

CWA LOCAL 1022 GRIEVANCE REPORT DECEMBER 2009

LOCATION	GRIEVANCE NUMBER	REASON FOR GRIEVANCE	DATE OF INCIDENT	DATE OF ANSWER	DISPOSITION	WHAT HAPPENED/ COMPANY POSITION
AT&T	PHM-2008-05	DISMISSAL	20-Mar-08	09-Dec-09	Denied	Terminated for job abandonment***DENIED***
AT&T	PHM-2008-14A	DISMISSAL	17-Jun-08	09-Dec-09	Denied	Terminated for performance***DENIED***
AT&T	PHM-2009-07	WKG COND	26-Feb-09	06-Aug-09	Denied	Issued a counseling notice for not attending training***DENIED***
AT&T	PHM-2009-06	WKG COND	26-Feb-09	06-Aug-09	Denied	Issued a counseling notice for not attending training***DENIED***
AT&T	PHM-2009-05	WKG COND	26-Feb-09	06-Aug-09	Denied	Issued a counseling notice for not attending training***DENIED***
AT&T	PHM-2009-19	DISMISSAL	28-Feb-09	09-Oct-09	Denied	Dismissed for COBC***DENIED***
AT&T	PHM-2009-15	ABSENCE	02-Mar-09	06-Aug-09	Denied	Issued an absence point for not going to work during inclement weather***DENIED***
AT&T	PHM-2009-13	ABSENCE	02-Mar-09	06-Aug-09	Denied	Issued an absence point for not going to work during inclement weather***DENIED***

AT&T	PHM-2009-12	ABSENCE	02-Mar-09	06-Aug-09	Denied	Issued an absence point for not going to work during inclement weather***DENIED***
AT&T	PHM-2009-09	ABSENCE	02-Mar-09	06-Aug-09	Denied	Issued an absence point for not going to work during inclement weather***DENIED***
AT&T	PHM-2009-14	ABSENCE	02-Mar-09	06-Aug-09	Denied	Issued an absence point for not going to work during inclement weather***DENIED***
AT&T	PHM-2009-18	ABSENCE	07-Mar-09	09-Oct-09	Denied	Received absence point for FMLA denied absence***DENIED***
AT&T	PHM-2009-17	CONTRACT	22-Mar-09	23-Jul-09	Denied	Member gave 2 weeks notice to go work for a competitor and was not permitted to work or get paid for the 2 weeks***DENIED***
AT&T	PHM-2009-20	WKG COND	30-Mar-09	24-Aug-09	Closed	Manager confiscated members personal cell phone and COU***CLOSED***
AT&T	NYM-2009-09	DISCIPLINE	10-Apr-09	23-Jul-09	Denied	Issued a final warning for failure to follow proper procedures***DENIED***
AT&T	PHM-2009-21	WKG COND	15-Apr-09	09-Oct-09	Denied	Placed on final written warning for job performance***DENIED***
AT&T	PHM-2009-22	WKG COND	14-May-09	22-Jun-09	Closed	Placed on SPR for not meeting 80% to goal for features***CLOSED***
AT&T	PHM-2009-23	WKG COND	18-May-09	10-Aug-09	Closed	Issued a final written warning for sales performance***WILL REDUCE THE WARNING TO A COUNSELING NOTICE***
AT&T	PHM-2009-24	WKG COND	08-Jun-09	24-Dec-09	Denied	Placed on final written warning for SPR***DENIED***

AT&T	PHM-2009-25	WKG COND	13-Aug-09	24-Dec-09	Denied	Placed on final written warning for SPR***DENIED***
AT&T	PHM-2009-26	SENIORITY	08-Sep-09	15-Sep-09	Closed	Seniority being violated with new scheduling tool***CLOSED***
AT&T	PHM-2009-28	SENIORITY	08-Sep-09	15-Sep-09	Closed	Seniority being violated with new scheduling tool***CLOSED***
AT&T	PHM-2009-30	SENIORITY	08-Sep-09	15-Sep-09	Closed	Seniority being violated with new scheduling tool***CLOSED***
AT&T	PHM-2009-27	VACATIONS	08-Sep-09	15-Sep-09	Closed	Denied previously approved vacation***CLOSED***
AT&T	PHM-2009-29	WKG COND	08-Sep-09	15-Sep-09	Closed	Lack of store management***CLOSED***
AT&T	PHM-2009-31	WKG COND	08-Sep-09	15-Sep-09	Closed	Denied wrist supportive mouse***CLOSED***
AT&T	PHM-2009-33	WKG COND	10-Sep-09	24-Dec-09	Denied	Placed on final written warning for SPR***DENIED***
Hamilton FIOS	C-09-22-521	ABSENCE	23-Jun-09	04-Dec-09	Withdrawn	Placed on RAP Step 1***WITHDREW MEMBER RETIRED***
Hamilton BSBC	C-08-22-402	TRANSFERS/U&T	15-Jul-08	27-Aug-09	Closed	Was offered & accepted voluntary downgrade but company rescinded offer***MEMBER WAS PLACED INTO POSITION***
Hamilton BSBC	C-09-22-304	SUSPENSIONS	26-Jan-09	05-Aug-09	Denied	Issued a 3 day suspension for customer mistreat***DENIED***
Hamilton BSBC	09-132	WKG COND	24-Feb-09	03-Aug-09	Sustained	Issued a warning for # of bundles sold***AGREED TO REMOVE THE WARNING***
Hamilton BSBC	09-133	WKG COND	24-Feb-09	03-Aug-09	Sustained	Issued a warning for # of bundles sold***AGREED TO REMOVE THE WARNING***

Hamilton BSBC	09-134	WKG COND	24-Feb-09	03-Aug-09	Sustained	Issued a warning for # of bundles sold***AGREED TO REMOVE THE WARNING***
Hamilton BSBC	09-135	WKG COND	24-Feb-09	03-Aug-09	Sustained	Issued a warning for # of bundles sold***AGREED TO REMOVE THE WARNING***
Hamilton BSBC	09-136	WKG COND	24-Feb-09	03-Aug-09	Sustained	Issued a warning for # of bundles sold***AGREED TO REMOVE THE WARNING***
Hamilton BSBC	C-09-22-305	DISMISSAL	03-Mar-09	05-Aug-09	Denied	Dismissed for violation of COBC/Sales ethics/Customer abuse***DENIED***
Hamilton BSBC	C-09-22-303	SUSPENSIONS	11-Mar-09	05-Aug-09	Denied	Issued a 1 day suspension for Tardies on mandatory OT***DENIED***
Hamilton BSBC	C-09-22-337	WKG COND	20-Mar-09	26-Aug-09	Denied	Issued a warning for making personal calls from desk***DENIED***
Hamilton BSBC	C-09-22-226	ABSENCE	24-Mar-09	27-Jul-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton BSBC	C-09-22-224	ABSENCE	24-Mar-09	04-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton BSBC	C-09-22-225	ABSENCE	24-Mar-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton BSBC	C-09-22-227	ABSENCE	06-Apr-09	09-Jul-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton BSBC	09-150	SUSPENSIONS	16-Apr-09	29-Aug-09	Closed	Issued a 10 day suspension for call avoidance/customer mistreat***WILL CHANGE TO A 7 DAY SUSPENSION AND PAY FOR 3 DAYS***
Hamilton BSBC	C-09-22-359	DISMISSAL	05-May-09	26-Aug-09	Denied	Dismissed for RAP Step 5***DENIED***

Hamilton BSBC	C-09-22-469	ABSENCE	07-May-09	22-Oct-09	Closed	Placed on RAP Step 2***CLOSED***
Hamilton BSBC	09-074	WKG COND	19-May-09	11-Jun-09	Sustained	Issued a warning for performance while in transition program***WILL CHANGE WARNING TO A DISCUSSION***
Hamilton BSBC	09-076	DISMISSAL	19-May-09	10-Jun-09	Denied	Dismissed for job performance while in transition program***DENIED/MEMBER DOES NOT WANT TO ESCALATE***
Hamilton BSBC	09-073	WKG COND	03-Jun-09	11-Jun-09	Sustained	Issued a warning for performance while in transition program***WILL CHANGE WARNING TO A DISCUSSION***
Hamilton BSBC	09-075	WKG COND	03-Jun-09	11-Jun-09	Sustained	Issued a warning for performance while in transition program***WILL CHANGE WARNING TO A DISCUSSION***
Hamilton BSBC	C-09-22-470	SUSPENSIONS	05-Jun-09	22-Oct-09	Closed	Placed on RAP Step 3 and issued a 5 day suspension***WILL REPEAT STEP 2 WITH A TARGET DATE OF 12-5-09 AND WILL PAY BACK THE 5 DAYS PAY***
Hamilton BSBC	C-09-22-360	SUSPENSIONS	16-Jun-09	26-Aug-09	Denied	Placed on RAP Step 3 and issued a 5 day suspension***DENIED***
Hamilton BSBC	09-157	WKG COND	22-Jun-09	17-Sep-09	Closed	Issued a warning for no pitch***AGREED TO REMOVE THE WARNING IF NO FURTHER INCIDENTS BEFORE 12-22-09***

Hamilton BSBC	09-156	ABSENCE	24-Jun-09	17-Sep-09	Closed	Placed on RAP Step 1***AGREED TO CHANGE TARGET DATE FROM 10-29-09 TO BE 09-29-09***
Hamilton BSBC	09-158	WKG COND	17-Jul-09	17-Sep-09	Sustained	Issued a warning for violation of Food Policy***AGREED TO REMOVE THE WARNING AND CHANGE TO A DISCUSSION***
Hamilton BSBC	09-155	WKG COND	31-Jul-09	17-Sep-09	Closed	Issued a warning for misuse of company time***AGREED TO REMOVE THE WARNING ON 12-01-09 IF NO FURTHER INCIDENTS***
Hamilton BSBC	09-160	DISMISSAL	17-Aug-09	16-Oct-09	Closed	Dismissed for failure to meet job performance requirements of the transition program***CLOSED***
Hamilton BSBC	09-163	WKG COND	18-Sep-09	03-Dec-09	Closed	Issued a warning for COBC/call avoidance***AGREED TO REMOVE WARNING IF GOES 6 MONTHS(9-18-09) WITH NO OTHER COBC VIOLATIONS***
Hamilton EAST	09-077	WKG COND	19-Nov-08	11-Jun-09	Closed	Issued a warning for adherence***AGREED TO REMOVE THE WARNING IF MEMBER MAKES ADHERENCE FOR APRIL, MAY AND JUNE**
Hamilton EAST	09-080	WKG COND	19-Nov-08	11-Jun-09	Closed	Issued a warning for adherence***WILL REMOVE WARNING IF EMPLOYEE MAKES 92% OR BETTER FOR APRIL, MAY AND JUNE***

Hamilton EAST	09-078	WKG COND	20-Nov-08	11-Jun-09	Closed	Issued warning for adherence***WILL REMOVE WARNING IF EMPLOYEE MAKES 92% OR BETTER FOR APRIL. MAY AND JUNE***
Hamilton EAST	C-09-22-279	ADHERENCE	20-Nov-08	07-Jul-09	Sustained	Issued a warning for adherence***WILL REMOVE WARNING***
Hamilton EAST	C-09-22-423	SUSPENSIONS	03-Dec-08	16-Oct-09	Denied	Issued a 5 day suspension for COBC***DENIED***
Hamilton EAST	C-09-22-417	WKG COND	08-Dec-08	16-Oct-09	Denied	Issued a warning for sales process***DENIED***
Hamilton EAST	09-079	SUSPENSIONS	18-Dec-08	13-Jul-09	Closed	Issued a 5 day paper suspension for not following sales process***AGREED TO CHANGE LTR OF SUSP TO A FORMAL WARNING***
Hamilton EAST	C-09-22-418	SUSPENSIONS	30-Dec-08	10-Dec-09	Denied	Issued a 10 day suspension for COBC***DENIED***
Hamilton EAST	C-09-22-413	SUSPENSIONS	04-Feb-09	10-Dec-09	Denied	Issued a 10 day suspension for Sales process***DENIED***
Hamilton EAST	C-09-22-415	DISMISSAL	09-Feb-09	26-Aug-09	Denied	Terminated for job abandonment***DENIED***
Hamilton EAST	09-119	WKG COND	12-Feb-09	29-Jul-09	Closed	Issued a warning for sales process***AGREED TO REMOVE THE WARNING IF NO FURTHER INCIDENTS BEFORE 8-12-09***
Hamilton EAST	C-09-22-424	SUSPENSIONS	17-Feb-09	16-Oct-09	Denied	Issued a 10 day suspension for COBC***DENIED***
Hamilton EAST	C-09-22-419	SUSPENSIONS	09-Mar-09	16-Oct-09	Denied	Issued a 5 day suspension for COBC***DENIED***

Hamilton EAST	09-120	WKG COND	10-Mar-09	29-Jul-09	Closed	Issued a warning for sales process***AGREED TO REMOVE THE WARNING IF NO FURTHER INCIDENTS BEFORE 6-10-09***
Hamilton EAST	09-123	WKG COND	17-Mar-09	29-Jul-09	Closed	Issued a warning for sales process***AGREED TO REMOVE WARNING IF NO FURTHER INCIDENTS IN 6 MONTHS AFTER RETURNING BACK ON LINE***
Hamilton EAST	09-080	SUSPENSIONS	23-Mar-09	13-Jul-09	Closed	Issued a 5 day suspension for call avoidance COBC***WILL CHANGE TO A 4 DAY SUSP AND PAY BACK FOR 1DAY***
Hamilton EAST	C-09-22-422	DISMISSAL	25-Mar-09	12-Nov-09	Denied	Dismissed for COBC***DENIED***
Hamilton EAST	C-09-22-74	ABSENCE	25-Mar-09	11-Dec-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton EAST	C-09-22-473	SUSPENSIONS	39897	40158	Denied	Placed on RAP Step 3 and issued a 5 day suspension***DENIED***
Hamilton EAST	C-09-22-420	SUSPENSIONS	28-Mar-09	16-Oct-09	Denied	Issued a 10 day suspension for COBC***DENIED***
Hamilton EAST	C-09-22-421	SUSPENSIONS	30-Mar-09	19-Oct-09	Denied	Issued a 10 day suspension for COBC***DENIED***
Hamilton EAST	09-122	SUSPENSIONS	09-Apr-09	29-Jul-09	Closed	Issued a 5 day suspension for misuse of company time***AGREED TO CHANGE TO A WARNING AND PAY BACK FOR 1 DAY***
Hamilton EAST	C-09-22-425	DISMISSAL	09-Apr-09	12-Nov-09	Denied	Terminated for COBC violation***DENIED***

Hamilton EAST	C-09-22-475	ABSENCE	09-Apr-09	11-Dec-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton EAST	09-121	WKG COND	15-Apr-09	29-Jul-09	Closed	Issued a warning for sales process***AGREED TO REMOVE THE WARNING IF NO FURTHER INCIDENTS BEFORE 10-15-09***
Hamilton EAST	C-09-22-479	DISMISSAL	16-Apr-09	19-Oct-09	Denied	Dismissed for attendance***DENIED***
Hamilton EAST	C-09-22-479	DISMISSAL	16-Apr-09	28-Jul-09	Denied	Dismissed for attendance***DENIED***
Hamilton EAST	C-09-22-543	DISMISSAL	24-Apr-09	14-Dec-09	Denied	Terminated for job abandonment***DENIED***
Hamilton EAST	09-148	SUSPENSIONS	27-Apr-09	16-Sep-09	Closed	Issued a 10 day suspension for misuse of company time***AGREED TO CHANGE TO A 7 DAY SUSPENSION AND PAY BACK 3 DAYS***
Hamilton EAST	09-117	WKG COND	28-Apr-09	29-Jul-09	Sustained	Issued a warning for misuse of company time***AGREED TO REMOVE WARNING***
Hamilton EAST	09-118	WKG COND	11-May-09	29-Jul-09	Sustained	Issued a warning for late from break***AGREED TO REMOVE WARNING***
Hamilton EAST	C-09-22-477	TARDY	15-May-09	11-Dec-09	Denied	Issued a final warning for tardies***DENIED***
Hamilton EAST	C-09-22-476	TARDY	15-May-09	11-Dec-09	Denied	Issued a final warning for Tardies***DENIED***
Hamilton EAST	09-127	WKG COND	27-May-09	30-Sep-09	Sustained	Issued a warning for tone and manner***AGREED TO REMOVE WARNING ***

Hamilton EAST	09-128	SUSPENSIONS	28-May-09	30-Sep-09	Closed	Issued a 5 day suspension for customer mistreat*** AGREED TO REMOVE THE SUSPENSION BUT NO BACK PAY***
Hamilton EAST	09-115	PAY TREATMENT	01-Jun-09	29-Jul-09	Closed	Was not paid for day off for Death of Grandmother in law*** AGREED TO PAY FOR THE DAY***
Hamilton EAST	C-09-22-472	ABSENCE	08-Jun-09	21-Dec-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton EAST	09-116	WKG COND	09-Jun-09	29-Jul-09	Closed	Issued a warning for sales process***WILL REMOVE WARNING IF NO FURTHER INCIDENTS BEFORE 12-9-09***
Hamilton EAST	C-09-22-471	ABSENCE	10-Jun-09	16-Oct-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton EAST	C-09-22-478	ABSENCE	11-Jun-09	11-Dec-09	Denied	Issued a final warning for attendance***DENIED***
Hamilton EAST	09-131	WKG COND	12-Jun-09	23-Oct-09	Closed	Issued a warning for sales process***AGREED TO REMOVE WARNING IF NO FURTHER INCIDENTS IN 6 MONTHS***
Hamilton EAST	C-09-22-544	TIME OFF	18-Jun-09	14-Dec-09	Denied	Denied bonding time***DENIED***
Hamilton EAST	09-129	SUSPENSIONS	24-Jun-09	30-Sep-09	Closed	Issued a 10 day suspension for sales process*** AGREED TO REMOVE THE SUSPENSION BUT NO BACK PAY***
Hamilton EAST	09-139	ABSENCE	29-Jul-09	30-Sep-09	Closed	Placed on RAP Step 1***WILL REMOVE FROM RAP ON 10-5-09***

Hamilton EAST	09-140	ABSENCE	29-Jul-09	30-Sep-09	Closed	Placed on RAP Step 1***WILL CHANGE TARGET DATE FROM 11-12-09 TO BE 10-12-09***
Hamilton EAST	09-141	ABSENCE	29-Jul-09	30-Sep-09	Closed	Placed on RAP Step 1***WILL CHANGE TARGET DATE FROM 10-28-09 TO BE 10-05-09***
Hamilton EAST	09-142	ABSENCE	29-Jul-09	30-Sep-09	Closed	Placed on RAP Step 2***WILL CHANGE TARGET DATE FROM 10-27-09 TO BE 10-05-09***
Hamilton EAST	09-130	SUSPENSIONS	04-Aug-09	23-Oct-09	Closed	Issued a 5 day paper suspension for sales process***AGREED TO CHANGE SUSPENSION TO A WARNING***
Hamilton EAST	09-207	MUTUAL RESPECT	24-Aug-09	17-Nov-09	Closed	was spoken to disrespectfully by Manager***MEMBER DECIDED TO WITHDRAW THIS***
Hamilton EAST	09-126	WKG COND	09-Sep-09	23-Oct-09	Sustained	Issued a warning for sales process***AGREED TO REMOVE THE WARNING***
Hamilton EAST	09-199	SUSPENSIONS	09-Sep-09	03-Dec-09	Closed	Issued a 5 day suspension for call avoidance***AGREED TO CHANGE TO A 4 DAY SUSPENSION AND PAY FOR 1 DAY***
Hamilton EAST	09-144	ABSENCE	06-Nov-09	04-Dec-09	Closed	Placed on RAP Step 2***WILL CHANGE TARGET DATE FROM 2-12-10 TO BE 01-02-10***
Hamilton EAST	09-145	ABSENCE	02-Dec-09	04-Dec-09	Closed	Placed on RAP Step 1***WILL CHANGE TARGET DATE FROM 4-08-10 TO BE 02-08-10***
Hamilton FIOS	C-09-22-320	ABSENCE	31-Mar-08	15-Jul-09	Closed	Placed on RAP Step 2***WILL CHANGE TARGET DATE FROM 8-24-09 TO BE 7-24-09***

Hamilton FIOS	C-08-22-243	ABSENCE	18-Apr-08	09-Nov-09	Withdrawn	Placed on RAP Step 4 and issued a 10 day suspension***DENIED***
Hamilton FIOS	C-09-22-009	DISMISSAL	13-Jun-08	14-Dec-09	Denied	Dismissed for COBC violation***DENIED***
Hamilton FIOS	C-09-22-176	DISMISSAL	16-Dec-08	26-Aug-09	Denied	Placed on RAP Step 5 and dismissed***DENIED***
Hamilton FIOS	09-149	SUSPENSIONS	16-Jan-09	02-Sep-09	Closed	Issued a 5 day paper suspension for misuse of company time***AGREED TO REMOVE ON 12-31-09 IF NO FURTHER INCIDENTS***
Hamilton FIOS	09-169	WKG COND	19-Jan-09	04-Sep-09	Sustained	Issued a warning for adherence***AGREED TO REMOVE WARNING FROM FILE***
Hamilton FIOS	C-09-22-456	DISMISSAL	21-Jan-09	08-Dec-09	Denied	Dismissed for COBC/customer mistreat***DENIED***
Hamilton FIOS	C-09-22-248	ABSENCE	27-Jan-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-249	ABSENCE	27-Jan-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-250	ABSENCE	27-Jan-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-466	WKG COND	27-Jan-09	19-Oct-09	Denied	Issued a warning for sales process***DENIED***
Hamilton FIOS	09-172	EVALUATION	01-Feb-09	10-Aug-09	Closed	Issued an incorrect rating on annual appraisal***AGREED TO CHANGE THE RATING TO "NOT RATED"***
Hamilton FIOS	09-188	SUSPENSIONS	03-Feb-09	10-Aug-09	Sustained	Issued a 5 day paper suspension for call avoidance***AGREED TO CHANGE THE SUSPENSION TO A WARNING***

Hamilton FIOS	C-09-22-464	SUSPENSIONS	05-Feb-09	11-Dec-09	Denied	Issued a 5 day letter of suspension for COBC***DENIED***
Hamilton FIOS	09-170	SUSPENSIONS	11-Feb-09	10-Aug-09	Sustained	Issued a 10 day suspension for sales process***AGREED TO RESCIND SUSPENSION AND PAY FOR THE DAYS***
Hamilton FIOS	C-09-22-465	WKG COND	11-Feb-09	11-Dec-09	Denied	Issued a warning for sales process***DENIED***
Hamilton FIOS	09-090	SUSPENSIONS	13-Feb-09	30-Jul-09	Closed	Issued a 1 day suspension for not meeting 92% adherence***WILL CHANGE THE SUSPENSION TO A WARNING***
Hamilton FIOS	C-09-22-256	ABSENCE	25-Feb-09	12-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-251	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-252	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-253	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-254	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-255	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-257	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-258	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-259	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-260	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***

