From:

Arthur.Zamarripa@talx.com Monday, August 09, 2010 4:19 PM

Sent:

Sam DeLeon

To: Subject:

Reply By: 8/9/2010 Unemployment Claim on KENNETH W SNYDER, ### # Inhouse:

**BU64 Loc: UNKWN** 

Please send your response to TALX UC eXpress no later than 08/09/2010, 12:00PM (CT) in order to meet the state enforced deadline.

A timely response to this request is critical to controlling your unemployment cost. Should you have any questions or concerns, please feel free to contact your TALX UC express representative.

To: BOARD OF PUBLIC UTILITIES SAM DELEON

From: Arthur Zamarripa

TALX UC express

Phone: (800) 950-7004 x5916

Fax: (888) 804-6381

Email: Arthur. Zamarripa@talx.com

Claimant: KENNETH W SNYDER

SSN:

Claim State: KS Claimant Statement:

Claimant Last Date Worked: Separation Information on file: Other - Not Available

\*\*\* NOTICE: Possible penalties may be associated with this claim: \*\*\*

Failure to provide timely separation details may result in a loss of rights.

Please enter or verify the employment dates noted below:

First Day Worked? 1. 71.2010

Last Day Worked? 7.8.2010

Please provide his/her current status with your company, including details:

( )Lack of Work: ( )Permanent ( )Temporary - Provide expected return date, if

)Voluntary: Provide reason, how notice given, length of notice given, and any other details. See affected

( ) Involuntary: Provide reason, policy violation (include policy section), dates and details of prior warnings, and written documentation of the final incident details.

Include the name & title of the individual who terminated the claimant.

( )Still Working: Provide current status (Full-time, Part-time, or on-call). If hours

reduced or claimant not available for work, why?

( Nother: Provide reason & details in the space provided below. See affected

Please use this additional space as needed for a thorough response:

Additional comments:

If he/she received the following pay upon separation, it may be disqualifying:

Vacation, Holiday, Wages In Lieu, Severance, Bonus, Salary Continuation, Pension, Back Pay, Sick Pay, Workers Compensation

Please provide the following for each pay type issued to the claimant:

From:

Reply By: 8/9/2010 Unemployment Claim on KENNETH W SNYL; beusei yeq 10 aqyT

Amount of pay issued:

Date(s) pay allocated (from/to or start/end):

Please send your response to TALX OC express no later than

Date paid to claimant:

Name of person completing form:

Director HE

231711170 SINSON TO SANCE STATE OF SANCE SAN

Email: Arthur. Zamarripa@talk.com

Work State: KS BYB: 7/18/2010

Location: UNKWN

Call reference: 32629071

Client Location: UNKWN Inhouse: BU64005

Employee No:

Failure to provide timely separation details may result in a loss of rights.

First Day Worked? [ . 7 ] . 2010

Last Day Worked? 7. 8. 2010

( )Lack of Work: ( )Fermanent ( )Temporary - Provide expected return date, if

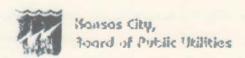
( ) Voluntary: Provide reason, how notice given, length of notice given, and any other decails. So offerlad

( )Involuntary: Provide reason, policy violation (include policy section), dates and details of prior warnings, and written documentation of the final incident details.

Include the name & title of the individual who terminated the claimant.

Colornunt during Provide current status (Full-time, Part-time, or on-call). If hours

( Nother: Provide reason & details in the space provided below. See - Health)



#### CERTIFIED MAIL RETURN RECEIPT REQUESTED

July 13, 2010

Kenneth Wayne Snyder

Kansas City, KS

Dear Mr. Snyder:

The Board of Public Utilities has determined that you have violated the Collective Bargaining Agreement and rules of the Employee Handbook.

Accordingly, your employment with the Board of Public Utilities is being terminated effective on the date of July 8, 2010.

Your medical and dental coverage will terminate on August 1, 2010. You will receive a letter from the Benefits Specialist informing you of your rights for continued health care coverage under COBRA.

Please contact the Pension Administrator at your convenience at 913-573-6938 to discuss your pension contribution options.

