

# The Personnel File

*A Selected Log of Grievances Filed by the Senior Cataloguer, with Responses*

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MAINTAINED BY THE DIRECTOR OF EDITORIAL OPERATIONS · UPDATED WHEN WARRANTED ·  
FILED PERMANENTLY

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The Senior Cataloguer files grievances. The Director of Editorial Operations responds. The following is a selected log, maintained for editorial transparency. Earlier grievances are filed in the green cabinet, third drawer.

**Re: The Submission Portal, New, Mandatory Authentication Via Google.**

The undersigned has observed that the recently mandated submission portal requires all editorial staff to authenticate their identity through a Google account before accessing materials that were, until Thursday, accessible via a bookmark. The undersigned does not possess a Google account, has no intention of possessing one, and notes that the Style Guide, Section 4, paragraph 2, specifies that third-party credential systems shall not be required for core cataloguing functions. The undersigned further observes that the IT helpdesk's suggested remedy, which was to "just make a quick Gmail," is not a remedy but an imposition, and has been documented accordingly.

*The Senior Cataloguer*

Hi Bart! Thank you for flagging this, and we really appreciate you taking the time to share your experience with the new portal rollout. We want to make sure everyone feels supported through this transition, so I'm going to parking-lot the Style Guide citation for now and add the authentication question to our Q3 systems alignment review, where we can give it the full conversation it deserves. In the meantime, IT has noted your ticket and I'm told a single-sign-on workaround is being scoped for early Q4. Let me know if you need anything else!

C.

STATUS: SCOPED FOR Q4

**Re: The Motion-Sensor Light, Editorial Office, Persistent Deficiency Of.**

The undersigned has observed, on fourteen separate occasions since the March retrofit, that the overhead motion-sensor light in the editorial office extinguishes itself after approximately four minutes of the undersigned's seated, stationary reading, a posture the sensor apparently classifies as absence. The undersigned wishes to register that sustained, concentrated reading is, in fact, work, and that work performed without adequate illumination constitutes a documented occupational hazard. The undersigned further notes that waving one arm at the ceiling every four minutes is not a practice endorsed by the Style Guide, nor by any standard of professional decorum the undersigned is willing to accept. Facilities was notified in April and responded with a link to a wellness article about natural light.

*The Senior Cataloguer*

Hi Bart! Thank you so much for flagging this, and we really appreciate your patience as Facilities works through a pretty full queue right now. I want to make sure we get this resolved in a way that works for everyone, so I am going to parking-lot this alongside the broader sensor-calibration conversation we have been meaning to have as a building. In the meantime, I will reach out to Facilities to see if a sensitivity adjustment is something we can explore as part of our Q4 infrastructure review. Let me know if you need anything else!

C.

STATUS: PARKED PENDING Q4 INFRASTRUCTURE REVIEW

**Re: The Tenure-Anniversary Notification.**

The undersigned received, on the morning of 28 May, an automated electronic communication bearing the subject line "We are SO glad you are here!" and containing a graphic of a confetti cannon. The undersigned has been here since 2007 and requires no institutional confirmation of this fact, least of all from a platform called Bonusly. The message invited the undersigned to "share a memory" in a designated text field, which the undersigned has declined to do; nineteen years of service constitute a record, not a memoir prompt. The undersigned requests that his profile be removed from whatever employee-recognition integration has been licensed without consultation.

*The Senior Cataloguer*

Hi Bart! We love that Bonusly flagged this milestone, and we want you to know the whole team echoes that sentiment sincerely. I'll parking-lot the profile-removal request for our Q3 systems review, as opt-out settings touch a few cross-functional stakeholders we'll want to align with first. In the meantime, you are absolutely not required to share a memory, though the field does support up to 500 characters if you change your mind! Let me know if you need anything else!

C.

