

SAN JOAQUIN COUNTY
MOSQUITO & VECTOR CONTROL
DISTRICT

COPY

December 8, 1998

Ms. Kay DeGeest, Sr. Employee Relations Representative
San Joaquin Public Employees Association
949 North Center Street, Suite B
PO Box 710
Stockton, CA 95201

Dear Kay:

Recently it was brought to my attention by District employees that a signatures form or petition re: the Rosie Dimas incident was distributed throughout the District offices, and that some employees were asked to sign it. On Thursday November 19, 1998, I spoke with several employees about this matter. When I inquired as to what it was about, I received the following information:

1. That SJPEA had developed the form/petition for employees to sign.
2. That the form was distributed/brought to the District's Lodi office and signatures were solicited by Rosie Dimas on Friday November 13, 1998 during regular work hours.
3. That the form was distributed at the District's Stockton office and signatures were solicited by at least one employee on Monday November 16, 1998 before and during regular work hours.

I have several concerns about this entire activity/incident, the uppermost being the ability to maintain an effective working relationship between the District and SJPEA in the future. As Manager, I have always provided SJPEA, the job representatives, and interested employees the opportunity for release time to meet, either at the District office or at your office. Finding out after the fact that employees were approached on District time and prevented from performing their duties is a violation of the trust between the District and SJPEA, and is wasteful of scarce District resources. Additionally, I am offended by this action because of the great lengths I have taken to safeguard the opportunities for a fair and impartial appeal process. I am not sure what affect the employee's furtive actions (on District time and disrupting District operations) will have on the integrity of this entire appeal.

Additionally, I find myself now having to investigate the actions of one or more of my employees that were involved with this exercise. It is one thing for employees to seek other employee's consideration for non-work related items before or after work hours, but to have employees performing this action during work hours cannot be

December 8, 1998

tolerated. I will be investigating this entire incident fully and completely, and if it is found that employees have acted in violation of District policies and procedures, they will be dealt with accordingly.

Finally, I must state that although I have fully supported the foundation of the San Joaquin Public Employees Association and the common goal to enhance the position of the District's employees, I am dismayed by this latest incident and hope that you will see that this type of situation can only lead to less than desirable results.

Sincerely,

A handwritten signature in cursive script, appearing to read "John R. Stroh".

John R. Stroh
Manager

Cc: Duane Bridgewater

Larry Nolin

Jim Sheffield