

BENCH DECISION AND AWARD

☐ Expedited ☒ NTA

#1670

ARBITRATOR: *Fleeman*HEARING DATE: *JUNE 12, 2003*GRIEVANT: *WINIATE, THADIE*GRIEVANCE #: *27-13-20030214-2356-01-03*DEPARTMENT: *DR & B*UNION: *ICSEA*MANAGEMENT
ADVOCATE: *BILL CAVANAUGH*UNION
ADVOCATE: *DAVE JUSTICE*

ISSUE

*Was G. disciplined for just cause? If
not what is the appropriate remedy?*

AWARD

*G. was disciplined for a violation of R 3+. Management proved
by a preponderance of evidence that G applied for leave +
had insufficient balance, resulting in Abs status for .82
Hrs. Management published ^{its work rule} + advised the Union that it would be
issuing discipline ~~for~~ employees whose leave balances were insufficient.
Although a minor ~~exp~~ ^{amount} of insufficient leave is involved, the rule was
enforced in an even handed manner. Other employees cited by the
Union ~~were~~ disciplined under R 7 + were covered under FLSA
protections + the Arbitrator finds there was no disparate treatment.
The Grievance is denied.*

ISSUED AT:
DATE:*London 8-12-03*ARBITRATOR'S
SIGNATURE:
