

CANADIAN RAILWAY OFFICE OF ARBITRATION

CASE NO. 3087

Heard in Montreal, Tuesday, 8 February 2000

concerning

CANADIAN NATIONAL RAILWAY COMPANY

and

**NATIONAL AUTOMOBILE, AEROSPACE, TRANSPORTATION AND
GENERAL WORKERS UNION OF CANADA (CAW-CANADA)**

DISPUTE:

The imposition of 15 demerit marks to the record of Mr. Jean Savard, lead hand. (translation)

JOINT STATEMENT OF ISSUE:

Following an investigation held March 8, 1999, Mr. Jean Savard was assessed 15 demerit marks for his unacceptable conduct on February 25, 1999, when he was lead hand.

The Union contends that the imposition of 15 demerit marks is unjustified or, in the alternative, too severe.

The Company rejects these allegations and the grievance submitted by the Union. (translation)

FOR THE UNION:

(SGD.) A. ROSNER

NATIONAL REPRESENTATIVE

FOR THE COMPANY:

(SGD.) S. GROU

FOR: DIRECTOR, LABOUR RELATIONS

There appeared on behalf of the Company [among others]:

J. Coleman	– Counsel, Montreal
S. Grou	– Manager, Employment Legislation, Montreal
S. Gagné	– Terminal Manager, Monterm

And on behalf of the Union [among others]:

A. Rosner	– National Representative, Montreal
R. Johnston	– President, Council 4000, Montreal
J. Savard	– Grievor

The grievance was withdrawn at the hearing by the agreement of the parties.