

BENCH DECISION AND AWARD

☐ Expedited ☒ NTA

#1669

ARBITRATOR:

FIREMAN

HEARING DATE:

JUNE 12, 2003

GRIEVANT:

BUTLER, CARL

GRIEVANCE #:

21-15-20021223-0993-01-03

DEPARTMENT:

D&C

UNION:

CCSEA

MANAGEMENT

ADVOCATE:

JOHN ROWE

UNION

ADVOCATE:

DAVE JUSTICE

ISSUE

WAS GRIEVANT Disciplined for just cause?
If not, what is the appropriate remedy?

AWARD

Employee was charged with violation of Rule 3.H. ^{the} Employer was in a negative leave balance, $\pm$ day. The Employer met its b.o.p. that its work rule was known + evenlyhandedly enforced. Although the result is ~~overly harsh~~ ~~for Arbitrator~~ ~~may~~ ~~and that the rule is not~~ ~~the Union agreed the rule was~~ ~~unfair in its application~~ ~~as the employee made an honest mistake~~ ~~the Arbitrator does not find that the discipline~~ ~~was punitive or excessive~~. The grievance is denied.

ISSUED AT:
DATE:

London Oh 6-12-03

ARBITRATOR'S
SIGNATURE:
