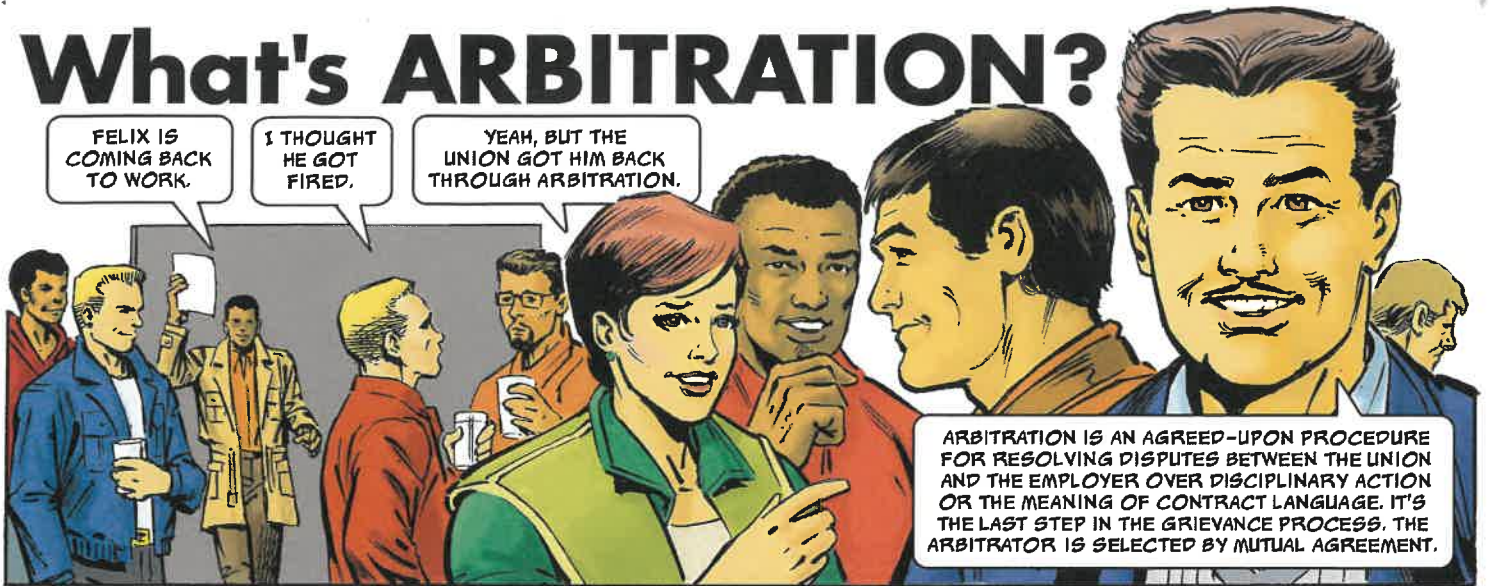


# What's ARBITRATION?



FELIX IS COMING BACK TO WORK.

I THOUGHT HE GOT FIRED.

YEAH, BUT THE UNION GOT HIM BACK THROUGH ARBITRATION.

ARBITRATION IS AN AGREED-UPON PROCEDURE FOR RESOLVING DISPUTES BETWEEN THE UNION AND THE EMPLOYER OVER DISCIPLINARY ACTION OR THE MEANING OF CONTRACT LANGUAGE. IT'S THE LAST STEP IN THE GRIEVANCE PROCESS. THE ARBITRATOR IS SELECTED BY MUTUAL AGREEMENT.



WOW! AFTER FOUR YEARS! THE BOSS REALLY HAD IT IN FOR HIM!

THEY DID, BUT THEY WERE ALSO UNFAIR. THAT'S WHY THE UNION STOOD BY FELIX ALL THE WAY!

THAT'S GOOD TO HEAR. THIS TIME IT WAS FELIX WHO NEEDED HELP, BUT NEXT TIME IT MIGHT BE ME - OR YOU.

HEY, WHY DOESN'T THE UNION TAKE EVERY GRIEVANCE TO ARBITRATION?

WE NEED FACTS ON OUR SIDE OR IT'S A WASTE OF TIME.

BEFORE THE UNION REFERS A GRIEVANCE TO ARBITRATION WE HAVE TO ASK SOME TOUGH QUESTIONS, LIKE: DOES CONTRACT LANGUAGE CLEARLY SUPPORT OUR POSITION? IF IT INVOLVES DISCIPLINE, LIKE WITH FELIX, WAS IT FOR "JUST CAUSE?"

SOUNDS COMPLICATED.

YEH. I GUESS THAT'S WHY WE GOT A UNION ATTORNEY.

OH, YEAH, THAT ATTORNEY TALKED TO ME ABOUT FELIX'S CASE.

TALKED TO OUR UNION BUSINESS REP, TOO--

--AND LOOKED AT ALL THOSE GRIEVANCE FILES.



THE UNION CAN SUBPOENA DOCUMENTS AND WITNESSES,

AND WE LOOK FOR PAST GRIEVANCE DECISIONS THAT ARE RELEVANT.

UNDER MOST UNION CONTRACTS, THE ARBITRATOR'S DECISION IS FINAL AND BINDING.

SO IF THE COMPANY EVER TRIED TO PULL THAT SAME STUNT ON ME...

OUR ATTORNEY PREPARES EXHIBITS AND QUESTIONS FOR BOTH UNION AND COMPANY WITNESSES.

THE IDEA IS TO POINT OUT WEAKNESSES IN THE COMPANY'S CASE!

**THE UNION'S GOT YOUR BACK!**

WE'VE GOT EACH OTHER'S BACK.