

Service Trades Council Union / Employee Grievance Report

Grievance # 1074225

Affiliate: Unite Here Local 737 IATSE Local 631 IBT Local 385
 Unite Here Local 362 UFCW Local 1625 TCU Lodge 1908

EMPLOYEE INFORMATION				
Employee Name (Please Print)	Last	First	MI	Perner <u>Various</u> Last 4 Digits of SS# <u>Various</u>
<u>All union-represented employees</u>				
Job Title	Work Location		Work Status	
<u>All</u>	<u>All</u>		<input checked="" type="checkbox"/> FULL TIME <input checked="" type="checkbox"/> PART TIME	
Date Grievance Occurred			Employee Contact #/Cell	
<u>Ongoing</u>				
Name of Immediate Manager			Phone Number	

GRIEVANCE TYPE	
<input type="checkbox"/> Termination	<input type="checkbox"/> One (1) Point Reprimand
<input type="checkbox"/> Two (2) Point Reprimand	<input type="checkbox"/> Discipline resulting in Loss of Status
<input type="checkbox"/> Matrix related Reprimand (e.g., Incident/Accident, Cash Handling, Attendance)	<input checked="" type="checkbox"/> Class Action
<input type="checkbox"/> Other	

STEP ONE: AREA MANAGER	DATE	MANAGER NAME
Grievance Presented to Area Manager (Within 14 Calendar Days of Occurrence)	<u>4/12/17</u>	<u>Bill Pace</u>
Article(s) / Section(s) of the Contract Allegedly Violated	<u>Article 3, Article 12, Addendum A and any related provisions</u>	
Description of How Above Article(s) / Section(s) was Allegedly Violated	<u>See Addendum I attached to this grievance form.</u>	
Union Remedy Requested	<u>*Amended verbally 7/13/17 to include Article 11-Overtime, JCH</u> <u>Make all employees whole in every way with compound interest.</u>	
Language Assistance Needed (circle): Yes / <u>No</u> Identify Language:		
Signature of Shop Steward / Union Representative Submitting Form	Signature of Employee	
<u>[Signature]</u>	<u>N/A</u>	
Manager's Response	<input type="checkbox"/> Denied <input type="checkbox"/> Granted <input type="checkbox"/> Other <input type="checkbox"/> Non-Precedent Setting	
Manager Comments:		
Manager Signature / Date		

LABOR RELATIONS USE ONLY		
<input type="checkbox"/> SAP	<input type="checkbox"/> Hummingbird	LR Received Date
<input type="checkbox"/> Record Card	<input type="checkbox"/> Statements	

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Addendum 1

- (1) Pursuant to an arrangement with the U.S. Department of Labor, the Company has compensated, or intends to compensate bargaining unit personnel at times and in amounts not prescribed by the Union contract, which also may include adverse tax consequences for employees.
- (2) The Company has, as conceded by its arrangement with the Department of Labor, further violated the Union contract by:
 - (a) failing to compensate affected employees at the wage rates established in Article 12, Section 1 and Addendum A; *Amended verbally 7/13/17 to include Article 11-Overtime, Jell*
 - (b) failing to pay all affected employees for all hours of work;
 - (c) and failing to compensate correctly other employees not covered by the settlement.