

**Web Access to Arbitration Awards**

# **Help Document**

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**Prepared For: DAS Office of Collective Bargaining**

**Date: February 2, 2005**

## Public Access to Arbitration Awards

Arbitration is a procedure whereby parties unable to agree to a solution to a problem indicate their willingness to be bound by the decision of a third party (the "arbitrator" or "umpire"). It is a method of resolving disputes as an alternative to litigation. However, unlike mediation, the objective of arbitration is adjudication rather than compromise. It is commonly designated in collective bargaining agreements between employers and employees as the way to resolve disputes.

Section 4117.09, Revised Code, states in part that collective bargaining agreements (that are negotiated with public employees' representatives) must contain grievance procedures that "may culminate with final and binding arbitration of unresolved grievances and disputed interpretations of agreements..." Therefore, the law does not mandate binding arbitration for the resolution of employee grievances, but it leaves it up to the bargaining parties.

All of the collective bargaining agreements that are negotiated between the State of Ohio and public employees' representatives contain provisions for the arbitration of grievances. The Office of Collective Bargaining has developed a public web site to grant access to these arbitration awards to provide research capabilities to labor relations professionals and educational opportunities to those interested in labor issues. The awards can be accessed at <http://das.ohio.gov/ocb/index.htm>.

## Searching Arbitration Awards and Summaries

Upon entering the arbitration site, you will be provided with a disclaimer about the information on the site; please read it carefully. Information regarding arbitration awards contains basic information regarding the grievance presented at arbitration, a summary of the award, and the award document itself. Basic grievance information is returned on the web page for every award returned from a search. If a summary is available, it is in Microsoft Word® format; please contact your local information technology support staff for assistance if you can not view the word document. The arbitration award and this help document are in PDF format and require Adobe Reader® to be viewed; a link to the Adobe web site is provided to allow you to download a free copy of Adobe Reader®. If you have any questions or comments about this web site, please click on “Contact OCB”. This will generate a blank e-mail addressed to the OCB grievance database help desk; enter you comments or questions in the message section of the e-mail and send it as addressed. Click on “Enter Advanced Arbitration Search” to begin using the advanced functionality of the \arbitration awards search or click on “Enter Arbitration Keyword Search” to begin searching by keyword.

[Office of Collective Bargaining > Arbitration Award Disclaimer>](#)

### **ARBITRATION AWARD DISCLAIMER**

This Web site has been designed for use by State of Ohio Labor Relations Administrators and Labor Relations Officers. The arbitration awards and arbitration award summaries provided on this Web site by the Office of Collective Bargaining (OCB) are provided for the sole purpose of information sharing. The arbitration awards are not intended to infer approval or disapproval by OCB, but are merely arbitration awards issued with the State as a party.

Individuals using the arbitration awards in subsequent arbitrations are cautioned to consider whether a particular award has been superceded or outdated by subsequent awards, legislative/statutory changes or contractual language changes. Arbitration awards are merely persuasive authority. Arbitrators are not bound by previous awards. However, as a practical matter arbitrators look to earlier awards for guidance. Please consult with your [OCB Labor Relations Specialist](#) for further details.

Although significant efforts have been made by OCB to assure the faithful reproduction of the primary sources, OCB does not warrant absolute accuracy. Users are responsible for determining that the information provided by OCB is sufficiently accurate. If any errors are detected, they should immediately be reported to OCB by [e-mail](#).

**[Enter Advanced Arbitration Search](#)**

**[Enter Arbitration Keyword Search](#)**

**[Help Document](#)** 



**[Contact OCB](#)**

## Advanced Search Page

On entering the advanced search home page, you are presented with a number of fields that can be used to define criteria related to the arbitration awards you are interested in. A search returns a listing of arbitration awards that meet the criteria you select in any of the fields listed below. If a selection is made from more than one field, the search will look for awards that meet all of the criteria selected (i.e. the search request uses “and” to separate the criteria, not “or”).

[Office of Collective Bargaining](#) > [Arbitration Award Disclaimer](#) > [Search](#)

Search | Results

OCB Case Number:  -  -  -  -  -

Agency:

Division:

Union:

Bargaining Unit:

Grievant First Name:

Grievant Last Name:

Research Class:

Research Code:

Article Number:

Arbitrator:

Award Number:

- Case Number – the case number assigned to the grievance
- Agency – the agency where the case originated
- Division – the division within the agency where a case originated (can only be selected if an agency is selected)
- Union – the union the grievant is a member of at the time the grievance arose
- Bargaining Unit – the bargaining unit the grievant is a member of at the time the grievance arose
- Grievant First Name
- Grievant Last Name
- Research Class – the research topic
- Research Code – the research sub-topic (can only be selected if Research Class is selected)
- Article Number – the contract article the grievance alleged was violated
- Arbitrator – the arbitrator who issued the award
- Award Number – the OCB assigned award number

## Advanced Search Results

After clicking the search button, the initial result will be a page with the following information regarding all of the awards that match the criteria selected: grievance case