Hamilton FIOS	C-09-22-463	SUSPENSIONS	26-Feb-09	11-Dec-09	Denied	Issued a 5 day suspension for COBC***DENIED***
Hamilton FIOS	C-09-22-354	TARDY	04-Mar-09	26-Aug-09	Denied	Issued a second warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	09-191	SUSPENSIONS	09-Mar-09	25-Aug-09	Closed	Issued a 5 day suspension for customer mistreat***AGREED TO CHANGE THE SUSPENSION TO A FINAL WARNING BUT NO BACK PAY***
Hamilton FIOS	C-09-22-316	ABSENCE	10-Mar-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-311	ABSENCE	10-Mar-09	24-Aug-09	Closed	Placed on RAP Step 1***SETTLEMENT MADE INVOLVING STEPS 1 ,2 &3***
Hamilton FIOS	09-171	SUSPENSIONS	10-Mar-09	25-Aug-09	Closed	Issued a 5 day suspension for sales process***AGREED TO CHANGE THE SUSPENSION TO A WARNING***
Hamilton FIOS	09-072	SUSPENSIONS	11-Mar-09	24-Jun-09	Denied	Issued a letter of suspension for adherence***DENIED/MEMBER DOES NOT WANT TO ESCALATE***
Hamilton FIOS	C-09-22-467	SUSPENSIONS	11-Mar-09	22-Oct-09	Closed	Issued a 5 day letter of suspension for sales process***AGREED TO CHANGE TO A SECOND WARNING***
Hamilton FIOS	C-09-22-468	WKG COND	11-Mar-09	11-Dec-09	Denied	Issued a warning for sales process***DENIED***
Hamilton FIOS	C-09-22-457	DISMISSAL	18-Mar-09	19-Oct-09	Denied	Placed on RAP Step 5 and dismissed***DENIED***

Hamilton FIOS	09-183	WKG COND	20-Mar-09	25-Aug-09	Sustained	Issued a warning for no recap*** AGREED TO CHANGE WARNING TO A DISCUSSION***
Hamilton FIOS	09-137	DISMISSAL	25-Mar-09	30-Oct-09	Closed	Dismissed for customer mistreat*** WILL PAY BACK 10 DAYS PAY BUT WILL REMAIN DISMISSED AND NOT RE-HIRABLE***
Hamilton FIOS	09-068	TARDY	26-Mar-09	23-Jun-09	Sustained	Warning issued for tardies on Mandatory OT*** WILL REMOVE THE WARNING***
Hamilton FIOS	09-078	SUSPENSIONS	26-Mar-09	30-Jul-09	Closed	Issued a 5 day susp for call avoidance*** WILL CHANGE TO A WARNING IF GOES UNTIL 12-31-09 WITH NO FURTHER INCIDENTS***
Hamilton FIOS	09-108	WKG COND	26-Mar-09	22-Jul-09	Closed	Issued a warning for FCR*** WILL REMOVE WARNING ON 12-31-09 IF NO FURTHER INCIDENTS***
Hamilton FIOS	C-09-22-353	TARDY	26-Mar-09	26-Aug-09	Denied	Issued a second warning for tardies on mandatory OT*** DENIED***
Hamilton FIOS	C-09-22-355	TARDY	26-Mar-09	26-Aug-09	Denied	Issued a second warning for tardies on mandatory OT*** DENIED***
Hamilton FIOS	C-09-22-356	TARDY	26-Mar-09	26-Aug-09	Denied	Issued a second warning for tardies on mandatory OT*** DENIED***
Hamilton FIOS	C-09-22-357	TARDY	26-Mar-09	26-Aug-09	Denied	Issued a second warning for tardies on mandatory OT*** DENIED***

Hamilton FIOS	C-09-22-317	ABSENCE	31-Mar-09	15-Jul-09	Closed	Placed on RAP Step 2***WILL CHANGE TARGET DATE FROM 9-7-09 TO BE 8-1-09***
Hamilton FIOS	09-104	WKG COND	31-Mar-09	22-Jul-09	Sustained	Issued a warning for no recap***AGREED TO REMOVE WARNING***
Hamilton FIOS	C-09-22-319	ABSENCE	31-Mar-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-314	ABSENCE	31-Mar-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-410	WKG COND	31-Mar-09	19-Oct-09	Denied	Issued a second warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	09-177	WKG COND	31-Mar-09	10-Aug-09	Sustained	Issued a warning for FCR***AGREED TO REMOVE WARNING***
Hamilton FIOS	09-189	SUSPENSIONS	31-Mar-09	04-Sep-09	Closed	Issued a 10 day suspension for call avoidance***AGREED TO PAY BACK 5 DAYS NOW AND IN 90 DAYS AFTER ASSOCIATE RETURNS TO FULL DUTY IF NO FURTHER INCIDENTS WILL PAY BACK 2 MORE DAYS AND IN 150 DAYS AFTER ASSOCIATE RETURNS TO FULL DUTY IF NO FURTHER INCIDENT
Hamilton FIOS	C-09-22-408	WKG COND	31-Mar-09	16-Oct-09	Denied	Issued a 2nd warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-407	WKG COND	31-Mar-09	16-Oct-09	Denied	Issued a 2nd warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-405	WKG COND	31-Mar-09	16-Oct-09	Denied	Issued a 2nd warning for tardies on mandatory OT***DENIED***

Hamilton FIOS	C-09-22-550	SUSPENSIONS	31-Mar-09	14-Dec-09	Denied	1 day letter of suspension for tardies on mandatory OT***DENIED***
Hamilton FIOS	09-168	DISPARATE TREATMENT	02-Apr-09	10-Aug-09	Sustained	CCM sent an e-mail regarding disciplinary action to be taken on employees to the office***AGREED TO APOLOGIZE TO CONSULTANTS MENTIONED IN E-MAIL***
Hamilton FIOS	09-178	DISPARATE TREATMENT	02-Apr-09	10-Aug-09	Sustained	CCM sent an e-mail regarding disciplinary action to be taken on employees to the office***AGREED TO APOLOGIZE TO CONSULTANTS MENTIONED IN E-MAIL***
Hamilton FIOS	09-179	DISPARATE TREATMENT	02-Apr-09	10-Aug-09	Sustained	CCM sent an e-mail regarding disciplinary action to be taken on employees to the office***AGREED TO APOLOGIZE TO CONSULTANTS MENTIONED IN E-MAIL***
Hamilton FIOS	09-092	WKG COND	06-Apr-09	30-Jul-09	Sustained	Issued a warning for not updating ROC Tickets***AGREED TO REMOVE THE WARNING***
Hamilton FIOS	09-111	SUSPENSIONS	06-Apr-09	22-Jul-09	Sustained	Issued a 5 day paper suspension for sales process***AGREED TO REMOVE SUSPENSION CHANGE TO A WARNING***
Hamilton FIOS	C-09-22-318	ABSENCE	07-Apr-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-312	ABSENCE	07-Apr-09	24-Aug-09	Closed	Placed on RAP Step 2***SETTLEMENT MADE INVOLVING STEPS 1,2, &3***

Hamilton FIOS	C-09-22-412	WKG COND	07-Apr-09	19-Oct-09	Denied	Issued a second warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-411	WKG COND	07-Apr-09	19-Oct-09	Denied	Issued a second warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-406	WKG COND	07-Apr-09	16-Oct-09	Denied	Issued a 2nd warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	09-176	SUSPENSIONS	08-Apr-09	17-Aug-09	Closed	Issued a 5 day suspension for customer mistreat***AGREED TO PAY BACK 2 1/2 DAYS AND WILL REMOVE THE SUSPENSION ON 12-31-09 IF NO FURTHER INCIDENTS***
Hamilton FIOS	09-184	WKG COND	13-Apr-09	25-Aug-09	Sustained	Issued a warning for contact standards***AGREED TO CHANGE WARNING TO A DISCUSSION***
Hamilton FIOS	09-185	WKG COND	13-Apr-09	25-Aug-09	Sustained	Issued a warning for sales process***AGREED TO CHANGE WARNING TO A DISCUSSION***
Hamilton FIOS	09-110	WKG COND	15-Apr-09	22-Jul-09	Sustained	Issued a warning for no recap***WILL REMOVE WARNING AND CHANGE IT TO A DISCUSSION***
Hamilton FIOS	09-174	WKG COND	15-Apr-09	30-Jul-09	Sustained	Issued a warning for not recapping***AGREED TO CHANGE THE WARNING TO A DISCUSSION***
Hamilton FIOS	09-089	WKG COND	22-Apr-09	30-Jul-09	Sustained	Issued a warning for not making adherence of 92%***AGREED TO REMOVE WARNING***

