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10/24/07  
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LOCAL 18, IBEW  
GRIEVANCE NOTIFICATION

2007 OCT 19 PM 3:01  
CITY OF WALTER & POWE  
LABOR RELATIONS OFFICE

Filed:  
  
File No. \_\_\_\_\_  
Unit \_\_\_\_\_  
*For management use only*

Grievant's Name(s) <small>(more than two, attach typed list)</small>				Employee No.	Civil Service Class Title
Michael Lofton				532091	Senior Electrical Mechanic
Water	Power	Joint	Section	Work Location	Dept. Phone
	X		EDBU/ESM	1212 Palmetto St.	213.367.7046

Has this grievance been discussed with the appropriate supervisor/manager?	Date of discussion
No, Qualms with DOT practices etc.	
Name of appropriate supervisor/manager	Title
John Rumi/ Curt Smith	Electrical Mechanic Supervisor/ Sr Electrical Mechanic Supervisor

What article of applicable Memorandum of Understanding (MOU) and/or Department Rule has been violated?		
Article of MOU	Department Rule	Date of Grievable Incident
N/A Unfair DOT Practices and all other applicable articles	N/A Falsely accused, Unfair punishment	10/16/07

Issue statement:  
 DOT testing not a random selection procedure as claimed. Within a 3-4 year period, I've been tested at least 3 times, to which in every instance, I tested negative. I don't have a history, be it on or off the job of substance abuse, be it drugs, alcohol, or otherwise. Thus far it has been proven that possessing a "B" license, a requirement, is of little benefit to good employees.

What would resolve this grievance?  
 Exoneration of being falsely accused of being a drug or alcohol user, be it direct or implied.  
 Restoration of lost wages or employee benefits, should this be the case.  
 A written apology from LADWP, Horizon Health, and the DOT for defamation of my good character.  
 More or less, this entire DOT process is irrational, not random as claimed, and any punishment targets employees with no history of drug or alcohol abuse. It is a requirement for EM, SEM, ECHs to have a class "B" license.

What was the response of the appropriate supervisor/manager?  
 n/a

Name of Business Representative handling this grievance  
 Gus Corona  
 Signature of Business Representative  
 Date  
 10/19/07