

## Grievance Against Dan And Lindsay's Disciplinary Statement

I will start first by saying you told us when we all started that “swearing is fine, you pair swear more than anyone” Cunt is dans favorite word. Ask anyone that knows him. So I have used some foul language in this grievance sparingly by all our standards to make the point come across effectively.

Secondly, I want to call attention to the pathetic and disgusting behaviour you both have displayed by writing up all these lies, slander and hearsay into a statement, then cherry picked 7 bullet-points that suit your agenda (sacking me), and having HR forbid me from responding you all your other baseless accusations. You have shown everyone how low your morals really are. Utterly despicable.

Anyway, here is the grievance in which I am allowed to respond to your snake poison.

### I called you both liars

You accuse me of saying you are Liars, like it's the most appalling thing you could ever be accused of.

Dan's “personal character” is literally that of a compulsive liar, in every sense of the term. And you Lindsay, are in complete denial about your husband. Either that or you're as crooked as he is.

Myself and Leon too, accused Dan and Lindsay Bragg of lying on the 14th of august 2024, and multiple other occasions. and i have the entirety of the shop floor staff as witnesses to back me up on all the lies he's made, and on what exactly was said in that meeting.

For example, Lindsay Bragg told us **"we aren't to listen to any promises from dan, and if we need to know anything it has to be run past her"**, confirming that he's a liar. If you can't listen to any promises your boss makes then what is he?

**Dan then apologised, for lying. In front of me, Matt and Leon**, admitting he's a liar, begrudgingly, after lots of denials about whether he lied or not about the huge list of proven lies he finally admitted it when he was called out on his claim that **"he's in capable of lying because his dad used to beat him if he lied"** dan himself in that meeting admitted "that was probably his biggest lie yet"

Matt, me, Leon all witnessed this.

You tell us, Lindsay, in that meeting to not listen to a word that comes out of your husbands mouth, and “don't believe any promises he makes”.... **How does that not make him a liar?!**

If somebody tells falsehoods, ALL THE TIME, and you can't trust a word they say, or trust them to keep any promises they make, what then, Lindsay? would you call them, or what word would you use to describe them? I'm Curious.

Am I supposed to lie and tell falsehoods myself in my role as supervisor just to protect dans ego? Is that what you're telling us?

**(See list of lies at the bottom of this document)**

### Sangams

Covered in defence

Every single shred of evidence for Sangams going wrong and costing the company more money points at Dan. And if you're stupid enough, Lindsay, to still believe it's always Dan's employees and never him that's at fault after 8 years, that was another prime lie of dans regarding the capability of

your business acumen.

### **“If Dan goes against my opinion I say all our jobs are shit”**

Here is a list of our biggest jobs this past year and what went wrong and why:

- \*Hillcote house - said we had the "worst customer service ever" considering their entire mansion was ruined by consecutive builders to the point water was flooding into the house, that says it all. At least the leaky builders didn't potentially decapitate someone, like we did, because **Dan insisted "just silicone the huge bits of sheet metal on, it'll be fine!" twice, lying about the clients specifications regarding screwing the sheet securely to the building**, . Leon and Matt vetoed and disregarded his instructions due to extreme safety concerns and screwed it to the building. **“mad cow”** I believe was Dan's name for this customer at work.
- Carly's stairs - they refused to pay because of dan botching things in the last stages of the job, like he always does. we all tried to stop him ruining the job. he shut us down "we can talk about it all day or we can just get it done" it got done and it was a mess that had to be cut out, more time and costs. 2 peoples wages for 2-3 days, putting it in then cutting it out. 18 months, to make a balustrade... last out again. But Carly is **“the crazy bitch”** when mentioned by Dan at the business premises.
- \*Kayums, the 8-9 thousand pound (for cash) staircase that we still haven't been paid for as it looks like the back of a warehouse hanging off the front of a terraced house (**see pictures attached**), neighbours weren't happy, customer not happy with price or aesthetics, weighed twice what it needed to, money wastage again because you refuse to listen to reason from the people you employ to do the things you self admittedly can't.
- \*Wendy's gutter, still sat in the workshop a year and a half later. after all the promises you made to her after she got screwed over by loads of other builders, you just added to her misery.
- Stone tri-folding doors, dan installed the frame 2 years ago and left them with a hole in their living room for 2 years “because he couldn't find a hinge” then all of a sudden it's “go go go, just get it done”, **the measurements I received for the door size were wrong to the point a whole section had to be cut out of the length of the doors**.

