

Attendance Discipline Grievance Template

Discipline for the charge of "Irregular attendance" or "Failure to Meet Attendance Requirements" are the most common charges cited in attendance discipline cases. The task of the Steward is to challenge the basis for the discipline in order to be successful the Union must establish a case file that refutes the allegations and/or the basis management relies on for the issuance of the discipline. That is the mission of the Union in all discipline cases.

In order to achieve that goal, the Union should obtain all of the following documentation. Note that not all of the documentation will be included in the final case file. Only those documents which support the Union argument should be included in the final package.

- Discipline Letter
- Copies of all prior discipline cited
- Article 16 Just Cause Principles
- Applicable excerpts from Articles 10, 16, 19 and ELPM Sections 513 & 685
- MI – 39, Section 115
- PS Form 2871 for all cited absences
- PS Form 2872 for previous 2 years
- ELPM's Employee Key Indicator Report for current and previous year.
- Medical documentation submitted for any cited absence
- PDI notes from Steward / Supervisor
- Documentation of attendance reviews / discussions
- Detailed statement from Steward in re PDI Q & A
- Detailed statement from grievant explaining cited absences
- Documentation of installation absence percentage for current and prior years.
- Restricted sick leave list / ELPM's Deems Desirable list*
- EAP referral record*
- Local Agreement*
- FMLA documentation*

(* if necessary / applicable.)

All of the above needs to be requested and obtained before meeting at Informal A. Requests for any documentation must be in writing and copies included in the case file. Denied or delayed requests for documentation, interviews or Stewards time should generate a separate Article 17 / 31 grievances.

As a Steward you have specific rights to information, to do your job, within Articles 17 and 31 but they are worthless if you do not compel management to honor them.

As with any grievance involving discipline the PDI meeting is the crucial foundation for going forward. That is where positions are exchanged and discussed, essentially cards laid out. It is also where the grievance can be quickly resolved.

Attendance Discipline Grievance Template Branch 38

Sabine Zange



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Reviewing **Attendance Discipline Grievance Template Branch 38**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Attendance Discipline Grievance Template Branch 38**," an enthralling opus penned by a highly acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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Table of Contents Attendance Discipline Grievance Template Branch 38

1. Understanding the eBook Attendance Discipline Grievance Template Branch 38
 - The Rise of Digital Reading Attendance Discipline Grievance Template Branch 38
 - Advantages of eBooks Over Traditional Books
2. Identifying Attendance Discipline Grievance Template Branch 38
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Attendance Discipline Grievance Template Branch 38
 - User-Friendly Interface
4. Exploring eBook Recommendations from Attendance Discipline Grievance Template Branch 38
 - Personalized Recommendations
 - Attendance Discipline Grievance Template Branch 38 User Reviews and Ratings
 - Attendance Discipline Grievance Template Branch 38 and Bestseller Lists

5. Accessing Attendance Discipline Grievance Template Branch 38 Free and Paid eBooks
 - Attendance Discipline Grievance Template Branch 38 Public Domain eBooks
 - Attendance Discipline Grievance Template Branch 38 eBook Subscription Services
 - Attendance Discipline Grievance Template Branch 38 Budget-Friendly Options
6. Navigating Attendance Discipline Grievance Template Branch 38 eBook Formats
 - ePub, PDF, MOBI, and More
 - Attendance Discipline Grievance Template Branch 38 Compatibility with Devices
 - Attendance Discipline Grievance Template Branch 38 Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Attendance Discipline Grievance Template Branch 38
 - Highlighting and Note-Taking Attendance Discipline Grievance Template Branch 38
 - Interactive Elements Attendance Discipline Grievance Template Branch 38
8. Staying Engaged with Attendance Discipline Grievance Template Branch 38
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Attendance Discipline Grievance Template Branch 38
9. Balancing eBooks and Physical Books Attendance Discipline Grievance Template Branch 38
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Attendance Discipline Grievance Template Branch 38
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Attendance Discipline Grievance Template Branch 38
 - Setting Reading Goals Attendance Discipline Grievance Template Branch 38
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Attendance Discipline Grievance Template Branch 38
 - Fact-Checking eBook Content of Attendance Discipline Grievance Template Branch 38
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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