

BENCH DECISION AND AWARD

 Expedited NTA

#16666

ARBITRATOR: FURMAN

HEARING DATE: JUNE 12, 2003

GRIEVANT: LOUGH, DAVID

GRIEVANCE #: 27-15-2003 0107-6997-01-03

DEPARTMENT: DAC

UNION: CCSEA

MANAGEMENT
ADVOCATE: JOHN ROWUNION
ADVOCATE: DAVE JUSTICE

ISSUE

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

AWARD

G. is charged with a ~~violation~~ violation of A. 3f.
The Employer met its b.o.p. that G. failed to provide ^{Physician's} ~~verification~~ documentation until after the fact - several weeks after the ~~issue~~ illness. ~~The~~ G. had extensive prior discipline related to absenteeism; it was incumbent upon him to provide relevant / appropriate documentation in a timely fashion. Insufficient evidence of mitigating circumstances existed, ~~G. acted at his own risk~~ ^{The Employer used} ~~the discipline~~ ^{the discipline}.
The Grievance is denied.

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