

[CoS Question #1 and Answer]

Acronyms

CoS = City of Seattle

FSM = Food Service Manager

KL = Kristine Leander

KV = Katie Vail

City of Seattle KV Question #2 - Did Swedish Club ask you to fill out a background check after you submitted your application? Can you describe what information the background check asked you to provide?

There was no request to fill out anything for a background check after I submitted my application.

See document, [CoS KV Response to 12-01-22 Q2 12-19-22.pdf](#)

CoS KV Question #1 - It appears from the job advertisement that the position that was posted in July 2022 was for a Cook, Chef or Food Services Manager. Which of the positions did you apply for?

For me it was not an either or proposition – it was always this – Every time this year [2022] that I have asked to be promoted to or was applying for, it was for the food services manager, food services manager/chef position. They are one and the same in operation and from my perspective.

For the Swedish Club’s purposes though the Food Services Manager/Chef job and descriptor is a multiple of propositions. It is a twofer+, it is a strategic arrangement of words/job descriptions to achieve a multiple of purposes, and it was also crafted to serve an insidious purpose – to undermine and sideline my role, job at the Swedish Club.

The overarching position that was created and being applied for was/is the Food Services Manager position.

Starting in January 2022, Kristine Leander the Swedish Club’s Executive Director clearly sets out in her communications that she needs, is looking for a food services manager.

I believe Kristine appended the “chef” onto the food service manager job name for a number of reasons:

- 1) to come up with more potential candidates by there being a certain flexibility when it came to an applicant’s experiences and training. I.e., a chef in one circumstance might be a food service manager in another,
- 2) “Chef” was slipped in to ensure that the Club’s food service manager wasn’t going to balk if they needed to be pressed into service to do cooking, cooking was part of the job description,
- 3) it was an ancillary way to troll for purely chef applicants without having to pay an online service provider for two or more job listings, and
- 4) the more insidious reason comes to light in April/May with the advent of the detailed job description and pyramid arrangement of the FSM/Chef job – that’s when the FSM job is described as three jobs in one. It is at that point that I feel it is the true moment when Kristine reveals that she has hit upon and is carrying out a way to put me out my job. To part

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it out, and in the process of her search for the “food services manager”, under the guise of that, to hire someone to literally replace me in my cook, cook/chef role that I had been doing since the end of December 2021.

Food Service Manager Job History [Second Half of 2022]

July 27, 2022

On July 27, 2022 I applied to the Swedish Club via the online Indeed job service, for the Foodservice Manager/Chef/Cook job posted by the Swedish Club. Christine Ross applied the same day, according to her, “I applied on Indeed July 27, 2022.”¹

August 1, 2022

On August 1st Kristine sent me an email stating that she was responding to my July 27th job application through both the Indeed platform email and to my Gmail account.^{2,3} In the email Kristine identified the position I had applied for as follows, “Thank you, Elizabeth, for applying for our open **chef/food services manager position** at the Swedish Club.”⁴ Emphasis added.

Kristine went on to make a number of statements in the email about specific job duties, working days, and potential future responsibilities (all cooking). What she described was not the food service manager position, to me the duties she was setting out were chef/cook duties:

“At this point in time, the position is **to make Friday lunches and dinners** for our guests. There is an opportunity for it to grow if we add more evenings to our repertoire and/or offer catering both in our building and in the community. That’s a little bit down the road however, months away.”

“Are you still interested if you know that for right now, the Friday meals are a maximum of **15 hours a week with shopping, preparing, and serving?**”

“If you are still interested, please tell us and we’ll invite you in for a chat.”⁵ Emphasis added.

I believe the above, August 1st, statements made by Kristine about the job responsibilities being cooking activities for meals and events were pre-textual, they were pretexts she had used on me before – they were intended to be screening out statements that I believe she thought would perhaps discourage me or make me abandon pursuing the FSM position.

I believe this because her August 1st statements about that position being heavy on cooking with no mention of any FSM duties is the same false premise Kristine used on me earlier in February and March of this year, 2022.

¹ Ross, Christine. Text Messages to Elizabeth Campbell. Tue Oct 4 2022 10:54 AM

² Leander, Kristine. “Responding to your application?”. Gmail. Aug 1, 2022 at 3:33 PM

³ I checked the Indeed email account – there was no message from Kristine in it.

⁴ Leander’s statement references two job types, “chef” and “food services manager” as one position.

