

# Achieved Full Arbitration Win in Union Employee FMLA Misconduct Case

Milt prevailed in a complex labor arbitration, successfully defending the termination of a long-term union employee. The employee had been discharged for documented abuse of the Family and Medical Leave Act (FMLA)—specifically, the fraudulent use of intermittent leave. Milt presented a comprehensive case that meticulously traced the employee's usage patterns, combined with compelling testimony and surveillance evidence, to demonstrate a clear breach of company policy and FMLA requirements. The arbitrator upheld the termination in full, confirming the company's right to maintain workforce integrity and establishing a strong precedent for managing FMLA compliance within the client's collective bargaining unit.

## PROFESSIONALS

Milt Castro  
Senior Counsel

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