

FW: Nett - Town of Purcellville

From: John Cook (jcook@cooklegalsolutions.com)

To: carl.nett@yahoo.com

Date: Friday, July 31, 2026 at 03:23 PM EDT

Ben - does this help?

John C. Cook, Esq.

[cid:image001.png@01DD1933.4F5FFC60]

3975 University Drive, Suite 360 · Fairfax, VA 22030

Telephone: 703-537-0023

Fax: 571-520-9836

Email: jcook@cooklegalsolutions.com <mailto:jcook@cooklegalsolutions.com>

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From: John Cook

Sent: Tuesday, July 21, 2026 5:11 PM

To: Robert Sproul <sproul@harrison-johnston.com>

Cc: Jeff Adams <jadams@wawlaw.com>; Lauren Darden <ldarden@wawlaw.com>

Subject: FW: Nett - Town of Purcellville

Rob - There seems to be some confusion about the genesis of what I call the "process agreement," that is, the agreement that was reached under which the grievance was conducted. The drafting of that agreement was handled by you and negotiated by you and me. (See specifically your April 22 email to me.) It did not come from "the Town" and was not something that Kwasi Fraser and Ben Nett cooked up, despite certain filings in court by some people that suggested that. I am forwarding the email thread between you and me that clearly shows where the agreement came from. Copying in the Town's current litigation counsel so they have clarity on this issue as well. I trust I will not see any further communications suggesting some other genesis of the agreement.

John

John C. Cook, Esq.

[cid:image001.png@01DD1933.4F5FFC60]

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From: Robert Sproul <sproul@harrison-johnston.com> <mailto:sproul@harrison-johnston.com>>

Sent: Wednesday, April 23, 2025 11:56 AM

To: John Cook <JCook@cookcraig.com> <mailto:JCook@cookcraig.com>>

Subject: RE: Nett - Town of Purcellville

John,

Please see the attached, signed by the Town.

[cid:image002.jpg@01DBB446.A3208750]

Robert J. Sproul,
RJS LAW PLLC
MEMBER

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Winchester, Virginia 22601

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[cid:image003.jpg@01DBB446.A3208750]

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From: John Cook <JCook@cookcraig.com><mailto:JCook@cookcraig.com>>
Sent: Wednesday, April 23, 2025 11:43 AM
To: Robert Sproul <sproul@harrison-johnston.com><mailto:sproul@harrison-johnston.com>>
Subject: RE: Nett - Town of Purcellville

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Thanks Rob. I understand there are a number of things going on, not just of Ben's making. Thanks for the form. I have this one. Due to the wording on it, I thought there was a different form. We will use this one. I will await whatever you can send me, whenever you are able to send it.

[cid:image004.jpg@01DBB446.A3208750]

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From: Robert Sproul <sproul@harrison-johnston.com><mailto:sproul@harrison-johnston.com>>
Sent: Wednesday, April 23, 2025 11:38 AM
To: John Cook <JCook@cookcraig.com><mailto:JCook@cookcraig.com>>
Subject: RE: Nett - Town of Purcellville

John,

Attached is the grievance form. I know it has been sent to Mr. Nett at least twice, most recently April 15th.

The Town is still amenable to the agreement but the staff who need to agree and sign have been entirely consumed by other issues - ironically, as a result of the actions and a motion made by Mr. Nett - and are just coming up for air as of this morning.

I have asked staff to expedite review and approval and have followed up with them since your e-mail requesting an agreement by noon. I will get it over to you as soon as I have it.

[cid:image002.jpg@01DBB446.A3208750]

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[cid:image003.jpg@01DBB446.A3208750]

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From: John Cook <JCook@cookcraig.com><mailto:JCook@cookcraig.com>>

Sent: Wednesday, April 23, 2025 11:27 AM

To: Robert Sproul <sproul@harrison-johnston.com><mailto:sproul@harrison-johnston.com>>

Subject: RE: Nett - Town of Purcellville

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While I count 20 business days as next Friday, tomorrow would be 20 calendar days. I'm sending Ben over to find Lt. Holman today. I would appreciate your providing me with the grievance form. It's supposed to be posted on the Town website but it isn't.

