

FROM A TO ARBITRATION

EPISODE 5-DISCIPLINE AND THE REQUEST FOR INFORMATION



DISCIPLINE AND THE REQUEST FOR INFORMATION

- **DISCIPLINE IS THE MOST IMPORTANT GRIEVANCE THE STEWARD WILL FILE OR ARGUE ON, AS THIS IS THAT CARRIER'S JOB AND LIVELIHOOD**
- **DON'T BE LAZY. DEFEND YOUR CARRIERS. BE THOROUGH AND GO OVER IT AGAIN**
- **WHEN THE CARRIER RECEIVES THE LETTER OF WARNING (LOW) OR THE 7- OR 14-DAY SUSPENSION YOU MAKE SURE THAT THEY SIGN FOR IT AND DATE IT FOR TODAY'S DATE**
- **MANAGEMENT MAY TRY TO PRE-DATE THE LETTER TO MAKE THE UNION MISS THEIR 14 DAYS TO RESPOND BY FILING A TIMELY GRIEVANCE**
- **MANAGEMENT MAY TRY TO PUT EXTRA PAPERS INTO THE FILE SO CHECK EVERY SINGLE PAGE FOR RELEVANCE**

THE 14 DAY CLOCK

- **THE TIME ON THE GRIEVANCE STARTS AS SOON AS THE EMPLOYEE OR THE UNION FIRST LEARN OR MAY REASONABLY HAVE BEEN EXPECTED TO HAVE LEARNED OF ITS CAUSE.**
- **TAKE THAT TIME TO RESEARCH, INVESTIGATE AND TO GET INFORMATION**
- **ON DAY 12 TO 13 YOU SHOULD SIT DOWN WITH MANAGEMENT**
- **CALL OTHER STEWARDS TO HELP. GET OTHER EYES ON YOUR STUFF.**

STEWARD'S ACTIONS

- **THE STEWARD PUTS IN THE INFORMATION REQUEST FOR ANY AND ALL INFORMATION THAT MANAGEMENT USED TO MAKE THE DECISION TO ISSUE DISCIPLINE**
- **ONCE THE STEWARD RECEIVES THAT INFORMATION THEN THE UNION CAN PUT IN FOR INFORMATION THAT IT NEEDS TO COUNTER THE REASON THEY ISSUED THE DISCIPLINE TO THE CARRIER**
- **PULL ALL INFORMATION APART. DOUBLE CHECK DATES, TIMES AND PLACES THAT ARE CITED**
- **HAVE THE CARRIER GO OVER ALL THE INFORMATION AND DISPROVE CERTAIN DATES AND THINGS THAT ARE SAID**