

**Issue: Abolishment - Improper<sup>5</sup>**  
**Articles 37.1.F., 12.5B and C, 8.4.B<sup>6</sup>**

<b>Documentation</b>	<b>Explanation</b>
All grievance paperwork	All paperwork developed and utilized in grievance procedure
Duty assignment(s) being abolished	Basis for dispute
History of duty assignment - initial and subsequent postings and awardings	Tells us how long job has been around and who has worked it
Personnel memorandum which shows job being abolished	Establishes when abolishment took place and effective date of action
Applicable excerpts from LMOU	Defines sections for in-house excessing
Written meeting notes between L/M prior to effective date of abolishment	Contractually required. Management should be able to give a legitimate explanation of the need to abolish
Paperwork management relied upon to generate abolishment(s)	Management should have documentation to support their actions. If not, why not?
Written statements from grievant and co-workers on what happened to work from abolished job	If work still exists, be specific as to type and amount of work. Shifting the work to others is not a legitimate basis for abolishment
Steward's written notes from interview with appropriate manager	Ties down management's reasons for action. Also allows union opportunity to investigate and refute management's action
Applicable case law. Remember difference between precedent and persuasive value	Strengthens case through Step 4s, national arbitrations or pre-arbs, regional arbitrations or pre-arbs. Cites must be on point

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<sup>5</sup> Geared towards abolishments within installation where we argue work still there.

<sup>6</sup> Goes to remedy - if job still there, part of remedy would seek out of schedule premium.