



**MOTOR CARRIER ATTACHMENT**

**Greyhound Driver Disciplinary Actions**

**Highland, IL**

**HWY23MH015**

(14 pages)



NOTICE OF PERSONNEL RECORD ENTRY

EMPLOYEE NO. [REDACTED]	NAME Raymond, Paradise	OCCUPATION Driver	LOCATION EMPLOYED Las Vegas, NV	EMPLOYMENT DATE 04-16-2018
PLACE, DATE AND TIME OF OCCURRENCE			BUS NO	SCHEDULE NO
AT Las Vegas, NV.	DATE 03-09-2019	TIME 1:47pm	86238	1675
<input checked="" type="checkbox"/> INFRACTION	<input type="checkbox"/> ACCIDENT	<input checked="" type="checkbox"/> RECORD CHARGED	<input type="checkbox"/> RECORD NOT CHARGED	

REMARKS: SPEEDING REPORT:

Speeding Report (03-09-2019) Operator made the tracking report. Drive Cam caught you going 74pmh on a 55mph for 2 minutes and 17 seconds on I-15FWY. Over the limit by 18mph.

Operator was instructed to monitor speed continually and abide by posted speed limit. Also advised operator that he was not going downhill after review. Greyhound Drivers Rule Book Section 5 Article 5-15 states: Buses are not to be operated more than the posted speed limit. Regardless of the governed setting on the bus or posted speeds that exceed 70 m.p.h., the bus should never be operated more than the 70 m.p.h. It will be the driver's responsibility to maintain the bus's speed on downhill grades in accordance with these guidelines. Under no circumstances is a bus be driven at a speed greater than is reasonable and prudent under the existing weather, road, and traffic conditions.

You are hereby cautioned that future occurrences of this nature will result in progressive discipline and up to termination.

*In the mountains are before you get there please!!*

Signature: [REDACTED] Date: 03/21/19

COPIES TO: orge, Ballians City Manager Jelson, DiBastiano RDM Cathy, Gerdes LR Conard, Weaver (ATU 1700)	SUPERVISOR: [REDACTED]	TITLE: Operations DATE ACTION TAKEN: 3/12/19
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## GREYHOUND LINES

## NOTICE OF PERSONNEL RECORD ENTRY

EMPLOYEE NO. [REDACTED]	NAME: Raymond, Paradise	OCCUPATION: Driver	LOCATION EMPLOYED: Las Vegas, NV	EMPLOYMENT DATE: 04-16-2018
PLACE, DATE AND TIME OF OCCURRENCE			BUS NO.	SCHEDULE NO.
AT: Las Vegas, NV.	DATE: 03-21-2019	TIME: 04:42pm	86374	1675
<input checked="" type="checkbox"/> INFRACTION	<input type="checkbox"/> ACCIDENT	<input checked="" type="checkbox"/> RECORD CHARGED	<input type="checkbox"/> RECORD NOT CHARGED	

## REMARKS: SPEEDING REPORT:

Speeding Report (03-21-2019) Operator made the tracking report. Drive Cam caught you going 77pmh on a 55mph for 2 minutes and 12 seconds on I-15FWY. Over the limit by 22.

Operator was instructed to monitor speed continually and abide by posted speed limit. Also advised operator that he was not going downhill after review. Greyhound Drivers Rule Book Section 5 Article 5-15 states: Buses are not to be operated more than the posted speed limit. Regardless of the govered setting on the bus or posted speeds that exceed 70 m.p.h., the bus should never be operated more than the 70 m.p.h. It will be the driver's responsibility to maintain the bus's speed on downhill grades in accordance with these guidelines. Under no circumstances is a bus be driven at a speed greater than is reasonable and prudent under the existing weather, road, and traffic conditions.

You are hereby cautioned that future occurrences of this nature will result in progressive discipline and up to termination.

