

BENCH DECISION AND AWARD

 Expedited NTA

#1665

ARBITRATOR: *FURMAN*HEARING DATE: *JUNE 12, 2003*GRIEVANT: *FLEMING, Kim*GRIEVANCE #: *27-15-20020925-0981-01-05*DEPARTMENT: *DCC*UNION: *DCS&A*MANAGEMENT
ADVOCATE: *John Row*UNION
ADVOCATE: *DAVE JUSTICE*

ISSUE

*Whether G. was disciplined for just cause?
If not, what is the appropriate remedy?*

AWARD

*G. was late ~~multiple~~ on five occasions in a two month time period.
G. was charged with a violation of 2c. It's G's full violation
of attendance related offenses ^{in the relevant time period.} There was notice of the work
rule and prior discipline for the same or similar offense. Although
the violation was minor, it does still deeply affect the efficient operation
of the Employer. G. did not present sufficient evidence of
mitigating circumstances to counter the rule violation.
The grievance is denied.*

ISSUED AT:
DATE:*London ON
6-12-03*ARBITRATOR'S
SIGNATURE: