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September 18, 2008

## VIA UPS OVERNIGHT DELIVERY

Michael Zobrak  
1217 Pleasant Street  
Aliquippa, PA 15001-9425

**Re: Pennsylvania State Corrections Officers Association – and –  
Commonwealth of Pennsylvania  
PERA-A-07-404-E**

Dear Mr. Zobrak:

Pursuant to your e-mail that I received today, I am enclosing herewith the signature page of the Award that you advised will be issued over the weekend. Please make certain that the *final* Award that you do issue does not contain the red-lining that you promised would never be contained in the final Award. It is both unnecessary and unprofessional.

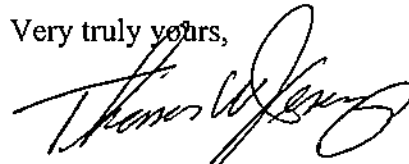
Additionally, when you finally send out the *final* Award, please make certain that a cover letter is accompanying it stating that this is the final Award. Mr. Pedrow took it upon himself to issue a draft of the Award (signed only by you and he on September 12) as if it were a final Award. It was “released” on the Commonwealth web page. While you indicated to me that you could not control Mr. Pedrow’s actions, your September 12, 2008 signature appeared on his draft and his actions caused the Union a great deal of unnecessary consternation in that it made the Union appear as if it was not a participant in this process.

The process in this case proved to be completely unwieldy, unnecessarily and unfairly embarrassing to the Union and confusing to our members. For example, I thought that we had reached a firm understanding that the Award would be “released” simultaneously – as the last award was and as was every other award in which I have ever participated. Thus, please make clear when you forward the “final” Award that it is indeed being “issued” on that date. Additionally please correct the date on the signature page to reflect the fact that it is being issued sometime after September 18, 2008 and not, as the signature implies, on September 12.

Michael Zobrak  
September 18, 2008  
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I reserve the right to, and will be, forwarding a formal written Dissenting Opinion in the next several days that will then be appended to the Award and that will explain the reason for my dissent as indicated on the signature line. However, in deference to your request for the immediate return of the signature page, I am sending it to you with this letter.

Very truly yours,



THOMAS W. JENNINGS

TWJ/emh  
Enclosure