

DCA09FR008
Lake Buena Vista, Florida
July 5, 2009



Pink Train Driver
Personnel File

OFFER SHEET

7/27/2007

Dear Alan,

On behalf of Walt Disney World, I would like to welcome you to our Company. We look forward to an exciting and productive relationship with you as you begin your employment. This Offer Sheet will serve to confirm our offer and your acceptance of employment. Please verify the information listed below.

Alan Rubino	Position Title: MONORAIL H/H 1
[REDACTED]	

AVAILABILITY - The following indicates the days and times that you are available for work:
NOTE: Availability from 5:00 am to 5:00 am indicates that you are fully available for any shift on that day.

Sun 5:00 AM 5:00 AM Mon 5:00 AM 5:00 AM Tue 5:00 AM 5:00 AM Wed 5:00 AM 5:00 AM Thu 5:00 AM 5:00 AM Fri 5:00 AM 5:00 AM Sat 5:00 AM 5:00 AM

FULL-TIME

I am a full-time Cast Member with FULL AVAILABILITY. As a full-time Cast Member, I understand that I shall not be eligible for voluntary transfer until after six (6) months of full-time employment with the Company within the bargaining unit, excluding any probationary period recasting.

PART-TIME/SEASONAL

___ In accordance with our Company policy and collective bargaining agreements, casual Cast Members are defined as Cast Members who customarily work less than 25 hours per week on an ongoing basis, or who customarily work 25 hours per week or more but less than seven (7) months per year.

___ As a casual Cast Member, I understand my responsibility to work only the hours my stasured location/area management schedules me. Any adjustment to my scheduled number of hours worked must be authorized in advance by my stasured location/area management. Any violation of this policy may subject me to disciplinary actions.

Please understand that the terms of this Offer Sheet do not imply employment for a specific period, and thus, that your employment is at will; either you or the Company can terminate it at any time, with or without cause. This statement is the entirety of your agreement with the Company on the subject of the duration of your employment.

[REDACTED]

7/28/07
Date

[REDACTED]

7-26-07
Date

Date Run : 07/06/2009
 Time Run : 05:54:05
 User : HOLDH002
 Page # : 1 of 0002

Last Name : Rubino
 First Name : Alan
 Known As : ALAN
 PrNtr :
 Employment Status : 3 - Active
 P/A : 2100 - TRANSPORTATION 1029 - FL
 PSA : M265 - STCU TCU-006
 EG : 2 - Hourly
 ESG : 02 - Regular NE
 Org Unit : 10009164 - TRAN-MONORAIL OPERATIONS HRLY
 Job Key : 60003993 - MONORAIL H/H 3
 Pay Scale Area : 40 - WDW - STCU Tier2
 Work Contract :
 Original Hire Date : 07/31/2007
 Recent Hire Date : 07/31/2007
 Adjusted Service Date : 07/31/2007
 Seniority Date : 07/31/2007
 Last Day Prior to Separation :

Date	Violation Type	Violation Code (9019) or Issue Type (9102)	Reason	Result	Matrix Point Value	Task Status	Supervisor	Comment
07/04/2009	2 - Clocking	DCO - Did Not Clock Out			0.5	New task		
07/04/2009	2 - Clocking	D1 - Rescind 1.0pt Violation			1.0	New task		
08/09/2009	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		
08/04/2009	3 - Not Applicable	1 - Recognition	01 - With Supervisor	45 - Great Service Fanatic Card			Susan M DeMay	
05/02/2009	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		
04/11/2009	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		
04/04/2009	3 - Not Applicable	1 - Recognition	01 - With Supervisor	45 - Great Service Fanatic Card				
01/30/2009	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		
12/17/2008	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		
12/16/2008	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		
12/06/2008	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		
08/21/2008	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		
08/20/2008	0 - Attendance	CFD - Call Sick Free Day			0.0	New task		

Date Run : 07/06/2009
 Time Run : 05:54:05
 User : HOLDH002
 Page # : 2 of 0002

Last Name : Rubino
 First Name : Alan
 Known As : ALAN
 PrNr

Date	Violation Type	Violation Code (9019) or Issue Type (9102)	Reason	Result	Matrix Point Value	Task Status	Supervisor	Comment
07/11/2008	Attendance	2 - Call Sick Free Day	01 - With Supervisor	76 - Violation of Clearance Procedure			Terry O Bacon	
06/13/2008	5 - VOCP	2 - Incident	01 - With Supervisor	76 - Violation of Clearance Procedure			Michael W Pokorski	
01/07/2008	3 - Not Applicable	2 - Incident	01 - With Supervisor	61 - Reprimand 2 Point			Jeffrey C Martin	POOR JUDGMENT
12/24/2007	3 - Not Applicable	1 - Recognition	01 - With Supervisor	45 - Great Service Fanatic Card				
09/17/2007	3 - Not Applicable	1 - Recognition	01 - With Supervisor	45 - Great Service Fanatic Card				
09/02/2007	3 - Not Applicable	9 - Communication / Documentation	01 - With Supervisor	01 - Coaching Counseling			Terry O Bacon	COUNSELING/GUEST COURTESY
07/31/2007	3 - Not Applicable	9 - Communication / Documentation	01 - With Supervisor	92 - Tmsprn-Transfer In				

