

Response To Letter of Reprimand

I do except Responsibility For MY ACTIONS but, I would like To clarify it Further.

I WAS OFF WORK ON Wed's 5/9 For vacation I & MY SON BOTH became ill on 5/10 He Remained ill untill Following Tues. 5/15. Being AWAY FROM WORK FOR THRU (3) DAYS plus weekend and HAVING NO ZONE OPERATOR IN ZONE 11 FOR SOME WEEKS. I SENT VETERAN OPERATORS, who in THE PAST had portions OF THIS ZONE AND KNEW PERSONALLY ITS SOURCES TO THOSE AREAS, THE SOURCE CARDS WERE NOT AT HAND, I LATTER HAD TO LOCATE THEM, THAT IS WHY I DID NOT SEND OUT WITH THE OPERATORS

This procedure has been A PRACTICE OVER THE YEARS DUE TO COMPUTER SHUT DOWNS, INABILITY TO LOCATE SOURCE CARDS, i.e. LOST, DESTROYED, ARRIVED OR IN SOMEBODY ELSE'S VEHICLE OR JUST UNKNOWN. WE HAVE BEEN GIVEN DIRECTIVE'S TO USE THE 999 CODE. THAT IS ONE REASON IT WAS CREATED IN THE FIRST PLACE

Today 5/24/01 I ASKED ANOTHER REGIONAL ASST. SUPERVISOR IF THEY EVER USE THE 999 CODE WHEN TRAVELING. HE STATED TO ME THAT HE HAD FOGGED AN AREA IN MANTOCA LAST WEEK AND HE USED THE 999 CODE THAT SAME WEEK AS I AND NOTHING WAS SAID TO HIM ABOUT IT TO DATE

My Response To Letter of Reprimand
I do except Responsibility For my
Actions but I would like clarify further
I WAS OFF WORK ON WEDS 5/9 FOR VACATION
I AND MY SON BOTH BECAME ILL ON THURS 5/10 HE
REMAINED ILL UNTIL THE FOLLOWING TUES MAY 15
BEING AWAY FROM WORK FOR 3 DAYS^{THE WEEKEND} AND HAVING
NO OPERATOR IN THAT ZONE FOR SOME TIME. I
SENT VETERIAN OPERATORS, WHO IN THE PAST HAD
PORTIONS OF THIS ZONE & KNEW OF IT SOURCES TO INSPEE
THE ZONE CARDS WERE NOT AT HAND, I LATER HAD
LOCATE THEM, THAT IS WHY I DID NOT SEND THEM OUT
WITH THEM.

THIS HAS BEEN DONE ON OCCASSIONS OVER THE
YEARS DUE TO COMPUTER SHUT DOWNS, INABILITY TO
LOCATE SOURCE CARDS IE LOST, DESTROYED, ARCHIVED OR JUST UNKNOWN
WE HAVE BEEN GIVEN DIRECTION TO USE THE 999 CODE

TODAY 5/24 I ^{ASKED ANOTHER REGION'S ASST SUPV IF THEY EVER} ~~EXPLAINED TO ANOTHER OF MY REPRIMAND~~
USED THE 999 CODE WHEN TREATING
HE STATED THAT HE HAD FOGG AN AREA & USED THE 999
999 THAT SAME WEEK I BELIEVE AND THAT NOTHING
... TO HIM TO DATE

To My Conclusion I Feel This HAS become a routine ~~action~~ singling out ^{RETALIATION} OF Me over the past 7-8 yrs. Because of My knowing

~~the~~ ^{the} ~~past~~ ^{past} actions by individuals, & where those bones are buried. I've been unable to excerpt for years now ~~these~~ ^{these} INCONSISTENCIES FROM THESE INDIVIDUALS. ~~They~~ ^{They} ~~have~~ ^{have} been vocal about ~~their~~ ^{their} ~~present~~ ^{present} INCONSISTANCE. ~~actions~~ ^{actions} I.

This HAS, I believe played large part in ~~my~~ ^{my} decline in ~~health~~ ^{health} so ~~them~~ ^{them} & their present continued singling out for retaliation

- 1. Neglect of duty.
- 2. Being wasteful of material, property, or working time.
- 3. Incompetence or inefficiency.
- 4. Abuse of sick leave.
- 5. Habitual absence or tardiness.
- 6. Arriving on the job under the influence of alcohol/intoxicating beverages or illegal controlled substances.
- 7. Drinking of alcohol/intoxicating beverages; use of illegal controlled substances on the job.
- 8. Unlawful harassment.
- 9. Committing a fraudulent act or a breach of trust under any circumstances.
- 10. Violation of any safety, health, security or District policies, rules or procedures.
- 11. Wearing extreme, unprofessional or inappropriate styles of dress or hair while working.
- 12. Working overtime without authorization or refusing to work assigned overtime.
- 13. Making or accepting personal telephone calls of more than five minutes in duration during working hours, except in cases of emergency or extreme circumstances.
- 14. Sleeping or napping on the job.
- 15. Failure to provide a physician's certificate when requested or required to do so.
- 16. Failure to observe working schedules, including rest and lunch periods.
- 17. Failure to obtain permission to leave work for any reason during normal working hours.
- 18. Unreported absence of three (3) consecutive scheduled workdays.
- 19. Failure to notify a supervisor when unable to report to work.
- 20. Using abusive language at any time on District premises.
- 21. A fellow employee, supervisor, member of management, or the public.
- 22. of a supervisor or member of management, or the use of abusive or threatening language toward
- 23. Insubordination, including but not limited to failure or refusal to obey the orders or instructions
- 24. property, or while engaged in official District duties, or while performing an authorized District
- 25. creating, creating or participating in a disruption of any kind during working hours on District
- 26. Engaging in criminal conduct, whether or not related to job performance.
- 27. vehicles and equipment unless authorized by management.
- 28. Carrying firearms or any other dangerous weapons while on duty, on District or in District
- 29. Participating in horseplay or practical jokes on District time or on District premises.
- 30. This ~~constant~~ OUT FOR RETALIATION

AND THAT NOTHING HAS BEEN SAID TO HIM ABOUT IT TO THIS DAY.

TO MY CONCLUSION, I COME TO THE FACT THAT I MUST HAVE BEEN, AND CONTINUE TO BE SINGLED OUT FOR RETALIATION. THIS LATEST REPRIMAND IS JUST ANOTHER EXAMPLE. THIS PRACTICE HAS ONGOING FOR AT LEAST 8 YEARS AND FRANKLY I BELIEVE THAT THESE CONTINUED SINGLING OUT RETALIATIONS HAVE CONTRIBUTED TO MY DECLINING HEALTH.

THE ONLY REASONS FOR THIS TYPE OF BEHAVIOR MUST BE BECAUSE MY KNOWLEDGE OF THE ACTIONS BY INDIVIDUALS, AND WHERE THOSE NAMES ARE BURIED. AS UNION REPRESENTATIVE & PAST EMPLOYEE REPRESENTATIVE I'VE BEEN VOCAL ABOUT PRESENT ACTIONS AND INCONSISTENCIES BY THESE INDIVIDUALS.

Deane Bufenale

To My Conclusion I come to the
FACT that I have been and continue to
be singled out for Retaliation This
latest Reprimand is just another example.

This has been a practice for at least
the past 8 years and frankly I believe these
Retaliation's have contributed to my declining health.

The reason for this behavior must be
because I know of the past actions by
Individuals, and where these bones are buried

I to have for past few years been one of
the union Employee Reps and have been very
vocal about the present actions and inconsisten-
cies by those Individuals

Creane Budget

cc. Gary Langston S.E.U.