I'm still amenable to the agreement you and I discussed if you can get it in writing and signed at some point.
John

[cid:image004.jpg@01DBB446.A3208750]

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From: Robert Sproul <sproul@harrison-johnston.com><mailto:sproul@harrison-johnston.com>>
Sent: Wednesday, April 23, 2025 11:18 AM
To: John Cook <JCook@cookcraig.com><mailto:JCook@cookcraig.com>>
Subject: RE: Nett - Town of Purcellville

John,
I doubt I will have it to you by noon, so instruct him as you see fit.

His supervisor is Lieutenant Holman.

[cid:image002.jpg@01DBB446.A3208750]
Robert J. Sproul,
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From: John Cook <JCook@cookcraig.com><mailto:JCook@cookcraig.com>>
Sent: Wednesday, April 23, 2025 11:13 AM
To: Robert Sproul <sproul@harrison-johnston.com><mailto:sproul@harrison-johnston.com>>
Subject: RE: Nett - Town of Purcellville
Importance: High

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Rob - I will give you 50 min (until Noon) to get me an agreement signed by the Town. Otherwise I will instruct Mr. Nett to track down his supervisor (not sure who that is) to start Step 1.

[cid:image004.jpg@01DBB446.A3208750]

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From: Robert Sproul <sproul@harrison-johnston.com<mailto:sproul@harrison-johnston.com>>
Sent: Tuesday, April 22, 2025 10:29 AM
To: John Cook <JCook@cookcraig.com<mailto:JCook@cookcraig.com>>
Subject: RE: Nett - Town of Purcellville

John - that's fair.

I will get answers from Town staff ASAP.

[cid:image002.jpg@01DBB446.A3208750]
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From: John Cook <JCook@cookcraig.com<mailto:JCook@cookcraig.com>>
Sent: Tuesday, April 22, 2025 10:26 AM
To: Robert Sproul <sproul@harrison-johnston.com<mailto:sproul@harrison-johnston.com>>
Subject: RE: Nett - Town of Purcellville

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Rob that works with one edit. I would like greater detail on how the grievance form is submitted, i.e., either with email addresses for electronic submission or if hard copy, a location where the copies can be delivered, i.e, the room number, etc. I don't want any debate over who the supervisor is or what to do if that person can't be located, etc. With that change, I think it can be written up.

Thanks

John

[Description: ccf logo.JPG]

John C. Cook, Esq.

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Telephone: 703.865.7480 | Facsimile: 703.434.3510

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[a=http%3a%2f%2fwww.cookcraig.com%2f&c=E.1.go3Dc59zXbZyDKRXp2V2f2enG6YsqFXMmmdpY67nDMnc2-hCQYzkke6jmmkPNscZHT5yRnzS3v2psl5OfS96DpgiyY6-MFtsTu9XWfK65WsRJfIE&typo=1](https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fwww.cookcraig.com%2f&c=E.1.go3Dc59zXbZyDKRXp2V2f2enG6YsqFXMmmdpY67nDMnc2-hCQYzkke6jmmkPNscZHT5yRnzS3v2psl5OfS96DpgiyY6-MFtsTu9XWfK65WsRJfIE&typo=1)>

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From: Robert Sproul <sproul@harrison-johnston.com> <<mailto:sproul@harrison-johnston.com>>>

Sent: Tuesday, April 22, 2025 10:13 AM

To: John Cook <JCook@cookcraig.com> <<mailto:JCook@cookcraig.com>>>

Subject: RE: Nett - Town of Purcellville

John,

Steps 1 and 2 would be combined, and in-person meetings would be waived for those steps. Nett will submit the Town's written grievance form to his supervisor and department head, and must specify the relief sought in that form. He would do this no later than April 28th, and the supervisor and department head would have two business days to respond to the grievance form, in writing.

If Nett disagreed with their response, he would have three business days to request a meeting with the Town Manager or their designee, which would take place no later than May 7th. The Town Manager or their designee would reply within two business days of that meeting, in writing.

