

AWARD SUMMARIES

	DATE ISSUED	INDUSTRY	NATURE OF GRIEVANCE	DISPOSITION	DECISION SUMMARY
18	10/31/25	AEROSPACE	PRE-AWARD INTEREST ON BACKPAY	DENIED	GRIEVANT WAS NOT ENTITLED TO AN AWARD OF INTEREST ON BACKPAY AWARD WHERE COLLECTIVE BARGAINING AGREEMENT DID NOT PROVIDE FOR SUCH AN AWARD AND THERE WERE NO EXIGENT CIRCUMSTANCES TO JUSTIFY SUCH AN AWARD. ARBITRATOR CAUTIONS PARTIES THAT THE CONSENSUS VIEW OF PRE-AWARD INTEREST IS EVOLVING AND THAT NEITHER MAY RELY ON IT IN THE FUTURE. TREND IS TO CONSIDER PRE-AWARD INTEREST AS AN ESSENTIAL ELEMENT OF MAKE-WHOLE RELIEF.
17	10/24/25	AUTO MANUFACTURING	DISCHARGE FOR INSUBORDINATION	DENIED	EMPLOYER DEMONSTRATED THAT GRIEVANT WAS INSUBORDINATE. GRIEVANT'S DEFENSE THAT SHE WAS JUSTIFIED IN REFUSING TO COMPLY WITH ORDER BECAUSE SHE FELT UNSAFE AND DID NOT KNOW THE CONSEQUENCES OF NONCOMPLIANCE WERE NOT CREDIBLE.
16	9/19/25	LABOR ORGANIZATIONS	SUBSTANTIVE ARBITRABILITY	DENIED	GRIEVANCE WAS SUBSTANTIVELY INARBITRABLE WHEN DISCIPLINE WAS REMOVED FROM RECORD DUE TO PASSAGE OF TIME, THEREBY RENDERING THE GRIEVANCE MOOT.
15	8/15//25	AEROSPACE	DISCHARGE FOR PRODUCTION SABOTAGE	GRANTED	EMPLOYER DID NOT MEET BURDEN OF PROOF THAT GRIEVANT ENGAGED IN SABOTAGE AND THEREFORE LACKED JUST CAUSE TO DISMISS HIM FROM HIS METALS MECHANIC POSITION..

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14	6/20/25	K TO 12 EDUCATION	RESIGNATION	GRANTED	EMPLOYER VIOLATED THE COLLECTIVE BARGAINING AGREEMENT BY PROCESSING VOLUNTARY RESIGNATIONS FOR GRIEVANTS WHO HAD ACCEPTED POSITIONS AT OTHER SCHOOLS BUT WERE NOT REQUIRED TO SUBMIT RESIGNATIONS FOR SEVERAL MORE WEEKS UNDER STATE LAW AND HAD NOT SUBMITTED RESIGNATIONS.
13	5/00/25	AEROSPACE	ENTITLEMENT TO ATTEND ARBITRATION HEARING	DENIED	GRIEVANT'S ATTORNEY WHO WAS REPRESENTING GRIEVANT IN A RELATED CIVIL ACTION WAS NOT ENTITLED TO ATTEND ARBITRATION HEARING WHERE EMPLOYER DID NOT CONSENT TO ATTENDANCE.
12	10/23/23	LAW ENFORCEMENT & PUBLIC SAFETY	DISCIPLINE	GRANTED IN PART & DENIED IN PART	<p>EMPLOYER HAD JUST CAUSE TO DISCIPLINE TWO OFFICERS FOR "FAILURE TO TAKE REASONABLE ACTION WHEN REQUIRED TO DO SO" IN CONNECTION WITH THE INVOLUNTARY TRANSFER OF MINOR TO CUSTODIAL PARENT WHEN (1) COURT ORDER REQUIRED ONLY THAT THE OFFICERS SERVE ORDER DIRECTING NON-CUSTODIAL TO BRING MINOR TO POLICE STATION AT A DESIGNATED DATE AND TIME AND (2) OFFICERS INSTEAD EFFECTUATED TRANSFER BEFORE DESIGNATED TIME IN A CONFRONTATION AT THE NON-CUSTODIAL PARENT'S HOME.</p> <p>29-DAY SUSPENSION WAS ARBITRARY AND EXCESSIVE WHERE (1) OFFICERS WERE ACTING AT DIRECTION OF 2 SUPERVISING SERGEANTS ONE OF WHOM WAS SUSPENDED FOR 5 DAYS AND THE OTHER OF WHOM WAS NOT DISCIPLINED OR INVESTIGATED (2) OFFICERS INTERACTION WITH NON-CUSTODIAL PARENT AND SPOUSE WHILE IMPERFECT WAS NOT UNREASONABLE UNDER ALL THE CIRCUMSTANCES.</p>
11	6/6/2023	LAW	DISCIPLINE FOR	DENIED	EMPLOYER HAD JUST CAUSE TO ISSUE WRITTEN

