

# Memo

**To:** Duane Bridgewater, MCT III  
**From:** John R. Stroh, Manager  
**CC:** Ed Lucchesi, Assistant Manager  
**Date:** 1/14/99  
**Re:** Results of personnel incident investigation; employee reprimand

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Following are the results of my investigation of the solicitation of signatures from interested employees regarding the Rosie Dimas vehicle accident and termination. As you will recall, I discussed this situation with you on Thursday November 19, 1998 at 8:10 a.m., when it was brought to my attention that Rosie Dimas and you were soliciting signatures from employees to sign a petition or signature form on Rosie Dimas' behalf on District time and on District property.

1. The signatures form – petition was not a District form requiring employee signatures for official District business.
2. The signature form – petition was not a San Joaquin Public Employees Association (SJPEA) form that required any employee signature for official District or SJPEA business.
3. You approached district employees on District time to sign the form.
4. You did not ask for or receive authorization from your immediate supervisor or me before approaching District employees on District time to solicit signatures.
5. SJPEA did not ask for or receive authorization for any job representative to use District time to solicit signatures from employees. SJPEA representative Kay DeGeest stated the form was not a product of her office.

In reviewing this matter with your supervisor Ed Lucchesi, it was found that you and he had at least one informal discussion regarding your extended involvement with employee matters outside of your position as supervisor or as SJPEA job representative.

It is clear to me that you acted on this matter without seeking proper authority from your immediate supervisor or management. It is also clear that you compromised your relationship with your supervisor by not informing him of your intentions to perform personal activities on District time.

Because this type of action has been discussed with you before, and is continuing without regard to the District's position with regards to personal actions being performed on District time, you are hereby warned that if this type of activity continues you will be subject to further disciplinary action.

You are instructed to communicate fully with your supervisor or management before engaging in personal activities on District time.

This document will be placed in your personnel file for 12 months. If no further activities of this nature are experienced during this time, the matter will be considered resolved. If additional activities of this nature are experienced, further disciplinary action will be considered.

Please use this written warning regarding your performance to work with your supervisor on your communications and compliance with District rules and regulations.