If the Town Manager's or their designee's reply is not acceptable to Nett, he would file the Town's grievance hearing request form within five business days of that reply. The procedure and timeline for determining whether the grievance qualified for a panel hearing would be as outlined in Section 14.9 of the 2024 Employee Handbook.

If necessary, the panel hearing would take place in the last week of May, for one or two days between May 27 and May 30, unless there is an appeal of the decision of whether the grievance qualifies for a panel hearing, in which case the timeline would need to be adjusted.

The above would be instituted by agreement of the parties. Unless it is otherwise agreed to by the parties, the timelines and procedures for the grievance would be as outlined in the 2024 Employee Handbook.

I will note that the procedure as outlined in the 2024 Employee Handbook has not been certified to the Circuit Court. However, the previous grievance procedure (2005) was, and it is the Town's position that there are no substantive changes to the "new" (2024) grievance policy. The 2005 and 2024 procedures, insofar as they concern the steps, the process, the timelines involved, and the panel hearing, appear to be substantively the same, though there are small differences in the formatting. We also submit that the 2024 procedure complies with the requirements found in the Code. If you have any issues with proceeding under the 2024 Employee Handbook procedure, please let us know so that we can address those issues.

If this is acceptable, I can put in an agreement to be signed by the parties. Please let me know and I will have that over to you by lunch time tomorrow.

[cid:image002.jpg@01DBB446.A3208750]

Robert J. Sproul,

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From: Robert Sproul <sproul@harrison-johnston.com><mailto:sproul@harrison-johnston.com>>

Sent: Monday, April 21, 2025 7:52 PM

To: John Cook <JCook@cookcraig.com><mailto:JCook@cookcraig.com>>

Subject: Re: Nett - Town of Purcellville

John,
Understood.

There's a lot going on in the Town but I'll try to get everyone on the same page tomorrow.

HARRISON & JOHNSTON, PLC

Robert J. Sproul

RJS LAW PLLC

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From: John Cook <JCook@cookcraig.com><mailto:JCook@cookcraig.com>>

Sent: Monday, April 21, 2025 6:04:54 PM

To: Robert Sproul <sproul@harrison-johnston.com<mailto:sproul@harrison-johnston.com>>
Subject: RE: Nett - Town of Purcellville

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Rob - I have to have something in writing signed/approved tomorrow or else I have to send Ben in for the Step one by Wed.

[Description: ccf logo.JPG]

John C. Cook, Esq.

Cook Craig & Francuzenko, PLLC

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Telephone: 703.865.7480 | Facsimile: 703.434.3510

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Sent: Friday, April 18, 2025 11:28 AM
To: John Cook <JCook@cookcraig.com<mailto:JCook@cookcraig.com>>
Subject: RE: Nett - Town of Purcellville

John,

I will get dates from the Town's players and will get back to you with those dates.

I would suggest we aim to have Step 1/2 and then 3 completed by May 7th.

[cid:image002.jpg@01DBB446.A3208750]

Robert J. Sproul,

RJS LAW PLLC

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Subject: RE: Nett - Town of Purcellville

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Let's do that. I have a large federal trial in mid-June so I don't want to go any later. I have a motions hearing in Fairfax Friday May 30 but the 27-29 are wide open so pick two.

[cid:image004.jpg@01DBB446.A3208750]

John C. Cook, Esq.

Cook Craig & Francuzenko, PLLC

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Sent: Friday, April 18, 2025 10:36 AM
To: John Cook <JCook@cookcraig.com><<mailto:JCook@cookcraig.com>>>
Subject: RE: Nett - Town of Purcellville

John,

Congratulations to your daughter and that is completely understandable.

One of the Town's key players is out of Town May 12-21, and I don't want them to have to come back and deal with this immediately, either.

Can we look for a panel hearing the week of Memorial Day?

[cid:image002.jpg@01DBB446.A3208750]

Robert J. Sproul,

RJS LAW PLLC

MEMBER

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