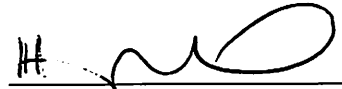


AFFIDAVIT
M.G.L. c. 265 §43A

RE: Harassment

I, Holly Marchand, also known as Holly Katherine Marchand, hereby state that:

1. I began working for the Town of Berkley on April 24, 2023 as the Administrative Assistant to the Town Administrator and Board of Selectmen and I was then promoted and named Assistant Town Administrator in September 2023;
2. As Assistant Town Administrator, my duties included grievances as a Human Resources Officer for appointed officials, only;
3. In my position I have four (4) superiors: (i) the Town Administrator, Matthew Chabot; (ii) Tabitha McCrohan, Chairwoman of the Board of Selectmen; (iii) Joe Freitas, Clerk of the Board of Selectmen; and (iv) Wendy F. Cochrane, Member of the Board of Selectmen.
4. Since January 2024, I have been harassed by Wendy F. Cochrane on several occasions and have suffered heightened anxiety and considerable emotional distress, all of which is described on my attached Report;
5. In the recent months, I have noticed that I am making nominal errors in my day-to-day work tasks because of the constant distraction and added stress as a direct result of Ms. Cochrane's continued behavior; and
6. I have also suffered insurmountable mental anguish and have experienced minor physical health issues as a direct result of Ms. Cochrane's constant beratement, verbal harassment and blatant bullying. My anxiety does not "shut off" when I go home for the day and my entire life and well-being have been affected by the next to non-stop intimidation and harassment from Ms. Cochrane. I live in fear that I will be punished or even fired if I do not agree with her and comply with any and everything she requests of me. Her intimidation and harassment is truly unbearable at this juncture and I fear it will never get better without action.
7. I implore the Court to review Ms. Cochrane's continuous behavior of bullying, harassment and intimidation. Her abuse of power in her position as an elected official is despicable and creates an extreme hostile working environment that is becoming nearly unbearable.



Holly Marchand
a/k/a
Holly Katherine Marchand

April 11, 2024

**AFFIDAVIT
REPORT
Occasions of Harassment**

1. On or about 1/3/24 prior to a Board of Selectmen Meeting Ms. Cochrane told me, in the presence of the Heather Almy, Donna Leary and Kerrie Ann Auclair that she was going to “light Matt up” at the meeting. Matt [Chabot] is the new Town Administrator, having started in August of 2023 and Ms. Cochrane does not like Matt for reasons only known to her. During the meeting, Ms. Cochrane made comments that it was the “worst Board she’s ever been on” and continued throughout the meeting to make passive aggressive comments and false statements. I was so uncomfortable in the meeting I do not recall her exact comments, but they were unfounded and simple shots at Tabitha [McCrohan] and Matt. She has never directly noted to me that she does not like Tabitha, but has always had negative comments and criticism of how Ms. McCrohan lives her personal life and also how she chooses to work as a Board of Selectmen member. I felt completely uncomfortable having to be present at that meeting as Ms. Cochrane was attacking several of my superiors. I was shaking and very concerned for my safety. I was in fear that the situation would escalate and there would be no way to stop Ms. Cochrane from continuing to berate her fellow Board of Selectmen members and the Town Administrator. I also feared that she would ask me to speak up and defend her and her opinions. Ms. Cochrane is very manipulative with her conversations with me and given that she is one of my direct bosses, I always feel in fear of losing my job if I do not agree with her. Though the comments were not directed at me at this meeting the situation was very tense and very personal. Her comments and accusations were unfounded and the Chair at the time, Joe Freitas, did not do anything to try to bring the meeting back to order other than to bang his fists loudly, which further frightened me. I was in fear that although she noted this was about Matt, I would be next.
2. On or about 1/4/24 Ms. Cochrane inundated my phone with texts about Ms. McCrohan and the happenings of the prior night’s meeting well past my working hours to no relent. I again felt very anxious during the text exchange because Ms. Cochrane is very intimidating and don’t feel comfortable disagreeing with her. Ms. Cochrane has been known to lie and manipulate situations to her benefit. I was in fear that my disagreeing with her could lead to more bullying and harassment during my work days and could even lead to my termination. I didn’t feel comfortable giving her any opinion of mine in which she could exploit. Additionally, Ms. Cochrane was pushing me to give an opinion about my superior, which I was not comfortable doing, especially in a situation that is outside of working hours and via text on my personal cell phone. Ms. Cochrane has lied to me on many occasions about Tabitha’s intentions and things that she has said about me, simply because we are friends and she doesn’t like that. She has told me that Tabitha and Jen (a possible incoming Board member) will fire me almost instantly if she gets on the Board, but never explained why that would be. That has kept in constant fear of losing my job, no matter what I do.

3. On or about 2/14/24 Ms. Cochrane was visibly upset and yelled at Mr. Chabot and myself in the hallway about an email sent that she was unhappy with. I have asked her to respect my personal space previously, but she continues to ignore boundaries. Ms. Cochrane was so visibly mad that her eyes were bulging out of her head, there was spit in the corner of her mouth and she was so close I could feel her breath on my face. She was seemingly so out of control I was in fear that she may have actually struck me if I spoke out. I was in fear of my safety. I felt utterly humiliated as the hallway is a public space where all my co-workers as well as the public can both hear and see what is happening. I was very afraid that because the email was sent that she was going to try to find a way to punish everyone involved, including myself. As her subordinate, she holds all the control over my job and as a result, my livelihood. She then stormed out of the building and later in the day called me threatening to kill herself, all as further detailed in the transcript sent to our Town Counsel attached hereto as Attachment A. I am not a mental health professional and was rendered to a state of complete panic. I am not equipped to handle such situations and should never have been put in the position, however this is another attempt to isolate me and manipulate my emotions to her benefit. It was very clear after this days' events that Ms. Cochrane is not mentally stable and I began to fear for more than just my job; having someone not only as a supervisor but simply in the building day to day that is not mentally well is a scary reality, one which has rendered me unable to come to work on several occasions because I was simply too afraid. I remain concerned with Ms. Cochrane's behavior and fear that her actions could become violent at any time. I did not believe that Ms. Cochrane should be permitted back in the building until a solution was provided for everyone's safety as noted on Attachment A-1.
4. On or about 2/28/24 Ms. Cochrane approached my desk and verbally attacked me fishing for information about an email sent to her by Ms. Tabitha McCrohan, which I was not on. Ms. Cochrane said to me "who is she talking about that I am intimidating, WHO WHO WHO" at which point I told her I was not sure who the email was in reference to, but that I personally was uncomfortable and at times felt intimidated by Ms. Cochrane. Ms. Cochrane was standing over my desk, again very clearly upset. Her eyes were again bulging out of her head and she was leaning right over my head. I was again in fear for my safety, I did not know what she would do next. My stomach was in complete knots and my heart was racing; I was paralyzed with fear sitting at my desk. I was certain that if I responded in any way that it would lead to something else that could threaten my job or my physical safety. Ms. Cochrane has an undertone of intimidation nearly every time she speaks to me.
5. There have been innumerable occasions in which Ms. Cochrane will waive my down from the hallway to pull me aside and speak to me with no one around. She has isolated me in the break room, conference room, etc. wherein she asks me to talk to her privately and I feel uncomfortable and unable to decline as she is my superior. I do not believe that if I rejected her requests that she would understand and let the situation go. When Ms. Cochrane doesn't get the result she wants, she utilizes other people, in specific Joe Freitas, to reiterate whatever her will is and I have experienced this first hand. I live in a near constant fear that I am going to lose my job because I am not complying with unmitigated requests from Ms. Cochrane or as an extension, Joe Freitas.

