)(6)

[REDACTED]

[REDACTED]

Gerald J. (Jerry) Dietzen, PE
Electrical Engineer
Substation System Protection & Control Engineering
Bonneville Power Administration
(360) 619 - 6815 (desk)
(360) 448 - 3553 (cell)
Philippians 4: 4 - 7

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Gallacher, Peter L \(BPA\) - TFZ-FRANKLIN](#)
To: [Gallacher, Christopher](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 4:28:00 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Gorsuch, Kenneth E \(BPA\) - TFDB-THE DALLES](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 4:00:00 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Hairston,John L \(BPA\) - N-7](#)
To: [Mainzer,Elliot E \(BPA\) - A-7](#); [Andrews,Claudia R \(BPA\) - K-7](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:25:26 PM

Early exit polling

From: Blondin,Don G (BPA) - TFND-SNOHOMISH
Sent: Thursday, February 18, 2016 1:18 PM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Mr. Hairston

I read the email that you refer to and neither agreed nor disagreed with it. (b)(6)

[REDACTED]

[REDACTED]

[REDACTED]

Don Blondin

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Hall, Lee J \(BPA\) - NN-1](#)
To: [Joslin, Richard \(BPA\) - NHE-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:47:57 PM

Yes – agreed. I thought you should see it from a “general concern in the workforce” perspective, but also since it references EAP as an avenue for concerns. Thanks, Lee

From: Joslin, Richard (BPA) - NHE-1
Sent: Thursday, February 18, 2016 2:38 PM
To: Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Yes I’m aware of their concerns but didn’t see John’s e-mail . Firearm access is an ongoing issue throughout the country; not surprised to see it arise in the field given their work environment, public attitudes held by some towards Federal employees, the political season.

Richard

From: Hall, Lee J (BPA) - NN-1
Sent: Thursday, February 18, 2016 1:54 PM
To: Joslin, Richard (BPA) - NHE-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI. You may have heard of this concern, especially in the field. Thanks, Lee

From: Hall, Lee J (BPA) - NN-1
Sent: Thursday, February 18, 2016 1:50 PM
To: Arthurs, Neil E (BPA) - NNT-1; Clarke, Thomas W (BPA) - NNT-1; Schuch, Richard W (BPA) - NNT-1; Dailey, Douglas D (BPA) - NNT-MODD; Rademacher, Craig F (BPA) - NNT-MODD; Lund, John P (BPA) - NNT-MODD; West, Kevin L (BPA) - NNT-MODD; Greene, Matthew S (CONTR) - NNT-1; Hunt, Lisa M (CONTR) - NNT-MODD
Cc: Kler, Kirsten M (BPA) - NNP-B1; Heidmann, Eric R (BPA) - NNC-1; Altomare, Robert S (CONTR) - NN-1; Van de Water, Susan B (CONTR) - NN-1; Hall, Lee J (BPA) - NN-1; Walker, Anne M (CONTR) - NN-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi Team – here is an email that the CAO sent to Transmission Employees (mostly in the field, but perhaps others), and you can see the CC line of exec’s.

I wanted you to know of this soonest --- in case questions come in regarding the policy (note that we are listed as the POC at the bottom of the email).

If you do get questions from the field, let’s make sure that we, as a team, answer them. Lisa, if you could please help by working out a system where we can capture the questions and note their response, I’d be much obliged.

Thanks much -- Lee

From: Hairston, John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Hampton, Scott R \(BPA\) - NSP-4400-LL](#)
To: [Couron, Elissa L \(CONTR\) - NSP-4400-LL](#); [Kayton, Lisa A \(BPA\) - NSP-4400-LL](#); [Kulak, Joshua S \(BPA\) - NSSF-4400-LL](#); [Longfellow, James N \(BPA\) - NSP-4400-LL](#); [Mannen, Kimberly A \(CONTR\) - NSP-4400-LL](#); [Martin, Naomi R \(BPA\) - NSP-4400-LL](#); [Martz, Julie M \(CONTR\) - NSP-4400-LL](#); [McCarthy, David C \(BPA\) - NSP-4400-LL](#); [Miller, Debra L \(CONTR\) - NSP-4400-LL](#); [Neuber, Rian M \(CONTR\) - NSP-4400-LL](#); [Sasser, Jordan E \(CONTR\) - NSP-4400-LL](#); [Siple, Christine F \(CONTR\) - NSP-4400-LL](#); [Street, Teresa A \(BPA\) - NSP-4400-LL](#); [Sutherland, Taylor A \(CONTR\) - NSP-4400-LL](#); [Wilde, Tamara A \(BPA\) - NSP-4400-LL](#); [Ziegler, Denise A \(BPA\) - NSP-4400-LL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 12:35:56 PM

FYI in case we get questions.

Scott R. Hampton

Manager, Supplemental Labor Management Office
Bonneville Power Administration
Office: 360-418-8293
Cell: 360-601-1011



From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Heckroth,Roger B \(BPA\) - TETS-CSB-1](#)
To: [Fowler,Haven H \(CONTR\) - TETS-CSB-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:44:00 PM

I agree!

From: Fowler,Haven H (CONTR) - TETS-CSB-1
Sent: Thursday, February 18, 2016 12:59 PM
To: Heckroth,Roger B (BPA) - TETS-CSB-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6)



From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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From: [Jennings,Deanne M \(CONTR\) - TETO-TPP-3](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 12:30:00 PM

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Kler, Kirsten M \(BPA\) - NNP-B1](#)
To: [Skidmore, John T \(BPA\) - KEWL-4 \(jtskidmore@bpa.gov\)](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:37:00 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Knopf, Kimberly I \(CONTR\) - TFD-CELILO](#)
To: [Rinker, Mara A \(CONTR\) - TFV-LONGVIEW](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 12:56:00 PM

No. Dave left right after for the week. So I won't know till next week.

Kimberly Knopf

Phone: 541-296-4694 ex 114

From: Rinker, Mara A (CONTR) - TFV-LONGVIEW
Sent: Thursday, February 18, 2016 12:28 PM
To: Knopf, Kimberly I (CONTR) - TFD-CELILO
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Did you ever hear anything else??

~Mara

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Lawrence, Raymond T \(CONTR\) - TFKV-KALISPELL](#)
To: [Nelson, Alan V \(BPA\) - NSFN-KALISPELL](#); [Lime, Daron K \(BPA\) - NSFN-KALISPELL](#)
Subject: Fw: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:53:35 PM

Raymond Lawrence
Bonneville Power Administration
Facilities Maintenance Worker
Contractor: David Evans and Associates
406-210-7805
406-751-7815
Rtlawrence@bpa.gov

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 01:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Lodahl, John A \(BPA\) - TECM-AMPS](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 12:30:00 PM

KEEP THIS – JUST IN CASE !!!

John Lodahl
Bonneville Power Administration
Human Capital # 0003247
PH: 360-418-2933



From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue

Portland, OR 97208-3621

(503) 230-5262

(503) 312-0504 (Cell 1)

(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Loop,Laura A \(BPA\) - TERR-3](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities (John Hairston)
Date: Thursday, February 18, 2016 2:40:00 PM

Laura A. Loop, PMP

Realty Specialist | Real Property Field Services | TERR-3

Bonneville Power Administration | Department of Energy

P.O. Box 3621, TERR-3, Portland, OR 97208-3621

Office: 503.230.5536 Mobile: 503.312.7400

Email: laloop@bpa.gov

 Please think about the environment before printing

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From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1

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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Manning, Jannette E \(BPA\) - TFD-CELILO](#)
To: [Wild, Kevin E \(CONTR\) - JRF-THE DALLES](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:32:39 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Markey, Barry H \(BPA\) - TFDE-THE DALLES](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 3:28:00 PM

Mass e-mail sent out today.

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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Portland, OR 97208-3621
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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Martin,Aaron K \(BPA\) - TECS-AMPS](#)
To: [Coppernoll,Rita M \(BPA\) - TECS-AMPS](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:23:05 PM

Yes thanks

From: Coppernoll,Rita M (BPA) - TECS-AMPS
Sent: February 18, 2016 12:28 PM
To: Martin,Aaron K (BPA) - TECS-AMPS
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I assume you got this....

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Olesen,Thomas J \(BPA\) - NS-DITT-2](#)
To: [Hampton,Scott R \(BPA\) - NSP-4400-LL](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:33:15 PM

Yup. John was telling me about it the other day. (b)(6) .

Thomas J. Olesen

Bonneville Power Administration

Chief Supply Chain Officer

e-Mail: tjolesen@bpa.gov

Office: 360-418-8649

Cell: 360-250-7909

ONE Supply Chain Team

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Thursday, February 18, 2016 12:36 PM

To: Olesen,Thomas J (BPA) - NS-DITT-2 <tjolesen@bpa.gov>

Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Not sure if you saw this....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Office: 360-418-8293

Cell: 360-601-1011



From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Pheifer,Adrian C. \(BPA\) - TFKC-KALISPELL](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 12:46:00 PM

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 1:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Rubino,William J \(BPA\) - TFCC-COVINGTON](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 3:22:00 PM

William(Bill) Rubino

wjrubino@bpa.gov

PSC Craftsman Trainee - Covington

Bonneville Power Administration

DATS: 999-118

Office: 253-638-3783

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Sager, Andrew \(CONTR\) - TERM-TPP-4](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:06:00 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Sargent,Tena G \(CONTR\) - TERP-3](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:48:00 PM

Tena Sargent

David Evans & Assoc.
Admin Tech 2 TERP-3

BONNEVILLE POWER ADMINISTRATION

tgsargent@bpa.gov | P 503-230-5649

Please consider the environment before printing this email.

From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1

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jlhairston@bpa.gov

From: [Stevens,Cynthia G \(BPA\) - TF-SNOHOMISH](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 3:30:00 PM

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Wild, Kevin E \(CONTR\) - JRF-THE DALLES](#)
To: [Babcock, Victor M \(BPA\) - JRF-REDMOND](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:57:05 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Wild, Kevin E \(CONTR\) - JRF-THE DALLES](#)
To: [Flink, Sean M \(BPA\) - JRF-MEAD-GOB](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:45:52 PM

FYI

Kevin Wild – (CONTR) Unisys Corporation
FCC – SPC & HMEM
Field Support Services: JRF – The Dalles
At Bonneville Power Administration

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Wild, Kevin E \(CONTR\) - JRF-THE DALLES](#)
To: [Chase, Geri A \(BPA\) - JRF-SNOHOMISH](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:33:00 PM

Kevin Wild – (CONTR) Unisys Corporation
FCC – SPC & HMEM
Field Support Services: JRF – The Dalles
At Bonneville Power Administration

From: Manning, Jannette E (BPA) - TFD-CELILO
Sent: Thursday, February 18, 2016 2:33 PM
To: Wild, Kevin E (CONTR) - JRF-THE DALLES
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Wirth,Scott \(BPA\) - TFEL-NORTH BEND](#)
To: [Adams,Craig W \(BPA\) - TFRB-REDMOND](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 2:22:44 PM

Craig – I see here in the body of John’s email that the Physical Security Office lent a hand to your district regarding the militia thing over in Burns.....if you don’t mind me asking just how did that stand off effect our BPA folks?

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Young,Brianne A \(BPA\) - TFII-IDAHO FALLS](#)
To: [Jonathan Young](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:15:00 PM

Administrations response to the email I forwarded you last week. (b)(6)

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 1:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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(503) 312-0504 (Cell 1)
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jlhairston@bpa.gov

From: [Brown, Mitchell T \(BPA\) - TFKB-KALISPELL](#)
To: [Peterman II, William K \(BPA\) - TFKB-KALISPELL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 19, 2016 10:51:07 AM

(b)(6)

(b)(6)

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 1:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Dennis,Lesli D \(CONTR\) - TERR-GRAND COULEE](#)
To: [Dennis,Robert A \(BPA\) - NSFN-GRAND COULEE](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 19, 2016 7:29:00 AM

LESLI (OLSON) DENNIS

Right-of-Way Agent ❖ Contractor, Flux Resources, LLC

Real Property Field Services – TERR/Grand Coulee
Bonneville Power Administration
PO Box 24, Grand Coulee, WA 99133
(509) 378-7447 (cell)
(509) 633-1423 (fax)
ldolson@bpa.gov

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Destefano,Anthony W \(BPA\) - TFPE-TRI CITIES RMHQ](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 19, 2016 2:33:00 PM

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Hairston,John L \(BPA\) - N-7](#)
To: [Mainzer,Elliot E \(BPA\) - A-7](#)
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 19, 2016 6:16:27 AM

Yes,

I have responded to all of the responses I received (4) thus far. I gave Mr. Blondin a call and left a voice mail as well as sent him an email response offering to discuss his. Perspective on my email.

We'll see what today brings.

Ill also reach out to Dave Koski to see what type of blow back he is seeing.

From: Mainzer,Elliot E (BPA) - A-7
Sent: Friday, February 19, 2016 05:17 AM
To: Hairston,John L (BPA) - N-7
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Let's stay in touch on this today and see how the reactions continue to come in.

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 01:25 PM
To: Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Early exit polling

From: Blondin,Don G (BPA) - TFND-SNOHOMISH
Sent: Thursday, February 18, 2016 1:18 PM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Mr. Hairston

I read the email that you refer to and neither agreed nor disagreed with it. (b)(6)

[REDACTED]

[REDACTED]

[REDACTED]

Don Blondin

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-

DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Sincerely,

John

John L. Hairston
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Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Harn, Richard A \(BPA\) - TFKE-KALISPELL](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 19, 2016 12:50:00 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 1:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [McCartney,David J \(BPA\) - TECM-AMPS](#)
To: [Michael,Curtis R \(BPA\) - TPO-AMPS](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 19, 2016 8:39:00 AM

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Phillips, Jon](#)
To: [Smith,Patrick L \(CONTR\) - TETQ-TPP-3](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 19, 2016 6:31:57 AM

(b)(6)

See you soon.

Eric

From: Smith,Patrick L (CONTR) - TETQ-TPP-3 [mailto:plsmith@bpa.gov]
Sent: Thursday, February 18, 2016 5:17 PM
To: Phillips, Jon
Subject: Fw: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Rodd, Richard K \(CONTR\) - TOD-DITT-1](#)
To: [Sheckells, Katie \(BPA\) - TFBW-DOB-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 19, 2016 8:37:00 AM

When are you moving to the new job?

From: Sheckells, Katie (BPA) - TFBW-DOB-1
Sent: Friday, February 19, 2016 8:36 AM
To: Rodd, Richard K (CONTR) - TOD-DITT-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Nope. Just thought you'd be interested in the response.

From: Rodd, Richard K (CONTR) - TOD-DITT-1
Sent: Friday, February 19, 2016 8:29 AM
To: Sheckells, Katie (BPA) - TFBW-DOB-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I don't think this is out of line or threatening in any way.

