

RECEIVED

MAR 19 2004

Operations/Transportation
Record of Counseling or Disciplinary Action

Employee Name: Boniface Nnaji

ID: 2078

Date of Violation:
03/03/04

Human Resources
Mailbox #:
90

On Wednesday March 10, 2004, a HEARING was held
(Day) (Date)

- as a result of:
- | | |
|--|--|
| <input checked="" type="checkbox"/> Violation of Rules/Regulations | <input type="checkbox"/> Miss Outs |
| <input type="checkbox"/> Preventable Accident | <input type="checkbox"/> Poor Attendance |
| <input type="checkbox"/> Chargeable Complaint | <input type="checkbox"/> AWOL's |

Facts related to item checked:

Mr. Nnaji acknowledges that he was operating unit 9107 on 3/3/04 and parked the unit back on Company property leaving a trash bag full of his urine on the bus. He stated that he had meant to take the urine to a lab for a medical test and that he had forgotten his specimen cup. He stated he would bring me proof to verify this. He also complied with my request to write up an Incident report.

On Friday, March 5, 2004, Mr. Nnaji brought in a specimen cup dated 12/29/2003 with "Semen Analysis Kit" marked on it. He later came in and spoke with me about his evidence and also provided me with a form from a medical lab that again stated "semen analysis kit" and nothing about urinalysis. I asked him if he could supply a doctor's statement that the urinalysis could be substituted as he was alleging. He said that he felt the cup should be sufficient proof. He stated the reason the dates were so far off was that he had decided to postpone the test back in December but due to personal reasons he had decided now (March) was time to take the test. I informed him that the Company felt that his evidence did not appear to be sufficient verification of his actions. I informed him that he would be charged with a violation and a hearing set up.

In the hearing, he brought nothing new forward but explained everything as he had to me previously. He did say that if the item in question had been something of value, the Service Island would not have brought it to our attention. He stated he had lost several personal items that were not recovered by the Service Island personnel.

Final Determination:

It was explained to Mr. Nnaji and his Union Representative, Mr. Darrell Johnson, that he was being charged with Indecent, Lewd, or Vulgar Conduct – an A9 violation. This is his first violation of this nature in the previous 12 months. In lieu of termination, Mr. Nnaji will receive a Final Written Warning and a 5 day unpaid suspension effective Monday, March 22, 2004 thru Friday, March 26, 2004. He will be expected to return to his regular work assignment on Monday, March 29, 2004.

Union Present? Yes No If yes, who? Darryl Johnson

Supervisor Present? Yes No If yes, who? _____

Hearing Resulted in:

- | | |
|--|--|
| <input type="checkbox"/> Counseling | <input checked="" type="checkbox"/> Final Written Warning Before Termination |
| <input type="checkbox"/> Verbal Warning | <input type="checkbox"/> Last Chance Agreement |
| <input type="checkbox"/> Disciplinary Letter | <input type="checkbox"/> Termination |
| <input checked="" type="checkbox"/> Suspension | |

Company Representative Signature

Date

Employee Signature

Date

Lana Bird

3/12/04