The notification, as received

THE NOTIFICATION, AS RECEIVED

STATUS: CELEBRATED PENDING REVIEW

**Re: The Methodology Memo, Continued Misapplication Of.**

The undersigned has, in the course of reviewing recent submissions, observed three (3) instances in which the catalogue's methodology memo of 1999 was cited in support of a position the memo expressly does not endorse. The memo, in Section IV, addresses the operational definition of girth-by-volume; it does not, and never has, ratified girth-by-merelargeness, which is a separate and inferior framing. The undersigned has filed prior objections on this matter under Grievance No. 22 and again under Grievance No. 38, both of which remain open. The undersigned requests that the records desk be reminded, in writing, of the distinction.

*The Senior Cataloguer*

Hi Bart! Thanks for flagging this, I can see how this would be frustrating. I've added "Methodology Memo refresher" to our Q3 cross-functional sync agenda where we can discuss alignment around its operational scope. In the meantime, would it be helpful to circulate a one-pager? I can loop in Eli to draft something punchy.

C.

Methodology Memo, 1999, annotated

METHODOLOGY MEMO, 1999, ANNOTATED

Methodology Memo, 1999, annotated

METHODOLOGY MEMO, 1999, ANNOTATED

STATUS: SYNC-PENDING

**Re: The HVAC System, Floor 3, North Wing.**

The undersigned reports, for the seventh occasion since February, an audible mechanical irregularity emanating from the duct above the Style Guide cabinet. The irregularity occurs at intervals of approximately eleven minutes, lasts between four and seven seconds, and resembles, to the best of the undersigned's ability to describe, "a small dog clearing its throat behind a wall." The undersigned has reported the matter to Facilities by interoffice envelope on each occasion. The undersigned has received no reply. The undersigned has begun timing the intervals on a wristwatch and filing the data. Three weeks of data are now on file.

*The Senior Cataloguer*

Hi Bart! Thanks for documenting this so thoroughly, your attention to detail is so valuable here. I've parking-lotted the HVAC ticket with Facilities for now; they have a busy summer queue but I'll champion it as bandwidth allows. The interval data is super interesting, would you be open to sharing it with the Q3 ops review? It could be a great input!

C.

STATUS: DOCUMENTED, Q3 BANDWIDTH-PENDING

**Re: The Junior Cataloguer's Footnotes.**

The undersigned has, with patience, permitted the Junior Cataloguer's enthusiasm for Latin etymology to occupy a column on the back page. The undersigned now reports that the footnotes in the column have begun, in three (3) consecutive issues, to exceed the body text in length. In one (1) case, footnote 14 contained its own footnote 14a. The undersigned does not object to scholarship, having pursued some of his own; the undersigned does object to footnotes that have descendants. The undersigned requests that the column's word count include footnote text going forward. The matter is filed for the record. The Junior Cataloguer is otherwise to be left in peace.

*The Senior Cataloguer*

The Junior Cataloguer's footnotes, in progress

THE JUNIOR CATALOGUER'S FOOTNOTES, IN PROGRESS

The Junior Cataloguer's footnotes, in progress

THE JUNIOR CATALOGUER'S FOOTNOTES, IN PROGRESS

STATUS: FILED FOR THE RECORD

**Re: The Office Plant, Reclassification Of.**

The undersigned has been informed, by a memorandum left on his desk and signed only with an initial, that the ficus in the lobby has been "rebranded" as the catalogue's "office mascot." The undersigned objects to this on three grounds. First, a houseplant is not, by any defensible reading, a Subject (see Style Guide, Section II.1). Second, the catalogue has no mascot, has never had a mascot, and the editorial position on mascots, last expressed in 2001, was unambiguous. Third, the ficus is not even thiccc. The undersigned requests that the memorandum be retracted and the ficus returned to its previous status as a plant.

*The Senior Cataloguer*

Hi Bart! I hear you, and I appreciate you flagging this. The mascot framing came out of our Q1 brand-personality workshop and was meant to be a fun internal-only initiative, but I can see how it landed differently. I'll loop back to the workshop output to see if there's a path forward that honors both your input and the broader team's enthusiasm. The ficus can stay where it is for now!

C.