[Office of Collective Bargaining](#) > [Arbitration Award Disclaimer](#) > [Search](#)

Search | Results

Case Number	Grievant	Award Number
27-01-19970820-0094-01-09	REGINA CARTER	1327
<b>Holding</b>		
Grievance was DENIED. Two employees of DR&C found marijuana roaches and a roach clip in the Grievant's cigarette case. Grievant was discharged for having contraband on state property. The Arbitrator found the Grievant's explanation about how the drugs came to be in her possession not credible. <a href="#">more...</a>		

number, grievant's name, award number, and the award's holding (a brief description of

the case and the arbitrator's decision.) At the end of the holding, the word "more.." is highlighted. Click on that word and you will be sent to a page with more details about the case and links to the award summary and the award.

## Award Details

Upon clicking the "more.." link on the search results page, detailed information regarding the award is presented. This information includes the following:

- The grievance case number
- The award number
- The grievant's name
- The union
- The agency
- The arbitrator
- The first chair – the state's advocate
- The union advocate
- The arbitration dates – the dates a hearing were held
- The decision date – the date the decision was received
- The contract articles – the relevant contract articles referenced in the case
- The contract violations – the research code titles of issues addressed in the case
- The cost – the cost incurred to arbitrate the case (If not available, \$0.00 appears)
- The holding

To view the award, click on the award number; to view a summary of the award, click on Summary document; to return to the search results, click on Back to Search Results.

NOTE: Hitting the back button on your browser's toolbar will return you to Arbitration Disclaimer home page.

[Office of Collective Bargaining](#) > [Arbitration Award Disclaimer](#) > [Search](#) > Grievance Details

[<< Back to Search Results](#)

**Grievance Information**

**OCB Grievance Number:** 27-01-19970820-0094-01-09

**Award Number:** [1327 \(Click to view document\)](#)

**Grievant Name:** REGINA CARTER

**Union:** OCSEA

**Agency:** Rehabilitation & Correction

**Arbitrator:** John Murphy

**First Chair:** Cynthia Sovell-Klein

**Union Advocate:** Tim Shafer

**Arbitration Date(s):**

**Decision Date:**

**Decision:** Denied

**Contract Articles:** 24.00

**Contract Violations:** 118.01 - Discipline-In General  
118.65 - Gambling

**Cost:** \$0.00

**Holding:**  
Grievance was DENIED. Two employees of DR&C found marijuana roaches and a roach clip in the Grievant's cigarette case. Grievant was discharged for having contraband on state property. The Arbitrator found the Grievant's explanation about how the drugs came to be in her possession not credible.

**Summary:**

[Summary Document](#)

## Tips for Selecting Search Criteria

To view a listing of all arbitration awards, do not select criteria in any of the search fields.

### Detailed Search

#### Grievance Case Number

The grievance case number is a composite number of information related to the grievance and can be searched by entering information in all or in part of the field. The grievance number is comprised of the following information as laid out in the screen shot below:

<b>OCB Case Number:</b>	Agency	Date of Grievance	Union
	<input type="text"/> - <input type="text"/>	Division	Grievance Number

Enter information in any or all sections of the number, then click search at the bottom of the screen.

#### Agency and Division

To search by agency select from the agency drop down list and click search at the bottom of the page. To search for a specific division of an agency, first select the agency and the Division drop down list will be populated with a list of divisions in the agency. Select the appropriate division and click the search button at the bottom of the page.

<b>Agency:</b>	-- Select --
<b>Division:</b>	-- Select --

#### Bargaining Unit

To search by Bargaining Unit select from the bargaining unit drop down list and click search at the bottom of the page.

<b>Bargaining Unit:</b>	-- Select --
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#### Grievant

To search by Grievant First or Last Name you will fill out either the first or last name and click the search button at the bottom of the page.

<b>Grievant First Name:</b>	<input type="text"/>
<b>Grievant Last Name:</b>	<input type="text"/>

#### Research Class and Code

To search by broad research categories, select a Research Class from the Research Class drop down list and click search at the bottom of the page

To refine the research category by searching for a sub set of the category select a Research code, the Research Class drop down list must be selected for the Research

Code list to be populated. Once you have selected a Research Class and Research Code, click the search button at the bottom of the page.

<b>Research Class:</b>	-- Select --
<b>Research Code:</b>	-- Select --

### Article Number

To search by Article Number you will fill out the Article Number and click the search button at the bottom of the page.

<b>Article Number:</b>	<input type="text"/>
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### Arbitrator

To search by Arbitrator select from the Arbitrator drop down list and click search at the bottom of the page.

<b>Arbitrator:</b>	-- Select --
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### Award Number

To search by Award Number you will fill out the Award Number and click the search button at the bottom of the page.