6. On several occasions Ms. Cochrane has approached me and told me countless stories about Ms. McCrohan and how she lives her life, and that my job is not safe with Tabitha [McCrohan] involved. She has directly asked me “why I’m friends with her” and that behind my back Tabitha is speaking poorly of me. I have continually told Ms. Cochrane that my friendships are my business and I don’t believe everything I’m told, nor is my work impacted by this friendship, but she continues to harass and intimidate me with these comments. The manner in which Ms. Cochrane speaks to me and corners me is frightening. Her aggressive demeanor scares me. I am in near constant fear of losing my job and that my personal safety is in jeopardy. This fear is almost daily and I am becoming increasingly more concerned for my safety because she continues to discuss that she was sectioned and it worries me that she shares this information with so many people. I feel she is mentally unhinged and is continuing to get increasingly more volatile and aggressive. I do not feel safe to have friendships that she does not approve because she constantly verbally attacks and harasses me about same. She continues to threaten my job if certain people are elected into positions and confronts me about having an outside relationship with Tabitha McCrohan. I feel extremely uncomfortable that I cannot decide my own friendships and feel afraid that because Ms. Cochrane is not happy that I am close with Ms. McCrohan she will find a way to terminate me in addition to spreading lies about me to Ms. McCrohan and others to tarnish my reputation and destroy the trust I have worked to earn. I leave these conversations nauseous and shaken because of how uncomfortable and inappropriate the subject matter was. I also always leave a conversation with Ms. Cochrane worrying that she will twist my words, share her version with Joe [Freitas], which could result in a vote to fire me.
7. Ms. Cochrane has called and texted me on several occasions saying that Joe [Freitas] drove by the Town Hall and saw my car, insinuating that it was an issue that I was at work, specifically when Tabitha was also in the building after hours. I am always left uncomfortable and unable to respond because though I do not know what I have done wrong, she makes it clear that it is wrong and that Joe’s upset. Considering Joe [Freitas] is also one of my superiors, I fear that he is truly mad at me and I become even more anxious because I worry he will think I am a huge issue and that I need to be fired. I feel as though the constant “eyes” on me are borderline stalking. I do not feel safe being in the building alone anymore because it is very apparent that she will drive by and I do not know what action she would take. It seems that is she following my every move and would even follow it up with a text confronting me. Since her suicide attempt, I have blocked her cell phone and blocked her from social media in an attempt to preserve my mental and physical safety. She has clear mental health issues and has threatened self-harm and discussed it on several occasions both with me and many others in the Town Hall. I consider Ms. Cochrane unhinged and I do not know that there is any boundary she would not cross.
8. Ms. Cochrane is hyper paranoid and inundates Town Hall with public records requests, including a request specifically searching for “opinions from any department heads or employees regarding the Town Admin & Assist Town Admin to include recap of verbal questions and conversations”. Personal opinions should not constitute public record and

her abuse of incessant requests are a clear abuse of the law as noted in M.G.L. c. 66 §10(c)(vi). In addition to ongoing public record requests, I am constantly inundated with email requests from Ms. Cochrane. I feel like Ms. Cochrane is always on the attack, whether it's directly attacking me, or someone else in the building, she is always after someone and it makes me feel on edge and nervous every day. I am always having to try to switch my focus to my work and shut down the constant anxiety because of not knowing what she is doing and saying and how she will attack next, especially knowing that she is not mentally stable, there is no knowing how to prepare for her behavior. I feel extremely intimidated that she is using her power and attempting to use Town resources to find out information about me that she could use to have me fired.

As a result of fulfilling a public records request, my attention was brought to an email Ms. Cochrane sent Mr. Freitas about my position, job duties and rate of pay, ultimately questioning all of same. Ms. Cochrane was not only given my proposed change of responsibilities and negotiable pay rate request, she was in the meeting at which I was promoted and voted positively for my promotion and pay raise. Her questioning my abilities and alleging that Ms. McCrohan and Mr. Chabot were secretly increasing my pay without the knowledge of the Board is completely inappropriate and slanderous. She continues to defame me and others nearly daily, examples of which are listed below. I take great pride in my work and I commit to giving my best effort at all times and seeing these allegations being sent to Joe [Freitas] made me extremely fearful that he believed that I am not doing my job well and further, that I am crazy. I do not know how to defend myself when I do not know I am under scrutiny.

