

Subject: Fwd: My Termination
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Date: 03/27/2023, 14:06
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User-Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64; rv:102.0) Gecko/20100101 Thunderbird/102.9.0
References: <CA+1t3srp7JNfoiaqbrmgur8Oxn7Bk_i090UMZ-8+4eYf+3_OEQ@mail.gmail.com> Content-Language: en-GB, en-US
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X-Forwarded-Message-Id: <CA+1t3srp7JNfoiaqbrmgur8Oxn7Bk_i090UMZ-8+4eYf+3_OEQ@mail.gmail.com>

Hi Dani,

It's unfortunate that I am being terminated. However, I would like to say my final words about this matter.

The Grievance that Tony had is unfounded, and this can be grounds for wrongful termination. He claims that I didn't update him on a task accurately and this led him to believe that the tasks in the project were going to make it on time, but I did include in the update that things are not working. That is misleading. While I did tell him that it was working because when I tested it, it was working in a different environment but there are inner workings in the backend that I wouldn't be able to see (because it's not my role to determine that), therefore I cannot give him an update that "it didn't work" because it did.

There were also instances that I showed him that there was a problem, and he gave me this answer [paraphrasing] "Oh that's okay, you know, at least even if we're having those errors, we know that states (development term) are now functional, we can fix that later)." He didn't see any reason for this as a failure

(leading me to believe that I too, don't have to worry about anything).

Now, he wants my head rolling for that because he couldn't deliver features for the project with deadlines that he had self-imposed (the customer didn't have a deadline).

Additionally, I contest that the failure of delivery was not caused by me. Even if I was the full stack developer that he wanted (a position that I did not apply for at M Corp), those features will never be delivered on time because he [“gold-plated”/feature creep \(a common pitfall in project management\)](#) features that would not make it in time, at least on the self-imposed deadline he created.

He (Tony Henderson) had a talk with our client, Michael Powell over lunch, and he promised features that are complex in nature.

I am an expert in Agile Methodology. In Project Management, the Project Manager (Shane Harris, Joy Lamidi, and Stephanie Reali) decides what features are put in development, but he didn't run this through the project managers for an effort-level estimation to determine whether this feature can make it on his self-imposed deadline. He just proceeded to development.

Let me go back to the actual Job that I'm supposed to be doing.

In January, when we were introducing the whole team to each other, I mentioned that [paraphrasing] “I am a UX Designer, not a developer” and that my involvement with development happened because none of them has the most experience in stylesheet (SCSS) modification when we were still a few developers in the role.

Early in February, he was already made aware (and you, and Stephanie), that I'm supposed to be a [UX Designer](#) and not a Full Stack Developer.

The complication that needed to be fixed can be solved by a Full Stack Developer with an experience in Angular Development at least 3 years. He expected that from me, someone who is not a Full Stack Developer, and with an experience in Angular development for 11-12 Months.

Stephanie already assigned me to CAIRHub projects (which I am doing very well as the UX Designer/ UI Developer/ UX Researcher), but he insisted that I work on his projects.

When I first got into M Corp, Arman asked me to think of how we're designing CAIRHub, and I did it without failing, without issues.

I worked under Steve Yerkes (his role is the current role of Tony) and he didn't have a problem with my skills. (In fact, he called me "CSS King")

I worked under Sathya and he also never had a problem with me.

That's because these people understood what I was supposed to be doing.

Why did he (Tony) continue to utilize me for Full Stack development when he is aware (I hope) that I am not a full-stack developer? This can be a case of "Setting Up to Fail" someone, and if this continues, this can lead M Corp into trouble, even legal ones.

Yes, there are serious problems with how the projects are going, but I think the company is chopping off the wrong person. A person who: doesn't know how a project should be run, and what people are supposed to be doing. A person who acts as the Project Manager, the "Designer" (oh yes, he ignores my design, and his designs have major issues. I have it on my "List of things I'm waiting to explode"), and the lead developer for projects.

Thank you for listening, and goodbye.

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Vernard Mercader

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