⁵ Leander, Kristine. “Responding to your application?”. Gmail. Aug 1, 2022 at 3:33 PM

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Context:

It should be noted, after January 12th there were only two people employed in the kitchen, myself and RC. We both were cooks by job description, however I had more a more successful background and longer experience in food production and food service business administration than RC. Therefore based on my education, experience, work and personal, I was a natural to lead the Swedish Club's food service department. Not to mention I had just completed a successful event at the Club, the January 7th, New Year's Eve dinner. It was a success by all measures, it was on time, it had been a team effort, quality food across the board was served, and it was a great learning and working, culinary bonding experience between myself and RC.

My assessment of my qualifications and suitability for the job are not just mine. On December 17, 2021, Malin Jonsson, a more than decade long employee of the Swedish Club and its then departing head chef shared with me that she had recommended to Kristine that I be put in charge of providing menu planning, kitchen organization, and food quality. When she told me that I thanked Malin for her confidence and support. I felt Malin's support for me, for her to recommend me to Kristine, it had been a hard won confidence in me that I was very appreciative of.

*On March 2, 2022 Kristine said much the same thing, that I have the professional food background and deep knowledge of Nordic culture, two of the key requirements for the FSM job, "The Food Committee has met and are planning to oversee menus and special events involving food, such as holidays, etc. **We are limiting it to people with a professional food background and/or a deep knowledge of Nordic culture.** So far, **it's** Lori Ann Reinhall, **Elizabeth Campbell**, Judith Dern (a cookbook author living in Seattle) and myself."⁶ Emphasis added.*

For those and other reasons I believed then and still do that I was one, first in line within the food department for the food service manager job; and with the departures of now seven key, FSM's, lead chefs I still remain in that position, two, that I should have originally been promoted to the food service manager position (even to the job preceding the FSM job, the kitchen coordinator job), and three, subsequently I have also formally applied twice for the job, so I believe in the alternative then I should have been hired this year for the food service manager position. I believe the same thing as of even date, December 18, 2022.

In February/March 2022 when Kristine and I talked about me being promoted to the Food Service Manager position, and again after I had applied for the job in March, at that time Kristine made the same claims and representations then as in her August 1st email, characterizing the FSM job as a cooking job as opposed to it being about managing the food service department.

And to be further clear, there is no confusion on Kristine's part such that she doesn't know the difference between a food service manager, a chef, and a cook as employed by the Swedish Club. She has made multiple published statements throughout 2022, in both her internal and external communications, about what she considers the job functions are of a food service manager, versus a chef, cook, chef/cook.

⁶ Leander, Kristine. "Executive Director's Report SC Board Meeting March 2, 2022". Swedish Club. March 2, 2022. https://docs.google.com/file/d/1iaPeue34WpTml_5Kog3dk9_q1BjYO3Ri/edit?usp=doclist_api&filetype=mword

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A representative sample of Kristine's statements this year about the food service manager position and her quest to find one are as follows:

1-05-22

"My plan is to continue to use the cooks and helpers who have been helping Malin and to try to hire a food services manager... I've learned that a chef and a food service manager may have an intrinsic conflict of interest. It's time for us to introduce this sort of background into our food and bar services."⁷

["Food Services Manager—In all the years since Ann-Margret began making food for us, we've had excellent chefs (Ann-Margret, Christine, Carina, Malin) but none have been trained in Food Service Management. I've learned that *a chef and a food service manager may have an intrinsic conflict of interest*. It's time for us to introduce this sort of background into our food and bar services. It will reduce the sort of frustration earlier Boards have had with trying to understand what our food services are costing us. *I plan to start searching at culinary schools in Sweden.* [Emphasis added.]"⁸

02-02-22

"Food Services Manager – I interviewed one person for this position. He may be helpful to us as a cook on a one-time only basis, but he didn't have the skills or the available time to be our Food Services Manager. I will widen my search and *reduce the qualifications*. [Emphasis added.]"⁹

3-02-22

"Food Services Manager—I widened the search by paying money to Zip Recruiter to get their assistance. To date (one week in) only three have applied, none are really qualified, and not one has responded to my inquiry to come in and meet us so we can determine if they are qualified."¹⁰

"Food Service Manager – We are having trouble finding the right person for this position."¹¹

⁷ Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club. January 5, 2022. https://docs.google.com/file/d/1X-hYpitdEja0nOqpc2J3TkQO6zWPBLYO/edit?usp=docslist_api&filetype=mword

⁸ Ibid.

