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October 25, 2001

Ron Harris
Tom Appleby

Subject: Supervisor's Performing Bargaining Unit Work

In the last two Labor Management Meeting both unions have raised the issue of Tour 1 SDO's performing bargaining unit work. I have not spent nearly enough time on Tour 1 to make any personal observations so my position on this is directed to each of you as opposed to the individual SDO's that have been cited. Supervisor's 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 every one of your SDO's understands that we will not tolerate these types of contractual violations. We are not going to continue to go in to Labor Management Meetings and tell the union we will stop this and then just turn the other way and ignore it. This issue speaks to our credibility and our values. The contract is clear. Supervisors will not perform bargaining unit work.


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Hawkeye District

C: Jerry Short
Lance Coles
Rick Woodard