

Personal Pay Claim and Adjustment Request for Lewis Seals, 477470 – Memphis, TN

Following Dates 03/04/2016 – 03/19/2016

Lewis Seals (477470); employed as a bus driver operator for Greyhound Lines, Inc; a division of First Group, hereby submits his **personal** pay claim and adjustment request for the following dates **03/04/2016 – 03/19/2016**. According to Greyhound policy and the contractual agreement between the Amalgamated Transit Union and Greyhound Lines, Inc., it is believed that I, Lewis Seals am owed compensation for work completed. This request should be viewed as an attachment to the, "Operator Earnings Adjustment Form." In order to deliver excellent customer service and on-time performance, this attachment was created in order to obtain all monies due under the above polices and contract. While I, Lewis Seals have made a good-faith effort in obtaining all monies owed, I respectfully request all monies owed to me under all guidelines that stipulate pay to its employees under the above agreements and any others be promptly paid. Please note that according to the Department of Labor's regulation, 29 CFR Part 516, it is required by Greyhound Lines, Inc. to have general record keeping requirements; which include, but are not limited to, hours worked each day and total hours worked each workweek, basis on which employee's wages are paid, all additions to or deductions from the employee's wages. In addition, Greyhound Lines, Inc. records must include accurate information about the employee and data about the hours worked, and the wages earned. Therefore, I claim all monies owed to me via Greyhound's policy or Amalgamated Transit Union contract with Greyhound Lines, Inc. as wages earned and must be paid promptly. If this is cannot be done I request for written documentation for all monies owed so that I may file a timely pay request. Please note whether documented below or not I request all monies that are due to me under the guiding policies of Greyhound bus lines and/ or the contractual agreement between the Amalgamated Transit Union and Greyhound Lines, Inc. Failure to pay all monies due may be a violation of the Wages and the Fair Labor Standards Act (FLSA).

It is my belief that if Greyhound Lines, Inc. had an honest pay system many of the problems that it is facing in trying to reinvent itself will be solved. To take monies owed from employees simply because they are ignorant of the process or because of frustration in getting justly paid, may seem like good business sense, but in fact, it is stealing. Employees are disgruntled with this process; this leads to a decline in excellent customer service, lack of on-time performance, and high turnover. It becomes a revolving circle as apathy builds and your employees understand that you do not care enough to pay them fairly. Looking at the big picture, this will have a negative effect on logistics, and your customers will not want to ride Greyhound because of long wait times, delayed and cancellation of schedules, and poor customer service. Thus the

millions that you “think” you are saving will ultimately lead to the downfall of this company, if positive and fair changes are not made to this system. Greyhound must automate this process and bring its technology up to date regarding pay; including being able to view pay at home. I submit to you that this will have an appreciable and favorable effect on this company, more so than the “think tanks,” that have researched the psychological effects of changing a work shirt from gray to blue. I speak through the Holy Ghost and not of myself. In order to give excellent customer service to our customers, first, Greyhound Lines, Inc. must excel in giving excellent customer service to its employees. God bless you.

Runaround

According to Greyhound’s, “Operator Payroll Guide,” page 19 and the contractual agreement between the Amalgamated Transit Union and Greyhound Lines, Inc. page 34, operators who are runaround through no fault of their own will be paid a fixed rate of **\$80.00 per occurrence**. Operator Lewis Seals would like to get paid for the following runarounds.

DATE	CURRENT PAY ITEMS	REQUIRED DOCUMENTATION	SCHEDULE	SEC #	FROM LOC.	START TIME	TO LOC.	STOP TIME
03/06/16	Runaround	Online Form Submitted	4473	1	MLN	1045 AM	-	-
03/10/16	Runaround	Online Form Submitted	1683	3	SLD	615 PM	-	-
03/17/16	Runaround	Online Form Submitted	1516	1	JAX	515 AM	-	-

2ND Rest Penalty

According to Greyhound’s, “Operator Payroll Guide,” page 20 and the contractual agreement between the Amalgamated Transit Union and Greyhound Lines, Inc. page 32, operator who are away from home and have secured their rest fo the second time since departing their home domicile will be paid an additional **\$50.00 for each assignment they receive (driving, DHOC, or combination thereof)** that is not to their home location. Operator Lewis Seals would like to get paid for the following 2nd rest penalties.

DATE	CURRENT PAY ITEMS	REQUIRED DOCUMENTATION	DATE OF DEPARTURE	DATE OF ARRIVAL
03/24/16	2 ND Rest Penalty	Logs	03/08/2016	03/19/2016

*** Please note I have not been paid correctly for an assignment 03/11/2016 when I was told to go back to bed upon arrival. Additionally the DHOC on 03/18/2016 (1523) and DHOC 03/19/2016 that was not paid or confirmed because I was taken out of service. A pay claim for these dates is included in the pay claim.

Layover & Meals

According to Greyhound's, "Operator Payroll Guide," page 13 and page 16 and the contractual agreement between the Amalgamated Transit Union and Greyhound Lines, Inc. pages 37-38 and page 44. Operator Lewis Seals would like to get paid for the following layovers and meals.

DATE	CURRENT PAY ITEMS	REQUIRED DOCUMENTATION	DATE OF DEPARTURE	DATE OF ARRIVAL
03/24/16	Layover & Meals	Logs	03/08/2016	03/19/2016

Arrival Delay

According to Greyhound's, "Operator Payroll Guide," page 5 and the contractual agreement between the Amalgamated Transit Union and Greyhound Lines, Inc. page 42. Operator Lewis Seals would like to get paid for the following late arrival.

DATE	CURRENT PAY ITEMS	REQUIRED DOCUMENTATION	SCHEDULE	SEC #	FROM LOC.	START TIME	TO LOC.	STOP TIME
03/11/2016	Arrival Delay	Logs	4820	1	SLD	730 PM	CHI	0430

Protection and Sign Off Pay

According to Greyhound's, "Operator Payroll Guide," page 17 and the contractual agreement between the Amalgamated Transit Union and Greyhound Lines, Inc. pages 57-58. Operator Lewis Seals would like to get paid for protection and sign off pay.

DATE	CURRENT PAY ITEMS	REQUIRED DOCUMENTATION	DATE	DATE
03/24/16	Protection and Sign Off Pay	Logs	03/04/2016	03/19/2016

DHOC

According to Greyhound's, "Operator Payroll Guide," page 18 and the contractual agreement between the Amalgamated Transit Union and Greyhound Lines, Inc. page 58, when cushioning, the operator will be paid at their protection rate for all the time beginning at departure to arrival, including time waiting between schedules. Operator Lewis Seals would like to get paid for the following DHOC's.

DATE	CURRENT PAY ITEMS	REQUIRED DOCUMENTATION	SCHEDULE	SEC #	FROM LOC.	START TIME	TO LOC.	STOP TIME
03/18/16	DHOC	No Confirmation # Given *Taken Out of Service-- Was Requested	1523	1	SHR	700 PM	DAL	1215 AM
03/19/16	DHOC	No Confirmation # Given *Taken Out of Service - Was Requested	1224	3	DAL	1215 AM	MEM	0830 AM

I need my minimum pay. If any pay claims or adjustments for operator Lewis Seals #477470 has been denied for any reason, please note the reason for the denial and respond in writing to the following address:

Lewis Seals

