Gunman murders six

Suicide ends swath of death across county

By Daniya Dystra Coy
Telegram-Tribune

Six people were murdered in the county this weekend by a man who lost his house, lost his girlfriend and lost at cards.

Lynwood D. Drake III, 43, known to some as "Crazy Jim," and to others as "Sam," took time out during his 11-hour rampage to write a note saying he didn't intend to avenge his vendetta from a Morro Bay house in May.

The note was found in his pants pocket after he killed himself with a gunshot to the head about 6 a.m. Sunday inside the home of a San Miguel woman he was holding hostage.

"Damn the American family to hell, God forgive me," he wrote.

Drake killed three men at two Morro Bay homes and shot a fourth man in the arm. Later he appeared at a Paso Robles card room where he killed three more people.

From there he went to a house in rural San Miguel and held a woman hostage for four hours. He ended his own life as a sheriff's lieutenant tried to talk him into surrendering.

Drake's victims included a man believed by the Morro Bay fishing community, an Atascadero woman with three young children, and a 7-year-old Morro Bay man who had successfully struggled to get back on his feet financially.

"He was just a sick guy," said attorney Lee Beanher.

For more on the story

- Hiding in a van may have saved one life, A-6
- Kindness may have killed Andy Zetko, A-7
- The hour-by-hour, city-by-city murder trail, A-7
- Cardroom dealer watched as friends died, A-7
WHAT IS A WORKPLACE?

“Workplace” is a permanent or temporary location where an employee performs any work-related duty.

“Arising out of the workplace” means there is a tangential relationship between “the Act” and work.
WHAT IS WORKPLACE VIOLENCE?

- Physical assault
- Sexual assault
- Threatening behavior (harassing, stalking)
- Product tampering
- Arson/Property destruction
- Theft/Robbery
- Property/Equipment sabotage
- Computer “terrorism”
- Homicide
CDC: "WORKPLACE VIOLENCE IS AN EPIDEMIC"

- Violence has reached “epidemic proportions”
- 111,000 violent incidents [reported] per year
- 750 - 1,000 workplace homicides per year
WORKPLACE VIOLENCE

- Second leading cause of death in the workplace
- Leading cause of death in the workplace for females
- 1 out of 20 women will be the victim of a stalker
WHO COMMITS WORKPLACE VIOLENCE?

- Employee
- Former Employee
- Family member
- Contractor
- Customer
- Vendor
WHAT'S IN A LABEL?

- Serial Killers/Sociopath
- Mass Murderer
- Psychopath
- Delusional
- Suicidal

Labels DO Matter!!!
Nearly all who knew Lynwood Crumpler Drake III as a youth called him strange.

Practically no one in Richmond was surprised to learn that Woody Drake had gunned down six people in California during an 11-hour shooting spree that ended Nov. 8.
Look for patterns to determine “profile”

Don’t ignore individual warning signs

Pre-employment “profiles” can help identify potential problems, however, they are not foolproof

Pay attention to employment reference clues; job history

Background Checks
INDICATORS OF A PERPETRATOR

- White male
- 30 - 50 years old
- Problem Employee
- History of Violent Behavior
- Intimidates Others
“Woody Drake liked to beat up women...several people told us stories about various females he had hurt.”

“He had a lot of rage against women, no question. It was frightening.”
INDICATORS OF A PERPETRATOR

- Does not have “normal” relationships
- Obsessed with guns, gun magazines
- Interested in past acts of violence in the workplace
- Makes open or veiled threats
- Possible Substance Abuse
“If he didn't try to beat us out of the price of admission or popcorn, there would be a problem in the auditorium. And without fail, his ruse would be transparent. Then, when confronted, he’d go into a fit of denial that implied threat.”

Former Employer
INDICATORS OF A PERPETRATOR

- Can’t take criticism
- Argumentative
- Paranoid
- Holds a grudge
- Has “conspiracy” theories
- Obsessed with job
- Loner
Drake, who was known as "Crazy Jim" by locals, often said that someday he would kill his enemies and himself. ... but [since he was] a "nut" nobody took his threats seriously. ...Drake was a man who felt wronged by almost everyone he met. Wikipedia
Common Triggers of VIOLENT Acts?

- Adverse Employment Action
- Domestic Turmoil
- Mental Illness
- Drug/Alcohol/Prescription Medications
- Financial Problems
DISGRUNTLED EMPLOYEE

- Long Tenure
- History of problems
- Stressor causes violence
- Difficulty with boss
- End of the line
DOMESTIC TURMOIL

- Violence “spills over” into workplace
- Financial problems create work-pressure
- Workplace relationships that threaten marriage or other relationships
“In 1960, [the elder] Drake left his family, moving into the basement of his business. The separation and subsequent divorce was ‘extremely bitter,’ said a relative. Woody had a very volatile home life.”
DELUSIONAL PERSON

- Acts against perceived wrongs
- Might have no connection to organization
- Obsessed with an employee/coworker
- Often a “stalker”
- Drug/Alcohol issues
WHY DO SOME ACT OUT?

NO SUPPORT SYSTEM
SUPERVISORS’ ROLE

- Educate your workforce
- Take employee concerns seriously
- Gather facts
- Notify Human Resources of potential problems
- Work with organization’s EAP
- Notify Security/Authorities of concerns
HR/SAFETY MANAGER’S ROLE

- Educate supervisors
- Work with Management to assess threats
- Follow up on “red flags”
- Actively manage problems
- Listen to your “inner voice”
ORGANIZATION’S ROLE

- Educate your workforce – “workplace violence can and does occur”
- Prepare a response plan
  - Analyze past incidents
  - Assess potential for violence
  - Assess preparedness
  - Seek advice of professionals
ORGANIZATION’S ROLE

- Develop a Response Team
  - Employee Assistance Personnel
  - Personnel Specialists
  - Medical Professionals
  - Law Enforcement
  - Private Security
  - MIS personnel
ORGANIZATION’S ROLE

- Assign responsibility for workplace safety
- Require effective pre-screening and background investigations
- Prepare employees for downsizing and terminations
- Implement “respectful” termination policies
- Offer job skills training to dislocated workers
- Provide counseling/EAP
ORGANIZATION’S ROLE

- Take all complaints seriously
- Investigate/evaluate
- Consider restraining orders (CLETs)
- Upgrade security
COMMON PROBLEMS/ISSUES
EMPOYEE DON’T REPORT SUSPICIONS/THREATS

- Fear of becoming a target
- Fear of retaliation
- Don’t want to get involved
- Don’t recognize threat potential (“he’s just weird”)
EMPLOYERS DON’T TAKE ACTION

- Fear of liability (slander, wrongful termination)
- Lack of internal communication
- Lack of experience/education
- Unaware of legal responsibilities
LEGAL ISSUES

- OSHA “general safety” provisions
- Worker’s Compensation “serious and willful”
- Personal injury claims
- Slander/Libel
- Wrongful termination
- Retaliation
Workplace Violence

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