Hamilton FIOS	09-175	SUSPENSIONS	22-Apr-09	25-Aug-09	Closed	Issued a 5 day suspension for customer mistreat***AGREED TO CHANGE THE SUSPENSION TO A FINAL WARNING AND PAY BACK 2 1/2 DAYS***
Hamilton FIOS	09-087	WKG COND	27-Apr-09	30-Jul-09	Sustained	Warning issued for dress code violation and sent to get changed without pay***AGREED TO CHANGE WARNING TO A DISCUSSION AND PAY FOR TIME LOST***
Hamilton FIOS	09-106	SUSPENSIONS	27-Apr-09	22-Jul-09	Closed	Issued a 1 day paper suspension for adherence***WILL CHANGE TO A WARNING IF MAKES 92% FOR JULY, AUG & SEPT***
Hamilton FIOS	09-125	SUSPENSIONS	27-Apr-09	22-Jul-09	Closed	Issued a 1 day paper suspension for adherence***MEMBER DID NOT WANT TO PURSUE***
Hamilton FIOS	09-086	WKG COND	28-Apr-09	30-Jul-09	Sustained	Warning issued for dress code violation and sent to get changed without pay***AGREED TO CHANGE WARNING TO A DISCUSSION AND PAY FOR TIME LOST
Hamilton FIOS	C-09-22-328	ABSENCE	30-Apr-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-327	ABSENCE	30-Apr-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-326	ABSENCE	30-Apr-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-325	ABSENCE	30-Apr-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***

Hamilton FIOS	C-09-22-324	ABSENCE	30-Apr-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-322	SUSPENSIONS	30-Apr-09	05-Aug-09	Denied	Placed on RAP Step 3, and Issued a 5 day suspension***DENIED***
Hamilton FIOS	C-09-22-321	SUSPENSIONS	30-Apr-09	05-Aug-09	Denied	Placed on RAP Step 3, and Issued a 5 day suspension***DENIED***
Hamilton FIOS	C-09-22-315	ABSENCE	30-Apr-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	09-162	WKG COND	01-May-09	21-Oct-09	Closed	Issued a warning for recap***AGREED TO CHANGE WARNING TO A DISCUSSION***
Hamilton FIOS	C-09-22-539	SUSPENSIONS	01-May-09	11-Dec-09	Denied	Issued a 5 day suspension for adherence***DENIED***
Hamilton FIOS	C-09-22-540	SUSPENSIONS	01-May-09	11-Dec-09	Denied	Issued a 5 day letter of suspension for COBC***DENIED***
Hamilton FIOS	C-09-22-329	ABSENCE	04-May-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-313	SUSPENSIONS	04-May-09	24-Aug-09	Closed	Placed on RAP Step 3 and issued a 5 day suspension***AGREED TO REPEAT STEP 2 WITH A TARGET DATE OF 8-27-09 AND PAY BACK THE 5 DAYS***
Hamilton FIOS	09-091	SUSPENSIONS	06-May-09	30-Jul-09	Closed	Issued a 5 day suspension for customer mistreat***WILL PAY BACK 3 DAYS IF NO FURTHER INCIDENTS BY 10-22-09***
Hamilton FIOS	C-09-22-323	SUSPENSIONS	07-May-09	05-Aug-09	Denied	Placed on RAP Step 4, and issued a 10 day suspension***DENIED***
Hamilton FIOS	C-09-22-409	WKG COND	07-May-09	19-Oct-09	Denied	Issued a second warning for tardies on mandatory OT***DENIED***

Hamilton FIOS	C-09-22-519	ABSENCE	07-May-09	11-Dec-09	Denied	Warning issued for attendance with less than 6 months of service***DENIED***
Hamilton FIOS	09-084	WKG COND	09-May-09	30-Jul-09	Sustained	Warning issued for dress code violation and sent to get changed without pay***AGREED TO CHANGE WARNING TO DISCUSSION AND PAY FOR TIME LOST***
Hamilton FIOS	09-085	WKG COND	09-May-09	30-Jul-09	Sustained	Warning issued for dress code violation and sent to get changed without pay***AGREED TO CHANGE WARNING TO A DISCUSSION AND PAY FOR TIME LOST***
Hamilton FIOS	09-190	WKG COND	11-May-09	17-Aug-09	Closed	Issued a warning for no recap***AGREED TO REMOVE WARNING ON 12-31-09 IF NO FURTHER INCIDENTS OF NO RECAP OCCUR***
Hamilton FIOS	09-094	WKG COND	13-May-09	30-Jul-09	Sustained	Issued a warning for FCR***WILL CHANGE THE WARNING TO A DISCUSSION***
Hamilton FIOS	09-103	WKG COND	13-May-09	22-Jul-09	Sustained	Issued a warning for no recap***AGREED TO REMOVE WARNING***
Hamilton FIOS	09-082	OVERTIME	15-May-09	08-Jul-09	Sustained	Issued a warning for tardies on Mandatory OT ***AGREED TO REMOVE WARNING***
Hamilton FIOS	09-083	ABSENCE	19-May-09	07-Jul-09	Closed	Placed on RAP Step 2***AGREED TO CHANGE TARGET DATE FROM 10-1-09 TO BE 08-01-09***

Hamilton FIOS	09-088	ABSENCE	19-May-09	30-Jul-09	Closed	Placed on RAP Step 2***CLOSED PER MEMBER-RESIGNED***
Hamilton FIOS	C-09-22-458	DISMISSAL	19-May-09	19-Oct-09	Denied	Placed on RAP Step 4 and dismissed***DENIED***
Hamilton FIOS	09-173	SUSPENSIONS	19-May-09	30-Jul-09	Sustained	Issued a 5 day suspension for sales process***AGREED TO CHANGE SUSPENSION TO A WARNING AND PAY BACK THE 5 DAYS***
Hamilton FIOS	09-182	WKG COND	19-May-09	25-Aug-09	Sustained	Issued a warning for no recap***AGREED TO CHANGE WARNING TO A DISCUSSION***
Hamilton FIOS	C-09-22-394	ABSENCE	19-May-09	16-Oct-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-397	ABSENCE	19-May-09	16-Oct-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-398	ABSENCE	19-May-09	16-Oct-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-545	WKG COND	19-May-09	11-Dec-09	Denied	Second warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	09-105	WKG COND	20-May-09	22-Jul-09	Sustained	Issued a warning for not clearing ROC Ticket***AGREED TO REMOVE WARNING***
Hamilton FIOS	C-09-22-396	ABSENCE	27-May-09	27-Oct-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-459	SUSPENSIONS	27-May-09	16-Oct-09	Denied	Issued a 1 day suspension for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-395	ABSENCE	27-May-09	16-Oct-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	09-102	WKG COND	28-May-09	22-Jul-09	Sustained	Issued a warning for customer mistreat***AGREED TO REMOVE WARNING***

Hamilton FIOS	09-109	WKG COND	28-May-09	22-Jul-09	Closed	Issued a warning for no recap***WILL REMOVE WARNING ON 12-31-09 IF NO FURTHER INCIDENTS***
Hamilton FIOS	09-093	SUSPENSIONS	29-May-09	29-Jul-09	Sustained	Issued a 3 day suspension for not meeting 92% adherence***WILL CHANGE TO A WARNING AND PAY FOR THE 3 DAYS***
Hamilton FIOS	09-107	SUSPENSIONS	29-May-09	22-Jul-09	Sustained	Issued a 3 day actual suspension for adherence***WILL REMOVE SUSPENSION AND PAY BACK THE 3 DAYS***
Hamilton FIOS	09-180	WKG COND	29-May-09	25-Aug-09	Sustained	Issued a warning for recap***AGREED TO CHANGE WARNING TO A DISCUSSION***
Hamilton FIOS	09-181	WKG COND	29-May-09	25-Aug-09	Sustained	Issued a warning for sales process***AGREED TO CHANGE WARNING TO A DISCUSSION***
Hamilton FIOS	09-192	WKG COND	29-May-09	17-Aug-09	Sustained	Issued a warning for adherence***AGREED TO REMOVE WARNING***
Hamilton FIOS	09-124	WKG COND	01-Jun-09	22-Jul-09	Closed	Issued a warning for sales process***AGREED TO REMOVE THE WARNING IF NO FURTHER INCIDENTS BEFORE 09-01-09***
Hamilton FIOS	C-09-22-518	ABSENCE	09-Jun-09	11-Dec-09	Denied	Warning issued for attendance with less than 6 months of service***DENIED***
Hamilton FIOS	C-09-22-460	WKG COND	10-Jun-09	19-Oct-09	Denied	Issued a second warning for tardies on mandatory OT***DENIED***