Memorandum

To: Alan Robino
[Redacted]
From: Jeff C. Martin
Subject: POOR JUDGMENT REPRIMAND

Date: January 10, 2008

Phone: [Redacted]

This two (2) point reprimand is being issued to you for the poor judgment you demonstrated on January 7, 2007. On that date while driving Monorail Silver on the Express Beam, you left the Magic Kingdom Monorail Station with guests in between the station gates and the train. That incident created an unsafe environment for our guests and is resulting in this 2 point poor performance/judgment reprimand.

As a WALT DISNEY WORLD Cast Member, it is your responsibility to utilize appropriate judgment in the future. Further incidents of this nature may subject you to additional disciplinary action, up to and including termination.

A copy of this reprimand will be placed in your personnel file.

[Redacted]	Are	[Redacted]
Monorail Operations	Mo	[Redacted]
Michael Pokorsk		
I understand that any combination of five (5) disciplinary points within a twelve (12) month period will result in termination. I also understand that I have a total of two (2) disciplinary points as of <u>January 7, 2008</u> .		
I acknowledge receipt of this two (2) point reprimand on <u>1-11-08</u> and was given the opportunity to have a Union Representative present during this meeting.		
[Redacted]	<u>1-11-08</u>	[Redacted]
Alan Robino Personnel # 00357360	Date	Union Shop Steward's Signature (if applicable)* Print/Sign

cc: Employee Administrative Services
Employee Relations

*The presence of a union shop steward must be offered to full-time Cast Members prior to administering the reprimand.

Interoffice Memorandum

To: Alan Rubino
[Redacted]
From: Jeff C. Martin
Subject: Violation of Clearance Procedure

Date: June 16, 2008

Phone: [Redacted]

This memo documents the Violation of Clearance Procedure which occurred on June 13, 2008. On that date you were driving Monorail Purple on the resort beam. You anticipated entering the Contemporary and called Central prematurely, resulting in your train losing power on the beam. You were then instructed to 10-23 radio from Central, but when power was restored you continued into the Contemporary before receiving clearance from Central. That incident has resulted in this Violation of Clearance Procedure.

A copy of this reprimand will be placed in your personnel file.

<u>Michael Pokorski</u> Michele Dryburgh Guest Service Manager (Print) Monorail Operations [Redacted] Guest Service Manager (Sign) Monorail Operations	<u>Stephen Andrey</u> Area Manager (Print) Monorail Operations [Redacted] Area Manager (Sign) Monorail Operations
<p>I understand that any combination of three (3) Violation of Clearance Procedure points within a two (2) Year period will result in a permanent transfer from Monorail Operations. I may also choose to accept position on another transportation department providing an opening exists. If I transfer to another transportation department and commit ant one incident or accident with a twelve (12) month period of time, I will be permanently disqualified from any transportation classification. I also understand that I have a total of one Violation of Clearance Procedure as of June 13, 2008.</p>	
<p>I acknowledge receipt of this Violation of Clearance Procedure Memo on <u>6-16</u>, and was given the opportunity to have a Union Representative present during this meeting.</p>	
<p>[Redacted] <u>6-16</u> Personnel # 00357360</p>	<p>[Redacted] Union Shop Steward's Signature (if applicable)* Print/Sign</p>

cc: Employee Administrative Services
Employee Relations

Interoffice Memorandum





To: Alan Rubino
From: Terry Bacon
Subject: Violation of Clearance Procedure

Date: July 21, 2008

Phone: [REDACTED]

This memo documents the Violation of Clearance Procedure which occurred on July 11, 2008. On that date while driving monorail Silver you failed to hold inside the Magic Kingdom with an amber, causing our train to receive a Red Mapo. That incident has resulted in this Violation of Clearance Procedure.

A copy of this reprimand will be placed in your personnel file.

