

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: GM Denial

Date: 02/26/2026

To : Ivy James

Re: Your Grievance

The following is in regards to the grievance you submitted after receiving a 15-day suspension for cardinal rules. Be advised that the cardinal rules policy was revised in late 2025 to make cardinal rules its own independent discipline track. The new policy removes cardinal rules from the safety track, removes the final warning from the first infraction, and adds a second 15-day step within 3 years before discharge. These changes were applied retroactively to all existing cardinal rules cases, including yours. This means that your cardinal rules discipline is no longer a final warning, and is only on step 1 of the discipline track. In regards to the grievance you submitted:

I have processed your grievance to the GM Level of the grievance procedure. The GM 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,



Scott Page

Delegate Division II - Green Line/Light Rail OCC/Fare Engagement

Cc: J. Evers, President / Business Agent

Cc: W.Peacock, Recording Secretary