

CANADIAN RAILWAY OFFICE OF ARBITRATION

CASE NO. 3089

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 10 demerit marks assessed to the record of Mr. Jean Savard, lead hand. (translation)

JOINT STATEMENT OF ISSUE:

Following an investigation held June 16, 1999, Mr. Jean Savard was assessed 10 demerit marks for poor productivity on June 1, 1999 when he was lead hand.

The Union contends that the imposition of 10 demerit marks is unjustified or, in the alternative, too severe.

The Company rejects these allegations and rejects the grievance of 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

Grievance withdrawn at the hearing by the agreement of the parties.