⁹ Leander, Kristine. "Executive Director's Report SC Board Meeting Feb. 2, 2022." Swedish Club. February 2, 2022.

¹⁰ Leander, Kristine. "Executive Director's Report SC Board Meeting March 2, 2022". Swedish Club. March 2, 2022.

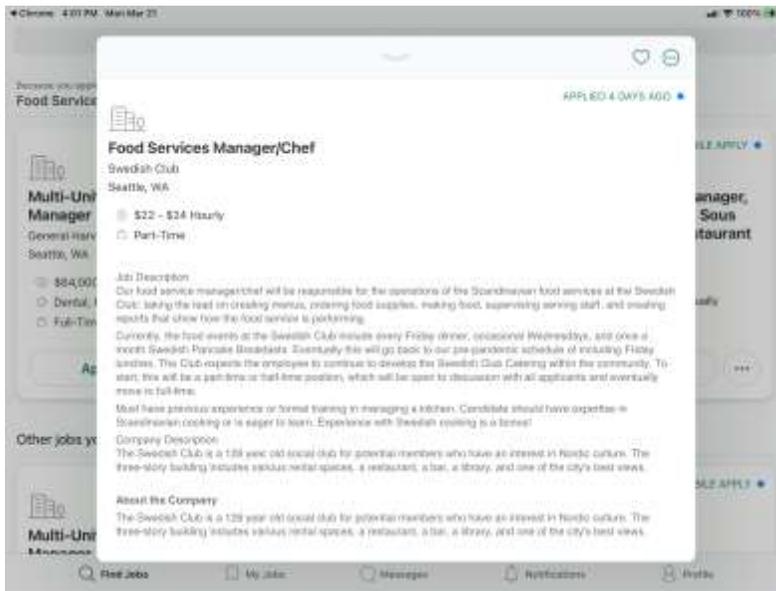
https://docs.google.com/file/d/1iaPeue34WpTml_5Kog3dk9_q1BjYO3Ri/edit?usp=docslist_api&filetype=mword

¹¹ Emerson, Mary. "Swedish Club Board Meeting Minutes March 2, 2022". Swedish Club. March 2, 2022.

https://docs.google.com/file/d/1LCp0ycSZjgvDhprEeid74tSMuNmtxr1K/edit?usp=docslist_api&filetype=mword

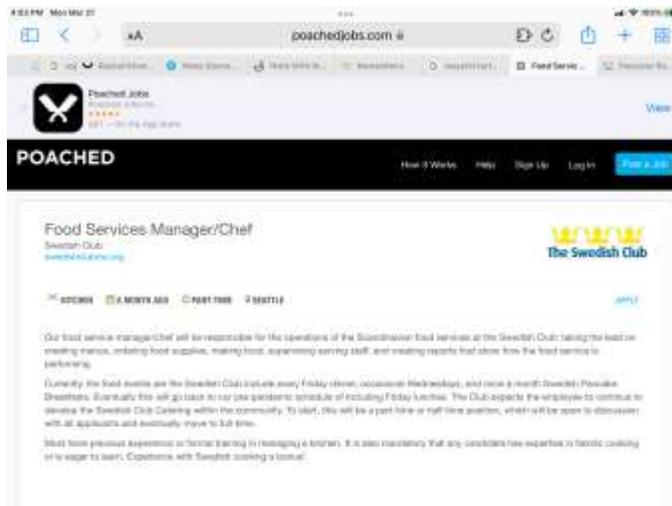
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ZipRecruiter Ad (written/approved by Kristine). 03-21-22:



3-21-22

Poached Ad (written/approved by Kristine) :



[03-21-22

On March 21, 2022 I met with Kristine Leander. It was then that she told me that she had received my application, but she was not going to process it. She said she would not interview me and she went on to say that she also had just hired someone, that the woman was going to cook her first dinner for the

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Club on Friday, April 1, 2022. I said to Kristine that I disagreed with her handling of the FSM job in my regard. She told me “you won’t cook,” referencing again hers and my disagreement in February where she had told me that the FSM job was really all about cooking, not managing; that to me included Kristine’s subtext, “won’t cook/can’t cook” that was her code for my disability; that was the basis for her pre-textual claim in February that I wouldn’t want to do the cooking because it was something I couldn’t do because of my disability – that I couldn’t stand and cook for extended periods of time.]