- She has on several occasions told all of my superiors, Mr. Chabot, Mr. Freitas and Ms. McCrohan in private meetings that "I am crazy and questioned if I am mentally stable". This is a flagrant attempt to lessen the trust in me and put me in a vulnerable position in my workplace. After reading all of this, I was rendered to tears. I need the support and trust of my supervisors, and all co-workers, to accurately and efficiently do my job. Ms. Cochrane is trying to lessen the amount of faith others have in me and my work in an attempt to isolate me and make me fear losing my job even more.
- She continually attempts to defame our Town Accountant by saying that she is not doing her work and as a result she cannot complete hers, which is completely inaccurate and a blatant attempt to try to make the Accountant look incapable of doing her job.
- She has told me many times that Tabitha is crazy, is a liar and that she says many negative things about me behind my back. Ms. Cochrane has also attempted to have Ms. McCrohan investigated by the Building Department and has spread rumors about her lying about her son's health to avoid going to an event, which is not true. Ms. Cochrane tries to pit everyone against each other and tries to ruin reputations so that others will not trust them or work with them. Her goal is seemingly to isolate everyone and ensure that she can control all narratives to her benefit.

9. On or about 3/13/24 Ms. Cochrane pulled me into another “meeting” with her where she discussed her prior comments about attempted suicide and the alleged treatment she received as a result by the Police Chief, who brought her to seek treatment. She then told me she was “behind bars” for five days at McLean and that it was the “worst experience of her life” but she “made the best of it”. In this meeting she also confronted me about blocking her phone number and on social media and I explained that I could not subject myself to the risk of her threatening further self-harm where I cannot help and that I simply needed to set boundaries for my own health. I told her that I would follow up with an email about said boundaries. During this meeting, Ms. Cochrane positioned herself in a seat that was in front of the door, making it more frightening for me because I couldn’t easily leave the room if I needed to. My stomach was sick and my heart was pounding during this entire exchange. I was close to tears because I felt I was being harassed again, and I just did not, and still do not, know what to do and how to try to make this stop. She does not respect any boundary you try to establish. This meeting made me feel like she was mad at me for trying to be sure that she was safe; she was upset at everything that had happened. I did not know how to handle being questioned about my decisions to set a personal boundary and not have an outside relationship with her, i.e. Facebook and text messaging. I was afraid that she would go off the handle at hearing that information and truly could not wait to get out of the office with her. I am always afraid when I am in a room with just her because I do not know what words will be twisted and used against me in an attempt to have me fired and also because I do not know that she would not react in a violent way. She scares me.
10. On or about 3/14/24 I sent Ms. Cochrane an email regarding establishing boundaries, to which her response was to accuse me of sharing the information with the Police Chief and negating my concerns noting that she didn’t think she said “anything bad yesterday”. Said email exchange is attached hereto as Attachment B.
11. On or about 3/18/24 I came in to my office to find a friendly greeting card I had formerly given to Ms. Cochrane for Valentine’s Day thrown on my desk, which I felt was retaliation in response to my request for establishing boundaries. I was very nervous after seeing the card on my desk because no one was in the office when she threw it on my desk, I did not know what else she went through in my office, what she could have done to my desk, computer, etc., I did not know what else was going to happen. I was upset that she returned that because she made it feel extremely personal and I did not understand what I did wrong trying to set professional boundaries.
12. On or about 3/21/24 Ms. Cochrane approached me in the hallway in the presence of Ms. Ashleigh Haslam and said “the woman returned her papers for Treasurer, so you better tell Matt to up the legal” I asked for her clarification as I was extremely confused as I was leaving for the day and was confronted in an egregious manner about something I have absolutely no knowledge or control over. She clarified that she meant the legal budget for the Town as she was going to sue the Town because someone was running for an elected position that she currently holds. Ms. Cochrane’s facial expressions and unhinged behavior really scared me. I could not understand what she was saying at first because

she was so close to my face and also was speaking at such a rate and in such a sporadic manner, I was too uncomfortable to even be able to understand. She put me in a position as if I could do anything about someone choosing to run for an open elected position and I felt incredibly scared because she was becoming increasingly more unhinged. As I noted, she was so close to my face that I could feel her breath. Her eyes were bulging out and she was very upset. It was and remains very clear that she is extremely territorial about her position, even though it's elected, and it is very alarming to see the length she will go to if someone is running against her. She has already made slanderous comments to me about this innocent woman trying to run for an open position to better her Town. It is clear she will do whatever she feels she needs to do to be sure no one stands in her way of what she wants.