 Guest Service Manager (Print) Monorail Operations [REDACTED] Guest Service Manager (Sign) Monorail Operations	 Manager (Print) Monorail Operations [REDACTED] Manager (Sign) Monorail Operations
<p>I understand that any combination of three (3) Violation of Clearance Procedure points within a two (2) Year period will result in a permanent transfer from Monorail Operations. I may also choose to accept position on another transportation department providing an opening exists. If I transfer to another transportation department and commit ant one incident or accident with a twelve (12) month period of time, I will be permanently disqualified from any transportation classification. I also understand that I have a total of two Violation of Clearance Procedure as of July 11, 2008.</p>	
<p>I acknowledge receipt of this Violation of Clearance Procedure Memo on <u>7-21-08</u>, and was given the opportunity to have a Union Representative present during this meeting.</p>	
 Personnel # 00357360	 Union Shop Steward's Signature (if applicable) Print/Sign <u>TCU 908</u>

cc: Employee Administrative Services
Employee Relations

alan Rubino



DOH: 7/31/07

Documentation on file in Hummingbird:

1/10/08: Poor Judgment Reprimand (2 Pts)
issue: guest left between gates & train

6/16/08: Violation of Clearance
called central prematurely & the continued w/out clearance from central

7/21/08: Violation of Clearance
failed to hold amber

austin Wuennenberg



No documentation on file

Walt Disney World Company STATEMENT

Name	David A. Jones		Location	Monorails	
SAP #	[REDACTED]		Date	6/13/08	
Hire Date	2/14/1999	Date of Birth	[REDACTED]	Time Started	1830
Origin	054	Department	47M	Investigator	Michelle Dryburgh

On Friday, June 13, 2008, I was working in Central. Monorail Purple was instructed to "notify entering the Contemporary." Monorail Purple notified entering Contemporary. I acted on this information and instructed shop to switch Monorail Pink from Express to Resort. The next call from Purple stated that he was outside the Contemporary without power. I told him to 10-23 radio. Shop set the crossover and restored power. I then got a call from Purple that he was now in the Contemporary. I had never released him from the 10-23. I had the Contemporary cast member bump into the train. As I was still busy finishing the switch, Steve Guse called the Contemporary and discovered that the driver was Alan Rubino.

I have read this statement of <u>1</u> pages given by me or have had it read to me. I fully understand it and certify that it is true and correct.		<input type="checkbox"/> Personally Known <input type="checkbox"/> Presented Identification
Signature: <u>[REDACTED]</u> <div style="text-align: center;">David A. Jones</div>		Sworn to and subscribed before me this _____ day of _____, 19____.
Witnessed By: _____		

Time Completed	1853
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FILE #	_____
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Walt Disney World Company STATEMENT

Name	Alan Robino		Department	Transportation
PERNR	[REDACTED]		Date	06-13-08
Hire Date	7/3/07			
Origin	54	Location	477	

(AR) I WAS GIVEN INSTRUCTIONS BY CENTRAL TO NOTIFY WHEN ENTERING THE CONTEMPORARY. I CALLED CENTRAL TO NOTIFY WHEN I WAS ENTERING CONTEMPORARY. WITHOUT ANY FURTHER COMMUNICATION THE POWER WENT OFF BEFORE I COULD ENTER. (AR)

I have read this statement of _____ pages given by me or have had it read to me. I fully understand it and certify that it is true and correct.

Signature: _____ Date: _____

Witness: _____

Time Completed: _____

FILE# _____
PAGE _____ OF _____

Date Run : 06/13/2008
 Time Run : 16:37:11
 User : DRYBM001
 Page # : 1 of 0001

Last Name : Rubino
 First Name : Alan
 Known As : ALAN
 P-# :
 Employment Status : 3 - Active
 PA : 2100 - TRANSPORTATION 1029 - FL
 PSA : M265 - STCU TCU-006
 EG : 2 - Hourly
 ESG : 02 - Regular NE
 Org Unit : 10009164 - TRAN-MONORAIL OPERATIONS HRLY
 Job Key : 60003989 - MONORAIL H/H 1
 Pay Scale Area : 40 - WDW - STCU Tier2
 Work Contract :
 Original Hire Date : 07/31/2007
 Recent Hire Date : 07/31/2007
 Adjusted Service Date : 07/31/2007
 Seniority Date : 07/31/2007
 Last Day Prior to Separation :

Date	Violation Type	Violation Code (9019) or Issue Type (9102)	Reason	Result	Matrix Point Value	Task Status	Supervisor	Comment
01/07/2008	3 - Not Applicable	2 - Incident	01 - With Supervisor	61 - Reprimand 2 Point				POOR JUDGMENT
12/24/2007	3 - Not Applicable	1 - Recognition	01 - With Supervisor	45 - Great Service Fanatic Card				
09/17/2007	3 - Not Applicable	1 - Recognition	01 - With Supervisor	45 - Great Service Fanatic Card				
09/02/2007	3 - Not Applicable	9 - Communication / Documentation	01 - With Supervisor	01 - Coaching Counseling				COUNSELLING/GUEST COURTESY