*Refused to sign*

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

COPIES TO: Jorge, Ballians City Manager Nelson, DiBastiano RDM Kathy, Gerdes LR Leonard, Weaver (ATU 1700)	SUPERVISOR: [REDACTED]	TITLE: Operations DATE ACTION TAKEN: 3/24/19
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Greyhound Lines, Inc.
EMPLOYEE INTERVIEW RECORD

Name of Employee: Raymond Paradise
Employed as: [Redacted]
Department: Driver
Location: St. Louis MO
Date: 7/19/2019

1 - Reason for Interview

On 7/19/19 you were identified for speeding by Drivecam at 55/70 zone mph over the speed limit for 4 min 44 sec. @ 3:32am bus# 86893

2- Employee's Explanation: I am not sure of this and I can't give answer of certainty

3 - Supervisor's Comments to Employee:

Bus is not to be operated in excess of the posted speed limit, Regardless of the governed setting on the bus or the posted speed limit.

4 - Employee's Reaction to Interview: will follow speed limit

5 - Supervisor's Recommendation:

Driver was inform that he will follow the posted speed limit at all times that is required by state Law.

Interview Acknowledged: [Redacted Signature] (Employee's Signature)

Interviewed By: [Redacted Signature] (Supervisor's Signature)

\*\*\*\*\*  
 \*\*\* TX Report \*\*\*  
 \*\*\*\*\*

TRANSMISSION OK

TX/RX NO 4341  
 DESTINATION ADDRESS hlgsr@yahoo.com  
 DESTINATION ID Herman Green  
 ST. TIME 08/16 17:06  
 TIME USE 00'03  
 PAGES SENT 1  
 RESULT --

GREYHOUND LINES NOTICE OF PERSONNEL RECORD ENTRY				
EMPLOYEE NO.	NAME	OCCUPATION	LOCATION EMPLOYED	EMPLOYMENT DATE
[REDACTED]	Raymond Paradise	DRIVER	St. Louis, MO	4/16/2018
REASON FOR ACTION				
PLACE, DATE AND TIME OF OCCURRENCE			BUS NO.	SCHEDULE NO.
At: Newark New Jersey Date 08/02/19 Time 8:30 PM			86764	1612
<input type="checkbox"/> INFRACTION <input checked="" type="checkbox"/> RECORD CHARGED <input type="checkbox"/> RECORD NOT CHARGED				

**REMARKS:**

Received by \_\_\_\_\_ Date \_\_\_\_\_  
 Sent US Mail by \_\_\_\_\_ Date \_\_\_\_\_  
 Faxed by \_\_\_\_\_ Date \_\_\_\_\_

On 08/02/2019 You were driving your schedule in route to New York. While reading the route guide you claim the route guide was incorrect causing you to make a wrong turn taking you down a dead end street. While you were trying to maneuver to turn around the right side of the bus got caught up on the construction barrier that caused damage to your bus.

You are in violation of driver rule 5-4 Drivers' Responsibility: Professional Greyhound Drivers must drive in such a manner as to ensure the safe operation of the bus and take reasonable action to identify accident producing situations soon enough to avoid a collision.

This accident will be rated as Preventable and requires you to be given a driver Refresher course. Date to be determined / /19, and you are reminded if you are found in violation of this rule in the future it will be grounds for more discipline and or up to termination.

**GREYHOUND LINES  
NOTICE OF PERSONNEL RECORD ENTRY**

EMPLOYEE NO. [REDACTED]	NAME Raymond Paradise	OCCUPATION DRIVER	LOCATION EMPLOYED St. Louis, MO	EMPLOYMENT DATE 4/16/2018
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REASON FOR ACTION

PLACE, DATE AND TIME OF OCCURRENCE			BUS NO.	SCHEDULE NO.
At: St. Louis Mo	Date 11/30/19	Time: NA		

INFRACTION       Collision       RECORD CHARGED       RECORD NOT CHARGED

**REMARKS:**

Received by \_\_\_\_\_ Date \_\_\_\_\_  
 Sent US Mail by \_\_\_\_\_ Date \_\_\_\_\_  
 Faxed by \_\_\_\_\_ Date \_\_\_\_\_

On 11-30-19 you accepted a work assignment before securing your DOT 8 hour off duty, causing you to violate your 10/15/70 work rules.

You must pay attention to your E-Logs verifying your available hours for each day and each rule 10/15/70. It is the responsibility of the driver to accurately E-log and to notify OSC or local management when your time is not sufficient to work the assigned schedule or to report for duty.

