

BENCH DECISION AND AWARD

☐ Expedited ☒ NTA

#1664

ARBITRATOR: FREEMAN

HEARING DATE: JUNE 12, 2003

GRIEVANT: STEINBROCK, CHAD

GRIEVANCE #: 27-15-20030121-1001-01-03

DEPARTMENT: DRC

UNION: OCEA

MANAGEMENT
ADVOCATE: JOHN ROWUNION
ADVOCATE: DAVE JUSTICE

ISSUE

Whether Grievant was disciplined for just cause?
If not, what is the appropriate remedy?

AWARD

Guasclough with multiple instances of absence related infractions. The Employer proved each violation by the requisite preponderance of evidence. Grievant had insufficient leave on three (3) occasions; and did not call or report six (6) separate occasions. Either both of this type of infraction supports discipline. The two (2) day fine is neither excessive nor punitive. There ~~was~~ no reason or excuse for the no call - no show dates, & the Arbitrator views this rule violation as ample basis for discipline, standing alone. The Grievance is denied.

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