From: Sheckells, Katie (BPA) - TFBW-DOB-1
Sent: Friday, February 19, 2016 8:08 AM
To: Rodd, Richard K (CONTR) - TOD-DITT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Ann Juarez](#)
To: [Trimble,Cris \(BPA\) - TESD-CSB-2](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Sunday, February 21, 2016 7:24:21 PM

Thanks; (b)(6) -- Ann

From: Trimble,Cris (BPA) - TESD-CSB-2 [mailto:cltrimble@bpa.gov]
Sent: Thursday, February 18, 2016 12:26 PM
To: 'ajuarez928@comcast.net' (ajuarez928@comcast.net)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI...Cris

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

This email has been sent from a virus-free computer protected by Avast.
www.avast.com

From: [Alexander Jr,Ron \(BPA\) - TFWB-SICKLER](#)
To: [Imokawa,Dean M \(BPA\) - TOD-DITT-1](#)
Subject: RE: Letter to Robin
Date: Monday, February 22, 2016 8:24:00 AM
Attachments: [Recent questions requests regarding Policy Prohibiting firearms in federal facilities.msg](#)

Hi Dean.

The reply had to come from the administration since it dealt with Federal Policy. I am attaching a copy of the email that was sent.

From: Imokawa,Dean M (BPA) - TOD-DITT-1
Sent: Monday, February 22, 2016 7:52 AM
To: Alexander Jr,Ron (BPA) - TFWB-SICKLER
Subject: Letter to Robin

Ron, I was just forwarded the Montana Leadership Weekly Bulletin dated 16Feb2016 and read , I'm assuming, the partial response from Robin Furrer regarding the request to carry firearms. I was wondering if I can get the full letter sent and her complete response. I find this subject to be very interesting and am curious as to how the Senior leadership will support the field in their endeavor to work/operate in a safe environment and assure that everyone gets to go home at the end of the day.

Thanks for your help,

Dean

From: [Hairston, John L \(BPA\) - N-7](#)
Cc: [Shaheen, Richard L \(BPA\) - T-DITT-2](#); [Miller, Mike P \(BPA\) - TE-DITT-2](#); [Furrer, Robin R \(BPA\) - TF-DITT-2](#); [Mainzer, Elliot E \(BPA\) - A-7](#); [Andrews, Claudia R \(BPA\) - K-7](#); [Jensen, Mary K \(BPA\) - L-7](#); [Burger, Peter J \(BPA\) - LG-7](#); [Masisak Jr, Joseph H \(BPA\) - NHE-1](#); [Capps, Stephan A \(BPA\) - NW-1](#); [Hampton, Scott R \(BPA\) - NSP-4400-LL](#); [Hall, Lee J \(BPA\) - NN-1](#)
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 12:25:27 PM

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jlhairston@bpa.gov

From: [Americk, Brent P \(BPA\) - TFNE-SNOHOMISH](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 6:32:00 AM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

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John

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905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Barnett, Joseph R \(BPA\) - TFIF-IDAHO FALLS](#)
To: dave@ibew125.com
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 9:39:00 AM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 1:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Bebee, Joseph Ray \(BPA\) - TESH-CSB-2](#)
To: [Camacho, Carie J \(BPA\) - NWM-4400-LL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 3:33:00 PM

I could not find the letter from the employees, but here is his response.

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Blondin, Don G \(BPA\) - TFND-SNOHOMISH](#)
To: [Williams, John-Parker \(BPA\) - TFND-SNOHOMISH](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 3:29:34 PM

From: Hairston, John L (BPA) - N-7
Sent: Monday, February 22, 2016 3:19 PM
To: Blondin, Don G (BPA) - TFND-SNOHOMISH
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Don,

I really appreciate you sharing your perspective on my email and feel it is helpful for me to see how things I communicate to our employees can be viewed differently than intended. As I said, certainly no offense was intended. I simply wanted to address a number of issues that have been brought to my attention regarding the matter. I will keep your suggestions in mind for future communications and am always available if you would like to discuss this or any other issues in person or by phone.

Thanks
John

From: Blondin, Don G (BPA) - TFND-SNOHOMISH
Sent: Monday, February 22, 2016 11:59 AM
To: Hairston, John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi John

I appreciate that you took the time to respond and that you would like me to explain more fully my objections. I feel I can be more coherent by writing down my comments than to try to verbalize them in a phone conversation.

(b)(6)



The first part of your email essentially says what needs to be said:

Over the past few days, some of you received an email from a group of BPA employees and contract personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

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My interpretation – It's a federal law and unless the law is changed, BPA has no choice in the matter.

(b)(6)

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(b)(6)

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(b)(6)

The next paragraph should be emphasized

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

(b)(6)

(b)(6)

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(b)(6)
[Redacted text block]

The next paragraph is a reiteration of a previous one

Again, I want to emphasize that the physical security of all BPA personnel and facilities is of the utmost importance to executives, supervisors and security staff. We have a number of processes in place to evaluate a wide range of threats against both our facilities and employees and to provide the appropriate measure of security required.

(b)(6)
[Redacted text block]

Hope this helps explain the difference between what you wrote and what I read.

Thanks, Don

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 5:18 PM
To: Blondin,Don G (BPA) - TFND-SNOHOMISH
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi Don,

I wanted to reach out to you regarding your reply to my email. I'd love to take a few moments to get your perspective on where my message may have missed the mark, since I had no intention in it coming across as divisive or disruptive. I will try to give you a call later today to discuss.

All the best,

John

From: Blondin,Don G (BPA) - TFND-SNOHOMISH
Sent: Thursday, February 18, 2016 1:18 PM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Mr. Hairston

I read the email that you refer to and neither agreed nor disagreed with it. (b)(6)

Don Blondin

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Browning-Craig,Hilary \(BPA\) - LG-7](#)
To: [Burger,Peter J \(BPA\) - LG-7](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 10:02:00 AM

And more ... 😊

From: Masisak Jr,Joseph H (BPA) - NHE-1
Sent: Monday, February 22, 2016 9:16 AM
To: Browning-Craig,Hilary (BPA) - LG-7; Carter,Sally A (BPA) - LG-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

John asked me to respond to this and coordinate it with you. We should probably meet on this.

Joe

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 3:54 PM
To: Marx,Stephen E (BPA) - TFII-IDAHO FALLS
Cc: Masisak Jr,Joseph H (BPA) - NHE-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Stephen for your questions. I have asked Joe Masisak, Manager of our employee relations group to provide you with a response to your questions. He should be reaching out to you shortly.

All the best,
John

From: Marx,Stephen E (BPA) - TFII-IDAHO FALLS
Sent: Thursday, February 18, 2016 1:44 PM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I have not seen the email that you are talking about, (b)(6)

I would like to ask about the policy of leaving a firearm in my personal vehicle parked on BPA property. Specifically if a person were leaving from work to go to a gun range could they bring the gun to work, leave it in the car, then go directly from work to the gun range, thus not having to go home first? Or second if a person had a concealed carry permit could they carry the gun from their place of residence to work, again leaving it in their vehicle while at work, then have it with them when they left work?

Basically can a person leave a gun in their vehicle if the car is park on a BPA parking lot.

These are questions that have been brought up and I am assuming you are the correct person to poise the questions too.

Regards, Stephen Marx

From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 1:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1

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jlhairston@bpa.gov

From: [Camacho,Carie J \(BPA\) - NWM-4400-LL](#)
To: [Derry,Michael J \(CONTR\) - NWPS-4400-LL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 3:35:00 PM

From: Bebee,Joseph Ray (BPA) - TESH-CSB-2
Sent: Monday, February 22, 2016 3:33 PM
To: Camacho,Carie J (BPA) - NWM-4400-LL
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jlhairston@bpa.gov

From: [Eubanks,Alec D \(BPA\) - TFHE-CSB-1](#)
To: [Spalding,William D \(BPA\) - TFDE-THE DALLE](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 3:23:00 PM

Here was my 2 cents for u Brrrrother.

From: Eubanks,Alec D (BPA) - TFHE-CSB-1
Sent: Monday, February 22, 2016 3:21 PM
To: Hairston,John L (BPA) - N-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6) [Redacted]

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

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While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms.

Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

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If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Hairston,John L \(BPA\) - N-7](#)
To: [Calvert,Christine S \(BPA\) - TFBI-OPP-3](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 3:23:44 PM

Thanks you

From: Calvert,Christine S (BPA) - TFBI-OPP-3
Sent: Monday, February 22, 2016 2:52 PM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Nicely written John! Christine

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Hoehn, Tekla A \(CONTR\)](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 1:01:27 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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Sincerely,

John

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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Hunt,Lisa M \(CONTR\) - NNT-MODD](#)
To: [Arthurs,Neil E \(BPA\) - NNT-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 7:18:06 AM

You bet, happy to do so.

Lisa Hunt

AEROTEK
Administrative Services Assistant II
Physical Security

BONNEVILLE POWER ADMINISTRATION

lmhunt@bpa.gov | P 360-418-2108 | C 503-927-7761

Please consider the environment before printing this email.

From: Arthurs,Neil E (BPA) - NNT-1
Sent: Thursday, February 18, 2016 5:05 PM
To: Van de Water,Susan B (CONTR) - NN-1; Hall,Lee J (BPA) - NN-1; Clarke,Thomas W (BPA) - NNT-1; Schuch,Richard W (BPA) - NNT-1; Dailey,Douglas D (BPA) - NNT-MODD; Rademacher,Craig F (BPA) - NNT-MODD; Lund,John P (BPA) - NNT-MODD; West,Kevin L (BPA) - NNT-MODD; Greene,Matthew S (CONTR) - NNT-1; Hunt,Lisa M (CONTR) - NNT-MODD
Cc: Kler,Kirsten M (BPA) - NNP-B1; Heidmann,Eric R (BPA) - NNC-1; Altomare,Robert S (CONTR) - NN-1; Walker,Anne M (CONTR) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thank you Susan,

Lisa,

Please set up a way to capture questions and our official responses.

Thanks!

Neil

Neil E. Arthurs

Lead Physical Security Specialist
NNT-1, Physical Security
Office of Security and Continuity of Operations
U.S. Department of Energy | Bonneville Power Administration
Office (503) 230-5148
Cell (503) 318-3523
email: nearthurs@bpa.gov

From: Van de Water,Susan B (CONTR) - NN-1
Sent: Thursday, February 18, 2016 2:56 PM
To: Arthurs,Neil E (BPA) - NNT-1; Hall,Lee J (BPA) - NN-1; Clarke,Thomas W (BPA) - NNT-1; Schuch,Richard W (BPA) - NNT-1; Dailey,Douglas D (BPA) - NNT-MODD; Rademacher,Craig F (BPA) - NNT-MODD; Lund,John P (BPA) - NNT-MODD; West,Kevin L (BPA) - NNT-MODD; Greene,Matthew S (CONTR) - NNT-1; Hunt,Lisa M (CONTR) - NNT-MODD
Cc: Kler,Kirsten M (BPA) - NNP-B1; Heidmann,Eric R (BPA) - NNC-1; Altomare,Robert S (CONTR) - NN-1; Walker,Anne M (CONTR) - NN-1

Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Neil,

We are exactly on the same page. I also suggest that if any one of us get a call and are not clear about the correct response to the question that, rather than winging it, we err in favor of saying “that is a good question. Let me get back to you with a response shortly.” That way we do have that single voice.

Thank you,

Susan Van de Water

ACS PROFESSIONAL STAFFING

Sr. Business Analyst, Change Management/Communication | Security and Continuity of Operations - NN

BONNEVILLE POWER ADMINISTRATION

bpa.gov | P 503-230-5927 | F 503-230-3336

“Take time to prepare – Take time to protect.”

From: Arthurs,Neil E (BPA) - NNT-1

Sent: Thursday, February 18, 2016 2:10 PM

To: Hall, Lee J (BPA) - NN-1; Clarke, Thomas W (BPA) - NNT-1; Schuch, Richard W (BPA) - NNT-1; Dailey, Douglas D (BPA) - NNT-MODD; Rademacher, Craig F (BPA) - NNT-MODD; Lund, John P (BPA) - NNT-MODD; West, Kevin L (BPA) - NNT-MODD; Greene, Matthew S (CONTR) - NNT-1; Hunt, Lisa M (CONTR) - NNT-MODD

Cc: Kler, Kirsten M (BPA) - NNP-B1; Heidmann, Eric R (BPA) - NNC-1; Altomare, Robert S (CONTR) - NN-1; Van de Water, Susan B (CONTR) - NN-1; Walker, Anne M (CONTR) - NN-1

Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Lee,

Thanks for the heads-up. As you note, having one voice in answering any questions that arise will be important. Capturing questions and the official responses may lead to a FAQs document that can be published later.

Neil

Neil E. Arthurs

Lead Physical Security Specialist

NNT-1, Physical Security

Office of Security and Continuity of Operations

U.S. Department of Energy | Bonneville Power Administration

Office (503) 230-5148

Cell (503) 318-3523

email: nearthurs@bpa.gov

From: Hall, Lee J (BPA) - NN-1

Sent: Thursday, February 18, 2016 1:50 PM

To: Arthurs, Neil E (BPA) - NNT-1; Clarke, Thomas W (BPA) - NNT-1; Schuch, Richard W (BPA) - NNT-1; Dailey, Douglas D (BPA) - NNT-MODD; Rademacher, Craig F (BPA) - NNT-MODD; Lund, John P (BPA) - NNT-MODD; West, Kevin L (BPA) - NNT-MODD; Greene, Matthew S (CONTR) - NNT-1; Hunt, Lisa M (CONTR) - NNT-MODD

Cc: Kler, Kirsten M (BPA) - NNP-B1; Heidmann, Eric R (BPA) - NNC-1; Altomare, Robert S (CONTR) - NN-1; Van de Water, Susan B (CONTR) - NN-1; Hall, Lee J (BPA) - NN-1; Walker, Anne M (CONTR) - NN-1

Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi Team – here is an email that the CAO sent to Transmission Employees (mostly in the field, but perhaps others), and you can see the CC line of exec’s.

I wanted you to know of this soonest --- in case questions come in regarding the policy (note that we are listed as the POC at the bottom of the email).

If you do get questions from the field, let’s make sure that we, as a team, answer them. Lisa, if you could please help by working out a system where we can capture the questions and note their response, I’d be much obliged.

Thanks much -- Lee

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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Sincerely,

John

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(503) 312-0504 (Cell 1)
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jlhairston@bpa.gov

(b)(6)

Sincerely,
Daniel Hoofnagle

(b)(6)

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Morris,Roderick K \(CONTR\) - TEO-AMPS](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 8:23:00 AM

Rod Morris
TEC NERC CIP Operations
Bonneville Power Administration
azad technology partners
Phone: 360-418-8493
Email: rkmorris@bpa.gov

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Rehbein,Garett D \(BPA\) - TF-DOB-1](#)
To: [Mikulski,Adam K \(BPA\) - TFR-REDMOND](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 3:58:03 PM

You can send it to Robin and she can send it from there.

From: Mikulski,Adam K (BPA) - TFR-REDMOND
Sent: Monday, February 22, 2016 8:37 AM
To: Rehbein,Garett D (BPA) - TF-DOB-1; Furrer,Robin R (BPA) - TF-DITT-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Nate sent this to me in response to Bill Spalding's email. Do you see anything wrong with forwarding this higher?

From: Seabury,Nathan (BPA) - TFRE-REDMOND
Sent: Thursday, February 18, 2016 1:59 PM
To: Mikulski,Adam K (BPA) - TFR-REDMOND
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6)

[Redacted]

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our rate payers.

(b)(6)

[Redacted]

(b)(6)

NATE SEABURY

Electrician Foreman II /TFRE

3655 SW Highland Ave.

Redmond, OR 97756

Cell: (b)(6)

Work: 541-516-3241

Fax: 541-516-3243

From: Hairston, John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

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The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available

through our Physical Security Office to address any concerns you may have regarding job safety.

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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Shaheen, Richard L \(BPA\) - T-DITT-2](#)
To: [TBL VPs](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 9:09:21 AM

FYI.....

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Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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To: [Miller, Mike P \(BPA\) - TE-DITT-2](#); [Furrer, Robin R \(BPA\) - TF-DITT-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 22, 2016 8:14:10 AM

Heard any feedback on this? Let's cover at this morning's T Lead Team mtg...thnx

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Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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From: [Adelman,Elly \(BPA\) - PSS-6](#)
To: [Thompson,Garry R \(BPA\) - PS-6](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 12:46:23 PM

Thank you Garry
This is a helpful clarification.

Elly

From: Thompson,Garry R (BPA) - PS-6
Sent: Tuesday, February 23, 2016 12:20 PM
To: Normandeau,Mike (BPA) - PSE-ROANAN; Hobson,Claire A (BPA) - PSW-6; Adelman,Elly (BPA) - PSS-6; Yokota,Daniel R (BPA) - PST-6; Shaughnessy,Julia M (BPA) - PSI-6
Cc: Sleeman,Victoria L (CONTR) - PS-6
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI – John Hairston mentioned this e-mail on the Administrators call yesterday. Sharing with you in case any of your staff have questions or heard of the emails++ from Transmission staff. GT

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
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Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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jlhairston@bpa.gov

From: [Arthurs,Neil E \(BPA\) - NNT-1](#)
To: [Hall, Lee J \(BPA\) - NN-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 3:27:00 PM

Interesting. Of interest to me is the area I highlighted in yellow. We have not engaged the Redmond District in a "lessons learned" activity associated with the wildlife refuge takeover. It might be useful to do so.

Neil

Neil E. Arthurs

Lead Physical Security Specialist
NNT-1, Physical Security
Office of Security and Continuity of Operations
U.S. Department of Energy | Bonneville Power Administration
Office (503) 230-5148
Cell (503) 318-3523
email: nearthurs@bpa.gov

From: Hall, Lee J (BPA) - NN-1
Sent: Tuesday, February 23, 2016 3:21 PM
To: Arthurs, Neil E (BPA) - NNT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Neil -- This just in, wanted you to see this soon. Thanks, Lee

From: Seabury, Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 3:18 PM
To: Hairston, John L (BPA) - N-7
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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(b)(6)

[Redacted content]

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(b)(6)

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jlhairston@bpa.gov

From: [Bea,Brad A \(BPA\) - NF-WHSE-EAST](#)
To: [Robertsen,Robert K \(BPA\) - NFC-WHSE-EAST](#); [McEllrath,Joshua C \(BPA\) - TFV-LMT](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:08:00 AM

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jlhairston@bpa.gov

From: [Cook,Jeffrey W \(BPA\) - T-DITT-2](#)
To: [Houseman,Rita R \(CONTR\) - TP-DITT-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 12:49:00 PM

Please forward to folks at todays TP mtg.

Jeffrey W. Cook, PE
VP Transmission Planning and Asset Management
Bonneville Power Administration
360-418-8981

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

Over the past few days, some of you received an email from a group of BPA employees and contract personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we

take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

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If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Coseo,Nadine M \(BPA\) - CNG-7](#)
To: [Lane,Jeffrey W \(BPA\) - CGC-7](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 2:24:00 PM

Mentioned at the ACGC, in case you haven't see this.

From: Freudenthal,Michael J (BPA) - CN-7
Sent: Tuesday, February 23, 2016 9:09 AM
To: Falcon,April L (BPA) - CNP-7; Dodge,Gordon P (BPA) - CNT-4400-LL; Coseo,Nadine M (BPA) - CNG-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

Respectfully,
Michael J. Freudenthal

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
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From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

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If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Dimitman, Leslie M \(BPA\) - PSI-6](#)
To: [Lynard \(gplynard@bpa.gov\)](mailto:gplynard@bpa.gov)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 1:11:00 PM

Leslie M. Dimitman
Residential Exchange Program Analyst
Bonneville Power Administration
P.O. Box 3621
Portland, OR 97208
503.230.5515 (o)
503.799.5639 (c)
503.230.5504 (f)

From: Shaughnessy, Julia M (BPA) - PSI-6
Sent: Tuesday, February 23, 2016 1:07 PM
To: ADL_PSI_ALL; ADL_PSR_ALL
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI –
Julia

From: Thompson, Garry R (BPA) - PS-6
Sent: Tuesday, February 23, 2016 12:20 PM
To: Normandeau, Mike (BPA) - PSE-ROANAN; Hobson, Claire A (BPA) - PSW-6; Adelman, Elly (BPA) - PSS-6; Yokota, Daniel R (BPA) - PST-6; Shaughnessy, Julia M (BPA) - PSI-6
Cc: Sleeman, Victoria L (CONTR) - PS-6
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI – John Hairston mentioned this e-mail on the Administrators call yesterday. Sharing with you in case any of your staff have questions or heard of the emails++ from Transmission staff. GT

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Ehli,Cathy L \(BPA\) - S-7](#)
To: [Bryan,B Gretchen \(BPA\) - S-7](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:07:00 AM

Absolutely right.

From: Bryan,B Gretchen (BPA) - S-7
Sent: Tuesday, February 23, 2016 9:07 AM
To: Ehli,Cathy L (BPA) - S-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6)

From: Ehli,Cathy L (BPA) - S-7
Sent: Tuesday, February 23, 2016 9:01 AM
To: Zimmerman,Nita M (BPA) - SR-7; Stancliff,Tracey L (BPA) - SE-3; Marshall,Pam (BPA) - SP-7; Oliver,Terry V (BPA) - ST-3; Elizeh,Edison G (BPA) - S-7; Bryan,B Gretchen (BPA) - S-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI—following our conversation at our manager’s meeting.

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

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- NN-1 <ljhall@bpa.gov>

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Ellis,Michael J \(BPA\) - NSSM-4400-2](#)
To: [Haugen,Scott A \(BPA\) - NSSM-4400-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 8:35:00 AM

From: Olesen,Thomas J (BPA) - NS-DITT-2
Sent: Tuesday, February 23, 2016 8:33 AM
To: SUPPLY CHAIN PERFORMANCE MANAGERS
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI since you have people in the field from time to time.

Thomas J. Olesen

Bonneville Power Administration
Chief Supply Chain Officer
e-Mail: tjolesen@bpa.gov
Office: 360-418-8649
Cell: 360-250-7909

ONE Supply Chain Team

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Flores, Joe \(BPA\) - KSB-4](#)
To: [Green, Laura E \(BPA\) - KSBV-TPP-1](#); [Nunn, Trent E \(BPA\) - KSBP-4](#); [Graves, Pynch, Karen S \(BPA\) - KSC-4](#); [Gonzales, Valerie S \(BPA\) - KSCS-4](#); [Sims, Jamie T \(BPA\) - KSCA-4](#); [Davis, Reed C \(BPA\) - KSL-4](#); [Tieu, Henry \(BPA\) - KS-4](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 8:25:14 AM

FYI – I was at yesterday’s KS Safety Meeting, so I did not hear the conversation on this topic at the Administrator’s conference call. Below is a response sent by John Hairston to a group of employees requesting a change in BPA’s firearm policy.

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

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Sincerely,

John

John L. Hairston
Chief Administrative Officer

Bonneville Power Administration

905 NE 11th Avenue

Portland, OR 97208-3621

(503) 230-5262

(503) 312-0504 (Cell 1)

(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Freudenthal,Michael J \(BPA\) - CN-7](#)
To: [Dimercurio,Heidi J \(BPA\) \(hjdimercurio@bpa.gov\)](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:00:00 AM

Respectfully,

Michael J. Freudenthal

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

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Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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jlhairston@bpa.gov

From: [Génécé, Richard B \(BPA\) - PE-6](#)
To: [Mace, Allison R \(BPA\) - PEH-6](#); [VanderZanden, Deedee \(BPA\) - PEK-6](#); [Collins, Darby A \(BPA\) - PEJB-6](#); [Fedie, Ryan T \(BPA\) - PEJD-6](#); [Barclay, Brent L \(BPA\) - PEJC-6](#); [Garrett, Paul D \(BPA\) - PES-6](#); [Moody, David E \(BPA\) - PEJB-6](#)
Subject: Fw: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 11:59:54 AM

As I had shared this topic before with the EEMT, I am just forwarding the update below from John Hairston.

I would not broadly distribute this message, but just be prepared to address any questions raised by your staff, particularly those in the field who may have caught wind of what is going on.

Please let me know if you have any comments, concerns or questions.

Richard

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 08:18 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

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Thanks
John

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Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasiak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Hairston,John L \(BPA\) - N-7](#)
To: [Holman,Mark A \(BPA\) - CE-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:06:57 AM

Thanks Mark,

I appreciate your feedback and agree wholeheartedly!

John

From: Holman,Mark A (BPA) - CE-1
Sent: Tuesday, February 23, 2016 8:45 AM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

John,

(b)(6) [Redacted]

[Redacted]

Respectfully,

Mark

From: Jones,Cynthia L (BPA) - CE-1
Sent: Tuesday, February 23, 2016 8:33 AM
To: ADL_CE_ALL
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

From: Hairston,John L (BPA) - N-7
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Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>

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jlhairston@bpa.gov

From: [Hall, Lee J \(BPA\) - NN-1](#)
To: [Hairston, John L \(BPA\) - N-7](#); [Arthurs, Neil E \(BPA\) - NNT-1](#)
Cc: [Hall, Lee J \(BPA\) - NN-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 1:00:44 PM

John, I've just discussed this with Neil; There are a few important questions and discussion points:

- We, in Physical Security, did not hear of this concern.
- Perhaps the concern was made to his management chain of command – we should probably check with his manager (and let the TF VP know of this question), to see if anyone in the COC heard this, and see how they responded.
- Physical Security monitors threat information closely, both from external sources (like the Fusion Center) as well as from internal sources; for example, when there was a BPA personnel issue at (b)(6), we responded by putting a security officer on site until it was resolved. We also assisted Redmond District closely during the Malheur Wildlife Refuge standoff.
- If the individual had (or has) threat information, we want to hear of it and we will respond – to evaluate it, and in many cases, provide extra security if the threat is credible.

We recommend you reach out to Robin to see if she knew of this concern, and then perhaps Mr. White's manager, before a response is made to Mr. White.

Thanks, Lee

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 12:37 PM
To: Hall, Lee J (BPA) - NN-1; Arthurs, Neil E (BPA) - NNT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Just and FYI,

Any suggested response?

Thanks
John

From: White, Mark A (BPA) - TFHE-CSB-1
Sent: Tuesday, February 23, 2016 12:31 PM
To: Hairston, John L (BPA) - N-7 <jhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Mr. Hairston,

(b)(6)

(b)(6)

Sincerely,
Mark A. White

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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From: [Hall, Lee J \(BPA\) - NN-1](#)
To: [Arthurs, Neil E \(BPA\) - NNT-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 4:21:12 PM

[More info.](#)

From: Andrews, Claudia R (BPA) - K-7
Sent: Tuesday, February 23, 2016 4:01 PM
To: Seabury, Nathan (BPA) - TFRE-REDMOND; Hairston, John L (BPA) - N-7
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Nate, Thanks so much for providing this back story. We can always improve, and I appreciate your leadership on all issues, particularly affecting the field. I don't believe that the method Bill used to raise this issue should inhibit us from looking at ways to improve security and safety in the field. Those issues are of utmost importance.
Claudia

From: Seabury, Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 3:18 PM
To: Hairston, John L (BPA) - N-7 <jlhairston@bpa.gov>
Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6)

[Redacted content]

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our rate payers.

(b)(6)

(b)(6)

NATE SEABURY
Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)

(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Hall, Lee J \(BPA\) - NN-1](#)
To: [Arthurs, Neil E \(BPA\) - NNT-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 4:30:03 PM

CAO just sent this email. See my **yellow** highlight. Not sure what “within our policy regarding firearms” means. Thanks, Lee

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 4:04 PM
To: Seabury, Nathan (BPA) - TFRE-REDMOND
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Nate,

Your note is very thoughtful and well received. I want you to know that an opportunity to have an informative discussion regarding the broader concerns of employee security in the context you have described is something I absolutely support. **What I'd like to do is have our security team work with Transmission management, yourself and perhaps a few other field employees to discuss the security concerns folks are experiencing and explore potential solutions that work within our policy regarding firearms.**

I really appreciate you taking the time to provide your response and thoughts regarding a constructive path forward. You should expect to hear from our security team shortly for an initial discussion.

Thanks
John

From: Seabury, Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 3:18 PM
To: Hairston, John L (BPA) - N-7 <jlhairston@bpa.gov>
Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The

modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6)

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our rate payers.

(b)(6)

(b)(6)

NATE SEABURY
Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: 541-420-1314
Work: 541-516-3241
Fax: 541-516-3243

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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(503) 312-0504 (Cell 1)
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jlhairston@bpa.gov

From: [Hawken, Mary \(BPA\) - FS-2](#)
To: [Adams, Stephanie A \(BPA\) - FS-6](#); [Attinasi, Amy L \(BPA\) - FS-2](#); [Gestrin, Miranda E \(BPA\) - FS-2](#); [Hargin, Cheryl D \(BPA\) - FS-MODD](#); [Lennox, Alexander \(BPA\) - FS-2](#); [McVay, Dustin A \(BPA\) - FS-2](#); [Mesa, Aaron J \(CONTR\) - FS-2](#); [Peters, Cody J \(BPA\) - FS-2](#); [Rehmer, Kathryn C \(BPA\) - FS-MODD](#); [Sapp, James C \(BPA\) - FS-2](#); [Shilling, Ryan E \(BPA\) - FS-2](#); [Sullivan, Sharma R \(BPA\) - FS-2](#); [Thompson, Michael J \(BPA\) - FS-2](#); [Weller, Brenda L \(BPA\) - FS-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 12:40:23 PM

Per our staff meeting this morning, here is John's email. Please feel free to raise with me any concerns you have about safety at BPA.

From: Fernandez, Javier (BPA) - F-2
Sent: Tuesday, February 23, 2016 8:22 AM
To: Finance Managers
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is John Hairston's email on the firearm topic Nancy shared with us at yesterday's meeting.

Javier Fernandez

Deputy Chief Financial Officer
Bonneville Power Administration
503.230.4673

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

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Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>

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jlhairston@bpa.gov

From: [Henderson,Robin Y \(BPA\) - NH-1](#)
To: [Henley,Virginia D \(CONTR\) - NH-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 12:25:00 PM

Thank you

From: Henley,Virginia D (CONTR) - NH-1
Sent: Tuesday, February 23, 2016 10:48 AM
To: Henderson,Robin Y (BPA) - NH-1
Cc: Bowers,Rebecca S (BPA) - A-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Robin, I'll continue to forward to you the emails addressed to the "Executive Team" until I know that you've been added to that email distribution list.

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

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(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Holman,Mark A \(BPA\) - CE-1](#)
To: [Jackson,Anthony W \(BPA\) - CE-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 10:26:00 AM

(b)(6)

I'm heading over for the staff meeting. So, I'll drop by your office first.

From: Jackson,Anthony W (BPA) - CE-1
Sent: Tuesday, February 23, 2016 10:26 AM
To: Holman,Mark A (BPA) - CE-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6)

From: Holman,Mark A (BPA) - CE-1
Sent: Tuesday, February 23, 2016 10:17 AM
To: Jackson,Anthony W (BPA) - CE-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

fyi

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 9:07 AM
To: Holman,Mark A (BPA) - CE-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Mark,

I appreciate your feedback and agree wholeheartedly!

John

From: Holman,Mark A (BPA) - CE-1
Sent: Tuesday, February 23, 2016 8:45 AM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

John,

(b)(6)

(b)(6)

Respectfully,

Mark

From: Jones,Cynthia L (BPA) - CE-1
Sent: Tuesday, February 23, 2016 8:33 AM
To: ADL_CE_ALL
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
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Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

(b)(6)

Sincerely,
Daniel Hoofnagle

(b)(6)

From: Hairston, John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1

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jlhairston@bpa.gov

From: [Houseman,Rita R \(CONTR\) - TP-DITT-2](#)
To: [Fiedler,Paul A \(BPA\) - DIR-7](#); [Hallar Jr,James J \(BPA\) - TPO-MODD](#); [Johnson,Kelly G \(BPA\) - TPC-TPP-4](#); [Kohne,Kyle R \(BPA\) - TPM-OPP-3](#); [Rodrigues,Melvin \(BPA\) - TPP-OPP-3](#); [Rowe,Pilar R \(BPA\) - TPW-TPP-4](#); [White,Laura C \(BPA\) - TP-MODD](#); [Nulph,Abbey J \(BPA\) - TPL-OPP-2](#); [Sheckells,Katie \(BPA\) - TFBW-DOB-1](#); [Tyson,Ivy L \(BPA\) - TP-DITT-2](#); [Moditz,Tina \(BPA\) - TP-DITT-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 12:51:53 PM

FYI

Rita Houseman

ACS Professional Staffing
Administrative Services Assistant to
Jeff Cook, VP, Planning & Asset Management
BONNEVILLE POWER ADMINISTRATION
rrhouseman@bpa.gov / Ph 360-418-2941

From: Cook,Jeffrey W (BPA) - T-DITT-2
Sent: Tuesday, February 23, 2016 12:49 PM
To: Houseman,Rita R (CONTR) - TP-DITT-2 <rrhouseman@bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Please forward to folks at todays TP mtg.

Jeffrey W. Cook, PE
VP Transmission Planning and Asset Management
Bonneville Power Administration
360-418-8981

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) -

A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

Over the past few days, some of you received an email from a group of BPA employees and contract personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you.

Your participation is voluntary and all conversations between you and the counselors are confidential.

Again, I want to emphasize that the physical security of all BPA personnel and facilities is of the utmost importance to executives, supervisors and security staff. We have a number of processes in place to evaluate a wide range of threats against both our facilities and employees and to provide the appropriate measure of security required.

If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Jackson,Anthony W \(BPA\) - CE-1](#)
To: [Holman,Mark A \(BPA\) - CE-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 8:49:03 AM

(b)(6)

A large black rectangular redaction box covers the majority of the page content, starting below the first email header and ending above the second email header.

AJ

From: Holman,Mark A (BPA) - CE-1
Sent: Tuesday, February 23, 2016 8:45 AM
To: Jackson,Anthony W (BPA) - CE-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Fyi,

I give credit where and when credit is due.

From: Holman,Mark A (BPA) - CE-1
Sent: Tuesday, February 23, 2016 8:45 AM
To: Hairston,John L (BPA) - N-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

John,

(b)(6)

A large black rectangular redaction box covers the majority of the page content, starting below the second email header and ending above the signature.

Respectfully,

Mark

From: Jones,Cynthia L (BPA) - CE-1
Sent: Tuesday, February 23, 2016 8:33 AM
To: ADL_CE_ALL
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
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From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Jackson,Anthony W \(BPA\) - CE-1](#)
To: [Wiley,Scott D \(BPA\) - PST-6](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 5:15:00 PM

Agreed.

From: Wiley,Scott D (BPA) - PST-6
Sent: Tuesday, February 23, 2016 4:19 PM
To: Jackson,Anthony W (BPA) - CE-1
Subject: Fw: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hmmm... (b)(6) :)

-SW (sent from non-iPhone)

From: Yokota,Daniel R (BPA) - PST-6
Sent: Tuesday, February 23, 2016 01:46 PM
To: ADL_PST_ALL
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

From: Thompson,Garry R (BPA) - PS-6
Sent: Tuesday, February 23, 2016 12:20 PM
To: Normandeau,Mike (BPA) - PSE-RONAN; Hobson,Claire A (BPA) - PSW-6; Adelman,Elly (BPA) - PSS-6; Yokota,Daniel R (BPA) - PST-6; Shaughnessy,Julia M (BPA) - PSI-6
Cc: Sleeman,Victoria L (CONTR) - PS-6
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI – John Hairston mentioned this e-mail on the Administrators call yesterday. Sharing with you in case any of your staff have questions or heard of the emails++ from Transmission staff. GT

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks

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From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>

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Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Johnston,Chanelle M \(CONTR\) - PG-5](#)
To: [Mantanona,Lynn M \(BPA\) - JM-3](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 8:41:00 AM

FYI.

Chanelle M Johnston
(CONTR) Unisys Corporation
Executive Assistant to Kieran Connolly, VP Generation Asset Management | PG-5
BONNEVILLE POWER ADMINISTRATION
bpa.gov | P 503-230-4090
Please consider the environment before printing this email.

Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Jones,Cynthia L \(BPA\) - CE-1](#)
To: [ADL_CE_ALL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 8:33:04 AM

FYI

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Portland, OR 97208-3621

(503) 230-5262

(503) 312-0504 (Cell 1)

(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Ko,Tina G \(BPA\) - TG-DITT-2](#)
To: [McKay,Barbara A \(CONTR\) - TG-DITT-2](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:51:00 AM

Yes, let's put on list for staff meeting.

Thanks!

T

From: McKay,Barbara A (CONTR) - TG-DITT-2
Sent: Tuesday, February 23, 2016 9:20 AM
To: Ko,Tina G (BPA) - TG-DITT-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Is this something that needs to be shared with staff?

Thank you,
Barbara
(360) 418-8634

From: Hairston,John L (BPA) - N-7
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To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Sincerely,

John

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Chief Administrative Officer
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905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Laughlin, Tim D \(BPA\) - TE-DITT-2](#)
To: [Hairston, John L \(BPA\) - N-7](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 7:09:38 AM

Thank You



From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Le,David \(BPA\) - TESD-CSB-2](#)
To: [Tieu,Henry \(BPA\) - KS-4](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 10:50:30 AM

Somehow my email was in this bunch of employees.

From: Tieu, Henry (BPA) - KS-4
Sent: Tuesday, February 23, 2016 10:25 AM
To: Le, David (BPA) - TESD-CSB-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

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Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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jlhairston@bpa.gov

From: [Mainzer, Elliot E \(BPA\) - A-7](#)
To: [Hairston, John L \(BPA\) - N-7](#); [Shaheen, Richard L \(BPA\) - T-DITT-2](#)
Subject: Fw: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 3:26:58 PM

This is a very thoughtful note from Nate. I'd like to see us take him up on the offer for a more constructive multivariate dialogue.

From: Seabury, Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 03:17 PM
To: Hairston, John L (BPA) - N-7
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6)

[Redacted]

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our rate payers.

(b)(6)

[Redacted]

(b)(6)

[Redacted]

NATE SEABURY
Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

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Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Marshall,Pam \(BPA\) - SP-7](#)
To: [Strategic Planning](#)
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 10:07:20 AM

fyi

Pam Marshall
Director, Strategic Planning
Bonneville Power Administration
503.230.3412

From: Ehli,Cathy L (BPA) - S-7
Sent: Tuesday, February 23, 2016 9:01 AM
To: Zimmerman,Nita M (BPA) - SR-7; Stancliff,Tracey L (BPA) - SE-3; Marshall,Pam (BPA) - SP-7; Oliver,Terry V (BPA) - ST-3; Elizeh,Edison G (BPA) - S-7; Bryan,B Gretchen (BPA) - S-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI—following our conversation at our manager’s meeting.

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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From: [McGee,Joyce \(BPA\) - NSSM-4400-2](#)
To: [Do,Thien T \(BPA\) - TED-TPP-2](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 5:06:42 PM

(b)(6)

From: Do,Thien T (BPA) - TED-TPP-2
Sent: Tuesday, February 23, 2016 4:40 PM
To: McGee,Joyce (BPA) - NSSM-4400-2
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks

(b)(6)

From: McGee,Joyce (BPA) - NSSM-4400-2
Sent: Tuesday, February 23, 2016 4:24 PM
To: Do,Thien T (BPA) - TED-TPP-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

fyi..... (b)(6)

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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From: [McKee-Price,Kayla C \(CONTR\) - NHQ-1](#)
To: [Henley,Virginia D \(CONTR\) - NH-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 10:55:39 AM

Thanks.

From: Henley,Virginia D (CONTR) - NH-1
Sent: Tuesday, February 23, 2016 10:15 AM
To: McKee-Price,Kayla C (CONTR) - NHQ-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Yes, I forward them. They did remove Brian from the list so not sure why they haven't added Robin yet.

From: McKee-Price,Kayla C (CONTR) - NHQ-1
Sent: Tuesday, February 23, 2016 10:08 AM
To: Henley,Virginia D (CONTR) - NH-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Okay. I guess in the meantime you're just forwarding all that to her? Thanks. ☺

From: Henley,Virginia D (CONTR) - NH-1
Sent: Tuesday, February 23, 2016 10:03 AM
To: McKee-Price,Kayla C (CONTR) - NHQ-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I've asked about it but need to follow up with someone else today.

From: McKee-Price,Kayla C (CONTR) - NHQ-1
Sent: Tuesday, February 23, 2016 10:00 AM
To: Henley,Virginia D (CONTR) - NH-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi V, it doesn't look like they've added Robin Henderson yet to the [Executive Team](#) list, so hopefully, as she'll shortly be Acting HRD, they'll add her soon. Do you know if that's in process?

From: Hairston,John L (BPA) - N-7
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Cc: Executive Associates
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From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

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While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

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I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

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If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Mikulski,Adam K \(BPA\) - TFR-REDMOND](#)
To: [Rehbein,Garett D \(BPA\) - TF-DOB-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 10:39:00 AM

I had sent this to Robin also but not had a response back from her. I think it is well written and I would not have any issues with Nate sending it forward to John Hairston. I think it would be more meaningful if it came from Nate knowing that we - Robin, you and me, are aware of this (chain of command). Adam

From: Rehbein,Garett D (BPA) - TF-DOB-1
Sent: Monday, February 22, 2016 3:58 PM
To: Mikulski,Adam K (BPA) - TFR-REDMOND
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

You can send it to Robin and she can send it from there.

From: Mikulski,Adam K (BPA) - TFR-REDMOND
Sent: Monday, February 22, 2016 8:37 AM
To: Rehbein,Garett D (BPA) - TF-DOB-1; Furrer,Robin R (BPA) - TF-DITT-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Nate sent this to me in response to Bill Spalding's email. Do you see anything wrong with forwarding this higher?

From: Seabury,Nathan (BPA) - TFRE-REDMOND
Sent: Thursday, February 18, 2016 1:59 PM
To: Mikulski,Adam K (BPA) - TFR-REDMOND
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6) [REDACTED]

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our rate payers.

(b)(6)

NATE SEABURY

**Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756**

**Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243**

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Olesen,Thomas J \(BPA\) - NS-DITT-2](#)
To: [Pugh,David K \(BPA\) - NSTP-4400-LL](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 8:54:00 AM

No. Just the letter below. He said there was a petition signed by some folks advocating for a change. That's about all I know.

Thomas J. Olesen

Bonneville Power Administration
Chief Supply Chain Officer
e-Mail: tjolesen@bpa.gov
Office: 360-418-8649
Cell: 360-250-7909

ONE Supply Chain Team

From: Pugh,David K (BPA) - NSTP-4400-LL
Sent: Tuesday, February 23, 2016 8:38 AM
To: Olesen,Thomas J (BPA) - NS-DITT-2 <tjolesen@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Interesting, and strange. Did John share with you any of the content of that original email that was sent out?

Dave Pugh
Bonneville Power Administration / DOE
Supply Chain Tech Planning Supervisor
Office 360-418-8711
Cell 360-852-2912

From: Olesen,Thomas J (BPA) - NS-DITT-2
Sent: Tuesday, February 23, 2016 8:33 AM
To: SUPPLY CHAIN PERFORMANCE MANAGERS
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI since you have people in the field from time to time.

Thomas J. Olesen

Bonneville Power Administration
Chief Supply Chain Officer
e-Mail: tjolesen@bpa.gov
Office: 360-418-8649
Cell: 360-250-7909

ONE Supply Chain Team

From: Hairston,John L (BPA) - N-7

Sent: Tuesday, February 23, 2016 8:19 AM

To: Executive Team <ExecTeam@BPASite1.bpa.gov>

Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>

Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks

John

From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>

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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Oliver, Terry V \(BPA\) - ST-3](#)
To: [Ehli, Cathy L \(BPA\) - S-7](#); [Zimmerman, Nita M \(BPA\) - SR-7](#); [Stancliff, Tracey L \(BPA\) - SE-3](#); [Marshall, Pam \(BPA\) - SP-7](#); [Elizeh, Edison G \(BPA\) - S-7](#); [Bryan, B Gretchen \(BPA\) - S-7](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 10:22:32 AM

Nicely put.

From: Ehli, Cathy L (BPA) - S-7
Sent: Tuesday, February 23, 2016 9:01 AM
To: Zimmerman, Nita M (BPA) - SR-7; Stancliff, Tracey L (BPA) - SE-3; Marshall, Pam (BPA) - SP-7; Oliver, Terry V (BPA) - ST-3; Elizeh, Edison G (BPA) - S-7; Bryan, B Gretchen (BPA) - S-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI—following our conversation at our manager’s meeting.

