

Issue Statement:

Did Management violate the National Agreement when they failed to provide the Grievant with Continuation of Pay? If so what is the appropriate remedy?

Facts:

The Grievant suffered a traumatic injury on \_\_\_\_\_

A CA-1 was completed and submitted to management on \_\_\_\_\_

The Grievant requested COP on the CA-1 (include copy)

The Employee All Report shows that the Grievant's time away from work was considered \_\_\_\_\_ (TACS Code) (PLEASE INCLUDE THE CLOCK RINGS FOR THE TIME PERIOD)

The First 3 days or partial days of absence were S/L, A/L or LWOP (clock rings)

The cause of the injury did not meet the criteria listed in ELM 545.732

Contentions:

Management did not notify the Grievant of their right to COP (ELM 544.122)

Management may not charge S/L or LWOP unless requested by that employee (see Step 4 settlement NB-S-1129 (N-8)/3SR-317)

Management may not refuse to ring COP unless it meets the criteria of ELM 545.732

The Grievant was off of work for more than 14 days, as such the first three days of leave should be converted to COP.

Remedy:

Make the Grievant whole