

**AMALGAMATED TRANSIT UNION LOCAL 1395**

**1720 W. FAIRFIELD DRIVE, SUITE 307**

**PENSACOLA, FLORIDA 32501**

**(850) 554-6034 cell # / (850) 475-5766 fax #/ atu1395@aol.com**

**OFFICIAL GRIEVANCE FORM**

NAME OF GRIEVANT: Gerri Bell

DATE FILED: November 21, 2011

CLASSIFICATION: Professional Bus Operator

UNION REPRESENTATIVE: Michael A. Lowery, President/Business Agent,

Amalgamated Transit Union Local 1395

WORK SITE: Escambia County Area Transit

1515 W. Fairfield Drive, Pensacola, FL 32501

IMMEDIATE SUPERVISOR: Theo Letman, Assistant General Manager, ECAT

VIOLATION OF: Company gave Bus Operator Gerri Bell a verbal warning on November 16, 2011 for an incident dated June 17th, 2011. The Company failed to quote the actual violation of this disciplinary notice. In fact there is no violation listed on the disciplinary notice of a violation of the labor agreement or the Department of Operations Policies and Procedures Manual.

Plus the Company is in violation of Article 4, Sections 5 & 7 as it pertains to this disciplinary notice.

Plus Mr. Woolcock failed to date the disciplinary notice.

The Union will be filing an unfair labor practice on this discipline. Just about an hour prior – Union VP Gerri Bell complained and noted to the Company that the Veolia Zero Tolerance Drug and Alcohol Policy revised November 7, 2011 were not appropriate and she refused to sign. Plus she noted it to Union President Mike Lowery who in turn held an immediate meeting with Mr. Woolcock objecting to the policy. It was noted to him that the Union objected to the policy being given out to part time employees and mechanics and that the Union would send an email to the General Manager in opposition to the policy manual. This discipline to Ms. Bell is clearly due to her Union activity and the position as a Vice President of the Local Union and her discovering the unilateral imposing of this Veolia Zero Tolerance.

DATE CAUSE OF GRIEVANCE: November 16, 2011

NATURE OF VIOLATION: See above – violation of: use same language.

WITNESSES: Gerri Bell, Michael Lowery

The Union reserves the right to call witnesses.

REMEDY SOUGHT: Remove the ECAT discipline notice given to Bus Operator Gerri Bell on November 16, 2011 from her personnel file and destroy it.

SIGNATURE OF GRIEVANT: Michael A. Lowery

Sent via e-mail to Theo Letman, Asst. General Manager, Escambia County Area Transit on 11/21/11. Union President / Business Agent Michael A. Lowery has been given authorization from Bus Operator Gerri Bell and ATU Local 1395 to file the grievance on behalf Bus Operator Gerri Bell. This grievance was sent via e-mail from [atu1395@aol.com](mailto:atu1395@aol.com) and hand delivered in person to ECAT.

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Signature of Grievant or Union Representative

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Please email an acknowledgement of receipt of the grievance by emailing to atu1395@aol.com within the time lines outlined under the collective bargaining agreement. Thank you.

The Union reserves to amend/change/delete this grievance with notice given to the Company representatives.

Initial \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_