5-04-22

“New chef? – I’ve happily interviewed two chefs this week. I intend to re-interview each of them in the next two days with a couple of Club members in attendance. They are very different from each other but each one could be a good chef for us.”¹² Note: Jocelynn Lillis and Tom Pericone are the two chefs.

Kristine implies in her above statement that she had not hired either one of them, however that was untrue.

Context:

Jocelynn was hired by Kristine on or about April 28th; on May 5th Jocelynn stated to me that she had been hired and her first day of work at the Swedish Club was the following Monday, May 9th. Shortly after Jocelynn confirmed she had the food service manger job Kristine and I were in a meeting with Club member Pepe Enfield. Kristine claimed in that meeting that she had not hired anyone for the food service manger job; and then stated as an aside that she might hire two people. Tom Pericone however had also been hired, even earlier than Jocelynn. According to an email sent by Kristine to the members of the Food Committee, he had been hired on or about April 14th.¹³ That’s almost three weeks before Kristine is telling the board she has not made any hiring decisions.

Furthermore, this is another example of a hiring narrative tactic Kristine employs, her statement to the Board, “I intend to re-interview each of them in the next two days with a couple of Club members in attendance.”, she draws other people in and has them talk or meet these people that she has already decided to hire/has hired. She uses these other people to affirm her decision, not to inform her decision.

05-16-22

“Jocelyn has the title of Food Services Manager/Chef.” Kristine Leander¹⁴

05-20-22

¹² Leander, Kristine. “Executive Director’s Report SC Board Meeting April 6, 2022 [Typo]”. Swedish Club. March 2, https://docs.google.com/file/d/1AzU3fXh-UK1Bcs6AWNe0VMlgXi62pkTe/edit?usp=docslst_api&filetype=microsoftword

¹³ Leander, Kristine. “Food Committee Meetings?”. Gmail. April 14, 2022.

“We have hired a new person [Tom Pericone] to be the Swedish Pancake organizer and boss. He is a chef and works daytimes at a job he loves, so I don’t think we can lure him to do more. But meanwhile, from his background in restaurant cooking, he’s going to assist Anis in where to buy the pancake supplies.”

¹⁴ Leander, Kristine. “How's doing what making food at the Swedish Club!”. Gmail. May 16, 2022.

Swedish Club Newsletter FSM Ad (written by Kristine):

Job Notices
Food Service Manager/Chef. You'll be responsible for the operations of the Scandinavian food service at the Swedish Club: taking the lead on creating menus, ordering supplies, making food, supervising serving staff and reporting on food service performance.

Currently, our food events include weekly Friday dinners, a monthly Wednesday dinner and Sunday pancake breakfast, and occasional weekend events. Eventually we expect to resume our pre-pandemic Friday lunch service. The Food Service Manager/Chef will also work to develop a Swedish Club catering service within the community. This position will be part-time or half-time to begin, eventually moving to full-time.

07-06-22

“Jocelynn, has already quit. ...Tom, is pulling his weight by, for now...I intend to go over the resumes that came in when they were hired and see if there’s anyone I overlooked.”¹⁵

8-03-22

“Chef Candidates–We are advertising again on Indeed [see below]. We have had several good candidate’s resumes and I’m hopeful that we can get them in. Chef Tom has offered to be very helpful in training any new chef.”¹⁶ Note: The foregoing was written by Kristine the same day she has the interview with Christine Ross for the Food Service Manager job – as per Ross, “8/3 I was interviewed with Kristine and Anais [sic].”¹⁷

Indeed Job Listing for Swedish Club FSM position July 27, 2022 (excerpt):¹⁸

Cook:

- o Kitchen experience and ‘from scratch’ cooking, and food preparation [sic] for large groups.
- o Physical strength to lift heavy pots and stand for periods of time.
- o Read and speak English (Swedish would be a plus!), be able to follow recipes and presentation criteria.
- o Clean and maintain station, equipment, and kitchen per sanitation and food production codes.

¹⁵ Leander, Kristine. “Executive Director’s Report SC Board Meeting July 6, 2022”. Swedish Club. July 6, 2022. https://docs.google.com/file/d/1SQ5bIRHbM85BPGoVOMrfGLbRziTBsMDr/edit?usp=doclist_api&filetype=msword

¹⁶ Leander, Kristine. “Executive Director’s Report SC Board Meeting August 3, 2022”. Swedish Club. August 3, 2022. https://docs.google.com/file/d/1R_yDjN_TVkGn7LgINbPdfAbXffxw235/edit?usp=doclist_api&filetype=msword

¹⁷ Ross, Christine. Text messages to Elizabeth Campbell. iMessage. Sat, Oct 1, 8:01 PM.

