

**ARBITRATION SUMMARY AND AWARD LOG**  
**OCB AWARD NUMBER: 1407 Expedited**

**OCB GRIEVANCE NUMBER:** 1) 27-16-980410-2896-01-03  
2) 27-16-981027-2980-01-03

**GRIEVANT NAME:** 1) Tim Thompson  
2) Tim Thompson

**UNION:** OCSEA/AFSCME Local 11

**DEPARTMENT:** Rehabilitation and Correction

**ARBITRATOR:** Craig A. Allen

**MANAGEMENT ADVOCATE:** 1) Dave Burrus  
2) Dave Burrus

**2ND CHAIR:**

**UNION ADVOCATE:** Lynn Belcher

**ARBITRATION DATE:** November 13, 1999

**DECISION DATE:** November 13, 1999

**DECISION:** 1) MODIFIED  
2) MODIFIED

**CONTRACT SECTIONS:** 1) 24.01  
2) 24

**HOLDING:** 1) and 2) Grievant filed two grievances over the same discipline. Grievant was fined three-days pay for his first offense of AWOL. Arbitrator reduced the penalty to a one-day fine because others had received one-day fines for their first infractions.

**COST:** \$350.00



**BENCH DECISION AND AWARD**

ARBITRATOR: Craig A. Allen

HEARING DATE: November 18, 1999

GRIEVANT: Tim Thompson

27-16 (4-10-98) 2896-1-3  
GRIEVANCE #: 27-16 (10-27-98) 288-1-3

DEPARTMENT: Corrections

UNION: OCSA

MANAGEMENT  
ADVOCATE: Lou BumaUNION  
ADVOCATE: Lynn Belcher**ISSUE**

Was the three day fine for just cause?

**AWARD**

I uphold the grievance in part and reduce the penalty to a one day fine. I do not find that the OAC is relevant here as the contract and past practice are controlling. I also do not think Mr. Rivera's decision is on point. I find Mr. Harris testimony persuasive that in his 10 yrs as a union officer he knows of no other DUT who received more than 1 day. In addition DUT is a 13 year employee with an excellent

ISSUED AT: Marion Correctional  
DATE: November 10, 1999ARBITRATOR'S  
SIGNATURE:

Craig A. Allen

evaluation. I was also impressed with  
the boat that got immediately purchased.  
a new alarm clock







