

July 28, 2000

Joseph G. Myers  
147 Heather Drive  
Butler, PA 16001

Dear Mr. Myers:

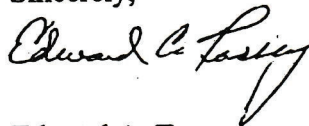
On Monday, July 17, 2000, we met along with your Union representation to discuss your actions on the Thursday, July 13, 2000 when you failed to properly follow General Safety Order No. 3 while working on a pump in the Main Plant Clarifier Interceptor Pit.

During the meeting, we discussed the incident in detail. It was stated on your behalf that the railroad tracks involved were at a dead end. Consequently, your spokesman argued there was no danger when you failed to properly place the orange fluorescent cones and utilize a derailer as protection while you were operating a crane on the track. Further, you indicated that the crane you were using was not equipped with the cones or a derailer and that you were in the process of obtaining the equipment at the time you were spotted working without it in place.

Joe, you were working on the tracks without the necessary protective equipment in place which was a direct violation of GSO No. 3. You have been trained regarding the requirements of this extremely important safety order yet failed to follow it. This blatant and irresponsible disregard for safety requirements cannot be tolerated. Therefore, after a thorough review of all the facts including what was said on your behalf at the investigatory meeting, I have decided to issue you a three-day suspension from Wednesday, August 9 through Friday, August 11, 2000. Due to the nature of this offense, the Justice and Dignity provisions of the Basic Agreement will not apply.

It is my sincere hope that this suspension will serve to correct this behavior in the future. Be advised, however, that should this type of problem recur you could be subjecting yourself to further disciplinary action up to and including discharge.

Sincerely,



Edward A. Tasse  
Area Manager—Transportation Repair/Truck Service

cc: T. R. Ayres  
M. C. Seyler  
G. W. Hesidenz  
C. V. Nanni  
G. S. Loverick, Check No. 15125  
File

