

Hand Delivered To JRS 1/20/99 12:05 PM

Memo

To: John Stroh Mgr.

From Duane Bairdwater I.C.T. III

CC. SJPEA

Date 1/19/99

Re: Reply To Memo By John Stroh 1/14/99

In your first paragraph you indicate that I and Rosie Omas were the only one soliciting signatures. The first I knew of this letter was when my wife told me I had a phone call @ my home from Larry Fraser who was at work, at quitting time. He stated to her he had received a letter from Rosie that had been written by Kay DeGeest (SJPE) for Rosie that late afternoon. He (Larry) would not be at work when I returned from vacation and he wanted me to see that fellow employees read & signed if they wish to. Upon my return the letter was handed to me by Edn Harding. I gave the letter to the employees & it was passed from employee to employee (SJPEA member only) this was prior to work hours, possibly one person could have seen the letter after work began.

Item 1 you state this was not a District Form - you are right IT WAS FROM & FOR SJPEA Member Employees

Item 2 NOT SJPEA FORM FOR OFFICIAL BUSINESS.

Page 2.

My wife was informed by Larry, that the letter was from SUREA on behalf of its members in support of Rosie.

Item 3 AS STATED ABOVE ONE (1) EMPLOYEE MAY HAVE BEEN APPROACHED AFTER WORK STARTED—possibly Richard Swartzell.

Item 4 I did NOT ASK PERMISSION TO APPROACH fellow employees in Stockton. (I had nothing to do with the Lodi office.) AS A REPRESENTATIVE TO SUREA MEMBERS, I HAVE NO KNOWLEDGE OF ANY RULE/REGULATIONS STATING PERMISSION MUST BE OBTAINED.

WE HAVE ALWAYS BEEN ALLOWED TIME TO DISCUSS THE EMPLOYEES CONCERNS AND AT LAST NEGOTIATIONS I BELIEVE WE WERE GRANTED UP TO 200 HRS. FOR SUREA BUSINESS

Item 5 This letter was written by Mary DeGroot was my understanding and that she wanted employee members to read & sign it if they wished to support Rosie.

In the final paragraph you state that I had an informal discussion with Asst. Mgr. Ed Lucchesio on that occasion, I did tell the Asst. Mgr. that at times I did have to wear two (2) hats, as a supervisor and as an employee representative, but my loyalty to the District was and is uncompromised. MUST I NOW ASSUME THAT ON THAT OCCASION, THAT DISCUSSION WAS AN INFORMAL WARNING MADE BY THE ASST. MGR.

(D.N. Nov. 19. 1998) YOU STATED MY LOYALTY TO THIS



Page III

DISTRICT WAS CALLED INTO QUESTION AND NOW AGAIN TODAY BY THIS REPRIMAND. I BELIEVE THIS TO BE A UNFAIR ACCUSATION, FOR APPROX 30 YEARS I HAVE BEEN A LOYAL & TRUSTWORTHY EMPLOYEE OF THE MOSQUITO DISTRICT UNDER THE LEADERSHIP OF FOUR (4) MANAGERS & FIVE (5) ASST. MANAGERS.

IN CONCLUSION I WOULD LIKE TO STATE THAT AS A SJREA REPRESENTATIVE, I BELIEVE I WAS DOING WHAT WAS EXPECTED OF ANYONE IN THIS POSITION WHICH AS YOU KNOW IS PICKED BY THE EMPLOYEES TO REPRESENT THEM