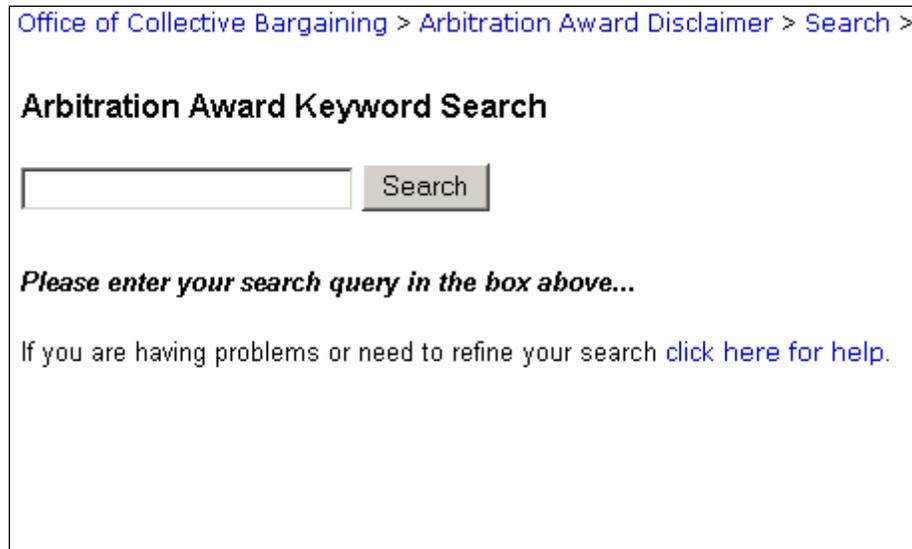
<b>Award Number:</b>	<input type="text"/>
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### Clear Button

To reset the criteria for a search, click the clear button at the bottom of the page.

## Keyword Search Page

On entering the keyword search page, you are presented with the keyword search box and text, "click here for help".



Office of Collective Bargaining > Arbitration Award Disclaimer > Search >

### Arbitration Award Keyword Search

*Please enter your search query in the box above...*

If you are having problems or need to refine your search [click here for help.](#)

When entering a keyword in the search box it is useful to know different search techniques associated with the keyword search.

#### **Case:**

The search engine is case insensitive so the query "Sick Leave" will return the same results as "sick leave".

#### **Keyword Search:**

The query, sick leave will return all documents containing the words "sick" and "leave". This type of search will return the same results as the Boolean "sick" AND "leave".

#### **Phrase Search:**

The query, "sick leave" which will only return documents containing "sick leave".

#### **Boolean Searches:**

The query, sick AND NOT leave will return documents containing "sick" but not "leave".

The query, sick AND leave will return documents containing the words "sick" and "leave".

The query, sick OR leave will return documents containing "sick" and also documents containing "leave".

#### **Proximity Searches:**

The query, sick NEAR leave will return documents containing the word "sick" NEAR the word "leave".

#### **Advanced Searches:**

The query @size > 1000 will return all documents with a size greater than 1KB.

The query #filename \*.doc will return only word documents.

The query @write > 01/2/1 10:00:00 will return only documents modified since the 1st Feb 2001 at 12:00am.

The query man\* will return all documents containing "man" as part of a word, i.e. "manual", "manually" and so on.

## Keyword Search Results

After clicking the search button, the result will be a page with the following information regarding all of the awards that match the criteria selected: file name, rank, abstract ( a brief description of the arbitration summary), file location, size, and last modified date.

### Arbitration Award Keyword Search

**Your Search for sick leave matched 65 Documents (Page 1 of 4).  
Results Indexed by relevance.**

1. [1550.doc](#) (100%)  
**Abstract:** ARBITRATION SUMMARY AND AWARD LOG OCB AWARD NUMBER: #1550 OCB GRIEVANCE NUMBER: 15-00-20000125-0017-04-01 GRIEVANT NAME: Douglas A. Hamaan, et. al. UNION: OSTA DEPARTMENT: Public Safety ARBITRATOR: N. Eugene Brundige MANAGEMENT ADVOCATE: Renee Byers 2ND CHAIR: UNION ADVOCATE: Herschel M. Sigall ARBI...  
<http://ocbarbs.test.das.ohio.gov/arbitrationsummaries/1550.doc>  
File Name: 1550.doc, Size: 28.0 KB, Last Modified: Tuesday, March 19, 2002 at 2:01:58 PM
2. [1626.doc](#) (100%)  
**Abstract:** ARBITRATION SUMMARY AND AWARD LOG OCB AWARD NUMBER: OCB GRIEVANCE NUMBER: 34-13-020206-001-01-09 GRIEVANT NAME: Misty D. Colliton UNION: OCSEA DEPARTMENT: BWC ARBITRATOR: Anna DuVal Smith MANAGEMENT ADVOCATE: Roger A. Coe 2ND CHAIR: Shirley Turrell UNION ADVOCATE: Lori Collins ARBITRATION DATE: 10/2...  
<http://ocbarbs.test.das.ohio.gov/arbitrationsummaries/1626.doc>  
File Name: 1626.doc, Size: 34.5 KB, Last Modified: Monday, December 30, 2002 at 7:46:18 PM

To view a summary click on the highlighted filename.