

November 20, 2017

Mr. Margarito Ayala

Mr. Ayala,

First Transit considers our primary obligation to provide safe and reliable transportation to the communities we serve. To this end, it is of utmost importance for our employees to be dependable professionals, honouring the trust placed in our company.

The Company and the union agree that some infractions, such as, for example, dishonesty, fighting or assault in the workplace or while on duty, insubordination, violation of the company's drug and alcohol policy, failure to report an accident, or moving violation, as required by the company's accident and moving violation policy, harassment of any kind and major safety infractions, are of such a serious nature that they may be addressed by discharge on the first offense.

11.01 Class 1 Infraction – Dischargeable Offense – Insubordination

Instigating, counseling others or taking part in an unlawful work stoppage or slowdown.

On November 6th, 9th, & 10th 2017, you stood down causing maintenance to have to come out and adjust the mirror causing a slowdown in service.


At this time, we are terminating your employment with First Group effective November 20, 2017. If you are a participant in any company benefit programs, you will receive a letter from the corporate office providing information concerning next steps.


We wish you all the best in your future endeavors.

Regards,


Charolett Robinson
AGM


Signature 11-20-17
Date


Shop Steward 11-20-17
Date


Witness 11-20-17
Date

Cc Personnel
Cc Union