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		ENFORCEMENT & PUBLIC SAFETY	ATTENDANCE		REPRIMAND TO OFFICER WHO FAILED TO ABIDE BY POLICY THAT REQUIRED HER TO CALL IN ABSENCES AN HOUR BEFORE THE START OF THE SHIFT AND WHO HAD BEEN PREVIOUSLY WARNED.
10	6/6/2023	LAW ENFORCEMENT & PUBLIC SAFETY	DISCIPLINE FOR ATTENDANCE	DENIED	EMPLOYER HAD JUST CAUSE TO ISSUE WRITTEN REPRIMAND TO OFFICER WHO FAILED TO FOLLOW POLICY THAT REQUIRED HIM TO CALL IN ABSENCES AN HOUR BEFORE THE START OF HIS SHIFT. EMPLOYER WAS NOT REQUIRED TO COUNSEL OFFICER EVEN THOUGH HE HAD LAST BEEN COUNSELLED ABOUT ATTENDANCE 6 YEARS PRIOR TO CURRENT INCIDENT.
9	6/6/2023	LAW ENFORCEMENT & PUBLIC SAFETY	DISCIPLINE FOR ATTENDANCE	GRANTED IN PART & DENIED IN PART	EMPLOYER HAD JUST CAUSE TO DISCIPLINE OFFICER BUT IT VIOLATED PROGRESSIVE DISCIPLINE POLICY IN DISCIPLINING OFFICER FOR MULTIPLE ATTENDANCE POLICY VIOLATIONS. TO COMPLY WITH EMPLOYER'S PROGRESSIVE DISCIPLINE POLICY, DISCIPLINE IS REDUCED TO COUNSELLING FOR FIRST TWO INFRACTIONS, WRITTEN REPRIMAND FOR THIRD INFRACTION AND 1-DAY SUSPENSION FOR FOURTH INFRACTION.
8	6/6/2023	LAW ENFORCEMENT & PUBLIC SAFETY	DISCIPLINE FOR ATTENDANCE	GRANTED	EMPLOYER FAILED TO MEET BURDEN OF PROOF THAT OFFICER WAS NOT AT HOME WHEN SHE CALLED OFF SICK WHEN CLAIMING SICK DAY ABSENT.