This is a reminder if you are found to violate these rules in the future it will be grounds for more discipline that will include a suspension and or up to termination.

COPIES: Ronald Cheatham      Herman Green Cathy Gerdes          Ralph Kindell Employee File	SUPERVISOR: Marvin Berry	
	TITLE: Supervisor Driver Operations & Safety	DATE ACTION TAKEN: 12/4/2019

### EMPLOYEE INTERVIEW RECORD

Name of Employee: Raymond Paradise	Location: St. Louis MO
Employed as: Driver	Date of incident: Last 7 days
Department: Operations	Date of Report 1/7/2020-1/14/2020

**1. Reason for Interview:**

Over the last 7 days, you have departed on-time 83% You have also followed the schedule and arrived on time 75% over the last 7 days. On time performance is crucial for our business to ensure our passengers Make their connections and are happy. Without happy customers, our business does not exist.

**2. Employee's Explanation:** Some of the problems is thru Schedules and BUS'S BEING LATE.

**3. Supervisor's Comment to Employee:**

**Rule 3-2: Schedule performance states:** The Company's schedule/stop times shall be adhered to as closely As safety will allow. Delaying at terminals and stops or running ahead of scheduled time is not permitted. Unauthorized stops are prohibited.

**4. Employee's Reaction to Interview:** Driver agrees

**5. Supervisor's Recommendation:**

Thank you for taking pride in what you do and continuing to be a consistent example of a quality professional driver. Please continue to operate on time as often as safety will allow and continue to put an emphasis on safety and customer service. Your efforts are greatly appreciated.

Interview Acknowledged: [Signature]  
(Employee's Signature)

Date: 1/24/2020

Interview by: [Signature]  
(Supervisor's Signature)



# EMPLOYEE INTERVIEW RECORD

Name of Employee: <b>Raymond Paradise</b>	Location: <b>St. Louis MO</b>
Employed as: <b>Driver</b>	Date of incident: <b>1/17/2020</b>
Department: <b>Operations</b>	Date of Report <b>1/18/2020</b>

**1. Reason for Interview:**

DriveCam following distance 1 to less than 2 seconds.

**2. Employee's Explanation:** So noted

**3. Supervisor's Comment to Employee:**

Proper following distance is 6 seconds on dry roads surfaces, 7 seconds on wet road surfaces, 8 seconds on Snow, 9 seconds on icy road surfaces.

**4. Employee's Reaction to Interview:** So noted

**5. Supervisor's Recommendation:**

Maintaining safe following distance at all times.

Interview Acknowledged: [Signature]  
(Employee's Signature)

Date: 1/24/2020

Interview by: [Signature]  
(Supervisor's Signature)

**EMPLOYEE INTERVIEW RECORD**

Name of Employee: <b>Raymond Paradise</b>	Location: Interstate 70
Employed as: Driver	Date of incident: June 2, 2020
Department: Operations	Date of Report 6/2/2020

**1. Reason for Interview:**

It has been reported that you were speeding on Interstate 70 Kansas City MO @ 08:21 am, speed limit in the 65 MPH and you were driving 78 MPH, this was 13 over the speed limit.

*[Redacted]*

**2. Employee's Explanation:** *I DON'T Remember*

**3. Supervisor's Comment to Employee:**

**Drivers Rule Book S-15 Speed: Buses are not to be operated in excess of the speed posted speed limit.** Regardless of the governed setting on the bus or posted speeds that exceed 55 MPH, the bus should never be Operated in excess of 71 MPH, it will be the driver's responsibility to maintain the bus's speed on downhill In accordance with these guidelines. Under no circumstance is a bus to be driven at a speed greater than is Reasonable and prudent under the existing weather, road, and traffic conditions.