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Owen, Kevin A \(BPA\) - FRS-2](#)
To: [ADL FRS ALL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:16:28 AM

From: Fernandez, Javier (BPA) - F-2
Sent: Tuesday, February 23, 2016 8:22 AM
To: Finance Managers
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is John Hairston's email on the firearm topic Nancy shared with us at yesterday's meeting.

Javier Fernandez

Deputy Chief Financial Officer
Bonneville Power Administration
503.230.4673

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Cc: Executive Associates
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From: [Renner, Marcella P. \(BPA\) - E-4](#)
To: [EFW Managers](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 11:32:20 AM

FYI...

Thank you,
Marcella
Xt. 5136

From: Hairston, John L (BPA) - N-7
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If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Rodrigues,Averil \(BPA\) - FTDP-2](#)
To: [Adamson,Patricia A \(BPA\) - FTDP-2](#); [Hayes,Anna M \(BPA\) - FTDP-2](#); [Jenks,Tami R \(BPA\) - FTDP-2](#); [Mallen,Jean Y \(CONTR\) - FTDP-2](#); [Draper,James R \(CONTR\) - FTDP-2](#); [Kelly,J A \(BPA\) - FTDP-2](#); [Hale,Christina M \(CONTR\) - FTDP-2](#); [McVay,Charles \(BPA\) - FTDP-2](#); [Veitenheimer,Laurie J \(BPA\) - FTDP-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:07:56 AM

FYI

From: Fernandez,Javier (BPA) - F-2
Sent: Tuesday, February 23, 2016 8:22 AM
To: Finance Managers
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is John Hairston's email on the firearm topic Nancy shared with us at yesterday's meeting.

Javier Fernandez

Deputy Chief Financial Officer
Bonneville Power Administration
503.230.4673

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
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From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masidak Jr,Joseph H (BPA) - NHE-1 <jhmasidak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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jlhairston@bpa.gov

From: [Saroka,Joan M \(BPA\) - DKC-7](#)
To: [Kamara,Mena-Yalie \(BPA\) - DKC-7](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:42:09 AM

Thanks Mena!

From: Kamara,Mena-Yalie (BPA) - DKC-7
Sent: Tuesday, February 23, 2016 9:34 AM
To: Saroka,Joan M (BPA) - DKC-7; Simms,Scott R (BPA) - DK-7; Hairston,John L (BPA) - N-7; Smiley,Debra L (BPA) - DKC-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hello,

Here was the BPA Connection piece done in 2014 by Nancy,
<http://internal.bpa.gov/News/NewsAnnouncements/Pages/Howtouseemailmoreeffectively.aspx>

Here is the email policy,
<http://portal.bpa.gov/orgs/IT/Policy/ITPolicyLibrary/Electronic%20Mail%20Email%20Policy.pdf>

From: Saroka,Joan M (BPA) - DKC-7
Sent: Tuesday, February 23, 2016 9:15 AM
To: Simms,Scott R (BPA) - DK-7; Hairston,John L (BPA) - N-7; Smiley,Debra L (BPA) - DKC-7
Cc: Kamara,Mena-Yalie (BPA) - DKC-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I believe Mena wrote a piece for Connection several years ago. We should probably dig that out to see what we said then.

From: Simms,Scott R (BPA) - DK-7
Sent: Tuesday, February 23, 2016 9:13 AM
To: Hairston,John L (BPA) - N-7; Saroka,Joan M (BPA) - DKC-7; Smiley,Debra L (BPA) - DKC-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Joan and Deb – John Hairston talked at the EB this morning about making an announcement (probably via BPA Connection or e-mail) about proper uses of e-mail, and BPA’s policies around large group or all-BPA e-mails. We need to wait a bit and let this firearms issue cool off, so that this can be just a general reminder not tied to this specific event. Just something to put on the radar a few weeks out. John, feel free to add info or express goals you have for this. Thanks.

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljjhall@bpa.gov>

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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Seabury,Nathan \(BPA\) - TFRE-REDMOND](#)
To: (b)(6)
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 8:54:51 PM

Perhaps I am the knave

If you can wait and not be tired by waiting,
Or, being lied about, don't deal in lies,
Or being hated don't give way to hating,
And yet don't look too good, nor talk too wise;

If you can dream---and not make dreams your master;
If you can think---and not make thoughts your aim,
If you can meet with Triumph and Disaster
And treat those two impostors just the same:.
If you can bear to hear the truth you've spoken
Twisted by knaves to make a trap for fools,
Or watch the things you gave your life to, broken,
And stoop and build'em up with worn-out tools;

If you can make one heap of all your winnings
And risk it on one turn of pitch-and-toss,
And lose, and start again at your beginnings,
And never breathe a word about your loss:
If you can force your heart and nerve and sinew
To serve your turn long after they are gone,
And so hold on when there is nothing in you
Except the Will which says to them: "Hold on!"

If you can talk with crowds and keep your virtue,
Or walk with Kings---nor lose the common touch,
If neither foes nor loving friends can hurt you,
If all men count with you, but none too much:
If you can fill the unforgiving minute
With sixty seconds' worth of distance run,
Yours is the Earth and everything that's in it,
And---which is more---you'll be a Man, my son!

by Rudyard Kipling

From: Seabury,Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 05:05 PM
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is what I had sent to John.

NATE SEABURY
Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

From: Seabury,Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 3:18 PM
To: Hairston,John L (BPA) - N-7
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6)

[Redacted]

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our rate payers.

(b)(6)

[Redacted]

(b)(6)

[Redacted]

NATE SEABURY

Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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From: [Shahumyan,Zepure \(CONTR\) - FB-2](#)
To: [Lamothe,Shawna A \(BPA\) - FBF-2](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 10:33:00 AM

Thank you.

From: Lamothe,Shawna A (BPA) - FBF-2
Sent: Tuesday, February 23, 2016 10:33 AM
To: Shahumyan,Zepure (CONTR) - FB-2; Crawford,Bryan V (BPA) - FB-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

From: Carbonari,Don (BPA) - FBF-2
Sent: Tuesday, February 23, 2016 9:00 AM
To: ADL_FBF_ALL; McVay,Dustin A (BPA) - FS-2; Thompson,Michael J (BPA) - FS-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

fyi

From: Fernandez,Javier (BPA) - F-2
Sent: Tuesday, February 23, 2016 8:22 AM
To: Finance Managers
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is John Hairston's email on the firearm topic Nancy shared with us at yesterday's meeting.

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jlhairston@bpa.gov

From: [Shaughnessy,Julia M \(BPA\) - PSI-6](#)
To: [ADL_PSI_ALL](#); [ADL_PSR_ALL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 1:06:58 PM

FYI –
Julia

From: Thompson,Garry R (BPA) - PS-6
Sent: Tuesday, February 23, 2016 12:20 PM
To: Normandeau, Mike (BPA) - PSE-ROANAN; Hobson, Claire A (BPA) - PSW-6; Adelman, Elly (BPA) - PSS-6; Yokota, Daniel R (BPA) - PST-6; Shaughnessy, Julia M (BPA) - PSI-6
Cc: Sleeman, Victoria L (CONTR) - PS-6
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI – John Hairston mentioned this e-mail on the Administrators call yesterday. Sharing with you in case any of your staff have questions or heard of the emails++ from Transmission staff. GT

From: Hairston, John L (BPA) - N-7
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Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

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Sincerely,

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905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Shaughnessy,Julia M \(BPA\) - PSI-6](#)
To: [McClain,Kristine C \(BPA\) - PSR-6](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 1:42:24 PM

I agree and the active shooter training emphasizes all threats...including public places. I see you signed up. Good!

From: McClain,Kristine C (BPA) - PSR-6
Sent: Tuesday, February 23, 2016 1:31 PM
To: Shaughnessy,Julia M (BPA) - PSI-6
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6)
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

From: Shaughnessy,Julia M (BPA) - PSI-6
Sent: Tuesday, February 23, 2016 1:07 PM
To: ADL_PSI_ALL; ADL_PSR_ALL
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI –
Julia

From: Thompson,Garry R (BPA) - PS-6
Sent: Tuesday, February 23, 2016 12:20 PM
To: Normandeau,Mike (BPA) - PSE-ROANAN; Hobson,Claire A (BPA) - PSW-6; Adelman,Elly (BPA) - PSS-6; Yokota,Daniel R (BPA) - PST-6; Shaughnessy,Julia M (BPA) - PSI-6
Cc: Sleeman,Victoria L (CONTR) - PS-6
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI – John Hairston mentioned this e-mail on the Administrators call yesterday. Sharing with you in case any of your staff have questions or heard of the emails++ from Transmission staff. GT

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
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Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
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jlhairston@bpa.gov

From: [Sheckells,Katie \(BPA\) - TFBW-DOB-1](#)
To: [Houseman,Rita R \(CONTR\) - TP-DITT-2](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 12:53:19 PM

If Jeff wants I have the original request for change in policy, don't know if that's necessary or not, but available.

From: Houseman,Rita R (CONTR) - TP-DITT-2
Sent: Tuesday, February 23, 2016 12:52 PM
To: Fiedler,Paul A (BPA) - DIR-7; Hallar Jr,James J (BPA) - TPO-MODD; Johnson,Kelly G (BPA) - TPC-TPP-4; Kohne,Kyle R (BPA) - TPM-OPP-3; Rodrigues,Melvin (BPA) - TPP-OPP-3; Rowe,Pilar R (BPA) - TPW-TPP-4; White,Laura C (BPA) - TP-MODD; Nulph,Abbey J (BPA) - TPL-OPP-2; Sheckells,Katie (BPA) - TFBW-DOB-1; Tyson,Ivy L (BPA) - TP-DITT-2; Moditz,Tina (BPA) - TP-DITT-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

Rita Houseman

ACS Professional Staffing
Administrative Services Assistant to
Jeff Cook, VP, Planning & Asset Management
BONNEVILLE POWER ADMINISTRATION
rrhouseman@bpa.gov / Ph 360-418-2941

From: Cook,Jeffrey W (BPA) - T-DITT-2
Sent: Tuesday, February 23, 2016 12:49 PM
To: Houseman,Rita R (CONTR) - TP-DITT-2 <rrhouseman@bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Please forward to folks at today's TP mtg.

Jeffrey W. Cook, PE
VP Transmission Planning and Asset Management
Bonneville Power Administration
360-418-8981

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From: [Simms,Scott R \(BPA\) - DK-7](#)
To: [Saroka,Joan M \(BPA\) - DKC-7](#); [Hairston,John L \(BPA\) - N-7](#); [Smiley,Debra L \(BPA\) - DKC-7](#)
Cc: [Kamara,Mena-Yalie \(BPA\) - DKC-7](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:19:35 AM

Makes sense. Thanks, Joan.

From: Saroka,Joan M (BPA) - DKC-7
Sent: Tuesday, February 23, 2016 9:15 AM
To: Simms,Scott R (BPA) - DK-7; Hairston,John L (BPA) - N-7; Smiley,Debra L (BPA) - DKC-7
Cc: Kamara,Mena-Yalie (BPA) - DKC-7
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Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:44:54 AM

Thanks Mena. There has been a new email policy published since the one you've provided. I searched the policy library and BPA Policy 246-260, Email Systems – User Policies, was published in August (<http://portal.bpa.gov/sites/BPAInternalPolicy/SitePages/Home.aspx>). We'd probably want to link to the new policy in any article we publish.

From: Kamara,Mena-Yalie (BPA) - DKC-7
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To: Saroka,Joan M (BPA) - DKC-7; Simms,Scott R (BPA) - DK-7; Hairston,John L (BPA) - N-7; Smiley,Debra L (BPA) - DKC-7
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Hello,

Here was the BPA Connection piece done in 2014 by Nancy,
<http://internal.bpa.gov/News/NewsAnnouncements/Pages/Howtouseemailmoreeffectively.aspx>

Here is the email policy,
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(b)(6)

Sincerely,
Daniel Hoofnagle

(b)(6)

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Stancliff,Tracey L \(BPA\) - SE-3](#)
To: [Bardot,Richard S \(BPA\) - SE-3](#); [Cheatham,Toni V \(BPA\) - SE-3](#); [Dalton,Mary Ann \(BPA\) - SE-3](#); [Dillon,Christina T \(CONTR\) - SE-3](#); [Duval,Victoria L \(CONTR\) - SE-3](#); [Edwards,Bryan C \(BPA\) - SE-3](#); [Fisher,Robert D \(CONTR\) - SE-3](#); [Lopez,Michelle R \(CONTR\) - SE-3](#); [Napoli,Gina L \(CONTR\) - SE-3](#); [Stancliff,Tracey L \(BPA\) - SE-3](#); [Thompson,William G \(CONTR\) - SE-3](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 8:39:54 AM

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

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Portland, OR 97208-3621

(503) 230-5262

(503) 312-0504 (Cell 1)

(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Sweet,Jason C \(BPA\) - PGB-5](#)
To: [Doumbia,Julie A \(BPA\) - PGB-5](#); [Spear,Daniel J \(BPA\) - PGB-5](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 11:43:28 AM

Just in case you were curious, you are not allowed to carry concealed firearms while in the building or on BPA business (no open-carry either).

From: Connolly,Kieran P (BPA) - PG-5
Sent: Tuesday, February 23, 2016 11:36 AM
To: Johnston,Chanelle M (CONTR) - PG-5 <cmjohnston@bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Please forward to the PG management team per our conversation Monday. No particular need to broadcast to staff, but wanted to make sure Managers have this if staff questions come up.

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Tanner,Sheree J \(BPA\) - FBT-MODD](#)
To: [Nakaji,Jinah L \(BPA\) - FBS-2](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:15:10 AM

Thanks!

From: Nakaji,Jinah L (BPA) - FBS-2
Sent: Tuesday, February 23, 2016 8:27 AM
To: Tanner,Sheree J (BPA) - FBT-MODD
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Did you get this email? Thanks!

From: Fernandez,Javier (BPA) - F-2
Sent: Tuesday, February 23, 2016 8:22 AM
To: Finance Managers
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is John Hairston's email on the firearm topic Nancy shared with us at yesterday's meeting.

