

The Evidence Book

1. **The contents of Evidence Book** that you use at arbitration and that you will review with the arbitrator at the pre-arbitration hearing are as follows:
 - A. Collective Bargaining Agreement (CBA)
 - B. Employment Rules
 - C. Letter(s) of Discipline (LOD)
 - D. Grievance Chain (Grievance and Employer's Answer)
 - E. Evidence such as pictures, diagrams, etc.

2. **At the pre-arbitration or the arbitration** the arbitrator will help the parties number the documents and other evidence that will be placed into evidence. Remember that the evidence book becomes a part of the record once the arbitrator accepts the various documents into evidence.

3. **Sometimes there are disagreements** about what should be allowed into evidence. The arbitrator must determine if the evidence is:
 - A. Relevant to the issue before the arbitrator
 - B. Hearsay
 - C. Credible

Note: Many times the arbitrator will allow evidence to be placed into the record but the arbitrator will also say, "I will place the evidence into the record and give it the weight I think is appropriate."