Sincerely,

Samuel W. DeLeon

Director of Human Resources

SWD: nd

c: James Epp Teresa Strick Jessica Leiker Cindy Nill Pension Administrator File c: Carl A. Gallagher Robert J. Wonnell AGREEMENT (Working Rules)

between



#### THE KANSAS CITY BOARD OF PUBLIC UTILITIES



Honsas City **Board of Public Utilities** 

and its employees represented by

The International Brotherhood of back sayofant on the salar bas memory A **Electrical Workers** Accordingly, your employment with the Board of Public Local 53

mort range of Carpenters District Council annument liew agaresson Istaab box leadborn and Y

Painters District Council No 3

Effective July 1, 2003

the Benefits Specialist informing you of your rights for continued health care coverage under

#### Ove

D.

### Overtime

## Mechanics, Service Person/Refueler

# a. East of 47th Street (excluding Quindaro or Kaw Power Stations)

Overtime work will be offered to employees within the needed classification in the following order: Muncie Garage, Quindaro Garage and Service Center Garage. Employees within the needed classification low on the overtime equalization lists shall be asked first. If no employee accepts the overtime, the Company shall force the low man on the overtime equalization list at the Muncie Garage.

# b. West of 47th Street (Excluding the Nearman Power Station)

Overtime work will be offered to employees within the needed classification in the following order: Service Center Garage. Muncie Garage, and Quindaro Garage. Employees within the needed classification low on the Overtime Equalization Lists shall be called first. If no employee accepts the overtime the Company shall force the low man on the overtime equalization list at the Service Center Garage.

### c. Overtime at Power Plants

Overtime work will be offered to employees within the needed classification in the following order: Quindaro Garage, Muncie Garage, and Service Center Garage. Employees within the needed classification low on the Overtime Equalization Lists shall be called first. If no employee accepts the overtime the Company shall force the low man on the Overtime Equalization List at the Quindaro Garage.

# d. When Special Qualifications are Required

If special qualifications are required for the overtime work, the employee having those qualifications and being low on the Overtime Equalization List will be called first.

## Section 4 - Traffic Signal Section

Probationary period for newly-appointed Traffic Signal Technician shall be six (6) months.

## - Promotions - Traffic Signal Section

All promotions will follow the line of progression as outlined herein (from bottom top):

### Lead Traffic Signal Technician

Certified Traffic Signal Technician - (Certified by International Municipal Signal Assn.)
Traffic Signal Technician - after 4 years

Traffic Signal Technician - after 3 years

Traffic Signal Technician - after 2 years
Traffic Signal Technician - after 1 year
Traffic Signal Technician - Start

## B. Overtime - Traffic Signal Section

When specific qualifications are required for overtime work, the employee with such special qualifications may be called, regardless of his position on the overtime list. In the absence of a Leadman, when any combination of two (2) or more Traffic Signal Technicians are/or Centified Traffic Signal Technicians are working either scheduled overtime, the senior Extra Lead Traffic Signal Technician working that overtime will receive pay at the appropriate overtime rate for Lead Traffic Signal Technician.

# Section 5 - Electrical Relay Technicians Section

Probationary period for newly-appointed Electrical Relay Technicians shall be six (6) months.

### A. Overtime

- Unless a specified Lead Relay Technician is requested by supervision, the Lead Relay
  Technician with the least amount of overtime will be called first, then proceed down
  the overtime list. If none of these are available, the low Extra Lead Technician
  (Certified) will be called, then proceed down the overtime list. If none of these are
  available, the low Relay Technician will be called, then proceed down the overtime
  list.
- The Lead Technician or Technician will make up their crew from the overtime list by calling the low Technician first, then proceed down the overtime list.
- This call-out procedure for the Relay Technicians will be used for both scheduled and unscheduled overtime.

### B. Promotions - Relay Section

All promotions will follow the line of progression as outlined herein (from bottom to top): Lead Electrical Relay Technician

Certified Electrical Relay Technician - (Certified by the Company)

Electrical Relay Technician - after 4 years

Electrical Relay Technician - after 3 years

Electrical Relay Technician - after 2 years
Electrical Relay Technician - after 1 year

Electrical Relay Technician - Start

#### EL. LOYEE PERFORMANCE EVALUATION

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#### EMILOYEE PERFORMANCE EVALUATION

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Three weeks into employment had a talk with Ken about stepping up and not being afraid to ask questions, and being more involved with the work being performed.

SEE HIS TRUCTION ON SECOND P (NE OF POR )
EMIT LOYEE PERFORMANCE EVALUATION

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While working with a senior technician and the line crew Ken volunteered to watch the signals while they where being flashed out. He was on the phone when he was to be letting the crew know which signals were flashing. The senior tech had to take over.

MUNST 3-26 16