Hamilton FIOS	C-09-22-549	SUSPENSIONS	10-Jun-09	14-Dec-09	Denied	1 day suspension for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-551	SUSPENSIONS	10-Jun-09	14-Dec-09	Denied	3 day suspension for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-494	ABSENCE	10-Jun-09	11-Dec-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	09-079	SUSPENSIONS	12-Jun-09	03-Jun-09	Closed	Issued a 10 day suspension for customer mistreat***WILL REDUCE TO A 5 DAY SUSPENSION***
Hamilton FIOS	09-187	WKG COND	18-Jun-09	25-Aug-09	Sustained	Issued a warning for sales process***AGREED TO CHANGE THE WARNING TO A DISCUSSION***
Hamilton FIOS	09-186	SUSPENSIONS	23-Jun-09	25-Aug-09	Sustained	Issued a 5 day suspension for sales process***AGREED TO CHANGE SUSPENSION TO A WARNING AND PAY BACK FOR THE 5 DAYS***
Hamilton FIOS	C-09-22-548	WKG COND	23-Jun-09	11-Dec-09	Denied	Second warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-493	ABSENCE	14-Jul-09	19-Oct-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-546	WKG COND	14-Jul-09	11-Dec-09	Denied	Second warning for tardies on mandatory OT***DENIED***
Hamilton FIOS	C-09-22-496	ABSENCE	14-Jul-09	11-Dec-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-495	ABSENCE	14-Jul-09	11-Dec-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-492	ABSENCE	14-Jul-09	11-Dec-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-547	WKG COND	17-Jul-09	11-Dec-09	Denied	Second warning for tardies on mandatory OT***DENIED***

Hamilton FIOS	09-159	SUSPENSIONS	18-Jul-09	11-Aug-09	Closed	Issued a 15 day suspension for COBC***WILL CHANGE TO A 10 DAY SUSPENSION PAY BACK 5 DAYS***
Hamilton FIOS	C-09-22-509	ABSENCE	28-Jul-09	02-Nov-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton FIOS	C-09-22-522	ABSENCE	28-Jul-09	11-Dec-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	C-09-22-510	SUSPENSIONS	31-Jul-09	02-Nov-09	Denied	Placed on RAP Step 3 and issued a 5 day suspension***DENIED***
Hamilton FIOS	C-09-22-520	SUSPENSIONS	31-Jul-09	24-Dec-09	Denied	Placed on RAP Step 3 and issued a 5 day suspension***DENIED***
Hamilton FIOS	C-09-22-523	ABSENCE	31-Jul-09	11-Dec-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton FIOS	09-167	SUSPENSIONS	15-Sep-09	10-Dec-09	Closed	Issued a 5 day suspension for misuse of company time***WILL REMOVE THE SUSPENSION IN 9 MONTHS IF NO FURTHER INCIDENTS***
Hamilton FIOS	09-164	WKG COND	24-Sep-09	10-Dec-09	Closed	Issued a warning for misuse of company time***AGREED TO REMOVE WARNING IN 9 MONTHS IF NO FURTHER INCIDENTS***
Hamilton FIOS	09-165	SUSPENSIONS	14-Oct-09	10-Dec-09	Closed	Issued a 10 day suspension for Misuse of company time***AGREED TO GIVE BACK 5 DAYS PAY IMMEDIATELY AND IF NO FURTHER INCIDENTS WILL REMOVE THE SUSPENSION ON 2-5-10***

Hamilton FIOS	09-166	SUSPENSIONS	30-Oct-09	10-Dec-09	Closed	Issued a 10 day suspension for COBC***AGREED TO PAY BACK 4 DAYS AND 1 HR 45 MIN IMMEDIATELY AND WILL REMOVE SUSPENSION IN 9 MONTHS IF NO FURTHER INCIDENTS
Hamilton WEST	C-07-22-434	DISMISSAL	19-Sep-07	15-Oct-09	Denied	Dismissed for COBC/Sales Ethics***DENIED*** (PRE-ARBITRATION SETTLEMENT WAS REACHED)
Hamilton WEST	C-09-22-120	WKG COND	10-Dec-08	26-Aug-09	Denied	Issued a warning for not following sales process***DENIED***
Hamilton WEST	C-09-22-234	WKG COND	11-Dec-08	05-Aug-09	Denied	Issued a warning for sales process***DENIED***
Hamilton WEST	C-09-22-187	ABSENCE	15-Jan-09	04-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton WEST	C-09-22-280	WKG COND	22-Jan-09	05-Aug-09	Denied	Issued a warning for sales process***DENIED***
Hamilton WEST	C-09-22-157	SUSPENSIONS	22-Jan-09	26-Aug-09	Denied	Issued a 5 day suspension for not following sales process***DENIED***
Hamilton WEST	C-09-22-191	SUSPENSIONS	26-Jan-09	04-Aug-09	Denied	Placed on RAP Step 3 issued a 5 day suspension***
Hamilton WEST	09-081	WKG COND	28-Jan-09	13-Jul-09	Closed	Issued a warning for sales process***WILL REMOVE WARNING IF NO FURTHER INCIDENTS UNTIL 7-28-09***
Hamilton WEST	C-09-22-351	WKG COND	06-Feb-09	26-Aug-09	Denied	Issued a final warning for sales process***DENIED***

Hamilton WEST	09-079	WKG COND	10-Feb-09	11-Jun-09	Closed	Issued a warning for misuse of DCPR time***AGREED TO REMOVE THE WARNING IF NO LIKE INCIDENTS UNTIL THE END OF YEAR 2009***
Hamilton WEST	C-09-22-192	SUSPENSIONS	11-Feb-09	04-Aug-09	Denied	Placed on RAP Step 4 issued a 10 day suspension***
Hamilton WEST	C-09-22-502	ABSENCE	39855	40158	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	C-09-22-299	SUSPENSIONS	13-Feb-09	05-Aug-09	Denied	Placed on RAP Step 4, and issued a 10 day suspension***DENIED***
Hamilton WEST	C-09-22-401	SUSPENSIONS	13-Feb-09	11-Dec-09	Denied	Issued a 5 day suspension for sales process***DENIED***
Hamilton WEST	C-09-22-503	ABSENCE	13-Feb-09	11-Dec-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton WEST	09-070	SUSPENSIONS	18-Feb-09	23-Jun-09	Closed	Issued a 5 day suspension for sales process***AGREED TO CHANGE TO A 3 DAY AND PAY BACK FOR 2 DAYS***
Hamilton WEST	C-09-22-188	ABSENCE	24-Feb-09	04-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	C-09-22-341	WKG COND	24-Feb-09	26-Aug-09	Denied	Issued a warning for not following sales process***DENIED***
Hamilton WEST	C-09-22-347	WKG COND	24-Feb-09	26-Aug-09	Denied	Issued a warning for sales process***DENIED***
Hamilton WEST	C-09-22-298	ABSENCE	25-Feb-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	C-09-22-338	SUSPENSIONS	25-Feb-09	26-Aug-09	Denied	Issued a 10 day suspension for not following sales process***DENIED***
Hamilton WEST	C-09-22-402	SUSPENSIONS	25-Feb-09	16-Oct-09	Denied	Issued a 5 day suspension for sales process***DENIED***

