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Excerpt from UNION LABOR REPORT Weekly Newsletter, 1/26/67: (2-3-67)

DATA ON FIRING OF PROBATIONERS

A company must comply with a union's request for information on the termination of probationary employees, including the reasons for their termination, NLRB holds.

A union had lost an arbitration over the firing of a probationary employee, the arbiter interpreting the contract as giving the company sole discretion on this. The union then sought the information on terminations of probationary workers, but the company objected that the union's only purpose in requesting the data was to eliminate or curtail the probationary period in future contracts and that the information wasn't relevant or necessary for that purpose.

Even if this was the union's only purpose, the Board says, it was entitled to the information. A probationary period and the conditions thereof are bargainable matters, and the union is entitled to relevant information. (*Oliver Corp.*, 162 NLRB No. 68)

(NOTE to the Staff: According to the above, we are entitled to a reason for termination of probationary employees; just "not suited" will not be sufficient in the future.

L.L.M., 2/3/67)

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