¹⁸ Screenshot excerpt from July 27, 2022.

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- o Current and valid food handler's permit, understanding food safety, health codes and rules.

Chef: All of the above, plus:

- o Ability to create menus and work with event planners.
- o Order and pickup kitchen and food supplies (valid driver's license).
- o Prepare cost analysis reports.
- o Supervise serving and kitchen staff, communicate in a positive and supportive manner.

Food Services Manager: All of the above, plus:

- o Hire and fire staff, supervise staff, create schedules, and listen and resolve issues.
- o Market catering opportunities, think creatively, quote, book and plan events.
- o Manage kitchen.

8-07-22

"Two hours later I got a phone call from Kristine telling me I had the job...the position of Chef/Food Service Manager."¹⁹

In all the above statements by Kristine and her statements over this year on the subject, it cannot be that Kristine thought for a moment that the FSM position was a heavy on cooking type of job.

Despite Kristine's clear understanding vis-à-vis her statements in person, in her FSM wanted ads, to the board at board meetings, and in her Executive Director reports to the board, whenever the consideration of the FSM job came up in relation to me. Kristine turned it into a *cooking job* as part of the spin she was using to block my access to the job. "Cooking" in this instance translated into, I have a disability and therefore I can't do the job, cannot have the job.

On or about mid-February 2022 Kristine and I were in her office talking about the FSM job. She told me that it was really a cooking job. I disagreed with her, I said that was not how she had been representing the duties of the food service manager job – that it was about managing the food service department, as in being an administrator. Note – I do have a 2011 Masters in Public Administration, over 15 or more years in the food and nutrition business, as well have been a successful administrator and problem solver for complex and troubled business situations – like what the Swedish Club is going through with its foodservice department.

Kristine did not respond on point to me then, and instead went back to her narrative/spin that the FSM job entailed a lot of cooking and made the statement that I didn't want to cook; the subtext as always – my disability prevented me from being able to handle the cooking.

I objected then and still do, about her insistence on characterizing the situation that way – that I was quite capable of cooking, and moreover had already proved that vis-à-vis the by-definition chef job, cooking I had already done for the Swedish Club since the spring of 2021. I quibbled with her again, that it was unfair of her to keep alluding to my disability. Her pigeonholing and characterization of me as disabled and incapable is something I have haggled with Kristine about since she first brought it up in August of 2021!

¹⁹ Ross, Christine. Text message to Elizabeth Campbell. iMessage. Sat, Oct 4, 8:01 PM

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Thereafter, on March 21st, in a meeting in her office after I applied for the FSM job, and on March 28th at a foodservice committee attended by myself, Judith Dern, and Lori Ann Reinhall, Kristine continued to claim when I was around that the FSM was really a cooking job. She claimed that the FSM job involved almost exclusively cooking duties, long periods of standing, with the subtext/context again being that doing the job would mean that I would be subjected to “standing” and doing physical activities for “long periods of time”, i.e. things she believed I could not do because of my disability. I took exception to her statements about her cook/disability narrative in my regard at each of those meetings.

Therefore, the underlying premise I believe for Kristine’s August 1st statements in the email was the same as it had been in February and March. It was Kristine making another effort to, she thought, make the job unsuitable for and unappealing to me, and by extension screen me out of it; her express goal being to either thwart or discourage me from pursuing my July 27th FSM application.

Her August 1st commentary was the manifestation of Kristine staying with her strategy for screening me out, denying me either a promotion to or outright hiring of me for the Food Service Manager job.²⁰

²⁰ On March 21, 2022 I met with Kristine Leander. It was then that she told me that she had received my application, but she was not going to process it. She said she would not interview me and she went on to say that she also had just hired someone, that the woman was going to cook her first dinner for the Club on Friday, April 1, 2022. I said to Kristine that I disagreed with her handling of the FSM job in my regard. She told me “you won’t cook,” referencing again hers and my disagreement in February where she had told me that the FSM job was really all about cooking, not managing; that to me included Kristine’s subtext, “won’t cook/can’t cook” that was her code for my disability; that was the basis for her pre-textual claim in February that I wouldn’t want to do the cooking because it was something I couldn’t do because of my disability – that I couldn’t stand and cook for extended periods of time.