

IN THE MATTER OF AN ARBITRATION

BETWEEN :

TENNECO CANADA

AND

UNITED STEELWORKERS, LOCAL 2894

Punch Clock Grievance

Before : PETER BARTON, Cambridge, Ont., April 4, May 12, Oct. 15 /14

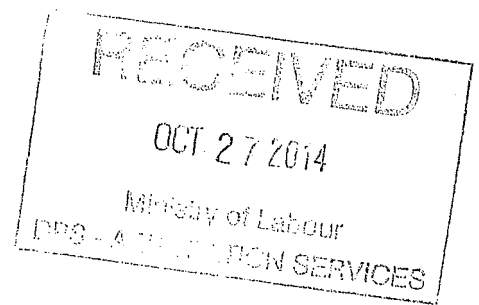
APPEARANCES

For the Union

Gary Kennedy
Tony Koski
Gary North
Pat Duggan

For the Employer

James G Knight
John LaScala



File ID: 833386
File Folder, 10391-RR-14

Rel id: 36359

These matters involve a policy grievance and several individual grievances . In an Interim Award issued May 23 , 2014 I set out the facts and gave the Parties time to resolve the problems .For the most part they did so. The Employer installed a large green light at the clocks and it shows clearly if the swipe of the card has worked. The number of improper swipes has risen, perhaps because the practice of docking pay was suspended.

I accept the position of the Employer that a small administrative notice is required to tell the employees if they have failed to properly swipe in or out. The evidence I heard earlier showed me that the practice of improper swiping was not more common on leaving the plant as opposed to coming in. The sanction for going in improperly was 0.1 hours pay and for going out improperly was 0.25 hours pay. Although the 0.25 figure has been in place for quite a while it seems to me that the backup information from the Gate clock will prevent people from leaving too early.

Thus the sanction for leaving can be the same as for entering, 0.1 hours pay. I so order.

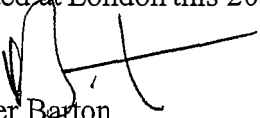
It is true that an employee will lose more on overtime or weekends but as pointed out by the Employer, if more is at stake, more care should be taken.

This should resolve the policy grievance.

The total amount of money sought in the individual grievances is about \$ 200.00. The Employer is ordered to pay the individual grievors the small amounts they were seeking, up to an overall total liability for all of about \$ 200.00. Any grievors who failed totally to try to swipe do not get anything.

I remain seised of the implementation of this Award and thank the Parties for their efforts to resolve the issues.

Dated at London this 20th day of October, 2014



Peter Barton