

Issue: Light Duty - Temporary

Articles 3 & 30

Documentation

Explanation

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| All grievance paperwork | All paperwork developed and utilized in grievance procedure |
| LMOU language on temporary light duty | Falls under 15, 16, & 17 of Article 30. Tells us numbers, methods, and assignments considered for light duty |
| Written light duty request and accompanying medical statement | Required by 13.2.A. of CBA. Must be clear on limitations including hours employee can work |
| Response from management on light duty request | CBA requires written response with stated reasons for denial. Allows you to verify if management has shown "the greatest consideration" |
| Local SOP or policy on temporary light duty | May give greater definition or explanation on parties practice and policy when dealing with temporary light duty |
| Written documentation on what work grievant can do - if necessary , proof of qualifications | Strengthens case. May be job bid, doctor's note, statement from grievant, steward or co-workers |
| Proof work available which grievant can do | Statement, stipulations from management, volume reports, flash reports, other records which show available work for grievant |
| Casual or loaner hours if doing work grievant could do | Shows work available - grievant should be worked prior to |
| Applicable case law. Remember difference between precedent and persuasive value | All paperwork developed and utilized in grievance procedure. Strengthens case through Step 4s, national arbitrations or pre-arbs, regional arbitrations or pre-arbs. Cites must be on point |