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7	6/6/2023	LAW ENFORCEMENT & PUBLIC SAFETY	DISCIPLINE FOR	GRANTED IN PART, DENIED IN PART	<p>EMPLOYER DID NOT HAVE JUST CAUSE TO DISCIPLINE OFFICER WHO DID NOT REPORT COVID-19 TESTING TO HUMAN RESOURCES DEPARTMENT BECAUSE NO EMPLOYER POLICY REQUIRED SUCH A REPORT AND OFFICER OTHERWISE COMPLIED WITH EMPLOYER'S ATTENDANCE POLICY.</p> <p>EMPLOYER DID HAVE JUST CAUSE TO DISCIPLINE OFFICER FOR WHO TOOK UNPAID TIME OFF WITHOUT A LEAVE OF ABSENCE BUT DISCIPLINE IS REDUCED TO A WRITTEN REPRIMAND</p>
6	6/6/2023	LAW ENFORCEMENT & PUBLIC SAFETY	DISCIPLINE FOR TARDINESS	GRANTED IN PART, DENIED IN PART	<p>EMPLOYER HAD JUST CAUSE TO DISCIPLINE OFFICER FOR EXCESSIVE TARDINESS BUT DISCIPLINE IMPOSED WAS ARBITRARY BECAUSE IT WAS NOT APPLYING ITS TARDINESS POLICY UNIFORMLY, SPECIFICALLY WITH RESPECT TO HOW MANY OCCURRENCES WITHIN A PERIOD OF TIME TRIGGERED DISCIPLINE.</p> <p>WHILE TARDINESS POLICY DID NOT HAVE A STRICT REGIMEN FOR PROGRESSIVE DISCIPLINE, THE PROGRESSION OF THE ANALOGOUS ABSENTEEISM POLICY SHOULD BE APPLIED. ACCORDINGLY, DISCIPLINE WAS REDUCED TO A WRITTEN REPRIMAND.</p>
5	6/6/2023	LAW ENFORCEMENT AND PUBLIC SAFETY	DISCIPLINE FOR TARDINESS	GRANTED IN PART AND DENIED IN PART	<p>OFFICER'S 1 AND 3-DAY SUSPENSIONS ARE REDUCED TO A WRITTEN REPRIMAND AND A 1-DAY SUSPENSION FOR EXCESSIVE TARDINESS BUT OFFICERS 3-DAY AND 4-DAY SUSPENSION FOR EXCESSIVE TARDINESS STAND.</p> <p>THE 1 AND 3-DAY SUSPENSION DID NOT COMPLY WITH THE PROGRESSIVE DISCIPLINE REQUIREMENTS OF THE CBA.</p>

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4	6/6/2023	LAW ENFORCEMENT AND PUBLIC SAFETY	DISCIPLINE FOR ABSENTEEISM	GRANTED	EMPLOYER'S REPRIMAND OF OFFICER WAS NOT FOR JUST CAUSE WHERE OFFICER HAD BEEN APPROVED FOR INTERMITTENT FMLA TO CARE FOR ILL SPOUSE BUT DID NOT DESIGNATE AN ABSENT AS FMLA-RELATED BECAUSE SHE DID NOT KNOW THAT THE EMPLOYER THAT THE EMPLOYER HAD APPROVED HER INTERMITTENT FMLA.
3	6/6/2023	LAW ENFORCEMENT AND PUBLIC SAFETY	ARBITRABILITY DISCIPLINE FOR ABSENTEEISM	DENIED	EMPLOYER'S COUNSELLING OF OFFICER IS A GRIEVABLE EVENT WHERE THE EMPLOYER'S POLICY CHARACTERIZES IT BOTH AS PRE-DISCIPLINE OR AS THE FIRST STEP IN THE DISCIPLINARY PROCESS. EMPLOYER'S COUNSELING OF OFFICER WHO WAS ABSENT ON FMLA ELIGIBILITY WAS REASONABLE AND, IF DISCIPLINARY, FOR JUST CAUSE.
2	6/6/2023	LAW ENFORCEMENT AND PUBLIC SAFETY	DISCIPLINE FOR ABSENTEEISM	DENIED	EMPLOYER HAD JUST CAUSE TO DISCIPLINE OFFICER WHOSE ABSENCES VIOLATED EMPLOYER ABSENTEEISM POLICY EVEN IF OFFICER WAS ILL.
1	6/6/2023	LAW ENFORCEMENT AND PUBLIC SAFETY	DISCIPLINE FOR ABSENTEEISM AND LEAVING EARLY	GRANTED IN PART AND DENIED IN PART	EMPLOYER HAD JUST CAUSE TO DISCIPLINE OFFICER WHOSE ABSENCES VIOLATED EMPLOYER ABSENTEEISM POLICY EVEN OFFICER WAS MISTAKEN ABOUT THE AMOUNT OF TIME REMAINING IN HIS SICK LEAVE BANK. EMPLOYER DID NOT HAVE JUST CAUSE TO DISCIPLINE OFFICER WHO LEFT EARLY AFTER OBTAINING VERBAL PERMISSION TO DO SO AND NOTIFYING RELEVANT.SUPERVISORS WHEN TIMEKEEPING SYSTEM HAD NO MECHANISM FOR OBTAINING PERMISSION TO LEAVE EARLY.