

Sample grievance #

Vacations (LMU cancellations policy)

Issue Statement:

Did the Employer violate Contractual provisions, including but not limited to, Articles 3, 10, 15, and 30 of the Collective Bargaining Agreement; and the Branch 2184 Local Memorandum of Understanding item 4.5, by failing to notify the Union of vacation cancellations and post canceled vacations for bid, as required?

Section 5. CANCELLATIONS

Branch 2184 LMU

- (a). Vacations selected in units of five days must be canceled in units of five days.
- (b). Any carrier canceling within 14 days of scheduled leave will be ineligible for selecting any part of the canceled leave. Re-posting of cancellations shall take place as soon as management is notified. **The local union representative will be notified of all cancellations.** Cancellations shall remain posted for ten days, time permitting, and will be awarded to the senior bidder. If for any reason a carrier enters into a status that precludes their use of selected annual leave, those weeks will be re-posted.

REMEDY: Cease and Desist. Grant extra slots in future vacation selections for week that management failed to notify the Union or failed to re-post for bid cancelled vacation selections. Monetary award to carriers that were denied opportunity to bid on cancelled vacation weeks because of managements failure to comply with Local Agreement posting policy.