Walt Disney World Company STATEMENT

Name	Robert Handt			Location	Monorail Central
SAP #				Date	7-12-2008
Hire Date		Date of Birth		Time Started	
Origin		Department		Investigator	

On July 11th, 2008, I was Monorail Central. Monorail SILVER radioed that he was holding at pylon 73 on the Resort beam with a MAPO, I told him to 10-23 radio, he repeated. I radioed the train ahead and it was just entering the Contemporary hotel. I then moved Monorail SILVER point to point to Contemporary and spoke with the driver Alan Rubino. I then continued to mover Monorail SILVER point to point to Monorail Base, where the driver was bumped out.

I checked the log and the following was in it:

The log read

22.26.59.406 Green

22.27.23.546 Amber

22.30.00.328 MAPO Red

22.30.19.125 Amber

22.30.59.343 Green

I notified Monorail One of the incident.

I have read this statement of _____ pages given by me or have had it read to me. I fully understand it and certify that it is true and correct. Signature: [REDACTED]	<input type="checkbox"/> Personally Known <input type="checkbox"/> Presented Identification Sworn to and subscribed before me this _____ day of _____, 19____.
Witnessed By: _____	

Time Completed _____

FILE # _____

Walt Disney World Company STATEMENT

Name	ALAN RUBINO		Department	Transportation
PERNR	[REDACTED]		Date	7-11-08
Hire Date	7-31-07			
Origin	54	Location	477	

WHILE DRIVING SILVER AT AROUND 7:45 I RECEIVED AN AMBER JUST BEFORE ENTERING THE MAGIC KINGDOM. AFTER UNLOADING AND LOADING I LEFT THE KINGDOM WITH AN AMBER STILL IN THE UPPER DISPLAY AND THEN RECEIVED A RED MAPO AT 74, WHERE I THEN NOTIFIED CENTRAL

(AR)

I DECLINED A STOP STEWARDS

(AR)

(AR)

I have read this statement of _____ pages given by me or have had it read to me. I fully understand it and certify that it is true and correct.

Signature: [REDACTED]

Witnessed By: [REDACTED]

Date: 7-11-08

Time Completed: _____

PAGE 1 OF 1

Date Run : 07/21/2008
 Time Run : 12:42:44
 User : SCHJ021
 Page # : 1 of 0001

Last Name : Rubino
 First Name : Alan
 Known As : ALAN
 PRNr

Employment Status

PA : 3 - Active
 PA : 2100 - TRANSPORTATION 1029 - FL
 PSA : M265 - STCU TCU-006
 EG : 2 - Hourly
 ESG : 02 - Regular NE
 Org Unit : 10009164 - TRAN-MONORAIL OPERATIONS HRLY
 Job Key : 60003989 - MONORAIL H/H 1
 Pay Scale Area : 40 - WDW - STCU Tier2
 Work Contract : -
 Original Hire Date : 07/31/2007
 Recent Hire Date : 07/31/2007
 Adjusted Service Date : 07/31/2007
 Seniority Date : 07/31/2007
 Last Day Prior to Separation :

Date	Violation Type	Violation Code (9019) or Issue Type (9102)	Reason	Result	Matrix Point Value	Task Status	Supervisor	Comment
06/13/2008	5 - VOCP	2 - Incident	01 - With Supervisor	76 - Violation of Clearance Procedure			Michael W Pokorski	
01/07/2008	3 - Not Applicable	2 - Incident	01 - With Supervisor	61 - Reprimand 2 Point			Jeffrey C Martin	POOR JUDGMENT
12/24/2007	3 - Not Applicable	1 - Recognition	01 - With Supervisor	45 - Great Service Fanatic Card				
09/17/2007	3 - Not Applicable	1 - Recognition	01 - With Supervisor	45 - Great Service Fanatic Card				
09/02/2007	3 - Not Applicable	9 - Communication / Documentation	01 - With Supervisor	01 - Coaching Counseling			Terry O Bacon	COUNSELING/GUEST COURTESY

Schillo, Joyce

From: Bacon, Terry
Sent: Sunday, September 02, 2007 11:38 PM
To: Schillo, Joyce
Cc: #WDW Transport-Monorail GSMs
Subject: Alan Rubino [REDACTED]

Joyce –

Alan Rubino [REDACTED]

Time of Discussion: 9/2/07 23:25

Place of complaint Magic Kingdom

Please place a documented discussion for poor judgment on the above referenced cast members record card stating:

Alan Rubino now understands that he must be courteous and respectful to all guests, including children.
Thank you,

Terry Bacon

Done