

To : Whom IT May Concern

From : Duane Bridgewater

DATE 2/19/99

Re. Rebutal To Evaluation of 8/2/98 - 12/31/98

IT IS MY BELIEF THAT THE SITUATION IN WHICH I DID MY JOB AS AN EMPLOYEE REP. (PASSING OF A LETTER OF SUPPORT FOR A CO-WORKER - TO WHICH THREE (3) LABOR ORGANIZATIONS, SAY I DID NO WRONG) IS THE ONLY REASON FOR THIS POOR PERFORMANCE EVALUATION.

THIS EVALUATION IS UNFAIR, UNJUST & A REPRISAL; OTHERS INVOLVED IN THIS SITUATION WAS NOT EVAN SPOKEN TO CONCERNING THIS MATTER. I ALONE WAS SINGLED OUT & REPRISAL FOR THIS ONE (1) INCIDENT

AS A SUPERVISOR FOR ALMOST 15 YEARS I HAVE BEEN TRAINED BY MANAGEMENT THAT TO MEET OUT SUCH DISCIPLINE, IT TAKES SEVERAL OF THE SAME TYPE OF OCCURRENCE HAVE TO TAKE PLACE BEFORE BEING THIS DRASTIC

TO WHOM IT MAY CONCERN;
EVALUATION DATED 8/2/98 TO 12/31/98

IT IS MY BELIEF THAT THE SITUATION
IN WHICH I DID MY JOB AS AN EMPLOYEE
REP, (TO WHICH (3) DIFFERENT EMPLOYEE
ORGANIZATIONS STATE I DID NO WRONG),
IS THE REASON FOR THIS POOR PERFORMANCE
EVALUATION.

I BELIEVE THIS TO BE UNFAIR, UNJUST
BECAUSE OTHERS INVOLVED IN THE SITUATION
WAS NOT EVEN SPOKEN TO CONCERNING THE
MATTER I ALONE WAS SINGLED OUT
& REPRIMANDED FOR ONE (1) INCIDENT

AS A SUPERVISOR I HAVE BEEN TRAINED
BY MNGT. THAT SEVERIAL OF THE SAME TYPE OF
MUST TAKE PLACE BEFORE ~~SUCH~~ SUCH DISCIPLINE
IS MET OUT.

Dean B. J.
2/14/99

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