Hamilton WEST	C-09-22-345	SUSPENSIONS	26-Feb-09	26-Aug-09	Closed	Issued a 5 day suspension for COBC***AGREED TO CHANGE TO A 3 DAY SUSPENSION AND PAY BACK FOR 2 DAYS ***
Hamilton WEST	C-09-22-533	SUSPENSIONS	27-Feb-09	11-Dec-09	Denied	Issued a 5 day suspension for contact standards***DENIED***
Hamilton WEST	C-09-22-300	ABSENCE	10-Mar-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	C-09-22-293	SUSPENSIONS	10-Mar-09	05-Aug-09	Denied	Placed on RAP Step 4, and issued a 10 day suspension***DENIED***
Hamilton WEST	C-09-22-292	SUSPENSIONS	10-Mar-09	05-Aug-09	Denied	Placed on RAP Step 3, and issued a 5 day suspension***DENIED***
Hamilton WEST	C-09-22-352	SUSPENSIONS	10-Mar-09	26-Aug-09	Closed	Issued a 5 day suspension for sales process***agreed to change to a 3 day suspension and pay back for 2 days***
Hamilton WEST	C-09-22-344	DISMISSAL	10-Mar-09	26-Aug-09	Denied	Dismissed for failure to pass test in initial training***DENIED***
Hamilton WEST	C-09-22-400	SUSPENSIONS	11-Mar-09	16-Oct-09	Denied	Issued a 5 day suspension for sales process***DENIED***
Hamilton WEST	C-09-22-346	HARASSMENT	14-Mar-09	26-Aug-09	Denied	Harassed by team leader while at lunch***DENIED***
Hamilton WEST	C-09-22-294	SUSPENSIONS	16-Mar-09	12-Nov-09	Denied	Placed on RAP Step 3 and issued a 5 day suspension***DENIED***
Hamilton WEST	C-09-22-290	ABSENCE	17-Mar-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	C-09-22-340	SUSPENSIONS	20-Mar-09	26-Aug-09	Denied	Issued a 5 day suspension for Customer mistreat***DENIED***
Hamilton WEST	C-09-22-481	SUSPENSIONS	39892	40158	Denied	Issued a 5 day suspension for contact standards***DENIED***
Hamilton WEST	C-09-22-504	DISMISSAL	24-Mar-09	12-Nov-09	Denied	Placed on RAP Step 4 and dismissed***DENIED***

Hamilton WEST	C-09-22-505	DISMISSAL	26-Mar-09	19-Oct-09	Denied	Dismissed for poor attendance with less than 6 months service***DENIED***
Hamilton WEST	C-09-22-403	SUSPENSIONS	30-Mar-09	16-Oct-09	Denied	Issued a 10 day suspension for sales process***DENIED***
Hamilton WEST	C-09-22-399	WKG COND	02-Apr-09	19-Oct-09	Denied	Issued a warning for sales process***DENIED***
Hamilton WEST	C-09-22-349	WKG COND	06-Apr-09	26-Aug-09	Closed	Issued a warning for contact standards***AGREED TO CHANGE TO A DISCUSSION***
Hamilton WEST	C-09-22-348	SUSPENSIONS	06-Apr-09	26-Aug-09	Denied	Issued a 4 day suspension for sales process***DENIED***
Hamilton WEST	C-09-22-532	DISMISSAL	06-Apr-09	11-Dec-09	Denied	Terminated for COBC***DENIED***
Hamilton WEST	C-09-22-296	ABSENCE	07-Apr-09	05-Aug-09	Denied	Placed on RAP Step 2***DENIED***
Hamilton WEST	C-09-22-295	ABSENCE	07-Apr-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	09-069	WKG COND	08-Apr-09	23-Jun-09	Sustained	Warning issued for adherence***WILL REMOVE THE WARNING***
Hamilton WEST	C-09-22-289	ABSENCE	09-Apr-09	05-Aug-09	Denied	Issued a warning for absence with less than 6 months of service***DENIED***
Hamilton WEST	C-09-22-350	WKG COND	10-Apr-09	26-Aug-09	Closed	Issued a 2nd warning for contact standards***AGREED TO CHANGE TO AN INITIAL WARNING***
Hamilton WEST	C-09-22-297	ABSENCE	15-Apr-09	05-Aug-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	C-09-22-339	DISMISSAL	16-Apr-09	26-Aug-09	Denied	Dismissed for not following sales process***DENIED***

Hamilton WEST	C-09-22-342	SUSPENSIONS	30-Apr-09	26-Aug-09	Closed	Issued a 5 day suspension for sales process***AGREED TO CHANGE TO A 3 DAY SUSPENSION AND PAY BACK FOR 2 DAYS***
Hamilton WEST	C-09-22-383	DISMISSAL	30-Apr-09	19-Oct-09	Denied	Placed on RAP Step 5 and dismissed***DENIED***
Hamilton WEST	C-09-22-404	DISCIPLINE	01-May-09	10-Dec-09	Denied	Dismissed for sales process***DENIED***
Hamilton WEST	C-09-22-484	SUSPENSIONS	05-May-09	19-Oct-09	Denied	Issued a 10 day suspension for sales process***DENIED***
Hamilton WEST	C-09-22-480	SUSPENSIONS	05-May-09	16-Oct-09	Denied	Issued a 10 day suspension for sales process***DENIED***
Hamilton WEST	09-154	WKG COND	06-May-09	18-Sep-09	Closed	Issued a warning for not meeting 92% adherence***AGREED TO REMOVE THE WARNING IF MAKES THE 92% FOR 6 MONTHS UNTIL 11-7-09***
Hamilton WEST	C-09-22-482	DISMISSAL	06-May-09	11-Dec-09	Denied	Dismissed for failure to meet testing requirements***DENIED***
Hamilton WEST	C-09-22-390	ABSENCE	07-May-09	19-Oct-09	Denied	Issued a warning for poor attendance with less than 6 months service***DENIED***
Hamilton WEST	C-09-22-392	ABSENCE	07-May-09	19-Oct-09	Denied	Issued a final warning for attendance***DENIED***
Hamilton WEST	09-161	SUSPENSIONS	11-May-09	17-Nov-09	Closed	Issued a 5 day suspension for sales process***AGREED TO REMOVE SUSPENSION AND PAY FOR THE 5 DAYS IF GOES UNTIL 12-31-09 FOLLOWING SALES PROCESS 100%***
Hamilton WEST	C-09-22-483	WKG COND	39946	40158	Denied	Issued a warning for sales process***DENIED***

Hamilton WEST	09-112	WKG COND	15-May-09	25-Jun-09	Sustained	Issued a warning for adherence***AGREED TO REMOVE WARNING***
Hamilton WEST	C-09-22-537	DISMISSAL	15-May-09	11-Dec-09	Denied	Terminated for failure to pass mastery test***DENIED***
Hamilton WEST	C-09-22-536	DISMISSAL	15-May-09	11-Dec-09	Denied	Terminated for failure to pass mastery test***DENIED***
Hamilton WEST	C-09-22-486	WKG COND	21-May-09	19-Oct-09	Denied	Issued a warning for sales process***DENIED***
Hamilton WEST	09-113	WKG COND	22-May-09	25-Jun-09	Sustained	Issued a warning for sales process***AGREED TO REMOVE WARNING***
Hamilton WEST	C-09-22-485	DISMISSAL	27-May-09	13-Nov-09	Denied	Terminated for not following the sales process***DENIED***
Hamilton WEST	C-09-22-525	ABSENCE	27-May-09	11-Dec-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	C-09-22-393	ABSENCE	29-May-09	22-Oct-09	Denied	Issued a warning for poor attendance with less than 6 months service***DENIED***
Hamilton WEST	C-09-22-487	SUSPENSIONS	29-May-09	19-Oct-09	Denied	Issued a 5 day letter of suspension for sales process***DENIED***
Hamilton WEST	09-153	SUSPENSIONS	02-Jun-09	15-Sep-09	Sustained	Placed on RAP Step 3 and issued a 5 day suspension***AGREED TO MOVE BACK TO STEP 2, RESCIND SUSPENSION AND PAY FOR THE DAYS***
Hamilton WEST	C-09-22-391	ABSENCE	03-Jun-09	19-Oct-09	Denied	Issued a final warning for attendance***DENIED***
Hamilton WEST	C-09-22-385	ABSENCE	03-Jun-09	19-Oct-09	Denied	Issued a final warning for attendance***DENIED***
Hamilton WEST	C-09-22-387	WKG COND	03-Jun-09	16-Oct-09	Denied	Issued a final warning for attendance had less than 6 months of service***DENIED***