**4. Employee's Reaction to Interview:** *Okay. Appropriate*

**5. Supervisor's Recommendation:** *Checking you posted speed at all times, you haven't been on this part And you need to stay safe at all times NO SPEEDING.....*

Interview Acknowledge *[Redacted]* Interview by: Barbara Boyd *[Redacted]*  
(Employee's Signature) (Supervisor's Signature)

Date: 6/3/20

## GREYHOUND LINES

## NOTICE OF PERSONNEL RECORD ENTRY

EMPLOYEE NO. [REDACTED]	NAME: Raymond Paradise	OCCUPATION: Driver	LOCATION EMPLOYED: St. Louis MO	EMPLOYMENT DATE: 4/16/2018
PLACE, DATE AND TIME OF OCCURRENCE			BUS NO.	SCHEDULE NO.
AT: I-70 St. Louis MO	DATE: 8/2/2020	TIME: 07:04AM	86168	1358
<input checked="" type="checkbox"/> INFRACTION	<input type="checkbox"/> ACCIDENT	<input checked="" type="checkbox"/> RECORD CHARGED	<input type="checkbox"/> RECORD NOT CHARGED	

## REMARKS:

Speeding Report dated August 3, 2020 made the tracking report, Driver Cam caught you going 69mph on a 55-mph zone for 2minutes and 22 seconds on I-70 Highway, over the limit by 14.

You have been instructed to monitor your speed by this office, the last date that we spoke about your speed was June 20<sup>th</sup>, 2020. You are instructed to monitor speed continually and abide by the posted speed limit. Driver Rule Book Section 5 Article 5-15 page 23, Bus are not to be operated more than the posted speed limit, regardless of the governed setting on the bus or posted speeds that exceed 70 mph., the bus should never be operated more than the 70 m.p.h., It will be the driver's responsibility to maintain the proper speed that is posted at all times.

You are hereby cautioned that future occurrences of this nature will result in progressive discipline action.

Received by: _____ Date: _____
Sent US Mail by Barbara Boyd _____ Date: _____ 8/4/2020

Copy given to Union Steward Ralph Kindell 8/4/2020

Copies To: John Young Ralph Kindell  Employee File	SUPERVISOR: Barbara L Boyd  [REDACTED]	TITLE:  Manager
		DATE ACTION TAKEN: 8/4/2020



# Greyhound Lines, Inc. EMPLOYEE INTERVIEW RECORD

Name of Employee:	Raymond Paradise	Location:	St. Louis, MO
Employed as:	OPERATOR	Date:	10/20/2020
Department:	OPERATIONS		

### 1 - Reason for Interview

This conversation is in reference to a reported incident through a Drive Cam event that recorded you driving above the posted speed limit or above 70 mph. The report shows you traveling in Chesterfield MO , with a speed of 71mph in a 60mph zone. Traveling at the speed of 71mph was 3.28 miles over the posted speed limit for that area or above 70 mph limit as set forth in the Driver's Rule Book.

2- Employee's Explanation: Driver states that he will watch his speed.

### 3 - Supervisor's Comments to Employee:

This is your first reported incident and we want to ensure that you are aware of the seriousness of speeding. When you speed you put yourself, customers and the company at risk. It is your responsibility to ensure the safe operation of your bus, the safety of your customers and make sure you come back home to your family safe. Please adhere to Drivers Rule Book Rule 5-15" Buses are not to be operated in excess of posted speed limit...the bus should never operate in excess of 70mph..the driver's responsibility to maintain bus's speed on downhill grades..." "and Driver's Rule Book Rule 5-4 Driver's Responsibility: Professional Greyhound drivers must drive in such a manner as to ensure the safe operation of the bus..."

4 - Employee's Reaction to Interview: Good talk with management and positive.

### 5 - Supervisor's Recommendation:

Make sure to keep your head and eyes moving, making sure that you are checking all gauges and speedometer, to ensure you are traveling within the posted speed limit and/ or above 70mph set forth in Driver Rule Book. Ensure you continue to look far ahead for posted speed limits that would alter your current speed. Do not rely on the bus's governor or cruise control to keep you within the posted speed limit and/or within the 70mph rule outlined in the Driver Rule Book .

