

Memo

To John STROH  
From Duane Bridgewater

Date 2/25/99

Re: Detailed Facts of Incident Between Supervisor  
Bridgewater & Operator John Vignolo

AT APPROXIMATELY 7:35 AM WEDS (2/24/99) I TOLD JOHN VIGNOLO I WOULD LIKE TO TALK TO HIM. THE SUPERVISOR'S OFFICE WAS BUSY, SO I TOLD HIM WE COULD SPEAK OUTSIDE BY HIS WORK VEHICLE.

MY FIRST WORDS WERE I KNEW HE WAS UPSET YESTERDAY THAT HE HAD TO USE TRUCK #49 (PAD SPRAYER), BUT THIS WAS THE VEHICLE SUGGESTED BY THE ASST. MANAGER AND I AGREED WITH HIM. I ALSO SAID THAT I BELIEVE HE HAD DONE A GOOD JOB, BUT I DID HAVE A CONCERN, THAT HE HAD SPRAYED APPROX 40 OF A MILE OF ROAD PAD MORE THAN HE HAD BEEN INSTRUCTED TO. I EXPLAINED THAT I HAD REQUESTED FROM THE ASST. MANAGER MATERIAL FOR ROAD PADS AND TRAILS ON BRUSHING SITES ONLY, AND IF HE HAD ANY MATERIAL LEFT IN THE SPRAY TANK AND I WAS ON SITE, WHY DIDN'T HE ASK IF I WANTED MORE AREA TREATED.

JOHN REPLIED YOU SEEN ME GO DOWN THE ROAD, WHY DIDN'T YOU COME DOWN THERE AND STOP ME. MY RESPONSE WAS THAT I WISHED THAT HE WOULD HAVE ASKED. HE THEN STATED I GUESS A PERSON CAN'T EVEN MAKE A DECISION ON WHAT TO TREAT ANYMORE. I SAID NO, THE THING TO DO WAS INFORM ME OF THE MATERIAL LEFT IN

The Tank and see if I wanted more areas treated.

I then said, that is why I sent him to Durham Fenny Park To treat the road ends that the other brushing crew had cleaned.

When he informed me we had 60 gals left AFTER Durham Fenny, I sent him To K.C. Ranch. His answer was that was a waste of material To treat K.C. Ranch. I then told him that I knew of some weed areas there and that is why I called Don Heidinger on the radio. John then stated that he just wasted that 60 gals, spraying areas that didn't need treating. My reply to him was instead of wasting material treating areas NOT needing treated, IF he had material left say 10-20 or whatever, he should have contacted me.

AT this point, he went into a rage and began cursing and screaming AT me. I told him to go to the office, I followed he continued to scream obscenities AT me. I told him to calm down Mister. When we entered your office I asked you to calm him down & stop him from cussing AT me you separated us and I felt that it was in your hands now,