

ARBITRATION SUMMARY AND AWARD LOG

OCB AWARD NUMBER: 1400 Expedited

OCB GRIEVANCE NUMBER: 19-00-981112-0069-01-14

GRIEVANT NAME: Luwana Perry

UNION: OCSEA/AFSCME Local 11

DEPARTMENT: Insurance

ARBITRATOR: Floyd Weatherspoon

MANAGEMENT ADVOCATE: Cindy Sovell-Klein

2ND CHAIR:

UNION ADVOCATE: Robert Steele, Sr.

ARBITRATION DATE: October 20, 1999

DECISION DATE: October 20, 1999

DECISION: GRANTED

CONTRACT SECTIONS: 2.01, 2.03, 24.01, 24.02, 24.03

HOLDING: Grievance is GRANTED.

COST: \$

#1400 expedited

ARBITRATOR: Floyd Weatherspoon	HEARING DATE: Oct 20, 1999
GRIEVANT: Luwana Perry	GRIEVANCE #: 19-00-981112-0069-01-145
DEPARTMENT: Ohio Dept. of Insurance	UNION: OCSEA
MANAGEMENT ADVOCATE: Cynthia Sovell-Klein	UNION ADVOCATE: Robert Steele, Sr.

Was the Grievant, Luwana Perry's two
day Suspension for just Cause?

The grievance is granted. However, the disciplinary action is reduced to a written reprimand, in accordance with Work Rule NO 6(c) which permits a written reprimand for the first offense. The Employer met all the elements of just cause except the level of punishment. Based on the Grievant's testimony and the records it did not appear that she intentionally tried to deceive the Employer. Nevertheless, the Grievant's error cannot go without penalty.

ISSUED AT:
DATE:

10/27/99

ARBITRATOR'S
SIGNATURE:

F. D. Weatherspoon