

**Issue: Improper Holiday Scheduling
Article 11.6**

Documentation	Explanation
All grievance paperwork	All paperwork developed and utilized in grievance procedure
LMOU - applicable section	Establishes method of selecting employees
Holiday solicitation list	Shows who volunteered
Holiday solicitation list	Tells us who's scheduled. Important to determine when posted
Crewsheet or equivalent showing days off + normal hours of work	Helps determine proper pecking order
Seniority list	Helps determine proper pecking order
Time records (ETC) for holiday weekend	Proves who worked and when
Written witness(es) statements	Explains particulars of case
Prior grievance paperwork (if applicable)	Shows repeated violations and management bargaining in bad faith
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