

FROM A TO ARBITRATION

EPISODE 10- TENURE AND THE BANK OF GOOD WILL



TENURE AND WHAT IT MEANS

- **TIME IN THE SERVICE AND TIME WORKED BY THE EMPLOYEE**
- **IT'S THE GREATEST ARGUMENT WE HAVE AGAINST ANY FORM OF DISCIPLINE**
- **ARBITRATORS WILL TAKE TENURE INTO CONSIDERATION EVEN FOR VIOLATIONS UP TO THROWING AWAY MAIL**

USING THE CITES IN TENURE GRIEVANCES

- **BANK OF GOOD WILL: PAGE 44 OF DEFENSES TO DISCIPLINE AND CITE 3857**
- **C-5138 A AND B- ARBITRATOR WILLIAM E. RENTFRO**
- **ELKOURI AND ELKOURI- HOW ARBITRATION WORKS:**
 - **PAGE 641- LENGTH OF SERVICE WITH A COMPANY:**
 - **LONG SERVICE WITH A COMPANY PARTICULARLY IF UNBLEMISHED IS A DEFINITE FACTOR IN THE EMPLOYEES FAVOR WHEN HIS DISCHARGE IS REVIEWED THROUGH ARBITRATION. ARBITRATORS HAVE RECOGNIZED THAT THE LOSS OF SENIORITY MAY WORK GREAT HARDSHIP ON THE EMPLOYEE AND THAT IT IS NOT CONDUCIVE TO THE IMPROVEMENT OF RELATIONS BETWEEN OTHER WORKERS AND MANAGEMENT**

IN CLOSING

- **WE HAVE TO MAKE THE CONTENTION AT THE INFORMAL STEP A OF TENURE EVEN IF THE CARRIER HAS ONLY BEEN WITH THE USPS FOR A COUPLE OF YEARS**
- **ALWAYS ASK FOR ATTENDANCE AND ACCIDENTS WHILE INTERVIEWING CARRIER TO PROVE THAT THEY ARE A GOOD EMPLOYEE**
- **DURING YOUR INTERVIEW OF EVERY CARRIER YOU MUST ASK THEM HOW LONG HAVE YOU BEEN WITH THE USPS**