

# Boston Carmen's Union, Division No. 589

50 Federal Street • Ninth Floor

Boston, MA 02110

Phone (617) 542-8212 • Fax (617) 695-9982

## Member Notices: Labor Relations Denial

Date: 03/11/2022

To : Wayne Smith #530070

Re: Your Grievance

3 Day Safety Suspension - Final Warning: DOH 10-03-21 Section 401 Probationary Period Employees of Rapid Transit Lines Operations shall serve a probationary period of one hundred (120) days actually worked from date on which they are turned in. Probationary employees has no rights under the Collective Bargaining Agreement.

I have processed your grievance to the Labor Relations Level of the grievance procedure. Labor Relations has denied your grievance. Based on the evidence you presented with your grievance and my investigation, I have determined we can not prevail with your grievance at the next level. In accordance with Section 27c of the Local Union By-Laws you have the right to appeal this decision to the President/BA of Local 589.

*Section 27c: "When a grievance is determined to be, either by the Delegate or the Executive Board, non-sustainable or without merit, a letter shall be sent to the member at their address of record with the union. Such notification shall be sent by U.S. First Class Mail, informing the member of such a determination. The member shall have the right to appeal such determination to the President/Business Agent. Such right of appeal shall be required by the member to be in form of a letter to the Recording Secretary of the union and must be received by the union within Thirty (30) calendar days from the day next following the date such a notification was sent to the member. Further, the letter of appeal sent by the member is required to be sent by U.S. Postal Certified Mail, return registered receipt requested".*

Fraternally,



Roudy Jean

RTL/AFC

Cc: J. Evers, President / Business Agent

Local 589 Recording Secretary