

Issue: Leave - Act of God
Articles 10 & 19

Documentation	Explanation
All grievance paperwork	All paperwork developed and utilized in grievance procedure
Media coverage - newspaper clippings; audio from radio; video from television; press releases from local, county, state or federal authorities dealing with Act of God	Critical documentation which helps to prove criteria met and establish weather conditions, road conditions, transportation, etc.
Regulations for Act of God situations - normally 519 of the ELM. May also have local policy or SOP	Three (3) parts of criteria - 1) must involve a community disaster, 2) must be general rather than personal, 3) must prevent groups of employees from working or reporting to work
<ul style="list-style-type: none"> ☞ Listing of employees scheduled to work during disputed time. ☞ Listing of employees who actually worked during disputed time. ☞ Listing of employees scheduled to work during disputed time but did not. ☞ Specific reason(s) employees did not work. Evaluation by tour and craft.	Many locals have call-in reports. If so and utilized, be sure of accuracy. Also helps to prove part of criteria met and fashion proper remedy.
Statements by employees who did not make it to work establishing they made a diligent effort to do so. Distance from work, type of vehicle.	Fourth part of criteria requires employees to have exercised reasonable diligence in attempting to come to work. Statements help prove this
Time records - ETC reports which specifically show who involved and for how long. Dispatch schedules affected? Mass transportation affected? Was mail delivery curtailed? How have other unions settled this issue?	Goes to proof and remedy. Many times will have more than one (1) day involved. May also have partial day's involved
Applicable case law. Remember difference between precedent and persuasive value	Strengthens case through Step 4s, national arbs or pre-arbs, regular arbs or pre-arbs. Cites must be on point

³Acts such as snowstorm, tornado, and flooding.