Interview Acknowledged: VIA - Phone 10/20/2020 (Employee's Signature) Interviewed By: [Redacted Signature] (Supervisor's Signature)

Original: Employee's Personnel Record Copy: Supervisor



GREYHOUND LINES  
NOTICE OF PERSONNEL RECORD ENTRY

	NAME: Raymond Paradise	OCCUPATION: Driver	LOCATION EMPLOYED: St. Louis MO	EMPLOYMENT DATE: 4/16/2018
PLACE, DATE AND TIME OF OCCURRENCE			BUS NO.	SCHEDULE NO.
St. Louis MO	2/27/2021 & 3/4/2021	Speeding	86921 & 86169	1683-2
<input checked="" type="checkbox"/> INFRACTION	<input type="checkbox"/> COLLISION	<input checked="" type="checkbox"/> RECORD CHARGED	<input type="checkbox"/> RECORD NOT CHARGED	

## REMARKS:

On February 27, 2021, you received a drive cam event where you were traveling **68 mph** in a **55mph** speed zone in **Saint Louis and Missouri Bus 86921**, and On March 4, 2021 in Columbia MO you received another drive cam event where you were traveling 72 mph in a 60 mph zone. We have had a previous conversation concerning your speed and the importance of complying with posted speed limits.

As a professional greyhound driver, it is your responsibility to follow all federal, state/provincial and local laws and regulations governing motor coach transportation.

Your failing to observe and respond to the speed limit in the above area violated Driver's Rule Book Rule 5-15 SPEED and Driver's Rule Book Rule 5-4 DRIVERS' RESPONSIBILITY.

When you speed you fail to protect yourself and others from a collision, you put yourself in jeopardy of not returning home safely, your customers at risk to injury or death.

Speeding is a serious matter and will not be tolerated within the Company. You are hereby warned that failing to change your behavior on the road by not observing your speed will result in further discipline up to and including termination due to this second event within days apart this office is taking the necessary steps to correct this behavior, you're required to attend a refresher course that will coach you on the proper manner that you such always drive our coaches. Don't place yourself or others at risk by driving over the speed limit at any time.

Your record will be charged with Speeding.

Received by: \_\_\_\_\_ Date: \_\_\_\_\_

Sent US Mail by: \_\_\_\_\_ Date: \_\_\_\_\_

Employee File Labor Relations Chief Shop Steward Union Vice President Local Manager District Manager	SUPERVISOR: <i>Barbara Boyd</i>	TITLE: <i>Terminal Manager</i>
		DATE ACTION TAKEN: 3/9/2021



# Greyhound Lines, Inc. EMPLOYEE INTERVIEW RECORD

Name of Employee:	<u>Raymond Paradise</u>	Location:	<u>St.Louis MO</u>
Employed as:	<u>OPERATOR</u>	Date:	<u>9/14/2021</u>
Department:	<u>OPERATIONS</u>		

### 1 - Reason for Interview

This conversation is in reference to a reported incident through a Drive Cam event that recorded you driving above the posted speed limit or above 70 mph. The report shows you traveling in Hoover Alabama , with a speed of 75mph in a 60mph zone. Traveling at the speed of 75mph was 2.08 miles over the posted speed limit for that area or above 70 mph limit as set forth in the Driver's Rule Book.

2- Employee's Explanation: DRIVER PARADISE states speed limit wasn't visible .

### 3 - Supervisor's Comments to Employee:

This is your first reported incident and we want to ensure that you are aware of the seriousness of speeding. When you speed you put yourself, customers and the company at risk. It is your responsibility to ensure the safe operation of your bus, the safety of your customers and make sure you come back home to your family safe. Please adhere to Drivers Rule Book Rule 5-15" Buses are not to be operated in excess of posted speed limit...the bus should never operate in excess of 70mph..the driver's responsibility to maintain bus's speed on downhill grades..." "and Driver's Rule Book Rule 5-4 Driver's Responsibility: Professional Greyhound drivers must drive in such a manner as to ensure the safe operation of the bus..."

4 - Employee's Reaction to Interview: I will check and watch my speed going FORWARD.

### 5 - Supervisor's Recommendation:

Make sure to keep your head and eyes moving, making sure that you are checking all guages and speedometer, to ensure you are traveling within the posted speed limit and/ or above 70mph set forth in Driver Rule Book. Ensure you continue to look far ahead for posted speed limits that would alter your current speed. Do not rely on the bus's governor or cruise control to keep you within the posted speed limit and/or within the 70mph rule outlined in the Driver Rule Book .

Interview Acknowledged: Phone Conversation  
(Employee's Signature)

Interviewed By: [Redacted]  
(Supervisor's Signature)