Javier Fernandez

Deputy Chief Financial Officer
Bonneville Power Administration
503.230.4673

From: Hairston,John L (BPA) - N-7
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Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>

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jlhairston@bpa.gov

From: [Teuscher, Tony J \(BPA\) - TFDD-THE DALLES](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 9:26:00 AM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Thompson,Garry R \(BPA\) - PS-6](#)
To: [Shaughnessy,Julia M \(BPA\) - PSI-6](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 1:04:25 PM

Yes GT

From: Shaughnessy,Julia M (BPA) - PSI-6
Sent: Tuesday, February 23, 2016 12:57 PM
To: Thompson,Garry R (BPA) - PS-6 <grthompson@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Garry,

(b)(6) May I share this with my staff?
Julia

From: Thompson,Garry R (BPA) - PS-6
Sent: Tuesday, February 23, 2016 12:20 PM
To: Normandeau,Mike (BPA) - PSE-ROANAN; Hobson,Claire A (BPA) - PSW-6; Adelman,Elly (BPA) - PSS-6; Yokota,Daniel R (BPA) - PST-6; Shaughnessy,Julia M (BPA) - PSI-6
Cc: Sleeman,Victoria L (CONTR) - PS-6
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI – John Hairston mentioned this e-mail on the Administrators call yesterday. Sharing with you in case any of your staff have questions or heard of the emails++ from Transmission staff. GT

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From: [Tieu, Henry \(BPA\) - KS-4](#)
To: [Le, David \(BPA\) - TESD-CSB-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 10:25:16 AM

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Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

Over the past few days, some of you received an email from a group of BPA employees and contract personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security

force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

Again, I want to emphasize that the physical security of all BPA personnel and facilities is of the utmost importance to executives, supervisors and security staff. We have a number of processes in place to evaluate a wide range of threats against both our facilities and employees and to provide the appropriate measure of security required.

If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Wachal, Ellen E \(BPA\) - NHI-6](#)
To: [Fickes, Anne Macron \(BPA\) - NHI-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 12:47:14 PM

From: Renner, Marcella P (BPA) - E-4
Sent: Tuesday, February 23, 2016 11:32 AM
To: EFW Managers
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI...

Thank you,
Marcella
Xt. 5136

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

Over the past few days, some of you received an email from a group of BPA employees and contract

personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Wiley,Scott D \(BPA\) - PST-6](#)
To: (b)(6)
Subject: Fw: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 4:21:10 PM

-SW (sent from non-iPhone)

From: Wiley,Scott D (BPA) - PST-6
Sent: Tuesday, February 23, 2016 04:18 PM
To: Jackson,Anthony W (BPA) - CE-1
Subject: Fw: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hmmm... (b)(6) :)

-SW (sent from non-iPhone)

From: Yokota,Daniel R (BPA) - PST-6
Sent: Tuesday, February 23, 2016 01:46 PM
To: ADL_PST_ALL
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

From: Thompson,Garry R (BPA) - PS-6
Sent: Tuesday, February 23, 2016 12:20 PM
To: Normandeau,Mike (BPA) - PSE-ROANAN; Hobson,Claire A (BPA) - PSW-6; Adelman,Elly (BPA) - PSS-6; Yokota,Daniel R (BPA) - PST-6; Shaughnessy,Julia M (BPA) - PSI-6
Cc: Sleeman,Victoria L (CONTR) - PS-6
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI – John Hairston mentioned this e-mail on the Administrators call yesterday. Sharing with you in case any of your staff have questions or heard of the emails++ from Transmission staff. GT

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
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For your awareness,

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Thanks
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jlhairston@bpa.gov

From: [Yokota, Daniel R \(BPA\) - PST-6](#)
To: [ADL PST ALL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Tuesday, February 23, 2016 1:46:27 PM

From: Thompson, Garry R (BPA) - PS-6
Sent: Tuesday, February 23, 2016 12:20 PM
To: Normandeau, Mike (BPA) - PSE-ROANAN; Hobson, Claire A (BPA) - PSW-6; Adelman, Elly (BPA) - PSS-6; Yokota, Daniel R (BPA) - PST-6; Shaughnessy, Julia M (BPA) - PSI-6
Cc: Sleeman, Victoria L (CONTR) - PS-6
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

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I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

Again, I want to emphasize that the physical security of all BPA personnel and facilities is of the utmost importance to executives, supervisors and security staff. We have a number of processes in place to evaluate a wide range of threats against both our facilities and employees and to provide the appropriate measure of security required.

If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

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(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Arthurs,Neil E \(BPA\) - NNT-1](#)
To: [Schuch,Richard W \(BPA\) - NNT-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Wednesday, February 24, 2016 1:23:00 PM

Neil E. Arthurs

Lead Physical Security Specialist
NNT-1, Physical Security
Office of Security and Continuity of Operations
U.S. Department of Energy | Bonneville Power Administration
Office (503) 230-5148
Cell (503) 318-3523
email: nearthurs@bpa.gov

From: Hall, Lee J (BPA) - NN-1
Sent: Tuesday, February 23, 2016 3:21 PM
To: Arthurs, Neil E (BPA) - NNT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Neil -- This just in, wanted you to see this soon. Thanks, Lee

From: Seabury, Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 3:18 PM
To: Hairston, John L (BPA) - N-7
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our

rate payers.

(b)(6)
[Redacted]

[Redacted]

NATE SEABURY
Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

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Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Capps,Stephan A \(BPA\) - NW-1](#)
To: [Emerson,Peter M \(BPA\) - NWF-PSB-2 \(pmemerson@bpa.gov\)](#); [Wright,Bradley A \(BPA\) - NWM-1](#); [Kyle,Guy M \(BPA\) - NWP-1](#)
Cc: [Rhoads, TJ \(BPA\) - NWFR-PSB-2](#); [Wooley,Barry R \(BPA\) - NWPP-B1](#); [Kelly,Byron S \(BPA\) - NWPS-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Wednesday, February 24, 2016 9:07:21 AM

FYI.....

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 4:04 PM
To: Seabury,Nathan (BPA) - TFRE-REDMOND
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Nate,

Your note is very thoughtful and well received. I want you to know that an opportunity to have an informative discussion regarding the broader concerns of employee security in the context you have described is something I absolutely support. What I'd like to do is have our security team work with Transmission management, yourself and perhaps a few other field employees to discuss the security concerns folks are experiencing and explore potential solutions that work within our policy regarding firearms.

I really appreciate you taking the time to provide your response and thoughts regarding a constructive path forward. You should expect to hear from our security team shortly for an initial discussion.

Thanks
John

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To: Hairston,John L (BPA) - N-7 <jhairston@bpa.gov>
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <jhall@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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(b)(6)

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(b)(6)

(b)(6)

NATE SEABURY
Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

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including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

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The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

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If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Dull,Jon M \(BPA\) - FT-2](#)
To: [Roth,Alex \(BPA\) - FTT-2](#); [Bleiler,Damen C \(BPA\) - FTT-2](#); [Josephson,Ryan D \(BPA\) - FTD-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Wednesday, February 24, 2016 11:16:50 AM

FYI- no response needed

From: Fernandez,Javier (BPA) - F-2
Sent: Tuesday, February 23, 2016 8:22 AM
To: Finance Managers
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is John Hairston's email on the firearm topic Nancy shared with us at yesterday's meeting.

Javier Fernandez

Deputy Chief Financial Officer
Bonneville Power Administration
503.230.4673

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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John

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Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Hall, Lee J \(BPA\) - NN-1](#)
To: [Browning-Craig, Hilary \(BPA\) - LG-7](#)
Cc: [Arthurs, Neil E \(BPA\) - NNT-1](#); [Kler, Kirsten M \(BPA\) - NNP-B1](#); [Heidmann, Eric R \(BPA\) - NNC-1](#)
Subject: Emails regarding Security from Field
Date: Wednesday, February 24, 2016 7:55:39 AM
Attachments: [RE Recent questions requests regarding Policy Prohibiting firearms in federal facilities.msg](#)
[RE Recent questions requests regarding Policy Prohibiting firearms in federal facilities.msg](#)

Hi Hilary --

Keeping you in the loop as our primary legal support – which we really appreciate. Here are a couple of emails (responses by CAO and COO), based on an email sent from Nathan Seabury, in the field (Redmond District). We'll be meeting with the TF team in Redmond soon to hear their concerns.

You may have already heard of this, since Mary Jensen and Peter Burger were in the "cc" line in the original email.

Thanks much, Lee

Lee J. Hall
Chief Security and Continuity Officer
U.S. Department of Energy
Bonneville Power Administration
O- 503-230-5189
C- 503-530-6389
ljhall@bpa.gov

From: [Olesen,Thomas J \(BPA\) - NS-DITT-2](#)
To: [Hampton,Scott R \(BPA\) - NSP-4400-LL](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Wednesday, February 24, 2016 9:39:49 AM

He delegated. That's a good thing.

Thomas J. Olesen

Bonneville Power Administration

Chief Supply Chain Officer

e-Mail: tjolesen@bpa.gov

Office: 360-418-8649

Cell: 360-250-7909

ONE Supply Chain Team

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Tuesday, February 23, 2016 4:25 PM

To: Olesen,Thomas J (BPA) - NS-DITT-2 <tjolesen@bpa.gov>

Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Office: 360-418-8293

Cell: 360-601-1011



INTEGRITY * CANDOR * ACTION * LEARNING * FUN

From: Hairston,John L (BPA) - N-7

Sent: Tuesday, February 23, 2016 4:04 PM

To: Seabury,Nathan (BPA) - TFRE-REDMOND

Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1

Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Nate,

Your note is very thoughtful and well received. I want you to know that an opportunity to have an

informative discussion regarding the broader concerns of employee security in the context you have described is something I absolutely support. What I'd like to do is have our security team work with Transmission management, yourself and perhaps a few other field employees to discuss the security concerns folks are experiencing and explore potential solutions that work within our policy regarding firearms.

I really appreciate you taking the time to provide your response and thoughts regarding a constructive path forward. You should expect to hear from our security team shortly for an initial discussion.

Thanks
John

From: Seabury, Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 3:18 PM
To: Hairston, John L (BPA) - N-7 <jlhairston@bpa.gov>
Cc: Shaheen, Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer, Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer, Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews, Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen, Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger, Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr, Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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(b)(6)

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(b)(6)

(b)(6)

NATE SEABURY

Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1

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Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Steiert, Jeffrey J \(BPA\) - TFRF-REDMOND](#)
To: [Totorica, Ronald U \(BPA\) - TC-REDMOND](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Wednesday, February 24, 2016 7:54:00 AM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Totorica,Ronald U \(BPA\) - TC-REDMOND](#)
To: [Renggli,Peter M \(CONTR\) - TC-REDMOND](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Wednesday, February 24, 2016 4:16:31 PM

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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(503) 312-0504 (Cell 1)
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jlhairston@bpa.gov

From: [Federovitch, Eric C \(BPA\) - PTM-5](#)
To: [Kerns, Steven R \(BPA\) - PGS-5](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 6:09:55 AM

(b)(6)

From: Kerns, Steven R (BPA) - PGS-5
Sent: Tuesday, February 23, 2016 5:00 PM
To: Federovitch, Eric C (BPA) - PTM-5
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6)

From: Johnston, Chanelle M (CONTR) - PG-5
Sent: Tuesday, February 23, 2016 11:41 AM
To: PG MGR
Cc: Johnston, Chanelle M (CONTR) - PG-5
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi All – Please see the email below from John Hairston regarding the recent inquiry. Per Kieran, No particular need to broadcast to staff, but wanted to make sure Managers have this if staff questions come up.

Chanelle M Johnston
(CONTR) Unisys Corporation
Executive Assistant to Kieran Connolly, VP Generation Asset Management | PG-5
BONNEVILLE POWER ADMINISTRATION
bpa.gov | P 503-230-4090
Please consider the environment before printing this email.

From: Connolly, Kieran P (BPA) - PG-5
Sent: Tuesday, February 23, 2016 11:36 AM
To: Johnston, Chanelle M (CONTR) - PG-5 <cmjohnston@bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Please forward to the PG management team per our conversation Monday. No particular need to broadcast to staff, but wanted to make sure Managers have this if staff questions come up.

From: Hairston, John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team <ExecTeam@BPASite1.bpa.gov>
Cc: Executive Associates <ExecutiveAssistants@BPASite1.bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks

John

From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

Over the past few days, some of you received an email from a group of BPA employees and contract personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as

they are detected and reported.

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

Again, I want to emphasize that the physical security of all BPA personnel and facilities is of the utmost importance to executives, supervisors and security staff. We have a number of processes in place to evaluate a wide range of threats against both our facilities and employees and to provide the appropriate measure of security required.

If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Marx, Stephen E \(BPA\) - TFII-IDAHO FALLS](#)
To: [Belcher, David M \(BPA\) - TFIC-IDAHO FALLS](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 3:12:31 PM

FYI – since we talked about it.

From: Masisak Jr, Joseph H (BPA) - NHE-1
Sent: Thursday, February 25, 2016 2:50 PM
To: Marx, Stephen E (BPA) - TFII-IDAHO FALLS
Cc: Hairston, John L (BPA) - N-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Mr. Marx, thank you for your question regarding firearms policy reference possession on government property including personal vehicles in parking lots. BPAM 1086 provides clarity over your question when it states the following:

“A. BPA employees, contractors, and the general public are strictly prohibited from possessing, transporting, storing or using firearms, other deadly weapons, or explosive devices

1. While on official BPA duty or on BPA property
2. In Government vehicles
3. In Government aircraft
4. **In any private vehicle located on BPA property for any reason**
5. In any private vehicle currently being used in conducting BPA business or activities (e.g., vehicle is situated on a BPA work site or is being used while actively representing BPA to the public)”

Under this policy, possession of a firearm in the trunk of your car in a BPA parking lot would be a violation. I hope this provides clarity to your question. Thank you again for reaching out to us on this important topic.

Joe Masisak, Jr.

Employee/Labor Relations and Benefits Manager
Bonneville Power Administration
Phone: 503-230-3088

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 3:54 PM
To: Marx, Stephen E (BPA) - TFII-IDAHO FALLS
Cc: Masisak Jr, Joseph H (BPA) - NHE-1

Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Stephen for your questions. I have asked Joe Masisak, Manager of our employee relations group to provide you with a response to your questions. He should be reaching out to you shortly.

All the best,
John

From: Marx,Stephen E (BPA) - TFII-IDAHO FALLS

Sent: Thursday, February 18, 2016 1:44 PM

To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>

Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I have not seen the email that you are talking about, and (b)(6)

I would like to ask about the policy of leaving a firearm in my personal vehicle parked on BPA property. Specifically if a person were leaving from work to go to a gun range could they bring the gun to work, leave it in the car, then go directly from work to the gun range, thus not having to go home first? Or second if a person had a concealed carry permit could they carry the gun from their place of residence to work, again leaving it in their vehicle while at work, then have it with them when they left work?

Basically can a person leave a gun in their vehicle if the car is park on a BPA parking lot.

These are questions that have been brought up and I am assuming you are the correct person to poise the questions too.

Regards, Stephen Marx

From: Hairston,John L (BPA) - N-7

Sent: Thursday, February 18, 2016 1:25 PM

Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1

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(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Marx, Stephen E \(BPA\) - TFII-IDAHO FALLS](#)
To: [Masisak Jr, Joseph H \(BPA\) - NHE-1](#)
Cc: [Hairston, John L \(BPA\) - N-7](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 3:11:54 PM

Thank you.

