

*all stewards*

June 2, 2005

Jerry Short  
Gentry Grandberg

Kaye Smith  
John Baker

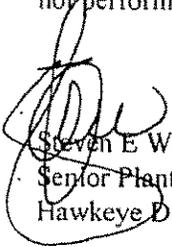
~~Dennis Black~~  
Chris Adams

Mike Cronin

Subject: Supervisor's Performing Bargaining Unit Work

In October of 2001 I issued instructions concerning EAS employees performing bargaining unit work. We have some managerial changes and new supervisors added so it seems an applicable time to once again issue these instructions.

EAS employees performing bargaining unit work is a clear contractual violation. There is no gray area. This is as black and white as it gets. Please ensure that you and your staffs abide by the contract. We, as EAS employees, will not perform bargaining unit work.



Steven E. Wenzel  
Senior Plant Manager  
Hawkeye District