13. On or about 3-28-24 Ms. Cochrane submitted the above noted Public Records Request asking for "opinions" about myself and Mr. Chabot and I was sent into a panic attack, causing chest pains. I was extremely alarmed because I had no idea what she was looking for in this request. I did not know what her motives were and what she was asking for was not a public record. I had no idea what she would do with this information and felt it was another attempt to severely intimidate me [and Matt] and put me into extreme fear of losing my job. I advised Mr. Chabot both verbally and via email of my situation and noted that I would seek medical attention to ensure nothing further was happening and that I was safe to travel home. As our Fire/Police Department is the neighboring building, I asked Heather Almy, the Town Clerk, to accompany me over for medical evaluation, as I was both extremely anxious and concerned to walk alone. The Fire Department evaluated me and cleared my concerns of chest pain being a more serious health issue. As we were attempting to leave, I was shocked to find Ms. Cochrane in the Public Safety vestibule, at which time she confronted Heather and myself in the vestibule in the presence of a 9-1-1 dispatcher, as well. She asked us "what are you over here filing a complaint against me?" to which Heather responded no. I was completely paralyzed with fear I couldn't really even speak. All I recall from that confrontation is Heather and Wendy arguing and I was so afraid I wanted nothing more than to escape that area and not have to speak to Wendy at all, I cannot remember anything else from this experience, I think I sort of blacked it all out because it was such a stressful and horrifying situation. Before I left for the day, I sent Mr. Chabot another email noting what had transpired, both emails are attached hereto as Attachment C and Attachment D, respectively. In checking my emails later in the day, Ms. Cochrane had emailed Heather and myself, explaining her actions, her email and my response to same are attached hereto as Attachment E and Attachment F, respectively. I was extremely shaken up after the interaction in the Police Department vestibule and as a result I reached out to the Police Chief to inquire if there was any evidence of the verbal attack imposed on myself and Heather and the Police Chief advised that he would look for video confirmation and retain a copy of same. The Police Chief did confirm that there was video of the confrontation in the vestibule and the dispatcher was also asked to write a report of the incident. It was this day that I really recognized how deeply Ms. Cochrane's harassment and intimidation is affecting me and I become very concerned for my health. The fact that she was made aware of my movements to a Police and Fire Station where I was seeking help because of her actions and then made her way over to confront me about

filing a harassment claim is so frightening and confirms my fears that she will stop at next to nothing to protect herself. I am afraid to even be filing this claim that I may be terminated or further bullied and harassed because I am trying to speak out and protect myself against Ms. Cochrane.

14. On or about 04/04/24, there was a previously scheduled training through our EAP *Negotiating Workplace Conflict*. Ms. Cochrane made me extremely uncomfortable in the training, make passive aggressive assertions and then when we were asked to get into groups of 2 for a conflict exercise, Ms. Cochrane left the training because there wasn't an even number of people, even though she was asked to join several pairs. It was a very hostile action and her body language and behavior were extremely prevalent. I did try to ignore her behavior and really lean on the advice of the Trainer but I could not help but feel sick to my stomach and concerned for what would happen after the training, especially when I saw Joe [Freitas] walk in for an unscheduled visit immediately after. I felt like I was doing something wrong in participating and trying to discover new ways to handle conflict and healthy ways to establish boundaries. Whenever I see both Ms. Cochrane and Mr. Freitas together, especially after a conflict, I am so worried that there's going to be a punishment of some sort wherein I am scolded for my "behavior", none of which is out of line or not in compliance with our policies, but nonetheless, Ms. Cochrane and Mr. Freitas hold the majority of the Board of Selectmen and have the power to vote for my termination.