The ficus, rebranded

THE FICUS, REBRANDED

The ficus, rebranded

THE FICUS, REBRANDED

STATUS: LOOPING BACK

**Sanjivonew Whitmore, Senior Cataloguer, mid**

**USA**

THE SENIOR CATALOGUER, MID-REFUSAL

**Re: The Motion-Sensor Lights.**

The overhead lights in the editorial office have been installed with a motion sensor. The motion sensor does not register the act of reading. The undersigned has, on three occasions this month, been required to wave at the ceiling to restore illumination. The undersigned recommends a switch.

*The Senior Cataloguer*

Hi Bart! I'm so sorry to hear you've been having trouble with the lights! The motion sensors are part of our broader sustainability initiative which we're really excited about. In the meantime, please feel free to use the floor lamp by the window. Let me know if you need anything else!

C.

The corridor at dusk; the fixture, intermittent

THE CORRIDOR AT DUSK; THE FIXTURE, INTERMITTENT

The corridor at dusk; the fixture, intermittent

THE CORRIDOR AT DUSK; THE FIXTURE, INTERMITTENT

STATUS: ACKNOWLEDGED · TABLED

**Re: The State of the Coffee Machine.**

The coffee machine has been inoperative since March. The undersigned has filed three prior objections (Nos. 31, 38, 44) regarding the same. The undersigned does not require coffee but maintains that a publication that cannot brew coffee cannot reasonably claim to be in continuous operation. Recommend replacement.

*The Senior Cataloguer*

Hi Bart! Thanks so much for raising this concern again. I have routed this to Facilities for the third time and added it to our Q3 Operations Review parking lot. In the meantime, the tap water on the second floor remains potable. Could you complete a Workplace Concern Form so we can route this to the appropriate team? Let me know if you need anything else!

C.

The cart, last seen February

THE CART, LAST SEEN FEBRUARY

STATUS: ACKNOWLEDGED · WILL DISCUSS AT OUR NEXT 1:1

**Re: The Junior Cataloguer's Saturn V Submission.**

The undersigned has now received the Saturn V brief from the Junior Cataloguer for the seventeenth time. Each refiling has added approximately forty pages of new citations. The undersigned proposes that the Junior Cataloguer be asked to consider other subjects. The Senior Cataloguer has filed his own objection (No. 34) and considers the matter closed.

*The Senior Cataloguer*

Hi Bart! I hear you, and I want to acknowledge how much your editorial mentorship means to Teddy's development here. Could we put this on the agenda for our next 1:1 to align on a path forward? I think there's a real opportunity to channel Teddy's enthusiasm productively. Let me know if you need anything else!

*Constance*

The Junior Cataloguer's submission folder

THE JUNIOR CATALOGUER'S SUBMISSION FOLDER

STATUS: PARKING LOT · TO DISCUSS

**Re: External Submission Volume.**

The undersigned reiterates the position taken in the Submissions Freeze Proposal of 2014. The intake volume has not decreased. The proportion of eligible submissions has. The undersigned recommends, at minimum, that the form be moved to a separate URL with no link from the main page.

*The Senior Cataloguer*

Hi Bart! Such valuable feedback. I want to make sure we are honoring the readership's voice, which feels like an important value of the publication. I have added 'review submission funnel' to our Q3 Operations Review. Let me know if you need anything else!

*Constance*

The mailroom, mid-week

THE MAILROOM, MID-WEEK

STATUS: PARKING LOT

**Re: The Coffee Machine.**

Refiling. The machine remains inoperative. Two months have passed since the last response.

*The Senior Cataloguer*

Hi Bart! Great timing. I am pleased to share that I have routed this to Facilities, who I am told are aware. Closing this ticket. Let me know if you need anything else!

*Constance Pribyl*

The Bunn VP17-1, again

THE BUNN VP17-1, AGAIN

STATUS: CLOSED · ROUTED TO FACILITIES

**Re: A Slack Workspace.**

The undersigned has been informed, by a third party, that the publication now maintains a Slack workspace. The undersigned was not consulted in the matter. The undersigned has not joined the workspace and does not propose to. The undersigned notes that the publication's primary means of internal communication, the memorandum, has functioned without interruption since 1974 and requires no software.