From: Masisak Jr, Joseph H (BPA) - NHE-1
Sent: Thursday, February 25, 2016 2:50 PM
To: Marx, Stephen E (BPA) - TFII-IDAHO FALLS
Cc: Hairston, John L (BPA) - N-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Employee/Labor Relations and Benefits Manager
Bonneville Power Administration
Phone: 503-230-3088

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 3:54 PM
To: Marx, Stephen E (BPA) - TFII-IDAHO FALLS

Cc: Masisak Jr,Joseph H (BPA) - NHE-1

Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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All the best,
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To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>

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jlhairston@bpa.gov

From: [Masisak Jr,Joseph H \(BPA\) - NHE-1](#)
To: [Burger,Peter J \(BPA\) - LG-7](#); [Carter,Sally A \(BPA\) - LG-7](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 1:57:34 PM

FYSA

From: Masisak Jr,Joseph H (BPA) - NHE-1
Sent: Thursday, February 25, 2016 1:50 PM
To: Marx,Stephen E (BPA) - TFII-IDAHO FALLS
Cc: Hairston,John L (BPA) - N-7
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jlhairston@bpa.gov

From: [Randall,James L \(BPA\) - TPMG-OPP-3](#)
To: [ADL TPMG ALL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 2:00:00 PM

All, passing It Along. Let me know if you have any questions.

Sincerely,

James L. Randall, P.E.

Supervisor, Transmission Grid Modeling - TPMG / OPP-3

 (360) 619-6714

jlrandall@bpa.gov

From: Kohne,Kyle R (BPA) - TPM-OPP-3
Sent: Wednesday, February 24, 2016 8:29 AM
To: Barton-Smith,Julie G (BPA) - TPMC-OPP-3; Randall,James L (BPA) - TPMG-OPP-3; Trinh,Thong Q (BPA) - TPM-OPP-3; Knoll,Karl W (BPA) - TPM-OPP-3
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

All,

Passing It Along – Please share with your respective staff. Let me know if you have any questions.

Kyle

From: Houseman,Rita R (CONTR) - TP-DITT-2
Sent: Tuesday, February 23, 2016 12:52 PM
To: Fiedler,Paul A (BPA) - DIR-7; Hallar Jr,James J (BPA) - TPO-MODD; Johnson,Kelly G (BPA) - TPC-TPP-4; Kohne,Kyle R (BPA) - TPM-OPP-3; Rodrigues,Melvin (BPA) - TPP-OPP-3; Rowe,Pilar R (BPA) - TPW-TPP-4; White,Laura C (BPA) - TP-MODD; Nulph,Abbey J (BPA) - TPL-OPP-2; Sheckells,Katie (BPA) - TFBW-DOB-1; Tyson,Ivy L (BPA) - TP-DITT-2; Moditz,Tina (BPA) - TP-DITT-2
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

Rita Houseman

ACS Professional Staffing

Administrative Services Assistant to

Jeff Cook, VP, Planning & Asset Management

BONNEVILLE POWER ADMINISTRATION

rrhouseman@bpa.gov / Ph 360-418-2941

From: Cook,Jeffrey W (BPA) - T-DITT-2
Sent: Tuesday, February 23, 2016 12:49 PM
To: Houseman,Rita R (CONTR) - TP-DITT-2 <rrhouseman@bpa.gov>
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Please forward to folks at today's TP mtg.

Jeffrey W. Cook, PE

VP Transmission Planning and Asset Management
Bonneville Power Administration
360-418-8981

From: Hairston,John L (BPA) - N-7
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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)

(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Seabury,Nathan \(BPA\) - TFRE-REDMOND](#)
To: [Mikulski,Adam K \(BPA\) - TFR-REDMOND](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 3:53:15 PM

This is Claudia's response

NATE SEABURY

Electrician Foreman II /TFRE

3655 SW Highland Ave.

Redmond, OR 97756

Cell: (b)(6)

Work: 541-516-3241

Fax: 541-516-3243

From: Andrews,Claudia R (BPA) - K-7
Sent: Tuesday, February 23, 2016 4:01 PM
To: Seabury,Nathan (BPA) - TFRE-REDMOND; Hairston,John L (BPA) - N-7
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Nate, Thanks so much for providing this back story. We can always improve, and I appreciate your leadership on all issues, particularly affecting the field. I don't believe that the method Bill used to raise this issue should inhibit us from looking at ways to improve security and safety in the field. Those issues are of utmost importance.

Claudia

From: Seabury,Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 3:18 PM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasiak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6)

th

(b)(6)

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our rate payers.

(b)(6)

NATE SEABURY

**Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756**

**Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243**

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Portland, OR 97208-3621

(503) 230-5262

(503) 312-0504 (Cell 1)

(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [South, Jake R \(CONTR\) - NWFC-PSB-2](#)
To: [Hamlin, Robert J \(CONTR\) - NWFC-PSB-2](#)
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 6:36:35 AM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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John

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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Wittig,Veronica \(BPA\) - FRP-2](#)
To: [ADL FRP ALL](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 10:45:27 AM

From: Fernandez,Javier (BPA) - F-2
Sent: Tuesday, February 23, 2016 8:22 AM
To: Finance Managers
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is John Hairston's email on the firearm topic Nancy shared with us at yesterday's meeting.

Javier Fernandez

Deputy Chief Financial Officer
Bonneville Power Administration
503.230.4673

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Young, Kevin M \(BPA\) - TFDD-THE DALLES](#)
To: [South, Jake R \(CONTR\) - NWFC-PSB-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 25, 2016 6:11:23 AM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Lane, Jeffrey W \(BPA\) - CGC-7](#)
To: [Hairston, John L \(BPA\) - N-7](#)
Cc: [Soderlind, Spencer D \(BPA\) - N-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 26, 2016 7:16:21 AM

Hello John,

You may already know this, but the Firearms Policy mentioned in the email chain below is one of the older BPAM chapters that have not yet gone through updating to the new policy format or new number.

It is part of a collection of Security-related policies that are queued for processing by the PWG in FY17. When it comes up on the schedule, we'll be asking the policy owners (yourself and Lee Hall) to consider whether the policy should simply be reformatted or if it requires revision in order to meet current needs. That review schedule for the Firearms Policy can always be adjusted if you feel it is necessary.

<http://internal.bpa.gov/Policy/BPA%20Manual/00001086.doc>

thanks,
Jeff

Jeff Lane

Governance & Controls (CGC-7)
Policy Management Program/Delegations/Directives
Bonneville Power Administration
503-230-3064

From: Coseo, Nadine M (BPA) - CNG-7
Sent: Tuesday, February 23, 2016 2:25 PM
To: Lane, Jeffrey W (BPA) - CGC-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Mentioned at the ACGC, in case you haven't see this.

From: Freudenthal, Michael J (BPA) - CN-7
Sent: Tuesday, February 23, 2016 9:09 AM
To: Falcon, April L (BPA) - CNP-7; Dodge, Gordon P (BPA) - CNT-4400-LL; Coseo, Nadine M (BPA) - CNG-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

Respectfully,

Michael J. Freudenthal

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rishaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall, Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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From: [Mikulski,Adam K \(BPA\) - TFR-REDMOND](#)
To: [Seabury,Nathan \(BPA\) - TFRE-REDMOND](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, February 26, 2016 7:22:00 AM

I thought it was to discuss the Burns incident. Perhaps you're right. We'll see.

From: Seabury,Nathan (BPA) - TFRE-REDMOND
Sent: Thursday, February 25, 2016 3:52 PM
To: Mikulski,Adam K (BPA) - TFR-REDMOND; Adams,Craig W (BPA) - TFRB-REDMOND; Aaby,Darrell K (BPA) - TFRF-REDMOND; Rigez,Paul S (BPA) - TFRC-REDMOND
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

This is probably why we are meeting with Security this next Monday.

NATE SEABURY

Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 4:04 PM
To: Seabury,Nathan (BPA) - TFRE-REDMOND
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Nate,

Your note is very thoughtful and well received. I want you to know that an opportunity to have an informative discussion regarding the broader concerns of employee security in the context you have described is something I absolutely support. What I'd like to do is have our security team work with Transmission management, yourself and perhaps a few other field employees to discuss the security concerns folks are experiencing and explore potential solutions that work within our policy regarding firearms.

I really appreciate you taking the time to provide your response and thoughts regarding a constructive path forward. You should expect to hear from our security team shortly for an initial discussion.

Thanks
John

From: Seabury,Nathan (BPA) - TFRE-REDMOND
Sent: Tuesday, February 23, 2016 3:18 PM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2

<mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>

Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

As a federal employee it is my great honor to serve those of my community and Nation. I take serious my impact on the safety, reliability and economic cost of power in the northwest. The modern security challenges present new opportunities for innovative security solutions. These solutions need not start and end with BPA employees carrying guns. Not many of us are security professionals, but we can work with those both inside and outside of the agency to establish a safer, more secure future.

(b)(6)

I believe there are ways that we can improve on our security in the field. The conversation should not start and end with BPA field employees carrying weapons. There are small changes and policy that could go a long way to making everyone safer. I would like to be a part of learning and developing better security for field employees. Doing so can serve both our field employees and our rate payers.

(b)(6)

(b)(6)

NATE SEABURY
Electrician Foreman II /TFRE
3655 SW Highland Ave.
Redmond, OR 97756

Cell: (b)(6)
Work: 541-516-3241
Fax: 541-516-3243

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1

Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

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While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Capps,Stephan A \(BPA\) - NW-1](#)
To: [Kyle,Guy M \(BPA\) - NWP-1](#); [Wright,Bradley A \(BPA\) - NWM-1](#); [Emerson,Peter M \(BPA\) - NWF-PSB-2 \(pmemerson@bpa.gov\)](#); [Wooley,Barry R \(BPA\) - NWPP-B1](#); [Kelly,Byron S \(BPA\) - NWPS-1](#); [Rhoads, TJ \(BPA\) - NWFR-PSB-2](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, February 18, 2016 1:04:37 PM

FYI.....

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:30 PM
To: Kuhn,Shana L (BPA) - N-1; Olesen,Thomas J (BPA) - NS-DITT-2; Hall,Lee J (BPA) - NN-1; Capps,Stephan A (BPA) - NW-1; Henderson,Robin Y (BPA) - NH-1; Bea,Brad A (BPA) - NF-WHSE-EAST
Cc: Bowers,Rebecca S (BPA) - A-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI,

Thanks
John

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Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
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Sincerely,

John

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Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262

(503) 312-0504 (Cell 1)

(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Hairston,John L \(BPA\) - N-7](#)
To: [Masisak Jr,Joseph H \(BPA\) - NHE-1](#); [Burger,Peter J \(BPA\) - LG-7](#); [Carter,Sally A \(BPA\) - LG-7](#)
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Sunday, February 28, 2016 5:53:36 PM

Thanks Joe,

Looks great, I will respond tomorrow (monday).

Thanks
John

From: Masisak Jr,Joseph H (BPA) - NHE-1
Sent: Friday, February 26, 2016 08:34 AM
To: Hairston,John L (BPA) - N-7; Burger,Peter J (BPA) - LG-7; Carter,Sally A (BPA) - LG-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Sir, our proposed response is below. I would recommend using this language with others that present similar concerns.

(b)(5) [Redacted]

[Redacted]

John Hairston

From: Hairston,John L (BPA) - N-7
Sent: Monday, February 22, 2016 8:53 AM
To: Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Carter,Sally A (BPA) - LG-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Joe,

(b)(6)

Sincerely,
Daniel Hoofnagle

(b)(6)

From: Hairston, John L (BPA) - N-7

Sent: Thursday, February 18, 2016 12:25 PM

Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1

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Sincerely,

John

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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Hairston,John L \(BPA\) - N-7](#)
To: [Masisak Jr,Joseph H \(BPA\) - NHE-1](#)
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Sunday, February 28, 2016 5:53:35 PM

Great job Joe!

Thanks
John

From: Masisak Jr,Joseph H (BPA) - NHE-1
Sent: Thursday, February 25, 2016 02:49 PM
To: Marx,Stephen E (BPA) - TFII-IDAHO FALLS
Cc: Hairston,John L (BPA) - N-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Mr. Marx, thank you for your question regarding firearms policy reference possession on government property including personal vehicles in parking lots. BPAM 1086 provides clarity over your question when it states the following:

“A. BPA employees, contractors, and the general public are strictly prohibited from possessing, transporting, storing or using firearms, other deadly weapons, or explosive devices

1. While on official BPA duty or on BPA property
2. In Government vehicles
3. In Government aircraft
4. **In any private vehicle located on BPA property for any reason**
5. In any private vehicle currently being used in conducting BPA business or activities (e.g.,vehicle is situated on a BPA work site or is being used while actively representing BPA to the public)”

Under this policy, possession of a firearm in the trunk of your car in a BPA parking lot would be a violation. I hope this provides clarity to your question. Thank you again for reaching out to us on this important topic.

Joe Masisak, Jr.

Employee/Labor Relations and Benefits Manager
Bonneville Power Administration
Phone: 503-230-3088

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 3:54 PM
To: Marx,Stephen E (BPA) - TFII-IDAHO FALLS
Cc: Masisak Jr,Joseph H (BPA) - NHE-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Thanks Stephen for your questions. I have asked Joe Masisak, Manager of our employee relations group to provide you with a response to your questions. He should be reaching out to you shortly.

All the best,
John

From: Marx,Stephen E (BPA) - TFII-IDAHO FALLS
Sent: Thursday, February 18, 2016 1:44 PM
To: Hairston,John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I have not seen the email that you are talking about, and (b)(6)

I would like to ask about the policy of leaving a firearm in my personal vehicle parked on BPA property. Specifically if a person were leaving from work to go to a gun range could they bring the gun to work, leave it in the car, then go directly from work to the gun range, thus not having to go home first? Or second if a person had a concealed carry permit could they carry the gun from their place of residence to work, again leaving it in their vehicle while at work, then have it with them when they left work?

Basically can a person leave a gun in their vehicle if the car is park on a BPA parking lot.

These are questions that have been brought up and I am assuming you are the correct person to poise the questions too.

Regards, Stephen Marx

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 1:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Wilfong, Greg \(BPA\) - TFPF-TRI CITIES RMHQ](#)
To: [Cramer, James C. \(BPA\) - NFF-TRI CITIES RMHQ](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, February 29, 2016 3:04:07 PM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Trad,Steven M \(BPA\) - TEI-TPP-1](#)
To: [Brown,Carrie L \(BPA\) - KSCS-TPP-1](#); [Sanderson-Wong,Janice \(BPA\) - KSCS-TPP-1](#); [Kannal,Tasha \(BPA\) - KSCS-TPP-1](#); [Clouse,Taryn L \(BPA\) - JP-TPP-1](#); [Rademacher,Katherine L \(BPA\) - TSRS-DITT-1](#); [Erickson,Deborah L \(CONTR\) - KSCS-4](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, March 11, 2016 2:31:25 PM

And, fyi... here is the official BPA VP response to the gun carrying request...