I have huge pride in my work, I'm excellent at what i do, as is Leon and matt. If we'd done any jobs we could be proud of maybe the entirety of the shop floor wouldn't think most of them were "shit". speaking of which,

- Tower Mill. Our “Masterpiece”. The job that was going “to send this business into the stratosphere”. The project you used to sell your business to me as a serious venture when I was hired.

You quoted **4 months** to be in and out to Allison the customer.

**We're still there a year and a half later**, even though we smashed the job out of the park considering the ridiculous time frame Dan quoted.

Dan and Lindsay mention about how I'm supposedly “personally responsible for ruining their marriage”, Allison's husband threatened to divorce her over how long that jobs taken and the stress that's stemmed from it (this was heard by Matt and Leon), what about the customers marriage? We were one of the first ones in to tower mill, and the last out.

The last 4 months of being there botching bits in cowboy style, messing up with paint trying the same things you know don't work more than once and moaning and blaming others when it goes wrong again.

Planning the nightmare that was the bookshelves, took ages, came out all over the place and on the third one we did the way I suggested (build the frames around the lasered sheets) before the first one was made, it flew together, with just that little extra bit of planning, having all the parts there and forward thinking.

I built Tower mill. I made the structurals, the stringers, the kites the book cases. The crane for lowering into place. The jig for the hand rail. Welded, Linished, first half of the fitting! That was my masterpiece as much as custom fabrications. It was why I started here in the first place, and it would never have been built without me, you ungrateful narcissists. You measured it and then assisted me in building it. And then Dan fucking ruined everything that would have stemmed from that job.

He has single handedly alienated every contact we made through Tower Mill, Carlys, etc through lies, poor planning and a cowboy “just get it done” attitude in the last parts of every job we do. All that potential fucking ruined!

I said it before and I say it again “Dan Bragg, you have fucked the company”

do you even see how the other trades look at you when you're spouting your nonsense on site.

Averting their eyes and shaking their heads. You can come across well initially, but as the days on site wear on, they find you out, and then cut you out. Story of your life I imagine, hence your desperate desire to be liked.

### **Toxic Work atmosphere**

Dan, the only person walking on egg shells is you. Because your incompetence, lies and blame shifting has pissed all 3 of us off to the point we don't even want to look at you. It has nothing to do with my “Outbursts” which in case you forgot, you've been complimenting me in front of witnesses (Matt, Leon) on “**how well I've been doing holding it together and not shouting and screaming at you**” since my warning a half year or more ago.

You go out for the day, capital dance come on, we start bobbing around half-dancing like you saw us in the past, everyone's mood improves, we are happy when you're at home doing whatever it is you do when you're not at work in the middle of the day.

But then you come back, start telling some bullshit story and mansplaining things you know nothing about,(like mechanics to a mechanic), or telling us how to suck eggs, and you wonder why the mood shifts in the workshop. THATS YOU! Your presence brings us down and it's a breath of fresh air when you aren't there.

My behaviour isn't abusive, yours is. Mine is reactive, and understandably so to anybody that knows you half well. You think all the businesses on the yard can't see right through you after 8 years Dan?... really? Noticed how we don't get any work off them any more? Oh yeah because you tried to rip them off by 7 thousand pounds! Your own fucking neighbour Dan! And you blame me. You are completely delusional, blaming anyone and everyone around you to protect what? Your pride? Sorry pal but that left with your dignity long ago.

### **Half inch driver**

Dan, we all checked that drawer, that morning, it wasn't there, you came in while we were having a smoke or something acting all shifty, and then all of a sudden you found it where we all looked.

Check the photo of the drawer with the impact in, it would have been obvious!

Grow a pair of bollocks and just say sorry to Leon for as good as accusing him of it's theft.

Making up all that shit and then later trying to sack me over it just so you don't have to admit you found it at home. It's such gutless, cowardly and pathetic behaviour and the whole yard knows it.

Do the decent thing, I know its hard, some things aren't easy. But sometimes, you just have to do what's right.

### **“Spending the loan on his house”**

covered in defense

### **“ruining the apprentices life”**

Covered in defence

Reece is 18 in spring, he has to pay for college next year if your cowboy operation goes bump before his course ends. Reece says he can't do that, ergo, you shouldn't have fucking set him on and maybe he could have apprenticed with a real company that isn't one curry house shelf job away from bankruptcy.

### **“We Both don't sleep any more”**

As if you're even playing this card, brace yourself for some home truths.