*The Senior Cataloguer*

Hi Bart! I love that you're thinking about how we communicate as a team. The Slack workspace is something I set up to help us collaborate more asynchronously, which I think aligns nicely with the way you prefer to work. I'll send you an invite. If you have any questions about getting started, our intern Maddie put together a great onboarding deck. Let me know if you need anything else!

*Constance Pribyl*

The workspace, populated

THE WORKSPACE, POPULATED

STATUS: ONBOARDING DECK FORWARDED · BART HAS NOT OPENED IT

**Re: The Tone of the Submissions Form Confirmation Email.**

The current confirmation email reads: 'Thanks so much for your submission! We can't wait to see what you've sent us!' This is not the voice of the publication. The undersigned recommends, at minimum, removing the exclamation points.

*The Senior Cataloguer*

Hi Bart! Such a thoughtful catch! I love that we are stewarding the brand voice carefully. Let me loop in our friends at Operations and we can circle back at our 1:1. Let me know if you need anything else!

*Constance Pribyl*

The form's confirmation email, in tone

THE FORM'S CONFIRMATION EMAIL, IN TONE

STATUS: ACKNOWLEDGED · WILL DISCUSS

**Re: The Office Plant.**

A potted ficus has been placed on the file cabinet adjacent to the undersigned's desk. The undersigned did not consent to its placement, was not consulted, and observes that the cabinet contains active editorial files which the plant's watering schedule places at unnecessary risk. Recommend removal.

*The Senior Cataloguer*

Hi Bart! I am thrilled you noticed the new addition to our space! The ficus is part of an ongoing wellness initiative I wanted to surprise the team with. I will keep an eye on the watering. Let me know if you need anything else!

*Constance Pribyl, Director of Editorial Operations*

The plant in question, water-pending

THE PLANT IN QUESTION, WATER-PENDING

STATUS: ACKNOWLEDGED

**Re: A Team-Building Lunch.**

The undersigned has received a calendar invitation, marked 'optional,' for a team-building lunch on the fourteenth. The undersigned is opposed in principle. The undersigned does not require lunch and does not build teams. The undersigned proposes that the budget be redirected to the rebinding of the 1986 archive volumes, which are showing wear.

*The Senior Cataloguer*

Hi Bart! Thank you so much for your thoughtful input on this! The team-building lunch is meant to be a low-key opportunity for everyone to connect outside of our day-to-day work. I completely understand that this isn't for everyone and want to respect your time. The 1986 rebinding is on my list to discuss with Bertram when he is next reachable by post. Let me know if you need anything else!

*Constance Pribyl, Director of Editorial Operations*

Conference room, post-event

CONFERENCE ROOM, POST-EVENT

STATUS: OPTIONAL INVITATION · BART DID NOT ATTEND

**Re: A Memo Bearing the Publication's Letterhead.**

The undersigned has observed that a memo bearing the publication's letterhead, dated 12 August, refers to a 'team huddle.' The publication does not huddle. The publication files, reviews, and publishes. The undersigned requests that the term be retired.

*The Senior Cataloguer*

Hi Bart! I love that you are thinking about our internal communication style! I am going to keep the language for now as I have found 'team huddle' creates a sense of belonging that resonates with our newer hires. Open to revisiting at our 1:1. Let me know if you need anything else!

*Constance Pribyl, Director of Editorial Operations*

The Bunn VP17-1 on the credenza, since 2018

THE BUNN VP17-1 ON THE CREDENZA, SINCE 2018

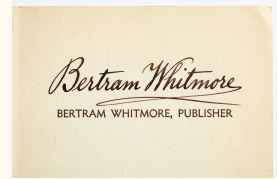
The Bunn VP17-1 on the credenza, since 2018

THE BUNN VP17-1 ON THE CREDENZA, SINCE 2018

STATUS: ACKNOWLEDGED · LANGUAGE RETAINED

EARLIER GRIEVANCES (NOS. 1 THROUGH 13) ARE FILED IN THE GREEN CABINET, THIRD DRAWER ·  
AVAILABLE BY APPOINTMENT

FILED AND WITNESSED



**Bertram Whitmore**  
FOUNDER & PUBLISHER, THICCCTIONARY

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