Subject: complaint
From: Justine Caggiano <admin@hardwick-ma.gov>
Date: 10/29/2025, 9:48 AM
To: ERIC VOLLHEIM <stonedance@comcast.net>, William Tinker <wtinker@hardwick-ma.gov>, Jeff Schaaf <jschaaf@hardwick-ma.gov>
Cc: djenkins <djenkins@k-plaw.com>, Hardwick Town Clerk <clerk@hardwick-ma.gov>

Good Morning,
Please accept this email as my formal complaint of a hostile work environment that has negatively impacted my ability to do my job affectively. On Monday, October 27, 2025, Mr. Tinker plagiarized my intellectual property, and the Select Board violated my contract and approved job description. In addition, Mr. Tinker has made several attempts to hinder the role of the Town Administrator, including but not limited to, obstructing the chain of command between myself and employees, sharing with residents about my “medical leave”, and defaming my character publicly.

I ask for immediate intervention to establish a professional and respectful environment.

Sincerely,
Justine

Justine Caggiano, MPA, MCPPO
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