Attachment A

selectmen.clerk@berkleyma.us

From: selectmen.clerk@berkleyma.us
Sent: Wednesday, February 14, 2024 8:34 PM
To: 'Adam J. Costa'; 'Kate Feodoroff'
Subject: Cochrane 2/14/24

Good Evening,

After the email exchanges, Ms. Cochrane left for the day and called the office at 2:48p.m. on 2/14/24 and below is a summary of the conversation.

Ms. Cochrane called and noted she wanted to file a complaint for harassment. She is upset that the email she sent (2/12/24 1:13PM) was forwarded to the Town Accountant. She is afraid of the Town Administrator, Matthew Chabot, and will not be in the building when he is present. She told me she is not comfortable with the Chair of the Board of Selectmen, Joe Freitas, knowing this information or being at a meeting to discuss her concerns. She feels betrayed by everyone in the building and is afraid to enter the building for her safety; she clarified that she means the safety of her mental health.

She then spoke about the email she received from the Town Accountant, Ashleigh Haslam, in response (2/14/24 12:01PM) and that she felt Ms. Haslam was insubordinate and it had nothing to do with her. She asked me if I felt Ms. Haslam was being insubordinate and I responded that while I didn't think she was necessarily being insubordinate, I felt Ms. Haslam was responding out of emotion.

The email that was forwarded to Ms. Haslam was forwarded by Mr. Chabot. Ms. Cochrane noted that Mr. Freitas told her he doesn't see a problem with that. She wants to know what Mr. Chabot hoped to gain by forwarding the email.

During Executive Session, which I was not present for, a conversation occurred and Ms. Cochrane voiced over the phone to me that she wanted things in the minutes – Ms. McCrohan told her that the reason a woman was pulling papers to run for Treasurer was because at a Chamber of Commerce gathering, the woman told Ms. McCrohan that Ms. Cochrane refused to put money into accounts at BayCoast Bank – which Ms. Cochrane said is untrue. Ms. McCrohan said the reason this woman chose to run was because of extortion and bribery. *allegation that I was not present for and cannot attest to the validity, but want to note it for full transparency and transcript of the phone call*

Ms. Cochrane feels her reputation is tainted and her personal information is out there and feels that its intentional.

Ms. Cochrane repeated her notion of what Mr. Chabot hoped to gain by sending the email to Ms. Haslam. She then referred to a greeting card I gave her, noting her value and worth; she then said no one in Town feels that way. Ms. Cochrane continued that she does not want to be in the building with Mr. Chabot is present and that she will be unable to complete her job as a result, and "what are we going to do? Does she have to call the police to have him [Mr. Chabot] removed?"

She then voiced her desire to commit suicide and that "her blood would be on Matt's hands". **It was at this point I contacted our police chief, while remaining on the phone with Ms. Cochrane.** Ms. Cochrane was audibly upset and repeating that she cannot do it any more because of his lack of professionalism and that she is done. Ms. Cochrane stated that "she's petrified of Matt and that she's not a trouble maker, she's trying to defend the staff".

I circled back to her comment of self-harm and told her that I could not ignore that and I was obligated to follow up on that. I asked her if anyone was home with her and she said no. I told her I needed to report that comment and

she was worrying me. She told me I could call the police chief, but if I sent someone to her she “knew how to fake it and what to say to get out of it, she works on a psych unit”.

Lastly, I asked her who I could speak to about the matter, considering she explicitly told me she did not want the Chair of the Board or the Town Administrator involved, and she gave me permission to speak with Town Counsel.

The Police Chief went to her house and called me at 3:49 pm [2/14/24] and told me that he did speak with her as well as called her husband to come home. He waited until Ms. Cochrane’s husband arrived at the home and spoke to him.

As a follow up to this telephone call, I reached out to Attorney Costa and Attorney Feodoroff and will look for next steps towards a solution.

Thank you both for your continued assistance and support.

