

MEMO

I

To - WHOM IT MAY CONCERN

From, OB District Supv.

DATE, 2/25/99

ON 2/24/99 I TOOK OPERATOR Vignola TO MANAGER JOHN STROH'S OFFICE & ASKED HIM TO CALM & STOP THIS MAN FROM CUSSING ME - THE MANAGER THEN SEPERATED US. HE THEN ASKED ME WHATS GOING ON I EXPLAINED WHAT HAD TAKEN PLACE. I GAVE HIM THE BASICS OF THE SITUATION HE THEN DISMISSED ME & SAID HE WOULD TALK TO ME LATER.

UPON MY RETURN TO THE MANAGERS OFFICE HE ASKED WHERE DO WE GO FROM HERE I SAID YOUR THE MANAGER THATS YOUR DECISION HE TOLD ME THAT HE WAS NOT GOING TO BE A REFEREE.

I EXPLAINED IN DETAIL THE EVENTS THAT TOOK PLACE & THAT THERE WAS PLENTY OF PEOPLE THAT OVERHEARD THE YELLING & CURSEING BY VIGNOLA

THE MANAGER SAID HE WAS NOT GOING TO INVESTIGATE THAT HE WAS ONLY INTERESTED HOW I WAS GOING TO HANDLE THIS. I TOLD HIM THAT AS LONG AS HE DIDNT SCREAM & CURSEME I COULD WORK WITH ANYONE & I DONT ASK OF HIM ANYTHING I DONT ASK OF OTHERS IN MY CAREN

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MANAGER STROK SAID VIGNOLO HAD STATED THAT I DIDNT ASK HIM TO DO JOBS OTHER THAN THE REST OF THE CUM

HE THEN ASKED IF OTHER SUPERVISORS HAVE HAD PROBLEMS. I SAID I DONT KNOW OF ANY SUPV BUT I AM AWARE OF AN ASST SUPV. HAVING PROBLEMS. MANAGER ASKED WHO & WHAT. I SAID DON MEIDINGER & YOU WOULD HAVE TO ASK HIM THE DETAILS I DO KNOW - THE MNGR SAID DON WOULD HAVE TO INFO HIM HE (THE MNGR) WAS NOT GOING TO INVESTIGATE FURTHER

HE AGAIN ASKED WHAT I WAS GOING TO DO. MY COMMENT WAS I WAS GOING TO TREAT HIM THE SAME AS ALL MY EMPLOYEES & DOCUMENT ANY MORE OF VIGNOLAS ~~WATER~~ WRONGFULL ACTIONS & PUT IT BACK ON HIS DESK.

MANAGER STROK THEN PICKED UP A REBUTAL LETTER THAT VIGNOLO HAD WRITTEN CONCERNING HIS PERFORMANCE EVALUATION & STATED I BELIEVE THIS IS ON THE VERGE OF HARASSMENT. THIS IS THE SECOND TIME THIS WEEK THE MANAGER HAD ELUIDED TO THIS LETTER (THE FIRST TIME WAS ON MON 2/22 & THE SECOND TIME OF STATING THE VERGE OF HARASSMENT.

HE THEN STATED WE WOULD CONTINUE THIS ON MONDAY WHEN THE ASST MNGR WOULD BE RETURNING CONCERNING HIS ROLE IN THIS SITUATION