Hamilton WEST	C-09-22-535	DISMISSAL	03-Jun-09	11-Dec-09	Denied	Terminated for failure to pass mastery test***DENIED***
Hamilton WEST	C-09-22-538	DISMISSAL	03-Jun-09	11-Dec-09	Denied	Terminated for failure to pass mastery test***DENIED***
Hamilton WEST	C-09-22-384	ABSENCE	08-Jun-09	22-Oct-09	Denied	Placed on RAP Step 1***DENIED***
Hamilton WEST	C-09-22-386	DISMISSAL	08-Jun-09	19-Oct-09	Denied	Dismissed for attendance***DENIED***
Hamilton WEST	C-09-22-388	DISMISSAL	08-Jun-09	16-Oct-09	Denied	Dismissed for attendance had less than 6 months of service***DENIED***
Hamilton WEST	C-09-22-389	DISMISSAL	19-Jun-09	19-Oct-09	Denied	Terminated for attendance***DENIED***
Hamilton WEST	09-152	SUSPENSIONS	26-Jun-09	18-Sep-09	Sustained	Issued a 10 day paper suspension for customer mistreat***WILL RESCIND SUSPENSION***
Hamilton WEST	C-09-22-527	SUSPENSIONS	30-Jun-09	24-Dec-09	Denied	Placed on RAP Step 3 and issued a 5 day suspension***DENIED***
Hamilton WEST	C-09-22-524	ABSENCE	30-Jun-09	11-Dec-09	Denied	Warning for attendance with less than 6 months of service***DENIED***
Hamilton WEST	09-206	WKG COND	10-Jul-09	17-Nov-09	Withdrawn	Warning issued for sales process***WITHDREW BECAUSE EMPLOYEE RESIGNED***
Hamilton WEST	C-09-22-528	DISMISSAL	05-Aug-09	11-Dec-09	Denied	Placed on RAP Step 4 and dismissed***DENIED***
Hamilton WEST	09-197	SUSPENSIONS	06-Aug-09	17-Nov-09	Sustained	Issued a 5 day suspension for customer mistreat***AGREED TO CHANGE THE 5 DAY SUSPENSION TO A WARNING AND PAY FOR THE DAYS***

Hamilton WEST	09-194	WKG COND	28-Aug-09	17-Nov-09	Sustained	Issued a warning for first call resolution*** AGREED TO CHANGE THE WARNING TO A DISCUSSION***
Hamilton WEST	09-196	SUSPENSIONS	21-Sep-09	20-Nov-09	Closed	Issued a 5 day paper suspension for sales process*** AGREED TO CHANGE THE SUSPENSION TO A REITERATED WARNING ON 3-30-10 IF FOLLOWS THE SALES PROCESS 100%***
Hamilton WEST	09-138	ABSENCE	24-Sep-09	03-Dec-09	Closed	Placed on RAP Step 1*** WILL CHANGE TARGET DATE FROM 1-10-10 TO BE 11-10-09***
Hamilton WEST	09-193	WKG COND	30-Sep-09	17-Nov-09	Closed	Issued a warning for sales process*** AGREED TO REMOVE WARNING ON 12-31-09 IF FOLLOWS THE SALES PROCESS 100%***
Hamilton WEST	09-195	WKG COND	30-Sep-09	17-Nov-09	Sustained	Issued a warning for COBC*** AGREED TO CHANGE THE WARNING TO A DISCUSSION***
Hamilton WEST	09-143	WKG COND	07-Oct-09	03-Dec-09	Closed	Issued warning for sales process*** WILL CHANGE TO A DISCUSSION ON 3-30-10 IF FOLLOWS THE PROCESS 100%***
Manahawkin	C-09-22-232	ABSENCE	12-Jun-08	05-Aug-09	Denied	Placed on RAP Step 2*** DENIED***
Manahawkin	C-09-22-233	SUSPENSIONS	12-Mar-09	05-Aug-09	Denied	Placed on RAP Step 3 issued a 5 day suspension*** DENIED***
Manahawkin	C-09-22-278	WKG COND	23-May-09	05-Aug-09	Denied	Team leader has created a hostile work environment*** DENIED***

Shrewsbury CFS	09-147	TRAINING	04-Sep-09	17-Sep-09	Sustained	AMT training not conducive to learning***THE TRAINING WILL BE DONE OVER AGAIN***
Shrewsbury CFS	09-205	OBSERVATIONS	28-Jul-08	13-Nov-09	Closed	Incorrect score given on observation***AGREED TO CHANGE SCORE TO BE 80%***
Shrewsbury CFS	C-09-22-506	ABSENCE	22-Jul-09	11-Dec-09	Denied	Placed on RAP Step 1***DENIED***
Shrewsbury CFS	C-09-22-507	ABSENCE	22-Jul-09	11-Dec-09	Denied	Placed on RAP Step 1***DENIED***
Shrewsbury CFS	C-09-22-508	ABSENCE	22-Jul-09	11-Dec-09	Denied	Placed on RAP Step 2***DENIED***
Shrewsbury CFS	09-198	OBSERVATIONS	13-Aug-09	29-Oct-09	Closed	Incorrect score given on observation***AGREED TO COACH ON NEW PROCEDURE AND CHANGE SCORE TO BE 80%***
Shrewsbury CFS	09-202	OBSERVATIONS	17-Aug-09	29-Oct-09	Denied	Incorrect score given on observation***DENIED***
Shrewsbury CFS	C-09-22-681	OBSERVATIONS	17-Aug-09	14-Dec-09	Denied	Scored negatively on observations***DENIED***
Shrewsbury CFS	09-201	OBSERVATIONS	01-Sep-09	29-Oct-09	Closed	Incorrect score given on observation***AGREED TO CHANGE TO 85% AND PROVIDE ADDITIONAL TRAINING***
Shrewsbury CFS	09-203	OBSERVATIONS	08-Sep-09	29-Oct-09	Closed	Incorrect score given on observation***AGREED TO COACH ON PTP PROCESS AND CHANGE SCORE TO BE 85%***

Shrewsbury CFS	09-204	OBSERVATIONS	29-Sep-09	29-Oct-09	Closed	Incorrect score given on observation***AGREED TO COACH ON NOTING I-FINALS AND CHANGE SCORE TO BE 85%***
Shrewsbury CFS	09-146	OBSERVATIONS	14-Oct-09	29-Oct-09	Closed	Incorrect score given on observation***AGREED TO CORRECT THE SCORE***
Shrewsbury CFS	09-199	OBSERVATIONS	14-Oct-09	29-Oct-09	Closed	Incorrect score given on observation***AGREED TO CHANGE SCORE TO 95%***
Shrewsbury CFS	09-200	OBSERVATIONS	14-Oct-09	29-Oct-09	Closed	Incorrect score given on observation***AGREED TO CHANGE SCORE TO A 95%***
Shrewsbury RMC	09-078	ABSENCE	04-Jun-09	05-Aug-09	Closed	Discussion about absence pattern surrounding weekends***WILL REMOVE DISCUSSION IF GOES THROUGH 10-31-09 WITHOUT WEEKEND ABSENCES***
Vineland CSSC	C-09-22-301	ABSENCE	31-Mar-09	15-Jul-09	Closed	Placed on RAP Step 2***WILL CHANGE TARGET DATE FROM 7-28-09 TO BE 7-9-09***
Welcome Center	C-09-22-261	SUSPENSIONS	13-Feb-09	07-Jul-09	Closed	Issued a 4 day & 3.2 hour suspension for violation of COBC***WILL CHANGE TO A 3 DAY SUSP AND PAY BACK 1 DAY & 3.2 HOURS ***
Welcome Center	09-200	SUSPENSIONS	28-Aug-09	21-Dec-09	Closed	Issued a 3 day suspension for COBC/call avoidance***AGREED TO PAY BACK FOR THE 3 DAYS***

Welcome Center	09-208	SUSPENSIONS	15-Oct-09	04-Dec-09	Sustained	Issued a 2 day suspension for COBC/ customer mistreat*** AGREED TO CHANGE TO A WARNING AND PAY FOR THE DAYS***
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