Holly K. Marchand

Assistant Town Administrator



Town of Berkley
Board of Selectmen

P: (508) 824-6794 F: (508) 822-4603

Town Hall Hours:

Mon - Thurs: 9:30am - 2:30pm

Fridays: Closed

www.townofberkleyma.com

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Attachment A-1

selectmen.clerk@berkleyma.us

From: selectmen.clerk@berkleyma.us
Sent: Thursday, February 15, 2024 10:02 AM
To: 'Jfreitasbos@berkleyma.us'; Matt Chabot; Chief Baker; 'Adam J. Costa'; 'Kate Feodoroff'
Subject: February 14, 2024

Importance: High

Good Morning,

An event occurred yesterday in which serious accusations of harassment and other concerning comments were alleged. The graveness of this situation is not taken lightly and I believe I am out of my scope of knowledge and experience as our Human Resources Officer to properly resolve this matter alone. I am asking for the guidance of Town Counsel on how to best investigate and, hopefully, resolve these issues.

While the matter is being assessed, I think it is in the best interest and safety for all parties that the claimant remain out of the Town Hall offices, until such time that a solution is discovered and agreed upon.

I welcome any thoughts on the matter and appreciate the guidance of all in ensuring we see this matter through in order to come to the best possible outcome for the Town and all parties involved.

Thank you,
Holly K. Marchand
Assistant Town Administrator



Town of Berkley
Board of Selectmen

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Attachment B

selectmen.clerk@berkleyma.us

From: Wendy Cochrane <WCochrane@berkleyma.us>
Sent: Thursday, March 14, 2024 1:34 PM
To: selectmen.clerk@berkleyma.us
Subject: RE: Boundaries

I don't think that I said anything bad yesterday, I said that it was a bad situation that I made the best of it. I asked who I would speak to in the event of another incident. I was texted by the chief last night and I know that you told him the story of yesterday's conversation. I said I was not upset at anyone and that I learned some valuable tools.

This is the hopefully last time I will speak to you about any of this.

Wendy

From: selectmen.clerk@berkleyma.us <selectmen.clerk@berkleyma.us>
Sent: Thursday, March 14, 2024 1:13 PM
To: Wendy Cochrane <treasurer@berkleyma.us>; 'Wendy Cochrane' <WCochrane@berkleyma.us>; wcoch2448@aol.com
Cc: Matt Chabot <selectmen@berkleyma.us>; TMCCROHANbos@BERKLEYMA.US; 'Adam J. Costa' <adam@mtclawyers.com>
Subject: Boundaries

Good Afternoon Wendy,

I wanted to reach out to you after our talk yesterday. As we discussed, I need to establish some boundaries.

It has been confirmed and clarified that I serve as Human Resources for appointment employees, only. Unfortunately, I cannot help resolve your concerns. If you feel that something needs legal attention, please contact Town Counsel regarding same. Considering I can't effectuate any true change or resolution for you, I am respectfully asking that you refrain from requesting my assistance with such complaints and concerns. In our conversation earlier, I know you mentioned that you do have a right to a confidant, and you certainly deserve same, if there is any way I can help facilitate that for you with another member of the Berkley staff that makes you more comfortable, please let me know.

I greatly appreciate the faith and trust you've put in me and your willingness to confide in me, but I am very much out of my comfort level and well beyond my realm of knowledge and experience. While I continue to have the utmost respect for you, I am uncomfortable with the situation that I am continually put in.

Thank you for your understanding,

Holly

Holly K. Marchand
Assistant Town Administrator



Town of Berkley
Board of Selectmen

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Attachment C

selectmen.clerk@berkleyma.us

From: selectmen.clerk@berkleyma.us
Sent: Thursday, March 28, 2024 11:13 AM
To: Matt Chabot
Cc: 'TMCCROHANbos@BERKLEYMA.US'
Subject: 3-28-24

Good Morning Matt,

I am leaving today as I complete this email as a result of ongoing harassment and increased stress due to Ms. Wendy Cochrane. I am extremely uncomfortable being in the building while she is present, as she continues to intimidate.

I appreciate your understanding and hope for a resolution soon.

