Ron Quillens Termination

July 5, 2016

AMPORTS and Teamsters Local 853

Ron Quillens was terminated from his employment at AMPORTS on June 2, 2016 for just cause for threatening to bring a gun to work and shoot another employee (Exhibit 1). Mr. Quillens was an 18 year employee and, as you will learn, the company gave deference to Mr. Quillens years of service in a previous disciplinary action less than three months earlier. For the seriousness of Mr. Quillens actions on May 31, 2016 the safety of the 1\_\_\_ + Benecia facility AMPORTS employees far exceeded consideration for any number of years of service.

On May 31, 2016 Mr. Quillens was waiting to use a vehicle wash rack. Richard Silva, a temporary agency employee, was using the wash rack when Mr. Quillens pulled up and began yelling at Mr. Silva to hurry up. Mr. Silva and Mr. Quillens got into a verbal argument and Mr. Quillens exited his vehicle and approached Mr. Silva as they continued to exchange words. According to the Offense Report from the Benicia Police Department both accused the other of threatening to stab them (Exhibit 2). Parts of this altercation were witnessed by \_\_\_\_\_\_\_\_\_\_, a \_\_\_\_ employee (Exhibit 3), Alan Sawyer, a 10 year employee (Exhibit 4) and Lonnie Sullivan, a 32 year employee (Exhibit 5). Mr. Silva left the area and entered a nearby building where he spoke with Mr. Sullivan. Mr. Silva told Mr. Sullivan that he was leaving and that Mr. Quillens threatened to stab him in the neck and shoot him (Exhibit 5). Mr. Silva then spoke with Blanca Figueroa, a lead worker and 15 year employee. He told her about the altercation he had with Mr. Quillens and that Mr. Quillens threatened to stab him (Exhibit 6).

After the altercation Mr. Quillens spoke with Robert Para, a temporary agency employee, about the incident and told Mr. Para he would “go home for a gun” (Exhibit 7). After Ms. Figueroa walked Mr. Silva to the gate she spoke with Mr. Quillens and asked him what happened. Mr. Quillens told her “we need to get rid of that Mother F” and that he was going home to get his gun because he was going to shoot Mr. Silva. When she asked if he was going home Mr. Quillens told her he was calling his son to bring him his gun (Exhibit 5). Mr. Quillens then went into the parking lot and sat in his vehicle.

After Ms. Figueroa’s interaction with Mr. Quillens she reported to Andrew Marshall, \_\_\_\_\_\_\_\_\_\_\_\_\_\_, that Mr. Quillens had threatened to bring a gun into the facility and was currently sitting in his car in the parking lot. Mr. Marshall directed the police be contacted. The facility was shut down and all employees were directed to safe locations. While awaiting the police Mr. Marshall observed Mr. Quillens exiting his vehicle and walking in the direction of the building. Mr. Marshall approached Mr. Quillens and directed him to wait outside the building. Joining Mr. Marshall was Randy Scott, AMPORTS’ General Manager. The facility was shut down for approximately one hour while the Benecia police department investigated the incident.

The AMPORTS facility where this incident occurred is also a Union Pacific Railroad Automotive property and is secured by the police department for the Union Pacific Railroad. Access to the facility by AMPORTS employees is at the sole discretion of the Union Pacific Railroad. Because this incident occurred on a Union Pacific Railroad property the Union Pacific Railroad Police also investigated the incident. On June 20, 2016 the Union Pacific Railroad sent Mr. Quillens notification that based upon their investigation into the incident he was banned from the Benecia facility as well as all other Union Pacific Railroad facilities for life (Exhibit \_\_\_). Mr. Quillens is unable to peform the functions of a Vehicle Preparation Specialist due to the fact he is banned for life from the facility where that work is performed.

Mr. Quillens recent disciplinary record includes the following:

* In February/March 2016 he received a 10 working day suspension for drinking alcohol in his vehicle on company property during a paid work break and lying about it when questioned (Exhibit \_\_\_). It was only after Mr. Quillens was told by Mr. Marshall that the company was going to perform a search of his vehicle that he finally admitted the truth that he was drinking in his vehicle during a break. Andrew Marshall Offer of Proof (Exhibit \_\_\_).
* In May 2016 Mr. Marshall notified Mr. Quillens he would be receiving a warning for violating the company’s attendance policy. Mr. Quillens stated he was a practicing Seventh Day Adventist and his religion prohibited him from working on Saturdays. Mr. Marshall asked Mr. Quillen to provide a letter or some sort of documentation from Mr. Quillens’ church to substantiate his inability to perform work on Saturdays. Mr. Quillens never provided any documentation. He did receive a warning on May 17, 2016 for violating the attendance policy (Exhibit \_\_\_\_).

Mr. Quillens actions in February of drinking alcohol at the facility and lying about it were sufficient cause for termination. Instead the company chose a path of discipline that provided Mr. Quillens continued employment. For his actions of threatening to bring a gun to the workplace and shoot a co-worker Mr. Quillens’ termination from employment should be upheld. The families of every AMPORTS employee rely upon the company to ensure the safety of their loved one. Indeed, both the company and the union agree the company has an obligation to provide its employees a safe workplace in Section 20.1 of the collective bargaining agreement. We know you will agree the company investigated the complaints of the unsafe working condition Mr. Quillens created and took the appropriate corrective measure the conditions warranted. The company does not wish Mr. Quillens any ill will but is committed to keeping AMPORTS employees safe at work. We are asking you to deny the grievance and uphold Mr. Quillens’ termination.