Good, I'm glad neither of you sleep, your guilt SHOULD keep you awake, god knows I'd be kept up at night if I treated people as horrifically as you pair do.

You Blame you failing marriage on me?! I'm not the reason you sleep in separate rooms, Dan told us “it's because of his snoring”, are you sure that this isn't what you've been hearing through the wall?

You should be arguing Lindsay, Dan has drove the business (that your mother invested tens of thousands in) into the ground, alienated all his staff, all his customers, and all his associate trades. You think that constructively dismissing me will solve the problem? That you'll regain control of the workshop. Till you look at Dan, I mean really look at him, right to his core, and see him for the compulsive blame shifting liar that he is you'll always be living in a complete fucking fantasy, wondering why things are always falling apart, and no offence, but that's a shit business model.

I suspect for the first time in your business' 8 years you have mistakenly hired 3 people more intelligent than you both. You might have got away with this behaviour with your last million employees, but we all see right through it. I get it's a bit of an adjustment but your usual method arent working, and nor will they.

When Matt and Leon see you sack me over a lie, how long do you think it'll be before they look around for other jobs. You've already completely lost what little of Leon respect you still had through your own snaky actions with this constructive dismissal based on lies.

You're about to have no staff left Lindsay, wake the fuck up. If you rain Dan in, get hime to appologise for his mistakes and to our neighbours for ripping them off, maybe you'r business will still have a chance, personally I thiunk it's too far gone and too much damage has been done. Buy the only chance you have is grovelling, lots of grovelling, and that sucks, I get it. But **what is worth more to you? Dan's pride / ego, or your business / “dream that you really don't want to give up on”?**

### **“Try to kill your business”**

It's already dead, I don't need to, nor have I the energy to do anything as pointless as stick the boot in to the rotting carcass that is custom fabrications. Dans personality has done a far better job of ruining the company than I ever could.

### **Slander**

You accused that **“I also admitted to bullying a conservative party member over a car park and forced him to commit suicide”**

This is a very serious accusation with no basics in fact. I sent an angry email to a conservative politician who was spouting racist rhetoric reminiscent of Hitler during the period of the Black Lives Matter movement a few years back and was told I'm not allowed to contact him for 4 months. That politician is still very much alive.

**You are essentially calling me a murderer in your disciplinary statement.** And you wonder why my attitude towards you isn't all happy and docile.

Where is your evidence to back this up, what was the name and constituency of the conservative politician that is apparently dead at my own personal hand?

I am going to look into whether this is slander or libel. And if I can sue you with funding from the union over it I will.

### **“Closing the doors”**

To be honest you should just shut up shop. Nobody wants to work with you any-more, not us, not customers not tradesmen, I wish I'd never come to work for you, I wish I hadn't sucked Leon into your pit of narcissism.

And anyone that does still want to work with you, like the stainless pool guy, won't want to again once the jobs stared and they get to know how full of shit you are.

Lindsay, if this pool job goes ahead, your business will go under. Dan doesn't have the brains, the skill, the workshop or the staff to pull this job off, especially if you constructively dismiss me. Are you going to get the apprentice to fabricate and weld them up yeah? Once us three are at other jobs.

Neither of you are capable of responsibly managing subordinates, looking after their well being, being honest with them about their job prospects and future, you two shouldn't own a business that has more staff other than just yourselves.

Dan I know you want to do something manly to feel useful, but you'd be much better off using your bullshit sales spiel to sell pins fucking recycled garbage lilos than just leaving a chain of pissed of customers up and down the country. I'll even buy one and be your first customer if it means you'll never endanger the lives, ruin the mental health and manipulate your employees with your false promises ever again.

**Quit this trade, Dan. Before one of your shit decisions kills someone** (like Hilcote house's siliconed sheetmetal, or the illegal fixes on the van).

**In conclusion, if you're prepared to apologise for all the stuff listed in this grievance and drop the disciplinary action, I'll say sorry to Dan for the plasterboard comment. Sounds like a fair trade to me. Ether way it is my right to ask for a meeting (at a time when my union representative can attend) to resolve these issues.**

Fabian Williams  
Supervisor  
Custom Fabrications

List of lies:

- The TiG welder Dan bought from welding supplies that doesn't even have a post flow setting was **“the 5<sup>th</sup> best portable welder in the world and worth it's weight in gold”**. It's the worst tig i've used in my entire career. You can't even weld stainless with it. His response to this is **“its what the salesmen told me”**, you didn't think to check before you parroted that information to everyone after getting ripped off? salesmen are full of rubbish, just look at the time frame you promised Alison for tower mill as an example.
- Sick pay, **“we're like a family here, you're salaried, that means you don't have to work about pay when you're sick”** the minute the company set Croner on as HR that promise went straight out the window. Now when Dan passes his infections and flus around the workshop and we all end up sick because of him, we don't get paid.
- Dan lied to us and said he **“definitely wasn't contagious”**, he then gave us the 100 day whooping cough, **that was very contagious** and made my step-child who is severely disabled and has no immune system due to Charge syndrome very ill. It was all over the news how contagious it was and dan was invading personal space talking in your face within 2 days of getting it.  
**(see article below)**  
<https://www.stokesentinel.co.uk/news/stoke-on-trent-news/map-shows-100-day-cough-9303791>.
- Dan told me **“a welder like me is worth £18-20 an hour “** before my first pay review, you can imagine my surprise when he then upped my pay from **£16 per hour to £16.50 per hour**. When I asked him about it in the office in front of Lindsay he flat out denied he'd ever said that.
- Dan and Lindsay promised **“To put me through my driving test”** as a thank you for me bailing you out of the shit, when Jamie quit with zero notice. Setting Leon on, building you a toilet that has a roof so your employees don't get snowed on mid poo, like I was and everyone else that worked for you till I started. 6 years of his employees shitting in the snow and rain.
- Putting me through my test turned to **“we'll give you £300 towards lessons”**
- **I found lessons for £35 each, they said “we'll pay for 4 of those”**. Now I'm no mathematician, but I'm pretty sure that 4 x 35 isn't 300.
- Dan promising Leon **“Free laser eye surgery if he's still working here in 10 years”**. A shelf job for a curry house nearly made us bankrupt, is he in a position to make a promise like that on behalf of the company?
- When I started I brought all my own tools and welders, on the condition that Dan held to his word of **“If something of yours breaks at work we'll repair it or fix it”**. This I was promised. Leon can vouch for that.
- I had 3 DeWalt grinders, the third broke before Dan even replaced the first one, probably a year apart, and he tried to casually get Leon to send him the product number, date code etc, so Dan could put the warranty for my new replacement in his name. Luckily I immediately hassled Dan to give me the information to prevent the theft.
- The only way I got these things replaced was by docking it from money I owed to Dan and Pin.  
\*My special tap set worth £69.58 (took half the cost back to be nice),

\*£89.68 filter for my welding mask

\*x3 Dewalt Grinders £56.59 each , £169.77 total. (only got 2 back)

- He lied to Leon and Matt saying that **“the customers of Hilcote house specified fasteners couldn't be on show”**. The customer never said that, and Dan's insistence of silicone fixing the huge sections of sheet metal on despite warnings from all of us, could potentially have decapitated someone. I heard him make this claim about the fasteners too.
- Lindsay categorically stated that **“inflation doesn't factor into costs, pricing, bills or yearly pay-rises”**. An idiotic lie. She then backtracked on that and gave me and Matt a pay rise **“inline with inflation”**
- He said to Matt and Leon **“we should all be here 15 minutes early every day, and not start packing up till 4pm”** (meaning we'd leave around 4.10pm after locking up, turning everything off etc, meaning we'd work and extra 25 minutes every day of the week for free).
- He then lied to Leon in front of me and Reece the apprentice, when he said **“ he never said that we had to be here 15 minutes early every day, and not start packing up till 4pm”**
- Dan did an advertisement for His Grafters Group where he stated Custom fabrications “brings in half a million pounds a year from work stemming from Grafters meetings, just from grafters” that he attends on Tuesdays. (see link to accompanying video [https://www.instagram.com/grafterssupergroups/reel/DAS\\_wxfoEnO/](https://www.instagram.com/grafterssupergroups/reel/DAS_wxfoEnO/))  
Funny that none of us have seen that supposed work, nor does it look like the business has received the half million pounds year on year “For the past 4 years”...
- used my lack of knowledge as a mechanic to try and manipulate me into making illegal and dangerous fixes on that rusty bath with wheels he got given that he calls a van.
- I was told by Dan that **“it'll be fine to just tack plates over huge rust holes”** in the cab, big enough to fit a leg through, then **“filler them and paint over them, do not weld them, the van needs doing asap”**, this being a van Dan is planning on having us drive round in loaded with welders, tools, plant, steel. (See Accompanying photos)  
**That is a serious lie that could have killed somebody if not for Leon pointing out that it was was illegal, and even when told this Dan argued and argued with Leon to try and convince him to let me do the illegal fix**