Holly K. Marchand
Assistant Town Administrator



Town of Berkley
Board of Selectmen

P: (508) 824-6794 F: (508) 822-4603

Town Hall Hours:

Mon - Thurs: 9:30am - 2:30pm

Fridays: Closed

www.townofberkleyma.com

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selectmen.clerk@berkleyma.us

From: selectmen.clerk@berkleyma.us
Sent: Thursday, March 28, 2024 11:44 AM
To: Matt Chabot
Cc: 'TMCCROHANbos@BERKLEYMA.US'
Subject: 3-28-24

Good Morning,

I just left the Fire Department due to chest pains caused by the added stress Ms. Cochrane is causing. My heart is OK and it is just stress. There will be a report by Monday. I brought Heather Almy with me as a witness, and as we were leaving, Ms. Cochrane walked over and approached us as we were leaving asking "what are you over here putting in a report on me for harassment" we said no and she said "Joe said so".

Thank you,
Holly K. Marchand
Assistant Town Administrator



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Attachment E

selectmen.clerk@berkleyma.us

From: Wendy Cochrane <WCochrane@berkleyma.us>
Sent: Thursday, March 28, 2024 12:28 PM
To: 'Holly Marchand'; 'Heather Almy'
Subject: Incident

Good Afternoon,

I wanted to explain in writing as I am a better writer than a speaker these days. I was in my office and Joe Freitas came in and said that Heather and Holly just walked over to the police station.

My plan was to confirm what you and I spoke about Heather this morning about Ms. Russo and her saying that people in the building were being afraid of me. I went in and said Heather over police station. Ashley said you went over to talk about what's going on over here. I said like what. She said the public information act and such.

I had to go over there to speak to Artie and I will admit it was going to be later, But under the pressure that I am under in this building I wanted to be able to defend myself for fear of being taken away.

I am being treated differently than other Selectmen but yet people still socialize and leave the building with the one I believe caused this mess. Seems a little unfair.

Please understand I meant no harm .. I just don't know who to trust anymore. Not one of the people that know the whole truth is willing to stand up. So I have to defend myself.

Heather, Please accept my apologies you have been nothing but kind. Others are choosing not to tell the truth and so I have to do what I have to do to get it out there that I am not lying. Which proves standing up for something I believe in is important to me even if I have to stand alone.

Thank you
Wendy

selectmen.clerk@berkleyma.us

From: selectmen.clerk@berkleyma.us
Sent: Thursday, March 28, 2024 2:01 PM
To: Wendy Cochrane
Cc: 'Heather Almy'; Selectmen@berkleyma.us; adam@mtclawyers.com; tmccrohanbos@berkleyma.us
Subject: Re: Incident

Good Afternoon Wendy,

Thank you for your email. I am very concerned about the escalation of tension and constant berating that characterizes our ongoing communications over the past 3 months. The unfounded accusations and mind games have reached a point of no return. Further, they have caused a significant distress and impacted both our professional environment and my personal well-being. I want to reiterate my prior comments to you that you have on several occasions greatly intimidated me and are continuing to do so. I am completely uncomfortable with the manner in which you communicate with me and I no longer wish to engage in any non-professional conversations, all of which I am requesting in written email form. Your most recent FOI request directly targets me. Your persistence in contacting me and utilizing Town Hall resources to target me constitutes harassment and is completely unacceptable. Additionally, your admitted decision to confront Heather and myself at the Police Department regarding a potential harassment claim in itself is clear intimidation and harassment. I am formally requesting that you cease and desist all forms of communication outside of direct necessity as a member of the Board of Selectmen. I am asking that you please respect my boundaries and maintain professionalism at all times. Constructive dialogue is essential for an efficient workplace and must be based on facts and mutual understanding, not intimidation or unfounded accusations.

Thank you for your time.
Holly Marchand

Quoting Wendy Cochrane <WCochrane@berkleyma.us>:

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I am being treated differently than other Selectmen but yet people still socialize and leave the building with the one I believe caused this mess. Seems a little unfair.

Please understand I meant no harm .. I just don't know who to trust anymore. Not one of the people that know the whole truth is willing to stand up. So I have to defend myself.

Heather, Please accept my apologies you have been nothing but kind. Others are choosing not to tell the truth and so I have to do what I have to do to get it out there that I am not lying. Which proves standing up for something I believe in is important to me even if I have to stand alone.

Thank you

Wendy