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

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The bottom line is that no BPA federal employees or contract personnel should knowingly put

themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

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Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Lane, Jeffrey W \(BPA\) - CGC-7](#)
To: [Soderlind, Spencer D \(BPA\) - N-1](#)
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, March 14, 2016 1:22:26 PM

I am OOO the last half of April, so depending on your sense of how urgent this is we can meeting early April or later in May. Let me know, and I'll schedule something.

Jeff Lane

Governance & Controls (CGC-7)
Policy Management Program/Delegations/Directives
Bonneville Power Administration
503-230-3064

From: Soderlind, Spencer D (BPA) - N-1
Sent: Monday, March 14, 2016 1:18 PM
To: Lane, Jeffrey W (BPA) - CGC-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

That is an excellent idea. I fear that we may need to add a security rep to the PWG as well.

From: Lane, Jeffrey W (BPA) - CGC-7
Sent: Monday, March 14, 2016 12:50 PM
To: Soderlind, Spencer D (BPA) - N-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I agree. At some point in the next couple months, maybe you and I (along with Susan Van deWater?) can get together and talk about planning for Security policy workload.

Thanks.

Jeff Lane

Governance & Controls (CGC-7)
Policy Management Program/Delegations/Directives
Bonneville Power Administration
503-230-3064

From: Soderlind, Spencer D (BPA) - N-1
Sent: Monday, March 07, 2016 4:27 PM
To: Lane, Jeffrey W (BPA) - CGC-7
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

I actually spoke with Shana about this policy just before I left for vacation. When this whole issue of carrying firearms on federal property came up I thought I wonder what our policy actually says. Low

and behold after reading it I felt like we should consider prioritizing it for rewrite this year, and planned to bring it up and the next PWG. I suspect that security will also agree with my assessment. My guess is that we will be looking at this one soon.

From: Lane,Jeffrey W (BPA) - CGC-7
Sent: Friday, February 26, 2016 7:16 AM
To: Hairston,John L (BPA) - N-7
Cc: Soderlind,Spencer D (BPA) - N-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hello John,

You may already know this, but the Firearms Policy mentioned in the email chain below is one of the older BPAM chapters that have not yet gone through updating to the new policy format or new number.

It is part of a collection of Security-related policies that are queued for processing by the PWG in FY17. When it comes up on the schedule, we'll be asking the policy owners (yourself and Lee Hall) to consider whether the policy should simply be reformatted or if it requires revision in order to meet current needs. That review schedule for the Firearms Policy can always be adjusted if you feel it is necessary.

<http://internal.bpa.gov/Policy/BPA%20Manual/00001086.doc>

thanks,
Jeff

Jeff Lane
Governance & Controls (CGC-7)
Policy Management Program/Delegations/Directives
Bonneville Power Administration
503-230-3064

From: Coseo,Nadine M (BPA) - CNG-7
Sent: Tuesday, February 23, 2016 2:25 PM
To: Lane,Jeffrey W (BPA) - CGC-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Mentioned at the ACGC, in case you haven't see this.

From: Freudenthal,Michael J (BPA) - CN-7
Sent: Tuesday, February 23, 2016 9:09 AM
To: Falcon,April L (BPA) - CNP-7; Dodge,Gordon P (BPA) - CNT-4400-LL; Coseo,Nadine M (BPA) - CNG-7
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

FYI

Respectfully,

Michael J. Freudenthal

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 8:19 AM
To: Executive Team
Cc: Executive Associates
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

For your awareness,

Per our discussion at the administrator's conference call yesterday, I am providing the response I sent to the group of employees requesting a change in the BPA firearm policy.

Thanks
John

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2 <rshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Furrer,Robin R (BPA) - TF-DITT-2 <rrfurrer@bpa.gov>; Mainzer,Elliot E (BPA) - A-7 <eemainzer@bpa.gov>; Andrews,Claudia R (BPA) - K-7 <crandrews@bpa.gov>; Jensen,Mary K (BPA) - L-7 <mkjensen@bpa.gov>; Burger,Peter J (BPA) - LG-7 <pjburger@bpa.gov>; Masisak Jr,Joseph H (BPA) - NHE-1 <jhmasisak@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hall,Lee J (BPA) - NN-1 <ljhall@bpa.gov>
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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(503) 201-2406 (Cell 2)

jlhairston@bpa.gov

From: [Robertson,Craig A \(BPA\) - TOHP-DITT-1](#)
To: [Manacher,Jason D \(BPA\) - TOHP-DITT-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, March 18, 2016 1:24:18 PM

From: Carter,Dennis G (BPA) - TFEC-ALVEY
Sent: Friday, March 18, 2016 1:08 PM
To: Robertson,Craig A (BPA) - TOHP-DITT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

enjoy

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Hall, Lee J \(BPA\) - NN-1](#)
To: [Arthurs, Neil E \(BPA\) - NNT-1](#)
Cc: [Hall, Lee J \(BPA\) - NN-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, March 25, 2016 3:17:18 PM

(b)(6)

Thanks, Lee

From: Hall, Lee J (BPA) - NN-1
Sent: Friday, March 25, 2016 8:55 AM
To: Lahti, John A (BPA) - TFH-CSB-1W
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

From: Furrer, Robin R (BPA) - TF-DITT-2
Sent: Thursday, February 25, 2016 2:49 PM
To: Hall, Lee J (BPA) - NN-1
Cc: Arthurs, Neil E (BPA) - NNT-1; Lahti, John A (BPA) - TFH-CSB-1W
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6)

From: Hall, Lee J (BPA) - NN-1
Sent: Thursday, February 25, 2016 02:10 PM
To: Furrer, Robin R (BPA) - TF-DITT-2
Cc: Arthurs, Neil E (BPA) - NNT-1; Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi Robin – an update; I will be visiting Redmond on Monday, for a 10 AM meeting with Craig Adams, Nate Seabury and others. A member of our Physical Security staff will also be there -- our Southern Region lead Richard Schuch.

I've not done any reaching out to Mark White or his management yet.

Thanks to Neil for setting up the Redmond meeting!

Best, Lee

From: Hall, Lee J (BPA) - NN-1
Sent: Wednesday, February 24, 2016 12:18 PM
To: Furrer, Robin R (BPA) - TF-DITT-2
Cc: Hall, Lee J (BPA) - NN-1; Arthurs, Neil E (BPA) - NNT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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John also understands that we'll work together on the question and suggestions from Nate Seabury in the Redmond District.

If you would like for us to work with Steve Goins (or someone else) on these – we'd be happy to do so. "Leaning forward in the saddle", we've already reached out to Craig Adams to see if we can get together with him and his team on Friday, in Redmond.

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From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 12:37 PM
To: Hall, Lee J (BPA) - NN-1; Arthurs, Neil E (BPA) - NNT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Just and FYI,

Any suggested response?

Thanks
John

From: White, Mark A (BPA) - TFHE-CSB-1
Sent: Tuesday, February 23, 2016 12:31 PM
To: Hairston, John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Mr. Hairston,

(b)(6)
[Redacted]

Sincerely,
Mark A. White

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
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jlhairston@bpa.gov

From: [Lahti,John A \(BPA\) - TFH-CSB-1W](#)
To: [Folden,Bradley G \(BPA\) - TFHE-CSB-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Friday, March 25, 2016 9:02:00 AM

From: Hall, Lee J (BPA) - NN-1
Sent: Friday, March 25, 2016 8:55 AM
To: Lahti, John A (BPA) - TFH-CSB-1W
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

From: Furrer, Robin R (BPA) - TF-DITT-2
Sent: Thursday, February 25, 2016 2:49 PM
To: Hall, Lee J (BPA) - NN-1
Cc: Arthurs, Neil E (BPA) - NNT-1; Lahti, John A (BPA) - TFH-CSB-1W
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6)

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Cc: Arthurs, Neil E (BPA) - NNT-1; Hall, Lee J (BPA) - NN-1
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Cc: [Hall, Lee J \(BPA\) - NN-1](#); [Arthurs, Neil E \(BPA\) - NNT-1](#)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Thursday, March 03, 2016 1:29:21 PM

Hi John --- I'll try to give you a call on this issue. Thanks, Lee

From: Furrer, Robin R (BPA) - TF-DITT-2
Sent: Thursday, February 25, 2016 2:49 PM
To: Hall, Lee J (BPA) - NN-1
Cc: Arthurs, Neil E (BPA) - NNT-1; Lahti, John A (BPA) - TFH-CSB-1W
Subject: Re: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

(b)(6)

From: Hall, Lee J (BPA) - NN-1
Sent: Thursday, February 25, 2016 02:10 PM
To: Furrer, Robin R (BPA) - TF-DITT-2
Cc: Arthurs, Neil E (BPA) - NNT-1; Hall, Lee J (BPA) - NN-1
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi Robin – an update; I will be visiting Redmond on Monday, for a 10 AM meeting with Craig Adams, Nate Seabury and others. A member of our Physical Security staff will also be there -- our Southern Region lead Richard Schuch.

I've not done any reaching out to Mark White or his management yet.

Thanks to Neil for setting up the Redmond meeting!

Best, Lee

From: Hall, Lee J (BPA) - NN-1
Sent: Wednesday, February 24, 2016 12:18 PM
To: Furrer, Robin R (BPA) - TF-DITT-2
Cc: Hall, Lee J (BPA) - NN-1; Arthurs, Neil E (BPA) - NNT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Hi Robin – I have spoken to John Hairston about the email question from Mark White (below), and he asked that I work with you directly (we wanted to ensure that the Chain of Command was informed of this issue from one of your employees).

John also understands that we'll work together on the question and suggestions from Nate Seabury in the Redmond District.

If you would like for us to work with Steve Goins (or someone else) on these – we'd be happy to do so. "Leaning forward in the saddle", we've already reached out to Craig Adams to see if we can get together with him and his team on Friday, in Redmond.

Thanks much --- Lee

From: Hairston,John L (BPA) - N-7
Sent: Tuesday, February 23, 2016 12:37 PM
To: Hall, Lee J (BPA) - NN-1; Arthurs, Neil E (BPA) - NNT-1
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Just and FYI,

Any suggested response?

Thanks
John

From: White, Mark A (BPA) - TFHE-CSB-1
Sent: Tuesday, February 23, 2016 12:31 PM
To: Hairston, John L (BPA) - N-7 <jlhairston@bpa.gov>
Subject: RE: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Mr. Hairston,

(b)(6)
[Redacted]

Sincerely,
Mark A. White

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

Dear Bonneville workforce,

Over the past few days, some of you received an email from a group of BPA employees and contract personnel objecting to BPA Manual Chapter 1086, which prohibits BPA employees, contractors and the general public from possessing firearms and other deadly weapons in a number of situations, including while on duty, on BPA property and in government vehicles.

While the email expresses a number of concerns regarding workforce safety and security, which we take with utmost seriousness, I must stress that BPA's prohibition on firearms and other deadly weapons addresses the security of our entire workforce and will remain in place as is. Our policy is consistent with 18 U.S.C. § 930, which generally prohibits firearms in federal facilities, and 41 CFR 102-74.440, which generally prohibits possession of firearms in federal facilities by all persons not specifically authorized by law.

While threats of terrorism and workplace violence are an ongoing concern for all of us, it is paramount for all of you to understand that the physical security of BPA personnel and facilities is of the highest importance to executives, supervisors and security staff. BPA has a contract security force for critical facilities, and those guards are fully authorized and certified in the use of firearms. Our BPA Security team also has processes in place to evaluate a wide range of threats against both our facilities and workforce, and they have the ability to update or increase security postures as required.

Moreover, our Physical Security team supports field personnel and works closely with district headquarters and realty specialists, who routinely operate in the field. A strong example of responding to potentially unsafe conditions in the field is the close work between our Redmond District and Physical Security to ensure the safety of both our federal and contract personnel during the Malheur National Wildlife Refuge security situation. In addition, Physical Security and district managers work closely with local law enforcement in our service territory to respond to threats as they are detected and reported.

The bottom line is that no BPA federal employees or contract personnel should knowingly put themselves in harm's way to perform the duties of their job, and that there are resources available through our Physical Security Office to address any concerns you may have regarding job safety.

I must also say that judging from the concerns I have heard regarding the content of the original email, the topic is divisive and may cause disruption in the workplace. I regret any stress that the email may have caused recipients, and I want to remind you about BPA's Employee Assistance Program. I encourage you to contact EAP if you believe that doing so would be beneficial to you. Your participation is voluntary and all conversations between you and the counselors are confidential.

Again, I want to emphasize that the physical security of all BPA personnel and facilities is of the utmost importance to executives, supervisors and security staff. We have a number of processes in place to evaluate a wide range of threats against both our facilities and employees and to provide the appropriate measure of security required.

If you have any questions about these policies or processes to protect personnel at BPA sites, please contact the Physical Security Office.

Sincerely,

John

John L. Hairston
Chief Administrative Officer
Bonneville Power Administration
905 NE 11th Avenue
Portland, OR 97208-3621
(503) 230-5262
(503) 312-0504 (Cell 1)
(503) 201-2406 (Cell 2)
jlhairston@bpa.gov

From: [Spalding,William D \(BPA\) - TFDE-THE DALLES](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, March 07, 2016 7:17:00 AM

From: Spalding,William D (BPA) - TFDE-THE DALLES
Sent: Monday, March 07, 2016 7:14 AM
To: Sargent,Burle R (BPA) - TFHS-LMT
Cc: Spalding,William D (BPA) - TFDE-THE DALLES
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Mahoney, Timothy D \(CONTR\) - TERM-TPP-4](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, April 11, 2016 10:26:00 AM

From: Hairston, John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Furrer, Robin R (BPA) - TF-DITT-2; Mainzer, Elliot E (BPA) - A-7; Andrews, Claudia R (BPA) - K-7; Jensen, Mary K (BPA) - L-7; Burger, Peter J (BPA) - LG-7; Masisak Jr, Joseph H (BPA) - NHE-1; Capps, Stephan A (BPA) - NW-1; Hampton, Scott R (BPA) - NSP-4400-LL; Hall, Lee J (BPA) - NN-1
Subject: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities

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jlhairston@bpa.gov

From: [Santana,Albert \(BPA\) - TFHE-CSB-1](#)
To: (b)(6)
Subject: FW: Recent questions/ requests regarding Policy Prohibiting firearms in federal facilities
Date: Monday, April 11, 2016 8:10:00 AM

From: Hairston,John L (BPA) - N-7
Sent: Thursday, February 18, 2016 12:25 PM
Cc: Shaheen,Richard L (BPA) - T-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Furrer,Robin R (BPA) - TF-DITT-2; Mainzer,Elliot E (BPA) - A-7; Andrews,Claudia R (BPA) - K-7; Jensen,Mary K (BPA) - L-7; Burger,Peter J (BPA) - LG-7; Masisak Jr,Joseph H (BPA) - NHE-1; Capps,Stephan A (BPA) - NW-1; Hampton,Scott R (BPA) - NSP-4400-LL; Hall,Lee J (BPA) - NN-1
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